

INDIA

DESTINATION GUIDE

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INTRODUCTION

This guide provides a clear and practical overview for **local and foreign employees, employers, and investors** operating in the country. It covers the full employment lifecycle – from hiring and work permits to payroll, social security, taxation, termination, healthcare, education, and business setup.

Designed to support both **local workforce management and international talent mobility**, the guide explains statutory obligations, employee rights, and employer responsibilities under labor, tax, and social security regulations. It also supports business owners by outlining company formation, accounting, and ongoing compliance requirements.

Powered by **Gini Talent** and **Gini Finance**, this guide reflects real-world operational expertise:

- **Gini Talent** enables compliant hiring through recruitment, Employer of Record (EOR), payroll, and work permit services.
- **Gini Finance** ensures financial, tax, and accounting compliance with local regulations.

Together, they provide an end-to-end solution that helps organizations and professionals operate confidently, compliantly, and efficiently.



WORK PERMIT & WORKING CONDITIONS

Employment in India is governed by Indian labor laws, immigration regulations, and social security legislation. Indian citizens may work freely without permit restrictions, while foreign nationals must obtain the appropriate visa and work authorization before commencing employment.

This section outlines the legal framework applicable to both local and foreign employees, as well as employer obligations in India.

WORK AUTHORIZATION FRAMEWORK IN INDIA

For Indian Citizens (Local Employees)

- No work permit or visa is required
- Employment is governed by Indian labor laws
- Mandatory registration under applicable social security schemes
- Full access to statutory employee rights and protections

For Foreign Employees

- A valid employment visa (Employment Visa – E Visa) is mandatory
- Employment must be with a legally registered Indian entity
- Employment may begin only after:
 - Employment visa issuance
 - Local registration (FRRO/FRO, if applicable)

For Employers

Employers are responsible for:

- Ensuring lawful visa status for foreign employees
- Issuing compliant employment contracts
- Payroll, tax, and social security compliance
- Immigration and registration reporting

TYPES OF WORK AUTHORIZATION IN INDIA

Employment Visa (E Visa)

- Issued to foreign nationals employed by an Indian Company
- Typically granted for 1 year or contract duration
- Renewable within India subject to compliance
- Salary threshold generally applies (exceptions for NGOs, teachers, ethnic cooks)

Business Visa (Not for Employment)

- Permits business meetings and short-term activities
- Does not allow salaried employment in India

Indian citizens are not subject to visa or work permit classifications.

WORK AUTHORIZATION ELIGIBILITY REQUIREMENTS

Employer Requirements

- Must be a legally registered Indian entity
- Must sponsor the employment visa
- Must ensure tax and social security compliance

Employee Requirements (Foreign Nationals)

- Must hold an Employment Visa before working
- Must meet minimum salary thresholds (sector-dependent)
- Role must require specialized skills or expertise
- Tourist or business visas cannot be converted into employment visas

Local (Indian) Employees

- No work authorization restrictions
- Employment subject to general labor law requirements only

EMPLOYMENT VISA APPLICATION PROCESS

Applications Outside India

- Employee applies at an Indian embassy or consulate
- Employment contract and sponsorship documents required
- Visa issued prior to travel

Registration in India

- Foreign employees staying longer than 180 days must register with:
- RRO (Foreigners Regional Registration Office)
- Registration typically completed within 14 days of arrival

SOCIAL SECURITY & HEALTHCARE COVERAGE IN INDIA

For Indian Employees

Mandatory schemes may include:

- Employees' Provident Fund (EPF – retirement savings)
- Employees' State Insurance (ESI – healthcare, for eligible salary levels)
- Gratuity benefits
- Statutory insurance coverage

For Foreign Employees

- Mandatory participation in EPF for most foreign nationals
- Exemptions possible under bilateral social security agreements
- ESI applicability depends on salary and location
- Private health insurance commonly provided by employers

HEALTH INSURANCE VS. STATUTORY COVERAGE IN INDIA

Once statutory registration is completed:

- Public healthcare access exists but is limited
- Private health insurance is strongly recommended
- Employers commonly provide group health insurance plans
- International insurance used for expats and senior executives

BILATERAL SOCIAL SECURITY AGREEMENTS

India has signed Social Security Agreements (SSAs) with several countries, allowing:

- EPF contribution exemptions
- Avoidance of double social security payments
- Aggregation of contribution periods

Eligibility depends on nationality, assignment structure, and documentation.

WORKING CONDITIONS & EMPLOYEE RIGHTS IN INDIA

The following apply to both Indian and foreign employees unless otherwise specified.

Working Hours

- Standard workweek: **48 hours**
- Typically **8-9 hours** per day
- State-specific rules may apply

Overtime

- Overtime compensation required under applicable laws
- Rates and caps vary by state and sector

Weekly Rest & Leave

- At least one weekly rest day
- Paid annual leave governed by local labor laws
- National and state public holidays apply

Maternity & Other Statutory Leaves

- Maternity Benefit Act applies to eligible employees
- Sick leave and casual leave vary by employer policy and state law

EMPLOYMENT TERMINATION, NOTICE & SEVERANCE IN INDIA

Notice Periods

- Governed by employment contract and labor laws
- Typically 30-90 days for white-collar employees

Severance & Gratuity

- Gratuity payable after 5 years of continuous service
- Retrenchment compensation may apply in certain cases
- Final settlement must include:
 - Outstanding salary
 - Leave encashment
 - Statutory dues

EMPLOYER COMPLIANCE & LEGAL RISKS

Common compliance risks include:

- Employing foreigners on incorrect visa types
- Failure to register with EPF / ESI
- Underreported salaries or benefits
- Delayed tax or social security filings
- Improper termination procedures

These may result in:

- Financial penalties
- Immigration issues
- Labor disputes
- Reputational risk

WHY CHOOSE INDIA FOR EMPLOYMENT & BUSINESS OPERATIONS?

India offers:

- One of the world's largest and youngest workforces
- Strong IT, engineering, finance, and manufacturing sectors
- Competitive labor costs
- A fast-growing startup and digital economy
- Expanding infrastructure and global business integration

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SOCIAL SECURITY SYSTEM IN INDIA

India's social security framework is governed by multiple statutory bodies and provides mandatory social protection for employees working under a valid employment relationship.

Both Indian nationals and foreign employees are subject to social security obligations, depending on salary level, employment structure, and nationality.

The primary social security schemes applicable to employees in India include:

- Employees' Provident Fund (EPF)
- Employees' Pension Scheme (EPS)
- Employees' State Insurance (ESI)
- Professional Tax (state-level)
- Gratuity (long-term benefit)

MANDATORY SOCIAL SECURITY REGISTRATION IN INDIA

Indian Employees (Local Employees)

- Social security registration is mandatory for eligible employees from the first day of employment
- Employers must register employees with the relevant authorities immediately upon hiring
- Coverage depends on:
 - Salary thresholds
 - Company size
 - Applicable state regulations

Foreign Employees

- Foreign nationals working legally in India are generally required to participate in India's social security system
- Mandatory registration applies particularly to:
 - Employees working for Indian entities
 - Employees seconded to India
- Certain exemptions may apply under bilateral Social Security Agreements (SSAs)

Employment cannot legally commence without proper registration where applicable.

EMPLOYER OBLIGATIONS IN INDIA

Employers are legally responsible for:

- Registering eligible employees with social security authorities
- Correctly classifying employees (local vs. international worker)
- Accurate salary declaration
- Monthly contribution calculation and payment
- Maintaining statutory payroll and compliance records

Failure to comply may result in:

- Financial penalties
- Interest on unpaid contributions
- Labor inspections and audits
- Immigration and employment compliance risks

KEY SOCIAL SECURITY SCHEMES IN INDIA / 1

Employees' Provident Fund (EPF)

- Mandatory for establishments with 20 or more employees
- Applicable to:
 - Indian nationals
 - Foreign employees classified as "International Workers"
- Contribution rate:
 - Employer: 12%
 - Employee: 12%
- Contributions are calculated on basic salary and certain allowances

Employees' Pension Scheme (EPS)

- Funded through a portion of the employer's EPF contribution
- Provides retirement and survivor benefits
- Applies mainly to Indian employees; international worker rules vary

KEY SOCIAL SECURITY SCHEMES IN INDIA / 2

Employees' State Insurance (ESI)

- Mandatory for employees earning below a statutory salary threshold
- Provides:
 - Medical care
 - Sickness benefits
 - Maternity benefits
 - Work injury coverage
- Foreign employees earning above the threshold are generally excluded

Gratuity

- Payable upon termination after at least 5 years of continuous service
- Applicable to both Indian and foreign employees
- Calculated based on last drawn salary and length of service

SOCIAL SECURITY CONTRIBUTIONS IN INDIA (INDICATIVE)

Contribution Type	Employer	Employee
EPF	12%	12%
EPS	Included in EPF	—
ESI (if applicable)	~3.25%	~0.75%
Professional Tax	State-based	State-based

Contribution rates and applicability depend on salary structure, employee classification, and state regulations.

All contributions must be:

- Declared monthly
- Paid within statutory deadlines

INTERNATIONAL SOCIAL SECURITY AGREEMENTS (SSAS)

India has signed Social Security Agreements with several countries to avoid double contributions.

These agreements may allow:

- Exemption from EPF contributions
- Continued coverage under the home country system
- Aggregation of contribution periods for pension eligibility
- Short-term assignment exemptions

Eligibility depends on:

- Employee nationality
- Assignment duration
- Certificate of Coverage issued by the home country authority

ROLE OF SOCIAL SECURITY IN EMPLOYMENT & IMMIGRATION COMPLIANCE

For Foreign Employees

- Social security compliance is closely reviewed during:
 - Employment audits
 - Immigration checks
 - Assignment renewals
- Non-compliance may impact:
 - Employment validity
 - Corporate compliance status
 - Long-term assignment planning

For Employers

- Accurate payroll alignment with social security records is essential
- Mismatch between salary, tax, and social security filings increases audit exposure

EXIT PROCEDURES UPON EMPLOYMENT TERMINATION

Employer Responsibilities

Upon termination, employers must:

- Complete final payroll calculations
- Settle outstanding social security contributions
- Update records with relevant authorities
- Issue statutory employment and contribution certificates

Employee Considerations

- Indian employees retain contribution history for future employment
- Foreign employees may:
 - Withdraw eligible contributions (subject to rules), or
 - Retain accounts depending on SSA provisions

SOCIAL SECURITY VS. PRIVATE HEALTH INSURANCE IN INDIA – KEY DISTINCTION

Feature	Statutory Social Security (ESI / EPF-linked benefits)	Private Health Insurance
Mandatory	✓ Yes (if eligible)	✗ No
Linked to employment	✓ Yes	✗ No
Covers retirement	✓ Yes (EPF/EPS)	✗ No
Covers work injuries	✓ Yes (ESI)	✗ No
Public hospitals	✓ Yes	⚠ Limited
Private hospitals	✗ Limited	✓ Yes
International coverage	✗ No	✓ Yes
English-speaking doctors	⚠ Limited	✓ Yes

Private health insurance is commonly used to supplement statutory coverage, especially by foreign employees.

COMMON SOCIAL SECURITY COMPLIANCE RISKS IN INDIA

- Failure to classify foreign employees correctly as International Workers
- Incorrect EPF applicability assumptions
- Late or missing monthly contributions
- Salary structuring to avoid statutory thresholds
- Misinterpretation of SSA exemptions

These risks may result in:

- Backdated liabilities
- Interest and penalties
- Labor audits
- Reputational and compliance exposure

WHY SOCIAL SECURITY COMPLIANCE IS CRITICAL IN INDIA

Proper social security compliance ensures:

- Lawful employment for local and foreign employees
- Protection of long-term retirement and benefit rights
- Reduced audit and penalty risks
- Alignment with immigration and assignment planning
- Sustainable and compliant business operations in India

TAXATION IN INDIA (FOR LOCAL & FOREIGN EMPLOYEES)

India's taxation system is governed by the **Income Tax Act, 1961** and administered by the **Income Tax Department of India**.

All employment-related income earned in India is subject to Indian tax laws, regardless of nationality. Tax obligations depend primarily on **tax residency status**, while employers are responsible for payroll tax withholding and statutory compliance.

TAX RESIDENTS

Tax Residents

- Stay in India for **182 days or more** during a financial year, or
- Stay in India for **60 days or more** during the financial year **and** at least **365 days** in the preceding four financial years

Tax residents are generally taxed on:

- **Worldwide income**, subject to residency classification (Resident & Ordinarily Resident vs. Not Ordinarily Resident)

Non-Residents

- Individuals who do not meet the residency thresholds
- Taxed **only on income sourced in India**

Correct residency classification is critical for accurate tax treatment and treaty application.

INCOME TAX ON SALARIES (WITHHOLDING SYSTEM)

Employees (Local & Foreign)

- Income tax is levied on **gross employment income**
- Tax is collected through the **Tax Deducted at Source (TDS)** mechanism

Employees receive **net salary after statutory deductions**

Employers

Employers are legally responsible for:

- Monthly payroll tax calculations
- Applying applicable income tax slabs
- Withholding TDS on salaries
- Depositing TDS within statutory deadlines
- Filing periodic TDS returns (Form 24Q)

India applies a **progressive income tax slab system**, with optional old and new tax regimes.

OTHER MANDATORY PAYROLL DEDUCTIONS

In addition to income tax, the following deductions may apply depending on salary level and employment structure:

- Employee Provident Fund (EPF)
- Employee State Insurance (ESI), where applicable
- Professional Tax (state-specific)
- Labour welfare fund contributions (state-specific)

All deductions must be:

- Accurately calculated
- Reflected in payroll records
- Declared and paid on time by the employer

CORPORATE TAX OBLIGATIONS FOR EMPLOYERS

Employers operating in India and hiring local or foreign employees must comply with:

- Corporate Income Tax
- Salary TDS compliance
- Goods and Services Tax (GST), where applicable
- Monthly and quarterly TDS filings
- Annual tax returns and reconciliations
- Payroll and employment-related statutory reporting

Non-compliance may lead to:

- Interest and penalties
- Disallowance of expenses
- Increased audit and inspection risk

DOUBLE TAXATION AVOIDANCE AGREEMENTS (DTAS)

India has signed **Double Taxation Avoidance Agreements** with numerous countries.

DTAAs may:

- Prevent income from being taxed twice
- Allow tax credits or exemptions
- Define taxing rights for expatriates and short-term assignments
- Regulate permanent establishment and employment income taxation

Foreign employees may need to provide:

- **Tax Residency Certificate (TRC)** from their home country
- Additional declarations to claim treaty benefits

PERMANENT ACCOUNT NUMBER (PAN)

All individuals earning income in India must obtain a **Permanent Account Number (PAN)**.

PAN is required for:

- Payroll processing
- Income tax filings
- Salary payments
- Bank account opening
- Investment and financial transactions
- Tax treaty applications

Both Indian citizens and foreign nationals use the same PAN system.

TERMINATION, SEVERANCE & TAXATION

Employees

- Gratuity payments may be partially or fully tax-exempt, subject to statutory limits
- Leave encashment tax treatment depends on employment type and thresholds
- Notice pay is generally taxable as salary income

Employers

- Must calculate and deduct applicable taxes on final settlements
- Ensure correct tax treatment of gratuity, severance, and leave encashment
- Complete final TDS filings and payroll closures

COMMON TAX COMPLIANCE RISKS IN INDIA

Frequent compliance risks include:

- Incorrect tax residency determination
- Underreporting salary components or benefits
- Late or incorrect TDS deposits
- Errors in TDS returns
- Incorrect application of DTAA benefits
- Mismatch between payroll, tax, and social security records

These issues may result in:

- Backdated tax demands
- Interest and penalties
- Increased audit exposure
- Immigration and assignment risks for foreign employees

IMPORTANT NOTE ON TAX COMPLIANCE IN INDIA

Tax compliance in India is a **shared legal responsibility** between employers and employees.

Proper compliance ensures:

- Lawful employment and payroll operations
- Protection against double taxation
- Accurate alignment between payroll, tax, and social security
- Reduced audit and regulatory risks
- Smooth continuation of foreign employment assignments

Due to India's complex and evolving tax framework, professional payroll and tax management is strongly recommended for both local and foreign employees.

EMPLOYMENT TERMINATION

Employment termination in India is primarily governed by a combination of central and state-level labor laws, including the **Industrial Disputes Act, 1947, Shops and Establishments Acts, Industrial Employment (Standing Orders) Act**, and applicable employment contracts.

Termination rules apply to both **Indian nationals and foreign employees** working legally in India under a valid employment contract. Employers must comply with statutory procedures related to notice periods, severance (retrenchment compensation), documentation, and state-specific requirements.

TYPES OF EMPLOYMENT TERMINATION IN INDIA

Employment relationships in India may be terminated through:

- Resignation by the employee
- Termination by the employer (with or without cause)
- Mutual separation / settlement agreement
- Expiration of fixed-term employment contracts
- Redundancy or retrenchment
- Retirement or superannuation
- Closure of business or force majeure events

Each termination type carries different legal obligations regarding notice, compensation, and regulatory approvals.

JUSTIFIED VS. UNJUSTIFIED TERMINATION

Employer-Initiated Termination – With Cause

Employers may terminate employment for justified reasons, such as:

- Serious misconduct or breach of company policies
- Willful insubordination or negligence
- Fraud, dishonesty, or criminal misconduct
- Persistent poor performance (with documented warnings)
- Violation of employment contract terms

Proper **disciplinary procedures, show-cause notices, and documentation** are critical. Failure to follow due process may render the termination unlawful.

Employer-Initiated Termination – Without Cause

Termination without misconduct (e.g. redundancy or business reasons) generally requires:

- Statutory notice or payment in lieu of notice
- Retrenchment compensation (where applicable)
- Compliance with Industrial Disputes Act thresholds

Unlawful termination may expose employers to reinstatement orders, back wages, or labor court disputes.

Employee-Initiated Termination (Resignation)

Employees (local or foreign) may resign:

With notice

- Notice period as defined in the employment contract or local Shops & Establishments Act (typically 30–90 days)

With immediate effect (justified resignation)

Employees may resign without notice if the employer:

- Fails to pay wages
- Materially breaches contractual obligations
- Provides unsafe or unlawful working conditions
- Engages in harassment or coercion

STATUTORY NOTICE PERIODS IN INDIA

Notice requirements depend on employee category and state law:

- Managerial / white-collar employees: As per employment contract (commonly 30-90 days)
- “Workmen” under Industrial Disputes Act:
 - 1 month’s notice for retrenchment
 - Payment in lieu of notice permitted

If notice is not served, salary in lieu of notice must be paid.

PROBATIONARY PERIOD AND TERMINATION

- Probation periods typically range from 3 to 6 months (contract-based)
- During probation:
 - Termination is generally easier
 - Notice requirements are shorter
 - Arbitrary termination may still be challenged if discriminatory or mala fide

Rules apply equally to Indian and foreign employees.

SEVERANCE PAY (RETRENCHMENT COMPENSATION) IN INDIA

Severance Eligibility

Severance applies mainly to employees classified as “**workmen**” under the Industrial Disputes Act.

Severance Calculation Rules

- 15 days’ average wages for each completed year of service
- Applicable after 1 year of continuous service
- Payable in cases of retrenchment or redundancy
- Managerial employees’ severance is contract-based, not statutory

Severance rules apply equally to foreign employees meeting the same legal criteria.

MASS LAYOFFS AND COLLECTIVE TERMINATIONS

For establishments exceeding statutory thresholds (typically 100+ employees):

- Prior government approval may be required
- Employee representatives must be informed
- Retrenchment procedures must be strictly followed

Non-compliance may result in invalid termination, penalties, or reinstatement orders.

TERMINATION OF FOREIGN EMPLOYEES IN INDIA

For foreign employees holding valid **Employment Visas**:

Employers must:

- Process full and final settlement
- Deregister payroll and statutory contributions (PF, tax)
- Issue relieving and experience letters

Foreign employees must:

- Update or cancel visa status
- Exit India or secure new employment and visa sponsorship

Immigration non-compliance may result in overstay penalties or future visa restrictions.

FINAL PAYROLL AND LEGAL OBLIGATIONS AFTER TERMINATION

Upon termination, employers must complete:

- Outstanding salary payments
- Notice pay or severance (if applicable)
- Unused leave encashment
- Statutory deductions and final tax withholding

Additionally:

- Final income tax filings
- Provident Fund (PF) and statutory exits must be completed accurately and on time.

COMMON EMPLOYMENT TERMINATION COMPLIANCE RISKS IN INDIA

Common risks include:

- Improper disciplinary process or documentation
- Non-compliance with Industrial Disputes Act
- Incorrect severance calculations
- Failure to follow state-specific Shops & Establishments rules
- Inconsistencies between payroll, tax, and employment records

These may lead to:

- Labor court disputes
- Reinstatement orders with back wages
- Financial penalties
- Reputational and operational risks

WHY PROPER TERMINATION MANAGEMENT MATTERS IN INDIA

Lawful and well-documented termination processes ensure:

- Protection of employee rights
- Reduced litigation and labor dispute risk
- Smooth payroll, tax, and statutory closure
- Compliance with labor and immigration regulations
- Business continuity and employer brand protection

EDUCATION OPTIONS FOR CHILDREN IN INDIA

Families living in India—both Indian citizens and foreign residents—have access to one of the world's largest and most diverse education systems. India offers public, private, and international education options that accommodate different curricula, languages, cultural preferences, and lengths of stay, from early childhood through higher education.

India's education system combines nationally regulated schooling with a strong private and international school network, particularly in major metropolitan areas.

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PUBLIC SCHOOLS IN INDIA

Public schools in India are primarily intended for Indian citizens but may be accessible to foreign children subject to local education authority approval and residency status.

Key Features

- Curriculum regulated by national and state education boards
- Instruction language: Hindi, English, or regional languages (state-dependent)
- Strong emphasis on mathematics, sciences, and academic discipline
- Wide availability across urban and rural regions
- Low or no tuition fees

Major cities such as **Delhi, Mumbai, Bengaluru, Chennai, Hyderabad, and Pune** offer a broad range of public schools, particularly English-medium government schools.

Public schools are generally suitable for:

- Local Indian families
- Foreign families planning long-term residence
- Families seeking cultural integration and local curriculum exposure

PRIVATE SCHOOLS AND NATIONAL CURRICULUM INSTITUTIONS

Private schools in India serve both local and foreign families and form the backbone of the country's education system.

Highlights

- English-medium instruction widely available
- Smaller class sizes compared to public schools
- Modern facilities and advanced academic programs
- Strong preparation for national and international university admissions

Common Indian Curricula

- **CBSE (Central Board of Secondary Education)**
- **ICSE / ISC (Indian Certificate of Secondary Education)**
- **State Board curricula**

Private schools are widely preferred by:

- Middle- and upper-income Indian families
- Expat families seeking English-medium education
- Families prioritizing academic performance and exam-focused systems

INTERNATIONAL SCHOOLS IN INDIA

India has a well-established and expanding international school network, particularly in major expat and business hubs.

Offered Programs

- **IB (International Baccalaureate)**
- **Cambridge International (IGCSE & A-Levels)**
- **American High School Diploma**
- **British curriculum**

International schools are mainly located in: **Delhi NCR, Mumbai, Bengaluru, Chennai, Hyderabad and Pune**

These schools are ideal for:

- Foreign families on short- or medium-term assignments
- Globally mobile families seeking curriculum continuity
- Students preparing for overseas higher education

PRESCHOOL AND EARLY CHILDHOOD EDUCATION IN INDIA

India offers a wide range of early childhood education options for both local and foreign families.

Available Options

- International kindergartens
- Private nursery and preschool chains
- Montessori and play-based learning centers
- Bilingual and English-medium early education programs

Enrollment typically begins from **2 to 3 years of age**, depending on the institution.

HIGHER EDUCATION OPPORTUNITIES IN INDIA

India is a major global destination for higher education, attracting both domestic and international students.

Key Advantages

- English-medium undergraduate and postgraduate programs
- World-renowned institutions such as:
 - Indian Institutes of Technology (IITs)
 - Indian Institutes of Management (IIMs)
 - Delhi University, Jawaharlal Nehru University, University of Mumbai
- Strong STEM, engineering, IT, and medical education
- Competitive tuition fees compared to Western countries
- Government and institutional scholarships for international students

Admission requirements vary by institution and program.

SPECIAL EDUCATION SERVICES IN INDIA

India provides increasing access to special education services, particularly through private institutions and international schools.

Available Support

- Inclusive education programs in select schools
- Private special education and therapy centers
- Individualized Education Plans (IEPs)
- Speech therapy, occupational therapy, and behavioral support

Availability and quality vary significantly by city, with broader access in major metropolitan areas.

DOCUMENTATION AND ENROLLMENT REQUIREMENTS IN INDIA

For Public and Private Schools

Families typically need:

- Child's passport and visa/residence status (for foreign families)
- Birth certificate
- Previous school records and transcripts
- Transfer certificate (if applicable)
- Proof of local address

For International Schools

Additional requirements may include:

- Entrance assessments or interviews
- Language proficiency evaluations
- Academic records aligned with international curricula

WHY INDIA IS A STRONG EDUCATION DESTINATION

- One of the world's largest English-speaking education systems
- Wide range of public, private, and international schools
- Strong academic focus on STEM and technology
- Globally recognized higher education institutions
- Cost-effective education options compared to many Western countries
- Extensive availability in major business and expat hubs

HEALTHCARE OPTIONS IN INDIA

Individuals living and working in India—both Indian nationals and foreign employees—have access to a broad and multi-layered healthcare system.

India offers public healthcare services, a highly developed private healthcare sector, and internationally accredited hospitals, particularly in major metropolitan areas.

PUBLIC HEALTHCARE SYSTEM IN INDIA

India's public healthcare system is administered primarily at the state level and provides basic medical services to residents, including foreign nationals.

Coverage Scope

Public healthcare facilities include:

- Government hospitals and medical colleges
- Primary Health Centres (PHCs)
- Community Health Centres (CHCs)
- Emergency and trauma care units
- Maternal and child healthcare services
- Vaccination and preventive healthcare programs

Public healthcare services are low-cost or free of charge, but availability, infrastructure quality, and service standards vary significantly by state and region.

Public healthcare is generally suitable for:

- Basic and emergency medical needs
- Long-term residents familiar with local systems
- Cost-sensitive healthcare access

Language barriers and longer waiting times may be encountered.

PRIVATE HEALTHCARE SERVICES

India has one of the largest and most advanced private healthcare sectors globally, widely used by both local residents and foreign professionals.

Key Advantages

- Short waiting times
- Access to advanced diagnostics and treatment technologies
- Highly qualified doctors, many with international training
- English-speaking medical staff
- Direct specialist access without lengthy referrals

- Private hospitals are prevalent in cities such as: Delhi NCR, Mumbai, Bengaluru, Chennai, Hyderabad and Pune

Private healthcare costs are higher than public facilities but remain competitive compared to many Western countries.

INTERNATIONAL HOSPITALS AND EXPAT-FOCUSED CLINICS

Major Indian cities host internationally accredited hospitals and clinics catering specifically to expatriates and international patients.

Common Features

- English-speaking and multilingual medical teams
- International clinical standards and protocols
- Comprehensive outpatient and inpatient services
- 24/7 emergency departments
- Specialized care in pediatrics, cardiology, orthopedics, oncology, fertility, dentistry, dermatology, and internal medicine

Hospitals such as Apollo, Fortis, Max Healthcare, Manipal, and Narayana Health are widely preferred by foreign employees and multinational companies.

HEALTH INSURANCE REQUIREMENTS IN INDIA

India does not have a mandatory public health insurance system covering all employees. Health insurance arrangements are largely determined by employers and individual choices.

Key Points

- There is no universal or compulsory national health insurance for employees.
- Employers are not legally required to register employees under a public healthcare scheme.
- Private health insurance is the most common form of coverage.

Common Practices

- Employer-provided group health insurance plans are widely used.
- Policies often cover employees and, in many cases, their dependents.
- International health insurance is common for expatriates and globally mobile professionals.
- Additional coverage may be arranged for access to premium hospitals or overseas treatment.

For foreign employees, having private or international health insurance is typically expected for visa compliance, employer policies, and access to private or international healthcare facilities.

MATERNITY AND FAMILY HEALTHCARE

India offers extensive maternity and family healthcare services through both public and private providers.

Available Services

- Prenatal and postnatal care
- Public maternity hospitals and private birthing centers
- Advanced neonatal and pediatric care
- High-quality fertility and IVF treatments
- Nationwide immunization programs

Private hospitals are generally preferred for maternity care due to comfort, privacy, and service quality.

EMERGENCY AND URGENT CARE SERVICES

India provides nationwide emergency healthcare services:

- Emergency numbers: **112** (nationwide emergency), **108** (ambulance services in many states)
- Emergency departments in both public and private hospitals
- Trauma care and intensive care units in major hospitals

Emergency treatment is provided regardless of nationality, though payment or insurance details may be required for private facilities.

PHARMACEUTICALS AND MEDICATION ACCESS

India has a vast and well-regulated pharmaceutical market.

Key Features

- Wide availability of prescription and over-the-counter medications
- Strong domestic pharmaceutical manufacturing
- Affordable generic medicines
- Hospital-based and retail pharmacies nationwide
- English-language prescriptions and pharmacy services widely available

Most medications are easily accessible without long delays.

MEDICAL TOURISM AND SPECIALIZED TREATMENTS

India is a global leader in medical tourism, attracting patients from around the world.

Common Specializations

- Cardiac surgery and interventional cardiology
- Orthopedic and spinal surgery
- Oncology and advanced cancer treatments
- Fertility and IVF services
- Cosmetic and reconstructive surgery

Both foreign employees and local residents benefit from advanced care at competitive costs.

WHY INDIA IS A STRONG HEALTHCARE DESTINATION

- World-class private and international hospitals
- Highly qualified, English-speaking medical professionals
- Competitive healthcare costs
- Wide availability of employer-sponsored health insurance
- Strong pharmaceutical and medical research ecosystem
- Excellent access to specialized and advanced treatments

PAID PUBLIC HOLIDAYS

Holiday Name	Indian Name (Hindi)	Date	Type	Description
Republic Day	गणतंत्र दिवस	26 January	National	Commemorates the adoption of the Constitution of India and marks India becoming a republic.
Independence Day	स्वतंत्रता दिवस	15 August	National	Celebrates India's independence from British rule in 1947.
Gandhi Jayanti	गांधी जयंती	2 October	National	Honors the birth anniversary of Mahatma Gandhi, leader of India's independence movement.
Diwali (Deepavali)	दीपावली	Varies (Oct–Nov)	Religious	Hindu festival of lights symbolizing the victory of light over darkness and good over evil.
Holi	होली	Varies (Mar)	Religious	Hindu festival of colors celebrating the arrival of spring and the triumph of good over evil.
Dussehra (Vijayadashami)	दशहरा / विजयादशमी	Varies (Sep–Oct)	Religious	Celebrates the victory of Lord Rama over Ravana, symbolizing good over evil.
Eid al-Fitr	ईद-उल-फ़ित्र	Varies	Religious	Marks the end of Ramadan and is celebrated by Muslims with prayers and community gatherings.
Eid al-Adha	ईद-उल-अज़हा	Varies	Religious	Commemorates Prophet Ibrahim's devotion and is observed with prayers and charitable acts.
Christmas Day	क्रिसमस	25 December	Religious	Celebrates the birth of Jesus Christ and is observed by Christians across India.
Guru Nanak Jayanti	गुरु नानक जयंती	Varies (Nov)	Religious	Celebrates the birth of Guru Nanak, the founder of Sikhism.

In India, the dates of some religious holidays vary each year according to the lunar calendar. Therefore, the term 'Varies' is used in the Date column.

BUSINESS SETUP SERVICES

Establishing a business in India provides both local entrepreneurs and foreign investors with access to one of the world's fastest-growing economies, a large consumer market, and a rapidly expanding digital and industrial ecosystem. India allows significant levels of foreign direct investment (FDI) in most sectors and offers a structured regulatory framework supported by central and state-level authorities.

India's legal and regulatory environment ensures equal treatment for domestic and foreign investors, subject to sector-specific FDI rules and approvals.

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COMPANY FORMATION OPTIONS IN INDIA

Investors may establish different legal entity types depending on business objectives, scale of operations, and ownership structure.

Common Legal Entity Types

- Private Limited Company (Pvt. Ltd.)
- Public Limited Company
- Limited Liability Partnership (LLP)
- Branch Office
- Liaison (Representative) Office (non-commercial activities only)
- Project Office

The **Private Limited Company** is the most commonly preferred structure for both local and foreign investors due to:

- Limited liability protection
- 100% foreign ownership allowed in many sectors
- Strong credibility with banks, clients, and regulators
- Flexible governance structure

COMPANY INCORPORATION PROCESS IN INDIA

Company incorporation in India is regulated by the **Ministry of Corporate Affairs (MCA)** and is largely digitalized.

Key Incorporation Steps

- Digital Signature Certificate (DSC) issuance for directors
- Director Identification Number (DIN) application
- Company name reservation via MCA portal
- Preparation and filing of incorporation documents (SPICe+)
- Issuance of Certificate of Incorporation
- Permanent Account Number (PAN) & Tax Account Number (TAN) issuance
- Registration with relevant state and local authorities (if applicable)

Once incorporated, the company becomes a separate legal entity and may commence operations.

MINIMUM CAPITAL REQUIREMENTS

India does not impose a statutory minimum capital requirement for most company types.

- **Private Limited Company:** No minimum capital requirement
- **Public Limited Company:** No minimum capital requirement
- **LLP:** No minimum capital requirement

Capital levels should be reasonable and aligned with the company's business activity, especially for regulated or FDI-sensitive sectors.

BANK ACCOUNT OPENING IN INDIA

After incorporation, companies must open a corporate bank account with an Indian bank.

Typical Requirements

- Certificate of Incorporation
- PAN and TAN
- Memorandum & Articles of Association
- Board resolution authorizing account opening
- KYC documents of directors and shareholders
- Registered office address proof

Foreign-owned entities may be subject to enhanced due diligence under India's KYC and anti-money laundering regulations.

TAX REGISTRATION & ONGOING TAX COMPLIANCE

All companies operating in India must comply with Indian tax laws administered by the **Income Tax Department** and **GST authorities**.

Key Tax Obligations

- Corporate Income Tax registration
- Goods and Services Tax (GST) registration (if applicable)
- Monthly/quarterly GST filings
- Withholding tax (TDS) compliance
- Annual income tax returns
- Transfer pricing compliance (for related-party transactions)

India's tax system is increasingly digital and aligned with international reporting standards.

SOCIAL SECURITY & PAYROLL SETUP

Before hiring employees, employers must register with relevant social security authorities.

Employer Obligations

- Employee Provident Fund (EPF) registration
- Employee State Insurance (ESI) registration (if applicable)
- Professional Tax registration (state-based)
- Payroll setup and monthly salary processing
- Statutory contributions and reporting

Social security obligations apply to both Indian and foreign employees, subject to salary thresholds and international agreements.

WORK PERMITS & IMMIGRATION SUPPORT

Foreign nationals working in India must hold valid immigration authorization.

Coverage Includes

- Employment Visa applications
- Registration with the Foreigners Regional Registration Office (FRRO)
- Visa extensions and renewals
- Compliance with visa conditions and reporting obligations
- Exit and re-entry coordination

Employment may not legally commence without a valid Employment Visa and proper registration.

ACCOUNTING, BOOKKEEPING & CORPORATE COMPLIANCE

Indian law requires companies to maintain accurate financial records in accordance with Indian Accounting Standards (Ind AS).

Ongoing Compliance Services

- Monthly bookkeeping
- Statutory financial statement preparation
- Annual audit coordination
- ROC (Registrar of Companies) filings
- Corporate secretarial compliance

Non-compliance may result in penalties, director liability, or operational restrictions.

REGISTERED OFFICE & VIRTUAL OFFICE SOLUTIONS

Companies must maintain a registered office address in India.

Available Solutions

- Physical office premises
- Approved virtual office solutions (subject to state and banking acceptance)
- Mail handling and statutory correspondence management

The registered address is used for all regulatory, tax, and legal communications.

SECTOR-SPECIFIC LICENSING & REGULATORY APPROVALS

Certain industries require additional approvals, including:

- Financial services and fintech
- Insurance
- Education and training
- Healthcare and pharmaceuticals
- Telecommunications
- Manufacturing and industrial operations
- E-commerce and digital platforms

Sector-specific approvals must be obtained before commencing business activities.

INVESTMENT INCENTIVES & SPECIAL ECONOMIC ZONES

India offers a wide range of investment incentives to encourage domestic and foreign investment.

Available Incentives

- Special Economic Zones (SEZs)
- Industrial corridors and manufacturing clusters
- State-level investment incentive schemes
- Production Linked Incentive (PLI) programs
- Tax benefits for startups and innovation-driven businesses

Eligibility depends on sector, investment size, location, and employment impact.

WHY SET UP A BUSINESS IN INDIA ?

- One of the world's fastest-growing major economies
- Large and young workforce
- Expanding middle-class consumer market
- Strong technology, manufacturing, and services sectors
- Robust startup and innovation ecosystem
- Government-backed investment incentives and reforms
- Strategic access to South Asian and global markets