



3ie benefits are applicable based on the country where the individual is based

Washington Office

Leaves

- 25 days of paid time off, so you can spend quality time with family or pursue your interests outside of work.
- 10 days of sick leave to help you recover from illness or injury.
- FMLA and parental leave, to ensure you have the time you need to focus on the people who matter most.

Holidays

- 10 fixed holidays and 3 floating holidays, so you can engage in cultural, religious, or national observances.

Insurance

- 75% 3ie paid medical, dental, and vision insurance coverages for you and your spouse/partner/family, ensuring access to a range of flexible insurance options.
- Life insurance coverage of \$160,000.

Retirement

- 401(k) retirement savings plan, to which 3ie contributes 10% of salary, up to the annual legal maximum.

Professional development:

- A dedicated budget for professional development courses and numerous opportunities for continuous learning and growth to help you expand your knowledge and develop new skills.

New Delhi

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Delhi Office

Leaves

- 15 days of paid time off, so you can spend quality time with family or pursue your interests outside of work.
- 10 days of sick leave to help you recover from illness or injury.
- 10 days of casual leave to deal with planned or unexpected personal situations
- Maternity and Paternity leaves, to ensure you have the time you need to focus on the people who matter most.

Holidays

- 10 fixed holidays and 3 optional holidays, so you can engage in cultural, religious, or national observances.

Insurance

- Medical insurance coverage of INR 8 Lacs for you, your spouse and two dependent children, to cover medical expenses incurred due hospitalization and related medical treatments. Flexibility to cover dependent parents or parents in laws.
- Accidental insurance coverage of INR 10 Lacs.

Retirement

- 12% of the basic salary (or 6% of the annual base salary) contributed towards the Employee Provident Fund (PF).
- Gratuity eligibility of seven and a half days of gross salary after three years of continuous service, of 15 days of gross salary after five years of continuous service.

Professional development

- A dedicated budget for professional development courses and numerous opportunities for continuous learning and growth to help you expand your knowledge and develop new skills.

UK Office

Leaves

- 30 days of annual leave/ paid time off, so you can spend quality time with family or pursue your interests outside of work.
- Sickness absence with full pay up to a maximum of 13 weeks and with half pay for any following 13 weeks of sickness in a 52-week period.
- Parental Leave, Statutory as well as Enhanced Maternity and adoption leave, Statutory Paternity leaves as per UK labor laws.

Holidays

- 10 fixed holidays and 3 floating holidays, so you can engage in cultural, religious, or national observances.

Insurance

- Employer contribution of 13.8% of (Gross Post Sacrifice minus £758) towards the National Insurance.

Retirement

- Employer Contribution of 12% of (Taxable gross minus £520) towards the NEST (National Employment Savings Trust).

Professional Development

- A dedicated budget for professional development courses and numerous opportunities for continuous learning and growth to help you expand your knowledge and develop new skills.