

India Domestic Program Market Practices

Year over year, companies seek to offer support for their mobile population that provides an exceptional employee experience, achieves business objectives, and reflects corporate culture and values. To accomplish this, Graebel partners with these organizations to provide strategic guidance in developing and transforming their relocation programs using our “people-first” approach to talent mobility. The following is a summary of typical practices of this market for India domestic programs.

Program definition and eligibility

This program applies to both newly hired and current employees relocating within India.

Accompaniment includes the employee’s spouse/domestic partner and eligible household members, as defined by each company.



Departure residence

Fees and penalties for **early lease termination** of the primary residence, with reimbursement averaging two months’ rent.



Home finding trip

One trip for the employee and one household member, with coverage of:

- Round-trip transportation (air, rail, bus, etc. or mileage / kilometrage for a personal vehicle)
- Lodging and meal expenses

Average number of days



Shipment of household goods



Professional carrier services to assist with the pack, load, transport, delivery, and valuation of normal household goods.



In-transit storage is limited to 15 or 30 days if immediate occupancy of the new residence cannot be obtained, with up to 60 days provided for executive-level employees

Final move



Final travel to the new location for the employee and accompanying household members, with coverage of:

- One-way transportation (air, rail, bus, etc. or mileage / kilometrage for personal vehicle)
- En route lodging and meal expenses

Destination residence assistance

Assistance through a Destination Services Provider (DSP) to locate and secure appropriate housing in the new location.



Temporary living

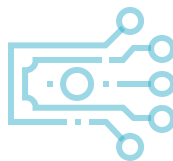
Interim accommodations limited to either 15 or 30 days in the departure and/or destination locations. Up to 60 days may be offered for executive-level employees.



If accommodations do not have kitchen facilities, meals may be covered as a per diem or reimbursement of actual expenses.

Miscellaneous expense allowance

One-time allowance offered to help offset incidental relocation expenses.



The funds are disbursed as a net payment, with the amount provided typically averaging one to three month’s base salary.

Tax support



Most companies offer tax assistance or gross-up of all taxable allowances and/or benefits, unless otherwise specified.

Repayment terms

Most organizations include a one-year agreement requiring repayment if employment is terminated

