

Gender Parity: Employee wellbeing at Cipla

Maternity leave:

6 months of paid leave. Of 2,340 entitled employees, 223 employees availed maternity leave during FY 2019-20.

Paternity leave:

2 weeks of paid leave. Out of a total 19,260 entitled employees, 1,871 availed paternity leave.

Compassionate leave:

Five days of paid leave to help employees cope with the loss of loved ones. Accident leave: Applicable for any injury that requires more than three days leave.

Sabbatical Leave:

One year of unpaid leave to pursue personal obligations or interests.

Mandatory time away from work:

Cipla employees are entitled to 28 days leave and need to avail minimum 14 days leave in a calendar year.

Work from home (WFH):

Employees at Cipla Mumbai offices have a WFH option for two days in a month.

Adoption leave:

Six months of paid adoption leave.

Medical leave:

30 days of leave to support employees with critical or chronic illnesses.

Birthday leave:

Employees can take a day off on their birthday.

Work week management:

Employees can accrue four hours in a week, to be taken on any one day of the week.

Creche::

Cipla provides Creche/Day Care support to employees in partnership with external specialists.

Cipla has an Inclusion & Diversity Council looking at gender, race and ethnicity, sexual orientation, generational differences and special abilities.