NUMERICA

EMPLOYEE BENEFITS · WHITE PAPER

Indian Accounting Standards: Employee benefits perspective

Ind AS 19, AS 15 and Ind AS 102



2026 edition

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ABOUT THIS PAPER

Indian Accounting Standards: Employee benefits perspective

Ten years after Ind AS first applied, most large Indian companies report employee benefits under Ind AS 19 and Ind AS 102, insurers have begun their own transition, and everyone else remains on AS 15. This edition sets out who applies which standard today, how Ind AS 19 and AS 15 differ in practice, including in accounting for the labour codes, what the standards require of assumptions and disclosures, and what share-based payment accounting requires. It closes with a checklist for finance teams and answers to the questions we are asked most often.

WRITTEN FOR
CFOs, finance controllers, accountants and auditors in India

LEVEL
Intermediate

EDITION
2026 edition

Key takeaways

1. Ind AS has applied in phases since 1 April 2016. Companies outside it apply AS 15 under the Companies (Accounting Standards) Rules, 2021, with relaxations for small and medium-sized companies. Insurers are moving to Ind AS, some from 1 April 2026 and those granted a one-year forbearance from 1 April 2027; scheduled commercial banks remain outside it.
2. Ind AS 19 and AS 15 usually produce the same balance sheet liability. The difference is where the cost lands: Ind AS 19 puts remeasurements in other comprehensive income, replaces interest cost and expected return with net interest, and recognises all past service cost immediately.
3. The ICAI's Accounting Standards Board treats an increase in gratuity liability caused by the labour codes as past service cost, not an actuarial loss: charged to profit or loss at once under Ind AS 19, while under AS 15 the unvested part of a gratuity increase is spread until it vests.
4. Ind AS 19 disclosures, especially sensitivity analysis and maturity profile, put assumptions under scrutiny. Discount rates for rupee obligations must be based on government bond yields.
5. Ind AS 102 requires equity-settled awards to be measured at grant-date fair value, graded awards to be expensed tranche by tranche, and cash-settled awards to be remeasured at every reporting date until they are paid.
6. Finance teams should confirm which framework applies to each group company, show past service cost separately from remeasurements, and keep share award valuations current at every reporting date.

This paper gives general information and guidance on the subjects it covers. It is not professional advice, and no decision should be taken on it alone without an analysis of your organisation's own circumstances. Laws, rules and standards change: it reflects them as at November 2026. © 2026 Numerica.

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01

Where Ind AS stands in 2026

When we published the first edition of this paper in October 2016, Ind AS had just become mandatory for India's largest companies and others were preparing to follow. Ten years on, the transition is complete for listed companies, larger unlisted companies and larger NBFCs, and insurers have started theirs. India now runs two frameworks side by side: Indian Accounting Standards (Ind AS), converged with IFRS, and the Accounting Standards (AS) for everyone else.

For employee benefits the two frameworks share a measurement method, so the liability on the balance sheet is usually the same. What differs is how the cost is presented, what must be disclosed, and how plan changes are recognised. Those differences matter more since the labour codes, which have increased gratuity liabilities for many employers.

Who applies Ind AS

The Companies (Indian Accounting Standards) Rules, 2015, notified by the Ministry of Corporate Affairs on 16 February 2015 and amended in March 2016 to bring in NBFCs, set out a phased roadmap. Net worth is measured on standalone financial statements.

Ind AS applicability for companies

Category	Ind AS applies from
Companies with net worth of ₹500 crore or more, and their holding, subsidiary, joint venture and associate companies	1 April 2016
Companies with equity or debt securities listed (or being listed) in India or overseas, and unlisted companies with net worth of ₹250 crore or more, with their group companies	1 April 2017
NBFCs with net worth of ₹500 crore or more, and their group companies	1 April 2018
Listed NBFCs, and unlisted NBFCs with net worth of ₹250 crore or more, with their group companies	1 April 2019
Insurers	1 April 2026, or 1 April 2027 where IRDAI granted forbearance
Scheduled commercial banks (excluding regional rural banks)	Deferred until further notice
Companies listed only on an SME exchange	Not required

A few rules catch companies out:

- **Once in, always in.** A company that has applied Ind AS, whether it had to or chose to, must continue even if it later falls below the thresholds.
- **Group membership pulls companies in.** A holding, subsidiary, joint venture or associate of a company that the roadmap requires to apply Ind AS applies it too, regardless of its own size.
- **Crossing a threshold later.** A company that first meets a net worth threshold in a later year applies Ind AS from the following accounting year.
- **Indian subsidiaries of foreign groups** apply Ind AS if they meet the criteria themselves. Many also report to their parent under IFRS or US GAAP, which we discuss in chapter 3.
- **Voluntary adoption** remains open to any company other than a bank, insurer or NBFC, and cannot be reversed. Unlisted NBFCs with net worth below ₹250 crore may not adopt Ind AS at all.

Who stays on AS

Every other company applies the Accounting Standards specified by the Companies (Accounting Standards) Rules, 2021 (G.S.R. 432(E), 23 June 2021), for accounting periods beginning on or after 1 April 2021. For employee benefits that means AS 15 (Revised 2005).

A small and medium-sized company (SMC) under those Rules is one that is not listed or in the process of listing, is not a bank, financial institution or insurer, had turnover (excluding other income) of not more than ₹250 crore and borrowings of not more than ₹50 crore at any time in the preceding year, and is not a holding or subsidiary of a company that is not an SMC. SMCs have relaxations under AS 15:

- they need not apply the recognition and measurement paragraphs for non-vesting, short-term accumulating compensated absences, or the discounting of amounts due more than 12 months after the balance sheet date;
- they are relieved of the detailed recognition and measurement requirements for defined benefit plans and other long-term benefits, subject to conditions that include the number of employees, and of the presentation and most disclosure requirements for defined benefit plans.

> NOTE
>
> **The SMC relaxation is narrower than it looks**
>
> An SMC still has to determine its defined benefit liability actuarially, using the projected unit credit method and a discount rate based on government bond yields (AS 15 paragraph 78), and must disclose its actuarial assumptions. What it is spared is the detailed analysis of the cost and the full disclosures. Non-company entities have a wider relief: under the ICAI's classification, Level II and III entities with fewer than 50 employees, and all Level IV entities, may use another rational method, such as assuming that benefits are payable to all employees at the year end.

Banks and insurers

The Reserve Bank of India deferred Ind AS for scheduled commercial banks on 22 March 2019 "till further notice", pending amendments to the Banking Regulation Act, 1949. No new date has been announced, so banks continue to report employee benefits under AS 15.

Insurers are moving now. IRDAI amended its Actuarial, Finance and Investment Functions regulations in March 2026 to require Ind AS from 1 April 2026, with a one-year forbearance for insurers that applied for it by 30 April 2026 with a board-approved action plan. Insurers granted forbearance move from 1 April 2027. Most of the effort in an insurer's transition goes into Ind AS 117 and Ind AS 109, but employee benefits move from AS 15 to Ind AS 19 at the same time, and staff share plans move to Ind AS 102.

What first-time adoption involves

Ind AS 101 requires an opening balance sheet at the date of transition and restated comparatives for the year before the first Ind AS year. For employee benefits that means:

- an Ind AS 19 valuation at the transition date and at the end of the comparative year, with the comparative year's cost split between profit or loss and OCI;
- quarterly comparatives as well, for companies that publish quarterly results;
- for share plans, an optional exemption from applying Ind AS 102 to awards that vested before the transition date (the disclosures still apply), but fair valuation of every award still unvested at that date.

The data needed is the same data already provided for AS 15 valuations. The work is in producing two sets of results for the comparative period and in getting the presentation right.

16 February 2015
Companies (Indian Accounting Standards) Rules, 2015 notified

1 April 2016
Ind AS mandatory for companies with net worth of ₹500 crore or more

1 April 2017
Listed companies and unlisted companies with net worth of ₹250 crore or more

1 April 2018
NBFCs with net worth of ₹500 crore or more

22 March 2019
RBI defers Ind AS for scheduled commercial banks until further notice

1 April 2019
Listed NBFCs and NBFCs with net worth of ₹250 crore or more

23 June 2021
Companies (Accounting Standards) Rules, 2021 for non-Ind AS companies

21 November 2025
All four labour codes come into force

1 April 2026
Insurers move to Ind AS (those granted forbearance from 2027); the Income-tax Act, 2025 replaces the 1961 Act

02

Ind AS 19 and AS 15 compared

AS 15 (Revised 2005) is based on the version of IAS 19 that existed before the IASB's 2011 revision. Ind AS 19 is based on the revised IAS 19. Both require the projected unit credit method, both require a discount rate based on government bond yields for rupee liabilities, and both cover the same four categories of benefit: short-term, post-employment, other long-term and termination benefits. For most gratuity and leave plans the defined benefit obligation (DBO) is therefore identical under both.

The differences are in how the movement in the liability is analysed and where each piece is recognised.

AS 15

- All actuarial gains and losses go to profit or loss immediately (paragraph 92)
- Interest cost on the DBO, less the expected return on plan assets
- Past service cost: vested portion immediately, unvested portion over the average period until vesting (paragraph 94)
- No sensitivity analysis (other than for medical cost trends) or maturity profile required

Ind AS 19

- Remeasurements go to OCI and are never reclassified to profit or loss (paragraphs 120 and 122)
- Net interest: the discount rate applied to the net liability or asset (paragraph 123)
- All past service cost immediately, at the earlier of the plan amendment and any related restructuring (paragraph 103)
- Sensitivity analysis, risk narrative and maturity profile required (paragraphs 139, 145 and 147)

Ind AS 19 and AS 15: the main differences

Topic	AS 15	Ind AS 19
Actuarial gains and losses on the DBO	Profit or loss	OCI, as remeasurements
Return on plan assets	Expected return in profit or loss; difference from actual return is an actuarial gain or loss	Interest income at the discount rate in profit or loss; the rest in OCI
Past service cost	Vested: immediately. Unvested: spread over the period to vesting	Immediately, in profit or loss
Plan amendment during the year	No specific requirement	Service cost and net interest for the rest of the year use updated assumptions (paragraphs 122A and 123A)
Asset ceiling	Limit applies; effect in profit or loss	Limit applies (paragraph 64 and Appendix B); changes in its effect go to OCI
Other long-term benefits, such as leave	All in profit or loss	All in profit or loss, including remeasurements (paragraph 156)
Termination benefits	When there is a present obligation, an outflow is probable and the amount can be reliably estimated (paragraph 134)	At the earlier of when the offer can no longer be withdrawn and when related restructuring costs are recognised (paragraph 165)
Disclosures	Reconciliations, cost components, assumptions, five-year history	Adds risks, sensitivity analysis, asset-liability matching, funding and maturity profile

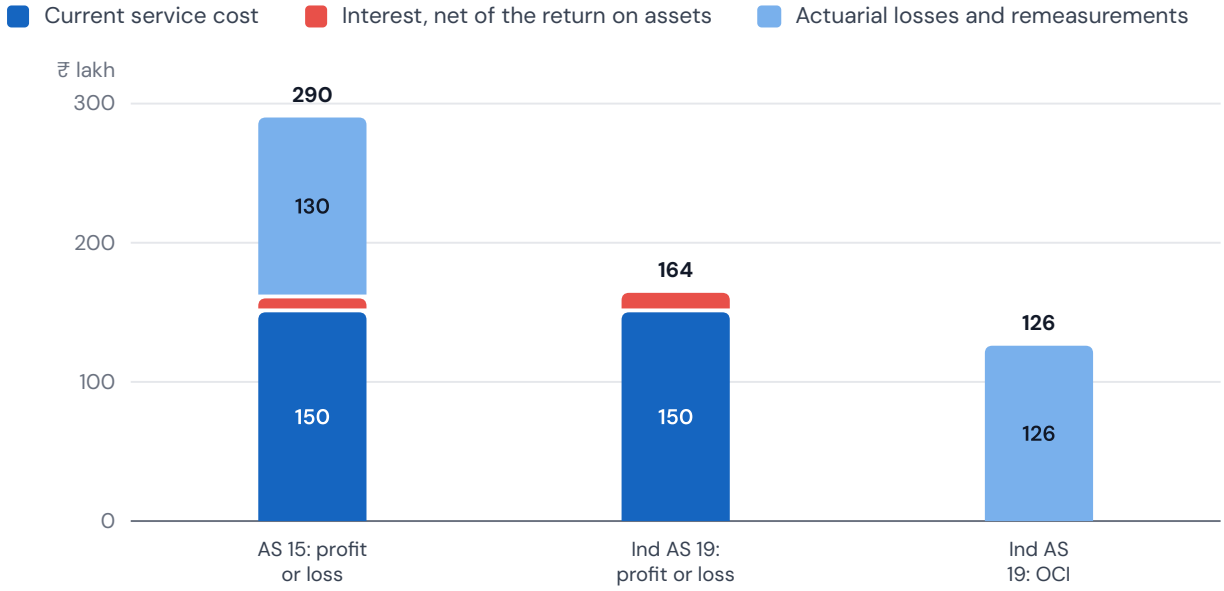
A worked example

Take a funded gratuity plan with an opening DBO of ₹1,000 lakh and plan assets of ₹800 lakh, so a net liability of ₹200 lakh. The discount rate is 7%. Under AS 15 the company assumed an expected return on assets of 7.5%. Current service cost is ₹150 lakh, the actual return on assets is ₹50 lakh, and changes in assumptions and experience produce an actuarial loss of ₹120 lakh on the DBO. For simplicity, contributions and benefit payments are made at the year end.

Annual cost of a gratuity plan under AS 15 and Ind AS 19 (₹ lakh, illustrative)

Item	AS 15	Ind AS 19
Current service cost	150	150
Interest cost on DBO (7% × 1,000)	70	–
Expected return on assets (7.5% × 800)	(60)	–
Net interest (7% × 200)	–	14
Actuarial loss on DBO	120	–
Actuarial loss on assets (60 − 50)	10	–
Charge to profit or loss	**290**	**164**
Remeasurement loss on DBO	–	120
Return on assets below interest income (56 − 50)	–	6
Charge to OCI	–	**126**
Total cost	**290**	**290**

The same ₹290 lakh total cost, split differently: under Ind AS 19 the actuarial loss leaves profit or loss and goes to OCI.



Illustrative figures

Three points follow from the example:

- **The balance sheet does not change.** The closing net liability is the same under both standards, because the DBO and the fair value of assets are measured the same way.
- **Profit or loss becomes steadier.** A fall in bond yields that increases the DBO no longer hits the profit and loss account. For companies with large or long-duration plans, this removes a source of earnings volatility unrelated to operations.
- **The asset return assumption no longer flatters profit.** AS 15 lets a company credit an expected return above the discount rate to profit or loss. Ind AS 19 credits only interest at the discount rate, whatever the assets are invested in.

> KEY POINT
>
> **Same liability, different route**
>
> Moving from AS 15 to Ind AS 19 rarely changes the number on the balance sheet. It changes the profit or loss charge, adds OCI, and adds disclosures. The one change that does move profit or loss the other way is past service cost: Ind AS 19 recognises all of it immediately, while AS 15 lets the unvested portion be spread.

Accounting for the labour codes

The labour codes commenced on 21 November 2025 and changed the wages on which gratuity is calculated; our guides to the new gratuity rules and labour code FAQs for employers cover the rules themselves. The ICAI's Accounting Standards Board issued FAQs on the accounting implications of the labour codes on 26 December 2025. The main conclusions:

- **Plan amendment, not assumption change.** An increase in gratuity or leave liability caused by the codes is a plan amendment, giving rise to past service cost. It is not an actuarial loss, so under Ind AS it does not go to OCI.
- **Ind AS 19:** past service cost is recognised immediately in profit or loss (paragraph 103).
- **AS 15:** the vested portion is recognised immediately; the unvested portion, relating to employees who have not yet met the service condition, is spread on a straight-line basis over the average period until it vests (paragraph 94).
- **Leave encashment** and other long-term benefits: any increase is recognised immediately under both frameworks.
- **Restructuring versus pay rises:** where pay is restructured without a real increase in salary, the whole increase in gratuity and leave liability is past service cost. Where a real pay rise comes with the restructuring, the two are separated: the rise above the salary increase previously assumed is a change in actuarial assumptions, and the restructuring is a plan amendment.

The DBO reconciliation must show past service cost as its own line, not within actuarial losses (Ind AS 19 paragraph 141(d); AS 15 paragraph 120(c)). The ASB allows a material amount to be presented as an exceptional item, and expects disclosures explaining the effect either way.

03

Assumptions and disclosures

The assumption requirements are the same under both standards, though the paragraph numbers differ (AS 15 runs two lower than Ind AS 19 for most of them). What Ind AS 19 adds is disclosure that shows readers how much the result depends on those assumptions.

What the standards require

Assumption requirements and paragraph references

Requirement	Ind AS 19	AS 15
Assumptions unbiased and mutually compatible	75	73
Best estimates; demographic and financial assumptions	76	74
Neither imprudent nor excessively conservative	77	75
Consistent inflation across discount rate and salary increases	78	76
Discount rate from government bond yields	83	78
Salary increases reflect inflation, seniority, promotion, supply and demand	90	84

For rupee obligations, Ind AS 19 requires market yields on government bonds at the reporting date, with a term consistent with the obligation. Ind AS 19 uses high-quality corporate bond yields only for obligations in other currencies that have a deep market in such bonds, and for those it requires them (paragraph 83).

How each assumption is set in practice, and how to check the actuary's results, is covered in our companion paper, Actuarial valuations for AS 15 and Ind AS 19: Getting the basics right.

Sensitivity analysis and maturity profile

Ind AS 19 paragraph 145 requires a sensitivity analysis for each significant actuarial assumption, showing how the DBO would change under reasonably possible changes, with the methods used. Paragraph 147 adds expected contributions for the next year and the maturity profile, including the weighted average duration of the obligation.

Illustrative sensitivity disclosure for a gratuity plan (₹ lakh)

Change in assumption	DBO	Change
Base	1,000	–
Discount rate +1%	920	-8.0%
Discount rate -1%	1,090	+9.0%
Salary escalation +1%	1,085	+8.5%
Salary escalation -1%	925	-7.5%
Attrition rates +10% (relative)	985	-1.5%

A table like this tells a reader that a one-point fall in yields would add about 9% to the liability, and that the plan's duration is roughly eight to nine years. It also invites questions. Analysts and auditors compare sensitivities across companies, and an outlier needs an explanation.

Reporting to an overseas parent

Many Indian subsidiaries also report their plans to a parent under IAS 19 (or US GAAP). Ind AS 19 and IAS 19 differ mainly in the discount rate: IAS 19 starts from high-quality corporate bond yields and falls back to government bonds where there is no deep market in such bonds. Most Indian subsidiaries reporting under IAS 19 have used government bond yields, so one valuation can usually serve both, provided differences in reporting dates and any group-wide assumption policies are allowed for.

04

Share-based payments under Ind AS 102

Ind AS 102 is based on IFRS 2. It applies to any transaction in which an entity receives goods or services in exchange for its equity instruments, or for cash based on their value. For employees, that covers stock options (ESOPs), restricted stock units (RSUs), share appreciation rights (SARs) and employee share purchase plans.

The common awards

- **ESOP.** The right to buy shares at a fixed exercise price after a vesting period, typically with several years in which to exercise. If the share price stays below the exercise price, the option is worthless.
- **RSU.** Shares delivered for nil or nominal consideration on vesting, often subject to performance conditions.
- **SAR.** A payment equal to the rise in the share price over a base price. Most are settled in cash; some are settled in shares.

Equity-settled or cash-settled

Equity-settled (ESOPs, RSUs)

- Fair value measured at grant date and not revised for later share price movements
- Expense spread over the vesting period, credited to equity
- Estimate of awards expected to vest trued up for service and non-market performance conditions
- No reversal if a market condition (such as a share price target) is not met

Cash-settled (cash SARs)

- Liability remeasured to fair value at every reporting date and at settlement (paragraph 30)
- Changes in fair value go to profit or loss
- Total expense over the life of the award equals the cash paid
- Vesting conditions treated in the same way as for equity-settled awards

Where an employer withholds shares to meet the employee's tax liability and pays the tax in cash, Ind AS 102 treats the award as equity-settled in full, provided it would otherwise be equity-settled. Shares withheld beyond the tax obligation are treated as cash-settled.

Measuring fair value

Fair value is measured with an option pricing model. Black-Scholes suits plain options with a single vesting date; binomial or lattice models handle early exercise; Monte Carlo simulation is used for awards with market conditions such as relative total shareholder return. The inputs are the share price, exercise price, expected term, expected volatility, expected dividends and the risk-free rate.

Volatility needs most judgement. Listed companies can use their own share price history. Unlisted companies, including most start-ups, use the volatility of comparable listed companies, adjusted for differences in size and stage of development, and should document why the peers chosen are comparable.

Service conditions and non-market performance conditions do not enter the fair value. They affect the number of awards expected to vest, which is re-estimated each period, so that the cumulative expense reflects the awards that actually vest.

Graded vesting

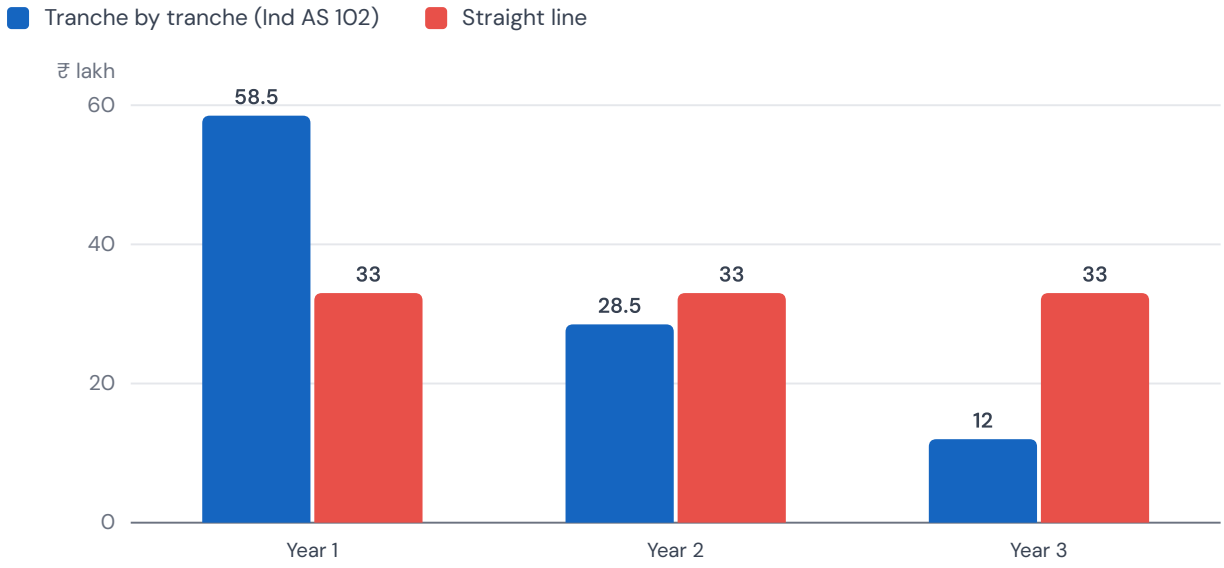
Most Indian plans vest in tranches, for example a third each year. Under Ind AS 102 each tranche is treated as a separate award with its own vesting period and, usually, its own fair value. This front-loads the expense compared with spreading the total evenly.

Consider 3,00,000 options granted on 1 April, vesting in three equal tranches of 1,00,000 at the end of years 1, 2 and 3. The grant-date fair values are ₹30, ₹33 and ₹36 per option (later tranches have a longer expected term), giving tranche values of ₹30 lakh, ₹33 lakh and ₹36 lakh: ₹99 lakh in total. Assuming no forfeitures:

Expense for a graded ESOP (₹ lakh, illustrative)

Year	Tranche by tranche (Ind AS 102)	Straight line over three years
Year 1	30 + 16.5 + 12 = 58.5	33
Year 2	16.5 + 12 = 28.5	33
Year 3	12	33
Total	**99**	**99**

The total cost is the same, but Ind AS 102 recognises 59% of it in the first year.



Illustrative figures

Modifications and cancellations

Plans are often changed: options repriced after a fall in the share price, vesting accelerated on a sale of the business, or exercise periods extended. Under Ind AS 102 the company recognises at least the original grant-date fair value, unless the award fails to vest because of a service or non-market condition (paragraph 27). A modification that increases fair value adds the increase, measured at the modification date, over the remaining vesting period. A change that reduces fair value is ignored. Cancelling an award during the vesting period accelerates the unrecognised expense into profit or loss at once.

Group plans and ESOP trusts

Indian subsidiaries of listed groups often have employees who receive shares in the parent. Ind AS 102 requires the subsidiary to recognise the expense for services its employees provide, even though the parent settles the award (paragraphs 43A to 43D). If the subsidiary has no obligation to settle, it treats the award as equity-settled and credits equity as a contribution from the parent. A recharge from the parent does not change that classification.

Where a company sets up and controls an ESOP trust to buy and hold shares for employees, the trust's shares are treated as the company's own, and its transactions as the company's. The expense is the same as if the company granted the awards directly.

Tax and payroll

The Income-tax Act, 2025 replaced the 1961 Act from 1 April 2026, and income is now assessed by "tax year". The treatment of ESOPs is unchanged in substance: when an employee exercises an option, the difference between the fair market value of the shares on the exercise date and the amount paid

is taxed as a salary perquisite, and the employer deducts tax through payroll (eligible start-ups can defer that deduction for a limited period). Cash SAR payments are taxed as salary when paid. The tax value at exercise is unrelated to the grant-date fair value used in the accounts, so the two should not be confused. Whether and when the employer can claim a deduction, and any deferred tax, should be agreed with tax advisers.

Companies outside Ind AS

Companies on AS follow the ICAI's Guidance Note on Accounting for Share-based Payments (revised 2020). Listed companies also follow the SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021, which require disclosures in the board's report. A company moving to Ind AS 102 from the Guidance Note should check the basis it used: any award not previously measured at fair value will need a fair valuation at the transition date, and any graded award expensed on a straight-line basis will be re-spread tranche by tranche.

EXAMPLE

An insurer adopting Ind AS from 1 April 2026

An insurer with a date of transition of 1 April 2025 can choose not to apply Ind AS 102 to options that had vested by that date. Options still unvested on 1 April 2025 must be fair valued at their original grant dates, with the expense from the transition date onwards reflecting that fair value, tranche by tranche. All outstanding awards, vested or not, appear in the Ind AS 102 disclosures.

05

What finance teams should do now

The tasks below are for the 2026-27 cycle, and for any company that will adopt Ind AS for the first time.

Action checklist

Action	Owner	When
Confirm which framework applies to each group company, including any that crossed a net worth threshold	Finance	Before the year end
Agree assumptions with the actuary: discount rate, salary escalation by pay structure, attrition by population	Finance, actuary	Before each valuation
Make sure the DBO reconciliation shows past service cost separately from remeasurements	Finance, actuary	Each valuation
Review whether planned pay restructuring would be a plan amendment, and when to recognise it	Finance, HR	Before any change
Fair value new share awards at grant date; re-estimate expected vesting; remeasure cash-settled awards	Finance, valuer	Each grant and each reporting date
For a first-time adopter: prepare transition-date valuations, restated comparatives and Ind AS 102 fair values	Finance, actuary, auditor	Before the first Ind AS quarter

06

Frequently asked questions

Q We are an unlisted company with net worth of ₹180 crore. Do we need Ind AS 19?

Not unless you are a holding, subsidiary, joint venture or associate of a company required to apply Ind AS, or you choose to adopt Ind AS. You apply AS 15. If you meet the SMC conditions you have some relief on presentation and disclosure, but you still need an actuarial valuation of gratuity. If your net worth later reaches ₹250 crore, Ind AS applies from the following year.

Q Can the labour-code increase in gratuity go to OCI as an actuarial loss?

No. The ICAI's Accounting Standards Board treats it as a plan amendment, so it is past service cost. Under Ind AS 19 it goes to profit or loss immediately. Changes in assumptions and experience in the same year still go to OCI, which is why the valuation needs to separate the two.

Q Under AS 15, can we spread the increase over several years?

Only the unvested part. Benefits for employees who have met the service condition are vested and recognised at once. The part relating to employees who have not yet qualified is spread on a straight-line basis over the average period until they do. An increase in leave liability cannot be spread: it is recognised at once.

Q Our parent reports under IAS 19. Do we need two valuations?

Usually one valuation can serve both, because Indian subsidiaries generally use government bond yields under IAS 19 as well. Differences in reporting date, group assumption policies and presentation still need to be handled, so the actuary should know about both uses from the start.

Q Do cash-settled SARs need a valuation every quarter?

Yes, for a company that reports quarterly. The liability is remeasured to fair value at each reporting date until it is settled, and the change goes to profit or loss. Over the life of the award the total expense equals the cash paid.

07

Sources and further reading

- Ministry of Corporate Affairs: Companies (Indian Accounting Standards) Rules, 2015 (G.S.R. 111(E), 16 February 2015), as amended; Companies (Accounting Standards) Rules, 2021 (G.S.R. 432(E), 23 June 2021)
- ICAI: Ind AS 19 Employee Benefits; AS 15 (Revised 2005) Employee Benefits; Applicability of Accounting Standards (Compendium, Appendix I); Guidance Note on Accounting for Share-based Payments (revised 2020)
- ICAI Accounting Standards Board: FAQs on key accounting implications arising from the New Labour Codes (26 December 2025)
- Reserve Bank of India: Deferral of implementation of Ind AS, RBI/2018-2019/146 (22 March 2019)
- IRDAI: Actuarial, Finance and Investment Functions of Insurers (Amendment) Regulations, 2026
- Income-tax Act, 2025 (in force 1 April 2026)
- SEBI (Share Based Employee Benefits and Sweat Equity) Regulations, 2021
- Numerica: New gratuity rules in India under the labour codes; Labour code FAQs for employers; ESOPs and SARs: an Ind AS 102 perspective; Actuarial valuations for AS 15 and Ind AS 19: Getting the basics right

NUMERICA

About Numerica

Numerica is an actuarial consulting firm. Since 2010 we have helped companies and insurers measure, report and manage their employee benefits, share-based payments and insurance liabilities.

2010
Founded

400+
Clients in 7 countries

500+
Valuations a year

- Employee benefits: gratuity, leave and pension valuations under Ind AS 19, AS 15 and IAS 19, and end-of-service benefits in the GCC
- Insurance consulting: actuarial services for global insurers
- IFRS valuation services: share-based payments under Ind AS 102 and IFRS 2, and expected credit losses under IFRS 9

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