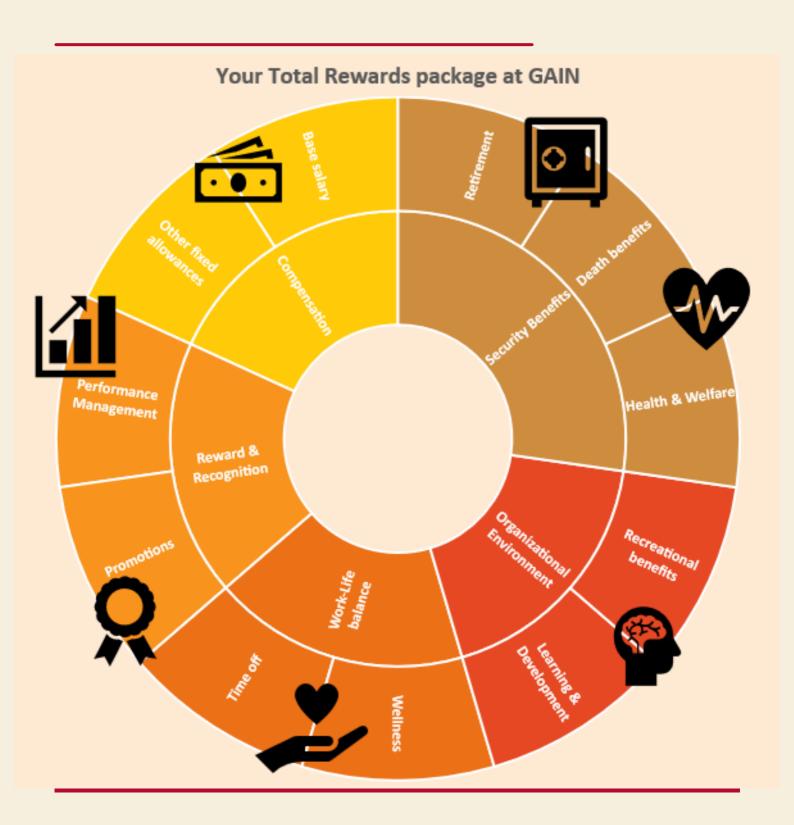


Staff Benefits Summary Ethiopia

April 2023





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Competitive salaries and financial security - we know how important these are to you and your family.

Compensation

- Salaries that match the local market
- Annual salary review based on cost of living in your location
- Annual Salary increase based on annual performance review
- Transportation allowance:
 ETB 9,600 per year

Insurances

- Pension: GAIN contributes 11%,you contribute 7%
- Global Life insurance
 covering 3x your annual salary
 in case of death whilst in
 employment
- Global Personal accident and disability insurance
- Business Travel insurance
- Medical allowance also covering your dependents





Paid Leave

We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.

- 37 Paid Holidays including
 12 public holidays, 25 days
 of annual leave
- Enhanced Maternity Leave provision, 4 months at full pay + 1 additional month at 50% pay and 1 month unpaid leave
- 4 weeks of Paternity Leave
- family-related emergency leave, up to 10 days

Wellness



We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.

- Mental health initiatives
- Counselling service
- Breastfeeding support
- Workplace healthy nutrition
- Global pause and Wellbeing Wednesday
- Covid-19: free vaccination and PCR tests

Flexibility 🕹

- Hybrid working: Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- Flexible working: When possible, adjusted working hours and/or reduced working hours.

Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- Professional development
 programme and support with
 part-funding for a relevant
 qualification
- Study leave
- Training and coaching modules
- Cross-organisational or crossregional project work
- Secondment opportunities





Medical allowance information

| Hospitalization | Surgery | Outpatient/ General Medical | Prescription Medicines | Dental Care ▼ | Vision | Maternity | |
|-----------------|--|--------------------------------|---------------------------|-----------------|--------|-----------|--|
| All employed | All employees are entitled to receive medical care reimbursed by GAIN up to the ceiling of 1,070 USD per family and per year | | | | | | |