

Staff Benefits Summary Pakistan

April 2023

Your Total Rewards package at GAIN





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
- **13th month salary:** 90% of the base salary per financial year
- 10% **medical allowance** as part of the salary
- **Connectivity allowance**



Insurances

- **EOBI** (Old Age, Disability and Survivors)
- **Gratuity pay**
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Family bereavement benefit:** maximum up to PKR 15,000
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering your spouse and children



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 and 25 days of annual leave
- **Enhanced Maternity Leave provision**, up to 3 months at full pay + 1 additional month at 50% pay and 2 months of unpaid leave
- 30 days of **Paternity Leave**
- **Family-related emergency leave**, up to 10 days

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.

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**
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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 cross-regional project work**
- **Secondment opportunities**





Health insurance information

- All employees are enrolled in the below plan with **East West Insurance**
- Employee receive a EWI Hospitalization Card for accessibility to all panel hospitals - no advance payment
- Outside of network, reimbursement of claims is made within 10 days
- All disclosed pre-existing conditions are covered

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Dental Care	Vision	Maternity
shared ceiling of 200,000 PKR per person/Yr	ceiling of 600,000 PKR per person/Yr	ceiling of 50,000 PKR per insured/Yr	shared ceiling of 50,000 PKR per insured/Yr	Covered up to 50% of shared 50,000 PKR OPD Limit per insured /Yr	Vision surgery covered up to 50% of shared 50,000 PKR OPD Limit per insured /Yr	shared ceiling of 120,000 PKR for normal delivery