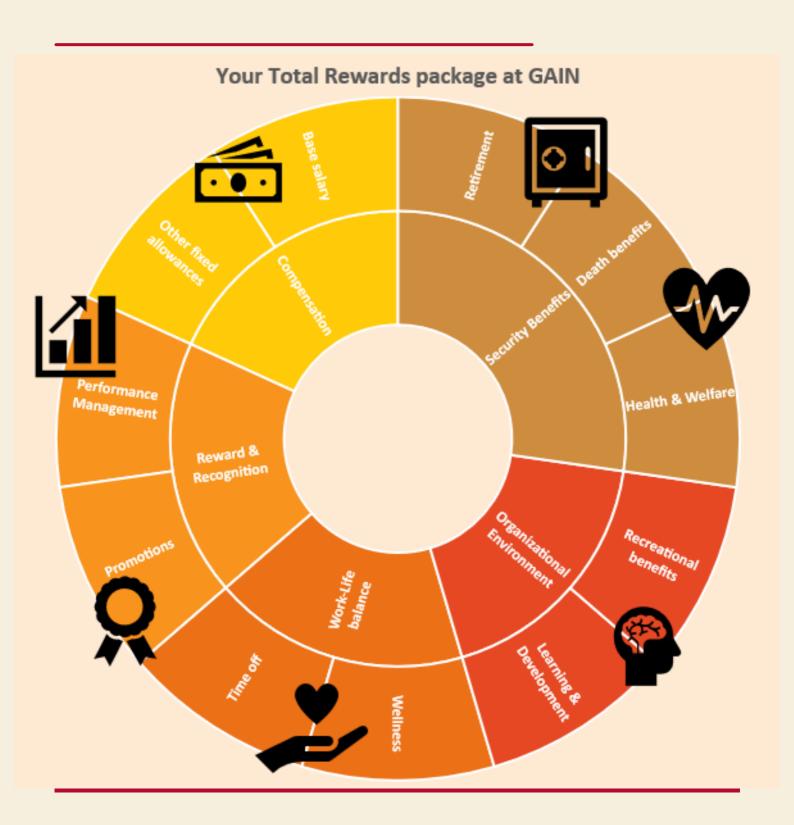


# Staff Benefits Summary Pakistan

April 2023





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

#### 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





## 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
200,000 PKR per	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	50% of shared	50% of shared 50,000 PKR OPD	shared ceiling of 120,000 PKR for normal delivery