

# Staff Benefits Summary Ethiopia

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 
- **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 

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## 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

## 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**





# Medical allowance information

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