

Staff Benefits Summary Bangladesh

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 
- **Festival bonus:** 1 month of basic salary per year
- **Connectivity allowance:** BDT 2,500 per month

Insurances

- Retirement savings: **Gratuity**
- **Global Life insurance**  covering 3x your annual salary in case of death whilst in employment
- **Global Personal accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering up to 4 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 17 public holidays, 20 days of annual leave
- **Enhanced Maternity Leave provision**, up to 4 months at full pay and 1 additional month at 50% pay
- 20 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 MetLife for inpatient benefits.
- Cashless Hospitalization benefits available in hospitals within network. Outside of network, reimbursement of claims only.
- Helpline: 16344
- Pre-approval is required for Non-Emergency Hospitalization
- **GAIN reimburses outpatient costs up to the ceiling of 27,400 BDT per employee and 54,800 BDT per family.**

Hospitalization	Surgery	Outpatient/ General Medical	Prescription Medicines	Maternity
Shared ceiling 150,000 BDT	Shared ceiling 150,000 BDT	Reimbursement ceiling 27,400 BDT per employee and 54,800 BDT per family.	Shared ceiling 150,000 BDT	Ceiling 45,000 BDT