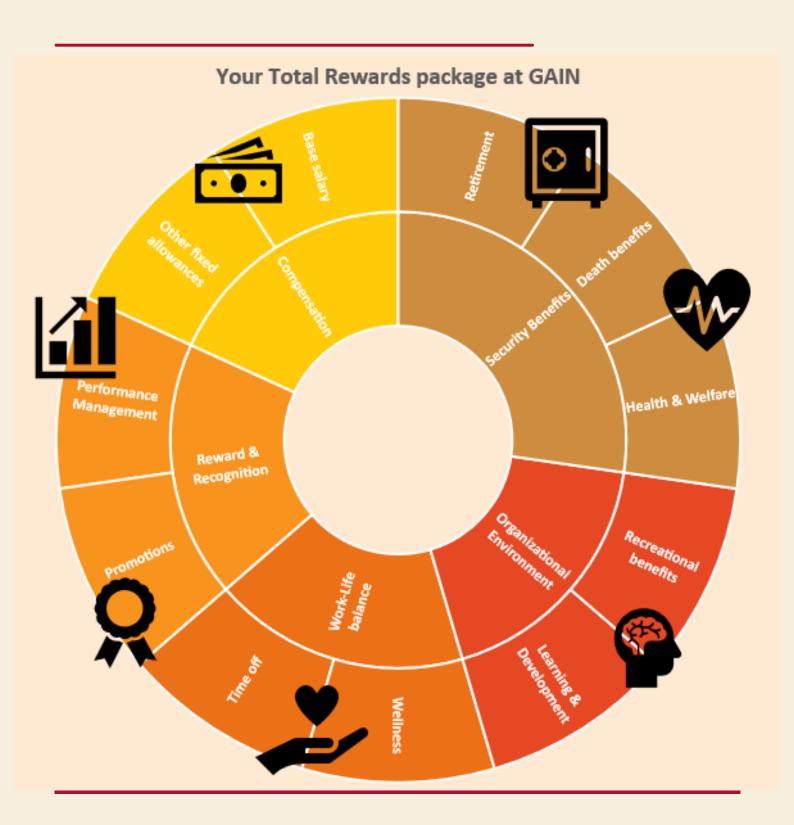


Staff Benefits Summary Ethiopia

July 2021





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
- 2 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 & Part 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 employees are entitled to receive medical care reimbursed by GAIN up to the ceiling of 1,070 USD per family and per year						