

EngenderHealth Benefits—Burundi



Benefits as of January 2022

EngenderHealth offers competitive pay based on the work you do here and not your previous salary. We also offer excellent benefits for Burundi-based employees, including:

- 20 vacation days
- 3 personal days
- 10 paid holidays
- 12 sick days
- 14 weeks maternity leave
- 20 days paternity leave
- Additional leave included paid time off for:
 - Adoption
 - Bereavement
 - Weddings
- EngenderHealth also pays for:
 - Medical Coverage with an annual limitation of BIF 1,400,000 per person per year
 - Life insurance coverage of an amount equivalent to three (3) times the employee's annual salary, up to a maximum of \$250,000
 - Business travel accident/AD&D insurance
- Retirement benefits
 - EngenderHealth contributes 6% of base salary for pension with the maximum calculation base salary of BIF 450,000.
 - EngenderHealth also contributes 3% of base salary for professional risk with the maximum of the calculation base salary of BIF 80,000.
 - Employee contributes 4% of base salary for pension with the maximum calculation base salary of BIF 450,000.
- Employee Assistance Program