

EngenderHealth Benefits—Tanzania



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 Tanzania-based employees, including:

- 21 vacation days
- 3 personal days
- 16 holidays
- Sick leave up to 63 days (full wages) and second 63 days (half wages)
 - First 63 days – Full wage
 - Second 63 days – Half wage
- Maternity leave of up to three months; additional time for the birth of more than one child at the same time
- 20 days paternity leave
- Additional leave includes paid time off for:
 - Adoption
 - Bereavement
 - Relocation
- Annual leave transport assistance up to one month's salary
- EngenderHealth also pays for:
 - Medical insurance to cover medical expenses for employee and family (spouse and up to four children) up to \$ 21,000 for in-patient and \$1060 for out-patient per annum
 - Worker's compensation
 - Business accident travel and AD&D insurance
 - Life insurance coverage up to three times the employee's annual salary subject to Free Cover Limit of \$250,000
- Retirement benefits includes employer contribution of 10% of the basic salary with employee contribution of 10% of base salary
- Employee Assistance Program