



Staff Association  
Inter-American Development Bank

# Work/Life Balance at the Inter-American Development Bank

Staff Association  
Former Presidents

# Working Schedule

- 🔑 **Regular Hours** 40 per week (9:00 – 5:30 p.m.)
- 🔑 **Flexible Hours** 7:30 a.m.-10:00 a.m. arrival  
4:00 p.m.-6:30 p.m. departure
- 🔑 **Compressed Work** 80 hours biweekly in 9 workdays
- 🔑 **Home-based** Temporary work arrangements
- 🔑 **Part-time** Working arrangements – over extended period

# Leaves

- 🔑 **Annual** 24 days per year
- 🔑 **Sick** Leave with pay due to illness (up to 6 months)
- 🔑 **Parental**
  - Maternity 12 weeks with pay
  - Paternity 5 days with pay
  - Adoption 10 weeks or leave with pay if primer caregiver, 5 days if not
- 🔑 **Special** Varies depending on reason (juror, investigations, medical exams, death of immediate relative, relocation)
- 🔑 **Recuperative** No more than one week due to extended periods of travel and overtime
- 🔑 **Family/Personal** 8 days
- 🔑 **Volunteer Time** 2 days

# Travel Benefits



## Home Country Travel

Every two years (ticket/cash payment)

Allowance \$1000; \$500 spouse; \$500 each dependent

\$60 to cover miscellaneous expenses



## Mission Travel

\$1,100 + 5 days of paid leave after 200 days of official travel

# Transfer to HQ/COF

## Appointment/Relocation

- Inspection visit (with family)
- Moving options: a) cash-you move  
b) Bank selects your moving company
- Installation allowance: 30 day per-diem (15 day for each dependent)
- Settling-in grant: 2 month basic salary (if family travels)
- Travel Grant: \$250 with family/\$150 without family

## Post Adjustment

To compensate for differences in housing expenses and good and services when costs are higher than in Washington, DC

## Post Differential/Mobility

- Places where conditions of life are difficult 5% to 25% of basic salary
- Leave and travel grant (alternating with home leave)
- Power Generator (80% of cost)
- Water filtration System (up to \$1,200)
- Mobility bonus (10% additional basic salary) when transfer to a similar condition of life

# Education Benefits

## Primary and Secondary Education

Tuition, books, subsistence (up to \$11,750)

## Higher Education

Tuition, books, subsistence (up to \$13,470)

50% HQ, 75% COF – International staff only

# Health / Fitness

- 🔑 In-house Health Unit
- 🔑 In-house Fitness Center
- 🔑 In-house Cafeteria
- 🔑 Child Care Center (limited capacity)
- 🔑 Domestic Abuse Prevention Coordinator
- 🔑 Employee and Workplace Assistance Program (COPE)



# Association Services

## Staff Association

### - La Tiendita

The IDB SA sells tickets for cultural and sports events at a discount price

### - Clubs

Soccer, Golf, Runners, Cyclists, Painting, etc.

### - Seminars

The IDB SA regularly invites speakers to present information to employees about financial, legal, art, self improvement, literature, and other issues that they or their family members might be interested in

## IDB Family Association

The IDB Family Association is a separate organization from the IDB SA, but works closely with families here at HQ as well as in the Country Offices (provides services as help in relocation issues such a school recommendation for kids, language and computer classes, sponsor movies, etc).

## IDB/IIC Federal Credit Union