

ZIS Benefits - International Hire

Type of Benefit	Paid By Employer				Paid By Employee
Relocation Allowance	Coming from	Single	Family (1 hire)	Family (2 hires)	
	Europe	CHF 3'000	CHF 5'000	CHF 7'000	
	Overseas	CHF 5'000	CHF 8'000	CHF 11'000	
Advance payment & Loan upon arrival	Advance payment up to CHF 10'000 and interest-free loan up to CHF 20'000 (repaid within first 24 months)				
Flights	<u>Arriving:</u> One-way air fare for new faculty & dependents (or 50% of round-trip ticket) from last school or home country. <u>Departing:</u> One-way air fare for faculty & dependents (or 50% of round-trip ticket) to faculty member's home country.				
Social Security Insurance (AHV) Unemployment insurance Disability Insurance	6.4% of Salary				6.4% of Salary
Retirement Plan/Pension Fund	6.50% of Salary				6.50% of Salary
Accident Insurance (World-Wide)	X				
Health Insurance					X
Visa/Residence Permit Work Permit All Renewals of Permits	X				
German Course	German courses offered				
Schooling of your children	1 child per employee				