Quick Guide to IDinsight Office Locations
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This guide serves to give IDinsight applicants a brief snapshot of potential office bases, to inform your geographic preferences at time of application. Please note that staff often work outside of these cities and our offices, sometimes for extended times. We also recommend that applicants refer to assessments completed by external sources such as www.travel.state.gov and www.gov.uk/foreign-travel-advice.

City Life
Delhi, Johannesburg, Manila, and Nairobi are large, bustling cosmopolitan cities and always buzzing with activity and things to do. The coastal Dakar allows for water activities such as the beach and surfing. Lusaka is a quieter city, optimal for outdoor activities with weekend trips within driving distance.

Languages
- **Dakar**- IDinsight staff are mostly bilingual in French and English. French is needed to navigate the city. Wolof is the local language and spoken exclusively by some.
- **Delhi**- English is operating language in the office but some projects and daily activities are better engaged in Hindi. Other languages are useful on some projects.
- **Johannesburg**- English is the operating language in the office and city. Zulu, Xhosa, or Afrikaans are also spoken.
- **Lusaka**- English is the operating language in the office and city. Nyanja and Bemba are most commonly spoken but there are many other local languages that are useful in different parts of the field.
- **Manila**- English is the operating language in the office and city. Tagalog is also spoken.
- **Nairobi**- English is the operating language in the office; Swahili is also useful in the city and beyond.

Climate
Johannesburg, Lusaka, and Nairobi all have temperate climates. They all have annual dry and wet seasons at roughly equal length. Summers can get anywhere between 26-38°C. Winters fall to 18-24°C during the day and 2-12°C during the night. Landlocked, there is typically low humidity year-round with some brief months where rain is more common.

Dakar has a semi-arid climate based on the coast. It has a short rainy season and a lengthy dry season. Summers can get anywhere between 26-38°C. Winters fall to 18-24°C.

Delhi has a mixed subtropical and semi-arid climate. Summers can get reach between 32-43°C. This is followed by monsoon season until the short dry winter where temperatures drop to 18-24°C during the day and 8-12°C during the night.
Manila has a tropical climate. It is warm year-round with monsoon rains concentrated between June and October, resulting in high humidity. Summers can get anywhere between 26-38 °C. Winters fall to 18-24 °C.

Safety & Security
IDinsight recognizes that the diversity of its employees impacts both organizational and individual risk, and may present both challenges and opportunities in relation to safety and security. IDinsight respects the privacy of its employees, and yet understands that identifying the challenges and opportunities for employees with diverse profiles will not only improve organizational and individual security, but also improve overall employee experience, especially when living and travelling in a foreign country.

LGBTQ
There are differential risks and challenges facing LGBTQ individuals across geographies that may require more caution. As with all security risks, IDinsight seeks to share information so staff may be well-informed. Please review this map of LGBTQ legality around the world.

Johannesburg and Manila are LGBTQ friendly cities; there are no penalizing laws in the Philippines, South Africa has legalized same-sex marriage. Delhi has a large LGBTQ community but India only recently passed laws recognizing LGBTQ rights. Because there are penalizing laws in the other cities, it is recommended to seek more advice in order to consider work and life in these cities.

Religion
Across all the cities, there is religious freedom. It is important to note that certain religions have majority in the countries we operate in. For example, Zambia is declared in the constitution as a Christian nation and Senegal is a predominantly Muslim country. That being said, there are churches and mosques in Dakar and Lusaka respectively.

Gender
Across many of the cities, prejudiced views on women’s roles are prevalent. A woman may experience minor sexual harassment (such as catcalling), a preference for men to direct conversations to male colleagues, and unwanted comments on appearance. IDinsight supports women through our global and office-wide Network of Women groups which serve as a space for women to discuss their experiences with other women in their office and around the world.

In Delhi, when searching for an apartment, one should be aware that some landlords monitor the coming and going of female tenants and their guests.

In the field, women should be wary of their attire. Modesty for women would receive better treatment, especially in traditional and conservative settings. In Africa, there is greater emphasis to cover legs in rural areas. In India, it is advised that women wear classic Indian formals consisting of a kurta (long tunic), salwars or churidars (loose or fitted cotton pants), and a dupatta (matching scarf).
Crime

Nairobi and Johannesburg have elevated crime rates, requiring special attention to surrounding and taking precautions. The risk of becoming a victim of crime is increased at night; travel after dark should be kept to a minimum and isolated areas should be avoided.

Particularly in Johannesburg, reports of opportunistic and petty crime, such as mugging and pickpocketing, are prevalent. Violent crime, such as carjacking, armed robbery and murder, also occurs in some parts of the city. Individuals are urged to maintain extreme caution in order to protect their person and property while in the city.

It is important to recognize that there are areas in these cities, and many of the other cities, where petty crime is more frequent than others. IDinsight offices will provide safety and security briefings, training, and necessary precautions.

Transportation

Delhi, Johannesburg, Manila, and Nairobi are accessible via public buses. Delhi, Johannesburg and Manila also have subways and trains. For Dakar and Lusaka, the best way to get around is via taxis or owning a car. Taxis in Lusaka are quite expensive. Nairobi also has motorcycle taxis (boda boda). Some colleagues in Manila own scooters. Ridesharing apps such as Uber are available in Delhi, Johannesburg, Manila, and Nairobi at reasonable cost.

Diseases

Below you will find travelers’ health information from the Center for Disease Control (CDC) for each of the countries where we work. These links will highlight any recommended immunizations, detail possible health risks in that country, and provide guidance on how to avoid non-vaccine-preventable diseases. IDinsighters should always consult with their physicians in order to determine necessary immunizations and medications. IDinsight-sponsored health insurance policies typically cover costs of necessary immunizations and medications.

- India
- Kenya
- Philippines
- Senegal
- South Africa
- Zambia

Air Pollution

India is home to 13 of the world’s 20 most polluted cities. Delhi is one of these cities with air pollution problems. We strongly encourage you to read about air pollution in India before you arrive. To stay healthy, we recommend following the suggestions below:

- Use Air Purifiers (with HEPA filters) at home
- Wear an anti-pollution face mask (N99 or N95 Certified) outdoors during times of high pollution
- Avoid high-intensity exercise in high-traffic areas
• Carry an inhaler and consult your doctor if you have a history of asthma

Additionally, IDinsight provides free air filters and face masks to all of our employees working in Delhi.