Staff Benefits Summary
Benin
April 2023
Competitive salaries and financial security - we know how important these are to you and your family.

**Compensation**

- **Salaries** that match the local market
- **Annual salary review** based on cost of living in your location
- **Annual Salary increase** based on annual performance review

**Insurances**

- **Pension Scheme:** GAIN contributes 7% and you contribute minimum 3%
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Global accident and disability insurance**
- **Business Travel insurance**
- **Medical insurance allowance** to cater for the cost of health care for your spouse and children
**Paid Leave**

*We recognize you have priorities outside of work. Our flexible paid time off package gives you the flexibility you need.*

- **37 Paid Holidays** of which, 13 public holidays.
- **Enhanced Maternity Leave provision**, up to 3 months at full pay + 1 additional month at 50% pay and 2 months unpaid leave
- **4 weeks of Paternity Leave**
- **Family-related emergency leave**, up to 10 days

**Wellness**

*We care about your health and wellbeing. We offer a comprehensive health package and initiatives to support your wellbeing.*

- **Mental health initiatives**
- **Counselling service**
- **Breastfeeding support**
- **Workplace healthy nutrition**
- **Global pause and Wellbeing Wednesday**
- **Covid-19**: free vaccination and PCR tests

**Flexibility**

- **Hybrid working**: Combination of working from home and working from the office. Most jobs have an entitlement to work remotely 2 days per week.
- **Flexible working**: When possible, adjusted working hours and/or reduced working hours.
Learning & Development

GAIN is committed to developing and supporting staff through continuous learning that fosters the technical, managerial and leadership skills needed to help us realise our vision of a world without malnutrition.

- Professional development programme and support with part-funding for a relevant qualification
- Study leave
- Training and coaching modules
- Cross-organisational or cross-regional project work
- Secondment opportunities