Staff Benefits Summary
Benin
July 2023

Your Total Rewards package at GAIN

- Base salary
- Retirement
- Other fixed allowances
- Compensation
- Security benefits
- Health & Welfare
- Performance Management
- Reward & Recognition
- Recreational benefits
- Performance
- Work-Life balance
- Organizational Environment
- Learning & Development
- Wellbeing
- Time off
- Promotions
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
- **13th month salary**

Insurances

- **Pension Scheme**: GAIN contributes 6.4% and you contribute minimum 3.6%
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Global accident and disability insurance**
- **Business Travel insurance**
- **Comprehensive Health insurance** covering 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.
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