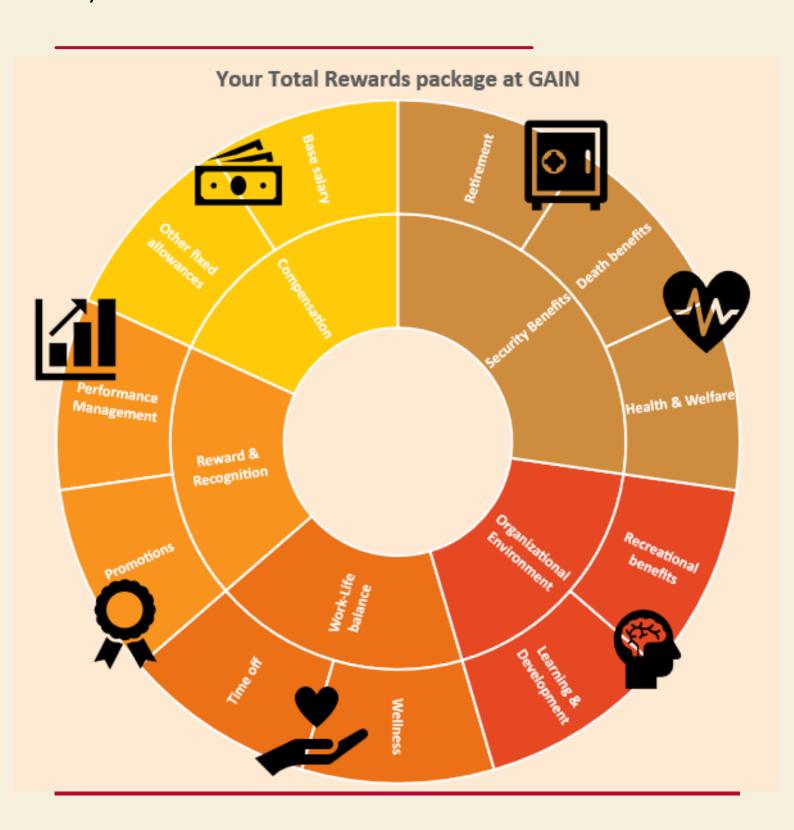


Staff Benefits Summary Rwanda

July 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
- Housing allowance
- Transportation allowance

Insurances

 Pension Scheme: GAIN contributes 3% and you contribute 3%



- Global Life insurance covering
 3x your annual salary in case of
 death whilst in employment
- Global accident and disability insurance
- 200,000 RWF Funeral grant
- Comprehensive Health
 insurance covering your spouse
 and children for Inpatient,
 Outpatient, Dental Care, Eye
 Care and Maternity.
- Business Travel insurance



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 crossregional project work
- Secondment opportunities

