

Staff Benefits Summary Rwanda

July 2023

Your Total Rewards package at GAIN





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.
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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**

