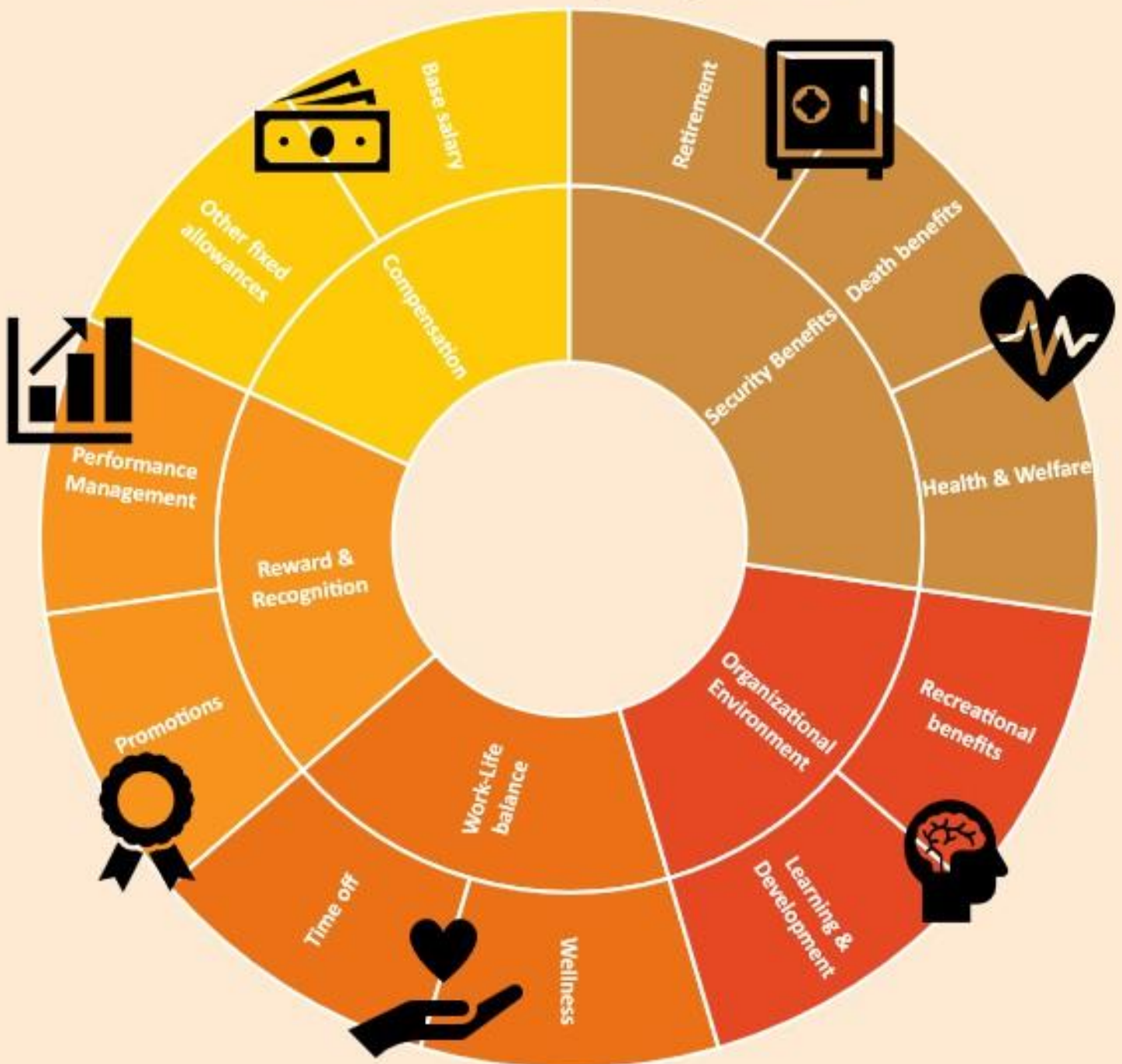


Staff Benefits Summary Rwanda

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

Housing allowance

Transportation allowance

Insurances

- **Pension Scheme: GAIN** contributes 6% and you contribute 6% 
- **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**

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

