

Staff Benefits Summary India

July 2021

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 
- **Diwali bonus** equaling 1 month of basic salary per year
- **Connectivity allowance:** INR 2,500 per month

Insurances

- **10% retirement saving and Gratuity** 
- **Global Life insurance** covering 3x your annual salary in case of death whilst in employment
- **Global Personal 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** including 14 public holidays, 20 days of annual leave and 3 end of year closure days
- 10 days 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**





Health insurance information

- Hospitalization/Surgery/prescription linked to hospitalisation are covered by **HDFC ERGO Health**.
- Cashless card for inpatient benefits
- GAIN provides an outpatient, dental and vision cover for GAIN staff and dependents and reimburses outpatient, dental, vision and maternity costs to a ceiling.

Hospitalization	Surgery	Prescription Medicines	Outpatient/ General Medical	Dental Care	Vision	Maternity
Ceiling of INR 500,000 per family	Ceiling of INR 500,000 per family	Only if linked to hospitalisation: ceiling of INR 500,000 per family	Reimbursement shared ceiling of INR 21,000 for single/ 35,000 INR with dependents			Ceiling of INR 50,000 per pregnancy.