



FIA Salary scale – Recruitment

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Introduction

The Fight Inequality Alliance (FIA) is committed to ensuring fair and equitable compensation across the diverse locations in which it operates. As a global organisation, FIA recognizes the varying economic contexts and cost-of-living differences across countries, and this is carefully considered when setting salary scales.

In our approach to compensation, FIA benchmarks itself as offering salaries that are **slightly higher than local NGOs**, but **lower than international NGOs (INGOs)**. This reflects our commitment to ensuring that salaries remain competitive while also aligning with the values of equality and fairness that drive our mission.

FIA's salary scales are designed to:



- **Reflect local economic realities:** By adjusting salaries according to the cost of living and economic context in each country, FIA ensures that team members are fairly compensated in relation to their local environment.
- **Balance local and international benchmarks:** In positioning our salaries between local NGOs and INGOs, we aim to offer competitive remuneration while maintaining a balance between organizational sustainability and fairness to team members.
- **Promote consistency across locations:** Although salaries are adjusted for local contexts, our goal is to ensure that the compensation structure is aligned across all countries where FIA operates, promoting fairness and consistency.

Salary Structure Overview

- The salaries for each country are categorized into entry, mid, and maximum levels, which are adjusted based on local economic factors. The salary structure ensures that FIA team members are compensated in a way that reflects their experience and responsibilities within the organization.
- In addition to base salaries, FIA provides a 30% benefit allowance to cover medical insurance, pension savings, and remote work support. This ensures that team members have access to necessary benefits to maintain their well-being while contributing to FIA's mission. The benefit allowance is included in the monthly package.
e.g. team member X is based in Afghanistan and is offered the role and the Entry point of the Level 8 scale as follows:

Pay Component	Annual	Monthly
Salary	USD 14 727	1227.25
30% Benefit Allowance	USD 4,418.1	368.175
Net Salary	USD 19,145.9	1,595.425

Benchmarking Approach

- FIA positions itself to offer salaries that reflect our unique position as a global movement addressing inequality. Our benchmarking approach includes:



- **Localized Salary Adjustment:** Salaries are adjusted according to local living conditions, ensuring that all team members are fairly compensated regardless of location. FIA uses local benchmarks to ensure the salaries are competitive and fair within each country.
- **Comparison to Local and International NGOs:** In recognizing the diverse global workforce, FIA positions its salary scale between the typical pay levels of local NGOs and international NGOs, ensuring we can attract and retain talent while being sustainable.

Application of Scales

FIA's salary scales apply to full-time employees, with prorated scales for part-time team members. Typically, offers are made at the entry level, with progression through the scale based on performance and experience.

FIA's compensation strategy is designed to reflect our mission and values. We are committed to providing fair and competitive salaries that take into account the diverse contexts of the countries where we operate, ensuring that our team members are compensated fairly for their contributions to the fight against inequality.

FIA salary scale for Level 8

Table A – Base salary per location per location excluding the 30% benefit allowance

COUNTRY	ENTRY	MID	MAX
Afghanistan	\$14,727	\$16,268	\$17,809
Algeria	\$24,395	\$26,948	\$29,501
Argentina	\$17,957	\$19,836	\$21,715
Armenia	\$24,933	\$27,542	\$30,151
Azerbaijan	\$20,088	\$22,191	\$24,293
Bahamas	\$26,569	\$29,350	\$32,130



Bahrain	\$26,569	\$29,350	\$32,130
Bangladesh	\$16,084	\$17,767	\$19,450
Barbados	\$26,569	\$29,350	\$32,130
Belize	\$26,569	\$29,350	\$32,130
Bermuda	\$26,569	\$29,350	\$32,130
Bolivia	\$18,280	\$20,193	\$22,106
Botswana	\$24,891	\$27,496	\$30,101
Brazil	\$22,737	\$25,116	\$27,495
Brunei	\$26,569	\$29,350	\$32,130
Cambodia	\$24,868	\$27,471	\$30,073
Cameroon	\$26,569	\$29,350	\$32,130
Canada	\$26,569	\$29,350	\$32,130
Cayman Islands	\$26,569	\$29,350	\$32,130
Chile	\$25,772	\$28,469	\$31,167
China	\$22,026	\$24,331	\$26,636
Colombia	\$19,765	\$21,834	\$23,902
Costa Rica	\$26,569	\$29,350	\$32,130
Cuba	\$26,569	\$29,350	\$32,130
Cyprus	\$26,569	\$29,350	\$32,130
Dominican Republic	\$25,191	\$27,827	\$30,464
Ecuador	\$21,703	\$23,974	\$26,246
Egypt	\$24,064	\$26,582	\$29,101
El Salvador	\$26,547	\$29,326	\$32,104



Ethiopia	\$26,569	\$29,350	\$32,130
Georgia	\$24,028	\$26,543	\$29,058
Ghana	\$21,501	\$23,751	\$26,001
Guatemala	\$24,351	\$26,900	\$29,448
Guyana	\$26,569	\$29,350	\$32,130
Honduras	\$24,093	\$26,614	\$29,136
Hong Kong (China)	\$26,569	\$29,350	\$32,130
India	\$14,340	\$15,840	\$17,341
Indonesia	\$18,409	\$20,335	\$22,262
Iran	\$17,375	\$19,194	\$21,012
Iraq	\$19,507	\$21,548	\$23,590
Israel	\$26,569	\$29,350	\$32,130
Jamaica	\$26,569	\$29,350	\$32,130
Japan	\$26,569	\$29,350	\$32,130
Jordan	\$26,569	\$29,350	\$32,130
Kazakhstan	\$21,638	\$23,903	\$26,167
Kenya	\$31,800	\$35,775	\$39,750
Kuwait	\$26,569	\$29,350	\$32,130
Kyrgyzstan	\$17,375	\$19,194	\$21,012
Lebanon	\$26,569	\$29,350	\$32,130
Libya	\$17,531	\$19,366	\$21,201
Macao (China)	\$26,569	\$29,350	\$32,130
Madagascar	\$20,839	\$23,020	\$25,201



Malaysia	\$19,701	\$21,762	\$23,824
Maldives	\$26,569	\$29,350	\$32,130
Mauritius	\$26,569	\$29,350	\$32,130
Mexico	\$26,569	\$29,350	\$32,130
Mongolia	\$21,122	\$23,332	\$25,543
Morocco	\$24,726	\$27,313	\$29,901
Mozambique	\$26,569	\$29,350	\$32,130
Myanmar	\$24,933	\$27,542	\$30,151
Namibia	\$25,470	\$28,135	\$30,801
Nepal	\$17,375	\$19,194	\$21,012
Nicaragua	\$21,703	\$23,974	\$26,246
Nigeria	\$15,960	\$17,630	\$19,301
Oman	\$26,569	\$29,350	\$32,130
Pakistan	\$11,950	\$13,200	\$14,451
Palestine	\$26,569	\$29,350	\$32,130
Panama	\$26,569	\$29,350	\$32,130
Paraguay	\$17,827	\$19,693	\$21,559
Peru	\$19,959	\$22,048	\$24,137
Philippines	\$21,703	\$23,974	\$26,246
Puerto Rico	\$26,569	\$29,350	\$32,130
Qatar	\$26,569	\$29,350	\$32,130
Rwanda	\$21,749	\$24,025	\$26,301
Saudi Arabia	\$26,569	\$29,350	\$32,130
Senegal	\$26,569	\$29,350	\$32,130



Singapore	\$26,569	\$29,350	\$32,130
Somalia	\$23,981	\$26,491	\$29,001
South Africa	\$26,569	\$29,350	\$32,130
South Korea	\$26,569	\$29,350	\$32,130
Sri Lanka	\$21,445	\$23,689	\$25,933
Syria	\$16,148	\$17,838	\$19,528
Taiwan	\$26,569	\$29,350	\$32,130
Tanzania	\$21,501	\$23,751	\$26,001
Thailand	\$23,253	\$25,687	\$28,120
Trinidad And Tobago	\$26,569	\$29,350	\$32,130
Tunisia	\$23,733	\$26,217	\$28,701
Turkey	\$21,832	\$24,117	\$26,402
Uganda	\$25,139	\$27,770	\$30,401
United Arab Emirates	\$26,569	\$29,350	\$32,130
United States	\$26,569	\$29,350	\$32,130
Uruguay	\$26,569	\$29,350	\$32,130
Us Virgin Islands	\$26,569	\$29,350	\$32,130
Uzbekistan	\$17,505	\$19,336	\$21,168
Venezuela	\$25,449	\$28,113	\$30,776
Vietnam	\$19,894	\$21,976	\$24,058
Yemen	\$26,569	\$29,350	\$32,130
Zambia	\$26,569	\$29,350	\$32,130



Zimbabwe	\$26,569	\$29,350	\$32,130
Other locations	\$26,569	\$29,350	\$32,130