

Project Fair

Principles and Standards

These Principles and Standards of INGO Fair Reward are designed in order to help organisations develop a shared understanding of what fair reward means for the sector.

1

Ethical reward

Reward policy is fully aligned with the organisation's mission and values

Standard 1a:

reward policies are free from bias and discrimination, and decisions made irrespective of personal characteristics

Standard 1b:

reward policies and practices should not undermine or distort the local market

Standard 1c:

the INGO sector should be leading the way in good reward practice, and as such encourages and promotes the use of the Principles and Standards of Fair INGO Reward amongst all stakeholders

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Transparency

Reward is offered in a way that is transparent, evidence-based and easy to understand

Standard 2a:

reward policy is present

Standard 2b:

reward policies and practices are available for all staff to access

Standard 2c:

process behind, and components of, reward policies and practices are clearly explained with a commitment to being applied consistently

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Equity

Reward given to different employees is fair, consistent, and justifiable

Standard 3a:

all jobs are appropriately graded to reflect required technical knowledge, skills and experience

Standard 3b:

reward policies are designed to enable necessary variation depending on local contextual factors, such as in hardship locations, fragile states or absence of necessary skills

Standard 3c:

there is a commitment to policies being applied systematically

4

Sustainability

Cost of reward reflects stewardship of donor funds, and as such is justifiable to donors while ensuring long-term organisational financial viability, and reward levels ensure sufficient wages for all employees in all countries

Standard 4a:

reliable salary benchmarking data are used when setting reward

Standard 4b:

reward policies and external factors are reviewed periodically to ensure fairness is maintained

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Compliance and Risk

All reward policies and practices meet local and international legal and regulatory requirements, while also respecting broader organisational social responsibility

Standard 5a:

compliance with legal context in all countries of operation and responsiveness to any changes to that context

Standard 5b:

commitment to understanding tax obligations and providing mechanisms for workforce compliance

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