# Membership Aims

PROJECT FAIR™

Project Fair's international membership organisation is for INGO Reward and HR Professionals with the overriding purpose to;

- Research and develop practical, equitable and evidence-based reward approaches within the INGO sector
- Provide a platform for collaborative and practical networking amongst our growing 100-plus INGO community with over 200 individual members
- Help capacity-build Reward and HR professionals through discussion, training and facilitation.
- Incorporate the values of Project Fair's Principles and Standards into their Reward and DEI philosophy and access the **Project Fair Member** logo to use on website and branding materials




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We launched Project Fair Membership in April 2023.

# Who we are

## About Project Fair

Project FAIR is part of the University of Edinburgh Business School and is built upon a strong body of research over the past decade into the psychological impact of dual salaries in the INGO sector, in particular their impact on employees' motivation, performance, and retention.



Topics such as international salary benchmarking, hyperinflation, cost of living, hard currency, hybrid working and equity are just some of the areas we are engaged in.

In 2019, we worked with around 25 INGOs to develop a set of Principles and Standards designed in order to help organisations develop a shared understanding of what fair reward means for the sector.

Our Project Fair Leadership and Steering Committee members can be found here

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# Membership Benefits - Masterclasses

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Our Masterclasses are designed to run as 2-hour virtual sessions over MS Teams and are facilitated by a Project Fair Reward, HR expert, or Guest speaker. The sessions will be both educational and participative with a real opportunity to be able to discuss current challenges. Member organisations will be able to book up to 5 additional staff to attend a session from the same INGO. At the end of the masterclass, you will receive a high-quality Project Fair document summarising the course content.

| Masterclass series | Date |
|---|---|
| INGO Compensation Strategy | Sept 2026 |
| Global Minimum Benefits – healthcare benefits | Nov 2026 |
| Gender Neutral Job Evaluation | April 2027 |
| We will publish updates to our Masterclass series throughout 2026/27 | |



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# Membership Benefits continued

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- Our webinars will run across the year and will be geared towards topical issues. Facilitated by Project Fair and guest speakers, we aim to run at least 4 webinars in a rolling 12-month period, focusing on subjects our members are working on and need ideas and input.
- Members using our Project Fair Member logo will receive a guideline and branding document and choice of our logos for use on their website and branding materials.
- Our next Senior Leaders Cohort is in March 2027 for INGO leaders within our membership community to virtually meet and discuss the challenges of International Reward. This is an annual event as part of membership.
- Project Fair hosts an in-person event every year. Our INGO Reward Conference is held in Edinburgh every two years and an in-person roundtable in another location in alternating years. Our next in-person event is scheduled for April 2027, in Nairobi Kenya.

| Other Events/Offers | Date |
|---|---|
| Webinars planned across 2026/2027 include presentations from Grassroots Soccer, Evidence Action, WaterAid and others | Dec 2026/ Feb, June, Oct, Dec 2027 |
| Use of Project Fair logo | 12 month rolling access |
| Senior Leaders Annual Online Cohort | March 2027 |
| Roundtable in-person event – Nairobi Kenya | 6-7 April 2027 |



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# Annual Fees 2025/ March 2026

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**Project Fair has carefully researched UK and international membership organisations and believes we are offering a fair price for the work needed to run our membership well. For those organisations who are unable to join our membership this year, you will be able to attend our masterclasses as standalone sessions for £300 individually or £500 for a group attendance(up to 5 staff members).**

| Annual Income | Annual Fee |
|---|---|
| <£1 million | Free |
| >£1m - £10 million | £525 |
| >£10m - £30 million | £840 |
| >£30m - £100 million | £1050 |
| > £100 million | £1840 |



**To discuss joining our Project Fair community and 2025/26 membership, please email**

**ProjectFair@business-school.ed.ac.uk**

**Download membership form here**

**Want to know more about us? Visit our website**

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