FIA salary scale and benefits for Level 11 (Leads)

Benefit allowance in addition to salary:

- In addition to the Basic salaries reflected in Table A below, a benefit allowance of 30% is payable monthly. The benefit allowance is meant to cover the cost of medical insurance, pension savings and to support remote work.

Notes on salary scales:

- Scales are calculated as full time and are annual figures. Annual salaries reflected in the scale will be pro-rata for part-time staff
- Counties included in the scale are for Africa, Asia and Americas

Table A – Basic salaries per location

COUNTRY	ENTRY	MID	MAX
Afghanistan	$27 459	$30 205	$32 951
Algeria	$45 485	$50 034	$54 582
Argentina	$33 481	$36 829	$40 177
Armenia	$46 488	$51 137	$55 786
Azerbaijan	$37 455	$41 201	$44 946
Bahamas	$49 539	$54 493	$59 447
Bahrain	$49 539	$54 493	$59 447
Bangladesh	$29 988	$32 987	$35 986



Barbados	$49 539	$54 493	$59 447
Belize	$49 539	$54 493	$59 447
Bermuda	$49 539	$54 493	$59 447
Bolivia	$34 083	$37 491	$40 900
Botswana	$46 410	$51 051	$55 692
Brazil	$42 393	$46 632	$50 872
Brunei	$49 539	$54 493	$59 447
Cambodia	$46 368	$51 004	$55 641
Cameroon	$49 539	$54 493	$59 447
Canada	$49 539	$54 493	$59 447
Cayman Islands	$49 539	$54 493	$59 447
Chile	$48 054	$52 859	$57 664
China	$41 068	$45 175	$49 282
Colombia	$36 853	$40 538	$44 224
Costa Rica	$49 539	$54 493	$59 447
Cuba	$49 539	$54 493	$59 447
Cyprus	$49 539	$54 493	$59 447
Dominican Republic	$46 970	$51 667	$56 364



Ecuador	$40 466	$44 513	$48 559
Egypt	$44 868	$49 355	$53 842
El Salvador	$49 499	$54 449	$59 399
Ethiopia	$49 539	$54 493	$59 447
Georgia	$44 802	$49 282	$53 762
Ghana	$40 089	$44 097	$48 106
Guatemala	$45 404	$49 944	$54 485
Guyana	$49 539	$54 493	$59 447
Honduras	$44 922	$49 415	$53 907
Hong Kong (China)	$49 539	$54 493	$59 447
India	$29 767	$32 744	$35 720
Indonesia	$34 324	$37 756	$41 189
Iran	$32 397	$35 637	$38 876
Iraq	$36 371	$40 009	$43 646
Israel	$49 539	$54 493	$59 447
Jamaica	$49 539	$54 493	$59 447
Japan	$49 539	$54 493	$59 447
Jordan	$49 539	$54 493	$59 447
Kazakhstan	$40 346	$44 380	$48 415
Kenya	$49 030	$53 933	$58 836



Kuwait	$49 539	$54 493	$59 447
Kyrgyzstan	$32 397	$35 637	$38 876
Lebanon	$49 539	$54 493	$59 447
Libya	$32 688	$35 956	$39 225
Macao (China)	$49 539	$54 493	$59 447
Madagascar	$38 855	$42 741	$46 626
Malaysia	$36 733	$40 406	$44 079
Maldives	$49 539	$54 493	$59 447
Mauritius	$49 539	$54 493	$59 447
Mexico	$49 539	$54 493	$59 447
Mongolia	$39 382	$43 321	$47 259
Morocco	$46 102	$50 712	$55 322
Mozambique	$49 539	$54 493	$59 447
Myanmar	$46 488	$51 137	$55 786
Namibia	$47 490	$52 239	$56 988
Nepal	$32 397	$35 637	$38 876
Nicaragua	$40 466	$44 513	$48 559
Nigeria	$29 758	$32 734	$35 710
Oman	$49 539	$54 493	$59 447
Pakistan	$22 281	$24 509	$26 737



Palestine	$49 539	$54 493	$59 447
Panama	$49 539	$54 493	$59 447
Paraguay	$33 240	$36 564	$39 888
Peru	$37 214	$40 936	$44 657
Philippines	$40 466	$44 513	$48 559
Puerto Rico	$49 539	$54 493	$59 447
Qatar	$49 539	$54 493	$59 447
Rwanda	$40 551	$44 606	$48 661
Saudi Arabia	$49 539	$54 493	$59 447
Senegal	$49 539	$54 493	$59 447
Singapore	$49 539	$54 493	$59 447
Somalia	$44 714	$49 186	$53 657
South Africa	$49 539	$54 493	$59 447
South Korea	$49 539	$54 493	$59 447
Sri Lanka	$39 984	$43 983	$47 981
Syria	$30 109	$33 120	$36 131
Taiwan	$49 539	$54 493	$59 447
Tanzania	$40 089	$44 097	$48 106
Thailand	$43 357	$47 692	$52 028



Trinidad And Tobago	$49 539	$54 493	$59 447
Tunisia	$44 252	$48 677	$53 102
Turkey	$40 707	$44 778	$48 849
Uganda	$46 873	$51 560	$56 247
United Arab Emirates	$49 539	$54 493	$59 447
United States	$49 539	$54 493	$59 447
Uruguay	$49 539	$54 493	$59 447
Us Virgin Islands	$49 539	$54 493	$59 447
Uzbekistan	$32 638	$35 902	$39 166
Venezuela	$47 451	$52 197	$56 942
Vietnam	$37 094	$40 803	$44 513
Yemen	$49 539	$54 493	$59 447
Zambia	$49 539	$54 493	$59 447
Zimbabwe	$49 539	$54 493	$59 447
Other locations	$49 539	$54 493	$59 447

Table B – Leave types

LEAVE TYPES – Eligibility and further details are clarified in the HR policy.		
Leave type	**Description**	**Allocation**
1. Annual leave	In recognising that rest is critical for staff health, well-being and productivity, FIA will make provision for staff to have annual leave days.	25 working days per annum (full time); pro-rata and accrued at a rate of 2,083 days per month.
2. Time off in Lieu (TOIL)	FIA will offer staff members time off for overtime worked following agreement with line manager in advance by offering time off in lieu of overtime worked.	Accrual of TOIL as per policy
3. Sick leave	Sick leave is provided to support FIA staff's health and well-being by allowing them time off to recover from illness, seek medical	10 working days per annum (normal)

	treatment, or address health-related issues without financial hardship or job security concerns.	Provision for long/term critical illness
4. Special Leave	Special leave is provided to staff to cater for care of person(s) with whom staff have a primary relationship such as staff member's partner, spouse, child, parent, sibling or individual with whom they have a primary relationship	5 working days per annum
5. Parental leave	Fight Inequality Alliance supports and provides paid parental leave for all parents, including fathers, non-binary, and transgender parents, and provides equal benefits to all partnerships, including same-sex partnerships.	As per policy
6. Compassionate leave	FIA provides compassionate leave in case of the death of an immediate family member.	10 working days per annum
7. Activism leave	FIA, being a campaigning organisation, encourages staff to be actively	3 working days per annum

	involved in equality related activism of personal interest.	
8. Study leave	FIA believes that staff furthering their studies fosters continuous learning, career advancement, and organisational growth. Staff may request study leave to write exams for formal studies related to their job responsibilities or career development.	10 working days per annum (1 day before and day of exam) as outlined in the policy
9. Sabbatical	This provision is applicable to full time staff members who have worked for **5** continuous years with FIA.	4 months of unpaid sabbatical leave as outlined in the policy