



Compensation & Benefits Surveys for the International Development Community



Join over 350 different international development organizations which rely on NGO Local Pay for reliable, consistent market data. Timely, easy to use, and affordable.

NGO Local Pay At A Glance



NGO LOCAL PAY SURVEY

- 80+ countries
- Benchmark jobs for the development sector
- Sponsored by Birches Group LLC, and CHS Alliance

FLEXIBLE SUBSCRIPTION OPTIONS

- Survey cost – USD \$895 per country for 12 months access
- Discounts available for three-year subscriptions

SIMPLIFIED SURVEY PROCESS & METHODOLOGY

- Data gathering interviews conducted with every participant
- Birches Group analysts perform job matching
- All cash allowances and in-kind benefits information are collected and valued

DATA ON DEMAND WHEN YOU NEED IT

- Survey updates three times a year
- Data collection following your annual pay increases
- Access survey data via our website when you need it, for 12 months

INDIGO™ SOFTWARE

- Industry-leading survey analysis tool provides flexibility to analyze, export and report data
- Multiple users at no added cost
- Access to all years of published survey data in subscribed countries for 12 months

BROAD SECTOR REPRESENTATION

- We work with over 350 different NGOs and development organizations
- Over 70 organizations are *Sustaining Partners*, participating and contributing data in all of their countries every year

A PROVEN APPROACH DESIGNED FOR DEVELOPING COUNTRIES

Our unique approach addresses the challenges of working with smaller sample sizes and volatile data, and captures all elements of compensation including base salary, fixed allowances, incentives and benefits in-kind.

WE UNDERSTAND DEVELOPMENT ORGANIZATIONS

Our founders worked for the world's largest mission-driven development organization for over 20 years before founding Birches Group.

We understand the dynamics of your organization, the accountabilities you have to your donors, and the challenges you face to attract and retain the best talent.

FOR MORE INFORMATION

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TURN OVER FOR
COUNTRY LIST



Our Survey Countries

- | | | | |
|--------------------------|--------------------|-----------------------------|-----------------------|
| Afghanistan | Ecuador | Madagascar | *Slovak Republic |
| *Albania | Egypt | Malawi | Solomon Islands |
| *Algeria | El Salvador | *Malaysia | Somalia |
| Angola | *Equatorial Guinea | *Maldives | Somaliland |
| *Argentina | *Eritrea | Mali | South Africa |
| Armenia | *Estonia | *Malta | South Sudan |
| *Azerbaijan | Ethiopia | *Marshall Islands | Sri Lanka |
| *Bahamas | *Fiji | *Mauritania | Sudan |
| *Bahrain | *Gabon | *Mauritius | *Suriname |
| Bangladesh | Gambia | Mexico | Swaziland |
| *Barbados | Georgia | *Micronesia, Fed. States of | Switzerland |
| *Belarus | Ghana | *Moldova | Syria |
| Belgium | *Grenada | Mongolia | *Tajikistan |
| *Belize | Guatemala | *Montenegro | Tanzania |
| Benin | Guinea | *Morocco | Thailand |
| *Bermuda | Guinea-Bissau | Mozambique | Timor-Leste |
| *Bhutan | *Guyana | Myanmar | *Togo |
| Bolivia | Haiti | Namibia | *Tonga |
| Bosnia and Herzegovina | Honduras | Nepal | *Trinidad and Tobago |
| Botswana | *Iceland | Nicaragua | *Tunisia |
| Brazil | Ireland | Niger | Turkey |
| *Brunei | India | Nigeria | *Turkmenistan |
| *Bulgaria | Indonesia | *Oman | *United Arab Emirates |
| Burkina Faso | *Iran | Pakistan | Uganda |
| Burundi | Iraq | Palestinian Territories | Ukraine |
| Cambodia | *Israel | *Palau | *Uruguay |
| Cameroon | *Jamaica | *Panama | *Uzbekistan |
| *Cabo Verde | Jordan | Papua New Guinea | Vanuatu |
| Central African Republic | *Kazakhstan | *Paraguay | *Venezuela |
| Chad | Kenya | Peru | Vietnam |
| Chile | *Kiribati | Philippines | Yemen |
| China | *Korea, R.O. | *Poland | Zambia |
| Colombia | Kosovo | *Qatar | Zimbabwe |
| *Comoros | *Kuwait | *Romania | |
| *Congo | *Kyrgyzstan | *Russia | |
| Congo, DR | Lao | Rwanda | |
| Costa Rica | *Latvia | *Samoa | |
| Côte d'Ivoire | Lebanon | *São Tome and Príncipe | |
| *Croatia | Lesotho | *Saudi Arabia | |
| *Cuba | Liberia | Senegal | |
| *Curaçao | *Libya | *Serbia | |
| *Djibouti | *Lithuania | *Seychelles | |
| Dominican Republic | *Macedonia, FYRO | Sierra Leone | |

*Multi-sector survey only