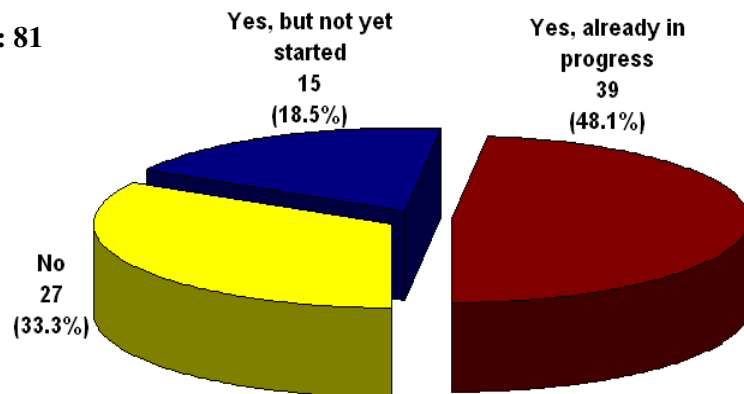


## G. Analysis of Further Changes in Compensation & Benefits

### 1. Number of Agencies Planning to Construct In-house Salary Scale

54 (66.6%) out of 81 participating agencies reported to plan to construct an in-house salary scale. 39 (48.1%) of them have already in progress and 15 (18.5%) of them have not yet started.

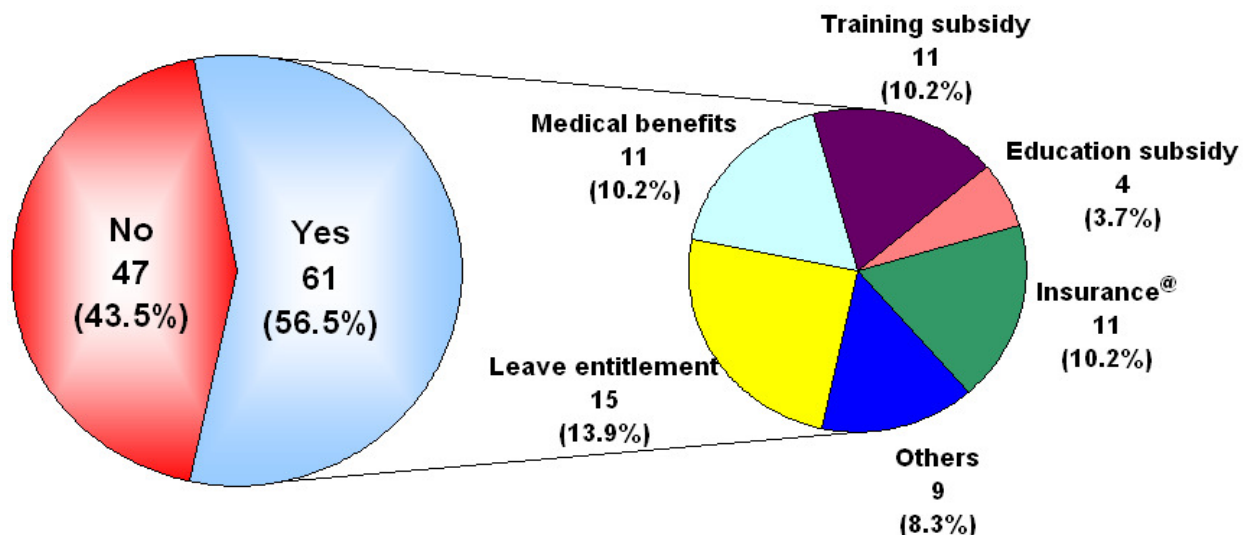
Number of Agencies: 81



### 2. Number of Agencies Planning to Change Benefits Package in Next 12 Months

34 (42.0%) out of 81 participating agencies indicated to plan to make change in benefit package in next 12 months.

Number of multiple responses: 108



@: "Insurance"

- 1) Out-patient medical insurance
- 2) Life Insurance
- 3) Hospitalisation & Surgery

**3. Participating Agencies with Multiple Types of Benefit**

Number of Agencies: 34

