## DFAIT/CIC SURVEY OF FS TERMS AND CONDITIONS OF EMPLOYMENT Summary Results Table - July 18, 2002

(a) (b)			
		Incentive	Hardship
		premium	premium
	No	52%	16
(D)	Yes, paid in a lump sum	0%	40
(c)	Yes, paid in the normal pay cycle (e.g., monthly)	40%	76
(d)	Yes, paid annually	0%	0'
(u) (e)	Yes, at the end of posting	0%	0
	Yes, but format varies by location	4%	4
(f) (g)	Other:	8%	4
	Countries		
	n= 16	Incentive	Hardship
		premium	premium
(a)	No	63%	139
(b)	Yes, paid in a lump sum	0%	0'
(C)	Yes, paid in the normal pay cycle (e.g., monthly)	31%	88
(d)	Yes, paid annually	0%	0
(d) (e)	Yes, at the end of posting	0%	0
	Yes, but format varies by location	6%	6
(f) (g)	Other:	6%	0
	n= 4	Incentive	Hardship premium
(a)	No	50%	259
(a) (b)	Yes, paid in a lump sum	0%	09
2 C	Yes, paid in the normal pay cycle (e.g., monthly)	50%	759
(c) (d)	Yes, paid annually	0%	09
	Yes, at the end of posting	0%	09
e) f)	Yes, but format varies by location	0%	09
(g)	Other:	0%	09
	Private Companies		
		Incentive	Hardship premium
		20%	20%
a)	No		
b)	Yes, paid in a lump sum	0%	20%
b) c)	Yes, paid in a lump sum Yes, paid in the normal pay cycle (e.g., monthly)	0% 60%	209 409
b) c) d)	Yes, paid in a lump sum Yes, paid in the normal pay cycle (e.g., monthly) Yes, paid annually	0% 60% 0%	20% 40% 0%
(a) (b) (c) (d) (e) (f)	Yes, paid in a lump sum Yes, paid in the normal pay cycle (e.g., monthly)	0% 60%	207 209 409 09 09

Page 19 of 30

13