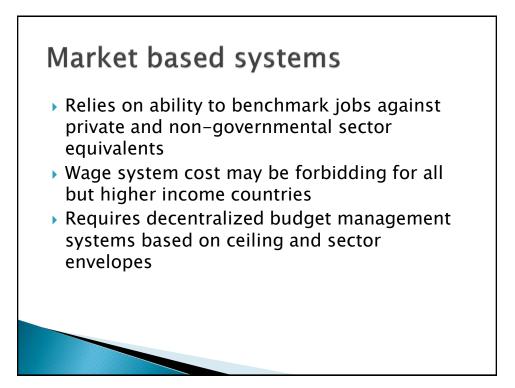
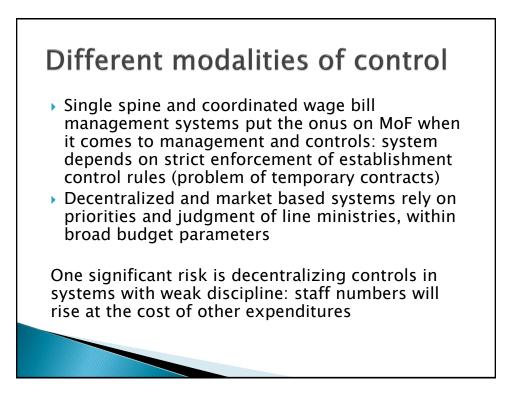
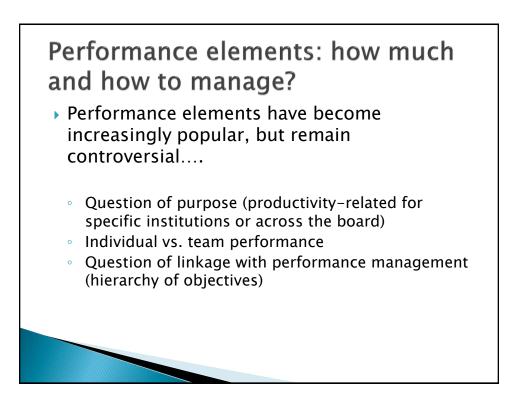


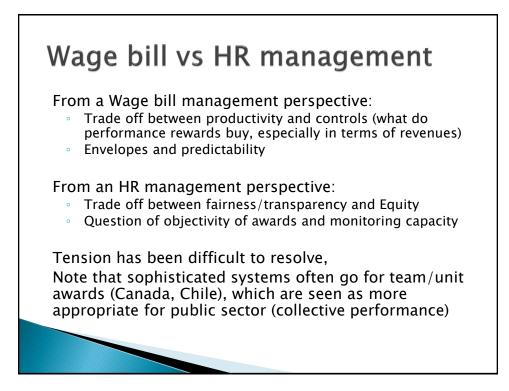
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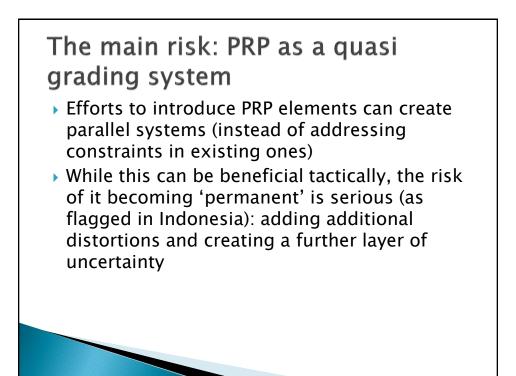
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Conclusions

- Choices on framing wage systems are highly contextual: affordability, equity and transparency are the elements that matter, instead 'ideology' tends to prevail
- Central capacity to manage systems determines the best mix between centralization and decentralization of wage bill and HR management (but often this is not the starting point in design)
- Current trends on using extensively PRP are not well grounded in evidence and need to be more carefully considered