

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

**Controlling officer:** the Permanent Secretary for Labour and Welfare will account for expenditure under this Head.

<b>Estimate 2010–11</b> .....	<b>\$537.9m</b>
<b>Establishment ceiling 2010–11</b> (notional annual mid-point salary value) representing an estimated 92 non-directorate posts as at 31 March 2010 and as at 31 March 2011 .....	<b>\$40.4m</b>
In addition, there will be an estimated 12 directorate posts as at 31 March 2010 reducing by one post to 11 posts as at 31 March 2011.	
<b>Commitment balance</b> .....	<b>\$346.1m</b>

### Controlling Officer's Report

#### Programmes

<b>Programme (1) Director of Bureau's Office</b>	This programme contributes to Policy Area 27: Intra-Governmental Services (Secretary for Labour and Welfare).
<b>Programme (2) Social Welfare</b>	This programme contributes to Policy Area 14: Social Welfare (Secretary for Labour and Welfare).
<b>Programme (3) Women's Interests</b>	This programme contributes to Policy Area 33: Women's Interests (Secretary for Labour and Welfare).
<b>Programme (4) Manpower Development</b>	This programme contributes to Policy Area 34: Manpower Development (Secretary for Labour and Welfare).
<b>Programme (5) Subvention: Skills Centres</b> <b>Programme (6) Subvention: Guardianship Board and Environmental Advisory Service</b>	These programmes contribute to Policy Area 14: Social Welfare (Secretary for Labour and Welfare).
<b>Programme (7) Subvention: Vocational Training Council (Vocational Training)</b>	This programme contributes to Policy Area 34: Manpower Development (Secretary for Labour and Welfare).

#### Detail

##### Programme (1): Director of Bureau's Office

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	<b>2010–11 (Estimate)</b>
Financial provision (\$m)	7.5	12.2	8.8 (–27.9%)	<b>11.5</b> (+30.7%)
				(or –5.7% on 2009–10 Original)

#### Aim

- 2 The aim is to ensure the smooth operation of the Office of the Secretary for Labour and Welfare.

#### Brief Description

3 The Office of the Secretary for Labour and Welfare is responsible for providing support to the Secretary for Labour and Welfare in undertaking political work. This includes the support provided by the Under Secretary and the Political Assistant. The Office is also responsible for providing administrative support to the Secretary for Labour and Welfare in carrying out his duties. The work includes the planning, co-ordination and implementation of all arrangements for the Secretary's public, media and community functions.

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

### Programme (2): Social Welfare

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	2010–11 (Estimate)
Financial provision (\$m)	113.9	200.6	141.1 (–29.7%)	184.1 (+30.5%)
				(or –8.2% on 2009–10 Original)

#### *Aim*

4 The aim is to provide an environment which enables everyone to reach his or her full potential, thereby achieving self-reliance and contributing to the well-being of the community, and to ensure that appropriate welfare support is available to assist those in need.

#### *Brief Description*

5 The Bureau formulates and co-ordinates welfare policies and programmes to:

- preserve and strengthen the family;
- improve the quality of life of our elders so that they can enjoy a sense of security, a sense of belonging, and a feeling of health and worthiness;
- provide a social safety net of last resort to ensure that assistance is available to the financially vulnerable;
- facilitate and encourage the full participation and integration of persons with disabilities (PWDs) into the community;
- protect children in need of care;
- monitor and co-ordinate the overall progress of Government's efforts in poverty alleviation;
- help young people develop into responsible and contributing members of the community and facilitate the rehabilitation of young offenders;
- prevent child abuse, domestic violence and suicide; and
- enhance tripartite partnership among the business community, non-governmental organisations (NGOs) and the Government.

6 Generally, the effectiveness of the work of the Bureau is reflected in the extent to which the departments and subvented organisations delivering social welfare services achieve the objectives of this programme and in the extent to which the social security system achieves its objectives. The Bureau is making good progress towards achieving the aim.

#### *Matters Requiring Special Attention in 2010–11*

7 During 2010–11, the Bureau will:

- map out the way forward in the light of the outcome of the review on the permissible limit of absence from Hong Kong for the Old Age Allowance under the Social Security Allowance Scheme;
- oversee the provision of additional residential care places for the elderly pursuant to the novel multi-pronged approach to be adopted for this purpose;
- oversee the implementation of the pilot scheme on visiting pharmacist services for residential care homes for the elderly;
- study with the Elderly Commission the development of community care services for the elderly with a view to facilitating "ageing in place";
- prepare the first report on the implementation of the United Nations Convention on the Rights of Persons with Disabilities in Hong Kong. The report will be submitted to the Central People's Government for onward reporting to the United Nations Committee on the Rights of Persons with Disabilities;
- oversee the provision of more places for day training, vocational rehabilitation, pre-school and residential services for PWDs;
- introduce a bill to implement a licensing scheme on the residential care homes for PWDs so as to ensure their service quality;
- oversee the introduction of a pilot Bought Place Scheme for residential care homes for PWDs;
- oversee the enhancement of physiotherapy and nursing care for ageing residents in subvented residential care homes for the mentally handicapped;

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

- oversee the expansion of the integrated community centres for mental wellness across the territory;
- oversee the enhancement of medical social services for persons with mental health problems;
- further strengthen direct support for domestic violence victims and vulnerable families, including overseeing the implementation of the Victim Support Programme;
- oversee the evaluation of the pilot project on Child Fatality Review;
- monitor the implementation of the Domestic and Cohabitation Relationships Violence Ordinance which extends civil protection to same-sex cohabitants;
- continue to study the long-term development planning for social welfare in Hong Kong through the Social Welfare Advisory Committee;
- continue to oversee the implementation of the district-based scheme on carer training to provide training to carers of the elders and develop “carer” services for elders in need;
- continue to work with the Elderly Commission to promote active ageing and disseminate related messages;
- continue to oversee the implementation of the trial scheme on integrated support services for elderly hospital discharges who have difficulty taking care of themselves and for their carers;
- continue to oversee the implementation of the Support for Self-reliant Scheme under the Comprehensive Social Security Assistance (CSSA) Scheme, in particular the new phases of the Integrated Employment Assistance Scheme and Special Training and Enhancement Programme (My STEP), which aims to encourage and help able-bodied CSSA recipients to secure full-time paid employment and move towards self-reliance;
- continue to oversee the implementation of the New Dawn Project under the CSSA Scheme, which aims to empower single parent and family carer recipients with the youngest child aged between 12 and 14 to seek employment, including part-time employment, to achieve self-reliance and social integration;
- continue to assist in the development and monitoring of measures designed to promote the self-reliance, accessibility and employment opportunities of PWDs;
- continue to oversee the provision of district-based community support services for PWDs and their families/carers;
- continue to raise general awareness and promote early intervention of mental health problems;
- continue to promote the United Nations Convention on the Rights of Persons with Disabilities in collaboration with the Rehabilitation Advisory Committee, the rehabilitation sector and the community at large;
- continue to promote different forms of child care services to meet the varying needs of families;
- continue to provide support to the Task Force on Poverty to monitor and co-ordinate efforts across the Government in poverty alleviation;
- continue to oversee the implementation of the Child Development Fund pioneer projects;
- continue to oversee the provision of the short-term food assistance service;
- continue to strengthen the prevention and tackling of domestic violence through public education and enhanced training for related professionals; and
- continue to oversee the implementation of the anti-domestic violence programme for abusers and the batterer intervention programme.

### Programme (3): Women’s Interests

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	2010–11 (Estimate)
Financial provision (\$m)	16.1	23.5	19.6 (–16.6%)	23.8 (+21.4%)
				(or +1.3% on 2009–10 Original)

### Aim

8 The aim is to promote the well-being and interests of women in Hong Kong, and to support the Women’s Commission’s mission to enable women to fully realise their due status, rights and opportunities in all aspects of life.

**Brief Description**

- 9 The Bureau formulates and co-ordinates policies and programmes to:
- facilitate the incorporation of women’s needs and perspectives into the process of policy making where appropriate;
  - empower women and enable them to participate more fully in the community;
  - identify needs and concerns of women and improve delivery of services to women;
  - enhance the community’s sensitivity to and understanding of gender-related issues and reduce gender stereotyping as well as facilitate exchange of views and ideas on women’s matters;
  - improve communication and facilitate collaboration between the Government and NGOs and strengthen liaison with relevant international bodies on women’s matters; and
  - ensure adherence to the relevant international conventions and agreements in Hong Kong.

10 Generally, the effectiveness of the work of the Bureau is reflected in the extent to which work on the three-pronged strategy, i.e. provision of an enabling environment, empowerment of women, and public education, has proceeded. Overall, the Bureau is making good progress towards achieving the aim.

**Matters Requiring Special Attention in 2010–11**

- 11 During 2010–11, the Bureau will:
- prepare the third report on the implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women in Hong Kong. The report will be submitted to the Central People’s Government for onward reporting to the United Nations Committee on the Elimination of Discrimination against Women;
  - continue to promote the implementation of the “Gender Mainstreaming Checklist” and gender mainstreaming concept to more policy areas through the “Gender Focal Points Network” within the Government;
  - continue to provide gender-related training to civil servants to facilitate consideration of women’s needs and perspectives during policy formulation, legislation and implementation;
  - continue to monitor and steer progress of the Capacity Building Mileage Programme to encourage and facilitate women to pursue continuous learning;
  - continue to conduct regular meetings and exchanges with local women’s groups and service agencies and participate in key international fora;
  - continue to review policies and services related to women and promote the development of new or improved services, including new models and good practices;
  - continue to work with relevant parties to enhance women’s participation in advisory and statutory bodies;
  - continue to conduct public education and publicity programmes to enhance public awareness of gender-related issues; and
  - continue to support the Women’s Commission in promoting the well-being and interests of women through its three-pronged strategy.

**Programme (4): Manpower Development**

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	<b>2010–11 (Estimate)</b>
Financial provision (\$m)	65.0	73.9	64.9 (–12.2%)	<b>62.3</b> (–4.0%)
				(or –15.7% on 2009–10 Original)

**Aim**

12 The aim is to develop a well-trained and adaptable workforce to meet the changing manpower demands of the economy and to contribute to the overall competitiveness of Hong Kong.

**Brief Description**

13 The Bureau, which is advised by the Manpower Development Committee from time to time, maps out strategies for developing human resources to meet the manpower needs of Hong Kong. It oversees:

- the implementation of the Continuing Education Fund (CEF) to encourage adults with learning aspirations to pursue continuing education and training;

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

- the implementation of the Skills Upgrading Scheme (SUS) to provide focused training for workers with low education attainment; and
- the work of the Employees Retraining Board (ERB), a statutory body established under the Employees Retraining Ordinance, which is responsible for the provision of training, retraining and placement services to assist eligible persons to acquire new or enhanced skills to enhance their employability and competitiveness.

### *Matters Requiring Special Attention in 2010–11*

14 During 2010–11, the Bureau will:

- continue to oversee the implementation of the final recommendations of the strategic review of the ERB in phases; and
- continue to oversee the implementation of the CEF and the SUS.

### **Programme (5): Subvention: Skills Centres**

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	2010–11 (Estimate)
Financial provision (\$m)	84.6	91.9	91.6 (–0.3%)	<b>90.8</b> (–0.9%)
				(or –1.2% on 2009–10 Original)

### *Aim*

15 The aim is to provide vocational training to PWDs aged 15 or above for the purpose of improving their employment prospects and preparing them for open employment.

### *Brief Description*

- 16 The Bureau subvents three skills centres run by the Vocational Training Council (VTC).
- 17 The overall performance of the skills centres in the 2009/10 academic year is expected to be satisfactory.
- 18 The key performance indicators are:

	<i>Academic Year</i>		
	2008/09 (Actual)	2009/10 (Revised Estimate)	2010/11 (Estimate)
no. of vocational assessments made			
comprehensive assessment programme .....	124	160	<b>160</b>
specific assessment programme .....	716	760	<b>760</b>
no. of training places			
full-time .....	660	660	<b>660</b>
part-time .....	360	360	<b>360</b>
no. of trainees enrolled			
full-time§ .....	580	660	<b>660</b>
part-time .....	293	360	<b>360</b>
no. of trainees completed training			
full-time .....	281	250	<b>250</b>
part-time .....	249	300	<b>300</b>

§ Most of the full-time training courses are of two-year duration. The number of trainees enrolled includes both those undergoing first and second years of training.

### *Matters Requiring Special Attention in 2010–11*

19 During 2010–11, the skills centres will continue to develop new courses and modify existing ones to meet the changing needs of the open employment market so as to enhance the employment opportunities of PWDs.

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

### Programme (6): Subvention: Guardianship Board and Environmental Advisory Service

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	2010–11 (Estimate)
Financial provision (\$m)	5.9	5.8	5.6 (–3.4%)	5.6 (—)
				(or –3.4% on 2009–10 Original)

#### *Aim*

20 The aim is to support the operation of the Guardianship Board for mentally disordered and mentally handicapped persons under the Mental Health Ordinance, and to provide specialist information and advice on ways to improve access facilities to meet the special needs of PWDs through the Environmental Advisory Service.

#### *Brief Description*

21 The Bureau subvents the Guardianship Board and the Environmental Advisory Service.

#### *Matters Requiring Special Attention in 2010–11*

22 During 2010–11, the Guardianship Board will continue to publicise and promote its work and service among members of the public and relevant professions. The Environmental Advisory Service will continue to provide specialist information and advice on means to improve access of PWDs.

### Programme (7): Subvention: Vocational Training Council (Vocational Training)

	2008–09 (Actual)	2009–10 (Original)	2009–10 (Revised)	2010–11 (Estimate)
Financial provision (\$m)	175.7	161.5	161.1 (–0.2%)	159.8 (–0.8%)
				(or –1.1% on 2009–10 Original)

#### *Aim*

23 The aim is to provide vocational training, through subvention to the VTC, to meet the manpower needs of industries, enhance the quality of the workforce in Hong Kong and help employees adjust to market changes.

#### *Brief Description*

24 The VTC, a statutory body established under the VTC Ordinance, is responsible for the provision of a comprehensive system of vocational education and training services, including skills upgrading. These services are mainly provided through its Hong Kong Institute of Vocational Education, School of Business and Information Systems, Hong Kong Design Institute, Training and Development Centres, Youth College and the Institute of Professional Education and Knowledge. With the re-organisation of the Government Secretariat with effect from 1 July 2007, full-time and part-time courses leading to formal qualifications have been grouped under the programme area of vocational education of Head 156—Government Secretariat: Education Bureau; whereas industry-specific and subject-specific training courses of short duration and programmes which do not lead to formal qualifications are placed under this programme. The latter includes courses mainly for in-service personnel to help upgrade their skills and knowledge to meet changing manpower needs of industries.

25 The VTC is also responsible for the legislative control, training and employment of young persons aged below 19 in trades specified as designated trades under the Apprenticeship Ordinance, and other young persons registered on a voluntary basis, as well as the administration of other schemes for apprentices.

26 Other services offered by the VTC under this programme include trade and skills testing and certification, professional licensing examinations, manpower training forecasts, administration of the Engineering Graduate Training Scheme and the New Technology Training Scheme.

27 In achieving its objectives, the VTC is assisted by a complex of general committees and training boards which advise it on cross-sector and sector-specific vocational education and training requirements.

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

28 The key performance indicators are:

	<i>Academic Year</i>		
	2008/09 (Actual)	2009/10 (Revised Estimate)	2010/11 (Estimate)
vocational training <sup>^</sup>			
trainee places provided.....	94 493	114 007	<b>120 319</b>
trainee hours provided.....	1 520 094	1 759 039	<b>1 891 338</b>
enrolment rate (%).....	104	100	<b>100</b>
completion rate (%).....	98	95	<b>95</b>
apprentice training (as at the end of the financial year)			
inspections and visits to establishments employing			
apprentices.....	17 675	17 500	<b>17 500</b>
number of apprentices.....	3 271	3 300	<b>3 300</b>

<sup>^</sup> Excluding services funded by the ERB.

### *Matters Requiring Special Attention in 2010–11*

29 During 2010–11, the VTC will:

- continue its efforts to align its vocational training system with the development of the Qualifications Framework; and
- build capacity to further expand training and retraining services to better support Hong Kong's manpower development.

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

### ANALYSIS OF FINANCIAL PROVISION

Programme	2008–09 (Actual) (\$m)	2009–10 (Original) (\$m)	2009–10 (Revised) (\$m)	2010–11 (Estimate) (\$m)
(1) Director of Bureau's Office .....	7.5	12.2	8.8	11.5
(2) Social Welfare .....	113.9	200.6	141.1	184.1
(3) Women's Interests .....	16.1	23.5	19.6	23.8
(4) Manpower Development.....	65.0	73.9	64.9	62.3
(5) Subvention: Skills Centres.....	84.6	91.9	91.6	90.8
(6) Subvention: Guardianship Board and Environmental Advisory Service .....	5.9	5.8	5.6	5.6
(7) Subvention: Vocational Training Council (Vocational Training).....	175.7	161.5	161.1	159.8
	468.7	569.4	492.7 (-13.5%)	537.9 (+9.2%)
				(or -5.5% on 2009–10 Original)

#### Analysis of Financial and Staffing Provision

##### Programme (1)

Provision for 2010–11 is \$2.7 million (30.7%) higher than the revised estimate for 2009–10. This is mainly due to the provision required for filling the position of Under Secretary.

##### Programme (2)

Provision for 2010–11 is \$43.0 million (30.5%) higher than the revised estimate for 2009–10. This is mainly due to provision reserved for implementing various new initiatives in 2010–11 and additional requirement for departmental expenses and other charges.

##### Programme (3)

Provision for 2010–11 is \$4.2 million (21.4%) higher than the revised estimate for 2009–10. This is mainly due to the increased requirement for supporting the work of the Women's Commission.

##### Programme (4)

Provision for 2010–11 is \$2.6 million (4.0%) lower than the revised estimate for 2009–10. This is mainly due to the reduced cash flow requirement for non-recurrent items. In addition, there will be a deletion of one post in 2010–11.

##### Programme (5)

Provision for 2010–11 is \$0.8 million (0.9%) lower than the revised estimate for 2009–10. This is due to price adjustment of subvention reflecting the 2009 civil service pay adjustment.

##### Programme (6)

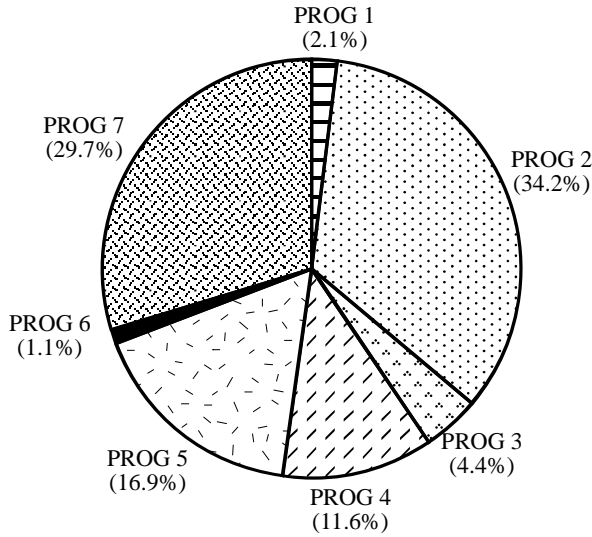
Provision for 2010–11 is the same as the revised estimate for 2009–10.

##### Programme (7)

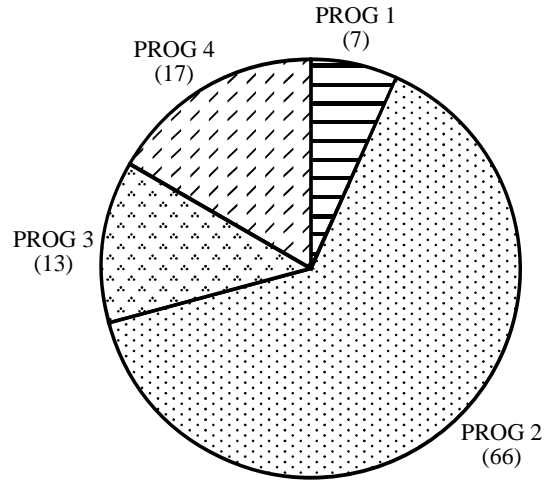
Provision for 2010–11 is \$1.3 million (0.8%) lower than the revised estimate for 2009–10. This is due to price adjustment of subvention reflecting the 2009 civil service pay adjustment.



*Allocation of provision to programmes (2010-11)*

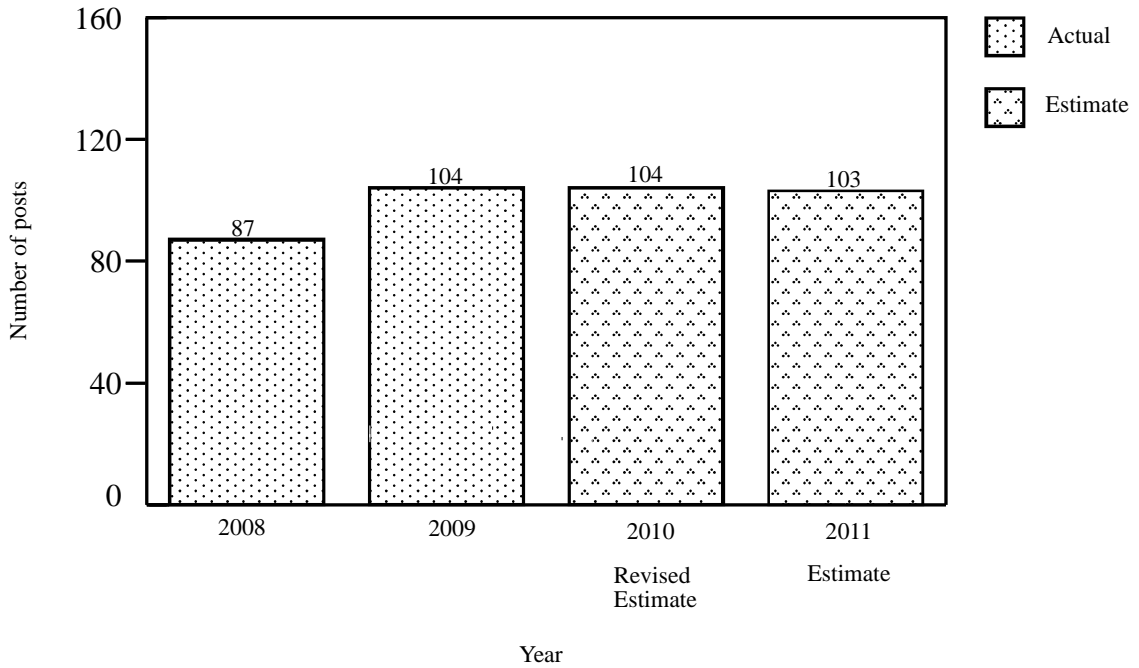


*Staff by programme (as at 31 March 2011)*



No government staff under PROG 5 - 7

*Changes in the size of the establishment (as at 31 March)*



## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

Sub-head (Code)		Actual expenditure 2008–09	Approved estimate 2009–10	Revised estimate 2009–10	Estimate 2010–11
	\$'000	\$'000	\$'000	\$'000	\$'000
<b>Operating Account</b>					
Recurrent					
000	Operational expenses .....	415,021	506,610	428,700	<b>485,524</b>
003	Recoverable salaries and allowances (General) .....556				
	Deduct reimbursements ..... <i>Cr.556</i>	—	—	—	—
	Total, Recurrent.....	415,021	506,610	428,700	<b>485,524</b>
Non-Recurrent					
700	General non-recurrent .....	48,750	56,650	57,788	<b>46,198</b>
	Total, Non-Recurrent.....	48,750	56,650	57,788	<b>46,198</b>
	Total, Operating Account .....	463,771	563,260	486,488	<b>531,722</b>
<b>Capital Account</b>					
Subventions					
864	Skills centres (block vote) .....	4,879	6,180	6,180	<b>6,217</b>
	Total, Subventions.....	4,879	6,180	6,180	<b>6,217</b>
	Total, Capital Account .....	4,879	6,180	6,180	<b>6,217</b>
	Total Expenditure .....	468,650	569,440	492,668	<b>537,939</b>

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

### Details of Expenditure by Subhead

The estimate of the amount required in 2010–11 for the salaries and expenses of the Labour and Welfare Bureau is \$537,939,000. This represents an increase of \$45,271,000 over the revised estimate for 2009–10 and of \$69,289,000 over the actual expenditure in 2008–09.

#### Operating Account

##### Recurrent

2 Provision of \$485,524,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour and Welfare Bureau. The increase of \$56,824,000 (13.3%) over the revised estimate for 2009–10 is mainly due to increased provision reserved for implementing various new initiatives in 2010–11.

3 The establishment as at 31 March 2010 will be 102 permanent posts and two supernumerary posts. One of the supernumerary posts is expected to lapse in 2010–11. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2010–11, but the notional annual mid-point salary value of all such posts must not exceed \$40,366,000.

4 An analysis of the financial provision under *Subhead 000 Operational expenses* is as follows:

	2008–09 (Actual) (\$'000)	2009–10 (Original) (\$'000)	2009–10 (Revised) (\$'000)	2010–11 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	56,084	60,608	54,172	55,977
- Allowances.....	3,365	2,868	4,725	4,710
- Job-related allowances .....	3	5	3	4
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	117	108	178	192
- Civil Service Provident Fund contribution.....	176	224	124	141
Departmental Expenses				
- General departmental expenses.....	68,641	156,177	93,653	140,724
Other Charges				
- Financial assistance for family members of those who sacrifice their lives to save others .....	9,944	14,000	7,000	14,000
- Public education on rehabilitation.....	1,745	2,500	2,500	2,500
Subventions				
- Environmental Advisory Service .....	1,407	1,486	1,480	1,463
- Skills centres .....	79,719	85,710	85,442	84,639
- Guardianship Board .....	4,485	4,281	4,072	4,091
- Legal representation scheme for children/juveniles involved in care or protection proceedings.....	4,033	5,100	4,896	5,300
- Adult Education Subvention Scheme .....	9,559	12,000	9,352	12,000
- Vocational Training Council (vocational training).....	175,743	161,543	161,103	159,783
	415,021	506,610	428,700	485,524

5 Provision of \$556,000 under *Subhead 003 Recoverable salaries and allowances (General)* is for salaries and allowances of a civil servant working in the Employees Retraining Board. The gross provision must not be exceeded without the prior approval of the Secretary for Financial Services and the Treasury. Expenditure under this subhead is reimbursed by the Board.

#### Capital Account

##### Subventions

6 Provision of \$6,217,000 under *Subhead 864 Skills centres (block vote)* is for carrying out renovation works and acquisition of equipment at the skills centres.

## Head 141 — GOVERNMENT SECRETARIAT: LABOUR AND WELFARE BUREAU

### Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2009	Revised estimated expenditure for 2009–10	Balance
			\$'000	\$'000	\$'000	\$'000
<b><i>Operating Account</i></b>						
700	<i>General non-recurrent</i>					
031	Skills Upgrading Scheme .....		400,000	328,103	33,000	38,897
433	Youth Sustainable Development and Engagement Fund .....		50,000	30,537	4,424	15,039
876	Child Development Fund .....		300,000	1,607	6,237	292,156
	Total .....		<u>750,000</u>	<u>360,247</u>	<u>43,661</u>	<u>346,092</u>