

## Head 90 — LABOUR DEPARTMENT

**Controlling officer:** the Commissioner for Labour will account for expenditure under this Head.

<b>Estimate 2016–17</b> .....	<b>\$1,947.3m</b>
<b>Establishment ceiling 2016–17</b> (notional annual mid-point salary value) representing an estimated 2 376 non-directorate posts as at 31 March 2016 rising by six posts to 2 382 posts as at 31 March 2017 .....	<b>\$1,131.2m</b>
In addition, there will be an estimated 16 directorate posts as at 31 March 2016 and as at 31 March 2017.	
<b>Commitment balance</b> .....	<b>\$3,379.7m</b>

### Controlling Officer's Report

#### Programmes

**Programme (1) Labour Relations**  
**Programme (2) Employment Services**  
**Programme (3) Safety and Health at Work**  
**Programme (4) Employees' Rights and Benefits**

These programmes contribute to Policy Area 8: Employment and Labour (Secretary for Labour and Welfare).

#### Detail

##### Programme (1): Labour Relations

	2014–15 (Actual)	2015–16 (Original)	2015–16 (Revised)	2016–17 (Estimate)
Financial provision (\$m)	146.8	157.9	160.5 (+1.6%)	<b>174.2</b> (+8.5%)
				(or +10.3% on 2015–16 Original)

#### *Aim*

2 The aim is to maintain and foster harmonious employer-employee relations in establishments outside the government sector.

#### *Brief Description*

3 The Department provides voluntary conciliation service to assist employers and employees to resolve disputes and claims. It promotes understanding of labour laws and encourages good people management practices.

4 In 2015, extensive publicity efforts were made to promote family-friendly employment practices (FFEP), including the newly enacted statutory paternity leave. A thematic seminar for human resources practitioners with emphasis on FFEP was staged. A series of news supplements and a casebook were published to showcase the best practices of employers in implementing FFEP. The Department also introduced for the first time a set of FFEP practical guidelines for a particular trade - the catering industry. In the year, the Department also started to promote friendly employment measures for mature persons. Related promotional activities included broadcasting a new set of television and radio Announcements in the Public Interest (APIs) to promote employment of mature persons, disseminating the message to human resources practitioners and distributing publicity materials.

5 The Department is responsible for the adjudication of minor employment claims and administration of trade unions.

6 The key performance measures in respect of labour relations are:

#### *Targets*

	Target	2014 (Actual)	2015 (Actual)	2016 (Plan)
waiting time for consultation meetings .....	within 30 mins.	within 30 mins.	within 30 mins.	<b>within 30 mins.</b>
waiting time for conciliation meetings for claims .....	within 5 weeks	within 5 weeks	within 5 weeks	<b>within 5 weeks</b>

## Head 90 — LABOUR DEPARTMENT

	Target	2014 (Actual)	2015 (Actual)	2016 (Plan)
waiting time for claims to be adjudicated after filing with the Minor Employment Claims Adjudication Board (MECAB) ...	within 5 weeks	within 5 weeks	within 5 weeks	<b>within 5 weeks</b>
processing registration of new trade unions.....	within 4 weeks	within 4 weeks	within 4 weeks	<b>within 4 weeks</b>
processing registration of changes of union names/rules .....	within 10 days	within 10 days	within 10 days	<b>within 10 days</b>
inspections to trade unions .....	360	376	367	<b>360</b>

### Indicators

	2014 (Actual)	2015 (Actual)	2016 (Estimate)
consultation meetings held.....	64 083	63 551	<b>63 500</b>
labour disputes and claims handled.....	15 832	14 441	<b>14 500</b>
labour disputes and claims with conciliation service rendered <sup>^</sup> .....	15 241	13 962	<b>13 900</b>
labour disputes and claims resolved through conciliation .....	11 182	10 260	<b>10 200</b>
labour disputes and claims resolved through conciliation (%) .....	73.4	73.5	<b>73.4</b>
working days lost from labour disputes known .....	138	103	<b>103</b>
claims adjudicated by MECAB.....	1 160	1 054	<b>1 100</b>
cases of registration of new trade unions and changes of union names/rules .....	126	134	<b>130</b>

<sup>^</sup> Excluding labour disputes and claims for which conciliation service is not rendered because the employers concerned are insolvent or cannot be reached.

### Matters Requiring Special Attention in 2016–17

7 Major new plans for 2016–17 include:

- pursuing a proposal to amend the reinstatement and re-engagement provisions under the Employment Ordinance (Cap. 57), and
- launching a new set of television and radio APIs to continue the promotion of FFEP.

### Programme (2): Employment Services

	2014–15 (Actual)	2015–16 (Original)	2015–16 (Revised)	2016–17 (Estimate)
Financial provision (\$m)	850.7	954.9	853.8 (–10.6%)	<b>913.9</b> (+7.0%)
				(or –4.3% on 2015–16 Original)

### Aim

8 The aim is to provide a comprehensive range of free employment assistance and recruitment services to help job seekers find suitable jobs and employers find recruits.

### Brief Description

9 The Department provides free employment service to all job seekers. It provides assistance and counselling services to the unemployed and persons with disabilities; career guidance, pre-employment and on-the-job training to young people; and labour market information to all job seekers, including new arrivals and ethnic minorities. To encourage employers to offer more part-time employment opportunities for mature persons, the Employment Programme for the Middle-aged has been extended to cover part-time jobs since September 2015. A Construction Industry Recruitment Centre commenced operation in January 2016 to assist local construction workers to find jobs and employers of the industry recruit local workers.

10 The Department is also responsible for processing applications under the Supplementary Labour Scheme (SLS) and ensuring priority of employment for local workers in filling SLS vacancies.

## Head 90 — LABOUR DEPARTMENT

11 Moreover, the Department is responsible for discussion for new and expanded Working Holiday Schemes with overseas economies as well as the promotion of the Schemes so that more of our young people can broaden their horizons through living and temporarily working overseas.

12 The Work Incentive Transport Subsidy (WITS) Scheme seeks to help relieve the burden of work-related travelling expenses on low-income earners so as to promote sustained employment. The Scheme has since 2013 provided the option of individual-based applications in addition to household-based applications. As at the end of 2015, there were 306 154 applications (of which 122 207 were individual-based), and the funds disbursed totalled \$1,188.9 million.

13 The key performance measures in respect of employment services are:

### *Targets*

	Target	2014 (Actual)	2015 (Actual)	2016 (Plan)
displaying vacancy information upon receipt of request from employers .....	90% of vacancies displayed within 5 working days	93% of vacancies displayed within 5 working days	93% of vacancies displayed within 5 working days	<b>90% of vacancies displayed within 5 working days</b>
arranging job referral upon receipt of request from job seekers .....	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	<b>within 30 mins. of appointment time</b>
issuing employment agency licences .....	within 2 weeks	within 2 weeks	within 2 weeks	<b>within 2 weeks</b>
inspections to employment agencies .....	1 800	1 806	1 803	<b>1 800</b>

### *Indicators*

	2014 (Actual)	2015 (Actual)	2016 (Estimate)
able-bodied job seekers			
persons registered .....	75 314	67 221	<b>67 000</b>
placements .....	151 536	148 347	<b>148 000</b>
job seekers with disabilities			
persons registered .....	2 650	2 720	<b>2 700</b>
placements .....	2 464	2 401	<b>2 450</b>
young people enrolled in the Youth Employment and Training Programme (YETP) <sup>Ω</sup> .....	7 753	6 741	<b>7 000</b>
young people receiving employment and self-employment advisory and support services provided by the Youth Employment Resource Centres .....	74 288	73 394	<b>72 000</b>
employment agency licences issued .....	2 843	2 775	<b>2 800</b>
applications under the SLS processed .....	1 166	1 052	<b>1 100</b>

<sup>Ω</sup> The YETP operates on a programme year basis, running from September each year to August of the following year. The number of trainees enrolled in 2014 and 2015 refer to the number of trainees enrolled in the 2013/14 programme year and the 2014/15 programme year respectively.

### *Matters Requiring Special Attention in 2016–17*

14 Major new plans for 2016–17 include:

- establishing a dedicated employment information e-platform for job seekers with higher education, in particular local residents who receive higher education outside Hong Kong as well as overseas talents;
- strengthening employment support for job seekers with disabilities by engaging a non-governmental organisation under a pilot scheme to help job seekers in need of counselling service; and
- following up on the comprehensive review of the WITS Scheme.

## Head 90 — LABOUR DEPARTMENT

### Programme (3): Safety and Health at Work

	2014–15 (Actual)	2015–16 (Original)	2015–16 (Revised)	<b>2016–17 (Estimate)</b>
Financial provision (\$m)	433.6	453.1	465.3 (+2.7%)	<b>484.0</b> (+4.0%)
				(or +6.8% on 2015–16 Original)

#### *Aim*

15 The aim is to ensure that risks to the safety and health of people at work are properly managed by legislation, enforcement, education and publicity efforts.

#### *Brief Description*

16 This programme covers the enforcement of the Occupational Safety and Health Ordinance (Cap. 509) (OSHO), the Factories and Industrial Undertakings Ordinance (Cap. 59) (FIUO) and the Boilers and Pressure Vessels Ordinance (Cap. 56) (BPVO). The work undertaken includes the provision of training courses, organising of seminars and rendering advice to stakeholders on the prevention of accidents, work hazards, and publication of guide books and other publicity materials. In addition, promotional visits are conducted to encourage employers to take ownership in managing potential risks at the workplace. Statutory suspension notices are issued to remove imminent risks to the safety and health of those at work; improvement notices are issued to secure speedy rectification of irregularities to prevent accidents; and prosecution is taken out to serve as a stern reminder to those who disregard the law and to deter others from committing similar offence.

17 The Department strengthens enforcement against industries or establishments with poor performance records. In addition to regular surprise inspections, enforcement campaigns targeted at specific risks or accident-prone work situations are launched. In 2015, enforcement campaigns were conducted in several areas, including construction works (with emphasis on work-at-height, lifting operations and electrical works); renovation, maintenance, alteration and addition (RMAA) works; catering industry, logistics, cargo and container handling works; and waste management works, etc.

18 In 2015, two large-scale promotional programmes were launched to promote safety awareness in the catering and construction industries. Large-scale promotion and publicity campaigns were also organised to raise the safety awareness of work-at-height, electrical works and RMAA works. In collaboration with the Occupational Safety and Health Council (OSHC), a sponsorship scheme was launched to subsidise small and medium enterprises in buying proper light-duty working platforms with a view to enhancing workers' safety when working above ground.

19 In 2015, publicity and enforcement targeting outdoor workplaces with a higher risk of heat stroke continued. Besides, in collaboration with the OSHC and relevant trade unions, occupational safety and health messages were promoted among professional drivers and workers in the retail, catering and cleansing industries.

20 The key performance measures in respect of safety and health at work are:

#### *Targets*

	Target	2014 (Actual)	2015 (Actual)	<b>2016 (Plan)</b>
inspections under the FIUO and the OSHO .....	114 700	124 907	130 173	<b>114 700</b>
inspections per field inspector under the FIUO and the OSHO .....	450	505	524	<b>450</b>
investigation of occupational diseases .....	within 24 hours upon notification	within 24 hours upon notification	within 24 hours upon notification	<b>within 24 hours upon notification</b>
promotional visits to workplaces under the FIUO and the OSHO .....	4 860	5 837	5 994	<b>4 860</b>
inspections under the BPVO .....	4 630	4 762	4 748	<b>4 630</b>
inspections per field inspector under the BPVO .....	1 030	1 058	1 055	<b>1 030</b>
processing registration of pressure equipment .....	within 3 weeks	within 3 weeks	within 3 weeks	<b>within 3 weeks</b>
organising talks, lectures and seminars .....	2 040	2 047	2 106	<b>2 040</b>

## Head 90 — LABOUR DEPARTMENT

### Indicators

	2014 (Actual)	2015 (Actual)	2016 (Estimate)
fatal accidents in industrial undertakings.....	25	24δ	N.A.
non-fatal accidents in industrial undertakings.....	11 652	10 596δ	N.A.
accident rate per 1 000 industrial employees.....	19	17δ	N.A.
fatal accidents in non-industrial undertakingsΔ.....	185	144δ	N.A.
non-fatal accidents in non-industrial undertakings.....	25 661	22 385δ	N.A.
accident rate per 1 000 employees in non-industrial undertakings.....	11.1	9.6δ	N.A.
investigation of accidents at workplaces.....	14 758	15 046	<b>15 000</b>
warnings issued by occupational safety officers.....	30 961	32 812	<b>33 000</b>
prosecutions taken.....	2 709	2 684	<b>2 700</b>
suspension/improvement notices issued.....	3 011	3 145	<b>3 100</b>
investigations/surveys/examinations/assessments/clinical consultations on occupational health conducted.....	22 164	21 592	<b>22 000</b>
pressure equipment newly registered.....	1 925	1 973	<b>2 000</b>
examinations conducted and exemptions granted for the issue or endorsement of certificates of competency.....	421	506	<b>510</b>
warnings issued under the BPVO.....	3 197	3 438	<b>3 400</b>

δ These are provisional accident statistics as some of the accidents which occurred towards the end of the year have yet to be verified. The figures are subject to adjustments pending data analysis and accident investigations.

Δ These include cases where medical and other evidence suggest to be unrelated to work.

### Matters Requiring Special Attention in 2016–17

21 Major new plans for 2016–17 include:

- intensifying systematic preventive and enforcement efforts to tackle fall-from-height hazards and other work hazards in the construction sector, including major works projects and RMAA works; and
- launching safety enhancement initiatives and large-scale promotional programmes to raise the standard and awareness of stakeholders in the construction and catering industries on occupational safety and health.

### Programme (4): Employees' Rights and Benefits

	2014–15 (Actual)	2015–16 (Original)	2015–16 (Revised)	2016–17 (Estimate)
Financial provision (\$m)	329.2	352.1	351.2 (–0.3%)	<b>375.2</b> (+6.8%)
				(or +6.6% on 2015–16 Original)

### Aim

22 The aim is to safeguard the rights and benefits of employees under labour laws.

### Brief Description

23 The Department safeguards the rights and benefits of all employees and combats illegal employment through inspections to workplaces and other premises, processing employees' compensation claims, administering the Protection of Wages on Insolvency Fund (PWIF) and investigating complaints relating to the employment of imported workers.

24 The Department takes rigorous enforcement action against wage offences, including breaches of the Statutory Minimum Wage (SMW) provisions and wilful defaults of Labour Tribunal or MECAB awards, through speedy investigation into reported offences, conducting trade-targeted campaigns to detect offences, strengthening intelligence gathering and evidence collection, and taking out prompt prosecution.

25 The Department has organised territory-wide publicity activities to enhance public awareness of the revised SMW rate which came into effect from May 2015 and assist employers and employees in understanding their respective obligations and entitlements under the SMW system.

26 Targeted operations are mounted with the Police and the Immigration Department to combat illegal employment for protecting the job opportunities of local workers. The Department also launches publicity programmes to enhance public awareness of the serious consequences of employing illegal workers.

## Head 90 — LABOUR DEPARTMENT

27 The Standard Working Hours (SWH) Committee was set up in April 2013 with members drawn from the business and labour sectors, academia, community and the Government. The Committee was appointed for a term of three years to follow up the Government's Policy Study on SWH, engage the public in informed and in-depth discussions on working hours issues, and advise on the working hours situation in Hong Kong, including whether a statutory SWH regime or any other alternatives should be considered.

28 The Department has continued its promotional efforts in enhancing the understanding of employers and foreign domestic helpers (FDHs) on their statutory and contractual rights and obligations. Six information kiosks were set up at the popular gathering places of FDHs to screen a publicity video on the employment of FDHs and distribute information packs. The publicity video was also screened at public venues to reach more FDHs and their employers. In addition, television and radio APIs were broadcast from time to time to raise the awareness of FDHs and their employers on their rights and obligations. Besides, in order to familiarise FDHs with their rights and duties, as well as the channels for seeking assistance, we have placed advertisements in local Filipino and Indonesian newspapers and produced other publicity materials for distribution. The Department has also stepped up collaboration with respective Consulates-General to exchange information and attend the briefings that they organise for FDHs, particularly the new arrivals in Hong Kong to educate them on their employment rights and channels for reporting complaints/abuses.

29 To promote equal employment opportunities, the Department keeps up its publicity efforts in enhancing public awareness of the importance of eliminating age discrimination in employment.

30 The key performance measures in respect of employees' rights and benefits are:

### *Targets*

	Target	2014 (Actual)	2015 (Actual)	2016 (Plan)
inspections to workplaces .....	130 000	146 991	143 037#	<b>147 000</b>
inspections per field labour inspector .....	780	780	777	<b>780</b>
starting investigation of complaints by labour inspector .....	within 1 week upon receipt	within 1 week upon receipt	within 1 week upon receipt	<b>within 1 week upon receipt</b>
waiting time for sick leave clearance for injured employees.....	within 30 mins. of appointment time	within 30 mins. of appointment time	within 30 mins. of appointment time	<b>within 30 mins. of appointment time</b>
issuing certificates of compensation assessment .....	within 3 weeks	within 3 weeks	within 3 weeks	<b>within 3 weeks</b>
effecting payment in respect of applications to the PWIF .....	within 10 weeks	within 10 weeks	within 10 weeks	<b>within 10 weeks</b>

# Out of the total 143 037 workplace inspections, 14 512 (10.1%) workplaces were locked, 16 769 (11.7%) were removed and 215 (0.2%) were not in operation.

### *Indicators*

	2014 (Actual)	2015 (Actual)	2016 (Estimate)
warnings issued .....	477	544	<b>540</b>
prosecutions taken.....	1 663	1 903	<b>1 900</b>
sick leave clearance interviews for injured employees conducted.....	43 494	45 884	<b>46 000</b>
employees' compensation claims processed.....	53 917	51 917	<b>52 000</b>
applications for payment under the PWIF processed.....	2 544	3 227	<b>3 200</b>
cases related to imported workers under the SLS investigated.....	60	62	<b>60</b>

### *Matters Requiring Special Attention in 2016–17*

31 Major new plans for 2016–17 include:

- supporting the work of the Minimum Wage Commission on the review of the SMW rate,
- supporting the SWH Committee's work in submitting a report to the Government and promoting understanding of the working hours policy, and
- introducing a code of practice to tighten control on local employment agencies including those engaged in the hiring of FDHs.

## Head 90 — LABOUR DEPARTMENT

### ANALYSIS OF FINANCIAL PROVISION

	2014-15 (Actual) (\$m)	2015-16 (Original) (\$m)	2015-16 (Revised) (\$m)	2016-17 (Estimate) (\$m)
<b>Programme</b>				
(1) Labour Relations .....	146.8	157.9	160.5	<b>174.2</b>
(2) Employment Services.....	850.7	954.9	853.8	<b>913.9</b>
(3) Safety and Health at Work .....	433.6	453.1	465.3	<b>484.0</b>
(4) Employees' Rights and Benefits .....	329.2	352.1	351.2	<b>375.2</b>
	1,760.3	1,918.0	1,830.8 (-4.5%)	<b>1,947.3</b> <b>(+6.4%)</b>
				<b>(or +1.5% on 2015-16 Original)</b>

#### Analysis of Financial and Staffing Provision

##### Programme (1)

Provision for 2016-17 is \$13.7 million (8.5%) higher than the revised estimate for 2015-16. This is mainly due to increased operating expenses, an increase of two posts, filling of vacancies and salary increments for staff.

##### Programme (2)

Provision for 2016-17 is \$60.1 million (7.0%) higher than the revised estimate for 2015-16. This is mainly due to increased expenditure on employment programmes, filling of vacancies and salary increments for staff, partly offset by a net decrease of 37 posts.

##### Programme (3)

Provision for 2016-17 is \$18.7 million (4.0%) higher than the revised estimate for 2015-16. This is mainly due to increased operating expenses, a net increase of 19 posts, filling of vacancies and salary increments for staff.

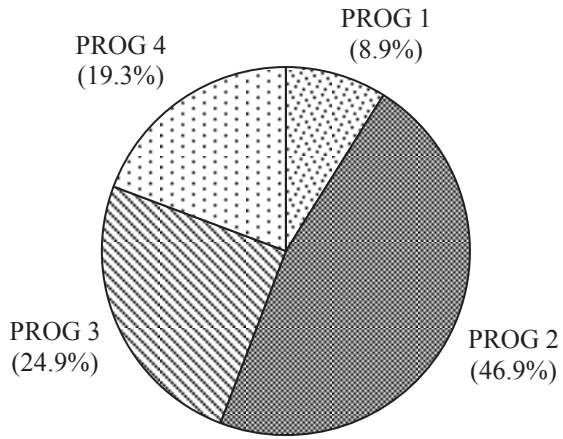
##### Programme (4)

Provision for 2016-17 is \$24.0 million (6.8%) higher than the revised estimate for 2015-16. This is mainly due to increased operating expenses, a net increase of 22 posts, filling of vacancies and salary increments for staff.

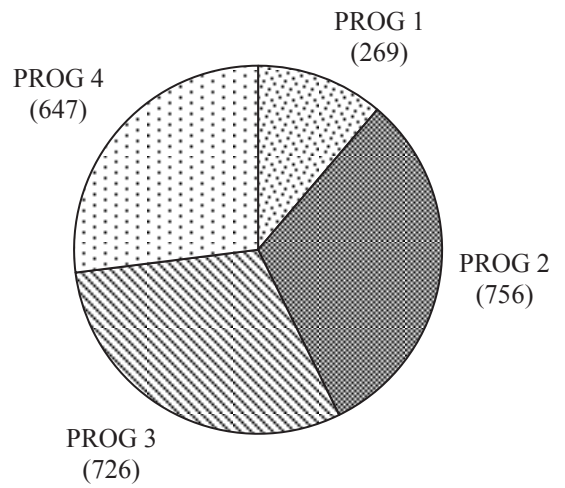
**Head 90 — LABOUR DEPARTMENT**

---

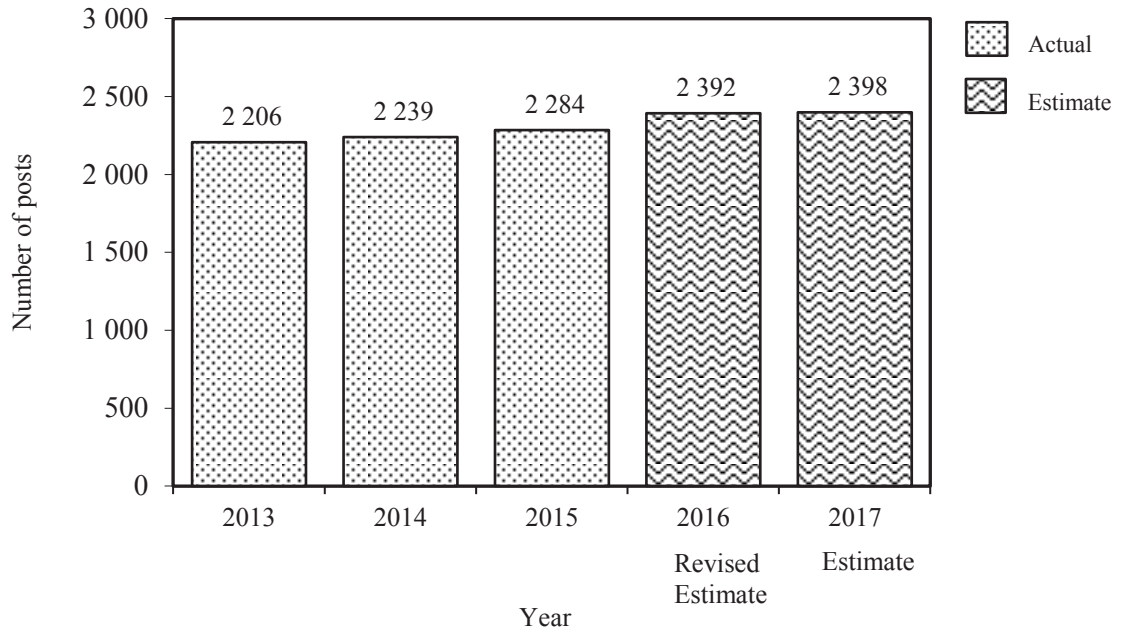
*Allocation of provision  
to programmes  
(2016-17)*



*Staff by programme  
(as at 31 March 2017)*



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





## Head 90 — LABOUR DEPARTMENT

Sub-head (Code)	Actual expenditure 2014-15	Approved estimate 2015-16	Revised estimate 2015-16	<b>Estimate 2016-17</b>	
	\$'000	\$'000	\$'000	<b>\$'000</b>	
<b>Operating Account</b>					
Recurrent					
000	Operational expenses .....	1,356,524	1,495,679	1,459,317	<b>1,574,523</b>
280	Contribution to the Occupational Safety and Health Council.....	6,467	6,947	6,232	<b>6,668</b>
295	Contribution to the Occupational Deafness Compensation Board .....	2,264	2,431	2,181	<b>2,334</b>
	Total, Recurrent.....	<u>1,365,255</u>	<u>1,505,057</u>	<u>1,467,730</u>	<b><u>1,583,525</u></b>
Non-Recurrent					
700	General non-recurrent .....	395,074	412,900	363,108	<b>363,767</b>
	Total, Non-Recurrent.....	<u>395,074</u>	<u>412,900</u>	<u>363,108</u>	<b><u>363,767</u></b>
	Total, Operating Account .....	<u>1,760,329</u>	<u>1,917,957</u>	<u>1,830,838</u>	<b><u>1,947,292</u></b>
	Total Expenditure .....	<u><u>1,760,329</u></u>	<u><u>1,917,957</u></u>	<u><u>1,830,838</u></u>	<b><u><u>1,947,292</u></u></b>

## Head 90 — LABOUR DEPARTMENT

### Details of Expenditure by Subhead

The estimate of the amount required in 2016–17 for the salaries and expenses of the Labour Department is \$1,947,292,000. This represents an increase of \$116,454,000 over the revised estimate for 2015–16 and \$186,963,000 over the actual expenditure in 2014–15.

#### *Operating Account*

#### Recurrent

**2** Provision of \$1,574,523,000 under *Subhead 000 Operational expenses* is for the salaries, allowances and other operating expenses of the Labour Department.

**3** The establishment as at 31 March 2016 will be 2 392 posts including one supernumerary post. It is expected that there will be a net increase of six permanent posts in 2016–17. Subject to certain conditions, the controlling officer may under delegated power create or delete non-directorate posts during 2016–17, but the notional annual mid-point salary value of all such posts must not exceed \$1,131,233,000.

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

	2014–15 (Actual) (\$'000)	2015–16 (Original) (\$'000)	2015–16 (Revised) (\$'000)	2016–17 (Estimate) (\$'000)
Personal Emoluments				
- Salaries.....	1,027,326	1,115,694	1,116,315	<b>1,170,417</b>
- Allowances.....	14,453	14,315	12,767	<b>13,463</b>
- Job-related allowances.....	—	3	3	<b>3</b>
Personnel Related Expenses				
- Mandatory Provident Fund contribution.....	2,932	4,501	3,684	<b>4,587</b>
- Civil Service Provident Fund contribution.....	25,612	32,090	33,125	<b>42,072</b>
Departmental Expenses				
- General departmental expenses .....	257,048	302,655	263,466	<b>313,312</b>
Other Charges				
- Campaigns, exhibitions and publicity.....	29,153	26,421	29,957	<b>30,669</b>
	1,356,524	1,495,679	1,459,317	<b>1,574,523</b>

**5** Provision of \$6,668,000 under *Subhead 280 Contribution to the Occupational Safety and Health Council* is to meet the annual contribution to the Occupational Safety and Health Council (OSHC). The amount of contribution is currently based on a proportion of the amount of levy received by the OSHC, with the proportion equivalent to the ratio of the size of the civil service to the working population in Hong Kong.

**6** Provision of \$2,334,000 under *Subhead 295 Contribution to the Occupational Deafness Compensation Board* is to meet the annual contribution to the Occupational Deafness Compensation Board under a similar arrangement as for the OSHC.

## Head 90 — LABOUR DEPARTMENT

### Commitments

Sub-head (Code)	Item (Code)	Ambit	Approved commitment	Accumulated expenditure to 31.3.2015	Revised estimated expenditure for 2015–16	Balance
			\$'000	\$'000	\$'000	\$'000
<b><i>Operating Account</i></b>						
700	<i>General non-recurrent</i>					
841	Work Incentive Transport Subsidy Scheme.....		4,805,000	1,071,161	358,950	3,374,889
874	Special Employment Project for Vulnerable Youths.....		33,000	24,025	4,158	4,817
	Total .....		<u>4,838,000</u>	<u>1,095,186</u>	<u>363,108</u>	<u>3,379,706</u>