

GENDER & DEVELOPMENT NETWORK

GENDER AND DEVELOPMENT NETWORK

Company number: 6975360

Registered charity no.: 1140272

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

for year ended

31 MARCH 2021

INDEX TO PAGES

	Page number
Company Details	1
Trustee Report	2-4
Financial Review	4
Statement of Trustee Responsibilities	6
Independent Examiners Report	7
Statement of Financial Activities	11
Balance Sheet	12
Notes to the accounts	13

GENDER AND DEVELOPMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

The Trustees are pleased to present their annual directors' report together with the financial statements for the Gender and Development Network for the year ending 31 March 2021, which are also prepared to meet the requirements for a directors' report and account for Companies Act purposes.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

COMPANY INFORMATION

Registration	Company number: 6975360 Charity number: 1140272
Board of Trustees	The following persons have served as members of the Board during the year and up to the date of this report: Disha Sughand Bryony Timms Naana Otoo-Oyortey Saranel Benjamin Lee Webster Daphne Jayasinghe Beverley Duckworth Chiara Capraro Maria Varela-Garrido Antonella Mancini (until February 2021) Caterina Mansueto (Treasurer from 8 December 2020)
Executive Director	Jessica Woodroffe
Company Secretary	Katherine Dean
Registered office	Gender and Development Network c/o ActionAid 33-39 Bowling Green Lane London EC1R 0BJ
Bankers	The Co-operative Bank P.O. Box 250 Skelmersdale WN8 6WT

GENDER AND DEVELOPMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

OBJECTIVES AND GOVERNING STATEMENTS

The charitable company brings together expert non-governmental organisations (NGOs), consultants, academics and individuals committed to working together on gender, development and women's rights issues.

Objects

The objects of the charity, as set out in its governing document, are to relieve poverty among women and girls and to promote and protect their health (whether mental, physical, sexual or emotional) by any means the trustees in their absolute discretion choose.

Vision and aims

Our vision is of a world defined by social justice and gender equality: one where women and girls everywhere are able to claim their rights, freed from discrimination and prejudice.

During this year, the Gender and Development Network (GADN) began its new three-year strategy 2020-2023:

Aim 1: To support, enable and constructively challenge members to deliver effectively on gender equality and the rights of women and girls in international development;

Aim 2: To influence and challenge decision makers to promote gender equality and the rights of women and girls;

Aim 3: To contribute to and support global feminist movements;

Aim 4: To build a progressive and effective network that is part of global feminist movements.

Activity planning and public benefit

GADN's activities, which are described below, have been designed to deliver benefits in accordance with these strategic aims. Our activities have been reviewed through the year, referring to the Charities Commission's guidance on public benefit so as to ensure that our work complies with these requirements.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

GADN brings together the UK's leading experts on gender and development including staff from NGOs, consultants and individuals. In 2020-21 GADN's membership was made up of 68 organisations and 162 individuals, with members including a range from small women's rights groups to large international development organisations. This is similar the previous year, despite the COVID-19 pandemic. The diverse expertise, knowledge and time provided by our broad membership allows the network to make a significant impact with modest resources. In addition, we continue to receive core funding from member organisations such as ActionAid UK, Christian Aid, Oxfam GB, WaterAid and Plan International UK. In 2020-21, we also received a core funding grant from the G.W. Cadbury Trust. With these contributions, we were able to implement a wide range of activities in support of our strategic aims in 2020-21.

Highlights of 2020-2021

The year saw a number of successes for the Network in promoting gender equality and women's rights, supporting our members to continue to improve their policy and practice in this important area, and ensuring that the views and voices of feminists from the Global South were amplified.

GENDER AND DEVELOPMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

- As the **Covid pandemic** progressed, GADN supported our members in navigating the crisis and held a webinar enabling members to hear from feminists in the Global South, along with a compilation of resources from southern feminists. We also produced a number of briefings stressing the need for a feminist response to Covid recovery measures and the importance of women's participation and leadership. We also contributed to a joint letter to the Secretary of State.
- GADN's **anti-racism work** has been a priority this year. Amid the Black Lives Matter protests, GADN's Women of Colour Forum wrote a collective statement and recommendations on addressing systemic racism and White supremacy in the UK international aid sector. GADN also held two successful CEO roundtables and pushed for the inclusion of race and decolonisation messages within the Foreign, Commonwealth and Development Office (FCDO) and G7 advocacy. To support this work, GADN have commissioned a briefing on decolonisation and held a session for members to learn more.
- Feminist approaches to **macroeconomics** continue to be a priority for GADN and, with our partner organisation FEMNET, we published a guide to feminist approaches to macroeconomics. GADN also collated some of the proposals for Covid economic recovery emerging from the Global South - the findings of which were then produced as a briefing, another briefing exposed the role of the IMF in promoting austerity measures as part of the recovery. We also started a new project working alongside consultants on commissioning research by women's rights organisations on practical policy proposals as part of the **Covid-19 economic recovery**.
- With the creation of the new **Foreign Commonwealth and Development Office (FCDO)**, GADN proposed ways to ensure gender equality would remain a priority, and held a meeting in July 2020 with Minister Baroness Sugg on *Implementing DFID's Strategic Vision on Gender Equality in the time of COVID-19*. With members, we then opposed the cuts in government aid spending.
- GADN worked extensively on the preparation for the W7 Summit, which we hosted in April 2021 alongside a strong line up of speakers from the Global South. Informed by the W7 Summit we also held numerous meetings with officials calling for the **G7 Summit** – hosted by the UK this year - to include public investment in care services and social protection, more financial commitments on violence against women and girls (VAWG), women, peace and security (WPS) and for women's rights organisations, and strong language on race and decolonisation.
- Supporting our **members** is central to our work and our members meeting included a session on advocacy upcoming opportunities and a briefing on Beijing 2020. Our working groups continue to provide learning space for our members working on particular issues, and outputs included a primer on gender and disability.
- GADN **Working Groups** have been active over the past year, sharing learning and strategy on: VAWG; girls' education; women's economic justice humanitarian issues; gender and disability; women's participation and leadership; programming; and safeguarding. Several engaging events were held, including a number of Working Group members' meetings and a roundtable event with the FCDO, coordinated by the Humanitarian Working Group in collaboration with GAPS and ODI's Humanitarian Policy Group.

GENDER AND DEVELOPMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Gender and Development Network is a company limited by guarantee, and a registered charity (with effect from 8 February 2011) and is governed by its Memorandum and Articles of Association as amended 4 February 2011.

Recruited and appointment of new Trustees

GADN's Trustees are Lee Webster (incumbent Co-Chair), Disha Sughand (incumbent Co-Chair), Caterina Mansueto (incumbent Treasurer), Maria Varela-Garrido (previous Treasurer), Daphne Jayasinghe, Beverley Duckworth, Bryony Timms, Naana Otoo-Oyortey, Saranel Benjamin, Chiara Capraro and Antonella Mancini (previous Co-Chair).

Trustees that stepped down during the reporting period: Antonella Mancini (February 2021). New Trustees appointed during the reporting period: Caterina Mansueto (appointed 8 December 2021).

Volunteers

This year, GADN has benefitted from a number of volunteers: Holly Wise, Ryanna Ekanem and Hollie Clements. As ever, our volunteers' work has been vital to the continuation of the network.

Risk Management

The Trustees note their duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. A risk register is discussed and updated at each quarterly Board meeting.

FINANCIAL REVIEW

Result for the year for the year ended 31 March 2021

The Board of Trustees reports an excess of income over expenditure of £280,891, which will be carried forward to use in 2021/22.

Reserves

The accounts show a total Carry Forward of £280,891. This includes Restricted Funds of £182,412, encompassing £42,174 from the Bretton Woods Project funds, £11,927 of FEMNET project funds, £21,830 of William and Flora Hewlett Foundation project funds, and £106,481 of Wellspring Philanthropic Fund Project funds.

£37,583 of the Unrestricted Reserves has been designated to a contingency reserve. The Trustees have agreed that the balance of the Unrestricted Funds, £60,896 can be used in 2021-2022 for operating costs. Funds have been allocated for Secretariat costs, briefings and reports and to implement our priority research areas.

Reserves Policy

The charity's Reserves Policy is as follows:

GADN is a small organisation dependent on few sources of income; the Trustees therefore decided to set a high level of Core Reserves. Finances are carefully managed through budgeting and monitoring processes, and setting a reserve policy is part of our financial management strategy. The Board

GENDER AND DEVELOPMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

monitors the level of reserves held throughout the year and will review this policy and the basis for the level of reserves needed annually.

GADN Reserves Policy has the following aims:

- To cover falls in expected income
- To cover unexpected core operating costs, and costs in the event of closure
- To provide a cushion for cashflow management

The Board has committed to maintaining a contingency reserve enough to cover four months core running costs. That translates into £37,583 and the existing designated funds meet that target.

GADN will strive to balance the needs for current expenditure with the need for a reserve. Reserves will only be expended in pursuit of the above aims and as a result of a decision by the Board.

GENDER AND DEVELOPMENT NETWORK

TRUSTEES' REPORT FOR THE YEAR ENDED 31 MARCH 2021

STATEMENT OF TRUSTEE RESPONSIBILITIES


Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the surplus or deficit of the charitable company for that period. In preparing those financial statements, the directors are required to:

- Select suitable accounting policies and apply them consistently;
- Make judgments and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company, and to enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and hence for take responsible steps for the prevention and detection of fraud and other irregularities.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Signed: 

Name: CATERINA MANFREDO

Date: 6 August 2021

On behalf of the Board

GENDER AND DEVELOPMENT NETWORK

Charity Number: 1140272
Company Number: 6975360

**TRUSTEES REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021**

GENDER AND DEVELOPMENT NETWORK

CONTENTS FOR THE YEAR ENDED 31 MARCH 2021

	Page
Legal and administrative information	1
Independent Examiners Report	2
Statement of Financial Activities	3
Balance Sheet	4
Notes to the financial statements	5 - 8

GENDER AND DEVELOPMENT NETWORK

LEGAL AND ADMINISTRATIVE INFORMATION FOR THE YEAR ENDED 31 MARCH 2021

Charity number 1140272

Company registration number 6975360

Registered Office Gender and Development Network
c/o ActionAid
33-39 Bowling Green Lane
London
EC1R OBJ

Trustees Maria Varela-Garrido
Disha Sughand
Bryony Timms
Naana Otoo-Oyortey
Saranel Benjamin
Lee Webster
Antonella Mancini (resigned 1st February 2021)
Daphne Jayasinghe
Beverley Duckworth
Chiara Capraro
Caterina Mansueto (appointed 8th December 2020)

Executive Director Jessica Woodroffe

Company Secretary Samantha Streibl
Katherine Dean (appointed 1st March 2021)

Accountants Community360
Winsley's House
High Street
Colchester
Essex
CO1 1UG

Bank The Co-operative Bank
P.O. Box 250
Skelmersdale
WN8 6WT

GENDER AND DEVELOPMENT NETWORK

INDEPENDENT EXAMINER'S REPORT FOR THE YEAR ENDED 31 MARCH 2021

I report on the accounts of Gender and Development Network for the year ended 31 March 2021 which are set out on pages three to eight.

Respective responsibilities of trustees and examiner

The Charity's Trustees are responsible for the preparation of the accounts. The Charity's Trustees consider that an audit is not required for this year (under section 144 (2) of the Charities Act 2011 (The Act) but that an independent examination is needed. The charities gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Association of Accounting Technicians.

It is my responsibility to:

- Examine the accounts under section 145 of the Charities Act,
- To follow the procedures laid down in the General Directions given by the Charity Commissioners (under section 145(5)(b) of the Charities Act, and
- To state whether particular matters have come to my attention.

Basis of independent examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes considerations of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair' view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Shelley-Marie Rudling FMAAT AATQB for and on behalf of:

Community360
Winsley's House, High Street, Colchester, Essex



Date 23rd July 2021

GENDER AND DEVELOPMENT NETWORK

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Incoming resources					
Donations & Legacies	2	51,000	-	51,000	51,000
Income from Charitable Activities	3	26,843	373,444	400,288	133,879
Other		-	-	-	600
Total incoming resources		<u>77,843</u>	<u>373,444</u>	<u>451,288</u>	<u>185,479</u>
Resources expended					
Charitable activities		84,496	241,532	326,028	140,650
Total resources expended		<u>84,496</u>	<u>241,532</u>	<u>326,028</u>	<u>140,650</u>
Net income/(expense) before transfers		(6,653)	131,912	125,259	44,829
Profit/Loss on disposals of Tangible Assets		-	-	-	-
Transfers between funds		-	-	-	-
Net movement in funds		<u>(6,653)</u>	<u>131,912</u>	<u>125,259</u>	<u>44,829</u>
Balances brought forward at 1st April 2020		105,132	50,500	155,632	110,803
Balances carried forward at 31st March 2021		<u><u>98,479</u></u>	<u><u>182,412</u></u>	<u><u>280,891</u></u>	<u><u>155,632</u></u>

The notes on pages 5 - 8 form an integral part of these financial statements.

GENDER AND DEVELOPMENT NETWORK

BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021		2020	
		£	£	£	£
Current assets					
Debtors and prepayments	10	-		1,181	
Cash at bank and in hand		<u>330,982</u>		<u>184,452</u>	
			330,982		185,633
Creditors:					
Accounts falling due within one year	11	<u>50,091</u>		<u>30,001</u>	
			50,091		30,001
Net current assets			<u>280,891</u>		<u>155,632</u>
Net assets			<u><u>280,891</u></u>		<u><u>155,632</u></u>
Financed by					
Unrestricted funds	14		98,479		105,132
Restricted funds	13		<u>182,412</u>		<u>50,500</u>
			<u><u>280,891</u></u>		<u><u>155,632</u></u>


For the year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to small companies regime.

The directors declare that they have approved the accounts above.

Signed  Date 26/7/2021

Signed  Date 29 July 2021

GENDER AND DEVELOPMENT NETWORK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1 Basis of accounting

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement on Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)- (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Cash Flow

The financial statements do not include a cash flow statement because the charity, as a small reporting entity, is exempt from the requirement to prepare such a statement under Financial Reporting Standard 1 "Cash flow statements".

1.2 Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received either by way of grants, donations and gifts or as contractual income in payment for services and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.

Income from investments is included in the year in which it is receivable.

1.3 Resources expended

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

1.4 Fund accounting

Unrestricted Funds are funds received which have no restrictions placed on their use and are available to spend on activities that further any of the purposes of the charity.

Designated funds are unrestricted funds of the charity which the trustees have decided to set aside to use for a specific purpose.

Restricted Funds are funds which are to be used for purposes as specified by the funder.

1.5 Going Concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

GENDER AND DEVELOPMENT NETWORK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

2. Donations	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Plan UK	3,500	-	3,500	3,500
Action Aid UK	5,000	-	5,000	5,000
Oxfam GB	7,500	-	7,500	7,500
Christian Aid	2,000	-	2,000	2,000
Water Aid	3,000	-	3,000	3,000
GW Cadbury Trust	30,000	-	30,000	30,000
	<u>51,000</u>	<u>-</u>	<u>51,000</u>	<u>51,000</u>
Total 2020	<u>21,000</u>	<u>30,000</u>	<u>51,000</u>	

3. Income from charitable activities	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Grants	2,477	373,444	375,922	112,243
Subscriptions	24,366	-	24,366	21,636
	<u>26,843</u>	<u>373,444</u>	<u>400,288</u>	<u>133,879</u>
Total 2020	<u>21,636</u>	<u>112,243</u>	<u>133,879</u>	

4. Expenditure from charitable activities	2021 Unrestricted £	2021 Restricted £	2021 Total £	2020 Total £
Publications, learning events & website	923	-	923	5,005
Members meetings	395	-	395	623
Working group activities	-	-	-	460
Reframe (BWP funded)	-	7,457	7,457	10,284
Reframe (FEMNET funded)	-	1,656	1,656	4,323
HUB project (Hewlett funded)	2,262	155,753	158,014	-
Safeguarding project	-	-	-	1,611
Support costs (note 5)	78,150	76,667	154,817	113,982
Governance costs (note 6)	2,766	-	2,766	4,362
	<u>84,496</u>	<u>241,532</u>	<u>326,028</u>	<u>140,650</u>
Total 2020	<u>33,406</u>	<u>107,244</u>	<u>140,650</u>	

GENDER AND DEVELOPMENT NETWORK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

5. Support costs	2021	2021	2021	2020
	Unrestricted £	Restricted £	Total £	Total £
Staff costs (note 9)	70,690	76,667	147,357	112,034
Recruitment and training	400	-	400	910
Printing, copying, postage and general	221	-	221	94
Equipment	1,558	-	1,558	-
Core	5,110	-	5,110	-
Volunteer expenses and intern fees	-	-	-	475
Network membership fees	172	-	172	469
	<u>78,150</u>	<u>76,667</u>	<u>154,817</u>	<u>113,982</u>
Total 2020	<u>31,585</u>	<u>82,397</u>	<u>113,982</u>	

6. Governance costs	2021	2021	2021	2020
	Unrestricted £	Restricted £	Total £	Total £
Insurance	377	-	377	319
Board/advisory group expenses	-	-	-	712
Accountancy services	1,889	-	1,889	2,431
Independent examiner fees	500	-	500	900
	<u>2,766</u>	<u>-</u>	<u>2,766</u>	<u>4,362</u>
Total 2020	<u>1,821</u>	<u>2,541</u>	<u>4,362</u>	

9. Staff costs	2021	2020
	Total £	Total £
Salaries	131,584	97,980
Freelance staff costs	2,175	4,130
Employer national insurance	10,479	7,614
Employer pension contribution	3,119	2,310
	<u>147,357</u>	<u>112,034</u>

No staff employees received benefits exceeding £60,000 (2020: Nil)

The average staff employed during the year was 3 (2020: 2)

10. Related parties

There were no related parties during the year.

GENDER AND DEVELOPMENT NETWORK

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

11. Debtors	2021 Total £	2020 Total £
Other debtors	-	1,181
	<u>-</u>	<u>1,181</u>

12. Creditors	2021 Total £	2020 Total £
Deffered income	49,591	30,000
Accruals	500	-
	<u>50,091</u>	<u>30,000</u>

13. Statement of funds	Balance at 31 March 2020 £	Incoming recources £	Outgoing recources £	Transfers £	Balance at 31 March 2021 £
Unrestricted funds	<u>67,549</u>	<u>77,843</u>	<u>(84,496)</u>	<u>-</u>	<u>60,896</u>
Designated funds	<u>37,583</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>37,583</u>
Restricted funds					
HUB project (Hewlett funded)	-	191,321	(169,491)	-	21,830
Reframe (BWP funded)	34,688	48,878	(41,392)	-	42,174
Reframe (Wellspring funded)	-	111,461	(4,980)	-	106,481
Reframe (FEMNET funded)	15,812	21,785	(25,670)	-	11,927
	<u>50,500</u>	<u>373,444</u>	<u>(241,533)</u>	<u>-</u>	<u>182,411</u>
Total Funds	<u>155,632</u>	<u>451,288</u>	<u>(326,029)</u>	<u>-</u>	<u>280,891</u>

14. Analaysis of net assets	Unrestricted funds £	Designated funds £	Restricted funds £	Total funds £
Cash at bank and in hand	110,986	37,583	182,412	330,981
Other net assets/(liabilites)	(50,090)	-	-	(50,090)
	<u>60,896</u>	<u>37,583</u>	<u>182,412</u>	<u>280,891</u>