The Judiciary in NI: 2009 Equity Monitoring Report





## The Judiciary in Northern Ireland

# 2009

# **Equity Monitoring Report**





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## Executive Summary

### **Overall Composition**

#### Professional standing and age

For appointment to a judicial office in the Courts or Tribunals, there is a statutory requirement that appointees should have a specified number of years professional standing (typically at least 5 years). As professional standing is closely related to age, analysis based on age can be used as an indicator, when detailed information based on professional standing is not available. It is important to note that the representation of females and Catholics is higher among legal professionals in younger age-groups than in older age-groups.

While more than a third (35.2%) of those legal professionals deemed to have at least the minimum requirement of professional standing were aged 40 or under, only 6.5% of judicial office holders in the Courts and 13.7% of judicial office holders in Tribunals were in this age category. This would indicate that judicial office holders are generally older and therefore have much longer professional experience than required by statute. Almost three quarters of judicial office holders in the Courts were aged 51 years or over (72.4%). This compares with 31.3% in the legal profession generally.

#### Gender

As the representation of females among legal professionals is much lower in older age categories, female representation among judicial office holders might therefore be expected to be lower than in the legal profession generally.

Female representation in the Courts (22.0%) was lower than in the legal profession generally (33.8%). However, when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 22.5%, not 33.8%; broadly in line with the actual representation of 22.0%.

For judicial office holders in Tribunals, female representation (46.3%) was much higher than might be expected (26.3%) given the age profile of judicial office holders on Tribunals.

#### **Community Background**

In terms of community background, over half of judicial office holders in the Courts were Protestant (52.8%); higher than in the legal professions generally (44.4%). However, when adjustment was made for the age profile of judicial office holders in the Courts, Protestant representation would be expected to be 51.3%; broadly in line with the actual representation of 52.8%.

Catholic representation among judicial office holders in Tribunals (40.0%) was lower than in the legal profession generally (53.0%), and also lower than the representation which might be expected having taken account of the age profile (48.6%).

#### **Disability and Ethnicity**

The proportion of judicial office holders who had declared a disability ranged from 2.6% among Lay Magistrates to 4.9% among both Courts and Tribunal members. No judicial office holders in the Courts were from a minority ethnic background. Minority ethnic representation among Lay Magistrates was 0.9%, while for Tribunal members it was 1.5%. As the numbers involved are small, care should be taken when drawing inferences from the data.



## Executive Summary

#### Lay Magistrates

A majority of Lay Magistrates were female (54.6%), while almost three out of every five Lay Magistrates were Protestant (59.4%). The equivalent figures for the economically active population of working age are 43.8% and 55.8% respectively. Compared with judicial office holders in the Courts and Tribunals, a higher proportion of Lay Magistrates were aged 40 or under (28.8%).

### **Recruitment Schemes**

#### **Applicant Pools**

More than two-fifths of applications for judicial office in the Courts were from candidates in the 51 or over age category (40.7%), compared with an expected proportion of 31.3% (based on the available candidate pool). While Protestant representation among applicants (40.7%) was lower than might be expected (44.4%); the gender composition of applicants was in line with what would be expected.

For schemes appointing legal members of Tribunals, the proportion of applicants aged 40 or under (17.5%) was noticeably lower than expected (35.2%). While Protestant representation among applicants (35.0%) was lower than expected (44.4%); the gender composition was in line with what would be expected.

For schemes appointing non-legal members of Tribunals, three out of four applicants were aged 51 or over (75.8%). This compares with 24.4% in this age category in the expected pool. While Catholic representation among applicants (21.2%) was lower than expected (30.4%), male representation (75.8%) among applicants was higher than what would be expected (69.0%).

#### **Shortlisting Stage**

Given the applicant pool for judicial appointment in the Courts, fewer than expected shortlisted candidates came from the 40 or under age category. While female representation among shortlisted candidates (40.0%) was higher than the expected proportion (33.3%); the community background profile of shortlisted candidates was similar to what would be expected.

For legal appointments to Tribunals, female representation among shortlisted candidates was higher than expected. The proportion of shortlisted candidates aged 51 or over was also higher than expected. However the community background profile of shortlisted candidates was similar to what would be expected. For non-legal appointments to Tribunals, no candidates aged 41-50 were shortlisted. While female representation among shortlisted candidates was lower than expected; both Catholic and Protestant representation was higher than expected.

#### **Appointment Stage**

For judicial appointments to the Courts and legal members of Tribunals, the proportion of appointees who were male was lower than expected given the gender profile of shortlisted candidates. In terms of community background, Catholic representation among appointees was higher than expected while a lower than expected proportion came from the 41-50 years age category. Protestant representation among those appointed as non-legal members of Tribunals (33.3%) was noticeably lower than the expected proportion (58.3%), while both the gender and age profiles were what would be expected. However, it must be borne in mind that the number of appointments was relatively small and so small changes can have a large effect on percentages.

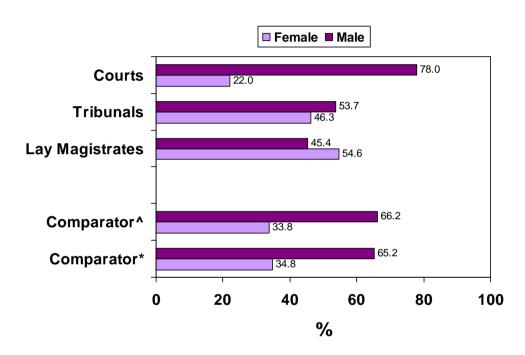


## About this report

- The aim of this report is to provide equity monitoring information on the judiciary in Northern Ireland at 1 April 2009. In addition, monitoring information on the outcomes of the various stages of judicial appointment schemes in the period 1<sup>st</sup> April 2008 to 31<sup>st</sup> March 2009 is presented.
- Information was obtained from two sources. Equity monitoring information was taken from a database managed by staff in the NI Judicial Appointments Commission. Information on the applicant pools for the judicial appointment schemes was taken from summarised information provided by the NI Judicial Appointments Commission.
- Where appropriate the information was contextualised using data relating to the legal professions information on Solicitors on Roll supplied by the Law Society and on Barristers supplied by the Bar Library. However, this information was limited to gender and so to obtain information relating to age or community background, data from the 2001 Census was employed. For age comparisons, account has been taken of the time lapse since the Census, so for example professionals aged 25-29 at the time of the Census, were taken to be 33-37 at 1 April 2009.
- For the overall composition figures, the judicial offices have been grouped into three categories, relating to judicial office holders in the Courts, Tribunal members and Lay Magistrates. Since the gender and community background compositions for different age bands are different, the external comparators have been adjusted to reflect the age profile of judicial office holders in the Courts or in Tribunals to better contextualise the overall composition. More detailed compositional information relating to classification of the judicial offices into eight categories is provided in Appendix A.
- In terms of appointments to judicial office, two schemes in the Courts and four schemes for Tribunal members were considered. A total of 100 applications were received and 12 appointments were made. Three stages in the recruitment schemes were considered application, shortlisting and appointment. Each competition was considered individually and results aggregated. Not included in the report are the appointments of the Pensions Appeal Tribunals Deputy President and Lord Justice of Appeal who were appointed directly.
- For each competition, at each stage the actual composition was compared with what would be expected, if candidates from each group were equally likely to apply and were equal in terms of merit. The results were then aggregated. It should be noted that potential candidates in younger age-groups are less likely to apply. This impacts upon not only age comparisons, but also gender and community background comparisons, due to different gender or community background compositions for different age bands.



## 2 Overall Composition: Gender



#### Notes

<sup>^</sup>Legal Professionals data based on data for Solicitors on Roll supplied by Law Society and for Barristers supplied by Bar Library, each with 7 or more years post-qualification experience.

\*Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 at 2001 Census.

### **Summary**

•Approximately one in five judicial office holders in the Courts were female (22.0%). While this proportion was lower than for members of the legal professions eligible to apply for judicial office (33.8%), when adjustment was made for the age profile of judicial office holders in the Courts, female representation would be expected to be 22.5%.

Female representation among judicial office holders in Tribunals (46.3%) was higher than for legal professionals eligible to apply for judicial office (33.8%). When adjustment was made for the age profile of judicial office holders in Tribunals, female representation would be expected to be 26.3%.

•A majority of Lay Magistrates were female (54.6%).



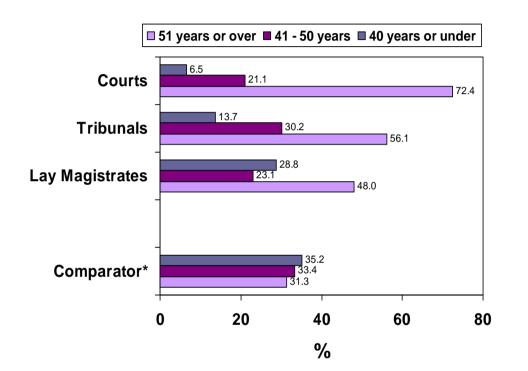
#### **Overall Composition: Community Background Summary** ■ Not Determined ■ Catholic ■ Protestant Over half of judicial office holders in the Courts were Protestant (52.8%). While 52.8 Courts this proportion was higher than in the 5.7 legal professions generally (44.4%), when adjustment was made for the age 53.2 **Tribunals** 40.0 profile of judicial office holders in the 6.8 Courts, Protestant representation would be expected to be 51.3%. 59.4 Lay Magistrates 36.7 3.9 Catholic representation among judicial office holders in Tribunals (40.0%) was lower than in the legal profession generally (53.0%). Adjustment in accordance with the age profile of 44.4 **Comparator\*** 53.0 judicial office holders in Tribunals 2.6 yielded an expected Catholic representation of 48.6%. 20 40 60 80 0 Almost three out of five Lay % Magistrates were Protestant (59.4%).

#### Notes

\*Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 Census.



## 2 Overall Composition: Age





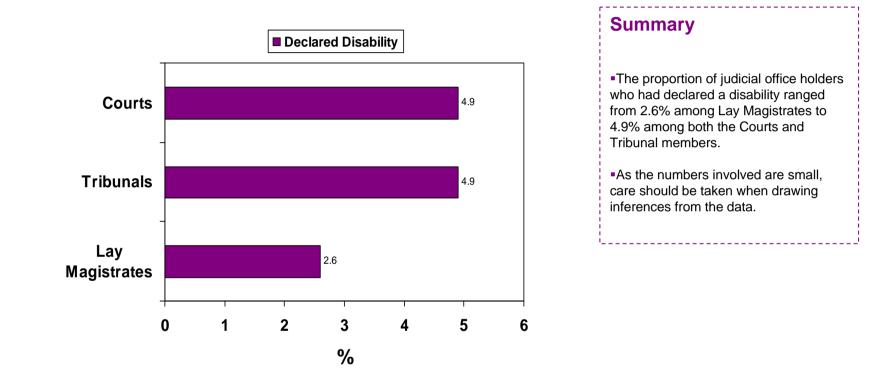
#### Notes

\*Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 Census.

The comparison from census is in parentheses as follows: 40 or under (25-34) 41-50 (35-44) 51+ (45-69).

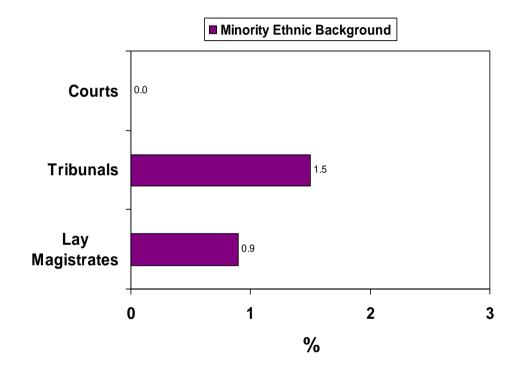


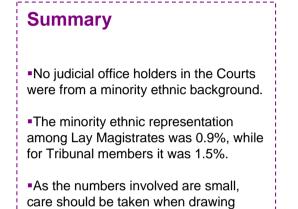
## 2 Overall Composition: Declared Disability





## 2 Overall Composition: Ethnicity

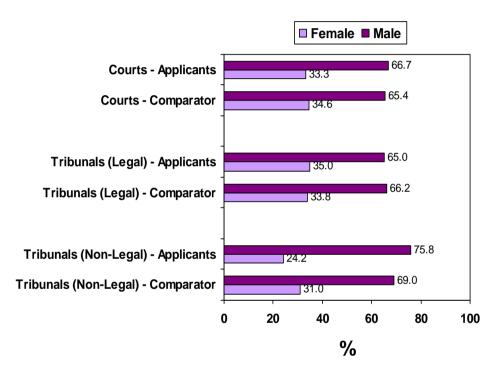




inferences from the data.



## 3 Applicant Pool for Schemes: Gender



#### Notes

Legal Professionals data based on data for Solicitors on Roll supplied by Law Society and for Barristers supplied by Bar Library, each with the required post-qualification experience.

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census. Service Tribunals comparator based on SOC 1171 (Officers in Armed Forces) aged 25-69 from 2001 Census.

### Summary

•For each competition, the gender composition of the applicant pool was compared with what might be expected based on the eligible pool if males and females were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that female representation is lower in the older age-bands, from which more applications might be expected.

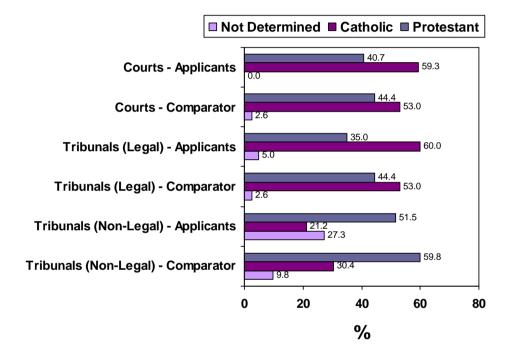
•For appointment to judicial office, the gender composition of applicants was in line with what would be expected.

•Likewise, for legal appointments to Tribunals, the gender composition of applicants was in line with the expected proportions.

•For non-legal appointments to Tribunals, female representation among applicants (24.2%) was lower than what would be expected (31.0%).



## 3 Applicant Pool for Schemes: Community Background



#### Notes

Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 Census.

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census. Service Tribunals comparator based on SOC 1171 (Officers in Armed Forces) aged 25-69 from 2001 Census.

### Summary

•For each competition, the community background composition of the applicant pool was compared with what might be expected based on the eligible pool if potential candidates from each community background were equally likely to apply. These results were then aggregated to obtain the expected compositions reported in the chart. It should be noted, however, that Catholic representation is lower in the older age-bands, from which applications might be expected.

•For appointments to judicial office in the Courts, Catholic representation among applicants (59.3%) was higher than expected (53.0%). Protestant representation (40.7%) was lower than would be expected (44.4%).

 Similarly, for legal appointments to Tribunals, Catholic representation among applicants (60.0%) was higher than expected (53.0%).
Protestant representation (35.0%) was lower than would be expected (44.4%).

•For non-legal appointments to Tribunals, both Catholic and Protestant representation among applicants was lower than expected.



#### Applicant Pool for Schemes: Age Summary ■ 51 or over ■ 41-50 ■ 40 or under •For each competition, the age 33.3 **Courts - Applicants** 25.9 compared with what might be 40.7 35.2 **Courts - Comparator** 33.4 31.3 group were equally likely to apply. 17.5 **Tribunals (Legal) - Applicants** 45.0 obtain the expected compositions 37.5 reported in the chart. 35.2 Tribunals (Legal) - Comparator 33.4 31.3 12.1 **Tribunals (Non-Legal) - Applicants** 75.8 than expected (31.3%), while the 47.1 28.5 Tribunals (Non-Legal) - Comparator (25.9%) was lower than expected (33.4%). 80 20 60 100 0 40 %

#### Notes

Legal Professionals data based on SOC groups 2411 (Solicitors and Lawyers, Judges and Coroners) and 2419 (Legal Professionals NEC) aged 25-69 economically active at 2001 Census.

Medical Professionals based on SOC 2211 (Medical Practitioners) aged 25-69 from 2001 Census. Service Tribunals comparator based on SOC 1171 (Officers in Armed Forces) aged 25-69 from 2001 Census.

The comparison from census is in parentheses as follows: 40 or under (25-34) 41-50 (35-44) 51+ (45-69).

composition of the applicant pool was expected based on the eligible pool if potential candidates from each age-These results were then aggregated to

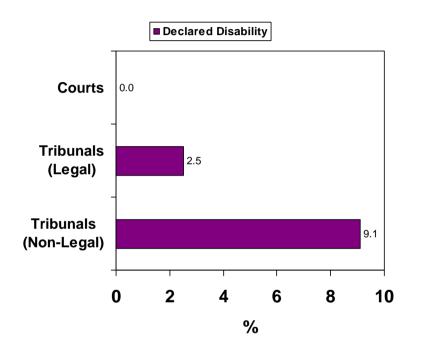
 For appointments to judicial office in the Courts, the proportion of applicants aged 51 or over (40.7%) was higher proportion of applicants aged 41-50

 For legal appointments to Tribunals, the proportion of applicants aged 40 or under (17.5%) was noticeably lower than expected (35.2%).

 For non-legal appointments to Tribunals, the proportion of applicants aged 51 or over (75.8%) was noticeably higher than expected (24.4%).



## **3** Applicant Pool for Schemes: Declared Disability



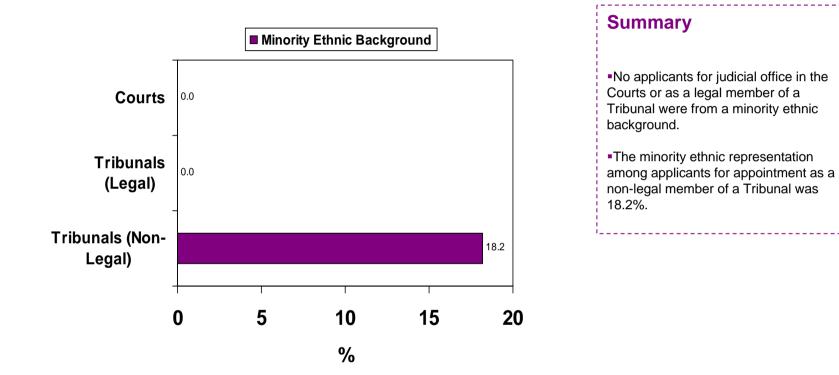
### Summary

The proportion of applicants for legal appointment to Tribunals who had declared a disability was 2.5%, while for non-legal members it was 9.1%. None of the applicants who applied for appointment as a judicial office holder in the Courts declared a disability.

•As the numbers involved are small, care should be taken when drawing inferences from the data.

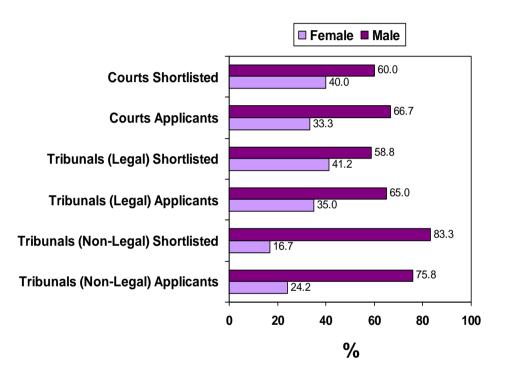


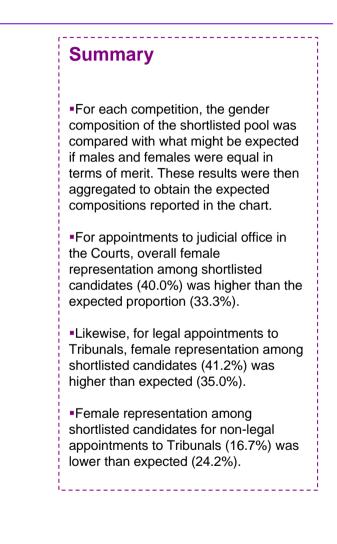
## **3** Applicant Pool for Schemes: Ethnicity





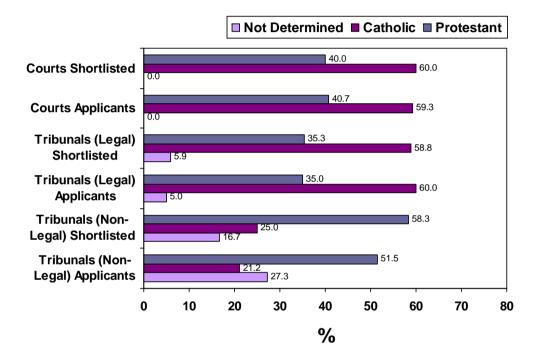
## **4** Shortlisting Stage for Schemes: Gender







## A Shortlisting Stage for Schemes: Community Background



### **Summary**

•For each competition, the community background composition of the shortlisted pool was compared with what might be expected if candidates from each community background were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.

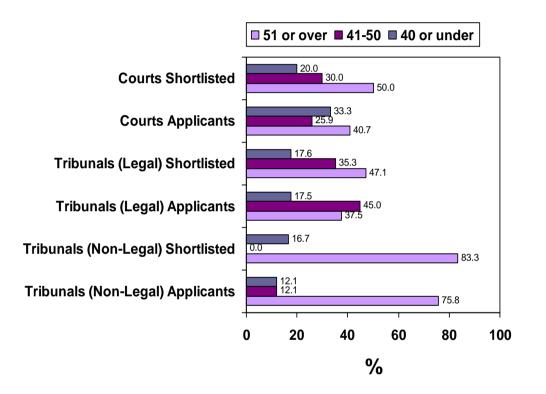
•For judicial appointments to the Courts, the community background profile of shortlisted candidates was broadly in line with the expected proportions.

•Likewise, for schemes relating to legal appointments to Tribunals, the community background profile of shortlisted candidates was broadly in line with what was expected.

 Both Catholic and Protestant representation among shortlisted candidates for non-legal appointments to Tribunals was higher than expected.



## **4** Shortlisting Stage for Schemes: Age



### Summary

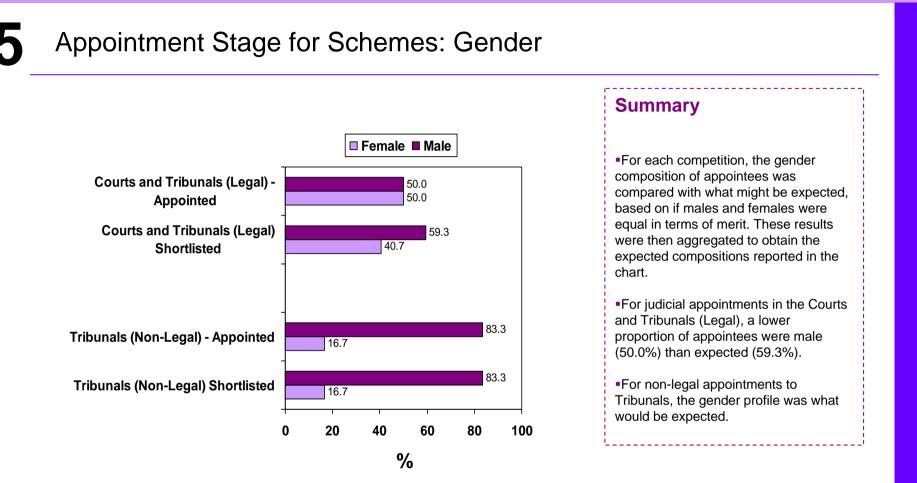
•For each competition, the age composition of the shortlisted pool was compared with what might be expected, if candidates from each age group were equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.

•For shortlisted candidates for a judicial appointment in the Courts, the proportion of shortlisted candidates aged 40 or under (20.0%) was lower than expected (33.3%).

•For shortlisted candidates for legal appointments to Tribunals, the proportion of shortlisted candidates aged 51 or over (47.1%) was higher than expected (37.5%) while the proportion of shortlisted candidates aged 41-50 (35.3%) was lower than expected (45.0%).

•For shortlisted candidates for non-legal appointments to Tribunals, none of the shortlisted candidates were aged 41-50 against an expected proportion of 12.1%.



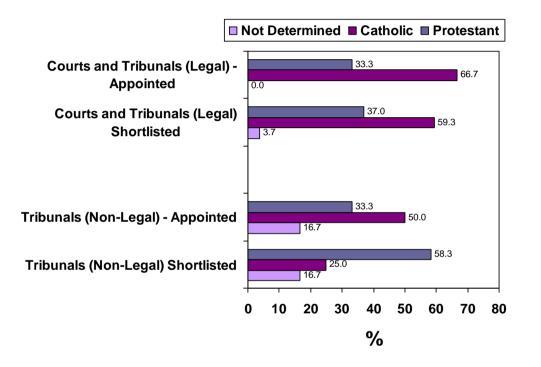


#### Notes

Due to small numbers, appointments to Courts and legal membership of Tribunals were combined.



## Appointment Stage for Schemes: Community Background



### Summary

•For each competition, the community background composition of appointees was compared with what might be expected, if each group was equal in terms of merit. These results were then aggregated to obtain the expected compositions reported in the chart.

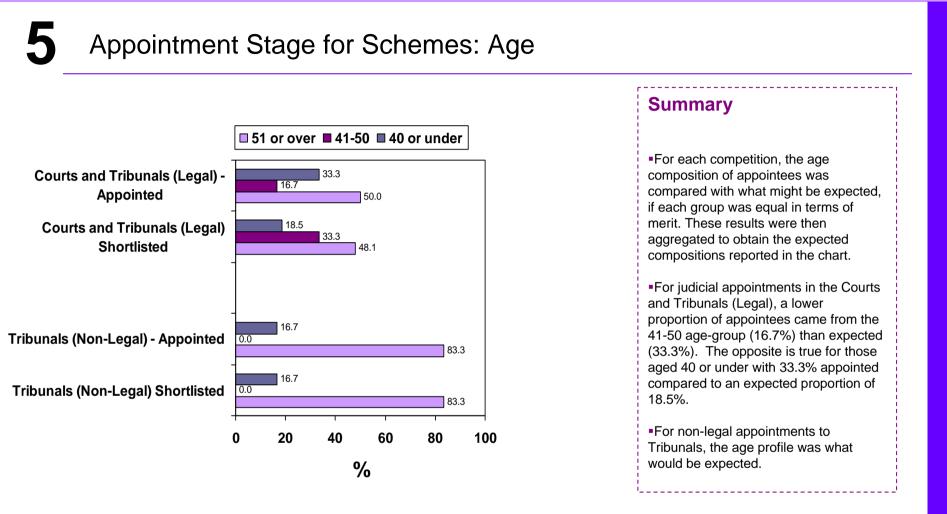
•For judicial appointments to the Courts and legal members of Tribunals, Catholic representation among appointees (66.7%) was higher than the expected proportion (59.3%).

•For non-legal appointments to Tribunals, Protestant representation among appointees (33.3%) was noticeably lower than the expected proportion (58.3%).

#### Notes

Due to small numbers, appointments to Courts and legal membership of Tribunals were combined.





#### Notes

Due to small numbers, appointments to Courts and legal membership of Tribunals were combined.



## Appendix A: Overall Composition by the eight judicial groupings

	Group 1: Court of Judicature - Lord Chief Justice, Lord Justices of Appeal, High Court Judges & Temporary judges of High Court Group 2: County Court judges; deputy County Court judges; Chief Social Security Commissioner; Social Security Commissioner &
j	deputies
	Group 3: Resident magistrates & deputies
ļ	Group 4: District Judges & deputies; Masters; Coroners
	Group 5: Industrial Tribunals & Fair Employment Tribunal (President, Vice President, Full & Part Time Chairmen)
j	Group 6: Appeals Tribunals (President, FT Legal Member; PT Legal, Medical, Financial, Experienced Members)
	Group 7: Care Tribunal; Lands Tribunal – President & Member; Mental Health Review Tribunal; National Security Certificates Appeal
ļ	Tribunal; Reinstatement Committee, Reserve Forces Act; Special Educational Needs Tribunal; Pensions Appeal
j	Tribunal; VAT Tribunal
1	Group 8: Lay magistrates

### Gender

	Ма	ile	Fen	Female		
	No.	%	No.	%	No.	
Group 1	15	100.0	0	0.0	15	
Group 2	37	78.7	10	21.3	47	
Group 3	31	77.5	9	22.5	40	
Group 4	13	61.9	8	38.1	21	
Group 5	14	45.2	17	54.8	31	
Group 6	91	49.7	92	50.3	183	
Group 7	115	58.7	81	41.3	196	
Group 8	104	45.4	125	54.6	229	



## Appendix A: Overall Composition by the eight judicial groupings

### **Community Background**

	Prote	Protestant		nolic	Not Dete	Total	
	No.	%	No.	%	No.	%	No.
Group 1	7	46.7	6	40.0	2	13.3	15
Group 2	26	55.3	18	38.3	3	6.4	47
Group 3	17	42.5	21	52.5	2	5.0	40
Group 4	15	71.4	6	28.6	0	0.0	21
Group 5	12	38.7	18	58.1	1	3.2	31
Group 6	92	50.3	74	40.4	17	9.3	183
Group 7	114	58.2	72	36.7	10	5.1	196
Group 8	136	59.4	84	36.7	9	3.9	229

### Age

	40 years or under		41-50	years	51 years	Total	
	No.	%	No.	%	No.	%	No.
Group 1	0	0.0	0	0.0	15	100.0	15
Group 2	0	0.0	7	14.9	40	85.1	47
Group 3	5	12.5	14	35.0	21	52.5	40
Group 4	3	14.3	5	23.8	13	61.9	21
Group 5	4	12.9	14	45.2	13	41.9	31
Group 6	13	7.1	60	32.8	110	60.1	183
Group 7	39	19.9	50	25.5	107	54.6	196
Group 8	66	28.8	53	23.1	110	48.0	229



Appendix A: Overall Composition by the eight judicial groupings

### **Declared Disability**

	Declared	Total	
	No.	%	No.
Group 1	0	0.0	15
Group 2	3	6.4	47
Group 3	2	5.0	40
Group 4	1	4.8	21
Group 5	1	3.2	31
Group 6	11	6.0	183
Group 7	8	4.1	196
Group 8	6	2.6	229

### Ethnicity

	Wh	ite	Otl	Total	
	No.	%	No.	%	No.
Group 1	15	100.0	0	0.0	15
Group 2	47	100.0	0	0.0	47
Group 3	40	100.0	0	0.0	40
Group 4	21	100.0	0	0.0	21
Group 5	31	100.0	0	0.0	31
Group 6	178	97.3	5	2.7	183
Group 7	195	99.5	1	0.5	196
Group 8	227	99.1	2	0.9	229



## Appendix B: Overall Composition by Geographical Information

### **Business Location**

	Courts		Tribu	unals	Lay Magistrates		
	No.	%	No.	%	No.	%	
Belfast	71	57.7	187	45.6	70	30.6	
Co Antrim	5	4.1	46	11.2	23	10.0	
Co Armagh	3	2.4	22	5.4	18	7.9	
Co Derry	10	8.1	25	6.1	26	11.4	
Co Down	7	5.7	39	9.5	28	12.2	
Co Fermanagh	2	1.6	17	4.1	10	4.4	
Co Tyrone	7	5.7	25	6.1	11	4.8	
Province Wide	9	7.3	22	5.4	17	7.4	
Not Indicated	9	7.3	27	6.6	26	11.4	
Total	123		410		229		

### **Personal Location**

	Courts		Tribu	inals	Lay Magistrates		
	No.	%	No.	%	No.	%	
Belfast	57	46.3	140	34.1	47	20.5	
Co Antrim	13	10.6	62	15.1	31	13.5	
Co Armagh	6	4.9	28	6.8	19	8.3	
Co Derry	9	7.3	30	7.3	30	13.1	
Co Down	20	16.3	69	16.8	52	22.7	
Co Fermanagh	2	1.6	22	5.4	10	4.4	
Co Tyrone	8	6.5	34	8.3	15	6.6	
<b>Republic of Ireland</b>	0	0.0	1	0.2	1	0.4	
Not Indicated	8	6.5	24	5.9	24	10.5	
Total	123		410		229		



## Appendix B: Overall Composition by Geographical Information

### **Business Location**

	Grou	up 1	Gro	up 2	Gro	up 3	Gro	up 4
	No.	%	No.	%	No.	%	No.	%
Belfast	11	73.3	33	70.2	16	40.0	11	52.4
Co Antrim	2	13.3	0	0.0	3	7.5	0	0.0
Co Armagh	0	0.0	1	2.1	1	2.5	1	4.8
Co Derry	0	0.0	3	6.4	4	10.0	3	14.3
Co Down	0	0.0	1	2.1	5	12.5	1	4.8
Co Fermanagh	0	0.0	0	0.0	2	5.0	0	0.0
Co Tyrone	0	0.0	0	0.0	4	10.0	3	14.3
Province Wide	2	13.3	3	6.4	2	5.0	2	9.5
Not Indicated	0	0.0	6	12.8	3	7.5	0	0.0
Total	15		47		40		21	
	Grou	up 5	Gro	up 6	Gro	սք 7	Gro	up 8
	No.	%	No.	%	No.	%	No.	%
Belfast	24	77.4	69	37.7	94	48.0	70	30.6
Co Antrim	0	0.0	25	13.7	21	10.7	23	10.0
Co Armagh	1	3.2	10	5.5	11	5.6	18	7.9
Co Derry	0	0.0	12	6.6	13	6.6	26	11.4
Co Down	1	3.2	19	10.4	19	9.7	28	12.2
Co Fermanagh	1	3.2	10	5.5	6	3.1	10	4.4
Co Tyrone	1	3.2	12	6.6	12	6.1	11	4.8
Province Wide	0	0.0	8	4.4	14	7.1	17	7.4
Not Indicated	3	9.7	18	9.8	6	3.1	26	11.4
Total	31		183		196		229	



## Appendix B: Overall Composition by Geographical Information

### **Personal Location**

	Grou	ир 1	Gro	Group 2		up 3	Group 4	
	No.	%	No.	%	No.	%	No.	%
Belfast	8	53.3	27	57.4	13	32.5	9	42.9
Co Antrim	2	13.3	4	8.5	5	12.5	2	9.5
Co Armagh	0	0.0	1	2.1	2	5.0	3	14.3
Co Derry	0	0.0	3	6.4	4	10.0	2	9.5
Co Down	4	26.7	6	12.8	8	20.0	2	9.5
Co Fermanagh	1	6.7	0	0.0	0	0.0	1	4.8
Co Tyrone	0	0.0	1	2.1	5	12.5	2	9.5
<b>Republic of Ireland</b>	0	0.0	0	0.0	0	0.0	0	0.0
Not Indicated	0	0.0	5	10.6	3	7.5	0	0.0
Total	15		47		40		21	
	Grou	<b>л</b> р 5	Gro	up 6	Gro	up 7	Gro	up 8
	No.	%	No.	%	No.	%	No.	%
Belfast	15	48.4	57	31.1	68	34.7	47	20.5
Co Antrim	4	12.9	29	15.8	29	14.8	31	13.5
Co Armagh	1	3.2	9	4.9	18	9.2	19	8.3
Co Derry	1	3.2	12	6.6	17	8.7	30	13.1
Co Down	5	16.1	30	16.4	34	17.3	52	22.7
Co Fermanagh	2	6.5	11	6.0	9	4.6	10	4.4
Co Tyrone	1	3.2	17	9.3	16	8.2	15	6.6
<b>Republic of Ireland</b>	0	0.0	1	0.5	0	0.0	1	0.4
Not Indicated	2	6.5	17	9.3	5	2.6	24	10.5
Total	31		183		196		229	