

Introduction

The graduate employment survey is conducted annually by the Placement Section of the Office of Student Affairs. Its purpose is to find out the general employment situation of the full-time graduates for the year. The survey reveals the graduates' first career destination, remuneration information, job searching process and career preparation and development.

Methodology

Questionnaires were distributed to graduates when they returned to the campus in mid October to pick up their caps and gowns for graduation ceremony. Follow-up phone calls were made to non-respondents and previously unemployed graduates. Following the University Grant Committee's (UGC) guidelines, information on employment status was gathered up to 31 December 2006.

The bulk of the analysis is concentrated on the graduates engaged in full-time employment. The classification on job nature and employment fields was derived from the classification systems provided by UGC. Details of the classification on employment sector, employment field and job nature is shown in the Glossary.

Response

The survey targeted all 2006 full-time graduates of the University. As shown in Appendix 1, this year, a total of 1444 graduates completed their undergraduate studies and among 49 courses/majors/options of the three Faculties and three Schools. There are 173 full-time taught postgraduates and 65 full-time research postgraduates. For the ease of report reading, courses/majors/options are grouped under their respective Faculties/Schools.

Out of the 1444 undergraduates, 1438 valid responses were received, representing a response rate of 99.58% (99.71% in 2005). 84.97% and 78.46% responses rate were noted for full-time taught and full-time research postgraduates.

Executive Summary

SECTION A FULL TIME UNDERGRADUATES

Overall Employment Status

At the close of the survey, the unemployment rate is zero (0.07% in 2005). 85.40% of graduates were working full-time, 0.97% self-employed and 10.50% pursuing further studies. The percentage of employed graduates and those pursuing further studies are similar to last year. The number of graduates engaged in part-time or temporary employment has further decreased from a total of 2.41% last year to 2.09%.

Employment Sectors and Job Nature*

The Commercial or Industrial sector captured 69.78% of our graduates this year, a 8.88% drop as compared with last year (76.58%). Some 50.69% increase in the number of graduates securing employment in the education sector from 12.39% last year to 18.67% was noted. The distribution of the other sectors is: Community/Social Services Organizations (7.78%) and the Government (3.77%).

Teaching / Lecturing (17.06%) and Banking / Finance (10.09%) ranked the first and the second most frequent job nature respectively. The other top five job natures are distributed among Administration / Management (8.70%), Marketing / Sales (7.71%) and Media & Communications (7.14%).

Remuneration

The average monthly salary (including commission, allowances and any year-end bonuses) is \$11,107.22, a 7.24% increase (\$10,356.89 in 2005). All the employment sectors have demonstrated a moderate increase of salary. The majority of salary increases came from the education and the community/social service sectors, which noted 8.40% and 8.08% respectively. The increase in the commercial or industrial organization and the government sector is comparatively lower, which is 5.16% and 4.70% respectively.

Further Studies

There are 151 graduates pursuing further studies, which is 10.50% of our graduates, a slight increase of 3.45% from last year (10.15% in 2005). Among those graduates, 93.88% were in postgraduate/master or above level of studies. Chinese University of Hong Kong and Hong Kong Baptist University are the most popular local institutions for graduates to further their studies, enrolling 37.31% and 35.82% of our graduates respectively.

SECTION B FULL TIME TAUGHT / RESEARCH POSTGRADUATES

Overall Employment Status

At the close of the survey, the unemployment rate for the postgraduates was 1.01% (0% in 2005). 82.99% of the taught postgraduates (79.46% in 2005) were in employment with 80.95% working full-time or self employed, 2.04% were engaged in part-time employment and 0.68% pursuing further studies. For research postgraduates, 68.63% were employed full-time (45.24% in 2005) and 11.76% pursuing further studies (11.90% in 2005).

Employment Sectors* and Job Nature

The Education sector captured the majority of postgraduates 69.59% with 70.80% (66.98% in 2005) of our Taught postgraduates and 65.71% (68.42% in 2005) of Research Postgraduates entering this field this year. The Commercial or Industrial sector has absorbed 26.55% (23.58% in 2005) of the Taught postgraduates and 28.57% (26.32% in 2005) of the Research Postgraduates.

Remuneration

The average monthly salary (including commission, allowances and any year-end bonuses) is \$15,372.73 for Taught postgraduates (\$13,868.97 in 2005) and \$18,673.57 for Research Postgraduates, an increase of 11.49% (\$16,749.76 in 2005).

Further Studies

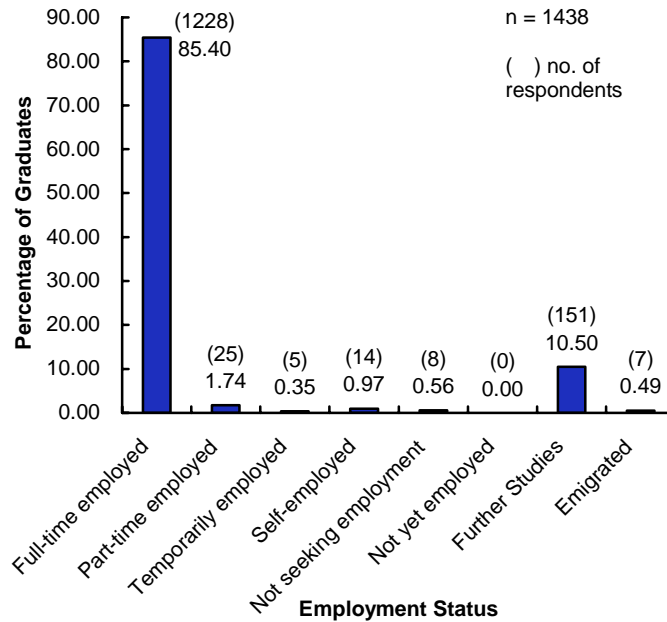
One out of 147 Taught postgraduates has chosen to pursue further studies. There are 6 Research Postgraduates pursuing further studies, which is 11.76% of our respondents (11.90% in 2005).

*New classification of employment sector was adopted to truly reflect the present situation. Government replaced Civil Service, as the government was employing non-civil service positions. Public Utilities has been broken down to its various counterparts. Non-profit making organizations were replaced by Community/Social Services organizations, to truly reflect its nature of employment.

SECTION A FULL TIME UNDERGRADUATES

A.1. Overall Employment Status

Figure 1: Distribution of Respondents by Employment Status (Percentage)

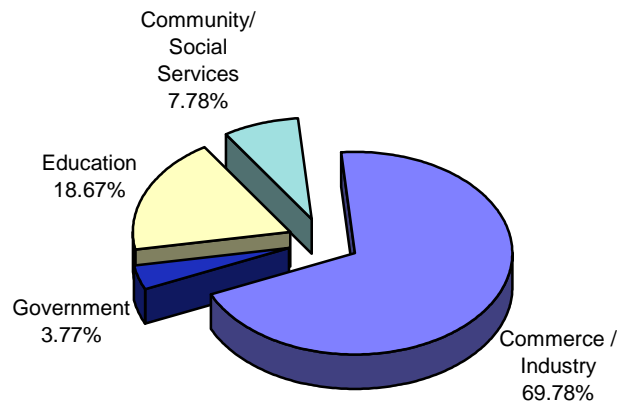


A.1.1 Employment Status by Courses

Appendix 2 and 3 illustrate the employment status of graduates by Faculty and by course/major/option.

A.1.2 Analysis by Employment Sector

Figure 2: Percentage of Full-time Employed Graduates by Employment Sector

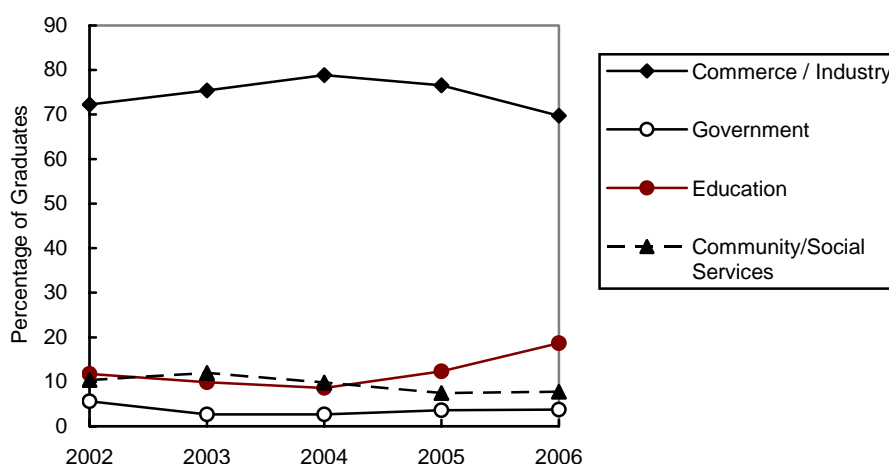


n=1221

Table 1: Comparison of the Distribution of Full-time Employed Graduates by Employment Sector for the Years of 2002 to 2006 (in Percentage)

Employment Sector	2002 n=944	2003 n=949	2004 n=1056	2005 n=1170	2006 n=1221
Commerce/Industry	72.25	75.45	78.88	76.58	69.78
Government	5.61	2.63	2.65	3.59	3.77
Education	11.76	9.91	8.62	12.39	18.67
Community/Social Services	10.38	12.01	9.85	7.44	7.78

Figure 3: Distribution of Full-time Employed Graduates by Employment Sector for the Years of 2002 to 2006



Appendix 4 shows the number of full-time employed respondents in each employment sector by course/major/option.

A.1.3 Analysis by Employment Fields

Table 2: Distribution of Employed Graduates by Employment Fields

Employment Field	No. of Employed Graduates	
	n	(%)
Education	248	(20.34)
Business Services	204	(16.74)
Manufacturing	161	(13.21)
Community & Social Services	143	(11.73)
Financial Institutions	130	(10.66)
Trading	99	(8.12)
Transport, Storage & Communication	72	(5.91)
Real Estate	47	(3.86)
Government	44	(3.61)
Insurance	26	(2.13)
Hospitality & Tourism Services	18	(1.48)
Engineering, Architectural & Technical Svs	18	(1.48)
Construction	4	(0.33)
Electricity, Gas & Steam	1	(0.08)
Not classified above	4	(0.33)
Total*	1219	(100.00)

9 graduates did not indicate the employment fields

A.1.4 Analysis by Job Nature

Table 3: Comparison of the Distribution of Employed Graduates by Job Nature in 2005 and 2006

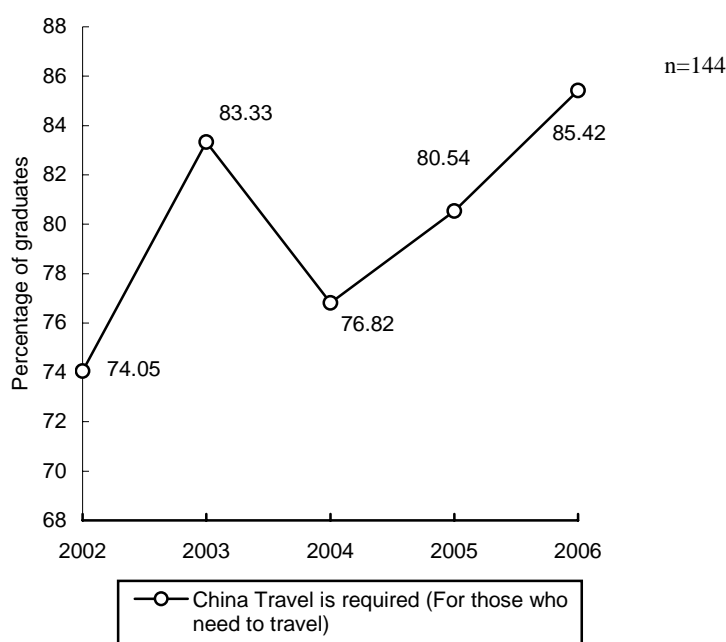
Job Nature	No. of Employed Graduates			
	2005		2006	
	n	(%)	n	(%)
Teaching / Lecturing	130	(11.12)	208	(17.06)
Banking / Finance	67	(5.73)	123	(10.09)
Administration / Management	153	(13.09)	106	(8.70)
Marketing / Sales	109	(9.32)	94	(7.71)
Media & Communications	89	(7.61)	87	(7.14)
Account/Audit/Taxation/Sec. Work	71	(6.07)	80	(6.56)
Merchandising / Purchasing	68	(5.82)	60	(4.92)
Recreation / Social Services	60	(5.13)	57	(4.68)
Advertising / Public Relations	49	(4.19)	47	(3.86)
Systems Analysis & Computer Programming	53	(4.53)	46	(3.77)
Human Resources	31	(2.65)	45	(3.69)
Medical & Health Services	25	(2.14)	31	(2.54)
Scientific & Research Work	36	(3.08)	26	(2.13)
Engineering	17	(1.45)	18	(1.48)
Art & Design	23	(1.97)	15	(1.23)
Protective Services	23	(1.97)	15	(1.23)
Economic, Statistical & Mathematical Work	4	(0.34)	13	(1.07)
Insurance Services	6	(0.51)	11	(0.90)
Interpretation & Translation	2	(0.17)	6	(0.49)
Legal Services	3	(0.26)	5	(0.41)
Religious Work	3	(0.26)	2	(0.16)
Architecture / Surveying	2	(0.17)	0	(0.00)
Aircraft & Marine	0	(0.00)	0	(0.00)
Others	145	(12.40)	124	(10.17)
Total*	1169	(100.00)	1219	(100.00)

* 9 graduates in 2006 and 1 in 2005 did not indicate his job nature.

Analysis of employed graduates by job nature and course of study is shown in Appendix 5.

A.1.5 China Related Employment

Figure 4: Distribution of Employed Graduates with China Related Employment from 2002 to 2006

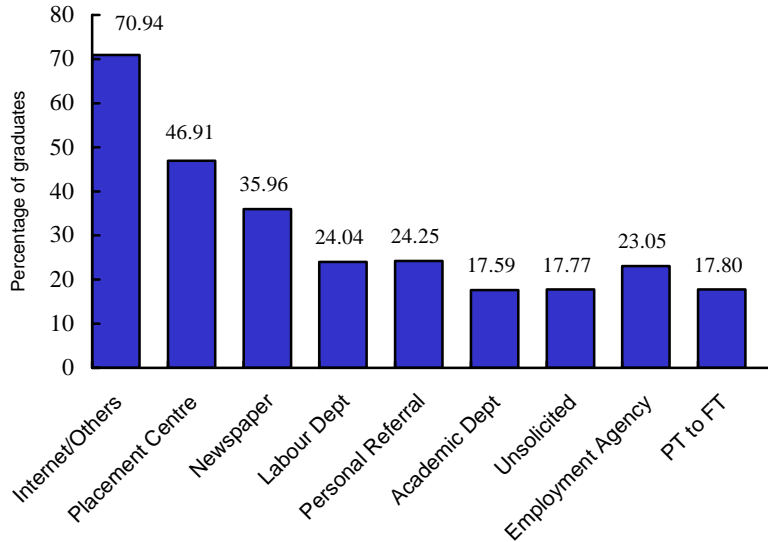


A.2. Job Search

A.2.1 Sources of Job Information

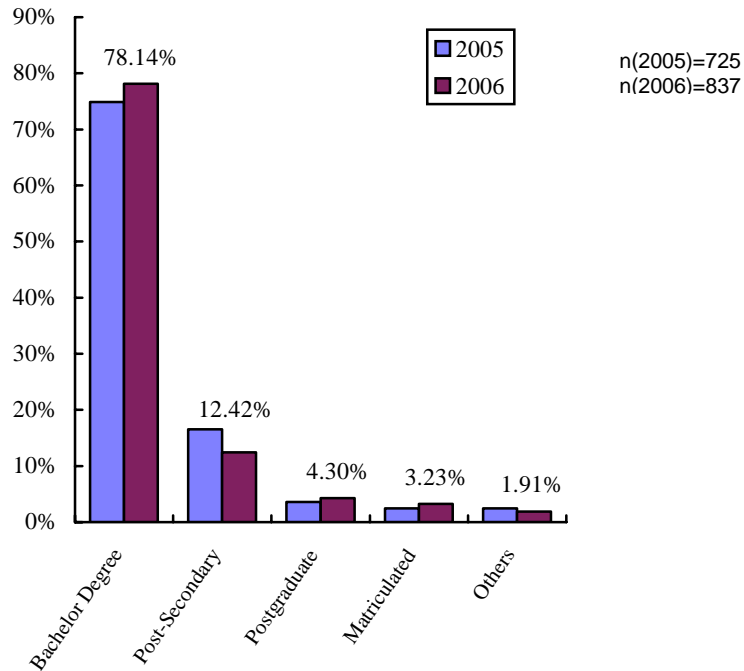
Appendix 6 shows the frequency of different sources of job information used by graduates in their job search in 2006.

Figure 5: Frequency of Different Sources of Job Information often used by Graduates



A.2.2 Basic Job Requirements

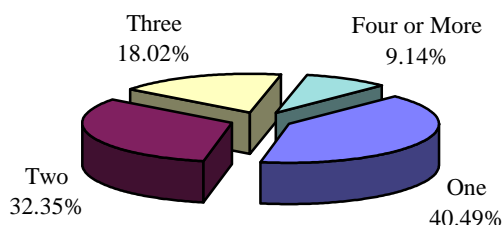
Figure 6: Distribution of Basic Qualification required by Employers for 2005 and 2006



A.2.3 Number of Job Offers

Figure 7: Number of Job Offers Received by the Graduates

n=810

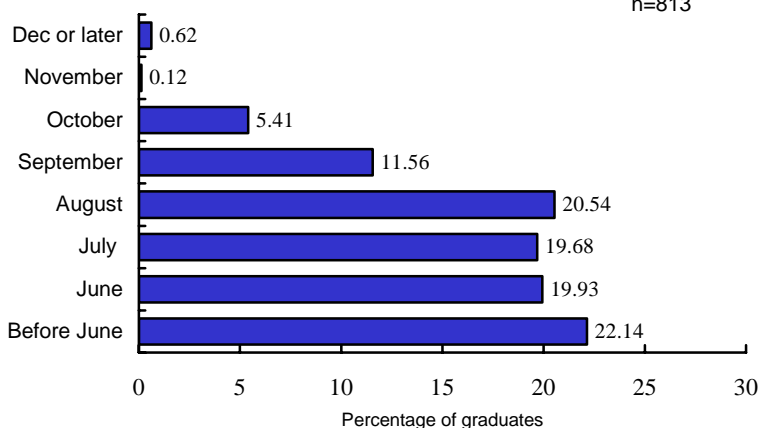


A.2.4 Month of Securing First Job

Appendix 7 shows the distribution of the month of securing first jobs by course of study.

Figure 8: Month of Securing First Job by Employed Graduates

n=813



A.2.5 Factors Contributing to Success in Obtaining First Job

Table 4: Factors Contributing to First Job Offer

Contributing Factors	No. of Responses*	
	n	(%)
Good interview performance	473	(29.67)
Relevant academic course / training	303	(19.01)
Social / communication skills	254	(15.93)
Previous working experience	237	(14.87)
Good academic results	123	(7.72)
Personal referrals	107	(6.71)
Extra-curricular activities	79	(4.96)
Others	18	(1.13)
Total	1594	(100.00)

* The graduates were asked to choose up to 3 factors.

A.3. Career Preparation and Development

A.3.1 University Preparation

Table 5: *Graduates' Perception of University Preparation*

University Preparation	No. of Employed Graduates	
	n	(%)
Excellent	26	(3.57)
Good	212	(29.12)
Adequate	347	(47.66)
Inadequate	143	(19.64)
Total	728	(100.00)

Table 6: *Courses/Majors with the highest ratings on University Preparation*

Course/Major/Option	Adequacy Level
Bachelor of Arts (Hons) in Music	100.00%
Bachelor of Pharmacy (Hons) in Chinese Medicine	100.00%
Bachelor of Social Sciences (Hons) in Communication (Broadcast Journalism)	100.00%
Bachelor of Science (Hons) in Applied Chemistry (Industrial Studies)	100.00%
Bachelor of Social Sciences (Hons) in China Studies (History)	100.00%
Bachelor of Social Work (Hons)	100.00%

The results can be analyzed in terms of adequacy, which was calculated by summing up the responses on "Excellent", "Good" and "Adequate".

Appendix 8 shows the details of graduates' perception on University preparation by course of study.

A.3.2 Future Career Development Opportunity

Table 7: *Graduates' Perception on Future Career Development Opportunity*

Future Career Development Opportunity	No. of Employed Graduates	
	n	(%)
Excellent	85	(11.39)
Good	377	(50.54)
Fair	248	(33.24)
Not Good	36	(4.83)
Total	746	(100.00)

Table 8: Graduates' Perception on Career Development Opportunity by Employment Sector

Employment Sector	Excellent	Good	Fair	Not Good	Total
	n (%)	n (%)	n (%)	n (%)	n (%)
Commerce/ Industry	69 (12.78)	280 (51.85)	168 (31.11)	23 (4.26)	540 (100.00)
Government	6 (26.09)	6 (26.09)	9 (39.13)	2 (8.70)	23 (100.00)
Education	6 (4.48)	66 (49.25)	52 (38.81)	10 (7.46)	134 (100.00)
Community/ Social Services	4 (8.16)	25 (51.02)	19 (38.78)	1 (2.04)	49 (100.00)

A.3.3 Job Satisfaction

Table 9: Graduates' Perception of Job Satisfaction

Level of Job Satisfaction	No. of Employed Graduates	
	n	(%)
Very Satisfied	102	(13.44)
Quite Satisfied	512	(67.46)
Not Satisfied	145	(19.10)
Total	759	(100.00)

All respondents were asked to rate the degree of importance of the listed factors in affecting their job satisfaction using a 4-point scale ranging from very important to very unimportant. The result was analyzed by the mean score on an ordinal scale with 4 being very important, 3 being important, 2 being not important and 1 being very unimportant.

Table 10: Factors Affecting Job Satisfaction

Factors	Mean Score
Sense of achievement provided by the job	2.926
Advancement / Career Prospects	2.883
Terms of employment	2.837
Nature of Work	2.828
Interpersonal Relationship	2.816
Training / Learning Opportunities	2.813
Recognition / Status that goes with the job	2.768
Responsibility given	2.750
Working conditions	2.724
Job Security	2.676

Appendix 9 demonstrates the factors affecting Job Satisfaction and Employment Decisions

Table 11: Factors Affecting Employment Decisions

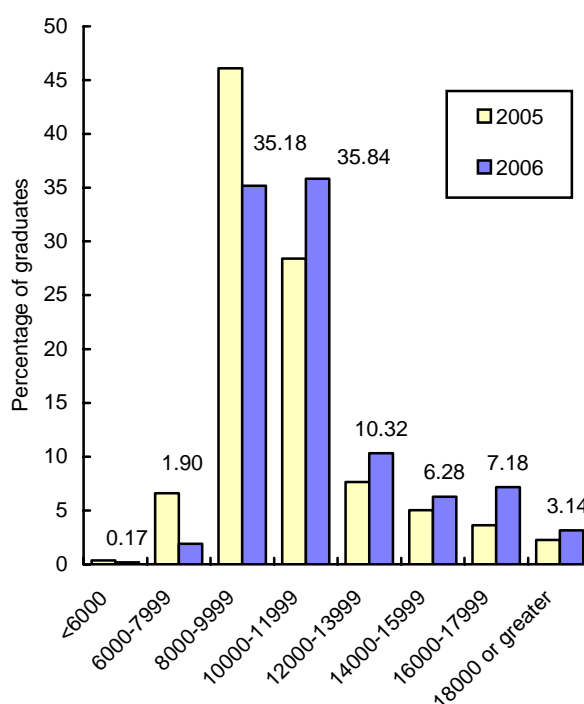
Factors	Mean Score
Interesting / Challenging	2.985
Terms of employment	2.946
Training / Learning Opportunities	2.863
Promotion Prospects	2.790
Job Stability	2.627
Name / Prestige of the company	2.401
Location	2.318
Relevance to field of study	2.269

A.4. Remuneration

Respondents were requested to indicate their basic monthly salary, monthly commissions and other fixed cash allowances, if any, on the answer sheet provided. Commissions and cash allowances were included in the analysis of overall average monthly salary because they represent a large portion of the total remuneration package.

A.4.1 Overall Average Monthly Salary

Figure 9: A Comparison of Graduates' Salary Range (\$) in 2005 & 2006



A.4.2 By Employment Sector

Table 12: Graduates' Average Monthly Salary by Employment Sector in 2005 and 2006

Employment Sector	2006	2005	% Increase or Decrease over last year
Commerce / Industry	10515.63	9999.98	5.16%
Government	13038.52	12452.71	4.70%
Education	12720.68	11735.18	8.40%
Community/Social Services	11554.08	10689.86	8.08%

Details of the monthly salary statistics and monthly salary range of full-time employed graduates by employment sector are shown in Appendices 13 and 14.

A.4.3 By Course of Study

Table 13: The two most frequent monthly salary intervals by course of study

Course of Study	The most Frequent salary range	The second most frequent salary range
B.A. (Hons) in Chinese Lang & Lit	\$8000-\$9999 (34.88)	\$16000-\$17999 (30.23)
B.A. (Hons) in English Lang & Lit	\$10000-\$11999 (43.33)	\$8000-\$9999 (23.33)
B.A. (Hons) in Religious Studies	\$8000-\$9999 (44.44)	\$10000-\$11999 (33.33)
B.A. (Hons) in Translation	\$10000-\$11999 (29.63)	\$14000-\$15999 (22.22)
B.A. (Hons) in Humanities	\$8000-\$9999 (42.11)	\$10000-\$11999 (26.32)
B.A. (Hons) in Music	\$16000-\$17999 (40.00)	\$20000-\$21999 (13.33)
Bachelor of Business Administration (Hons)	\$10000-\$11999 (45.74)	\$8000-\$9999 (35.23)
B.Soc.Sc. (Hons) in China Studies-Econ	\$8000-\$9999 (37.50)	\$10000-\$11999 (33.33)
BCM and B.Sc. (Hons) in Biomedical Science	\$12000-\$13999 (60.00)	\$14000-\$15999 (20.00)
BPharm (Hons) in Chinese Medicine	\$10000-\$11999 (33.33)	\$12000-\$13999 (26.67)
B.Soc.Sc. (Hons) in Communication	\$8000-\$9999 (49.01)	\$10000-\$11999 (37.75)
B.Sc. (Hons) in Applied Biology	\$8000-\$9999 (40.00)	\$10000-\$11999 (26.67)
B.Sc. (Hons) in Applied Chemistry	\$10000-\$11999 (41.03)	\$8000-\$9999 (41.03)
B.Sc. (Hons) in Physics	\$8000-\$9999 (44.44)	\$10000-\$11999 (22.22)
B.Sc. (Hons) in Computer Science	\$10000-\$11999 (52.50)	\$8000-\$9999 (30.00)
B.Sc. (Hons) in Computing Studies	\$10000-\$11999 (45.45)	\$8000-\$9999 (36.36)
B.Sc. (Hons) in Math. Science	\$10000-\$11999 (33.33)	\$16000-\$17999 (22.22)
B.Soc.Sc. (Hons) in China Studies*	\$8000-\$9999 (47.37)	\$10000-\$11999 (29.82)
B.Soc.Sc. (Hons) in European Studies	\$10000-\$11999 (40.00)	\$12000-\$13999 (30.00)
B.Soc.Sc. (Hons) in Geography	\$8000-\$9999 (50.00)	\$10000-\$11999 (30.00)
B.Soc.Sc. (Hons) in Sociology	\$8000-\$9999 (53.85)	\$10000-\$11999 (38.46)
B.A. (Hons) in Gov't & Int'l Studies	\$8000-\$9999 (35.48)	\$10000-\$11999 (25.81)
B.A. (Hons) in History	\$8000-\$9999 (45.16)	\$16000-\$17999 (19.35)
B.A. (Hons) in P.E. & Recreation Mgmt	\$16000-\$17999 (25.81)	\$14000-\$15999 (19.35)
Bachelor of Social Work (Hons)	\$12000-\$13999 (40.48)	\$10000-\$11999 (35.71)

() Percentages of graduates *excluding Economics option

Details of the monthly salary statistics and monthly salary range of full-time employed graduates by course of study are shown in Appendices 10 and 11. Appendix 12 compares the average monthly salary of employed graduates by course of study with those of last year.

A.4.4 By Job Nature

Table 14: Graduates' Average Monthly Salary by Job Nature in 2005 and 2006

Nature of Job	2006 (n=1211)	2005 (n=1154)	% Increase of Decrease over last year
Scientific & Research Work	10129.53	9650.23	4.97%
Medical & Health Services	11280.44	11012.72	2.43%
Engineering	10252.78	10857.35	-5.57%
Architecture / Surveying	N/A	9500.00	N/A
Aircraft & Marine	N/A	N/A	N/A
Teaching / Lecturing	13126.12	12044.30	8.98%
Economic, Statistical & Mathematical Work	9987.18	10812.50	-7.63%
Systems Analysis & Computer Programming	10196.81	9385.38	8.65%
Accounting/Auditing/Taxation/Secretarial Work	10104.36	9446.71	6.96%
Religious Work	10250.00	8679.25	18.10%
Art & Design	10595.00	10442.03	1.46%
Advertising / Public Relations	9930.67	9663.78	2.76%
Legal Services	11460.00	8583.33	33.51%
Recreation / Social Services	11865.64	10938.47	8.48%
Administration / Management	10472.52	10179.96	2.87%
Human Resources	10087.81	9801.59	2.92%
Marketing / Sales	11043.88	9781.21	12.91%
Banking / Finance	11939.52	11422.29	4.53%
Protective Services	15178.13	14228.26	6.68%
Interpretation / Translation	12701.39	9650.00	31.62%
Media & Communication	9569.00	9419.79	1.58%
Insurance Services	10996.67	14908.33	-26.24%
Merchandising / Purchasing	9483.53	9504.98	-0.23%
Others	10753.00	10122.99	6.22%

Details of monthly salary statistics and monthly salary range of employed graduates by nature of job are shown in Appendices 15 and 16.

A.5. Other Career Destinations

A.5.1 Part-Time Employment

Of the 25 part-time employed graduates, 13 were hired by commercial or industrial companies. The remaining respondents chose to work in education institutions (7), various Community / Social Services organizations (3) and government department (1).

A.5.2 Temporary Employment

Among 5 respondents, 3 were hired by various commercial or industrial companies. The remaining respondents chose to work in government department (1) and education institution (1).

A.5.3 Self-Employed

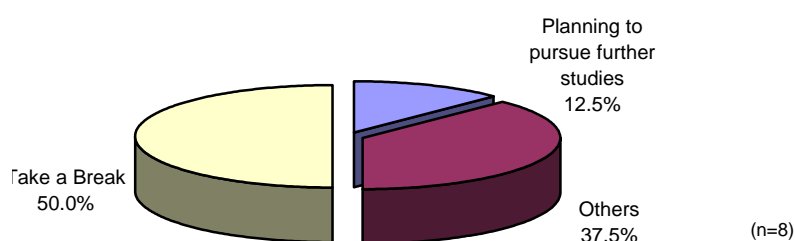
Table 15: Distribution of Self-Employed Graduates by Course of Study

Course/Major/Option	No. of Graduates
BA (Hons) in Music	6
BBA (Hons) in Information Systems Management	2
BSocSc (Hons) in Communication	2
English Journalism	1
BBA (Hons) in Applied Economics	1
BSocSc (Hons) in Communication Broadcast Journalism	1
BA (Hons) in Religious Studies	1
BA (Hons) in Humanities	1
Total	14

A.5.4 Not Seeking Employment

8 graduates did not intend to seek employment in the near future.

Figure 10: Reasons for Not Seeking Employment



A.5.5 Not Yet Employed

None of the graduates was unemployed at the time of survey.

A.6. Further Studies

Among the 151 graduates who pursued further studies, 95.30% were engaging in full time studies and 4.70% were in part time or short courses. 104 out of 143 (72.73%) of these graduates had chosen subjects related to their studies in Baptist University.

A.6.1 By Course of Study

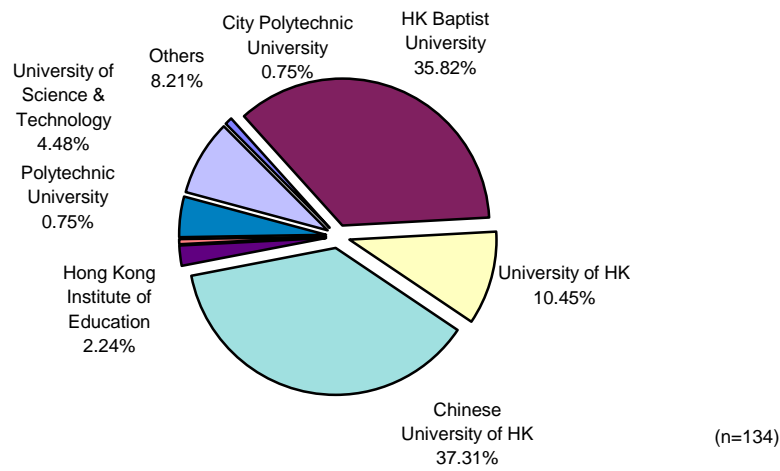
Table 16: Percentages of Graduates Pursuing Further Studies by Course of Study

Course/Major/Option	No. of Graduates	
	n	(%)
BA (Hons) Chinese Lang & Lit	13	(8.61)
BA (Hons) English Lang & Lit	4	(2.65)
BA (Hons) Religious Studies	7	(4.64)
BA (Hons) Translation	2	(1.32)
BA (Hons) Humanities	7	(4.64)
BA (Hons) Music	9	(5.96)
BBA (Hons)	10	(6.62)
BSocSc (Hons) China Studies - Econ	0	(0.00)
BCM & BSc (Hons) in Biomedical Science	5	(3.31)
BPharm (Hons) in Chinese Medicine	1	(0.66)
BSocSc (Hons) Communication	7	(4.64)
BSc (Hons) Applied Biology	16	(10.60)
BSc (Hons) Applied Chemistry	14	(9.27)
BSc (Hons) Physics	12	(7.95)
BSc (Hons) Computer Science (CS)	4	(2.65)
BSc (Hons) Computing Studies (IS)	1	(0.66)
BSc (Hons) Mathematical Science	5	(3.31)
BSocSc (Hons) China Studies*	9	(5.96)
BSocSc (Hons) European Studies	1	(0.66)
BSocSc (Hons) Geography	4	(2.65)
BSocSc (Hons) Sociology	9	(5.96)
BA (Hons) Gov't & Int'l Studies	2	(1.32)
BA (Hons) History	6	(3.97)
BA (Hons) Physical Edu & Recreation Mgt	3	(1.99)
Bachelor of Social Work (Hons)	0	(0.00)
Total	151	(100.00)

*excluding Economics option

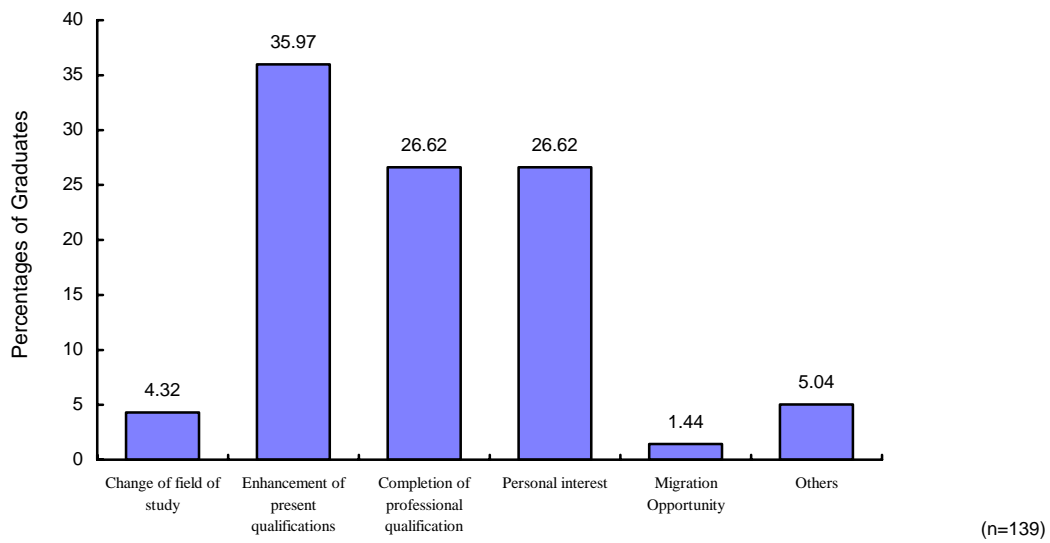
A.6.2 Destination of Further Studies

Figure 11: Institutions for Further Studies



A.6.3 Reasons for Pursuing Further Studies

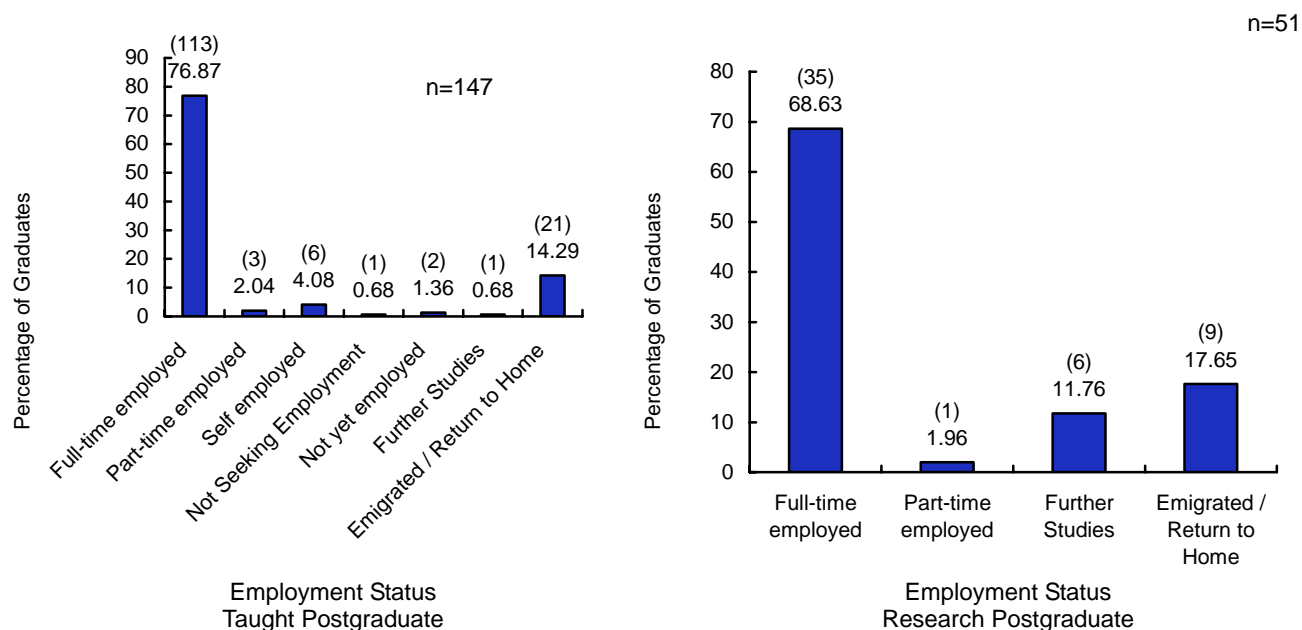
Figure 12: Reasons for Pursuing Further Studies



SECTION B FULL TIME TAUGHT / RESEARCH POSTGRADUATES

B.1. Overall Employment Status

Figure 13: Distribution of Respondents by Employment Status (Percentage) – Taught Postgraduates and Research Postgraduates



B.2. Analysis by Employment Sector

Table 17: Percentages of Postgraduates by Employment Sector

Employment Sector	Taught Postgraduate		Research Postgraduate	
	n	(%)	n	(%)
Commerce/Industry	30	(26.55)	10	(28.57)
Government	0	(0.00)	0	(0.00)
Education	80	(70.80)	23	(65.71)
Community & Social Service	3	(2.65)	2	(5.71)
Total	113	(100.00)	35	(100.00)

B.3. Analysis by Job Nature

Table 18: Percentages of Postgraduates by Job Nature

Job Nature	Taught Postgraduate		Research Postgraduate	
	n	(%)	n	(%)
Scientific & Research	1	(0.89)	8	(22.86)
Medical & Health			2	(5.71)
Engineering			3	(8.57)
Teaching/Lecturing	80	(71.43)	13	(37.14)
Econ, Stat & Math Work			1	(2.86)
System Analysis & Prog	1	(0.89)	5	(14.29)
Religious Work				
Advertising & PR	9	(8.04)		
Social Services			1	(2.86)
Administration/Management	5	(4.46)	1	(2.86)
Sales / Marketing	7	(6.25)		
Banking / Finance	1	(0.89)		
Protective Services				
Interpretation & Translation				
Media & Communication	6	(5.36)	1	(2.86)
Insurance Services				
Merchandising / Purchasing				
Others	2	(1.79)		
Total	112	(100.00)	35	(100.00)

B.4. Remuneration

Table 19: Overall Average Monthly Salary of Postgraduates

Course of Study	2006	2005	% Increase or Decrease over last year
Taught Postgraduate			
- Mean	15372.73	13868.97	10.84
- Median	16000	13000	23.08
Research Postgraduate			
- Mean	18673.57	16749.76	11.49
- Median	16250	14000	16.07