

# Ukraine Enterprise Surveys Data Set

## 1. Introduction

1. This document provides additional information on the data collected in Ukraine during calendar year 2008 as part of the fourth round of the Business Environment and Enterprise Performance Survey, a joint initiative of the European Bank for Reconstruction and Development and the World Bank, in Ukraine.

The objective of the survey is to obtain feedback from enterprises in client countries on the state of the private sector as well as to help in building a panel of enterprise data that will make it possible to track changes in the business environment over time, thus allowing, for example, impact assessments of reforms.

Through interviews with firms in the manufacturing and services sectors, the survey will assess the constraints to private sector growth and create statistically significant business environment indicators that are comparable across countries.

The report outlines and describes the sampling design of the data, the data set structure as well as additional information that may be useful when using the data, such as information on non-response cases and the appropriate use of the weights.

## 2. Sampling Structure

2. The sample for the Ukraine was selected using stratified random sampling, following the methodology explained in the Sampling Manual<sup>1</sup>. Stratified random sampling<sup>2</sup> was preferred over simple random sampling for several reasons<sup>3</sup>:

a. To obtain unbiased estimates for different subdivisions of the population with some known level of precision.

b. To obtain unbiased estimates for the whole population. The whole population, or universe of the study, is the non-agricultural economy. It comprises: all manufacturing sectors according to the group classification of ISIC Revision 3.1: (group D), construction sector (group F), services sector (groups G and H), and transport, storage, and communications sector (group I). Note that this definition excludes the following sectors: financial intermediation (group J), real estate and renting activities (group K, except sub-sector 72, IT, which was added to the population under study), and all public or utilities-sectors.

c. To make sure that the final total sample includes establishments from all different sectors and that it is not concentrated in one or two of industries/sizes/regions.

d. To exploit the benefits of stratified sampling where population estimates, in most cases, will be more precise than using a simple random sampling method (i.e., lower standard errors, other things being equal.)

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<sup>1</sup> The complete text can be found at [http://www.enterprisesurveys.org/documents/Implementation\\_note.pdf](http://www.enterprisesurveys.org/documents/Implementation_note.pdf)

<sup>2</sup> A stratified random sample is one obtained by separating the population elements into non-overlapping groups, called strata, and then selecting a simple random sample from each stratum. (Richard L. Scheaffer; Mendenhall, W.; Lyman, R., "Elementary Survey Sampling", Fifth Edition).

<sup>3</sup> Cochran, W., 1977, pp. 89; Lohr, Sharon, 1999, pp. 95

e. Stratification may produce a smaller bound on the error of estimation than would be produced by a simple random sample of the same size. This result is particularly true if measurements within strata are homogeneous.

f. The cost per observation in the survey may be reduced by stratification of the population elements into convenient groupings.

3. Three levels of stratification were used in this country: industry, establishment size, and oblast (region). The original sample designs with specific information of the industries and regions chosen are included in the attached Excel file (Sampling Report.xls.)

4. Industry stratification was designed in the way that follows: the universe was stratified into 4 manufacturing industries, 2 services industries -retail and IT-, and one residual sector as defined in the sampling manual. Each industry had a target of 120 interviews. For the manufacturing industries sample sizes were inflated by about 33% to account for potential non-response cases when requesting sensitive financial data and also because of likely attrition in future surveys that would affect the construction of a panel.

5. Size stratification was defined following the standardized definition for the rollout: small (5 to 19 employees), medium (20 to 99 employees), and large (more than 99 employees)<sup>4</sup>. For stratification purposes, the number of employees was defined on the basis of reported permanent full-time workers. This seems to be an appropriate definition of the labor force since seasonal/casual/part-time employment is not a common practice, except in the sectors of construction and agriculture.

6. Regional stratification was defined in 5 regions. These regions are North, South, East, West and Kiev.

### **3. Sampling implementation**

7. Given the stratified design, sample frames containing a complete and updated list of establishments for the selected regions were required. Great efforts were made to obtain the best source for these listings. However, the quality of the sample frames was not optimal and, therefore, some adjustments were needed to correct for the presence of ineligible units. These adjustments are reflected in the weights computation (see below.)

8. The source of the sample frame was the State Statistics Committee of Ukraine.

9. The quality of the frame was assessed at the onset of the project. The frame proved to be useful though it showed positive rates of non-eligibility, repetition, non-existent units, etc. These problems are typical of establishment surveys, but given the impact these inaccuracies may have on the results, adjustments were needed when computing the appropriate weights for individual observations. The percentage of

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<sup>4</sup> The panel firms from BEEPS 2005 with less than 5 employees are included in the 5 to 19 strata.

confirmed non-eligible units as a proportion of the total number of contacts to complete the survey was 11% (260 out of 2,393 establishments).

**Local Agency team involved in the study:**

Local Agency	Name: Ukrainian Marketing Project Country: Ukraine Membership of international organization: ESOMAR Activities since: November 1996
Enumerators involved:	Enumerators: 2 Recruiters: 1
Other staff involved:	Fieldwork Coordinators: 3 Editing: 2 Data Entry: 3 people Data Processing: 0

**Sample Frame:**

Characteristic of sample frame used:	Sample frame is based on official data from State Statistics Committee of Ukraine published in 2007.
Source:	State Statistics Committee of Ukraine
Year of publication:	The data base was issued in 2007, but the data is of 2006.
Comments on the quality of sample frame:	In panel sample there are almost 8% of government enterprises. A large number of establishments changed activity as indicated below in comments on sample selected. Incorrect telephone numbers (private household numbers, changed numbers, not replying ...), reorganization and businesses discontinued.
Year and organism who conducted the last economic census	All-Ukrainian Population Census took place on 5 of December 2001 and was conducted by State Statistics Committee of Ukraine.

## Sample Frame Ukraine

Source: State Committee of Statistics of Ukraine (2007)

Region	Size	15	18	29	52	Other Manuf	Residual	Grand Total
North	5-19	234	80	139	1,026	1,148	3,823	6,450
	20-99	306	143	150	504	740	1,772	3,615
	100+	301	42	66	72	289	319	1,089
North Total		841	265	355	1,602	2,177	5,914	11,154
West	5-19	405	195	140	1,705	1,864	5,817	10,126
	20-99	404	165	115	689	1,222	2,542	5,137
	100+	245	81	62	97	454	500	1,439
West Total		1,054	441	317	2,491	3,540	8,859	16,702
East	5-19	434	213	519	2,031	2,271	10,338	15,806
	20-99	364	120	391	745	1,469	3,921	7,010
	100+	319	33	223	145	761	799	2,280
East Total		1,117	366	1,133	2,921	4,501	15,058	25,096
South	5-19	301	65	159	1,102	999	5,001	7,627
	20-99	218	73	97	354	512	1,998	3,252
	100+	152	14	55	83	182	421	907
South Total		671	152	311	1,539	1,693	7,420	11,786
Kiev	5-19	180	119	236	1,191	2,114	9,562	13,402
	20-99	190	25	161	442	1,177	3,423	5,418
	100+	131	21	44	111	372	735	1,414
Kiev Total		501	165	441	1,744	3,663	13,720	20,234
Grand Total		4,184	1,389	2,557	10,297	15,574	50,971	84,972

### Sectors included in the Sample:

Original Sectors	Manufactures: 15, 18, 29 Services: 52 Residual: 16, 17, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 45, 50, 51, 55, 60, 61, 62, 63, 64, 72
Added Sectors	

### Sample:

Comments/ problems on sectors and regions selected in the sample:	For sectors: a lot of enterprises changed their activity, particularly small (5 - 19) and middle-sized (20 - 99) manufacturing enterprises.
Comments on the response rate:	Response rate level hampered by vacation period There was a high refusal level in Western region.
Comments on the sample design:	Was easy to implement.

### Fieldwork:

Date of Fieldwork	10 June - August 22 2008
Country	Ukraine
Interview number	Manufactures: 494 Services: 188 Core: 169
Problems found during fieldwork:	Many respondents refused after having agreed to being interviewed. Questions about financial indicators put respondents on their guard, and some refused to answer these questions.
Other observations:	

### 4. Data Base Structure:

10. The structure of the data base reflects the fact that 3 different versions of the questionnaire were used. The basic questionnaire, the Core Module, includes all common questions asked to all establishments from all sectors (manufacturing, services and IT). The second expanded variation, the Manufacturing Questionnaire, is built upon the Core Module and adds some specific questions relevant to the sector. The third expanded variation, the Services Questionnaire, is also built upon the Core Module and adds to the core specific questions relevant to either retail or IT. Each variation of the questionnaire is identified by the index variable, *a0*.

11. All variables are named using, first, the letter of each section and, second, the number of the variable within the section, i.e. *a1* denotes section *A*, question *1*. Variable names preceded by a prefix “*ECA*” indicate questions used in the previous rollout (2005) and, therefore, they may not be found in the implementation of the rollout in other Countries. All other suffixed variables are global and are present in all country surveys over the world. All variables are numeric with the exception of those variables with an “x” at the end of their names. The suffix “x” denotes that the variable is alpha-numeric.

12. There are 3 establishment identifiers, *idstd*, *idu*, and *id*. The first is a global unique identifier. The second is a regional unique identifier, and the third one is a country unique identifier. The variables *a2* (sampling region), *a6a* (sampling establishment’s size), and *a4a* (sampling sector) contain the establishment’s classification into the strata chosen for each country using information from the sample frame. The strata were defined according to the guidelines described above.

13. As noted above, there are 3 levels of stratification: industry, size and region. Different combinations of these variables generate the strata cells for each industry/region/size combination. A distinction should be made between the variable *a4a* and *d1a2* (*industry expressed as ISIC rev. 3.1 code*). The former gives the establishment’s classification into one of the chosen industry-strata, whereas the latter gives the actual establishment’s industry classification in the sample frame.

14. All of the following variables contain information from the sampling frame and were defined with the sampling design. They may not coincide with the reality of individual establishments as sample frames may contain inaccurate information. The variables containing the sample frame information are included in the data set for researchers who may want to further investigate statistical features of the survey and the effect of the survey design on their results.

-*a2* is the variable describing sampling regions (oblasts)

-*a6a*: coded using the same standard for small, medium, and large establishments as defined above. The code -9 was used to indicate units for which size was undetermined in the sample frame.

-*a4a*: coded using ISIC codes for the chosen industries for stratification. These codes include most manufacturing industries (15 to 36), and retail, and IT for services (52, and 72 respectively). All establishments within the residual stratum were coded with *a4a=2*.

-*id2005*: The variable contains the firm ids of the panel firms

15. The surveys were implemented following a 2 stage procedure. In the first stage a screener questionnaire was applied over the phone to determine eligibility and to make appointments; in the second stage, a face-to-face interview took place with the Manager/Owner/Director of each establishment. The variables *a4b* and *a6b* contain the industry and size of the establishment from the screener questionnaire. Variables *a8* to *a11* contain additional information and were also collected in the screening phase.

16. Note that there are additional variables for location (*a3x*), industry (*d1a2*), and size (*l1*, *l6* and *l8*) that reflect more accurately the reality of each establishment. Advance users are advised to use these variables for analytical purposes.

17. Variable *a3x* indicates the actual location of the establishment. There may be divergences between the location in the sampling frame and the actual location, as establishments may be listed in one place but the actual physical location is in another place.

18. Variable *d1a2* indicates the actual ISIC code of the main output of the establishment as answered by the interviewee. This is probably the most accurate variable to classify establishments by activity.

19. Variables *l1*, *l6* and *l8* were designed to obtain a more accurate measure of employment accounting for permanent and temporary employment. Special efforts were made to make sure that this information was not missing for most establishments.

## 5. Universe Estimates

20. Universe estimates for the number of establishments in each cell in Ukraine were produced for the strict, weak and median eligibility definitions. The estimates were the multiple of the relative eligible proportions.

21. Appendix C shows the overall estimates of the numbers of establishments based on the strict, weak and median relative estimates.

## 6. Weights

22. Since the sampling design was stratified and employed differential sampling individual observations should be properly weighted when making inferences about the population. Under stratified random sampling unweighted estimates are biased unless sample sizes are proportional to the size of each stratum. With stratification the probability of selection of each unit is, in general, not the same. Consequently, individual observations must be weighted by the inverse of their probability of selection (probability weights or *pa* in Stata.)<sup>5</sup>

23. Special care was given to the correct computation of the weights. Considering the varying quality of the sample frames, it was imperative to accurately adjust the totals within each region/industry/size stratum to account for the presence of ineligible units (the firm discontinued businesses or was unattainable, education or government establishments, establishments with less than 5 employees, no reply after having called in different days of the week and in different business hours, out of order, no tone in the phone line, answering machine, fax line, wrong address or moved away and could not get the new references) The information required for the adjustment was collected in the first stage of the implementation: the screening process. Using this information, each stratum

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<sup>5</sup> This is equivalent to the weighted average of the estimates for each stratum, with weights equal to the population shares of each stratum.

cell of the universe was scaled down by the observed proportion of ineligible units within the cell. Once an accurate estimate of the universe cell (projections) was available, weights were computed using the number of completed interviews.

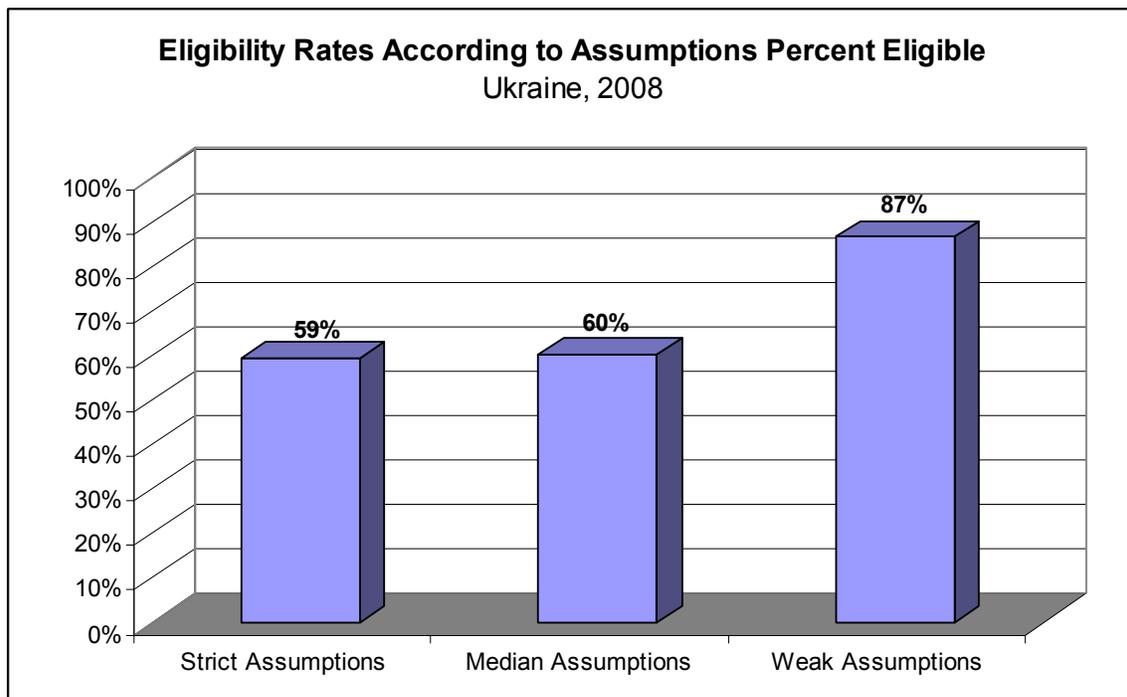
24. For some units it was impossible to determine eligibility because the contact was not successfully completed. Consequently, different assumptions as to their eligibility result in different universe cells' adjustments and in different sampling weights. Three sets of assumptions were considered:

a- Strict assumption: eligible establishments are only those for which it was possible to directly determine eligibility. The resulting weights are included in the variable *w\_strict*.

b- Median assumption: eligible establishments are those for which it was possible to directly determine eligibility and those that rejected the screener questionnaire or an answering machine or fax was the only response. The resulting weights are included in the variable *w\_median*.

c- Weak assumption: in addition to the establishments included in points a and b, all establishments for which it was not possible to finalize a contact are assumed eligible. This includes establishments with dead or out of service phone lines, establishments that never answered the phone, and establishments with incorrect addresses for which it was impossible to find a new address. The resulting weights are included in the variable *w\_weak*. Note that under the weak assumption only observed non-eligible units are excluded from universe projections.

The following graph exhibits the different eligibility rates under each set of assumptions.



25. Within each of these assumptions regarding eligibility a pair of weight sets was calculated. The first set of estimates calculated proportions using the raw sample count for each cell. However, the achieved sample numbers in many cells were small. Hence, those eligibility rates, and the adjusted universe cells projections, are subject to relatively large sampling variations. Therefore a second set of more robust estimates (collapsed weights) was also produced. These estimates made use of the multiples of the relative eligibility rates for each industry, size, and region. Those relative rates were based on much larger samples than the individual cells and thus produced values with smaller sampling variations. The data sets include only these robust weights.

Please note that for the purpose of the weights computations all panel firms were considered to be part of the current universe, although technically they are not randomly selected.

## **7. Appropriate use of the weights**

26. As discussed above, under stratified random sampling weights should be used when making inferences about the population. Any estimate or indicator that aims at describing some feature of the population should take into account that individual observations may not represent equal shares of the population.

27. However, there is some discussion as to the use of weights in regressions (see Deaton, 1997, pp.67; Lohr, 1999, chapter 11, Cochran, 1953, pp.150). There is not strong large sample econometric argument in favor of using weighted estimation for a common population coefficient if the underlying model varies per stratum (stratum-specific coefficient): both simple OLS and weighted OLS are inconsistent under regular conditions. However, weighted OLS has the advantage of providing an estimate that is independent of the sample design. This latter point may be quite relevant for the Enterprise Surveys as in most cases the objective is not only to obtain model-unbiased estimates but also design-unbiased estimates (see also Cochran, 1977, pp 200 who favors the used of weighted OLS for a common population coefficient.)<sup>6</sup>

28. From a more general approach, if the regressions are descriptive of the population then weights should be used. The estimated model can be thought of as the relationship that would be expected if the whole population were observed<sup>7</sup>. If the models are developed as structural relationships or behavioral models that may vary for different parts of the population, then, there is no reason to use weights.

## **8. Non-response**

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<sup>6</sup> Note that weighted OLS in Stata using the command regress with the option of weights will estimate wrong standard errors. Using the Stata survey specific commands svy will provide appropriate standard errors.

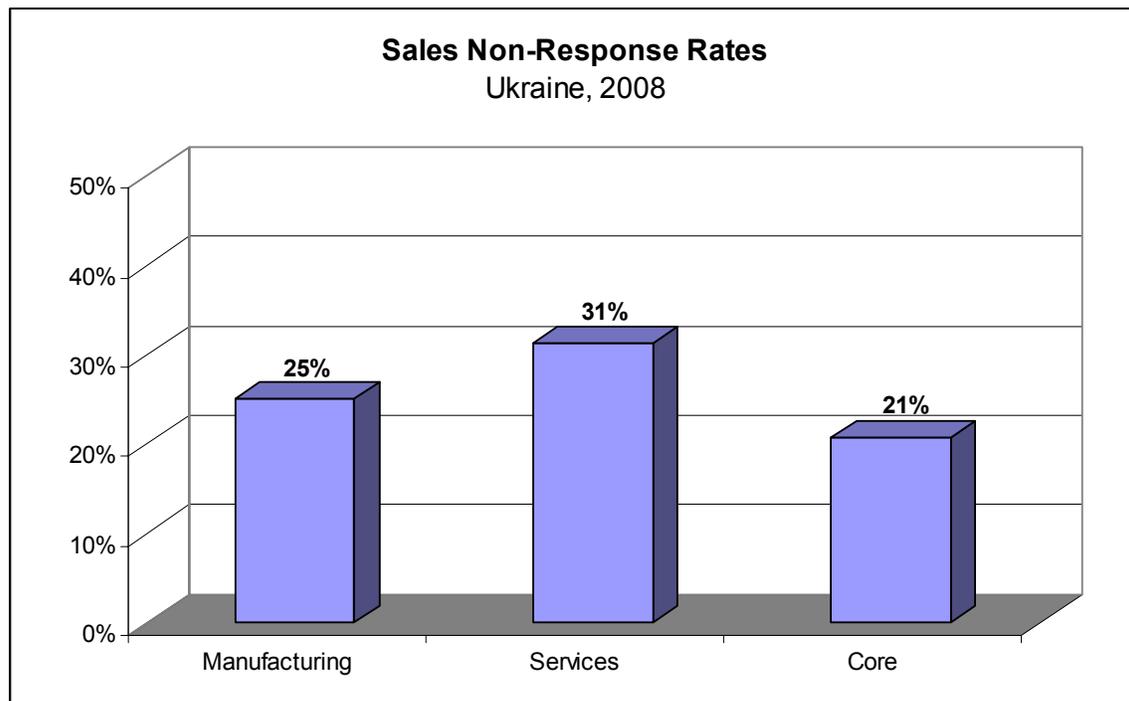
<sup>7</sup> The use weights in most model-assisted estimations using survey data is strongly recommended by the statisticians specialized on survey methodology of the JPSM of the University of Michigan and the University of Maryland.

29. Survey non-response must be differentiated from item non-response. The former refers to refusals to participate in the survey altogether whereas the latter refers to the refusals to answer some specific questions. Enterprise Surveys suffer from both problems and different strategies were used to address these issues.

30. Item non-response was addressed by two strategies:

a- For sensitive questions that may generate negative reactions from the respondent, such as corruption or tax evasion, enumerators were instructed to collect the refusal to respond as a different option from don't know (-7).

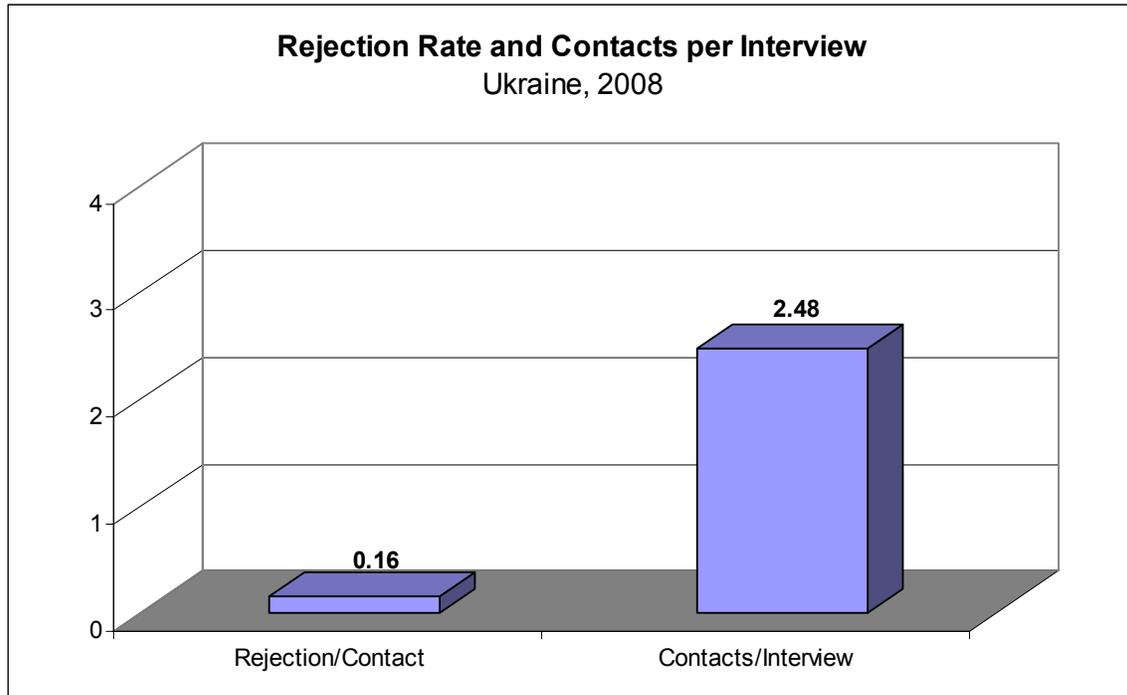
b- Establishments with incomplete information were re-contacted in order to complete this information, whenever necessary. However, there were clear cases of low response. The following graph shows non-response rates for the sales variable, *d2*, by type of questionnaire. Please, note that the coding utilized in this dataset does not allow us to differentiate between "Don't know" and "refuse to answer", thus the non-response in the table below reflects both categories (DKs and NAs).



31. Survey non-response was addressed by maximizing efforts to contact establishments that were initially selected for interview. Up to 4 attempts were made to contact the establishment for interview at different times/days of the week before a replacement establishment (with similar strata characteristics) was suggested for interview. Survey non-response did occur but substitutions were made in order to potentially achieve strata-specific goals. Further research is needed on survey non-response in the Enterprise Surveys regarding potential introduction of bias.

32. As the following graph shows, the number of contacted establishments per realized interview was 2.48. This number is the result of two factors: explicit refusals to

participate in the survey, as reflected by the rate of rejection (which includes rejections of the screener and the main survey) and the quality of the sample frame, as represented by the presence of ineligible units. The relatively low ratio of contacted establishments per realized interview (2.48) suggests that the main source of error in estimates in the Ukraine may be selection bias and not frame inaccuracy.



33. Details on rejections rates, eligibility rates, and item non-response are available at the level strata. This report summarizes these numbers to alert researchers of these issues when using the data and when making inferences. Item non-response, selection bias, and faulty sampling frames are not unique to the Ukraine. All enterprise surveys suffer from these shortcomings but in very few cases they have been made explicit.

## References

Cochran, William G., *Sampling Techniques*, 1977.

Deaton, Angus, *The Analysis of Household Surveys*, 1998.

Levy, Paul S. and Stanley Lemeshow, *Sampling of Populations: Methods and Applications*, 1999.

Lohr, Sharon L. *Sampling: Design and Techniques*, 1999.

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## Appendix A

### Cell Weights

#### Ukraine Strict

Collapsed Cell Weights

Region	Size	15	18	29	52	Other Manuf	Residual
North	5-19	10	3	7	33	62	266
	20-99	18	6	6	79	36	174
	100+	23	3	3	10	36	31
West	5-19	15	7	5	59	61	315
	20-99	13	6	4	29	60	245
	100+	12	5	3	9	38	55
East	5-19	17	9	41	125	138	485
	20-99	19	6	28	46	94	216
	100+	28	2	18	21	154	177
South	5-19	14	2	8	68	138	485
	20-99	10	5	5	44	45	172
	100+	13	2	5	7	25	63
Kiev	5-19	6	4	13	63	165	266
	20-99	11	2	9	26	65	325
	100+	9	2	3	14	37	94

#### Ukraine Weak

Collapsed Cell Weights

Region	Size	15	18	29	52	Other Manuf	Residual
North	5-19	19	4	12	66	111	398
	20-99	33	10	9	150	62	272
	100+	40	4	5	17	57	45
West	5-19	34	13	9	132	125	579
	20-99	27	10	7	63	117	433
	100+	23	9	6	17	69	91
East	5-19	26	12	53	195	195	617
	20-99	27	8	34	69	128	267
	100+	38	3	21	29	190	200
South	5-19	21	3	10	104	195	617
	20-99	15	6	6	65	61	209
	100+	18	3	6	10	30	70
Kiev	5-19	9	6	17	102	243	398
	20-99	17	2	11	41	92	417
	100+	12	2	4	20	49	111

## Ukraine Median

Collapsed Cell Weights

Region	Size	15	18	29	52	Other Manuf	Residual
North	5-19	10	3	8	34	63	270
	20-99	18	6	6	80	36	173
	100+	24	3	3	10	36	31
West	5-19	16	7	5	61	63	322
	20-99	13	6	4	30	60	246
	100+	12	5	4	9	39	57
East	5-19	18	9	42	129	141	493
	20-99	19	6	27	46	94	215
	100+	29	2	18	21	156	179
South	5-19	14	2	8	71	141	493
	20-99	11	5	5	45	46	173
	100+	14	2	5	8	25	64
Kiev	5-19	6	4	13	65	167	270
	20-99	11	2	9	26	65	323
	100+	9	2	3	14	38	95

**Appendix B  
Status Codes**

ELEGIBILITY STATUS	Total
1. Eligible establishment (Correct name and address)	847
2. Eligible establishment (Different name but same address - the new firm/establishment bought the original firm/establishment)	5
3. Eligible establishment (Different name but same address - the firm/establishment changed its name)	6
4. Eligible establishment (Moved and traced)	13
16. Panel firm - now less than five employees	3
5. The establishment has less than 5 permanent full time employees	5
6. The firm discontinued businesses	106
7. Not a business: Private household	86
8. Ineligible activity: Education, Agriculture, Finances, Government, etc.	30
91. No reply after having called in different days of the week and in different business hours	204
92. Line out of order	40
93. No tone	112
10. Answering machine	14
11. Fax line- data line	1
12. Wrong address/ moved away and could not get the new references	79
13. Refuses to answer the screener	1
Grand Total	1,552

**Response Outcomes**

EFFECTIVE INTERVIEW	Total
1. Complete effective interviews	557
2. Incomplete effective interviews	10
3. Refusal	307
Grand Total	874

## Appendix C

### Eligibility Rules

Status Code	Eligibility Criteria		
	Strict	Weak	Median
1. Eligible establishment (Correct name and address)	1	1	1
2. Eligible establishment (Different name but same address - the new firm/establishment bought the original firm/establishment)	1	1	1
3. Eligible establishment (Different name but same address - the firm/establishment changed its name)	1	1	1
4. Eligible establishment (Wrong address - the firm/establishment has changed address and the address could be found)	1	1	1
5. The establishment has less than 5 employees	0	0	0
6. The firm discontinued businesses/ unattainable	0	0	0
7. Not a business: Private	0	0	0
8. Not a business: Education or Government	0	0	0
9. No reply (after having called in different days of the week and in different business hours) out of order, no tone	0	0	1
10. Answering machine	0	1	1
11. Fax line	0	1	1
12. Wrong address/ moved away and could not get the new references	0	0	1
13. Refuses to answer the screener	0	1	1
14. In process (the establishment is being called/ is being contacted - previous to ask the screener)	0	0	0
15. Out of target - cooperative, outside the covered regions	0	0	0

### Ukraine Establishment Estimates

Cells	Strict	Weak	Median
Un-collapsed Cells	50,728	73,317	51,407
Collapsed Cells	50,467	73,545	51,162

## Appendix D

### Questionnaires:

Problems for the understanding of questions	All questions were easy to understand.
Problems found in the navigability of – questionnaires (for example, skip patterns).	No special problems encountered
Comments on questionnaires length:	Questionnaires are very long and in some cases it was difficult to keep respondent's attention.
Suggestions or other comments on the questionnaire:	

### Database

Comments on the data map	None
Comments on the data processing	Data entry program chosen: CONFIRMIT

### Country situation

General aspects of economic, political or social situation of the country that could affect the results of the survey:	None
Relevant country events occurred during fieldwork:	Ukrainian Constitution Day
Other aspects:	None

**Appendix E**  
**Original Sample Design**

Region	Size	15	18	29	52	Other Manuf	Residual	Grand Total
North	5-19	12	12	12	9	9	9	63
	20-99	12	12	12	9	9	9	63
	100+	8	8	8	6	6	6	42
North Total		32	32	32	24	24	24	168
West	5-19	12	12	12	9	9	9	63
	20-99	12	12	12	9	9	9	63
	100+	8	8	8	6	6	6	42
West Total		32	32	32	24	24	24	168
East	5-19	12	12	12	9	9	9	63
	20-99	12	12	12	9	9	9	63
	100+	8	8	8	6	6	6	42
East Total		32	32	32	24	24	24	168
South	5-19	12	12	12	9	9	9	63
	20-99	12	12	12	9	9	9	63
	100+	8	8	8	6	6	6	42
South Total		32	32	32	24	24	24	168
Kiev	5-19	12	12	12	9	9	9	63
	20-99	12	12	12	9	9	9	63
	100+	8	8	8	6	6	6	42
Kiev Total		32	32	32	24	24	24	168
Grand Total		160	160	160	120	120	120	840
Total Employee Size	5-19	60	60	60	45	45	45	315
	20-99	60	60	60	45	45	45	315
	100+	40	40	40	30	30	30	210