



2023
Sustainability Report
SDG 5



GENDER EQUALITY



LETTER FROM THE REPORT RECTOR

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Ege University is a leading university, an example of the Turkish higher education system, which has received Turkey's first Institutional Full Accreditation Certificate and has the identity of a Student-Focused Research University.

Our University, with its 68-year deep-rooted history, strong academic staff, qualified scientific studies, distinguished students, and graduates, is to make a supreme effort to build a solid future for new generations by being sensitive to the realities of the world, our country and the society we live in. Ege University is a strong research institution with an entrepreneurship and innovation ecosystem where R&D, innovation, knowledge, and technology transfer take place between industry and university.

Ege University has adopted all the goals of eliminating inequalities, strengthening economic growth and employment, improving cities and residential areas, ensuring industrialization, protecting oceans and ecosystems, producing and consuming energy more sustainably, combating climate change, developing sustainable production and consumption, and empowering human rights. Our university operates within an adequate ultrastructure designable to implement all academic and operational activities within the SDGs framework.

We steadfastly persist in our pursuit of elevating Ege University into a vanguard research institution dedicated to pioneering technological advancements in support of sustainable development.

This report not only contains in-depth information about Ege University's remarkable efforts in each of the United Nations Sustainable Development Goals throughout 2023 but also reveals the key strategies of our institution. Moreover, it serves as a guiding compass, not only illuminating our efforts but also enabling a keener determination of our evolving needs and strategic plans.

In harmonious unity, we ardently endeavor to steer our institution towards a guiding and pioneering role by meticulously realizing our objectives through a management philosophy of fairness, equity, and accessibility.

I appreciate all my esteemed colleagues whose collective efforts have shaped this report.

With warm regards and respect..."

Prof. Dr. Necdet BUDAK
Rector



LETTER FROM THE REPORT TEAM

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As the Sustainability Report Team, Ege University, we are proud and excited to present the third annual Sustainability Report of Ege University, one of Turkey's pioneering universities, prepared to concretize the University's commitment to sustainability and enable you to follow our sustainability-related efforts closely.

Sustainability lies at the heart of Ege University's main objectives. Besides, our university bears the responsibility of leaving a more livable world to future generations, and it emphasizes its determination to integrate sustainability principles in the fields of education, research, social contribution, and campus management. Over the years, Ege University has built a strong track record of offering sustainable solutions to address the challenges facing the university and society. In 2020, all these efforts culminated in establishing the Rankings Office. This move not only strengthened the university's commitment to sustainability but also led to the formation of sub-commissions focusing on various Sustainable Development Goals. These sub-working groups brought together academics and administrative staff from every faculty and the Rectorate, each contributing diverse perspectives and professional expertise.

What makes the Rankings Office even more dynamic is its inclusion of the Sustainability Report Team, which actively participates in all activities, thus enhancing the visibility of the office across the university.

Ege University aims to extend influence far beyond the boundaries of our institution. The EGE Sustainability Team seeks to be a trailblazer in instilling a culture of sustainability in other higher education institutions. Our Sustainability Team and its sub-working groups are going to serve as advisors to our university as well as to other universities, offering insights into Sustainable Development Goals and impact management. Furthermore, we are going to continue to be actively involved in educational initiatives that support schools on their sustainability journeys.

Beyond our campuses, we actively engage with local communities, businesses, and government entities to foster sustainable relationships, collaborate on solving common issues, and share our wealth of knowledge.

Ege University is unwavering in its commitment to the responsible management of resources to mitigate their impact on society, the environment, and the economy. This report offers a transparent and current source of information, providing valuable guidance to universities and stakeholders seeking to expand their knowledge on sustainability.

EGE University is actively dedicated to advancing sustainability through research, education, and innovation to become a leading institution in Turkey and worldwide. Our primary focus is on enhancing the accessibility, inclusivity, and affordability of our university for the benefit of our community. We cultivate positive partnerships with industry leaders to strengthen our engagement and ensure the use of environmentally sustainable practices that support innovation and research.

This report offers insight into EGE UNI's position in 2023 regarding enhancing sustainability in Turkey. We share our initiatives and commitments related to environmental, social, and economic sustainability, along with their corresponding impacts. We extend our gratitude to our sub-working groups, the Sustainability Report team, our dedicated students, EGE's esteemed academicians, and the Rectorate for their unwavering efforts this year to further our sustainable impact.

Our journey towards securing the sustainability of our world is an extensive and long way one. As the EGE Sustainability Team, we place our trust in the dedication of our university's staff and students to continue their improvements this year and sustain their endeavors well into the future.

We appreciate your interest in the Ege University Sustainability Report and eagerly welcome the feedback of our readers.

Assoc. Prof. Göknur ŞİŞMAN AYDIN
Coordinator of Sustainability Studies
Office of Institutional Development
Planning and Monitoring

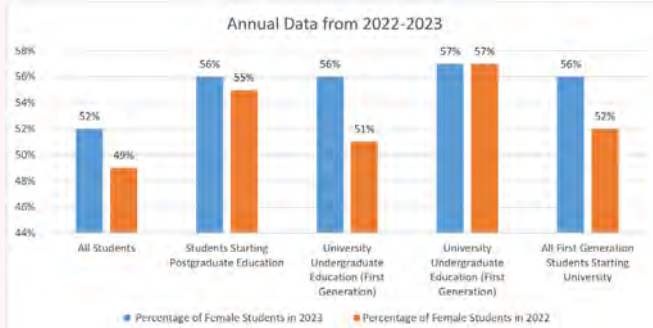
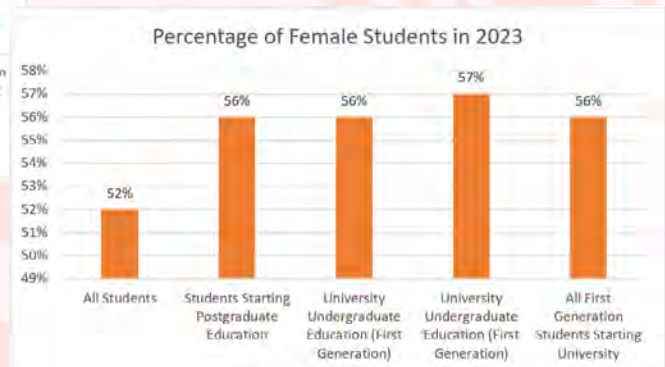
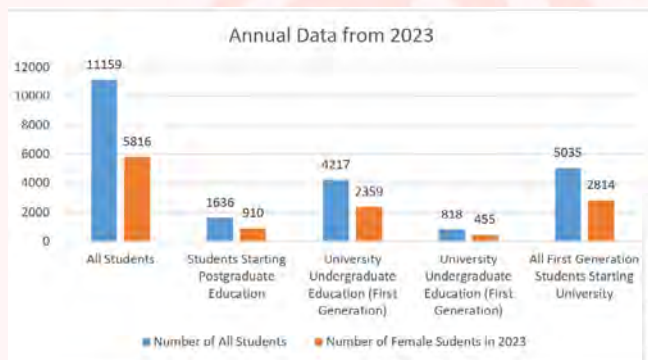


GENDER EQUALITY

PERCENTAGE OF FIRST-GENERATION FEMALE STUDENTS

When the distribution of students who started education in the Associate's and Undergraduate programs of the university is examined according to gender data, 52% (5816) of 11159 students are female students. Of the 1636 students who started graduate education, 56% (910) were female. A total of 6726 female students started their university education.

The number of first-generation students who started their undergraduate education is 4217. Of this figure, 56% (2359) are female students. The number of first-generation students who started their graduate education is 818. Of this number, 57% (455) are first-generation female students who started graduate education. When the distribution of first-generation students who started university education is analyzed according to gender data, 56% (2814) of 5035 first generation students are female.



STUDENT ACCESS METRICS

Multifaceted digital systems have been developed to systematically measure and monitor the female application rate and the acceptance or entry rate. Platforms that systematically measure and monitor the proportion of women starting university education: kimlik.ege.edu.tr, Student Information System (OBYS), Sayılarla Ege (Ege in Numbers) and yos.ege.edu.tr. The University has a Gender Equality Plan (CEP).

Within the scope of the principles contained in the GEP:

Ege University works for the elimination of all forms of discrimination against women and girls. (<https://ekam.ege.edu.tr/>) Within the framework of gender equality, it pursues its goals and plans not only in terms of human rights but also to accelerate sustainable development. Supporting scientific studies carried out in different units on gender equality. Housing units and centers to prevent violence against women and protect women's rights. Offering affordable childcare facilities for children of university staff and students. Supporting the policy of non-discrimination within the framework of gender equality. Organizes and participates in national and international events related to gender equality and cooperates with institutions and organizations. Advocating that professions should not be sexualized. Conducting academic studies to spread awareness of gender equality in society. Supports increasing the number of senior academics in line with gender equality. Aiming to promote gender equality in every unit of the university. In line with

these objectives, we systematically measure and monitor the female application rate and the acceptance or entry rate. In addition, our university's education and training regulation (Official Gazette: 28033) Graduate Education Regulation (Official Gazette No. 30271) directives (Special Student, Student Admission and Registration, Education and Training of Students with Disabilities, Exchange Programs, Principles of Assessment and Evaluation, Summer School, Transfer to Associate and Undergraduate Programs, Double Major and Minor, Diploma and Diploma Addendum, Student Council, Ege University Student Senate, Foreign Language Teaching, Principles of Admission of Students from Abroad, Associate and Undergraduate Academic Counseling, University Elective Courses, Identity Card, Recognition of Prior Learning, Distance Education, Medicine-Doctorate of Science Integrated Program and Extra-Curricular Elective Courses Directives) and procedures and principles (Unit Curriculum Design, Update and Monitoring Commission, Ege University Additional Development Activities Scorecard, Application, Registration, Adjustment and Transfer Application Principles Regarding Law No. 7417), female students are systematically tracked.

Ege University's five-year strategic plan for 2019-2023 and Ege University's Strategic Plan for 2024-2028 include plans to monitor female students applications, admission, entry and participation in the university. Ege University Institutional Development Planning and Monitoring Coordination Office publishes annual E.U. Monitoring and Evaluation Reports, which evaluate policies and action plans that monitor women's applications, admission, entry and participation in the university.

The University has various and multifaceted support mechanisms in place for women to prepare, implement, and monitor access projects. When we examine it under the title of guidance: Research-Oriented Student Center (AROM), EBİLTEM-TTO for Student and EBİLTEM-TTO for Academician (27% of women founding companies within E.U. Technopark).

When we examine it under the title of Scholarship: According to data from the Department of Health, Culture and Sports, 260 of the 496 students who received dining scholarships were female. In addition, students can work on campus with the part-time working method. Of these students, 165 were male and 188 were female. When we examine it under the heading of other procurement targets: gender equality courses (10), activities and in-class activities (13 activities) and multi-faceted support are provided for the preparation of women's access projects.

The Social Responsibility Projects Coordinatorship aims to enable university students, faculty and staff to discover their ability to influence social benefit by addressing the fundamental problems behind social issues and to achieve individual and social gains through social responsibility projects. In areas where they are underrepresented, students have completed 2877 social responsibility projects. Of these social responsibility projects, 1961 (70%) were prepared under the guidance of female academics. 2877 projects were carried out by different institutions and student communities including women, either on their own



or with the support of other universities and institutions. Within the framework of Alumni Relations, interviews (843 alumni interviews were conducted, 355 of these interviews were held with the participation of female graduates), Graduate theses (15 Graduate thesis projects focused on Gender Equality were completed), Scientific Research Projects (17 BAP projects focused on Gender Equality were completed), TUBITAK, International Projects (27 projects focused on Gender Equality) were carried out.



EVENTS AND ACTIVITIES

Ege University has carried out many events and activities to draw attention to gender equality:

Trainings



Training For Female Fishers



CONFERENCES AND CONGRESSES





VARIOUS ACTIVITIES TO RAISE AWARENESS

Pink Walk At Ege



Beyond The Ribbon For Breast Cancer Awareness



"Remember The Flight" With a Female Aviation Academician



INTERVIEWS AND PANELS





AWARDS AND PARTICIPATION IN WORKING GROUPS



Female academics and female students of Ege University received many important awards and took part in important working groups in 2023.

Academic Prof. Dr. Kabay will take part in the team that will prepare "Technology Roadmaps" at Ege.

Prof. Dr. Kadriye Arzum Erdem Gürsan, a faculty member at Ege University (EÜ) Faculty of Pharmacy, Department of Analytical Chemistry, was elected as a member of the Asian Association of Science Academies and Societies (AASSA) Women in Science and Engineering (WISE) Committee for the 2021-2023 period for the third time. In

addition, Prof. Dr. K. Arzum Erdem Gürsan has been elected as a Member of the Group Executive Board of the Scientific and Technological Research Council of Turkey (TÜBİTAK) Scientist Support Programs Presidency (BİDEB).



Dr. Huriye Göncüoğlu Bodur, a lecturer at Ege University (EÜ) Faculty of Fisheries, was awarded the "Game-Changing Woman Award" within the scope of "Turkey's Leading Women Awards" organized by Ekonomi Newspaper in strategic partnership with Koç University Gender and Women's Studies Research Center (KOÇ-KAM).



Our female students have also achieved awards and successes...

The MATE team, founded by Ege University Faculty of Fine Arts, Design and Architecture (EÜ GSTMF) Visual Communication Design Students Elif Beyzanur Oruç and Çağla Sude Gönül, has achieved many successes and made the university proud.



Aysu Türkoğlu, a student of Ege University Faculty of Sport Sciences, became the first Turkish woman and the youngest Turkish athlete to swim the Northern Channel between Northern Ireland and Scotland.





On May 17-24, 2023, our Women's Volleyball team came 3rd in the group in the Interuniversity Super League Volleyball competitions.

Percentage of Senior Female Academics

Looking at the number of academic staff by title in the 2022-2023 academic year at Ege University, 460 of the 920 professors were female, 228 of the 380 associate professors were female, 201 of the 377 doctoral faculty members were female, 266 of the 492 lecturers were female, and 509 of the 882 research assistants were female, totaling 3051 academic staff. In addition, when the number of academic staff by gender is analyzed, there are 1664 female academic staff (54.53%) and 1387 male academic staff (45.46%) (Table 1). This information is presented in detail on the basis of title and gender in Table 8 on page 49 of the Ege University 2023 Annual Report.

Title of Academic Staff	Number of Academic Staff	According to gender	
		Female	Male
Professor	920	460	460
Associate Professor	380	228	152
Doctor Faculty Member	377	201	176
Lecturer/Instructor	492	266	226
Research Assistant	882	509	373
Total	3051	1664	1387

In decision-making mechanisms and senior management positions, 2 female Vice Rectors, 9 female Deans, 15 female Vice Deans, 10 female Directors and 17 female Assistant Directors were appointed. In the university senate, 28 senate members are women. The performance and achievements of academic staff and students are appreciated and rewarded. In order to support the performance of women academics, on the occasion of the International Day of Women and Girls in

Science, an example can be given to recognize the achievements of women scientists who have published the most national and international publications, received awards, received patent registrations, and conducted EU, BAP and TÜBİTAK projects.

Percentage of Women with Degrees (Associate, Bachelor's and Higher)

Of the 9066 graduates of the university, 5132 are female students and 3934 are male students. When the distribution of graduates according to gender data is examined, it is seen that the proportion of female graduates is higher than male students.

The number of graduates in the fields of science, technology, engineering and mathematics is 3815, the number of graduates in the field of medicine is 2814, the number of graduates in the field of Fine Arts and Humanities / Social Sciences is 2437.

The total number of female graduates in Science, Technology, Engineering and Mathematics; Medicine; Fine Arts and Humanities and Social Sciences is 5132. The number of female graduates in Science, Technology, Engineering and Mathematics is 1722. The number of women graduates in Medicine is 1988. The number of female graduates in Fine Arts, Humanities and Social Sciences is 1422.

Metrics of Women's Development

Ege University Gender Equality Plan and the full version of the plan are available. The statement of core values in the university's 2019-2023 strategic plan is as follows:

- Scientific
- Researcher
- Innovative
- Sharing
- Participatory
- Reliable



- Open to communication
- Environmentalist
- Respectful to values
- Leader.

In the Strategic Document, "Respect for Values" also includes gender reassignments. "According to Article 11 of the Constitution of the Republic of Turkey, "The provisions of the Constitution are the fundamental rules of law binding the legislative, executive and judicial organs, administrative authorities and other organizations and persons." According to Article 90/5 of the Constitution, "In case of disputes arising from international treaties on fundamental rights and freedoms duly put into force and laws containing different provisions on the same subject, the provisions of the international treaty shall prevail." Therefore, given that Turkey is a party to the UN Covenant on Civil and Political Rights, the UN Covenant on Economic and Cultural Rights and the Council of Europe conventions, there is no legal obstacle for universities and Ege University to adopt regulations that prohibit discrimination based on sexual orientation, gender identity, gender expression, gender characteristics or that include policies on the rights of transgender people. Ege University Institutional Development Planning and Monitoring Coordinatorship publishes an annual E. U. Monitoring and Evaluation Report in which policies and action plans are evaluated to monitor women's applications, admission, entry and participation in the university.

The legislation of Ege University is utilized to prevent discrimination against women, especially all forms of discrimination.

Ege University Gender Equality Support and Sexual Harassment Prevention Unit Directive (EUTCEDÖB), states that the unit was established in accordance with the Gender Equality Policy Document adopted by the Ege University Senate.

The establishment of the unit is also based on the Gender Equality Position Paper of the General Assembly of the Council of Higher Education dated 28.05.2015. The Directive regulates the structure, duties and responsibilities, working procedures and principles of the unit. The purpose of the unit is defined in Article 5 of the Directive as raising awareness on gender equality for a university environment that respects gender equality, promoting equality in representation, raising awareness on violence, sexual harassment and assault based on gender inequality, and evaluating applications and complaints regarding these cases. Ege University Regulation on the Issuance of Diplomas, Diploma Supplements and Other Documents stipulates that if graduate transgender students legally change their name, the university makes this change on the diploma, graduate ID and transcript in terms of the rights of transgender people.

In accordance with the University Student Communities Directive students who have changed their gender can form a community based on the procedures and principles to evaluate extracurricular time and carry out related activities.

Within the scope of Ege University Hospital Ethics Committee Directive, transgender people have the right to receive all kinds of medical services. Within the scope of Ege University Student Council Directive, the rights of transgender people are respected in accordance with the principle of student council participation. In addition, Ege University HIV/AIDS Application and Research Center Regulation is one of the support mechanisms for transgender people. It is structured as a place where physicians and nurses within the university work and provide first intervention and necessary referrals. The fact that the university provides basic health services for transgender students is very important as the center is also inclusive of transgender students.

The Department of Library and Documentation offers an inclusive space where all publications focused on or relevant to transgender people can be accessed free of charge.

Ege University curriculum includes academic studies and course content on transgender people. Academic and social studies on transgender people in the curriculum are listed below: Faculty of Literature: "Gender" in Faculty Common Elective Courses, Faculty of Nursing: Elective course only on Sexual and Reproductive



Health in the Department of Nursing, Faculty of Communication: Media and Society elective courses in the Department of Radio, Television and Cinema can be given as examples. Institute of Educational Sciences: "feminist therapy and postmodern approaches" are among the topics of the compulsory course Advanced Psychological Counseling Theories and Techniques in the Guidance and Psychological Counseling doctoral program.

Ege University Student Village, which started its operations in the 2006-2007 academic year to meet the accommodation needs of Ege University students, offers accommodation to 1999 students in 12 blocks. This service also includes transgender students. In this context, the dormitory is also inclusive of transgender students.

There is a Psychological Development and Counseling Center (PGDM) within the university. According to the description on its website, the center was "established to provide a professional environment where students can receive psychotherapy services from expert clinical psychologists and share their problems." The center offers this service free of charge to all students. The fact that the university offers psychological counseling services free of charge is very important for transgender students. Among the 2536 interviews, there are also students who received support for gender reassignment.

The Regulation of Ege University Women's Issues Research and Application Center also covers conducting national and international research and studies on women and women's issues, developing sensitivity towards women's issues, publishing publications and ensuring communication between the society and the University on the subject.

Mechanisms related to policies to protect those who report gender discrimination in education or business life; Legal Consultancy, Turkuaz Desk Solution Center, Ege University Gender Equality Support and Sexual Harassment Prevention Unit Executive Board. The blue desk communication network established by the Dean's Office of the Faculty of Aquaculture was established with the idea that our students can directly communicate their problems, demands and requests to our Dean's Office and related units. At Ege University, the "Rector's Appointment Request System" allows employees and students, as well as citizens, to make appointments. There are mechanisms to request information when logging into Ege University LIVE SUPPORT System via kim.ege.edu.tr. The University takes the highest possible security measures to protect your student and staff privacy with the Clarification Text on the Protection and Processing of Personal Data.

Ege University Information Package, Living Standards, Housing, Nutrition, Health, Student Affairs, Students with Disabilities, Insurance, Scholarship Opportunities, Study Opportunities, International Programs, Information for Exchange Students, Language Courses, Internship Opportunities, Social, Cultural and Sporting Activities and Student Societies is a platform. This platform includes add-ons that facilitate university life. With these platforms, the development of female students is monitored and supported. In our university, there are 85 student societies established to work in the fields of culture, art, sports, thought and career in order for students to spend their time outside the classroom in a useful way. The Ege University Student Societies Directive sets out the procedures and principles. Ege University Student Council works to meet the educational, health, sports and socio-cultural needs of all registered students in the best way possible. It determines student opinions and protects the rights of students. Student representatives attend the board meetings held in their Faculties / Vocational Schools / Institutes. The President of the Student Council attends the senate and board of directors meetings of our university and represents the students in the university administration.

For over 40 years, Ege University Kindergarten and nursery, which was established to provide self-care and education services to the children of our university staff working on campus, benefited 115 students from the nursery and 24 students from the kindergarten between September 2022 and December 2023. Our students make use of this support.



Following the amendments made to the Civil Servants Law No. 657 by the Law No. 6663 dated 29/1/2016 on the Amendment of the Income Tax Law and Certain Laws published in the Official Gazette dated 10/2/2016 and numbered 29620, there is a need to ensure unity of practice among public institutions and organizations in the use of leaves to be granted due to birth and adoption. The University implements the General Public Personnel Communiqué Serial No. 6, which encourages women's participation, and implements maternity and paternity policies.

As stated in Ege University's five-year strategic plan covering the years 2019-2023 and Ege University Strategic Plan 2024-2028, female graduation rates are monitored. Digital platforms have been prepared to monitor or measure the graduation rates of women compared to men. Within the scope of Ege University Information Systems : Kimlik.ege.edu.tr, the Student Information System's OBYS screen, and the number of students can be monitored instantly on the sayilarla.ege.edu.tr website.

The Alumni Relations Office has adopted the principle of strengthening relations with alumni and ensuring the continuity of communication. Between September 2022 and December 2023, 843 alumni interviews were conducted, 355 of which were attended by female alumni. This system aims to continue our cooperation with our graduates by improving our academic relations with them, to help our graduates transfer their academic knowledge to business life, to help them adapt to business life, to assist in the transition process with various trainings and seminars, to increase the personal development of our graduates and graduate candidates, and to develop as individuals who can create value for society. As the Alumni Relations Office, the Alumni Card application has been created for our graduates in order to ensure the continuity of the graduates to benefit from the opportunities of our University in their academic, personal, social and professional development and to improve the social and cultural ties of our graduates with our University. In this way, our relations with our graduates are strengthened and the continuity of our communication is ensured, and the post-university status of our graduates can be monitored. "Alumni in the Classroom" events aim to bring alumni and students together to share experiences and these events are published on the official website. Ege University Alumni Association, founded in 2001, continues to work to build a bridge between its alumni and the university.



THE Impact Rankings Methodology 2025 & GRI Index Matrix

THE	Impact Rankings Methodology 2025 Version 1.1	GRI	Disclosure	Reported	Page
5.1	Research on gender equality			Fully	1
5.2	Proportion of graduates with teaching qualification			Fully	1-2
5.2.1	Proportion of women first-generation			Fully	1-2
	Number of women starting a degree			Fully	1
	Number of first-generation women starting a degree			Fully	1
5.3	Student access measures			Fully	1-7
5.3.1	Tracking access measures Systematically measure and track women's application rate, acceptance or entry rate, and study completion rate at the university.			Fully	1-2
5.3.2	Policy for women applications and entry Have a policy (e.g., an Access and Participation plan) addressing women's applications, acceptance, entry, and participation at the university.			Fully	2
5.3.3	Women's access schemes Provide women's access schemes, including mentoring, scholarships, or other provision			Fully	2
5.3.4	Women's application in underrepresented subjects Encourage applications by women in subjects where they are underrepresented. Through university outreach or through collaboration with other universities, community groups, government or NGOs in regional or national campaigns.			Fully	6-7
5.4	Proportion of senior female academics			Fully	8
5.4.1	Proportion of senior female academics	GRI 401: Employment 2016 GRI 405: Diversity and Equal Opportunity 2016	401-1 405-1	Fully	8
	Number of senior academic staff			Fully	8
	Number of female senior academic staff			Fully	8
5.5	Proportion of women receiving degrees			Fully	8
5.5.1	Proportion of female degrees awarded	GRI 202: Market Presence 2016	202-1	Fully	8
	Number of graduates: Total			Fully	8
	Number of graduates by subject area (STEM, Medicine, Arts & Humanities/Social Sciences): Total			Fully	8
	Number of graduates: STEM			Fully	8
	Number of graduates: Medicine			Fully	8
	Number of graduates: Arts & Humanities/Social Sciences			Fully	8
	Number of female graduates by subject area (STEM, Medicine, Arts & Humanities / Social Sciences): Total			Fully	8
	Number of female graduates: STEM			Fully	8
	Number of female graduates: Medicine			Fully	8
				Fully	8
5.6	Women's progress measures			Fully	8-11
5.6.1	Policy of non-discrimination against women Have a policy of non-discrimination against women	GRI 2: General Disclosures 2021	Disclosure 2-23 Policy commitments	Fully	9-10
5.6.2	Non-discrimination policies for transgender Have a policy of non-discrimination for transgender people.			Fully	9
5.6.3	Maternity policy Have maternity policy that support women's participation.	GRI 401: Employment 2016	401-3	Fully	10-11
5.6.4	Childcare facilities for students Have accessible childcare facilities for students which allow recent mothers to attend university courses.			Fully	10
5.6.5	Childcare facilities for staff and faculty Have childcare facilities for staff and faculty	GRI 401: Employment 2016	401-3	Fully	10
5.6.6	Women's mentoring schemes Have women's mentoring schemes, in which at least 10% of female students participate.			Fully	10-11
5.6.7	Track women's graduation rate Have measurement or tracking of women's likelihood of graduating compared to men's, and schemes in place to close any gap.			Fully	8
5.6.8	Policies protecting those reporting discrimination. Have a policy that protects those reporting discrimination from educational or employment disadvantage	GRI 2: General Disclosures 2021	2-23 Policy commitments	Fully	9
5.6.9	Have paternity policy Have a maternity policy that supports women's participation.			Fully	10



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