



## Imam Sadr Foundations - Lebanon

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Imam Sadr says:

"Freedom is the right environment for the development of the human capacities and the emergence of his talents"

"Of the forms of confiscating freedom and crushing of energies: Tyranny... claiming guardianship over people and accusing them of not understanding...pursuing a policy of neglect in order to drive opportunities away from people, even preventing them the right to health. These are all ways and images for ravishing freedoms and destroying capacities"

"God created human kind as a piece of art, with many different colors. The different shapes and colors compliment one another to make peace more beautiful."

"Lebanon is our country, the country that considers Man to be its first and last asset, and this Man should be maintained in this country"

"The Lebanon of tomorrow is a place of justice and equal opportunities; a unified and evolving Arab nation with a mission, Lebanon is for humankind, culture, values and freedom".

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## Message from Mrs. Rabab Sadr



## Mission and Goals

Day after day, the Civil Society Organizations are acquiring deeper recognition, which brings around a glimmer of hope to facing the despondent choices. Such choices are the so-called clash of civilizations, controlling resources and destroying the natural environment, or even the standardization of traditions and lifestyles while being prevailed by the dominant and tyrant. This hope is only justified because the civil society enjoys the human awareness and provides a platform for free dialogue, which in turn leads to convergence on solutions that preserves the human dignity as well as insures the future of any kind of life on this planet.

No one shall wait upon the socially marginalized to care about others or to take the environment or the law into their consideration. For again, this mission is the responsibility of the civil society organizations; to expand the circle of those benefiting from the protect the vulnerable.

Between the risks of misery and the opportunities for justice and freedom...your foundation, Imam Sadr Foundation, is striving in the rural regions of South Lebanon. And because of the region's sensitivity, the outcome of our strategic position towards preserving the rural environment, contributing in the protection of our national identity and limiting the phenomenon of wrapping our cities with poverty belts, is considered to be one of the accomplishments that bring pride and self-confidence.

Here in Imam Sadr Foundation the stories of people are miniscule in comparison to the huge events all over the world. Yet, these stories are ones that hold meanings since they are achieving the deep and desired change. These stories carry the torch that sheds light upon the areas the cameras miss because they take them to be marginalized and narrow areas. It is in these areas that we seek our pursuit: an isolated widow, a bereaved mother, a vulnerable child, a remote village or disabled energy. We firmly believe that directing the spotlights onto these cases is enough to cover not only our homeland with light, but the entire world.

The visitors of the Cultural Compound in Tyr felicitate us on the elegance, the tidiness and the joy in the place. We wanted it to be place for those who don→t have any other place. We wanted it to be the home, garden, club, beach, restaurant, school and laboratory, and it economic growth, to merge the marginalized and is. This is the least of our duties towards those whose circumstances left them with no family or home. The number of the beneficiaries indicates a facet of the truth. The entire truth is found in the nature, quality and impact of the services we provide. As for the essence of the painting is but in that varied touch of tenderness: delivering a pill of medicine to the most remote village in the south, planting joy in the daily life of a child who has lost both parents and in working hard with children with special needs to lift them high to the ability to give and to create.

A world where social justice prevails...

We envisage a world free of ignorance, disease and conflict where each individual and group actively participate in the development of their own communities and enjoy equal rights and opportunities disregarding of their faith, gender or any other differences.

Imam Sadr Foundation is a non-governmental organization that seeks to bring about social justice, change and equity by working closely with the local communities in South Lebanon on health, education, and promoting a culture of dialogue and reconciliation.

Our goal is the healthy and educated communities that are empowered to plan, and participate in making positive and conscious decisions concerning their lives and surroundings.

The methodology of work is based on participation, capacity building, partnership and gender equity. Thus to achieve the following objectives:

- Improving life conditions for specific groups in South Lebanon. i.e. orphans girls, women, local communities in the rural areas) through enlarging their economic and social opportunities:
- Meeting the basic requirements and needs of the vulnerable, the victims of conflicts and those with special educational needs, aiming at enabling them of self-depending and merging within their environment:
- Generating the appropriate conditions to inculcate the culture of openness, convergence and consensus on building the just society rich with equal opportunities, accountability and participation.











## **Programs and Activities - The Academic Education**

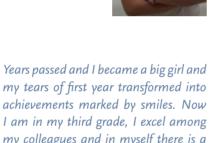
#### The Kindergarten (1988)

Targets education boys and girls from different socio-economic levels. Am interactive space where the quality of education and care are respected in order to build children's capacities and develop their abilities.



I put on the uniform and held the bag and my first tears were rolling on my my tears of first year transformed into cheeks and fell on the floor and I was achievements marked by smiles. Now not aware that day that these tears I am in my third grade, I excel among were drawing a ladder to climb its my colleagues and in myself there is a stairs with steady steps from one stair determination and resolution to pursue to another.

This is how I went as a little girl and got Sima Kurani, 8 years old trained, experienced, discovered, got introduced and learned on its seats. On its playground, I fell, jumped, slipped, climbed, descended, yelled and whispered.



the road...towards a better tomorrow.



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#### **Elementary Education (1981)**

Established to enable students of investing their maximum capacities and of adapting with the society as responsive citizens towards the people and the environment. The learner is the axis of the educational process that aims at developing his mental capacities and stimulating his talents by following reliable and efficient methods, mainly through research and investigation.



It raised me and made me a young woman and developed my ambitions. And here I am today I am back to where I was to cultivate in the new generations what it has planted in me and to prove that I am grateful for her offerings and that I shall do my best to execute my mission with the help of God. I entered as an orphan searching for a warm embrace so I got what I was searching for: Love, tenderness and education. The institution provided me with a wing after it looked after me and made me a teacher, and I preferred to stay because remaining in this context is a real appeal and temptation.

Name: Maryam Hassan Hammoud Social Status: Wife and mother of baby

(Nour) Age: 28 years old

Profession: Arabic Language Teacher

My name is Hawraa Mohsen and I am 8 years old. I came to this institution to learn as much as I can... I experienced its playgrounds and studied in its classrooms. Here I am now in the third elementary grade in Martyr's Mohamed Saad Institution and Lexcel among all others thanks to you. I look forward and with determination to finishing my studies with excellence as you always knew me.

Hawraa Mohsen, 8 years old







#### Special Education (1997)

Addressing children with varied capacities with an individual path for every one of them, in accordance to their needs and capacities. The aim is to enable them to pursue their education and integrate in the society.



It was not my intention to betray my parents' dream but my capacities did not help me to achieve excellence. The solution was in joining the department of special education in the school of Rehab Al Zahraa (e). Three years have passed in a glimpse of an eye in a department I loved, then I got back to the third elementary grade in an academic school where I fought with new weapons I got from the department of special education till I graduated from the ninth class. Then, I pursued my studies in the social animation department, stimulated by my love to help others and the love to give which I learned at Rehab Al Zahraa School.

Aliaa Ali Al-Ali, 19 years old



Empowers voung people and women mentally, socially and economically.

### The Nursing School (1962)

Prepares young to professional nurses. methodology is based on promoting the relation between school and society and activating the synergy amoung the various programs at Imam Sadr Foundation.



I joined the Afaq Development Institute village called Kfarkila which is one hour or more away, I was attracted by the good reputation and I was looking from a school I simply loved.

I studied at the school for a period of three years and received many scholarships which helped me achieve my studies though I was threatened to be taken away from school due to the situation resulting from the war

that broke out during the month of the institution in all educational stages - Nursing School 4 years ago. Despite July 2006. I am a member of a family till I become a teacher in nursing field. the long distances I cross from a southern composed of 7 persons; our yearly income is about 4 million Lebanese Liras. I got my diploma with distinction on the southern and Lebanese level forward to acquiring higher certificates (the Fourth in Lebanon). This diploma allowed me to get a job in Marjayun Governmental Hospital in order to pursue my studies and help my father all students to adhere to the institution with the home expenses.

> On the personal level, I expect to pursue my studies at the institution to obtain highest diplomas and to continue with

I hope that the institution continues with the current curriculum and to remain prosperous and to continuously develop and help a great number of girls as it helped me. I thank all who contributed in helping me and I advice without any hesitation.

Fatema Mahmoud Sarhan, 20 years old







## **Programs and Activities - Al-Afaq Development Institute**

## **Programs and Activities - Social and Rural Development**

#### Social Work Branch (2004)

A recent curriculum prepared by the staff at Imam Sadr Foundation. and approved by official competent authorities. Its purpose is to habilitate the trainees over participatory methods and to expand the circle of ownership of the local development projects. It grants two diplomas in Technical Baccalaureate (BT) as well as Professional Brevet (BP)

### Intensive Vocational Training [1998]

Works upon building practical skills for women in order to help them entering the work field and empowering them socially and economically. It consists of intensive professional sessions of a period of nine months, targeting women who wish to exercise one of Now I am a young woman to be the following professions:

- Women Hairdressing, in Tyre and meet my future husband. and Beirut
- Secretariat, in Tyr and Beirut
- Child assistance, in Tyr
- Gardening arrangements, in Tyr



It was the first time my mother stares that long at my face in order to fix the of fourteen and which he did not make up she applied on my face using understand so it was the prelude of ten her memory of the many years that have passed since my late father passed which resulted in two gorgeous girls...

married and to travel for the first time

#### He asked me:

- "How do you like the man to be?"

After a shy hesitation and calling up my voice knowing it is the first time I meet flower him in person:

- "I want him to be religious".

This was my first wisdom at the age years of unhappy hard marriage and and I ended up separated!

I found myself with time at the Afaq Development Institute related to Imam Sadr Foundation where I had the capacity to readjust my points of strength and choices. Yesterday, when I was playing with my daughters laughing out loud, I found myself in front of one only decision of wisdom: I will graduate soon and I will claim their custody whatever it takes for we have many things to share for the first time.

Zahr'a Atwee

#### Orphanage Care Program

This program aims at girls who lost one of their parents and those who have similar issues such as being subjected to difficult social and economic situations. The program provides comprehensive services including accommodation, food, clothes, transportation, healthcare and education. It strives to provide services to the girl within her family.

The program helps in realizing psychological and equilibrium for the girl by developing her talents and their family context and improving the life styles while enlarging the opportunities of integration and inclusiveness.

## social Story of Nawal El Hajj Khier, 33 years old

Life which consoles poor people and makes them live with love, freedom and peace, promoting her self esteem and those who have peace within themselves; there are the thorns that hinder this and building her cultural and life and which shall odorously bloom one day with no doubt. This is Nawal El Hajj social skills. It made significant Kheir who came when she was four years old orphan from both sides.

progress towards expanding its Nawal was raised according to Imam Sadr curriculum. She learned the concepts impact through including the he established. She grew up along with many colleagues within the gardens family members. Educational of charity. She pursued her studies successfully till she entered the professional and social acquisitions of the Afaq Institute to learn the tailoring profession and she worked at the Foundation girls are invested in promoting ateliers. Then a guy with the name of Tarek Shahine asked her for marriage... the Foundation continued to be there to proceed in equipping her house and organizing the wedding ceremony.

She gave birth to Mohamed and Mustapha.

Years later, Nawal got back to the institution to take care of an orphan. It is a path of charity that is renewed and preserved (The only retribution for Charity is Charity) Al Rihman 60













## Economic and Professional professional skills linked to Mother and Child Community **Farmers**

It targets women working in Shaab, and adopts participative manners starting the tempering of work conditions in the traditional 

Soothing agriculture (i.e. tobacco) and introducing companying similar agricultures that can represent reliable alternatives later on. Material outcomes of the project are a nursery for the purpose of training, planting seeds addition to nessary equipments and awareness materials, while most of the budget is allocated to build human abilities through training components and workshops.

The initiative aimed at contributing to improve the quality of life of the targeted category by empowering women. The specific objectives

- Suggestion of safe alternatives (agricultural and non agricultural) encouraging the population to reconsider their livelihood choices:
- Empowering women with

**Empowerment of the Female** working opportunities available locallv:

- villages surrounding Aita Al- ways to sell the local agricultural safe health behaviors, Imam Sadr products:
  - conditions for the general workers support of the UNICEF and with in tobacco culture, mainly the

Women were able to overcome A detailed guideline was issued what they argue about and to from the project including main gather around the subsistence and trees, a car for transport in concern while showing eagerness local community and role of health and determination to search for the best. This gathering constituted and community health, in addition an additional stimulation for the to woman and child care methods. foundation to move forward with parents in order to establish these upon it, i.e. preserving the same by practices such as smoking, drugs creating successive opportunities or else. for common and continuous work.



## Health Improvement in South Lebanon

In order to raise the level of health agriculture in seven southern • Help in finding marketing knowledge and be able to follow Foundation trained 82 health workers in a number of southern the working villages during 2008 with the the cooperation of the Ministry of Public Health and the Makassed Philanthropic Islamic Association. definitions relevant to health and factor, as well as factors of family The guideline shed the light on some of the diseases and injuries promising tendencies and build resulting from accidents or wrong

> The characteristic about the project is that the trainees permanently perform in rural areas and have volunteered to spread the health knowledge in their surroundings by sticking to their usual roles as teachers or nurses or mothers.

In parallel, and thanks to the support of the World Health Organization, Imam Sadr Foundation implemented two integrated projects. A survey was conducted in the villages of Aita Al-Shaab and Rmeish as a model project to assess the features of the reproductive health in the area, while teenager boys and girls attended a number of lectures and seminars that introduced them to the concepts and good practices related to reproductive health.



To provide quality health and social services for the rural residents. mainly those not covered by the health insurance. These interventions are in accordance to the holistic approach as defined by the World Health Organization and by virtue of national strategies of the Ministry of Public Health, and are conducted in close cooperation with local and international partners.

Objectives of the health programs for the future phase:

 Institutionalizing the quality and approval systems in all health centers,

- Promoting the preventive health policy through community health programs.
- Activating the school health,
- Managing the health and social information of the patients through a computerized system in all health centers.
- Interlacing with state and private hospitals and other health.

Health and social centers affiliated to Imam Sadr Institutions are spread in the following villages: Sadikayn, Jal El Bahr, Al Shehabiya, Dardeghya, Ankoun, Kfarhata, Aita Al Shaab and Deir Sarian. The spreading area is broadening thanks to mobile clinics which roam isolated villages.

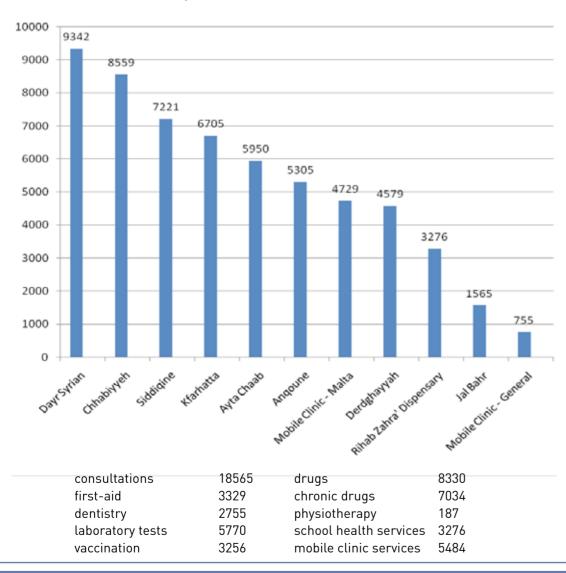








## Beneficiaries from medico-social services (Year 2008; total = 58 000 persons, 87 000 services



### Non-Profit Scientific Educational Independent Institution

To realize the wish of Imam Moussa Sadr in attaining human upgrading, spreading culture and knowledge and activating their roles in the lives of people, and as an enhancement to the rapprochement and dialogue among religions, the Imam Moussa Sadr Center for Research and Studies was established in Beirut in August 1995. Under the sponsorship of Imam Sadr Foundation in Lebanon and Iran, the Center was incepted by a group of friends and researches interested with the contemporary intellectual issues. This was after seventeen years have passed over the absence of Imam Sadr and his two companions. The purpose was but to insure that the issue of their absence is revived, to grab people's attention to it and the follow-up as well as to assure the continuity of Imam Sadr's methodology, orientation and to spread his ideas and ambitions.

The center gives much attention to collecting, documenting and publishing the intellectual output of Imam Sadr, and making it available to researchers and

those interested. It promotes intellectual and creative activities personalizing its faith in the importance of cultural and creative procedure in developing the civilized relationships between nations. The center cooperates, in order to realize its goals, with researchers and centers with same goals, through the publication of books, researches and documents and through the organization of conferences and lectures in Lebanon and abroad, as well as participating in similar activities and building internet sites and

The center finances its activities throughunconditional endowments (or linked with one or many of its activities), and which are issued by associates and friendly institutions in Lebanon and the world, as well as the income out of publications and activities.

#### Main activities of the Center:

- The Documentation
- "Common Term" Conferences
- Publications
- Books Exhibitions

The Center invites you to browse the site www.imamsadr. net and to interact with it by providing him with your advices and suggestions. The Center also thanks you in advance for providing it with what you have or what you are aware of such as documents, pictures, books, magazines, articles, news, audio and visual cassettes relevant to His Eminence the Imam for the purpose of spreading the knowledge and developing the cognitive storage relevant to Imam Sadr and his methodology.

Communication can be established with the Center to acquire any of its publications or any other information by contacting the following addresses:

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pie chart with total of





Partners Financial Resources

Many projects are being executed in partnership with international and granting organizations. Here is a sampling list of projects completed recently or under implementation:

Project	Partner	<b>Project Period</b>
NGOs Organizational Development in Information and Communication Technology	Arab Gulf Program for United Nations Development Organizations (AGFUND)	2004 - 2006
Rehabilitation and reintegration of Former Detainees in South Lebanon	United Nations Development Program, UNDP	2005 - 2006
Special Education Program for Children with Special Needs	Norwegian Aid Committee (NORWAC)	2003- ongoing
Income Generation of and food Security for Rural Poor Households in South Lebanon	International Fund for Agricultural Development (IFAD)	2001 – ongoing
Socio-medical Center in Siddiquine	L'Ordre Souverain De Malte	Since 1980s
Capacity Building, Volunteers Recruitment, and other projects	Mennonite Central Committee (MCC)	Since 1980s
Arabic Glossary of Development Terms	The World Bank and the United Nations Economic and Social Commission for Western Asia (ESCWA)	2004 – 2005
Economic and Professional Empowerment of the Female Farmers	Council of Development and Reconstruction, financed by the World Bank	2007 – 2008
Promoting the Reproductive Health in Aita Al Sha'ab and its surroundings	World Health Organization	2008
Nursing Curriculum in Mental Health	Norwegian Aid Committee (NORWAC)	2008 - ongoing
Children Entertainment and Recreational Camps	The United Nations Children's Fund (UNICEF)	2007 – 2008
Mother and Child Community Health Improvement in South Lebanon	The United Nations Children's Fund (UNICEF)	2008 - ongoing
Capacity Building for Iraqi NGOs	Mennonite Central Committee (MCC)	2007 - ongoing
Women Professional Empowerment	The Global Fund for Women	2007-2008

The Imam Sadr Foundation coordinates its activities with sister organizations of the civil and local society and cooperates with governmental authorities. It depends on official curriculums in educational courses and gets the support of the Ministry of Health, the Ministry of Social Affairs, Ministry of Education and the National Office for the Employment. The Foundation is active in most of the specialized and local seminars and a member of many frames and networks, such as the following:

 United Nations Economic and Social Council (ECOSOC)

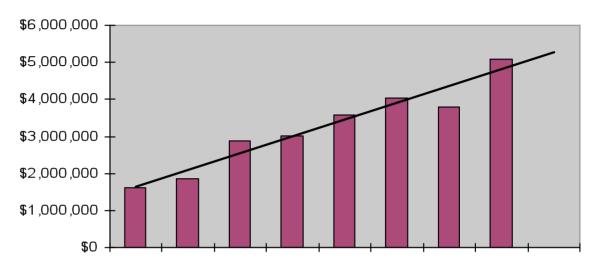
- Arab Network for Non Governmental Organizations
- Arab Council for Childhood and Development
- Child Lebanese Union
- The Lebanese Council of Women

The volunteers constitute an integral part of the association human resources. Their contribution reaches all utilities, services and fields. They are also attracted by all countries of the world whether by direct

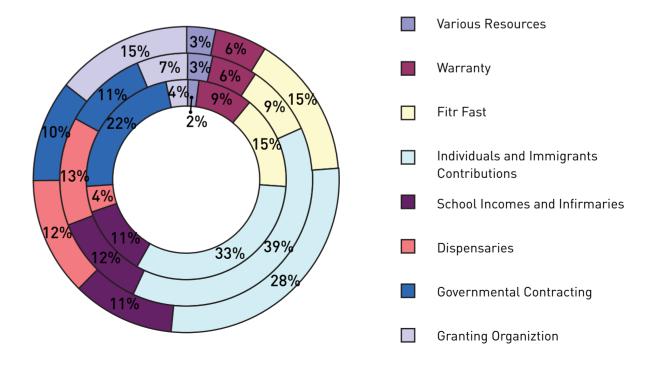
communication with the concerned office, whether by similar organizations, while the other part is placed within a framework of a number of alternative organizations, branches and committees, the most important are the following:

- Lebanese Women League with both branches in Tyr and Beirut;
- Nursing School Graduates Alumni;
- Friends Network, Leagues and Committees;
- Sadr Foundation USA

## Work Size Development: 2000 - 2007



### 2000, 2005, 2007 Resources Progress



# **Income Generating Projects**

# **Benevolent Receptions**

- Pastries Manufacturing Unit
- Shawatina Restaurant
- CaféTyr

The associate weaved a network of strong relationships with Lebanese emigrants in Africa, Gulf and America, their contributions and the well-doers contributions from gulf people and others.



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In order to recreate a Lebanese citizenship disregarding the main and regional beliefs by creating a vital area for a special type of gathering on the level of students. rescuers and teachers and others persons concerned with the work of associations, a common initiative between Imam Sadr Institutions. Social Care Institutions. Philanthropic Association and Makassed Philanthropic Islamic Association and it was able during the first year to organize many events that included hundreds of people. They gathered around Fitr feasts and participated in various technical and cultural activities in different Lebanese regions.

In parallel and for the purpose of communication, the association coordinates with "Monday Gathering" in Kisirwan, Aley Club and Cultural Movement in Jbeil. In addition to the negotiation and coordination sessions, hundreds of students were gathered within this framework in an environmental activity in the Shouf region. It also launched a series of lectures around the role of education in promoting the citizenship. The first was in... (???)

Taking care to share studies with house is the one with an orphan" knowing that the institutions utilities became a place for gathering for many workshops and coordination and communication seminars. It is present through its representatives and agents in most of the national seminars, as well as in regional and international conferences relevant with its work. Among these:

- Within the framework of the Seventh Christian Media Exhibition for the year 2008 "Mass Media organization" and Dialogue of Sects" held in Mar Elias Convent - Intelias on December 3, 2008, a lecture under the name "Elections and Lebanon Tomorrow". The institutions participated through one of the members of its Board of Directors Mr. Raed Charaffedine who introduced an interjection under the title "Buidling the Civil Society in the Country of Religions".
- Under the invitation of the royal philanthropic institution in Bahrain and within the Second Conference for Orphans "a good

the others, the association's held early month of April 2008, experience develops and interacts during which the institutions were with the others' experiences represented by Dr. Maha Abu Khalil who transferred her experience within her family.

- During the MEQA conference regarding the quality and distinction held in Dubai between April 7 and 9, 2008, Mr. Raed Charafeddine exposed the association's experience in the form of a research paper under the title "Quality is a road map towards sustainability, Quality effects over the non governmental
  - Ten days after, on Friday, March 14: Imam Sadr Institutions will be rewarded by the Cultural Movement in Intelias:
  - Within few weeks, we shall send a coordinator for our programs to a special training in the ladder building institute to Mennonite affiliated University in Harrisonburg -Virginia:

Imam Sadr Institutions:

- There are 850 children (boys and girls) who get ready for a school day in one of the academic institutes affiliated to Imam Sadr Institutions:
- There are 330 young women or women preparing their handy bags for the training at our professional and technical institutes over skills designed according to the possibilities available in rural communities such as jobs and majors;
- getting ready to visit one of out health and social centers spread in the South for the purpose of a clinical inspection or a lab test or unable to afford;
- More than 350 persons are ready to spend the night to provide services for these persons. These people are the driver, the quard, the teacher, the nurse, the doctor and the administrative. They

Each morning of a working day in are settle in the villages and the a social worker and a statistical benefit of Imam Sadr Institutions is that they are fixed as well and provide them with reliable and promising work opportunities. Their stability contribute to the stability of thousands of families thanks to the health and social protection network which carefully designed;

Our figures register a yearly development of 20% in the size of offerings and in number of beneficiaries. However, we believe that the added value resulting from • There are around 200 persons—the association activity has a quality aspect of no less importance than the digital aspect:

 The offerings of the rural to ask for a drug pill that they were offerings are promoted in two directions: The first is represented by health equipments which can transform the dispensary into a rural hospital; the second transforms the center into a rural and social developed core. For instance, in Aita Al Shaab, we find a doctor, a nurse, an agriculture have a main feature is that they engineer, a development expert,

investigator... we find them working side by side with dozens of guys and girls of the neighboring villages such as Rmeish, Dibel, Ramya, Beit Leef, Kawzah in addition to Aita Al Shaab definitely. this activity includes many partners such as the governmental such as the Council of Development and Construction; international such as the World Health Organization; local such as municipalities. This is how the center is transformed into a gathering area and a dialogue field where people with different meet over the same concerns and they formulate common hopes for a better tomorrow for all.

• The following experience progresses and interacts with the others experiences. The association is careful and active in sharing studies with others. The association utilities became a gathering field for many workshops and coordination and communication seminars. It is present through its representatives and agents in most of the relevant

Upon evaluating the social returns, it is noted that women are the direct category. However, the overall return require the analysis of the effect performed by women within their families on one hand, and on the other hand to measure what might the situation has been if the association has not interfered to make a significant step in the life of this person or that. programs (around not graduates

- Educational, psychological and social empowerment through the care branch which is the fist of his kind provided to female orphans, as well as habilitating and accompanying them till they are ready to enter the work field.
- Their number exceeded a... girls since the establishment of the empowerment to perform a deep service with a residency rate exceeding 1 years knowing that some entered the institution at the age of four, graduated fro university and got the justice of the roles inherent a job in one of the association programs;
- Providing a model nursery merging the well-to-do with the underprivileged as well as providing a pioneered service according to the latest scientific and educational curriculums;
- · Providing specialized educational services for those who require to be followed on the level of special educational needs among those who suffer for lack of focus, mentally behind or simple to middle retardation, etc;
- Health and social empowerment through the mother and child care structure of the association. programs, dialogue and awareness sessions and services provided by This latter includes around 300 health and social centers spread in rural areas. They are characterized by their non stop work during the occupation period in extremely employees and 250 part-time complicated conditions and on the demarcation lines. It is still paying extreme attention to reach the rural people in their homes where other health services are almost inexistent or hard to provide or expensive.

- Professional and technical empowermentatthenursingschool (A) · graduates since its foundation) and intensive vocational training within 1. years), social activation in Lebanon.
- Legal political and social change by reconsidering with each woman and man and via energy dialogues and fighting all types of discrimination

Provide an institutionalized model active attendance of women in the decision making procedures. This is reflected by the institutionalized regular volunteers, 200 full-time employees, knowing that the women percentage in the three categories exceeds 80%.

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