



이화여자대학교
EWHHA WOMANS UNIVERSITY



ANNUAL SUSTAINABILITY REPORT 2024



EWHA, THE FUTURE WE CREATE

Ewha, which has been making unprecedented and record-breaking changes at the forefront of the global race, is now preparing for a new future. Ewha is committed to making the world a better place by strengthening its competitiveness as a world-class research university and working toward the common good of humanity through innovation in all areas of education.

BROADENING ACADEMIC HORIZONS FOR A SUSTAINABLE FUTURE

As a research university, Ewha is committed to actively supporting research areas with global competitiveness and strengthening the industry-academia-research-hospital partnership as a platform between universities and society. Every year, global leaders and significant figures visit Ewha. As Harvard University's exclusive partner university in Korea with a credit-learning program, students at Ewha are developing competencies as global citizens through various international exchange programs.



TAKING THE LEAD IN EMPOWERING WOMEN LEADERS TOWARD A WORLD WHERE EVERY INDIVIDUAL IS RESPECTED

Ewha was the first university in the Republic of Korea (hereinafter, Korea) to provide challenging social discrimination and limitations to expand the possibilities for women. Today, based on its outstanding education infrastructure, Ewha is building a model of win-win cooperation between universities and local communities, and also engaging in various training programs for women leaders in developing countries and overseas, educational and medical volunteer work undertaking its University Social Responsibility toward a better society for all mankind.



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EWHA VISION 2030+

VISION



CORE VALUES



OBJECTIVES

- 1 Establishing an Environment Conducive to World-Class Research
- 2 Creating an Innovative Education Platform Responding to Opportunities in the Era of Digital Transformation
- 3 Enhancing Support for Students for their Future Aspirations and Improvement of the Campus Environment
- 4 Streamlining Administrative Efficiency and Enhancing Financial Stability
- 5 Expanding Ewha's Unique Culture (E-Culture) of Mutual Respect and Care

RESEARCH

- ✓ Strengthened research capabilities by building an R&D control tower
- ✓ Research promotion project: Ewha Frontier 10-10
- ✓ Established a strategy to promote graduate school innovation to strengthen the university's status as a research-oriented institution
- ✓ Enabled on-campus startups and technology holding companies

KEY RESEARCH ACCOMPLISHMENTS

 **₩150 billion**

Expanded research grant acquisition (2023)

 **16 distinguished chair professors**

Eminent scholars were designated as distinguished professors

 **100.3% recruitment rate**

For current students at the Graduate School


 **29 spin-off companies**


Number of university spin-offs


EDUCATION

- **Innovated pedagogy by developing THE BEST**, a hybrid education model consisting of on- and off-line teaching
- **Established new academic fields:** Increased the number of departments in cutting-edge fields, including the establishment of the College of Artificial Intelligence and the expansion of technology-driven departments
- **Established Special Graduate Schools tailored to social needs**
- **Strengthened internationalization capabilities**

 **535 hybrid and 174 remote classes as of 2023**

 Established College of Artificial Intelligence, Department of Data Science, Semiconductor Engineering, Division of Artificial Intelligence and Data Science

 Implemented online degree program at the Department of Clinical Pharmacy, Graduate School of Clinical Biohealth

 Expanded the number of foreign students (565 in 2023)




STUDENTS

 **Established the chatbot "Chat-E," a mobile student support system, and a metaverse campus**

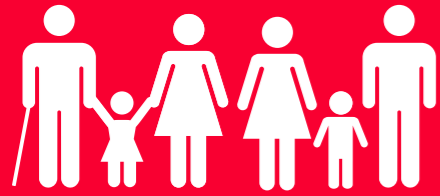
- Strengthened support for students with personalized future planning
- Implemented a Campus Master Plan
- Built a smart campus environment

CULTURE

 **Established the Environmental, Social and Governance (ESG) Committee**

- Extended social impact programs
- Expanded the Ewha network and brand value by strengthening the alumni and international student network
- Expanded community contribution initiatives through organizations such as volunteer services, the community welfare center, Ewha Womans University Museum, and the Global School of Continuing Education

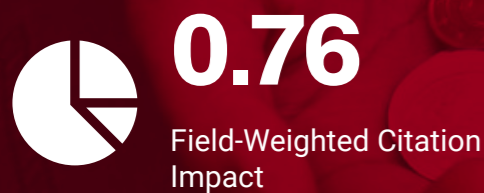
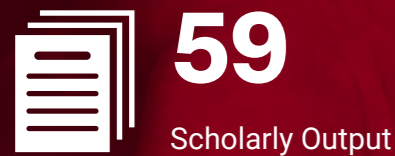
1 NO POVERTY



End Poverty in All Its Forms, Everywhere

Ewha strives to foster entrepreneurship in sustainable businesses and nurtures equity and commitment and helps people to overcome economic hardships.

Research



EWHA'S INITIATIVES TO ELIMINATE POVERTY

SCHOLARSHIP AND WELFARE

Ewha operates a variety of scholarship programs to support low-income students facing financial difficulties, including the **Ewha Welfare, Ombudsman, Ewha Plus, and Ewha Future Talent Scholarships for undergraduates**, as well as the **Ewha Welfare, Academic Encouragement Fund (N), and Ewha Plus Scholarships for graduates**. These programs aim to promote academic achievements and provide practical assistance by covering tuition fees and offering support for living expenses, allowing students to focus on their education.

The university has also expanded the scope of these scholarships and refined eligibility criteria to meet diverse needs. Additionally, Ewha provides customized **1:1 tutoring for major courses** up to the second year. The Office of University Relations and Development actively raises scholarship funds through nearly 300 scholarship funds, including the Ewha Frontier Scholarship and Ewha Global Partnership Program (EGPP).

As of 2023, there were **4,089 undergraduate** and **734 graduate** recipients, with total scholarship amounts of **12,026,070,540 KRW** and **1,948,018,800 KRW**, respectively.

Approximately **₩1.6 billion** in scholarships were awarded through the **Ewha Scholarship Support Council fund**, benefiting **726 students**.



SUPPORTING BUDDING STARTUPS

Ewha Startup Support Organization is focused on combating poverty in the local community by providing **university resources and education**. In addition, the organization offers **funding, resources, and education** to help startups achieve a successful beginning. This includes support for covering **production and commercialization costs**, recruiting laboratory startup exploration teams, and **obtaining access to specialized facilities**.

EWHA GLOBAL PARTNERSHIP PROGRAM (EGPP)

The EGPP is a **global initiative** led by Ewha. Its primary objective is to **provide educational opportunities to students from over 45 developing countries**, equipping them with the **skills and knowledge** necessary to **become successful professionals** and global leaders. By offering scholarships and comprehensive educational support, EGPP aims to **empower talented individuals from underrepresented regions**, enabling them to contribute positively to their home countries and the global community. Through its focus on academic excellence and leadership development, the EGPP seeks to make a **lasting impact on the students' future careers** and their capacity to **contribute meaningfully to global progress**.

COMMUNITY WELFARE CENTER

Ewha Community Welfare Center, based on ethical management, aims to **expand sustainable resources** and **contribute to community development**. It helps vulnerable groups to **improve their lives** and become **self-reliant** through community-based projects that **support marginalized and isolated populations**.





End Hunger, Achieve Food Security, Improve Nutrition, and Promote Sustainable Agriculture

Ewha advances food security by reducing food waste, offering affordable meals, promoting sustainable practices, and supporting students with nutritious meals.

Research

34
Scholarly Output

1.12
Field-Weighted Citation Impact

253
Citation Count

PROMOTING FOOD SECURITY AND SUSTAINABLE AGRICULTURAL PRACTICES

SUSTAINABLE AND HEALTHY DINING

The General Affairs team provides a range of sustainable food options, including vegetarian and vegan choices. Students access to healthy meals at reasonable prices, with the menus being regularly updated and available on the university website for easy review and selection.



- I-House Cafeteria
- Jinseonmi-gwan Cafeteria
- Engineering Building Cafeteria

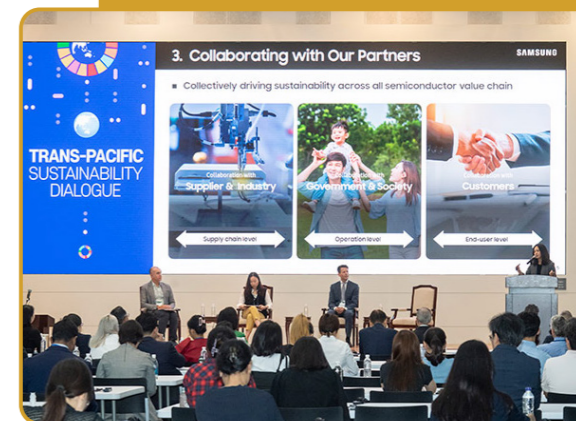


NEIGHBORLY CARE

The Community Welfare Center runs a free meal delivery program for low-income seniors who have difficulty eating on their own.

PROMOTING SUSTAINABLE FOOD PRACTICES

The Department of Nutritional Science & Food Management is committed to spread awareness and establish sustainable food practices as a way of life. They hosted a **Korea–Germany Network Conference**, with the theme “Sustainable Food & Consumption in South Korea and Germany.” The Department also collaborated with the Jingwansa Temple and hosted the **“Temple Food Spring Lunch Box-Making Event.”** Both events were aimed at highlighting the importance of sustainable food practices.



BREAKFAST FOR 1,000 WON

The **“Breakfast for 1,000 won”** is a project that provides a high-quality breakfast containing rice for 1,000 won to university students who often have a high rate of skipping breakfast, mostly due to high costs. It supports the spread of rice consumption culture and promotes the habit of eating breakfast among young people. Ewha has been selected to participate in the 1,000-Won Breakfast Project organized by the Ministry of Agriculture, Food and Rural Affairs, and is jointly working with several universities to provide high-quality breakfasts to college students, reducing the burden of student food expenses, and aims to help students lead a healthy life. Ewha participated in this novel initiative between May 15 and November 30, 2023.



BOOSTING HEALTH AND MORALE OF STUDENTS

The **“Ewha Love for Strength”** event, held from April 19 to 21, 2023, provided free porridge and bread to students during midterms to support their well-being during exam week.

On June 14, 2023, the **“Empowering Ewha Love”** event distributed **“Ewha Cookies”** and **muffins** to over **1,600 students** during the finals week, boosting their morale and supporting their studies.



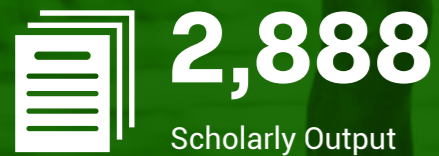
3 GOOD HEALTH AND WELL-BEING



Ensure Healthy Lives and Promote Well-Being

Ewha operates and collaborates with several health-focused centers, institutions, and organizations, while striving to support the health and well-being of its members and society at large.

Research



ENHANCING WELL-BEING THROUGH HEALTH INITIATIVES AT EWHA

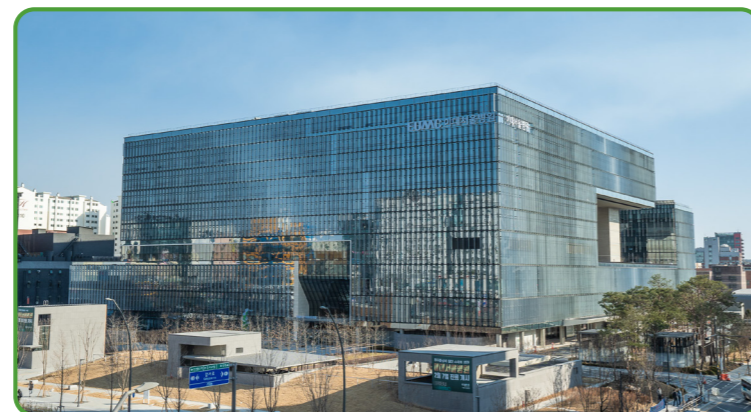
INNOVATION HUB FOR RESEARCH AND DEVELOPMENT

Regional and Specialized Emergency Medical Centers in Ewha Womans University Seoul Hospital and Mokdong Hospital provide rapid care for emergency patients, enhancing the region's capacity to handle urgent health situations and saving lives.

Integrated Nursing and Care Services offer comprehensive nursing care without the need for private caregivers, improving patient experience, and reducing the caregiving burden on families.

Collaborative projects with Gangseo and Yangcheon health centers address dementia and mental health care, offering specialized services for elderly residents and those with mental health challenges.

Mom and Baby Hospital provides essential care for mothers and newborns, ensuring safe deliveries and promoting maternal and infant health within the community.



ESTABLISHMENT OF THE COMMUNITY MEAL MANAGEMENT SUPPORT CENTERS

Professors and researchers from the Department of Nutritional Science & Food Management established the Community Meal Management Support Centers in Seodaemun-gu, Mapo-gu, and Yeongdeungpo-gu that ensure safe and healthy meals for children and elderly people in daycare centers, kindergartens, child welfare institutions, and social welfare centers, that do not employ nutritionists.



LAUNCH OF THE SEOUL SMOKING CESSATION SUPPORT CENTER: 'SMOKE-FREE SEOUL' INITIATIVE

In February 2024, the Seoul Smoking Cessation Support Center was opened, kicking off the 'Smoke-Free Seoul' initiative. This project aims to identify smokers in residential, educational, and work environments, encouraging them to quit. It will also support local smoking cessation programs, and fostering organizations' ESG practices and climate change initiatives.



R&D PROJECT BY THE DEPARTMENT OF NUTRITIONAL SCIENCE AND FOOD MANAGEMENT

This project leverages big data and artificial intelligence to collect data on functional ingredients and integrate consumption information by age groups. It aims to create a safe consumption environment for health functional foods. Research teams led by Professor Kwang Suk Ko and Professor Oran Kwon, who is also the CEO of Log(Me) Inc., from the Department of Nutritional Science and Food Management, are directly involved in this initiative.

Ewha has a strong presence in health professions, with 357 bachelors, 204 masters, and 52 doctorate graduates, in health-related fields in the academic year of 2023.



4 QUALITY EDUCATION



Ensure Quality Education and Promote Lifelong Learning Opportunities

As an integral hub for the generation and dissemination of knowledge, providing quality education and learning opportunities lies at the core of Ewha's mission.

Research

182
Scholarly Output

1.28
Field-Weighted Citation Impact

1,145
Citation Count

DEDICATED TO PROVIDING HOLISTIC EDUCATION AND LIFELONG LEARNING

GLOBAL SCHOOL OF CONTINUING EDUCATION



Leveraging Ewha's human and material resources, the university aims to **extend learning opportunities** to adults, nurturing their intellectual, cultural, professional, and social skills. The Global School of Continuing Education serves as a platform for the **sustainable growth of individuals and society** through quality education, employing **learner-friendly** and **customized curricula** that strikes a balance between work, study, and leisure.



Ewha is proud to start Korea's first university lifelong education program for the disabled.

A LEADING K-MOOC UNIVERSITY

Ewha showcased excellence in free and open online learning through its K-MOOC courses, which have performed exceptionally in metrics such as number of students, completion rates, and satisfaction levels. In 2023, five K-MOOC courses were selected as **"Most Selected Excellence Courses"** and eight as **"Blue Ribbon Courses,"** marking the highest selection among domestic universities. As a leading K-MOOC university in Korea, Ewha shines with its outstanding capabilities.



EMBRACING THE COMMUNITY

The "Open Campus, Happy Campus" program offered educational opportunities to local residents, opening **university resources and knowledge** to the **broader public**.

Program sessions like **"Art Encounters with Ewha"** and **"Finding Myself through Healthy Movements"** not only **fostered creativity and personal well-being** but also made **educational experiences accessible beyond traditional students**, contributing to the community's **lifelong learning and well-being**.



EWHA VOLUNTEER GROUP TRANSCENDS

The overseas volunteer group visited Ewha Sreang School in Kampong Speu, Cambodia, from January 13 to January 21 for nine days. They conducted **health-design integrated education** for **95 elementary students** and **IT-design integrated education** for **57 high school students**. The volunteers engaged with the students in activities such as design and model making, creating representations of the future of various locations within Ewha Sreang School, including classrooms, the auditorium, the library, and the playground.



The volunteer team organized summer programs at Camp Chosun in the USA and the Ewha Social Welfare Center in Cambodia. In the USA, 10 members taught Korean culture and mentored adopted Korean-American children. In Cambodia, 15 members provided environmental education and held a parenting seminar.



In 2023, a total of 45 students graduated with qualifications to teach at the primary school level, including 35 from the Department of Elementary Education and 10 from the Department of Special Education. This achievement reflects Ewha's commitment to educating and empowering future teachers.

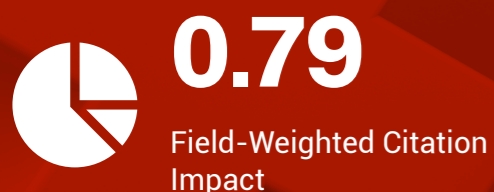
5 GENDER EQUALITY



Empower Women, Address Gender Disparities, and Promote Inclusive Environments, both Locally and Globally

Ewha is committed to advancing gender equality through diverse research initiatives, supportive projects, and strategic partnerships.

Research



A PIONEER IN GENDER EQUALITY

EWHA KOREAN WOMEN'S INSTITUTE FOCUSES ON PIVOTAL GENDER EQUALITY INITIATIVES



- Hyeonwoo Cultural Foundation Fund Project implementation "Women and Peace Academic Award Ceremony and Academic Conference."
- Yongwoon Scholarship Foundation Fund Project implementation "Women and Peace Emerging Researchers Research Support Project: Global Women's Leadership."
- Korea Women's Foundation support the project performance "Exploring Gender Equitable Giving Culture and Future Strategies to Expand Women Funding."
- The Women's Human Rights Institute of Korea project "Publishing a research paper on the Japanese military 'comfort women' issue and holding an international workshop viewed through Korea-Japan civil solidarity."
- Gender Equality Guidelines for Coast Guard project supported by the Korean Coast Guard conducted research and developed gender equality guidelines for Coast Guard facilities and operations.
- Korea Foundation for Women support project "Exploring Gender Equitable Giving Culture and Future Strategies to Expand Women Funding" project performance.

EMPOWERMENT OF WOMEN

Ewha-KOICA Master's Program in International Studies offers curricula for development cooperation specializing in Gender Equality. This program, which is a combined effort of Ewha GSIS with its **internationally renowned program** in training students in the field of development, and KOICA with its expertise and funds in official development assistance, provides **top-quality education for women** from developing countries so that they can become the development experts needed in their countries.



WORK-LIFE BALANCE AND CARE

- On-campus **daycare centers** supported by **full-time faculty, staff, and nursing rooms** are located in the **Female Employee Lounge (ECC)** and **Female Student Lounge (Law building)**.
- Ewha has **policies to support staff and students**, including **maternity and family care leave, anti-discrimination policies**, and regulations to **support work-family balance**.



GLOBAL RECOGNITION AND ENGAGEMENT

- Ewha has maintained the **top position in THE World University Impact Rankings in Gender Equality** among Korean universities for **five consecutive years**.
- Ewha hosted the **2023 Seoul Symposium for the Canadian Women-Only Business Mission to South Korea and Thailand**, focusing on **women entrepreneurs and international trade**, featuring global leaders in discussions on **gender inclusion in the economy**.



In 2023, the total number of graduates in STEM was 814, accounting for **18.3% of all graduates**, with 523 earning bachelor's degrees, **234 in master's**, and **57 in doctorates**. In Medicine, there were **478 graduates**, representing 10.8% of the total, including **298 bachelor's degrees**, **141 master's**, and **39 doctorates**. The Arts, Humanities, and Social Sciences had the highest total of **3,152 graduates**, comprising 70.9% of the total, with **1,346 bachelor's degrees**, **1,650 master's**, and **138 doctorates**.

Female full-time faculty: 53.6%

- Professor: 51.9%
- Associate professor: 55.1%
- Assistant professor: 57.7%

Female faculty in leadership positions: 54.3%

Female faculty on the academic committee: 68.75%

7 AFFORDABLE AND CLEAN ENERGY



Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for all

Ewha is committed to advancing clean energy and climate technology through innovative programs and support for emerging startups.

Research



381

Research Scholarly Output



1.15

Field-Weighted Citation Impact



6,025

Citation Count

SUSTAINABLE SOLUTIONS FOR A GREENER TOMORROW

EWHA CLIMATE TECH BOOTCAMP

Ewha held the **Ewha and Asan UniverCT Climate Tech Bootcamp**, providing **intensive training and mentorship to emerging climate tech entrepreneurs** and **fostering low-carbon innovations**. Ewha promotes a climate tech startup culture on campus, **supporting female entrepreneurs** and building an ecosystem for **innovative climate solutions**.



The university has been selected as a partner university for the second term of **Asan UniverCT** and has been organizing **Climate Tech Seminars** that facilitate knowledge sharing and networking on climate technology advancements.



RESEARCH INITIATIVES

- The **Carbon Neutral Forum** discussed strategies to achieve **carbon neutrality by 2050**, focusing on emission reductions and carbon absorption.
- Distinguished **Professor Wonwoo Nam's** pioneering work elucidated the mechanism of water oxidation, a key process for sustainable energy solutions.
- **Ewha New and Renewable Energy Research Center** was established to address energy depletion issues through interdisciplinary research on renewable sources like solar, wind, and hydrogen energy.
- Ewha has been working on developing **advanced systems for predicting wind power generation** and improving efficiency in renewable energy projects.
- Researchers at Ewha have developed **'Frontier-1.5D,'** a model providing **climate risk scenarios** and solutions for large domestic companies.

SAVING ENERGY ON CAMPUS

Ewha led by the example and tried to reduce on-campus energy consumption by setting air-conditioning shutdown time and limiting the minimum temperature. Furthermore, under Article 32 of the Energy Use Rationalization Act, an energy waste identification and fact-finding survey was conducted through energy diagnosis. Ewha is striving to adopt eco-friendly energy options by installing solar panels throughout the campus and using groundwater for cooling and heating.



8 DECENT WORK AND ECONOMIC GROWTH



Promote Sustainable Economic Growth, Full and Productive Employment and for all

Ewha promotes fair employment practices, economic growth, and sustainable work environments through comprehensive programs and policies that foster inclusivity and equality.

Research



135

Scholarly Output



0.84

Field-Weighted Citation Impact



947

Citation Count

EWHA'S COMMITMENT TO FAIR EMPLOYMENT PRACTICES

EWHA EMPLOYMENT INITIATIVES

Ewha implemented numerous strategies and measures to **foster a fair and sustainable work environment** for all. Wages for all contract employees were aligned with the 2023 minimum wage notice. The **Ewha Labor Union** is committed to addressing concerns and **enhancing workplace conditions**. The university's **Anti-Discrimination Policy** strictly **prohibits** workplace **discrimination** on any basis. Ewha annually updates and submits an annual employment improvement measures report, adhering to the **Equal Employment Opportunity Act**. The university ensured the fair **distribution of female workers** and managers strived to improve employment terms and participated in council meetings to resolve issues.

EMPLOYMENT WELFARE SUPPORT

Ewha is striving to **improve the environmental and welfare system**, which **increases the sense of safety** and **satisfaction** among its faculty and staff. The university guarantees a **fair working environment** through **anti-discrimination, childbirth, and childcare-related regulations** so that employees can work without discrimination in all areas of life, including gender, politics, economy, society, and culture.

Furthermore, it aims to improve the working environment and welfare system for members of the school through the Ewha labor union. Additionally, they guarantee an unbiased petition procedure for the members of the school through the "anonymous bulletin" system.

CAREER DEVELOPMENT PROGRAMS

Ewha Career Development Center provides various educational resources and programs for the **successful career development** of its people. It provides **career-setting programs** for lower grades, **job information** for higher grades preparing for employment, and **job experience enhancement programs**.

EMPOWERING OPPORTUNITIES

Ewha Community Welfare Center is committed to creating opportunities that benefit all. It provided **employment opportunities** and **entrepreneurial support for women with career interruptions**. Furthermore, they offered skill development workshops and training to help vulnerable youth gain **employment-ready skills**. They also **create job opportunities for elderly** individuals, promoting continued participation in the workforce.

Various projects were designed such as Barista Internship, Senior Social Service Job Project Group, Child Care Bridge Cafe Project Group, Community Care Specialist Training Project in the Social Service Field, Mapo Growing Project Group, Regional Integrated Care Job Project Group (Care New Deal), and Youth Local Content Business Group.

NURTURING ENTREPRENEURSHIP

Ewha Startup Support Organization offers practical experience and resources through collaboration between educational institutions and industry. Ewha Startup Support Organization provides practical experience and knowledge through cooperation between educational institutions and industry and generously provides necessary support and resources in the early stages of startup.



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation

Ewha is committed to promoting sustainable industry growth, fostering innovation, and strengthening infrastructure through a range of dynamic programs and initiatives.

Research



STRATEGIC INITIATIVES FOR SUSTAINABLE GROWTH

MAJOR TECHNOLOGY COMMERCIALIZATION INITIATIVES

Tech-Biz Ewha 2023, an annual event that promoted industry-academic collaboration and facilitated the commercialization of emerging technologies, received the '2nd Industry-Academia Magazine Excellence Award' from the Korean Research Foundation, highlighting its impact and success.

- **BRIDGE 3.0 Project**
 - Ewha was selected for the "University Creative Asset Practicalization Support (BRIDGE 3.0) Project." They have secured approximately 2 billion KRW over three years to support technology commercialization.
 - Ewha holds 2,637 intellectual properties and has generated 10.8 billion KRW in technology licensing income while operating 11 subsidiaries and 13 faculty startup companies.



UNIVERSITY SPIN-OFF COMPANIES AND TECHNOLOGY COMMERCIALIZATION

Ewha has successfully launched 29 spin-off companies, reflecting their dedication to translating academic research into viable business ventures.

Ewha Technology Licensing and Commercialization Center is advancing national strategic and cutting-edge biotechnologies, with notable achievements including their **first standard patent pool registration** in the next-generation communication field.

SUPPORTIVE SPACES FOR ENTREPRENEURSHIP AT EWHA

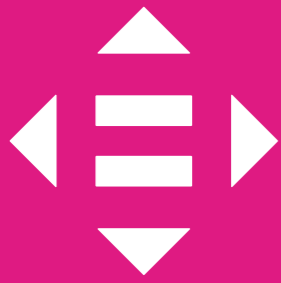
The Ewha Startup Open Space, a 645 m² co-working area, and the Ewha Startup E-Room Center, an 820 m² facility in Building E of I-House, offer **extensive support** for entrepreneurs. Furthermore, the E-Room Center features co-working spaces, individual offices, education rooms, a video studio, and meeting rooms to facilitate **comprehensive business development**.

STARTUP EDUCATION AND SUPPORT PROJECTS

Ewha was selected to partner with other leading universities to support startup education. The ongoing **Startup Education Innovation Leading University Project** aims to **innovate startup education**, bridging the gap between universities and regional industries by 2027. The **Laboratory-Specific Startup Project** aims to promote high-value technology-based innovation startups and provide them with 50 million KRW in R&D funding, startup education, and educational programs for faculty and students such as expert mentoring and BMP consulting, ultimately enhancing the success rate of startups, fostering the development of cutting-edge technologies.



10 REDUCED INEQUALITIES



Reduce Inequality Within And Among Countries

Ewha promotes inclusivity and equality by implementing comprehensive programs and policies, promoting access to education, support for marginalized groups, and inclusive employment practices.

Research

158
Scholarly Output

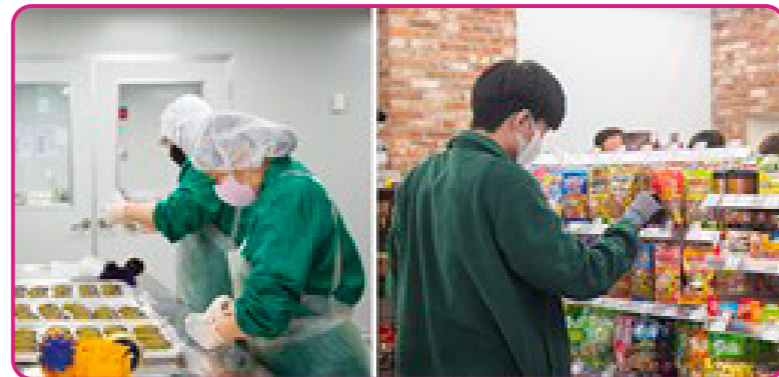
1.11
Field-Weighted Citation Impact

895
Citation Count

CREATING AN UNBIASED AND INCLUSIVE ENVIRONMENT

EMPLOYMENT AND DISABILITY SERVICES AT EWHA

Isu Management Co. Ltd. launched 'Ewha Kimbap' and other initiatives, creating job opportunities for people with disabilities. This included roles in food service and administrative support, with a focus on providing a supportive and accessible work environment.



Ewha has established and operates a subsidiary-type standard workplace for people with disabilities called **Isu Management**. Brian Impact Foundation contributed **KRW 870 million** to Ewha Haktang to improve job opportunities for the **severely disabled**. This funding supported the establishment of **Isu Management**.

This is the largest standard workplace for individuals with disabilities introduced by a Korean university, aiming to provide systematic job training and stable employment opportunities for people with severe disabilities who are often excluded from society.

ISU Management operates in three business areas: The 'Ewha Confectionery Team,' which produces sweets and bread; the 'Ewha Store Team,' which runs a convenience store on campus; and the 'Medical Center Team,' which assists Ewha University Seoul Hospital. This initiative provides jobs for 65 individuals with severe disabilities.

INCLUSIVE EDUCATION INITIATIVES

- Admission to Ewha was **not restricted** based on income, disability, or social group.
- **Student Services** provided **support** for North Korean defector students, including full tuition coverage for up to 6 credits, English language classes, academic seminars, and an overseas exploration program.

Ewha distributes lecture support guides for professors in charge of courses taken by students with disabilities every semester to support classes for students with disabilities and to operate a helper system to help students with disabilities in their classes.

Various assistive technology devices and facilities such as braille information terminals, braille printers, height-adjustable desks, screen magnification programs, evacuation facilities for people with physical disabilities (dormitories), and lockers for students with physical disabilities have been expanded.

Ewha expanded the education on disability awareness for members of the university. To ensure the right to education for visually impaired students, Ewha signed a partnership agreement with the Korea Welfare Center for the Visually Impaired Learning Support Center to quickly produce Braille books and text-based materials.

ANTI-DISCRIMINATION POLICIES AND VOLUNTEER ACTIVITIES

Ewha is committed to ensuring that neither staff nor students face discrimination of any kind. Ewha has established anti-discrimination and anti-harassment policies to foster a safe and inclusive environment. They also have a Center of Human Rights Regulations to protect and promote the rights of Ewha members and also provide anti-discrimination and anti-harassment policies. Ewha's Charter ensures that students are not discriminated against on the grounds of age, gender, disability, etc. during enrollment. Similarly, the university has administrative staff regulations to ensure an equitable and unbiased environment where everyone is treated as equals. Additionally, the university conducts training at least once a year to prevent workplace harassment.



Personnel Management employed **11 staff with developmental disabilities**, ensuring **inclusive workplace practices** and providing **tailored support** to enhance job performance and satisfaction.

11 SUSTAINABLE CITIES AND COMMUNITIES




Make Cities and Human Settlements Inclusive, Safe, Resilient, and Sustainable

Ewha promotes sustainable urban living through eco-friendly transportation initiatives, vibrant cultural programming, and accessible public resources, fostering a thriving and resilient community.

Research

 **138**
Scholarly Output

 **1.08**
Field-Weighted Citation Impact

 **1,772**
Citation Count

EWHA'S INITIATIVES FOR INCLUSIVE URBAN LIVING

SUSTAINABLE CAMPUS DEVELOPMENT

Ewha plays a key role in creating a **sustainable campus**. It designs and implements measures to promote **sustainable commuting**, such as walking, carpooling, free on-campus shuttle buses at regular intervals, public transport, and electric vehicles, to name a few. They have also emphasized **prioritizing pedestrian safety on campus** by establishing 'traffic safety management regulations' for vehicle and pedestrian safety.

MUSEUM COMMUNITY CONTRIBUTION PROJECT

Ewha Womans University Museum designed literacy education programs for seniors and elementary school students to learn about ecological sensitivity, humanities, and digital education. It has developed and operated an exhibition-linked experiential education program that promotes AI literacy.

Ewha fosters a culture of inclusivity by sharing its resources and facilities with the broader community. The **Natural History Museum**, open to the public, recorded 11,293 visitors and recently added 1,000 natural history specimens, supported by the Ministry of Science and ICT. The **Ewha Womans University Museum** hosts various community-oriented events, such as special exhibitions, interactive media sessions, and concerts.

Highlights include the "Ewha 1970 Media Night," along with online exhibitions like "Clothes from Grandma Kang Min-seon's Closet" and "Ewha Womans University's 2024 New Year's Concert." The **University Library** is also accessible to the public, offering extensive resources for research and lifelong learning. Additionally, the **Ewha Archives** provide access to historical documents and records, enriching the educational experience for community members.

CAMPUS FILM FESTIVAL EMAP

Since 2001, Ewha has been hosting a global art festival introducing leading **domestic and international media art works**. Recently, it has established an unrivaled position as a unique event genre as a large-scale outdoor video festival utilizing the university's campus and is contributing to spotlighting emerging female media artists at home and abroad.

EWHA SCIENCE FESTIVAL REACHING OUT TO THE PUBLIC

Ewha has been hosting the '**Ewha Science Festival**' since 2015, which provides special experiential science learning opportunities for elementary, middle, and high school students as well as the general public. In this event, our school's science major professors and students participated in the form of talent donation. This year, six majors, including the **Department of Mathematics, Department of Statistics, Department of Physics, Department of Life Science, and Department of Eco-Science**, centered around the cutting-edge laboratory of the Chemistry and Nanoscience Department in the College of Natural Sciences. A total of 28 science booths were set up, covering various topics. Faculty members directly planned scientific experiments, while students facilitated special experiential learning opportunities and showcased exhibitions.



INDUSTRY-ACADEMIA COOPERATION FOR A SUSTAINABLE SOCIETY

Ewha participated in the 'KBO NINE Season program,' an ESG-focused collaboration between industry and academia aimed at the sustainable development of the KBO League. Over three months, students engaged with baseball clubs through mentoring on ESG projects, conducting visits to stadiums, and interviewing spectators to generate tailored ideas. This practical experience enhanced their understanding of ESG applications in the sports industry. Additionally, students participated in online mentoring and special lectures, allowing them to develop business ideas centered on addressing local environmental issues, community contributions,



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure Sustainable Consumption to Support the Livelihoods of Current and Future Generations

Ewha champions sustainability through cutting-edge scientific research, effective waste management policies, and community engagement for a healthier planet.

Research

91
Scholarly Output

1.07
Field-Weighted Citation Impact

1,379
Citation Count

SUSTAINABLE PRODUCTION AND MANAGEMENT OF RESOURCES

INNOVATION HUB FOR RESEARCH AND DEVELOPMENT

Ewha proudly launched the "Leading Research on Low-Carbon and Green Energy Chemical Processes" project to establish itself as a 'Global Top-Level Carbon Neutral Innovation Research Hub.'

Key highlight: Professor Soo-yeon Cho and her team from the **Department of Chemical Engineering & Materials Science** had their comprehensive review on **controlling low-dimensional materials** featured as the cover article for a top-tier journal, *Chemical Reviews*. Their innovative work on human-like devices offers cutting-edge solutions for **fast data processing** and **minimizing communication and computational burdens**.



SUSTAINABLE WASTE MANAGEMENT

Ewha is committed to conserving the ecosystem through its plastic waste reduction policy. It includes providing separate recycling bins for effective waste segregation and management across all campus buildings.

EWHA GREEN FESTIVAL

On November 15, 2023, Ewha held the 'Ewha Green Festival,' an environmental and service festival that witnesses participation from all Ewha members, to raise awareness about climate crisis, and to promote a culture of service. The **Green Talk Concert** is spearheaded by Professor Yikweon Jang, an expert in evolutionary biology from the Division of EcoScience. The **Ewha Green Garden** rewarded students with reusable containers with popcorn. The **Ewha Green Park** featured activities from different departments.

- **Fashion Design and Fiber Arts:** Highlighted environmental issues with a zero-waste exhibition and hands-on upcycling activities.
- **College of Engineering:** Engaged attendees in renewable energy initiatives, including solving energy competency tests and making bicycle-powered cotton candy.
- **College of Nursing:** Conducted eco-friendly handwash-making sessions to combat marine pollution.
- **Department of Special Education:** Organized activities for making braille business cards to promote inclusivity.

ACADEMIC-INDUSTRY COLLABORATION FOR PROMOTING SUSTAINABILITY

- Ewha collaborated with the **Financial Supervisory Service**—South Korea's integrated financial regulator—to host international conferences on future finance and green finance.
- Ewha's College of Art and Design hosted the **26th Annual International Foundation of Fashion Technology Institutes (IFFTI) Conference**, organized by the IFFTI to promote sustainable craft.



Ewha uses the Allbaro system, operated by the Ministry of Environment and Korea Environment Corporation, for real-time waste management, including food waste.

13 CLIMATE ACTION



Take Urgent Action to Combat Climate Change and Its Impact

Ewha champions climate action through innovative technology, active participation in climate justice movements, and cutting-edge research on environmental change.

Research

146
Scholarly Output

1.35
Field-Weighted Citation Impact

2,980
Citation Count

EWHA'S COMMITMENT TO CLIMATE ACTION AND SUSTAINABILITY

E-CUBE WINS SEOUL MAYOR'S AWARD

Ewha Central Environmental Club, E-cube, won the Seoul Mayor's Award at the "Carbon Neutral Practice Contest" for promoting campus carbon neutrality, including Korea's first unmanned refill station.

CLIMATE CHANGE AWARENESS AND INITIATIVES

Startup Support Organization contributed to spreading awareness about climate change risks, its impacts, mitigation strategies, and methods to adapt to the changes, particularly through the hydropower generator initiative.

Department of Environmental Science & Engineering uses multifaceted approach to create awareness about climate change and sustainable energy sources.

The Center for Climate/Environment Change Prediction Research sponsored the Green Leader Training Program and The Laboratory of Low-Carbon Energy Technology participated in the 923 Climate Justice March in Seoul on September 23, 2023.



3RD WOMEN'S TECHNOLOGY STARTUP FORUM 2023

The Entrepreneurship Support Team at Ewha held the 3rd Women's Technology Startup Forum on October 23, 2023. This forum, organized in collaboration with the Korea Technology Commercialization Agency, is a part of the Ministry of Science and ICT's "Public Technology-Based Market-Linked Startup Exploration Support Project" and marks its third year since its inception in 2021.

This year's forum theme was "Women, Environment, Innovation," which highlights the stories of female entrepreneurs leveraging technology to create a better world amid challenges like climate change and environmental pollution. The event showcased innovations in data and artificial intelligence. Both technology-driven female entrepreneurs and notable women-led startups in the environmental sector participated, along with members of the general public interested in technology entrepreneurship, joining the forum both online and offline.

DEPARTMENT OF CLIMATE AND ENERGY SYSTEMS ENGINEERING

Distinguished Professor **Chang-Hoi Ho**, Korea's leading climate scientist, received the **2024 Order of Science and Technology** for his contributions to climate change research.

Professor Sanghun Lee participated in interviews, conferences, and international discussions on **carbon neutrality, K-taxonomy, green finance, energy security, climate cooperation, and sustainable development.**





Conserve and Sustainably Use the Oceans, Seas, and Marine Resources for Sustainable Development

Ewha is dedicated to advancing marine conservation and sustainability by engaging in innovative research, educational programs, and effective waste management practices to protect and enhance life below water.

Research

47
Scholarly Output

0.93
Field-Weighted Citation Impact

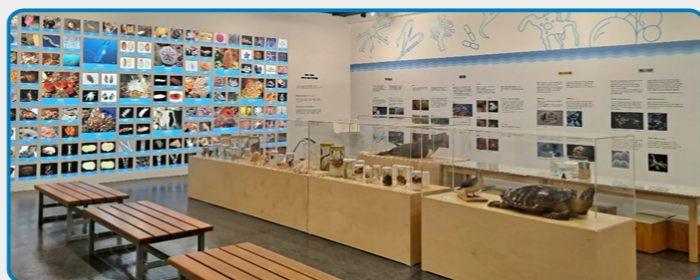
509
Citation Count

PROMOTING OCEAN CONSERVATION THROUGH RESEARCH

NATURAL HISTORY MUSEUM ADVANCED THE EFFORTS OF EWHA IN CONSERVATION OF THE MARINE ECOSYSTEM

The Marine Animal Resource Project was conducted in collaboration with the National Marine Biological Resources Center, that aims to discover, preserve, and document unrecorded marine species in Korea, and to develop a **comprehensive marine life information system**.

Furthermore, they published research papers on previously unrecorded marine species in Korea, **showcasing new records** of *Thaliacea* and *Pycnoclavella* genera in Korea.



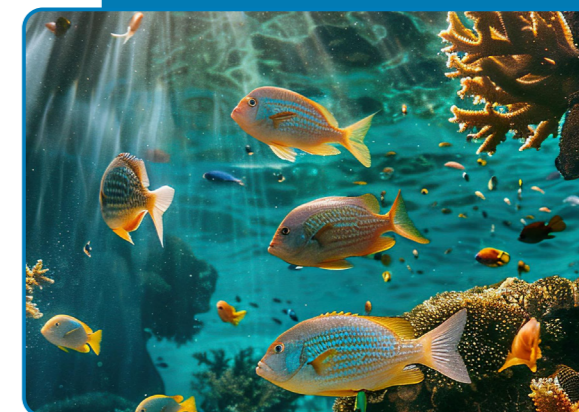
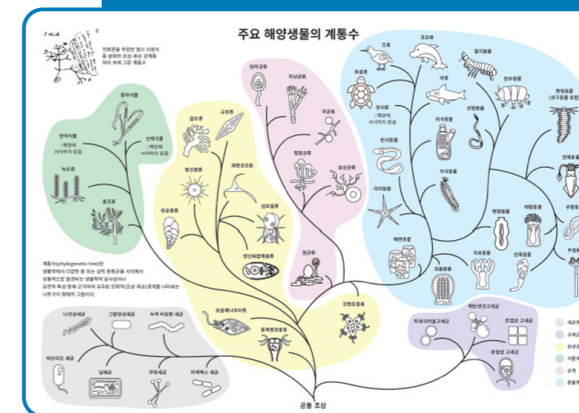
SPECIAL EXHIBITION
An exhibition on "Marine Biodiversity" featured **over 500 species of Korean marine invertebrates** with explanatory panels, specimens, and videos.



MARINE RESEARCH PROJECTS OF THE ECOSCIENCE DEPARTMENT

Ewha is committed to **advancing marine and environmental research** through various innovative projects.

- **Marine flagellate deposit registration and preservation:** Discovering and documenting **unrecorded marine flagellates**, supported by the **National Marine Biological Resources Center**.
- **Development of Technology to manage exotic amphibious reptiles:** Creating strategies to **control exotic amphibious reptiles and reduce ecological and economic damage**, funded by the **Korea Environmental Industry and Technology institute**.
- **Agricultural ecosystem phenology monitoring and evaluation:** **Assessing climate change impacts** on biological groups in rice fields, supported by the **Rural Development Administration**.
- **Genomic research on Korean loach and fish:** **Decoding the genomes** of Korean fish species and analyzing gene flow, backed by the **National Research Foundation of Korea**.
- **Marine Mollusc Resources Deposit Project:** Discover, preserve, and document **unrecorded marine mollusc species in Korea**, supported by the **National Marine Biological Resources Center** and the **Ministry of Oceans and Fisheries**.



The career experience program provided high school students with career insights in marine biology through lectures and hands-on experiences.



Protect, Restore, and Promote Sustainable Use of Terrestrial Ecosystems for a Resilient Planet

Ewha is dedicated to promoting environmental sustainability by reducing plastic waste, advancing biodiversity education, and conducting crucial genetic research to support the conservation of endangered species and their habitats.

Research

73
Scholarly Output

0.89
Field-Weighted Citation Impact

636
Citation Count

PROTECTING BIODIVERSITY AND PROMOTING SUSTAINABLE ECOSYSTEMS

EXHIBITIONS

Special Exhibition: "Finding Our Country's Organisms Together" Hosted by Ewha's Natural History Museum, this special exhibition offered an in-depth look at the biodiversity of the nation. Through interactive displays and educational materials, visitors were able to explore the rich variety of organisms that make up local ecosystems.

Online Special Exhibition: "Our Organisms in Crisis" Ewha Natural History Museum along with the National Science Museum and other partners, co-hosted this collaborative virtual exhibition. It focused on the growing threats to biodiversity, raising awareness of the organisms that were at risk.

RESEARCH

Genetic Research for Endangered Species Conservation

The Department of EcoScience and the EcoScience Research Institute conducted groundbreaking genetic research aimed at conserving endangered species. This included genome sequencing, which played a vital role in protecting nationally protected species.

New Discoveries in Turtle Conservation

Researchers discovered three leeches on the endangered Korean pond turtle, providing insights for more effective conservation strategies.



EDUCATIONAL PROGRAMS

Natural History Museum and Research Institute of EcoScience offered educational programs tied to exhibitions such as "Finding Our Country's Organisms Together" and "Movement of Organisms." These programs aimed to deepen visitors' understanding of biodiversity and conservation initiatives.

Ministry of Environment Designated Excellent Education Program: "Biodiversity Advertising Creator" This program invited participants to advocate for biodiversity, blending creativity with environmental education to inspire future environmental communicators.

2023 Museum Cultural Day Program

In 2023, the museum hosted a Cultural Day Program to engage families and individuals with the natural world through various activities and workshops.

Career Experience Program for Students

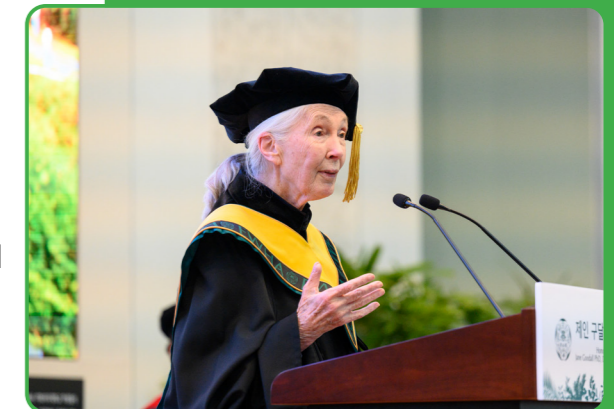
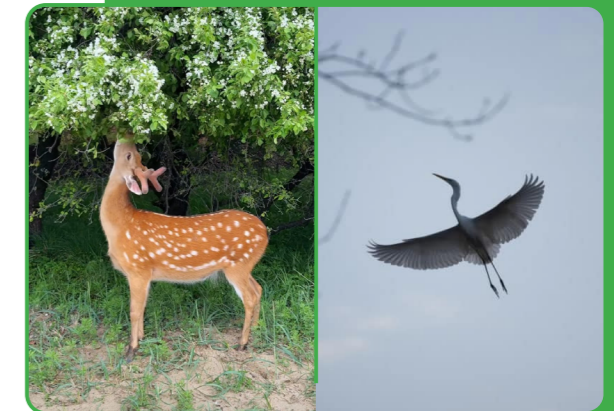
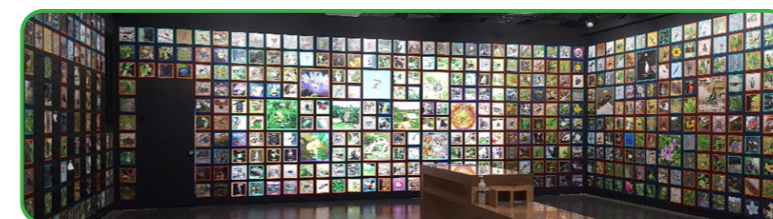
Students from districts participating in the Western High School Credit System Leading District had the opportunity to explore careers in science through hands-on experience at the museum. The program fostered interest in biodiversity and ecological sciences among young learners.

LECTURES

Public Lecture by Dr. Jane Goodall: "Hope Through Action" Renowned primatologist and environmental activist Dr. Jane Goodall delivered a public lecture titled "Hope Through Action." The event was co-hosted by the Natural History Museum, the Biodiversity Foundation, the Research Institute of EcoScience, and the Department of EcoScience. The lecture attracted 1,800+ attendees, highlighting the community's strong interest in environmental issues and the importance of action for conservation.

2023 Invasive Species Symposium

The museum held a symposium addressing the challenges of invasive species, bringing together experts to discuss management strategies.



Innovative Techniques to Control Invasive Species

Professor Yikweon Jang developed new methods for reducing populations of invasive amphibians and reptiles, advancing efforts to protect local ecosystems.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Towards Building a Foundation of Peace, Justice, and Accountability

Ewha, founded on Christian principles and a vision of empowering women through education, contributes to societal progress through free and just critical inquiry into truth, fostering intellectual, cultural, and professional growth.

Research

147
Scholarly Output

0.97
Field-Weighted Citation Impact

809
Citation Count

EWHA PROMOTES INTEGRITY, JUSTICE, AND DEMOCRATIC GOVERNANCE

YOON HOO-JUNG UNIFICATION FORUM

The **2023 Yoon Hoo-Jung Unification Forum** was held on December 4, 2023, at Ewha, marking its **10th anniversary**. Under the theme "**Women for Peace Building**," the forum reflected on **Ewha's contributions to unification and peace** while **highlighting global women's efforts**.

The forum witnessed dynamic and insightful discussions focused on **challenges faced** by women and **strategies for peace building on the Korean Peninsula**, emphasizing the **need to protect women's rights** during the **Korean Peninsula's unification** process.



NURTURING FUTURE TORCHBEARERS OF JUSTICE AND LAW

Ewha has made a significant impact on the legal profession, producing over **1,700 legal professionals** to date. In the 2023 academic year, Ewha Law School graduated **103 students** with a **master's degrees**, and **three with doctoral degree**. Additionally, the Department of Law at the Graduate School awarded **five master's degrees** and **seven doctoral degrees**, reinforcing Ewha's status as a leading institution for legal education.

ESG COMMITTEE

Ewha is practicing environment and safety (E), social contribution (S), and ethical management (G) specifically to fulfill the responsibility for a sustainable society.

Ewha's role and responsibilities:

- Establish the university's SDGs
- Develop and review ESG-related policies and performance
- Establish internal and external ESG activity plans and public relations strategies



DIRECT ELECTION OF THE PRESIDENT

In 2017, Ewha became the **first private university in South Korea** to implement a **direct presidential election system**, enabling participation from faculty, staff, students, and alumni.



A MISSION SHARED WITH STUDENTS

The **Student Council** is dedicated to maintaining the university's autonomy and academic freedom through **democratic processes**. Students aim to uphold Ewha's historical mission of **protecting** the Korean nation from **oppression** and dictatorship.



UNIVERSITY COUNCIL

The **University Council** is a deliberative body consisting of **faculty, staff, students, and alumni** that discusses university development and operations. **Ewha's Graduate School Council** includes four faculty members, two staff members, two students, two alumni, and two additional members who contribute to university development.

SMART AND TRANSPARENT FINANCES

Ewha provides **public access** to its **financial data**, including fund allocation, expenses, budgets, and contractual settlements. Minutes from the Tuition Review Committee meetings are also **available online**.

At Ewha, audit teams ensured compliance with policies, proper accounting practices, and effective management of strategic goals.

Integrity within the Office of the Comptroller

The position of **Head of the Office of the Comptroller cannot** be held **concurrently** with any other position within the school. This policy underscores the university's **commitment to maintaining the highest standards of accountability and transparency** in its financial practices, ensuring that the office can operate independently and effectively safeguard the university's financial integrity.

17 PARTNERSHIPS FOR THE GOALS



Strengthen the Means of Implementation and Revitalize the Global Partnership for Sustainable Development

Ewha has established itself as a leading institution in the field of sustainable development through its research, education, and global partnerships.



BUILDING A SUSTAINABLE FUTURE THROUGH INTERNATIONAL PARTNERSHIPS

A HUB FOR INTERNATIONAL COLLABORATION AND EXCHANGE

Ewha has welcomed global leaders like the IMF Managing Director Kristalina Georgieva to discuss important issues like **sustainability and global crises**. Through partnerships with organizations such as the International Organization for Migration (IOM) and Harvard University, Ewha offers students opportunities to engage with and **address global challenges**.

TOWARDS A SUSTAINABLE FUTURE

Ewha supports sustainable development through various academic degree programs and major that tackle global challenges. The **Department of Architecture & Urban Systems Engineering** focuses on **sustainable architectural design**, while the **Department of Environmental Science & Engineering** addresses **environmental management and pollution control**. The **Department of Climate & Energy Systems Engineering** explores **renewable energy solutions**. The **EcoScience division** works on **biodiversity preservation and climate issues**, and the **Departments of Social Welfare & Women's Studies** develop **leaders for community welfare**. Additionally, the **Departments of International Studies & Special Education** emphasize **global cooperation and inclusive education**, all contributing to sustainable global partnerships.

ADVANCING MIGRATION POLICY RESEARCH AND COOPERATION

Ewha has strengthened its commitment to global issues by signing an MOU with the International Organization for Migration (IOM), a specialized UN agency, on April 26. This partnership focuses on mutual cooperation in joint research related to migration policy. Through this collaboration, Ewha and IOM will work together on significant projects such as research on domestic and international migration, sharing data on migration trends and policies, and providing internships for students.

EWHA STUDENTS LEAD GLOBAL AND LOCAL VOLUNTEER EFFORTS

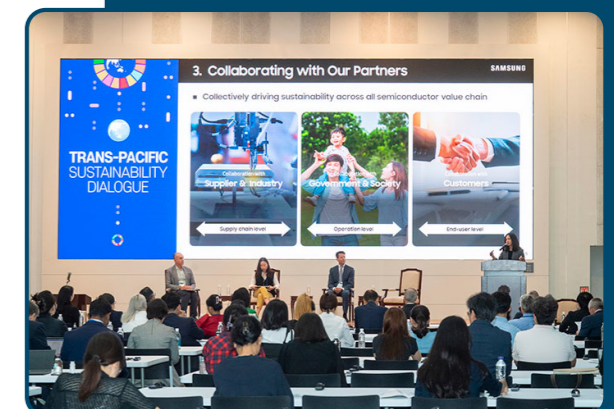
Ewha Volunteer Group helps with community development, education, and essential services, like providing free medical care. In 2023, **185 students** volunteered in **South Korea, Minnesota, and Cambodia** during the summer, and **141 students** volunteered in **Korea, Cambodia, and Uzbekistan** during the winter.

INTERNATIONAL RECOGNITION OF EWHA FACULTY

Eun Mee Kim, the 17th President of Ewha, has been appointed as **UN Women's National Goodwill Ambassador** for Korea in recognition of her work advancing gender equality globally.

Distinguished Professor Jae Chun Choe of EcoScience, a leading ecologist, received the **POSCO Cheongam Award**, one of Korea's most prestigious awards recognizing contributions to science, education, and environmental conservation.

Ewha co-hosted the **Trans-Pacific Sustainability Dialogue 2023** with **Ban Ki-moon Foundation and Stanford University**, exploring sustainability and the **UN SDGs** in the Asia-Pacific region.





THE IMPACT RANKINGS 2024



Overall score

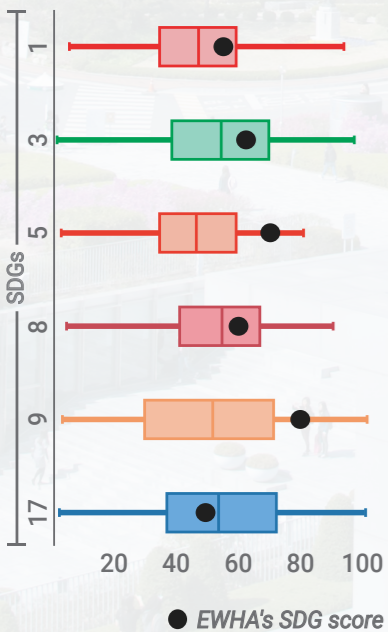


Participated SDGs



Overall rank

SDG scores



EWHA IS A FLAG BEARER FOR 'GENDER EQUALITY,' CREATING LONG-LASTING SOCIAL CHANGE THROUGH WOMEN'S EDUCATION

5 GENDER EQUALITY

69.1 SCORE

1st in South Korea out of 1,361 institutions

85th worldwide

Secured top position for five consecutive years (2020-2024)

SDG 5 research	89.6
Percentage of women receiving degrees	100
Percentage of senior female academics	75.2
Student access measures	65.1
Women's progress measures	64.5
Percentage of 1 st generation female students	12.3

1 NO POVERTY

55.8 SCORE

301-400 out of 1,093 institutions

SDG 1 research	61.6
Anti-poverty programs (university)	60

3 GOOD HEALTH AND WELL-BEING

60.8 SCORE

401-600 out of 1,498 institutions

SDG 3 research	80.2
Collaborations and health services	58.5

8 DECENT WORK AND ECONOMIC GROWTH

58.8 SCORE

401-600 out of 1,149 institutions

Expenditure per employee	76.4
Percentage of employees on secure contracts	93.7

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

78.6 SCORE

101-200 out of 1,018 institutions

Patents	100
Research income from industry and commerce	100

17 PARTNERSHIPS FOR THE GOALS

51.0 SCORE

1,001-1,500 out of 2,031 institutions

SDG 17 research	65.7
Education for the SDGs	50



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