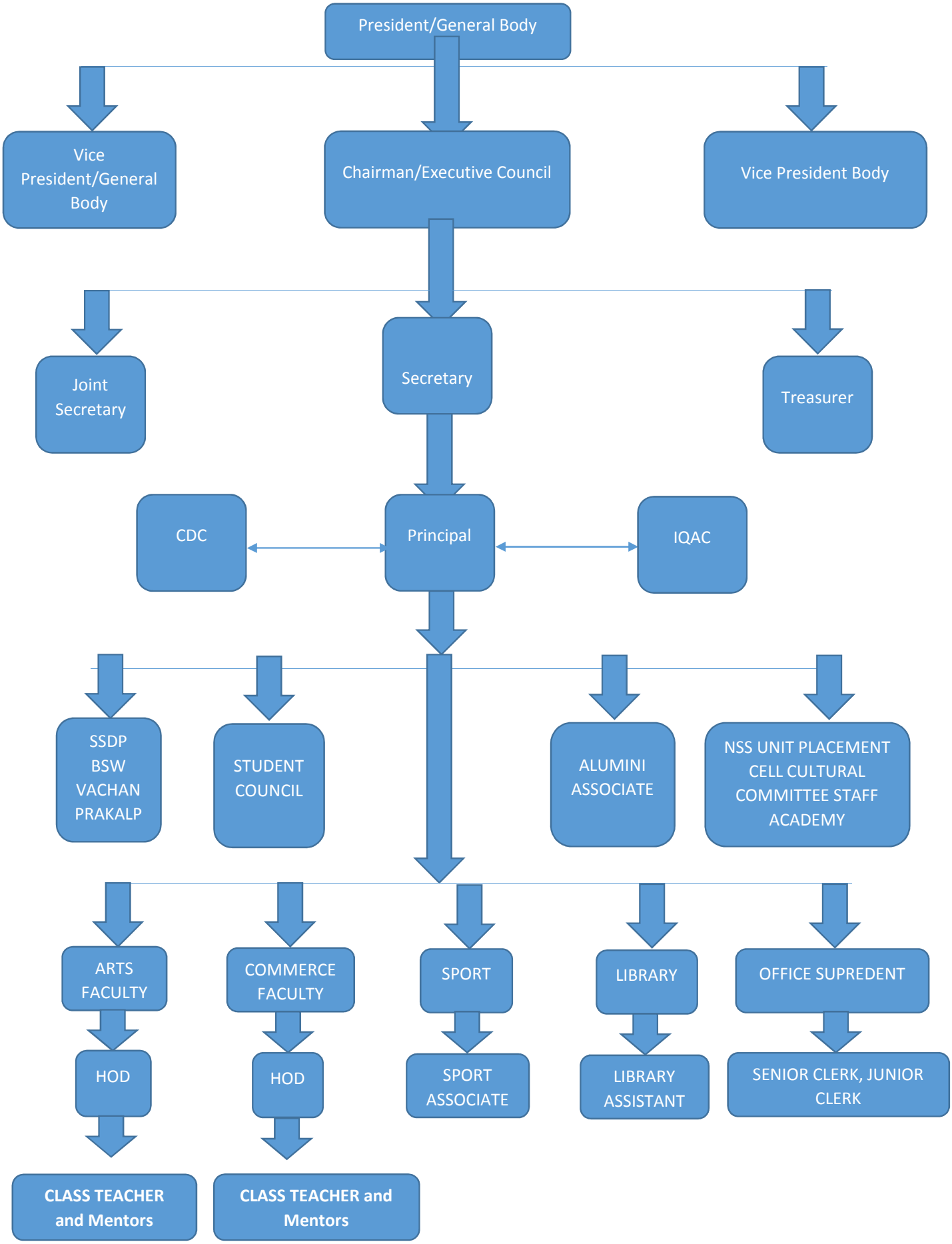6.1.2: The institution practices decentralization and participative management