



## SAWI Project: Identifying 10 Employers

SAWI Project, which stands for “Support and Accelerate Women’s Inclusion”, aims to partner with a transnational network of employers to develop, improve, and implement inclusive policies and practices for better recruitment, retention, and promotion of women.

More specifically, the project aims to partner with country partners to work with 10 employers in Higher Education, STEM, Healthcare, and Banking in order to make progress toward more women-inclusive HR structures.

This document is meant to provide general guidance to the SAWI Project’s Country Partners in terms of selecting the 10 local employers. Below you will find information concerning suggested selection criteria and recommendations on how to **identify** potential employers. You will also find the steps required in then **proposing** to these employers to take part in the SAWI Project.

### Selection Criteria

Each Country Partner needs to secure the participation of 10 employers across four sectors in their country. Generally, the aim is to secure 2 to 3 employers from each sector (see Appendix 1). To ensure proper selection kindly use the following criteria:

1. Belongs to one of the **four target sectors** including Higher Education, STEM, Healthcare, and Banking.
2. Is a **local** employer, which means is headquartered within your country.
3. Is a **private or public** employer, including for profit companies, public sector entities, and/or local non-profit organizations.
4. The selected employer should have **a minimum of 50 employees**, with the larger the number of employees, the better. The aim should be for medium- or larger-sized employers.
5. There is evidence that the employers have genuine interest in improving the recruitment, retention and promotion of women in their organization. In this sense, the employer should be **half-converted-** that is already showing some sort of interest or effort on women-inclusive policies or activities. For example, signatories for WEPS, SDGs 3 and 5, any specific gender charter, and/or committed to some public initiatives on gender.

### Sector Specific Guidance on Employer Selection

Please see below further guidance on identification of employers per sector:

#### Banking:

- Must be a commercial bank
- Exclude foreign banks, and in the case of subsidiaries, choose the ultimate parent.
- The number of employees is the main criteria for selection.



MEDI



CENTER FOR INCLUSIVE  
BUSINESS AND LEADERSHIP  
FOR WOMEN | CIBL

- The total assets (loans, liabilities, and equity), may also be something you consider before choosing, with the higher the total assets the better.

### **Healthcare:**

- Must be a hospital (public or governmental, military, private, and university; irrelevant of size or specialization), clinics, or medical centers.
- The number of employees is the main criteria for selection.
- The Ministry of Health (MOH) website and/or World Health Organization (WHO) reports may assist in identifying candidates.

### **Higher Education:**

- Must be a college or university (public or governmental, military, or private)
- The number of students is a main criterion in addition to number of employees.
- We suggest that you use Webometrics, which includes a ranking of universities that takes into consideration the university and research mission.

### **STEM:**

- STEM includes a wide array of fields, so we advise to focus on the following sub-sectors: (1) engineering and architecture (construction and design, industrial manufacturing), (2) energy and utilities (mining and metal production, oil and gas, power and utilities), and/or (3) information technology (IT and telecommunications).
- The number of employees is the main criteria for selection.