

# The Arab States Gender Gap Assessment Initiative (ASGGAI)

## What?

ASGGAI, a not-for-profit initiative by SLP Stargazers Foundation and the International Labour Organisation (ILO) is aimed at empowering companies in the Arab States to self-assess and improve existing gender gaps within their organizations, thereby creating a more gender-equal, productive, and efficient workforce.

## Why?

Together, SLP Stargazers Foundation and the ILO have created and implemented ASGGAI - a unique free-of-cost and ready-to-use assessment tool designed to help companies and organizations understand and maximize the potential of their employees, evaluate gender gaps in their workforce, address the well-being of their employees and harness potential and leadership. The underlying logic was that if an organization truly understands the capabilities, leadership potential, access to resources, productivity, and aspirations of all their employees - women and men - they are able to make more informed decisions about employee's roles and responsibilities as well as about the overall direction and growth of the company on an individual and organizational level.

Furthermore, SLP Stargazers Foundation believes that companies should be able to assess this by themselves, without having to hire an expensive external consulting company which precisely was the reason for the ASGGAI initiative.

## How?

The ASGGAI tool is based on a detailed set of factors and contexts, identified through primary research and analyzed scientifically, to provide each organization with a quantitative 'gender equity score', a qualitative analysis, and recommendations to improve gender gaps in their workforce. The tool, which will be customisable for each company, only takes 3 hours to implement during a workshop.

