

## Media release

# 2016 leaders in workplace gender equality announced

## Focus on women in leadership, parental leave and return-to-work

8 December 2016: The Workplace Gender Equality Agency (WGEA) has today announced the list of 2016 WGEA Employer of Choice for Gender Equality (EOCGE) citation holders.

Despite more rigorous criteria this year 106 organisations received the citation, up from 90 last year and 76 in 2014.

WGEA Director Libby Lyons said the growing list indicated that the business benefits and competitive advantage gained by addressing gender equality in the workplace were becoming more widely recognised.

Trends among this year's recipients include:

- flexibility for all employees across an organisation
- programs to support women into leadership and technical positions
- tailored parental leave and return-to-work policies
- supporting men's caring responsibilities
- robust analysis and correction of gender pay gaps.

"Employers increasingly recognise that equal participation by women and men at all levels of an organisation is good for workplace culture and performance," said Ms Lyons.

"WGEA data shows there is progress towards gender equality in Australian workplaces, but it is too slow.

"It is only through more employers taking the initiative to promote gender equality in the workplace that we will see the pace of change pick up.

"That is why it is so encouraging to see more than 100 organisations meet the very high standard required to receive the WGEA Employer of Choice for Gender Equality citation this year.

"I congratulate all the 2016 citation holders for their commitment and recognition of the strong business case for gender equality. I hope to see continued growth in this community of leading practice employers."

2016 EOCGE citation holders range from small professional services firms to very large organisations including universities and banks, with male-dominated, female-dominated and mixed industries represented.

"It is encouraging to see some new citation holders this year in diverse fields including transport, engineering, manufacturing, insurance and law," said Ms Lyons.

"Each industry has its own gender equality challenges. We hope all EOCGE citation holders can drive change in their own organisations as well as playing a leadership role to promote gender equality across their industries."

### Contact:

Anil Lambert 0416 426 722

Jackie Woods 0414 241 483

## About the citation

The WGEA Employer of Choice for Gender Equality (EOCGE) citation is designed to encourage, recognise and promote active commitment to achieving gender equality in Australian workplaces.

The EOCGE citation commenced in 2014, replacing the predecessor citation, the EOWA Employer of Choice for Women. The citation is strategically aligned with the *Workplace Gender Equality Act 2012 (Act)*, reflecting the change in focus of the legislation to promote and improve gender equality for both women and men, while recognising the historically disadvantaged position of women in the workplace.

The EOCGE citation is a voluntary leading practice recognition program that is separate to compliance with the Act.

Criteria for the citation cover leadership, learning and development, gender remuneration gaps, flexible working and other initiatives to support family responsibilities, employee consultation, preventing sex-based harassment and discrimination, and targets for improving gender equality outcomes. Criteria are strengthened each year to reflect best practice.

Prerequisites will continue to be strengthened year on year to drive continued progress.

New prerequisites for 2016 included:

- formal policies to support gender equality in the relation to recruitment, retention, performance management processes, succession planning, training and development.
- training for all managers in how to manage flexible work arrangements
- requirement for all managers in an organisation to entrench flexible working for employees
- formal gender equality strategy incorporated into broader business strategy and planning process
- analysis of starting salaries by gender included in gender remuneration gap analysis
- formal policy or strategy to support workers experiencing family or domestic violence
- reporting progress towards targets for women in management to the governing body/board and key management personnel.

## Employers of Choice for Gender Equality 2016

*\*Denotes an organisation on the list for the first time*

Accenture Australia Ltd*	Australian Catholic University	Corrs Chambers Westgarth
AECOM Australia Pty Ltd	AustralianSuper Pty Ltd	Credit Union Australia Ltd
Alcoa of Australia Limited	B & McK Services Trust	Curtin University
Allens	Baker & McKenzie	Deakin University
Allianz Australia Services Pty Limited	Bankwest	Deloitte Australia
American Express Australia Limited	Baxter Healthcare Pty Ltd	DLA Piper Australia
AMP Limited	Becton Dickinson Pty Ltd	Dow Chemical (Australia) Pty. Ltd.*
ARC@UNSW Limited	Benetas	Edith Cowan University
Arup Pty Limited	Brightside*	EY
Ashurst	Caltex Australia Limited	First State Super*
ASX Limited	Carsales.com Limited	GE Australia Pty Ltd*
Aurecon Australasia Pty Ltd*	Citigroup Pty Limited	Genworth
Aurizon Holdings Limited*	Clayton Utz	GHD Services Pty Ltd
Australia and New Zealand Banking Group Limited	Commonwealth Bank of Australia	Gilbert + Tobin
	Cooper Grace Ward Lawyers	Griffith University

HESTA*	Merck Sharp & Dohme (Australia) Pty Ltd	Swinburne University of Technology
Henry Davis York	Mercy Health	Tabcorp Holdings Limited
Herbert Smith Freehills*	Minter Ellison	TAL Services Limited
Holding Redlich	Mirvac Group	Teachers Health Fund
HSBC Bank Australia Limited	Monash University	Teachers Mutual Bank Limited
Jacobs Group (Australia) Pty Ltd	National Australia Bank Limited	Telstra Corporation Limited
K&L Gates	Norton Rose Fulbright Australia	The Law Society Of New South Wales*
King & Wood Mallesons (Australia)	Origin Energy Limited	The University of Newcastle
Konica Minolta Business Solutions Australia Pty Ltd*	Peoplebank Australia Limited	ThoughtWorks Australia Pty Ltd
KPMG Australia	PepsiCo	Transurban Limited
La Trobe University	Philip Morris Limited	UBS AG
Lauriston Girls' School	PPG Industries Australia Pty Ltd*	University of Canberra
Lend Lease Corporation Limited	Publicis Loyalty Pty Limited	University of Southern Queensland*
Little Company of Mary Health Care Limited	PwC	University of Technology Sydney
Maddocks	Queensland Country Credit Union Limited	University of Wollongong
McCullough Robertson Lawyers	QUT	UOW Enterprises
McKinsey and Company*	SAP Australia Pty Ltd	VMware Australia Pty Ltd
Medibank Private Limited*	Shell Australia Pty	Warrigal
Mercedes-Benz Australia/Pacific Pty Ltd	St Barbara Limited	Western Sydney University
Mercedes-Benz Financial Services Australia Pty Ltd	Stockland	Westpac Group
	Suncorp	YWCA Canberra

***About the Workplace Gender Equality Agency***

*The Workplace Gender Equality Agency is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces. More information is available at [www.wgea.gov.au](http://www.wgea.gov.au)*