Media release

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2019 leaders in workplace gender equality announced
Focus on flexible work, parental leave and women in leadership

25 February 2019: The Workplace Gender Equality Agency (WGEA) announced today the list of 2018-19 WGEA Employer of Choice for Gender Equality (EOCGE) citation holders.

A record 141 organisations have received the citation this year, which recognises employer commitment and best practice in promoting gender equality in Australian workplaces. There are 26 first-time recipients including the first-ever national sporting organisation: the Australian Football League.

WGEA Director Libby Lyons said that the growth in the recipients showed increasing recognition by Australian employers that gender equality is not just good for business but gives organisations a competitive advantage.

Trends among this year’s recipients include:
→ entrenching flexible work across the organisation
→ programs to support women into leadership
→ tailored parental leave policies to support both women and men
→ initiatives to encourage women to return to work after a career break
→ supporting men’s caring responsibilities
→ setting targets to achieve gender-equal graduate recruitment intakes
→ robust analysis and correction of gender pay gaps

"More organisations are introducing strategies and policies to ensure women and men are equally valued and rewarded in their workplaces. Gender equality has become an important focus for Australian employers,” Ms Lyons said.

“However, we also know that policies and strategies cannot just live on paper. They have to be implemented. Targets need to be set, outcomes monitored and managers, executives and boards made accountable for the results.”

“Our EOCGE citation does not signify that these employers have solved all of their gender equality issues. Rather, it recognises that they have embraced a rigorous and detailed programme to transform their workplaces. These leading employers know the importance of achieving gender equality for their employees and for their business and are implementing leading-practice measures to do so.”

This year’s citation holders range from small professional services firms to very large organisations. Male-dominated, female-dominated and mixed industries are all represented.

“Each year, I am delighted to see the innovative approaches taken by our citation holders in implementing actions and programmes that we know drives change.

“I congratulate all of our 2018-19 EOCGE citation holders for being such important agents for change. They are leading the way forward for other Australian employers to follow,” said Ms Lyons.

Contact: Murray Black 0438 071 876 / murray.black@wgea.gov.au
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. Prerequisites are strengthened year-on-year to drive continued progress.

New prerequisites for 2018-19 focus on strengthening accountability about an organisation’s formal gender equality strategy.

Employers of Choice for Gender Equality 2018-19

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Lauriston Girls’ School
LendLease Corporation Limited
Lion Pty Ltd
Little Company of Mary Healthcare Limited
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Lyndoch Living
Maddocks
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McCullough Robertson Lawyers
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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