

Media release

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## 2018 leaders in workplace gender equality announced

### Focus on flexible work, women in leadership and parental leave

21 February 2018: The Workplace Gender Equality Agency (WGEA) has today announced the list of 2017-18 WGEA Employer of Choice for Gender Equality (EOCGE) citation holders.

A record 120 organisations have received the citation this year, which recognises employer commitment and best practice in promoting gender equality in Australian workplaces.

WGEA Director Libby Lyons said the steady growth in the list indicated that the business benefits and competitive advantage gained by improving gender equality in Australian workplaces were becoming ever more widely recognised.

Trends among this year's recipients include:

- entrenching organisation-wide flexible work
- programs to support women into leadership
- tailored parental leave policies to support use by both women and men
- initiatives to attract women into male-dominated roles
- supporting men's caring responsibilities
- robust analysis and correction of gender pay gaps

"I am particularly delighted to see some of the innovative and exciting initiatives by our EOCGE citation holders covering, amongst other things, flexibility, paid parental leave, supporting women in leadership and addressing gender pay gaps," said Ms Lyons.

"WGEA data shows there is continuing momentum and progress towards gender equality in Australian workplaces. However, it also highlights the accountability gap between having a policy or strategy in place and being held accountable for delivering results.

"Leadership and accountability are essential if real progress is to be made in shifting the entrenched gender divisions in Australian workplaces. That is why the work of our EOCGE citation holders is so important. It is only through more employers showing this type of leadership and accountability that we will see the pace of real change increase.

"I congratulate all the 2017-18 citation holders for their commitment to and recognition of the many benefits improved gender equality can bring to their business. These employers are setting the benchmark and the pace for other Australian workplaces to follow."

2017-18 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 fields as diverse as engineering, manufacturing, insurance, IT and entertainment," said Ms Lyons.

"Each industry and each business has its own gender equality challenges. We are confident that all our citation holders are driving change in their own organisations as well as playing a leadership role to promote gender equality across their industries and in the wider community."

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## 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 2017-18 focus on strengthening accountability about flexible work.

## Employers of Choice for Gender Equality 2017-18

Accenture Australia Ltd	Benetas	Gilbert + Tobin
AECOM Australia Pty Ltd	BP Australia	GM Holden
Alcoa of Australia Limited	Brightside	Griffith University
Allens	Caltex Australia Limited	HESTA
Allianz Australia Services Pty Limited	carsales.com Limited	Herbert Smith Freehills
American Express Australia Limited	Cbus Super	Holding Redlich
AMP Limited	Challenger Limited	HSBC Bank Australia
ARC@UNSW Limited	Clayton Utz	Jacobs Group (Australia) Pty Ltd
Arcadis Australia Pacific Pty Ltd	Cognizant Technology Solutions Australia	Johnson & Johnson
Arup Pty Limited	Commonwealth Bank of Australia	K&L Gates
Ashurst Australia	Corrs Chambers Westgarth	King & Wood Mallesons
ASX Limited	Credit Union Australia Ltd	Konica Minolta Business Solutions Australia Pty Ltd
Aurecon Australasia Pty Ltd	Curtin University	KPMG Australia
Australia and New Zealand Banking Group Limited	Deakin University	La Trobe University
Australian Catholic University Ltd	Deloitte Australia	Lauriston Girls' School
AustralianSuper	Dexus	LendLease Corporation Limited
Avenade P/L	DLA Piper Australia	Lion
B & McK Services Trust	Dow Chemical (Australia) Pty. Ltd.	Little Company of Mary Healthcare Limited
Baker & McKenzie	ECU	Maddocks
Bankwest	EY	Maurice Blackburn
Baxter Healthcare Pty Ltd	First State Super	McCullough Robertson Lawyers
Becton Dickinson Pty Ltd	Genworth	McKinsey & Company
	GHD	

Medibank	PPG Industries	The Law Society of New South Wales
Mercedes-Benz Australia Pacific Pty Ltd	PwC Australia	The University of Newcastle
Mercedes-Benz Financial Services Australia Pty Ltd	Queensland Country Credit Union Limited	ThoughtWorks Australia Pty Ltd
MSD	Queensland University of Technology	Transurban Limited
Mercy Health	RB (Australia) Pty Ltd	UBS AG, Australia Branch
MinterEllison	Royal Melbourne Institute of Technology	Unilever Australia Ltd
Mirvac Limited	Russell Kennedy Lawyers	University of Canberra
Monash University	SAP Australia Pty Ltd	University of Southern Queensland
My Pathway	Scentre Group	University of Technology Sydney
National Australia Bank Limited	St Barbara Limited	University of Wollongong
Norton Rose Fulbright Australia	Stockland	UOW Enterprises
Origin Energy Limited	Suncorp Group Limited	Viva Energy Australia Pty Ltd
Palace Cinemas	Swinburne University of Technology	VMware Australia Pty Ltd
Peoplebank Australia Ltd	Tabcorp Assets Pty Ltd	Western Sydney University
PepsiCo	TAL	Westpac Group
Perpetual Ltd	Teachers Health	YWCA Canberra
Philip Morris Limited	Teachers Mutual Bank Limited	
Philips Electronics Australia Limited	Telstra Corporation Limited	
	The GPT Group	

***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)*