

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 2018: 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](mailto: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

AbbVie Pty Ltd	Benetas	Frasers Property Australia
Accenture Australia Pty Ltd	Caltex Australia Limited	FSS Trustee Corporation
AECOM Australia Pty Ltd	carsales.com Ltd	Genworth
Alcoa of Australia Limited	Cbus	GHD Services Pty Ltd
Allens	Challenger Limited	Gilbert + Tobin
Allianz Australia	Charles Sturt University	GM Holden
American Express Australia Limited	Clayton Utz	Griffith University
ARC@UNSW	Cognizant Technology Solutions	HESTA
Arcadis Australia Pacific Pty Ltd	Cooper Grace Ward Lawyers	Hall & Wilcox
Arup Pty Ltd	Corrs Chambers Westgarth	Hatch Pty Ltd
Ashurst Australia	Credit Union Australia Ltd	Herbert Smith Freehills
ASX Limited	Curtin University	Hilton Hotels of Australia Pty Ltd
Aurecon	Cuscal Limited	Holding Redlich
Australia and New Zealand Banking Group	Daimler Truck and Bus Australia Pacific Pty Ltd	HSBC Bank Australia Limited
Australian Catholic University	Deakin University	IRESS Limited
Australian Football League	Deloitte Australia	Jacobs Group (Australia) Pty Ltd
AustralianSuper	Dexus Holdings Pty Limited	Johnson & Johnson Pty Ltd, ANZ
Avanade Australia Pty Ltd	Diageo Australia	K&L Gates
B & McK Services Trust	DLA Piper Australia	King & Wood Mallesons
Baker McKenzie	Edith Cowan University	Konica Minolta Solutions Australia Pty Ltd
Baxter Healthcare Pty Ltd	Enterprise Management Group Pty Ltd	KPMG Australia Services
Becton Dickinson Pty Ltd	EY	La Trobe University

Lauriston Girls' School	Norton Rose Fulbright Australia	Teachers Health
LendLease Corporation Limited	Origin Energy Limited	Teachers Mutual Bank Limited
Lion Pty Ltd	Peoplebank Australia Ltd	Telstra Corporation Limited
Little Company of Mary Healthcare Limited	PepsiCo	TelstraSuper Pty Ltd
L'Oreal Australia	Perpetual Ltd	The Boston Consulting Group
Lyndoch Living	Philip Morris Limited	The GPT Group
Maddocks	Philips Electronics Australia Limited	The Law Society of NSW
Maurice Blackburn Lawyers	PPG Industries Australia Pty Ltd	The University of Newcastle
McCullough Robertson Lawyers	PwC Australia	ThoughtWorks Australia Pty Ltd
McKinsey & Company	QinetiQ	Toyota Finance Australia Ltd
Medibank	Queensland Country Credit Union Limited	Transdev Australasia
Mercedes-Benz Financial Services Australia Pty Ltd	Queensland University of Technology	Transurban Limited
Mercedes-Benz Australia Pacific Pty Ltd	Reckitt Benckiser (Australia) Pty Ltd	UBS AG
MSD	RMIT University	Unilever Australia Ltd
Mercy Health	Russell Kennedy Lawyers	University of Canberra
Merri Health	SAP Australia Pty Ltd	University of Technology Sydney
Metcash Trading Limited	Scentre Group	University of Wollongong
MinterEllison	Sparke Helmore Lawyers	UOW Global Enterprises
Mirvac Limited	St Barbara Limited	Vanguard Investments Australia Ltd
MLC Life Insurance	Stockland Development Pty Limited	Victoria University
Monash University	Suncorp Group	Viva Energy Australia Pty Ltd
Motorola Solutions ANZ	Swinburne University of Technology	VMware Australia Pty Ltd
National Australia Bank Limited	Tabcorp Assets Pty Ltd	Vodafone Hutchison Australia Pty Limited
Norman Disney & Young	TAL	Western Sydney University
		Westpac Banking Corporation
		WSP Australia Pty Ltd
		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)*