2014 leaders in workplace gender equality announced

12 November 2014, Sydney: The Workplace Gender Equality Agency has today announced the inaugural list of Employer of Choice for Gender Equality (EOCGE) citation holders with 76 organisations receiving the prestigious citation.

WGEA Director Helen Conway said it was fantastic to see such a diverse mix of organisations raising the bar in their efforts to improve gender equality. “The spread of industries and organisational size in this year’s list of citation holders is truly impressive and highlights that it’s not just the big of end town that realises the value of taking a strategic and systematic approach to achieving a gender diverse workforce,” she said.

The new citation, developed in consultation with past citation holders and launched in November 2013, substantially raised the expected level of performance while being sensitive to commercial realities.

WGEA Director Helen Conway said: “We know sustained and multi-faceted interventions are required to address the structural and cultural barriers that prevent women and men from equally participating at all levels of an organisation. This year’s citation holders have each demonstrated their commitment to maximising the full potential of their entire talent pool.”

“Future job seekers, investors and procurement officers who are committed to working for, investing in and buying from organisations with best practice talent management strategies should refer to this list first. These organisations are the best of the best,” Ms Conway said.

The 2014 applications highlight a growing recognition of the need to integrate men into diversity initiatives with a focus on promoting acceptance around men taking parental leave and working flexibly.

“Achieving gender equality depends on men taking a more active caring role and this necessarily requires more active support from employers to change norms so that flexibility and caring is not a career killer for women and men,” Ms Conway said.

In interviews conducted with CEOs of each successful applicant, leaders consistently revealed the importance of maintaining momentum.

“Best practice CEOs know they must not let their achievements in the area of gender equality breed complacency; they know it’s essential to maintain and indeed accelerate their efforts if they are to achieve sustainable change. Importantly, the EOCGE citation and in particular future pre-requisites point to what’s required to continue to lead this agenda and capture the competitive advantage a diverse workforce brings,” Ms Conway said.

Reflecting the more rigorous requirements, 76 organisations have been awarded the 2014 EOCGE citation, down from 125 recipients when the predecessor citation, the EOWA Employer of Choice for Women, was last awarded in 2012.

“We know a number of the organisations who were not eligible to apply this year have their sights set on 2015. The citation provides a clear roadmap to inform their gender strategies over the coming year while the Agency’s education and innovation program provides detailed support and guidance for employers,” Ms Conway said.
For more information contact
Yolanda Beattie, Public Affairs Executive Manager, Workplace Gender Equality Agency
02 9432 7053 or 0477 336 690
yolanda.beattie@wgea.gov.au

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. The Agency is responsible for administering the Workplace Gender Equality Act 2012. The Agency’s vision is for women and men to be equally represented, valued and rewarded in the workplace. The Agency was formerly known as the Equal Opportunity for Women in the Workplace Agency. More information is available at www.wgea.gov.au