

Workplace Gender Equality Citation

Q&A session

Aspiring Citation Holders

Dr Samone McCurdy
Executive Manager
Capacity Building

Acknowledgment of Country

In the spirit of reconciliation, the Workplace Gender Equality Agency acknowledges the Traditional Custodians of the country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

What we will cover today



**Overview of
citation**



**Benefits of
citation**



**How to become
a citation holder**



Timeline



**Questions &
Answers**

Purpose

1 Acknowledge engagement and investment in workplace gender equality (Reward)

2 Create aspiration and encouragement to employers in and outside the citation program (Inspiration)

3 Provide a blueprint for effective practice and leadership on gender equality (Thought Leadership)

4 Visible and trusted signal of excellence and expectation of employee experience (Brand)

5 Maximise the effort and value of reporting and the WGEA Reforms

6 Strengths based and resonates with a range of contemporary employers

Why become citation holder?

**Lower
gender pay
gap**

**Attraction of
talent and
'fit' for new
hires**

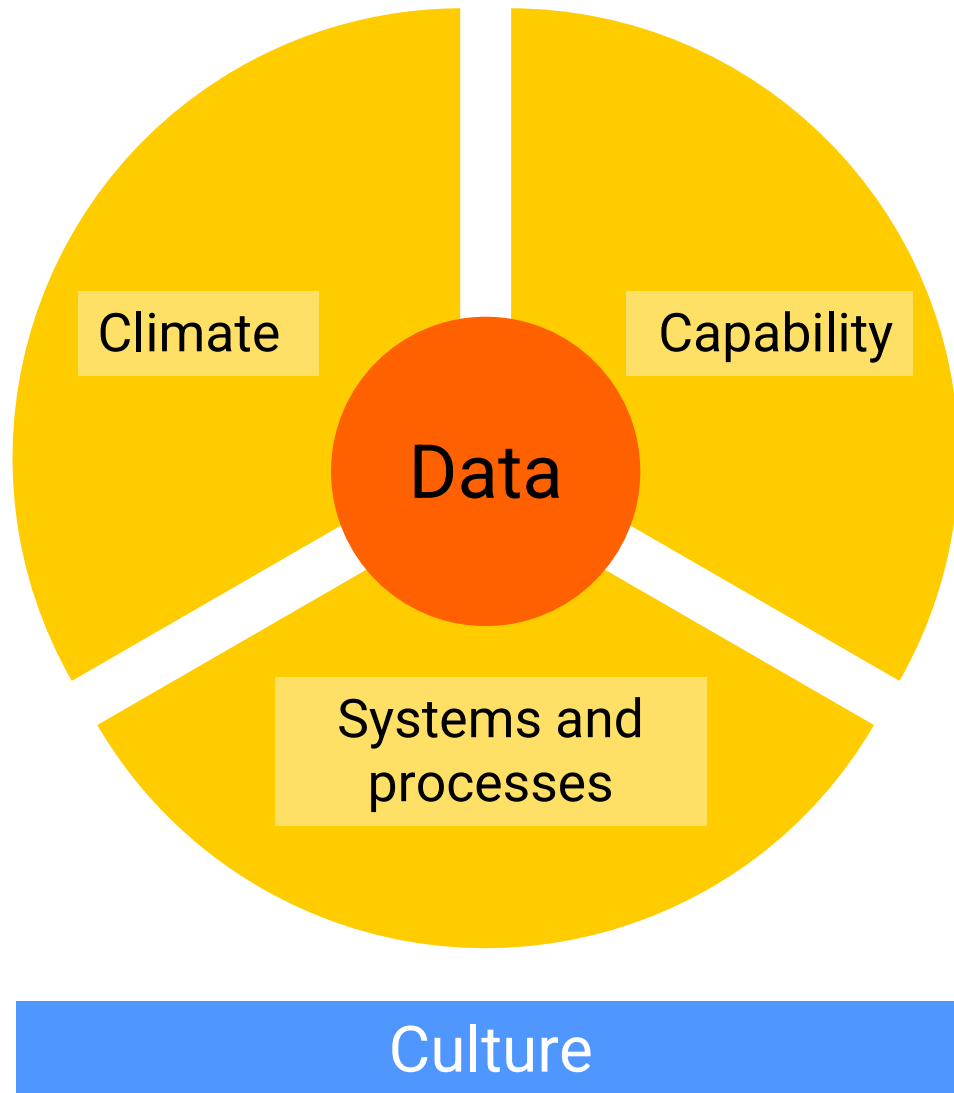
**Retention
and reduced
attrition**

**Supports an
authorising
environment**

Citation gives employers an edge

- material value (share price, service delivery)
- reputation and service (employee value proposition and engagement)
- reduced risk (compliance and governance)
- alignment with contemporary community values

How?



- Purposeful use of your data and evidence
- Capitalise on what organisation is already doing well
- Taking achievement to next level in a continuous improvement loop

Framework

2 levels of recognition

- Employer of Choice for Gender Equality
 - Employer Committed to Gender Equality
-
- Focus on gender equality outcomes
-
- Employee experience questions, response rate and agree responses
-
- Self assessment for policy inputs and education
-
- Three-year cycle to meet achievement hurdles on composition and GPG

Citation standards

Employer of Choice for Gender Equality	Employer Committed to Gender Equality
Gender-balanced Executive team	Plan/progress towards gender-balanced Executive team
Gender-balanced governing body/Board	Plan/progress towards gender-balanced governing body/Board
Overall average total remuneration gender pay gap is below the industry midpoint and/or between -5% and +5%	Plan/progress towards narrowing the average total remuneration gender pay gap to the industry mid-point or between -5% and +5%
8 weeks of employer funded paid parental leave including super, with no qualifying period	8 weeks of paid parental leave to top up to employee's replacement wage including super, after probation
<ul style="list-style-type: none"> Gender-balanced workforce: plan/achievement to address 2 people manager and 2 non-manager level hot spots Proportion of managers working part-time increase: plan/achievement Gender balanced utilisation of PPL: Plan/achievement 	<ul style="list-style-type: none"> Gender-balanced workforce: plan/progress to address 1 people manager and 1 non-manager level hot spot Proportion of managers working part-time increase: plan/progress
<p>Employee experience strongly agree/agree thresholds:</p> <p>Q1 70% of women 70% of men</p> <p>Q2 70% of women 70% of men</p> <p>Q3 80% of women 80% of men</p> <p>Q4 70% of women 60% of men</p> <p>Q5 80% of women 80% of men</p>	<p>Employee experience strongly agree/agree thresholds:</p> <p>Q1 60% of women 60% of men</p> <p>Q2 60% of women 60% of men</p> <p>Q3 80% of women 80% of men</p> <p>Q4 60% of women 50% of men</p> <p>Q5 80% of women 80% of men</p>

Employee experience

Question
my immediate supervisor/manager demonstrates support for gender equality in the workplace
my immediate supervisor/manager supports employees with family or other caring responsibilities, regardless of gender
I have the flexibility I need to manage my work and other commitments
using flexible work arrangements is not a barrier to achieving my career objectives in my organisation
my organisation takes steps to eliminate sexual harassment and gender-based harassment

Active support on the path to citation

Masterclasses

**Action Planning
Playbook**

Action Planning tool

**Advisory and
Drop- in sessions**

**Citation Handbook
(coming soon)**

Active support on the path to citation

**Special interest
events**

Case studies

**Promotions and
Collaboration**

Workplace Gender Equality Citation

The Workplace Gender Equality Citation encourages, recognises and promotes employers' achievement of and commitment to gender equality in Australian workplaces.

There are 2 levels of recognition in the citation:

- **Employer of Choice** for Gender Equality
- **Employer Committed** to Gender Equality

WGEA awards the citation for a period of three years, after which organisations can reapply.

The Agency currently has 115 employers as Employer of Choice for Gender Equality.

[View the full list of citation holders.](#)

2025 Workplace Gender Equality Citation criteria is now available

Download the document outlining the criteria for the two levels of the citation.

This will help employers in the application process.

[WGEA Gender Equality Citation 2025 \(PDF, 304.07 KB\)](#) 

Applications for the citation will open in the 3rd quarter of 2025. Further details about the application process and application fee will be available in early 2025.



Take action

Employers that take action to improve workplace gender equality are often more profitable and productive. The policies and strategies they implement help to improve recruitment, retention and reputation.

This page contains tools, guides and case studies to help you take action to improve workplace gender equality in your business. Scroll down to browse all the areas where you can make a difference. Or use the left-hand column to jump straight to the section you need.

Gender Equality Strategy

WGEA's gender equality strategy tools and guides can help you to determine where to focus your efforts as you plan policies and strategies to improving workplace gender equality.

NEW: WGEA Action Planning Playbook for Employers →
This comprehensive employer guide offers a framework to help you prioritise evidence-based actions to improve gender equality.

WGEA Action Planning Tool →
The Action Planning Tool helps employers who report to WGEA identify actions they can take to improve gender equality in their workplace.

Build a business case for gender equality →
Make a business case for promoting gender equality in your workplace.

Guidance on developing policies and strategies →
Use WGEA's GEI Policy and Strategy Guides to help you write policies and/or strategies for the 6 Gender Equality Indicators.

Gender equality strategy guide →
WGEA's gender strategy guide shows you how to analyse, design, implement and review changes that will improve workplace gender equality.

Gender equality diagnosis →
WGEA's Gender Equality diagnostic tool will help you pinpoint equality gaps in your organisation.

Application



Note: The Government has a new charging framework – the citation fee is currently being considered in that context.

<p>This week</p>	<p>Establish the level your organisation is most likely to meet at the time of application and check employee experience requirements</p> <p>Review the citation standards</p>
<p>This month</p>	<p>Start talking to people in your organisation about the citation and draw on your data from your gender pay gap to consult</p> <p>Book Gender Pay Gap Analysis and Action Planning Masterclasses</p>
<p>This quarter</p>	<p>Use the self-assessment criteria to determine opportunities for gender equality leading practice</p> <p>Book Capacity Building Advisory session</p>



Australian Government



Workplace
Gender Equality
Agency

Questions