



Chief Executive Women

Women leaders enabling women leaders

**19 November 2019**

## **2019 WGEA: Australia's Gender Equality Scorecard: CEW response**

The annual [WGEA Australia's Gender Equality Scorecard](#) released today shows while more employers are taking action to promote gender equality in their organisations year on year change remains disappointingly modest.

WGEA's 2019 data set covers over four million employees and demonstrates the importance of measuring gender equality outcomes in Australian workplaces.

### ***Policies to outcomes***

"To turn the gender equality policies and programs into better outcomes for women, men, business and our community we need a fundamental step-change in attitude, and culture and societal norms," said Sue Morphet, President Chief Executive Women.

"Organisations with strong leadership commitment, clear strategies and gender equality programs are addressing some of the structural barriers for women in the workforce yet progress across the board towards gender equality remains slow."

"Gender equity policies are not being turned into common practice; we are not seeing them become the cultural norm.

"As long as it's 'normal' that women take 71.5% of the parental leave, and that many more women than men take the option to work part-time once they become parents, it will be mostly men whose careers are fast-tracked towards senior roles."

"Normalising parental leave and career flexibility is good for workplace productivity and good for society," said Sue Morphet, President Chief Executive Women.

ENDS

