Australian Workplace Equality Index

Benchmarking tables can be utilised to compare your scores to those within your employer recognition tier, sector and in most cases, industry. Benchmarking tables are also compiled for Employer Size, Global Employers and those with Regional Head Offices.

TOP 3 EMPLOYERS for each benchmark have been included.

**AWEI 2019**

Benchmarking Tables for 2018 calendar year

SMALL EMPLOYERS – AWEI BENCHMARKING

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# AWEI BENCHMARKING (EXCLUDING SMALL EMPLOYERS)

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# SMALL EMPLOYERS AWEI BENCHMARKING

## SMALL EMPLOYERS AWEI: ALL

Number: 14

Top 3 (alphabetical)

* Blackrock Investment Management Australia
* Initiative Media
* Oliver Wyman



## SMALL EMPLOYERS AWEI: PRIVATE SECTOR

Number: 14

Top 3 (alphabetical)

* Blackrock Investment Management Australia
* Initiative Media
* Oliver Wyman



## SMALL EMPLOYERS AWEI: PARTICIPATING TIER

Number: 6

Top listing not available due to not-for-publication requests.



# AWEI BENCHMARKING (EXCLUDING SMALL EMPLOYERS)

## ALL EMPLOYERS

Number: 140

Top 3 scores (alphabetical order)

* Clayton Utz
* Macquare Bank
* MinterEllison
* RMIT University

\*Two organisations achieved the same score



## EMPLOYER RECOGNITION TIER: GOLD/PLATINUM

Platinum Tier recognises longevity of performance within a 5 year period. Platinum tier employers maintain platinum by scoring with the gold score range annually or by completing a successful platinum partner project (projects not represented within the benchmarking tables).

Gold tier employer recognition typically represents the Top 10% of highest ranking employers.

Number: 15

Top 3 scores (alphabetical order)

* Clayton Utz
* Macquarie Bank
* MinterEllison
* RMIT University

\*Two organisations achieved the same score



## EMPLOYER RECOGNITION TIER: SILVER

Silver tier employer recognition typically represents the Top 10-20% highest ranking employers.

Number: 22

Top 3 scores: (alphabetical order)

* AGL Energy
* Curtin University
* Deloitte Australia
* Monash University

\*Two organisations achieved the same score



## EMPLOYER RECOGNITION TIER: BRONZE

Bronze tier employer recognition typically represents the Top 20-40% highest ranking employers.

Number: 38

Top 3 scores: (alphabetical order)

* Coles
* Grant Thornton Australia
* HSBC Australia
* KPMG Australia
* Scentre Group
* State Street Australia

\*3 organisations achieved the same scores



## EMPLOYER RECOGNITION TIER: PARTICIPATING

Participating employers represent those working towards the first Employer Recognition Tier of Bronze.

Number: 63

Top 3 scores (alphabetical order)

* PageGroup
* Stockland
* Colin Biggers & Paisley Lawyers



## GLOBAL EMPLOYERS

Number: 59

Top 3 scores (alphabetical order)

* Macquarie Bank
* MinterEllison
* PwC



## REGIONAL HEAD OFFICE EMPLOYERS

Number: 7

Top 3 scores (alphabetical order)

* Deakin University
* NBN Co
* Thomson Reuters



## EMPLOYER SIZE: MEDIUM

Number: 53

Top 3 scores (alphabetical order)

* Clayton Utz
* Dentons
* ASIO



## EMPLOYER SIZE: LARGE

Number: 52

Top 3 scores (alphabetical order)

* Macquarie Bank
* MinterEllison
* PwC



## EMPLOYER SIZE: SIGNIFICANT

Number: 31

Top 3 scores (alphabetical order)

* Brisbane City Council
* RMIT University
* Woolworths



## SECTOR: PUBLIC (excl. Higher Ed)

Number: 38

Top 3 scores (alphabetical order)

* Australian Taxation Office
* Brisbane City Council
* Department of Prime Minister & Cabinet



## SECTOR: FEDERAL GOVERNMENT

Number: 23

Top 3 scores (alphabetical order)

* ASIO
* Australian Taxation Office
* Department of Prime Minister & Cabinet



## SECTOR: STATE GOVERNMENT

Number: 12

Top 3 scores (alphabetical order)

* Department of Education and Training Victoria
* Department of Education Queensland
* NSW Police Force



## SECTOR: STATE/LOCAL GOVERNMENT

Number: 15

Top 3 scores (alphabetical order)

* Brisbane City Council
* Department of Education and Training Victoria
* Department of Health and Human Services Victoria



## SECTOR: HIGHER EDUCATION

Number: 12

Top 3 scores (alphabetical order)

* Deakin University
* Monash University
* RMIT University



## SECTOR: PRIVATE

Number: 85

Top 3 scores (alphabetical order)

* Clayton Utz
* Macquarie Bank
* MinterEllison



## SECTOR: NFP / CHARITY

Number: 5

Top 2 scores (alphabetical order)

* Uniting
* Australian Red Cross Blood Service



## INDUSTRY GROUPING: AGED CARE

Number: 6

* Top 3 not provided – disparate scores, low participation.



## INDUSTRY GROUPING: ASX TOP 50

Number: 27

Top 3 scores (alphabetical order)

* Clayton Utz
* Macquarie Bank
* Woolworths Group



## INDUSTRY GROUPING: BANKING / FINANCE

Number: 27

Top 3 banks (alphabetical order)

* ANZ
* Macquarie Bank
* NAB



## INDUSTRY GROUPING: COMMUNITY SERVICES

Number: 6

* Top 3 not provided – disparate scores, low participation.



## INDUSTRY GROUPING: CONSTRUCTION, AUTOMOTIVE & TRANSPORT

Number: 5

Top 2 (alphabetical order)

* Lendlease
* Qantas



## INDUSTRY GROUPING: DISABILITY SERVICES

Number: 6

* Top 3 not provided – disparate scores, low participation.



## INDUSTRY GROUPING: EDUCATION REMIT

Number: 13

Top 3 (alphabetical order)

* Deakin University
* Monash University
* RMIT University

Note: Not all university elected to be benchmarked under Education



## INDUSTRY GROUPING: ENERGY/UTILITIES

Number: 5

Top 2 (alphabetical order)

* AGL Energy
* Energy Australia



## INDUSTRY GROUPING: ENGINEERING

Number: 5

Top 2 (alphabetical order)

* Aurecon
* LendLease



## INDUSTRY GROUPING: HEALTH + WELLBEING

Number: 9

Top 2 (alphabetical order)

* Uniting
* Department of Health (Federal)



## INDUSTRY GROUPING: INFORMATION SERVICES & MEDIA

Number: 4

Top 2 (alphabetical order)

* SBS
* Thomson Reuters



## INDUSTRY GROUPING: INSURANCE

Number: 12

Top 3 Insurance Companies: (alphabetical order)

* Hollard
* IAG
* Suncorp



## INDUSTRY GROUPING: LEGAL

Number: 14

Top 3 (alphabetical order)

* Clayton Utz
* Dentons
* MinterEllison



## INDUSTRY GROUPING: PROFESSIONAL SERVICES

Number: 21

Top 3 Professional Services – excluding Legal (alphabetical order)

* Accenture
* Deloitte
* EY
* PwC

\*2 employers achieved the same score



## INDUSTRY GROUPING: PROPERTY/CONSTRUCTION

Number: 6

Top 2 (alphabetical order)

* LendLease
* Stockland



## INDUSTRY GROUPING: PROPERTY / REAL ESTATE

Number: 8

Top 2 (alphabetical order)

* LendLease
* Scentre Group



## INDUSTRY GROUPING: RESEARCH & DEVELOPMENT

Number: 4

* Top 3 not provided – disparate scores, insufficient participation



## INDUSTRY GROUPING: RESOURCES / MINING

Number: 6

Top 2 (alphabetical order)

* Alcoa of Australia
* Woodside Energy



## INDUSTRY GROUPING: RETAIL/HOSPITALITY

Number: 8

Top 3 (alphabetical order)

* Scentre Group
* The Star Entertainment Group
* Woolworths Group



## INDUSTRY GROUPING: RETAIL PROPERTY

Number: 5

Top 2 (alphabetical order)

* Scentre Group
* Stockland



## INDUSTRY GROUPING: TECHNOLOGY / TELECOMMUNICATIONS

Number: 12

Top 3 Telco/Telecommunication companies – excluding those with partial remit (alphabetical order)

* DELL
* NBN Co
* Telstra

