



YWCA
CANBERRA

Employer Statement

2024



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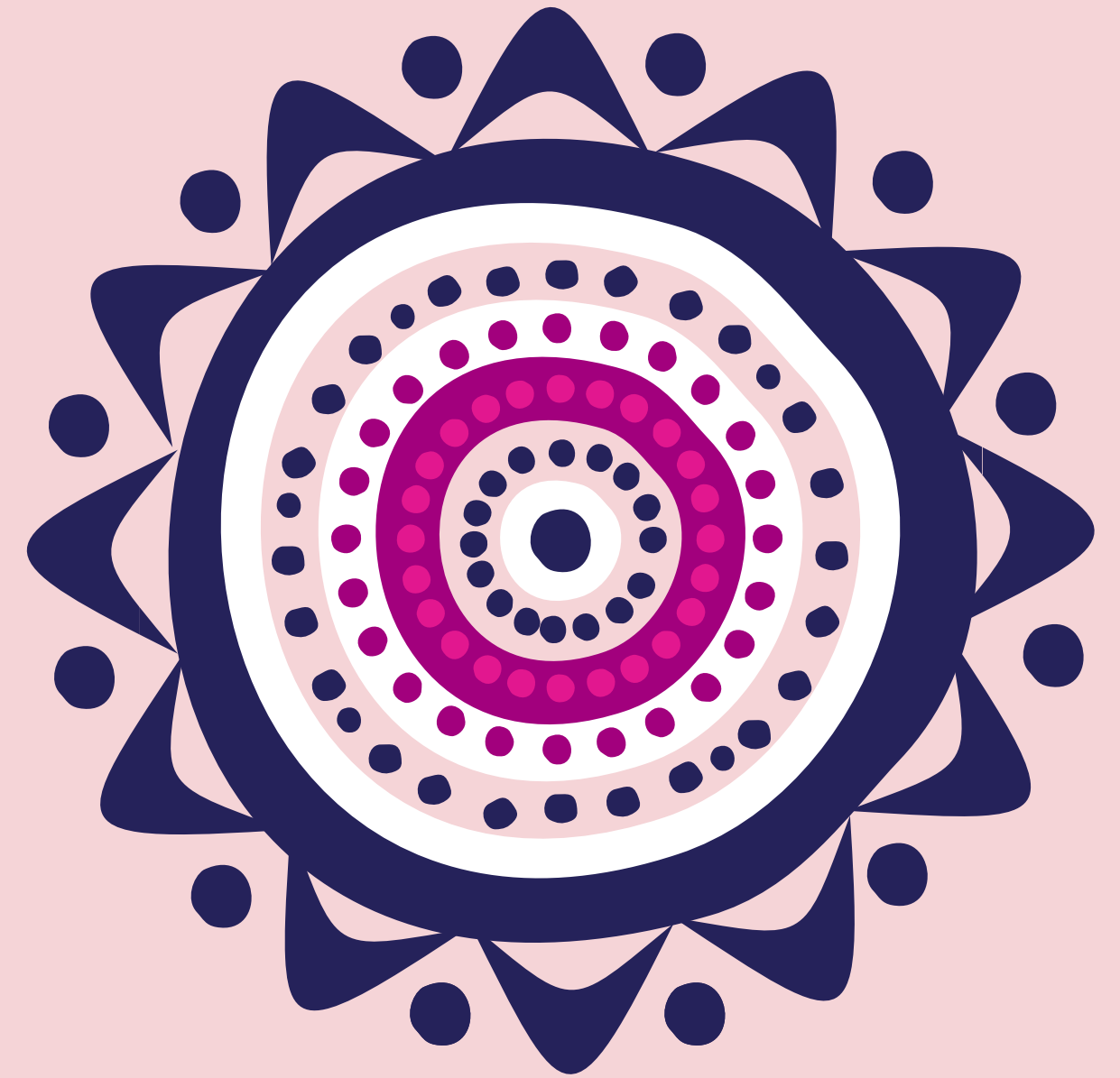
Acknowledgement of Country

YWCA Canberra proudly recognises the rights of Aboriginal and Torres Strait Islander peoples to own and control their cultures and pays our respect to these rights.

YWCA Canberra acknowledges the need to respect and encourage the diversity of Indigenous cultures and to respect Indigenous worldviews, lifestyles, and customary laws.

We extend our respect to the Aboriginal and Torres Strait Islander women who for thousands of years have preserved the culture and practices of their communities on country.

This land was never surrendered, and we acknowledge that it always was and will continue to always be Aboriginal land.



Statement from the CEO

01



The positive gender pay gap at YWCA Canberra reflects our efforts to continually improve our workplace to address biases and promote equitable practices across all levels of our workforce. By prioritising non-discrimination and equality in our Enterprise Agreement and workplace policies, we have not only closed the gap in our workplace but surpassed it.

Our positive gender pay gap is a testament to the strides we have made in addressing systemic biases and promoting equitable practices across all levels of our organisation. By prioritising transparency and fairness in our compensation policies, we have not only closed the gap but surpassed it, ensuring that women are compensated at a level commensurate with, if not exceeding, their male counterparts.

While this milestone is a cause for celebration, our work is far from over. We remain committed to continuously evaluating and improving the wages and conditions for the Early Learning Education and Care Sector.

We continue to advocate and provide quality services for girls, women and families in the ACT and surrounding regions.



**Frances Crimmins,
Chief Executive Officer**

Key terms and definitions

02

- **Base Salary**

An employee's regular salary, excluding superannuation, overtime, bonuses and other additional payments.

- **Gender Pay Gap Analysis**

An analysis is of what is driving an organisation's gender pay gaps, looking at workforce composition by gender, representation in more senior and highly paid roles, etc

- **Median Gender Pay Gap**

Is the middle value after sorting the gender pay of organisations in the comparison group from lowest to highest. If the number of comparison groups is an even number, the median is the average of the two middle values.

- **Submission Group**

A group of legal entities from the same corporate group that have similar gender equality policies and strategies and therefore choose to report to WGEA as one group.

- **Total Remuneration**

This includes all remuneration for an employee, including superannuation, overtime, bonuses and other additional payments

@ywcacanberra

Employer Statement

03

YWCA Canberra is proud to again be recognised as an Employer of Choice for Gender Equality (EOCGE) by the Workplace Gender Equality Agency (WGEA).

This is a citation we have consistently held since it began in 2014 and are currently the only ACT-registered organisation to hold it.

The assessment process for EOCGE is rigorous and requires tangible action towards workplace gender equality to match words.

Some factors that have contributed to us being acknowledged as being at the forefront of contributing to a gender equality in Australian workplaces.



Our Gender Equality Strategy

We are continuing to work towards achieving the goals of our [Gender Equality and Equity Strategy 2018-2023](#). Our vision of 'girls and women thriving' can only happen in a gender-equal world, where all employees are treated equitably in their pay, conditions, access to promotion and lack of discrimination.

Our gender equality strategy outlines the goals of our workplace including no less than 50% of women's representation at senior leadership levels. At the date of the WGEA inclusion reporting period, our entire Executive Team were women.

We encourage men to work at [YWCA Canberra](#), particularly in female-dominated sectors such as Early Learning Education and Care Sector where occupational segregation continues to be a driving force behind the wage gap.

Our [Strategic Plan 2023-2028](#) also reflects our commitment to equity both in the workplace and in society.



Flexible work and parental leave

05

We are committed to pay equity, equal opportunity, and flexible working arrangements where appropriate for all staff at YWCA Canberra. This is supported by our Enterprise agreement and flexible work policy.

Staff are remunerated according to our Enterprise Agreement and the recent bargaining round saw us deliver improvements to our paid parenting leave policy including entitlement on commencement. When wages are set through enterprise agreements, wages and conditions are adhered to strictly, which results in consistent application of pay.

We have a generous and equitable paid parental leave scheme for all parents, in addition to the Australian Government's Parental Leave Pay. We strongly encourage all parents, especially men, to take advantage of our parental leave and flexible work arrangements upon their return.

We also offer flexible workplace arrangements which are popular among our staff particularly those with children.



Public advocacy that matches workplace values

As a feminist organisation with a 95-year footprint in Canberra, we proudly work towards a more equal future for all and use our public reputation and voice to advocate for broader policy reforms that improve the lives of girls and women.

Our CEO regularly pens public opinion pieces on important areas for government reform that will progress gender equality and our frontline services work from a feminist framework that values the lived experience of our clients and respects their autonomy and voice. Our domestic violence support service delivers an early intervention service that helps women and children living with violence navigate networks of support and consider options. And our Next Door housing service helps women maintain tenancies or find alternative, more suitable accommodation.

Our advocacy work also draws attention to structural inequalities in the labour market and the workplace, the home and in government policy settings to bring about change. We have consistently lobbied for an Equal Remuneration Order for early learning educators, a policy lever that will contribute significantly to closing the gender pay gap.



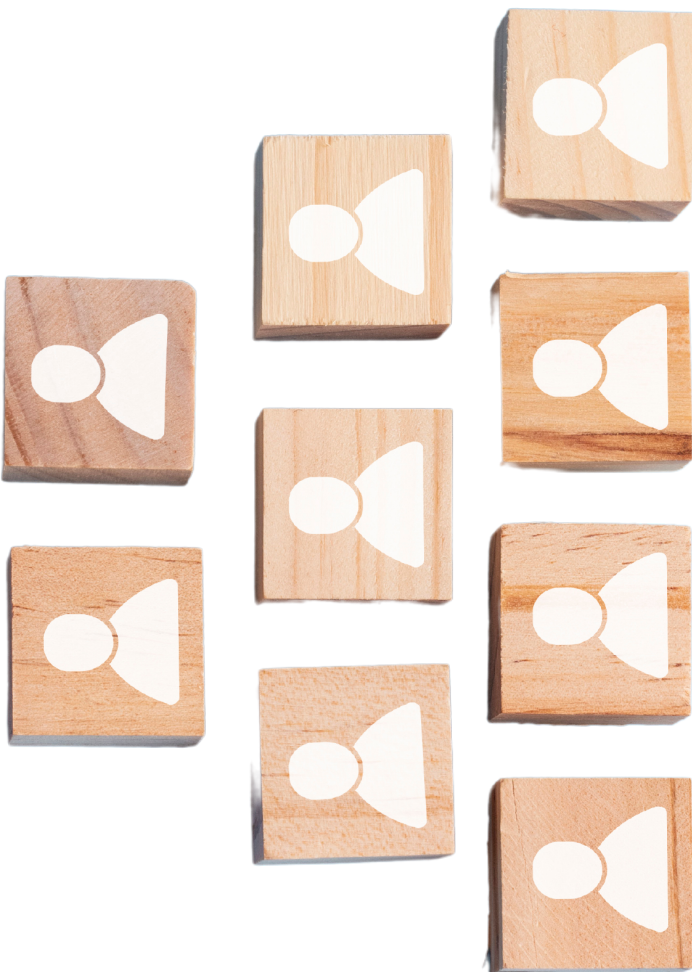
The YWCA Canberra's Gender Pay Gap

Our Average total remuneration gender pay gap is **-13.3%** and the median is **-20.8%**

A positive percentage indicates men are paid more on average than women in an organisation.
A negative percentage indicates women are paid more on average than men.

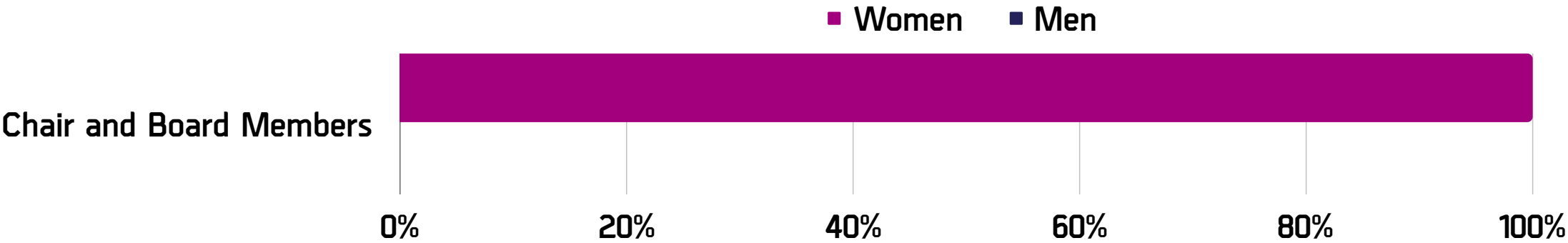
All Employees	2020-21	2021-22	2022-23
Average (mean) total remuneration	-15.3%	-17.0%	-13.3%
Median total remuneration	-10.5%	-13.7%	-20.8%
Average (mean) base salary	-9.6%	-20.1%	-9.8%
Median Base Salary	-0.2%	-17.7%	-10.3%

YWCA Canberra's Gender Parity Statistics



	Key Management Personnel (KMPs)	Managers		Non-Management		
	Women	Women	Men	Women	Men	
2020-21	100%	93%	8%	84%	16%	
2021-22	100%	96%	4%	83%	17%	
2022-23	100%	94%	6%	83%	17%	
			Managers		Non-Management	
			Number	Percent	Number	Percent
Appointments to manager roles (inc Promotions)			17	89%	2	11%
Appointments to non-manager roles (inc Promotions)			219	86%	37	14%

Gender composition of our governing body(ies)





YWCA
CANBERRA



Get in touch.

YWCA Canberra

Level 2, 71 Northbourne Avenue, Canberra
Australian Capital Territory 2601

Phone: 02 6185 2000

Email: canberra@ywca-canberra.org.au