



YWCA
CANBERRA

EMPLOYER STATEMENT

2025

ywca-canberra.org.au



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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.



Healing Waters
Greg Joseph and the children of Common Ground Dickson

STATEMENT FROM THE CEO

As the only Employer of Choice in the ACT, we take immense pride in leading by example and continuously call on others to join us in this important mission.

Our commitment to gender equity is at the core of everything we do. I am particularly proud to say our improved negative gender pay gap at YWCA Canberra is a direct result of our ongoing efforts to address systemic biases and implement equitable practices across all levels of our workforce.

Through our Enterprise Agreement and workplace policies, we have prioritised non-discrimination, fairness, and transparency, ensuring that women are not only compensated fairly but are also paid at a level that meets, if not exceeds, that of their male counterparts.

This achievement is not one we take lightly. However, while we celebrate this milestone, we know that there is still much work to be done. We remain steadfast in our commitment to continually advocate and improve the wages and conditions of the Early Childhood Education and Care sector, advocating for the vital changes that will shape a more just and equitable future for all.

At the same time, we continue to stand strong in our role as an advocate for girls, women, and families across the ACT and surrounding regions. The quality services we provide are a reflection of our values and our unwavering commitment to creating positive, lasting change.



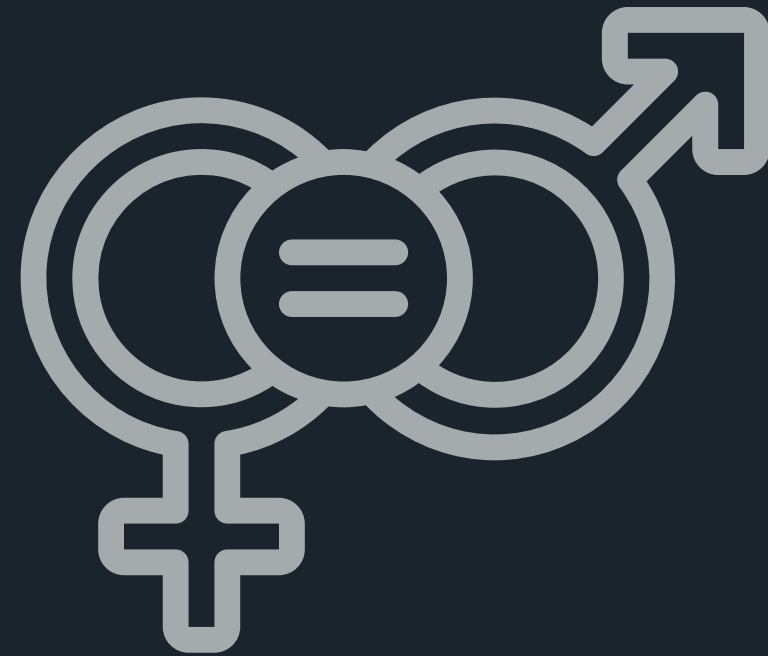
Frances Crimmins
Chief Executive Officer

YWCA Canberra breakdown

Number of employees:

3889

Program: 2023 - 24 Gender Equality Reporting



Primary industry:
8790 - Other Social Assistance Services

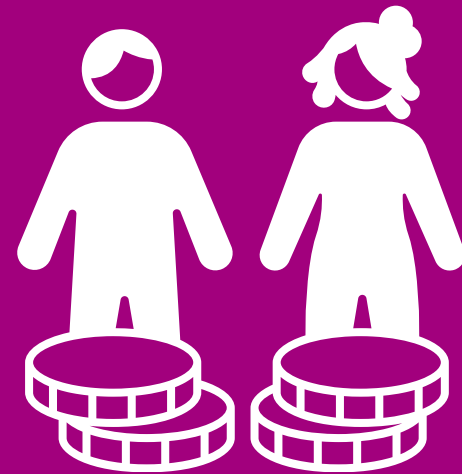


KEY TERMS AND DEFINITIONS



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

EMPLOYER STATEMENT

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

We have proudly held this prestigious citation since its inception in 2014, and we remain the only ACT-registered organisation to receive this recognition. The EOCGE assessment process is rigorous, requiring not just a commitment to gender equality but tangible, measurable actions that drive real change in the workplace.

As the only Canberra-based recipient, this recognition underscores our leadership in fostering a workplace that is inclusive, equitable, and supportive for all. It reaffirms our dedication to creating an environment where every team member can thrive, regardless of gender.

Celebrating our thirteenth consecutive year of this achievement, we take immense pride in the collective effort of our team, whose unwavering commitment continues to drive meaningful progress. We encourage more organisations across Canberra to join us in making workplace gender equality the standard, not the exception.



YWCA CANBERRA'S GENDER PAY GAP

Our Average total remuneration gender pay gap is **-10.5%**

The median is **-13.1%**, an improvement from 2022-23. 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	2021-22	2022-23	2023-24
Average (mean) total remuneration	-17.0%	-13.3%	-10.5%
Median total remuneration	-13.7%	-20.8%	-13.1%
Average (mean) base salary	-20.1%	-9.8%	-8.3%
Median Base Salary	-17.7%	-10.3%	-3.7%

Our commitment to close the Gender Pay Gap

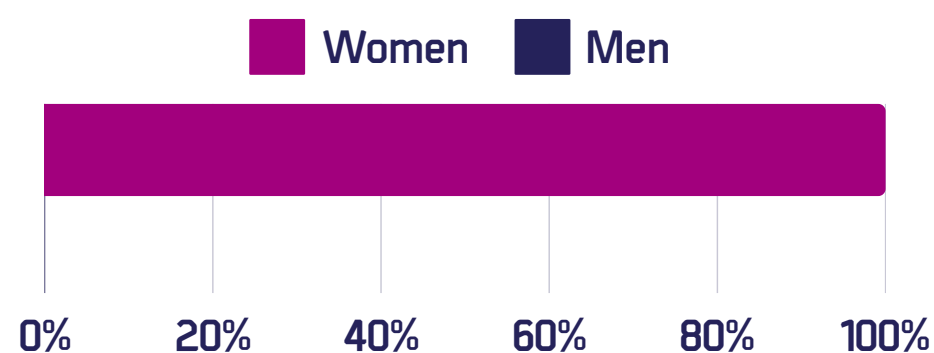
Our current Enterprise Agreement (2023-2027) marks a key step in promoting gender equality and closing the gender pay gap.

It ensures fair pay, equal career advancement opportunities, and support for work-life balance, including policies for parental leave, flexible work, and professional development. This agreement reinforces our commitment to creating an inclusive, respectful workplace where all employees, especially women, can thrive.

By championing gender equity, we enhance workplace satisfaction, retention, and foster diversity across our organisation.

YWCA CANBERRA'S GENDER PARITY STATISTICS

CEO &
Board
Members



Gender composition of
our governing body(ies)

	Managers		Non-Management	
	Number	Percent	Number	Percent
Appointments to manager roles (inc Promotions)	12	80%	3	20%
Appointments to non-manager roles (inc Promotions)	151	81%	36	19%

	Key Management Personnel (KMPs)	Managers		Non-Management	
	Women	Women	Men	Women	Men
2021-22	100%	96%	4%	83%	17%
2022-23	100%	94%	6%	83%	17%
2023-24	100%	90%	10%	79%	21%

OUR GENDER EQUALITY STRATEGY

We are continuing to work towards achieving the goals of our [Gender Equality and Equity Strategy 2024-2028](#). 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

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.

At YWCA Canberra, we pride ourselves on our generous parental leave provisions and a myriad of flexible work options designed to foster a healthy work-life balance. These include:

- A 9-day fortnight
- A 4-day compressed work week
- Paid parental leave on commencement



PUBLIC ADVOCACY THAT MATCHES WORKPLACE VALUES

As a feminist organisation with a 95-year history 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. Our Rentwell and 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.





YWCA
CANBERRA

GET IN TOUCH

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