



YWCA CANBERRA

Employer Statement

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.



Artwork by Kayannie Denigan

Statement FROM THE CEO

In 2024–25, we remain proud to be the only *Employer of Choice for Gender Equality* citation holder in the ACT. This recognition reflects our commitment to lead with integrity and encourage others to join us in advancing gender equity and workplace excellence.

Our focus on equity is deliberate and ongoing. Our current total remuneration gender pay gap for 2024–25 is **-4.9%**, with a median of **-7.9%**. These results reflect our continued efforts to identify and address systemic barriers while promoting fair and transparent practices across every level of our workforce.

Through our 2023–2027 Enterprise Agreement and workplace policies, we continue to prioritise fairness, inclusion, and accountability, creating a culture where employees are valued and rewarded equitably for their work.

Initiatives such as our Youth Programs at Mura Lanyon Youth and Community Centre and the new Pathways Housing and Support Program have also enabled us to grow our impact and diversify our workforce, including the employment of more men.

We also welcome the Australian Government's two-year wage increase for the early learning sector, which remains a predominantly feminised workforce. This is an important recognition of the critical role early childhood educators play in shaping our communities.

Our recent Employee Engagement Survey, conducted with Spinach Co, provided valuable insights into the experiences of our team. Encouragingly, 72 percent of team members agreed there are good career opportunities within YWCA Canberra, with an average satisfaction score of 74 percent.

As we look ahead, we remain committed to growing our impact and continuing to set the standard for equitable, inclusive workplaces.

A negative pay gap does not mean our work is done.



Frances Crimmins
Chief Executive Officer
YWCA Canberra

Key Terms and DEFINITIONS

BASE SALARY

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

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

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.

Employer STATEMENT

YWCA Canberra continues to lead the way in gender equality, with our commitment to equity reflected in our progress toward closing the gender pay gap.

Our workforce is predominantly women, and women are strongly represented in leadership, which is reflected in our current WGEA results. In 2024–25 our average gender pay gap for total remuneration is -4.9%, which sits inside WGEA’s ‘neutral’ range of plus or minus 5%, indicating that overall pay in our organisation is now close to gender parity.

A negative pay gap does not mean our work is done. We conduct regular gender pay gap analysis, examine gaps within teams and levels, and test for any unexplained differences so that every employee is paid fairly for their role and contribution.

Looking ahead, we will keep strengthening gender balance in decision-making roles, embedding transparent remuneration practices, and advocating for systemic change across our sector.

At YWCA Canberra, we see it as our responsibility to show that achieving near-neutral gender pay gaps is possible and to keep pushing until equality is fully reflected in both our data and the experiences of YWCA Canberra employees.

-4.9% Our average total remuneration gender pay gap.

-7.9% Our median total remuneration gender pay gap.

Women at YWCA Canberra currently earn slightly more than men on average which is a reversal of typical pay gaps elsewhere.

YWCA Canberra

GENDER PAY GAP

2024-2025

	2022 - 2023	2023 - 2024	2024 - 2025
Average (mean) total remuneration	-13.3%	-10.5%	-4.9%
Median Total Remuneration	-20.8%	-13.1%	-7.9%
Average (mean) base salary	-9.8%	-8.3%	-2.9%
Median Base Salary	-10.3%	-3.7%	-6.7%

BREAKDOWN

Number of Employees	Program	Primary Industry
400	2024 - 25 Gender Equality Reporting	8790 - Other Social Assistance Services

Gender Parity Statistics

COMPOSITION BY ROLE

	Key Management	Manager		Non-Management	
	Women	Women	Men	Women	Men
2022-23	100%	94%	6%	83%	17%
2023-24	100%	90%	10%	79%	21%
2024-25	100%	82%	18%	82%	18%

EMPLOYMENT STATUS

Number of Employees	Full-time	Part-time	Casual
Women managers	88%	12%	0%
Men managers	89%	11%	0%
Women non-managers	45%	28%	27%
Men non-managers	34%	17%	49%

EMPLOYEE MOVEMENT

manager and non-manager appointments (including promotion) by gender

	Women	Men
Appointments to manager roles <i>(incl. promotions)</i>	21 88%	3 13%
Appointments to non-manager roles <i>(incl. promotions)</i>	154 81%	36 19%

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.

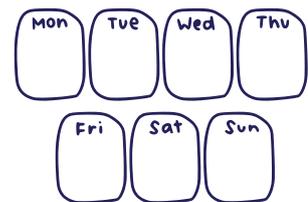
...to flexible work and parental leave

YWCA Canberra is committed to pay equity, equal opportunity, and flexible working arrangements for all staff, supported by our Enterprise Agreement and flexible work policy.

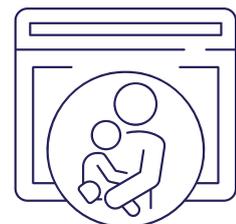
Our generous paid parental leave available to all employees upon commencement of work, alongside the Australian Government's Parental Leave Pay – encourages every parent, including men, to take advantage of leave and flexible work options on their return.

We're proud to offer flexible work arrangements that promote balance and wellbeing. According to our most recent Employee Engagement Survey with Spinach Venture Co, our flexible work conditions was listed as one the most valued by our employees.

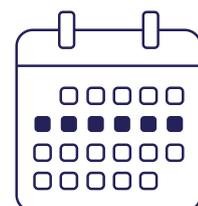
More than two thirds of the organisation have flexible work arrangements including part time, flexible work patterns and compressed working weeks.



4-day compressed work week



Paid-parental leave on commencement



9-day fortnight

...to public advocacy that matches workplace values

As a feminist organisation with a 97-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 advocacy work draws attention to structural inequalities in the labour market and the workplace, the home and in government policy settings to bring about change. Reflecting on the 2012 Equal Remuneration Order for the community sector, we consistently lobbied for similar pay equity for workers in the early learning sector and have welcomed Worker Retention Payment that will now contribute significantly to closing the gender pay gap.

In 2024-2025, we led the Working with Women Alliance, collaborating with peak bodies to amplify women's voices from the frontline to policy. We also released Our Lives: Women in the ACT Report 2025 with nearly 2,800 responses providing insights into the daily lives and lived experience of women in the territory.

...to 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.

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.



YWCA
CANBERRA

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