

The UK Civil Society Almanac 2010

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Question 49... How many people work in the voluntary sector?



Total UK workforce by sector, 2008



The Labour Force Survey (LES) estimates that 668,000 people were employed in the UK voluntary sector in 2008. The sector employs two out of every hundred people in the UK workforce, accounting for 2.3% of all UK employees. In comparison the public sector employed just over seven million employees in 2008 and the private sector employed just under 21 million employees.¹

Total employment can also be expressed as full-time equivalents (FTEs²), a more accurate indicator of workforce capacity. In 2008, the voluntary sector employed an estimated 539,000 FTE paid staff. Charity accounts identify that 696,000 people work in the voluntary sector, a figure slightly higher than that estimated from the LFS (our preferred estimate of the total workforce).

■ Private sector ■ Public sector
■ Voluntary sector

▲ Source: Labour Force Survey
Base: All people aged 16 and over

¹See Appendix for a description of the methodology used within this analysis.

²The FTE (full-time equivalent) measure reflects the paid human resource available by converting hours worked by part-time staff into the equivalent number of full-time staff.

Question 50... Is the number of people working in the voluntary sector changing?

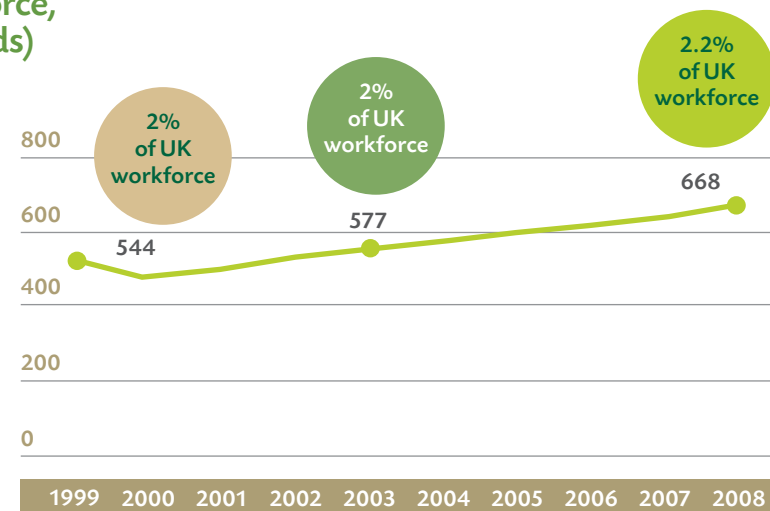


Total UK voluntary sector workforce, 1999-2008 (headcount, thousands)

Between 1999 and 2008 the voluntary sector workforce increased by 124,000 employees. In comparison, the public and private sectors' workforces increased by 1.3 million and 1 million employees respectively. As a percentage, the voluntary sector has experienced a higher rate of increase (23%) than the private sector (7%) and the public sector (18%).

The growth in the voluntary sector is linked to almost twenty years of public service delivery being contracted out by central and local government agencies to the sector (Kendall, 2003).³

³The voluntary sector: comparative perspectives in the UK (Kendall, 2003)

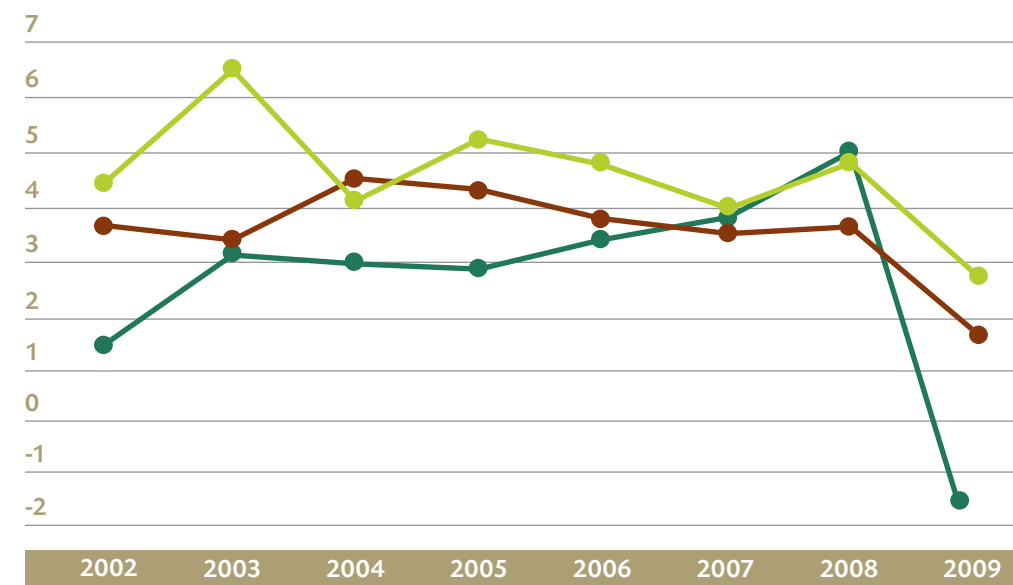


▲ Source: Labour Force Survey
Base: All people aged 16 and over

Question 51... How much are voluntary sector staff paid?



Earnings growth, 2002-2009 (%)



Median voluntary sector total earnings by job role, 2009/10 (£)

Chief executive	71,070
Director	67,500
Senior function head	52,839
Function head	44,792
Department or section manager	37,479
Senior specialist/ professional/ technical staff; administration manager	30,900
Specialist/ professional/ technical staff; administration supervisor	23,172
Junior professional/ technical staff; senior care staff	18,871
Trainee professional/ technical staff; administrative assistant	15,291
Trainee non-professional staff; office services	13,661

● Increase in voluntary sector average earnings
● Average earnings index (whole economy)
● Retail price index (RPI)

▲ Source: XpertHR, 2009

£71,070

Median total earnings for a voluntary sector CEO

No single source can give definitive information about salaries within the voluntary sector. But the XpertHR Voluntary Sector Salary Survey provides data collected from 178 voluntary sector employers on 29,000 employees. The most recent report was published in July 2009. The survey provides data both on salaries and other payments at a point in time, and on movements in salaries over the year.

The movement in the voluntary sector's average earnings has continued to increase over the previous year (2.9%) but at a slower rate than in the previous seven years. It is

however a higher rate of increase than both the average earnings index (1.7%) and the retail price index (-1.4%). The median earnings⁴ for a CEO in 2009, was £71,070, whilst trainee non-professional staff received £13,661. The ratio between the CEO salary and the trainee non-professional salary is 5:1.

Voluntary organisations use a range of salary systems to set remuneration levels. The most popular system, for over half of the respondents (52%), was to use the XpertHR survey.

Other systems often used were RPI (used by 44% of respondents) and the NJC scale (used by 20% of respondents). Labour turnover now stands at 13%, up from 8% in 2006. Resignations accounted for just over half of this figure.

⁴Annual earnings are before deductions for tax, national insurance, pension contributions etc but including London or other location allowances, performance or skills supplements plus any bonuses, commission payments and mortgage subsidies as well as any car allowances, shift or standby allowance paid.

This 'Work' sub-section was produced in partnership with Skills Third Sector and the Third Sector Research Centre as part of our joint employment research programme.

www.skills-thirdsector.org.uk/research_policy
www.tsrc.ac.uk

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Find out more

XpertHR (2009) 21st Annual Voluntary Sector Salary Club 2009/10.

To find out more or to participate in the next salary survey please visit www.xperthr.co.uk/job-pricing/about/chr_s09/jobpricing-l-01-charities.

Question 52... Are voluntary sector staff union members?

22%

Proportion of voluntary sector employees who are trade union members

Within the voluntary sector in 2008, just over one-fifth (22%) of employees were trade union or staff association members. This is lower than in the public sector, where 56% of employees are members, but higher than in the private sector where 14% of employees are members. A similar proportion of voluntary sector employees (22%) are employed in organisations where agreements between trade unions and their employer affect pay and conditions. This is again much lower than in the public sector (73%) but slightly higher than in the private sector (20%). The unions with the largest number of voluntary sector members are Unite and Unison.

Find out more
Unite the Union:
www.unitetheunion.com/nonprofit
Unison:
www.unison.org.uk/Voluntary

Question 53... How much does the voluntary sector spend on staff costs?

Voluntary sector expenditure on staff costs by size of organisation, 2007/08

	Micro	Small	Medium	Large	Major	Total
Staff costs (£ millions)	13.0	378.1	2,410.1	4,223.9	5,110.3	12,135.5
Staff costs (% of expenditure)	4.2	20.4	39.3	40.9	35.9	36.9
Cost per FTE employee (£000s)	13.0	10.6	18.5	24.1	26.9	22.8
Organisations that employ staff (%)	1	31	73	89	93	22

▲ Source: NCVO, GuideStar Data Services ►

Expenditure on staff costs can be identified through the accounts of voluntary organisations. Staff costs cut across the range of expenditure categories within the accounts as organisations employ staff to undertake a range of activities from income generation to service provision. Staff costs can include: the costs of employing staff who work for the charity whether or not the charity has incurred those costs, employers' national insurance costs and pension costs and so are higher than employee's salary costs.

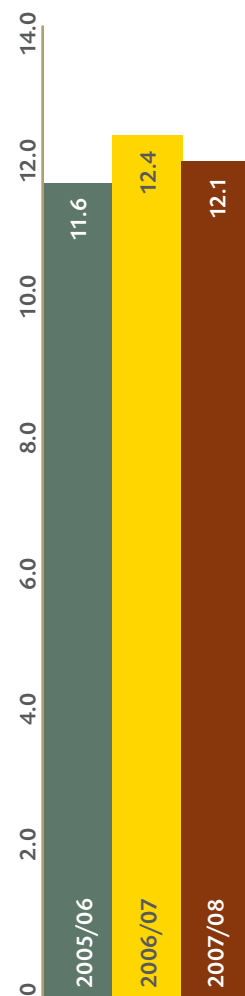
In 2007/08, voluntary organisations spent £12.1 billion employing staff. Whilst this is a decrease from the previous year's figure of £12.4 billion, it is still higher than in previous years. This is a reflection of a larger workforce.

Over time it appears that staff costs have fallen as a proportion of total expenditure, from 43% in 2001/02 to 37% in 2007/08.

Over three-quarters of staff costs (77%) are incurred by large and major organisations. Large organisations in particular, spend 41% of their total expenditure on staff. This is unsurprising, given that nearly nine out of ten (89%) large and major organisation employ staff, compared to 31% of small and 1% of micro organisations. Overall, just over one fifth (22%) of voluntary organisations employ staff.

The average cost per FTE employee within the sector is £22,800 but this varies from £10,600 within small organisations through to £26,900 within major organisations.

Voluntary sector expenditure on staff costs, 2005/06 – 2007/08 (£ billions)



Question 54... Who works in the voluntary sector?

19%

Proportion of people working in the voluntary sector who are disabled

Women employees by sector, 2008 (%)



More than two-thirds of the voluntary sector workforce are women (68%). This compares with the public sector (65%) but contrasts with the private sector (39%). The high proportion of women in the voluntary sector has implications for the sector's employment policies and practices, such as maternity leave, part-time working and flexible working practices.

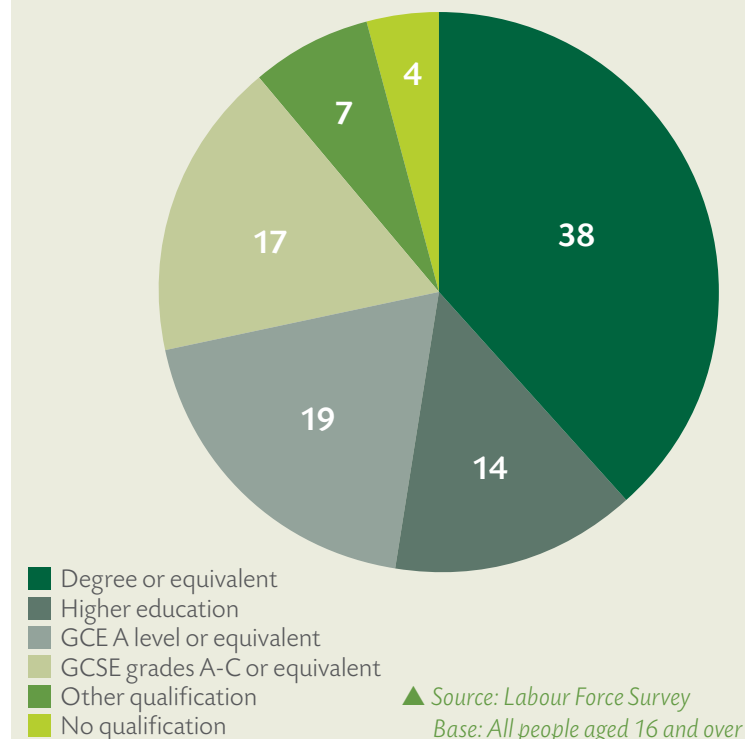
The voluntary sector workforce contains a higher proportion of disabled people than the public and private sectors. Nearly one in five people (19%) working in the voluntary sector has a disability compared to 14% of the public sector workforce and 12% of the private sector workforce. The proportion of disabled people working in the voluntary sector has increased from 14% in 1999 to 19% in 2008. As nearly one in five voluntary sector employees has a disability, it is important for voluntary sector organisations to ensure that they have the employment policies and practices in place to provide reasonable adjustments, as well as equal opportunity and flexible working practices.

◀ Source: Labour Force Survey
Base: All people aged 16 and over

The ethnicity of over nine in ten of the voluntary sector workforce is white (93%). This is slightly higher than in the public and private sectors (each equating to 91%). Between 2002 and 2008, the proportion of white employees has decreased slightly across all sectors by just over 1%.

Voluntary sector employees are highly qualified. Two out of three voluntary sector employees (71%) have a qualification at 'A' level or beyond and nearly four out of ten voluntary sector employees (38%) have a degree-level qualification. The voluntary sector employee profile of qualifications is very similar to that of the public sector (68% and 37% respectively). In the private sector just over half the employees (52%) have an 'A' level qualification or higher and nearly one in five (19%) have a degree or equivalent qualification. Between 1998 and 2008 the number of voluntary sector employees with a degree increased from 147,000 to 252,000, an increase of 71%. This again gives weight to the suggestion that there has been a professionalisation of the voluntary sector. Employees are now highly qualified and see a career path within the voluntary sector.

Highest qualification of voluntary sector employees, 2008 (%)



▲ Source: Labour Force Survey
Base: All people aged 16 and over

Employees with a degree, by sector, 2008 (%)



▲ Source: Labour Force Survey
Base: All people aged 16 and over

Question 55...

What proportion of jobs in the voluntary sector are full-time?

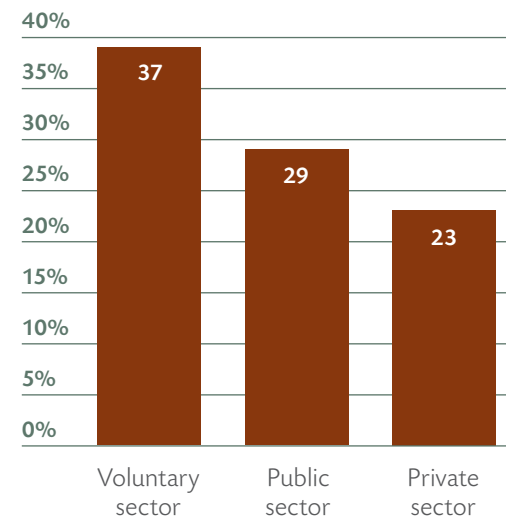
Part-time work is a significant part of voluntary sector employment with nearly four out of ten workers in the UK voluntary sector (37%) working part-time, equating to 247,000 employees. This proportion is much higher than in the public sector (29%) and the private sector (23%). Part-time working has implications for the management of human resources both in terms of organisational and individual development.

Most voluntary sector part-time employees do not want a full-time job. Less than one in ten (8%) voluntary sector part-time employees are working part-time because they could not find a full-time job, equating to 20,000 employees. More than eight out of ten (81%) voluntary sector part-time employees (200,000 employees) do not want a full-time

job, which suggests that they are attracted to the part-time opportunities that the voluntary sector offers.

Just over two in five female employees in the voluntary sector are employed part-time (43%) compared to just over one in five (23%) of males. The proportion of women who work part-time has fluctuated but has remained basically unchanged. The proportion of men working part-time in the sector has increased from 14% in 1996 to 23% in 2005. The growth in the proportion of men who work part-time in the voluntary sector could reflect the growing number who view the voluntary sector as providing an alternative career path and wish to take up the sector's flexible working practices.

Part-time employment by sector, 2008 (%)



▲ Source: Labour Force Survey
Base: All people aged 16 and over

Question 56...

How secure are jobs in the voluntary sector?

9%

Proportion of voluntary sector employees on temporary contracts in 2008

Just over nine in ten employees (91%) in the voluntary sector are on permanent contracts. Both the private and public sectors have a higher proportion of employees on permanent contracts (96% and 93% respectively). Between 1998 and 2008, the number of private sector employees on temporary contracts decreased by 27%, 273,000 employees, whilst the number of public sector employees on temporary contracts decreased by 16%, 97,000 employees. Conversely, the number of voluntary sector employees on temporary contracts increased by 15%, 8,000 employees.

The unions continue to highlight this situation as a major cause of concern for their members¹. Voluntary sector employers recognise such concerns, plus additional mission-related risks. Employees with poor job security or short-term contracts are relatively difficult to recruit and retain, with resignation before the completion of a fixed-term contract anecdotally perceived to be a common problem.

More than two out of three temporary voluntary sector employees (67%) are on fixed-term contracts; this equates to 40,000 employees. In the public sector a smaller proportion are on fixed-term contracts (60%) and in the private sector only 29% of temporary employees are on fixed-term contracts. The number of fixed-term contracts in the voluntary sector is likely to be related to the fact that many voluntary sector organisations depend to a considerable extent on short-term funding.

¹Unite. 2009b. Unite recommendations for funding in the sector. www.uniteunion.com/sectors/community_youth_workers/campaigns-1/funding_campaign/unite_recommendations_for_fund.aspx.

Question 57...

Where are the jobs in the voluntary sector?

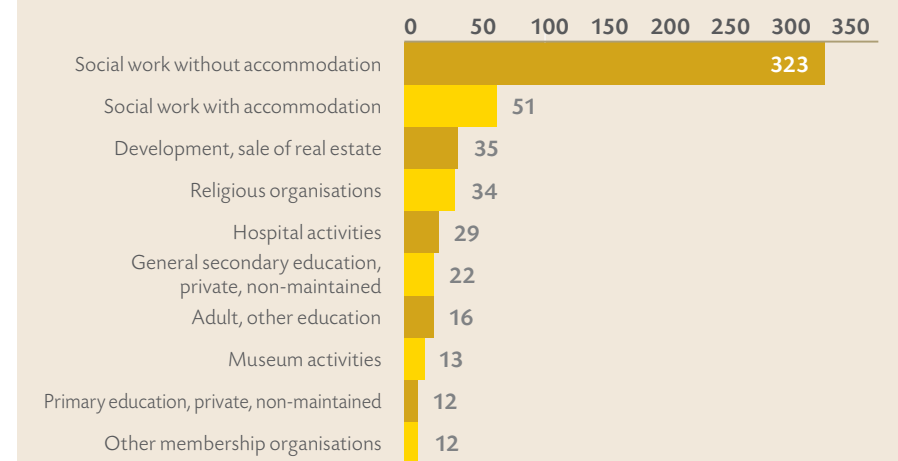
Analysis of the voluntary sector workforce using the 1992 Standard Industrial Classification (SIC(92)) helps to identify the areas of activity that employees work in. The SIC was designed to disaggregate industrial activities and so is not ideal when exploring the workforce of the voluntary sector. It does, however, provide an indication of the changing boundaries between the sectors.

More than half (56%) of all voluntary sector employees – 374,000 employees – are employed in social work activities. Of this, 86% are employed in social work activities without accommodation. Overall, voluntary sector organisations providing social services receive a much larger amount of statutory income than

any other sub-sector: £4.2 billion in 2006/07. The period 1996-2008 saw a huge increase in the number of voluntary sector workers employed in social work activities – from 202,000 employees in 1996 to 374,000 in 2008 – an increase of 85%. The transfer of social care activities from the public sector may in part explain this substantial increase. Over the same period the number of employees working in social work activities in the public sector decreased from 480,000 to 424,000, a decrease of 13%.

There are 39,000 voluntary sector employees (6%) working in 'real estate activities' (for example housing). Between 1996 and 2008 employment in this area has increased in both

The ten largest voluntary sector employment industries, 2008 (headcount, thousands)



▲ Source: Labour Force Survey. Base: All people aged 16 and over

26%

Proportion of social care workforce employed in the voluntary sector

the private sector and the voluntary sector (by 52% and 46% respectively), while in the public sector such employment has decreased (by 25%). This is likely to reflect the continuing transfer of housing provision from local authorities to the private and voluntary sectors.

Question 58...

How large is the typical workplace?

Voluntary sector employees are mainly concentrated in small workplaces with one-third of voluntary sector workers (32%) employed in workplaces with less than ten employees². This is markedly different to both the private sector (25%) and the public sector (7%). These findings, particularly when combined with the prevalence of part-time employment and short-term contracts, have real implications for voluntary sector employment policy and practice. With most voluntary sector employees located in small workplaces, the task of providing support such as training and development becomes difficult. Small workplaces are less likely to provide internal training courses and have less capacity for peer support. Research shows that over two-thirds of small and medium-sized voluntary sector organisations do not have a dedicated

HR specialist³. This means that it is unlikely that the training and HR needs of these employees are being met.

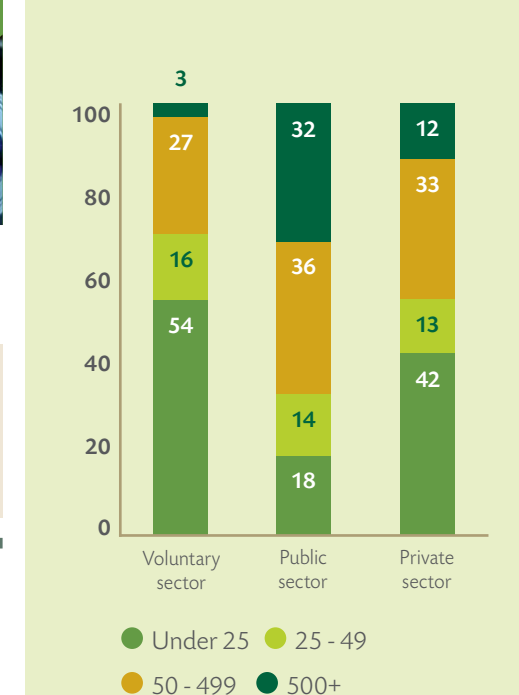
²The size of the workplace refers to the total number of employees at the respondents workplace.

³Cunningham, I. and Newsome, K. 2003. More than just a wing and a prayer: identifying Human Resource capacity among small and medium sized organisations in the voluntary sector. NCVO: London.

32%

Proportion of voluntary sector employees who work in an organisation with less than 10 staff

Workplace size by sector, 2008 (headcount, %)



▲ Source: Labour Force Survey
Base: All people aged 16 and over

Question 59...

How many people regularly volunteer in the UK?

20.4 MILLION

Number of UK adults who formally volunteered¹ at least once a year.

In 2008/09, 41% of adults in England volunteered formally at least once in the 12 months prior to interview, with 26% volunteering formally at least once a month (DCLG, 2009).

If the proportion of adults who formally volunteer at least once a year was applied to the total adult population², the number of formal

volunteers in England is estimated to be 17.1 million (once a year) and 10.9 million (once a month).

If the survey results were equally valid for the UK adult population as a whole³, these estimates would increase to 20.4 million (once a year) and 13.5 million (once a month) formal volunteers.

Find out more
Citizenship Survey: 2008-09
(DCLG, 2009) www.communities.gov.uk/documents/statistics/doc/1324451.doc

Question 60...

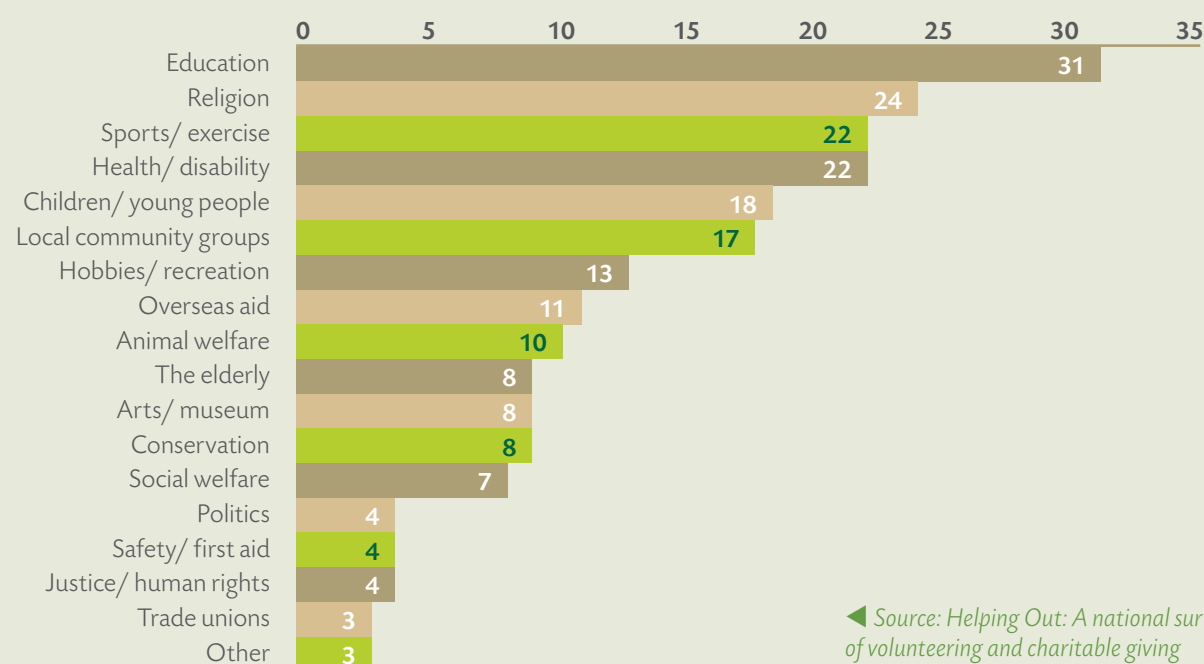
What activities do volunteers participate in?

Nearly one-third of formal volunteers (31%) volunteered within education organisations, helping schools, colleges,

universities and other educational institutions. Following this, religious organisations, sports and exercise based organisations, and

health and disability-based organisations were also popular for formal volunteers (24%, 22% and 22% respectively).

Formal volunteers by type of organisation, 2006/07 (%)



Source: Helping Out: A national survey of volunteering and charitable giving

Question 61...

Who volunteers in the UK?

Levels of formal volunteering at least once in the last year were lower for those in the oldest age group (75 years and over) than for other age groups. One quarter (26%) of those aged 75 years and over undertook formal volunteering once a year compared to nearly half (47%) of those aged 35-49 years.

There were some differences between regions in the levels of formal volunteering at least once in the last year. Levels were higher in the South East (49%) than any

other region. The North East and London had the lowest levels of formal volunteering once a year (33% and 34% respectively). However, regional differences are likely to be affected by other factors related to the structure of the population, e.g. age and ethnic group.

White people were more likely than people from minority ethnic groups to formally volunteer once a year (42%), followed by Black African people (40%).

Just over two-fifths of women (42%) formally volunteer at least once a year compared to just under two-fifths of men (39%).

Over two-fifths (43%) of people without a long-term limiting illness or disability formally volunteered at least once in the last year compared to just under one-third (32%) of people with a long-term limiting illness or disability.

'PEOPLE WHO WERE FEMALE, AGED 35-49 YEARS, WITHOUT A LONG-TERM LIMITING ILLNESS OR DISABILITY, OR WHO ARE BUDDHIST WERE MORE LIKELY TO FORMALLY VOLUNTEER AT LEAST ONCE IN THE LAST YEAR.'

Question 62...

What would it cost the sector to replace volunteers with paid staff?

In England, 17.1 million people volunteered formally in the last twelve months. This represents just under three working weeks each. It is estimated that around 1 million full-time workers would be needed to replace them at a cost of £18.0 billion to the economy (based on the median hourly wage).

If the same method is applied to the whole of the UK population, an estimated 1.2 million full-time workers would be needed, over twice the number of full-time equivalent paid employees in the voluntary sector. This would be at a cost of £21.5 billion. However, it should be noted that these estimates take no account of the costs of volunteer development or management.

¹Formal volunteering means giving unpaid help through groups, clubs or organisations to benefit other people or the environment.

²Estimated mid-2008 England population aged 16 and over: 41.8 million (source: ONS, 2010).

³Estimated mid-2008 UK population aged 16 and over: 49.9 million (source ONS, 2010).

Question 63... Has the number of people volunteering changed over time?

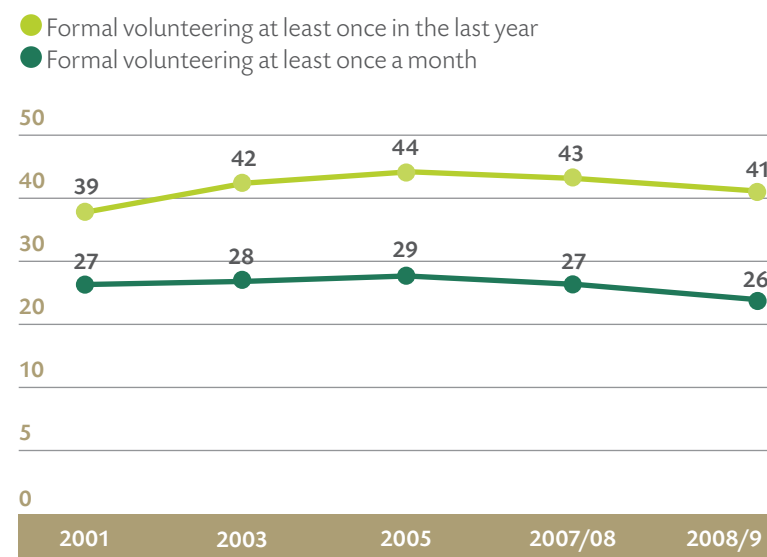
TREND

Volunteering in England is a popular activity. Volunteers contribute significantly to local communities, individual lives and the environment. Just over four in ten adults (41%) formally volunteer at least once a year with just over one-quarter (26%) formally volunteering at least once a month. In England, levels of formal volunteering at least once a year have fallen since 2005 (44%). Levels of formal volunteering at least once a month have not changed since 2007/08 (27%) but have fallen since 2005 (29%) (DCLG, 2009).

Since the recession began there has been a huge rise in demand for volunteering placements. Nearly 90% of volunteer centres have experienced an increase in the number of enquiries about placements between March and August 2009 and seven out of ten centres placed a larger number of volunteers (IVR, 2010).

Source: DCLG, 2009

Levels of formal volunteering in England, 2001 – 2008/09 (%)



What do we know about long-term trends in volunteering?

John Mohan Deputy Director, Third Sector Research Centre (TSRC)

It's a truism that the answer you get to a question depends on the question you ask. Some surveys about volunteering ask very specific questions, others ask very general questions. The more detailed and specific the questions are, the higher the reported level of volunteering. This is why estimates of the level of the adult population's involvement in volunteering at least annually range between 20% and 50%, and between 10% and 30% in relation to volunteering on a monthly basis. Some surveys have been criticised for their broad and inclusive definition of volunteering. Researchers therefore need to be very clear about definitions used, and there is a need for flexible survey instruments to capture a wide range of voluntary activity.

Whatever the source, there is considerable stability. In upwards of 20 surveys covering two decades, we find that the more specific surveys produce results of around 40% for the adult population with the more generalist ones indicating a figure of around 20%. This may be a sobering message for those wishing to increase volunteering rates.

Some of the most interesting results derive from the British Household Panel Survey which has tracked the same individuals over time since 1991, and allows changing patterns of involvement to be examined in relation to life events such as unemployment. Although people do respond to unemployment by seeking to volunteer, it tends to be more educated and middle-class sections of the population that do this. This may be a point to bear in mind in present recessionary conditions.

A working paper summarising the review of volunteering statistics on which this comment draws will shortly appear on the TSRC website www.tsrc.ac.uk.

Find out more

Citizenship Survey: 2008/09 (DCLG, 2009)
www.communities.gov.uk/documents/statistics/doc/1324451.doc

Volunteering in the recession: Outline report for the Recession Summit 21 January 2010 (IVR, 2010)
www.volunteering.org.uk/WhatWeDo/Policy/whatwearesaying/Volunteering+in+the+recession.htm

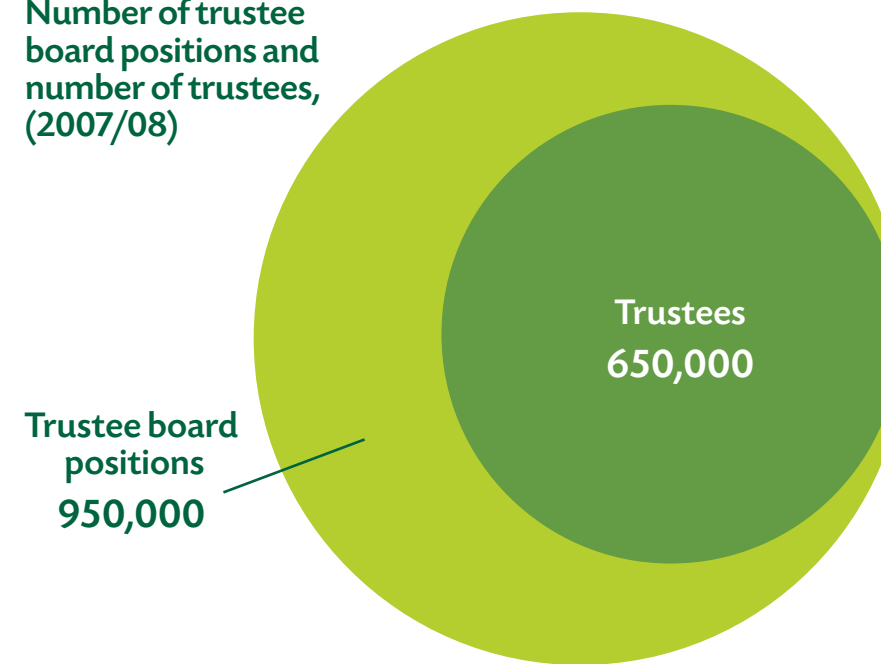
31:1

Ratio of volunteers to paid staff

Question 64... How many trustees of voluntary organisations are there in the UK?

SNAPSHOT

Number of trustee board positions and number of trustees, (2007/08)



Charity trustees are the people who serve on the governing body of a charity. They may be known as trustees, directors, board members, governors or committee members. Trustees have, and must accept, ultimate responsibility for directing the affairs of a charity, and ensuring that it is solvent, well-run, and meeting the needs for which it has been set up. The great majority of trustees serve as volunteers, and receive no payment for their work.

In 2007/08 there were nearly 950,000 trustee board positions within voluntary organisations in the UK. The number of trustees is likely to be substantially less: research suggests 45% of trustees are members of two boards¹. We therefore estimate that there are 650,000 trustees in UK voluntary organisations.

Source: Charity Commission, NCVO

0.97:1

Ratio of trustees to paid staff

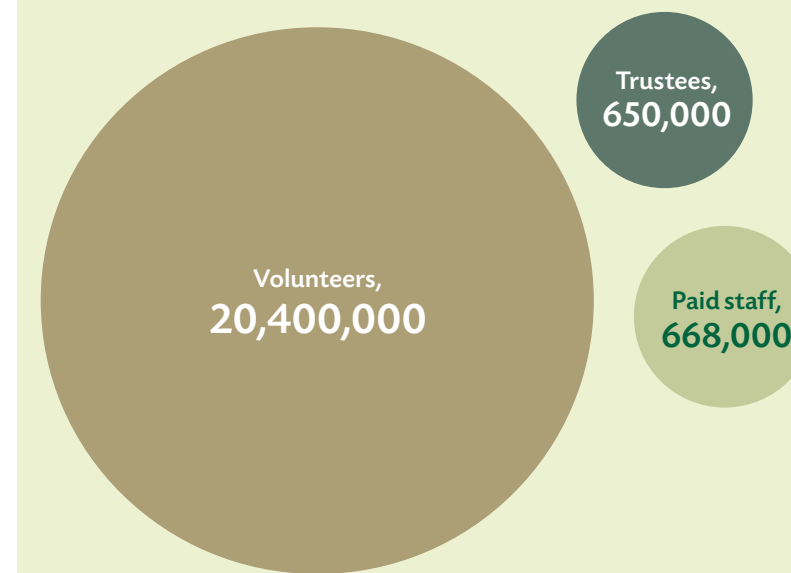
Age distribution of trustees and the adult population, England and Wales, 2005 (%)

Age Group	Proportion of trustees (%)	Proportion of adult population (%)
Over 60 years	42	27
45-59 years	35	25
25-44 years	23	36
18-24 years	1	12

Source: Charity Commission, 2005

Three-quarters of charity trustees (76%) are aged 45 and over. This is much higher than the proportion of the adult population in this age group. Conversely, only 1% of trustees are aged 18-24, compared to 12% of the adult population in England and Wales. Linked to this, almost one third of respondents to a Charity Commission survey said they found it difficult to attract young people to act as trustees.

Number of volunteers² (2008/09), trustees³ (2007/08), and paid staff⁴ (2008), in the UK



Overall, one in ten voluntary organisations (11%) identified that they always had difficulties in filling vacancies in their trustee body with four in ten organisations (39%) identifying that they had difficulty sometimes. The situation appeared worse for the larger organisations. The main reasons identified for trustee recruitment issues were difficulties finding people willing to make the time commitment (82%) and difficulty finding people who want the responsibility or are willing to take on the legal obligations (53%).

¹Latest trends in charity governance and trusteeship (Cornforth, 2001)

²Citizenship Survey: 2008-09 (DCLG, 2009) www.communities.gov.uk/documents/statistics/doc/1324451.doc

³Charity Commission, 2008/09

⁴Labour Force Survey, 2009

31:1

Ratio of volunteers to trustees



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The new Civil Society Almanac – now in its 10th edition – is a completely revised, easy-to-use version of NCVO's major annual reference publication. It draws together trends, facts and information from our own research programme, plus the latest available data from government surveys, academic research, and research by voluntary organisations.

The Almanac is aimed at policy makers and practitioners with an interest in voluntary organisations and civil society. It reports key trends and characteristics on a range of topics, including funding and finance, spending, workforce and employment, volunteering and beneficiaries. The Almanac focuses on how voluntary organisations at the heart of civil society have changed over the last decade, often comparing trends with the public and private sectors.

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'In attempting to gauge civil society in this way, the Almanac is breaking new ground.'

The Guardian



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