

## 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](http://www.unitetheunion.com)  
**/nonprofit**  
**Unison:**  
[www.unison.org.uk](http://www.unison.org.uk)  
**/Voluntary**

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

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

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.



## 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.

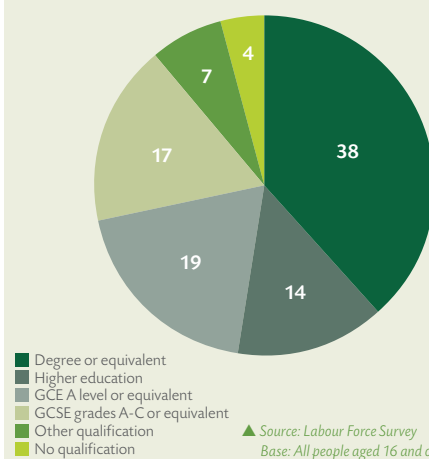
The voluntary sector workforce contains a higher proportion of disabled people than the public and private sectors. Nearly one in five people (19%) working in the voluntary sector has a disability compared to 14% of the public sector workforce and 12% of the private sector workforce. The proportion of 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%.

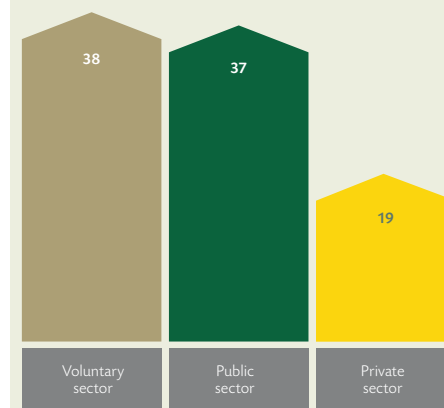
Voluntary sector employees are highly qualified. Two out of three voluntary sector employees (71%) have a qualification at 'A' level or beyond and nearly four out of ten voluntary sector employees (38%) have a degree-level qualification. The voluntary sector employee profile of qualifications is very 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