

SCVO Workforce Briefing February 2015

The sector's people

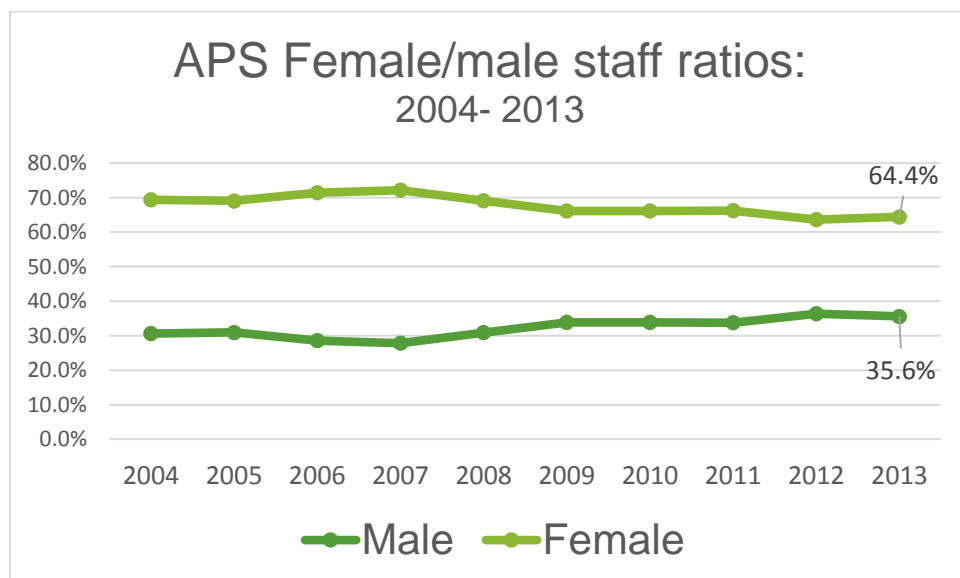
The third sector in Scotland employs an estimated 138,000 people (headcount) or 83,350 Full Time Equivalent workers. This equates to 5.6% of the Scottish workforce. The third sector workforce is comparable to that of the NHS, Scotland's largest single employer with 153,000 staff.

The sector is supported by an estimated 250,000 trustees who manage and steer each organisation, with an average of 7 trustees per organisation. Around 1.3 million volunteers formally volunteer with organisations, providing 126 million hours of support. The number of volunteers in Scotland is equal to the population of Estonia.

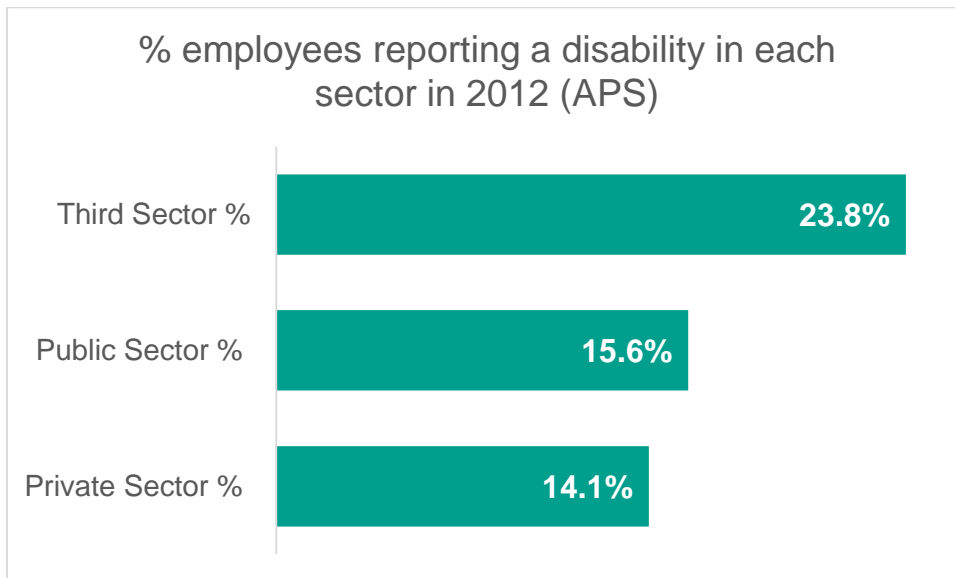
Paid staff	138,000
Trustees	250,000
Volunteers	1,300,000

What does the paid workforce look like?

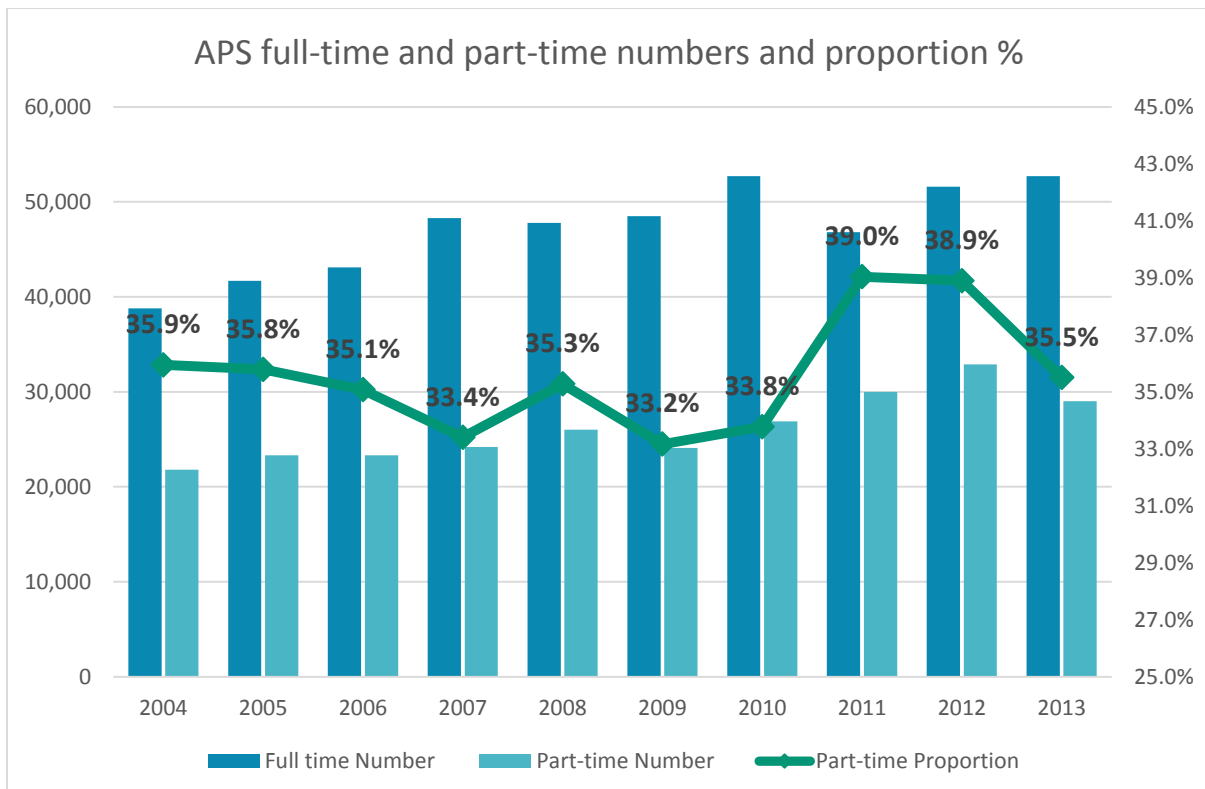
The third sector's workforce is dominated by women. According to the Annual Population Survey (AP) the ratio is 64:36 or approximately two-thirds female. The graph below shows that this proportion has remained fairly stable for the last decade, but the gap is narrowing slightly.



The third sector employs a far higher proportion of people with disabilities than the public or private sectors. The graph below shows that 24% of employees in the third sector report a disability, compared with only 16% in the public sector and 14% in the private sector.



The sector's workforce is around 2/3 full-time and 1/3 part-time. The graph below shows that part-time employment rose sharply in 2010-11 but has now dropped back to previous levels. This is linked to the funding cuts in 2010 which led to many organisations having to cut back staff hours.

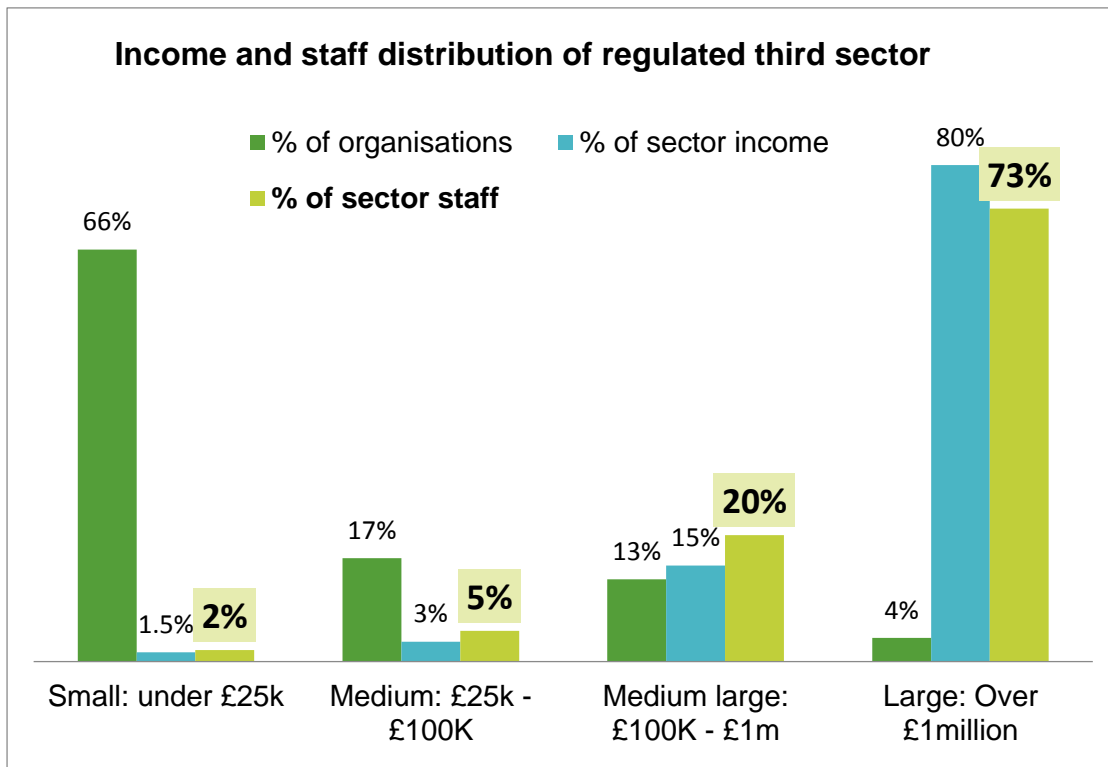
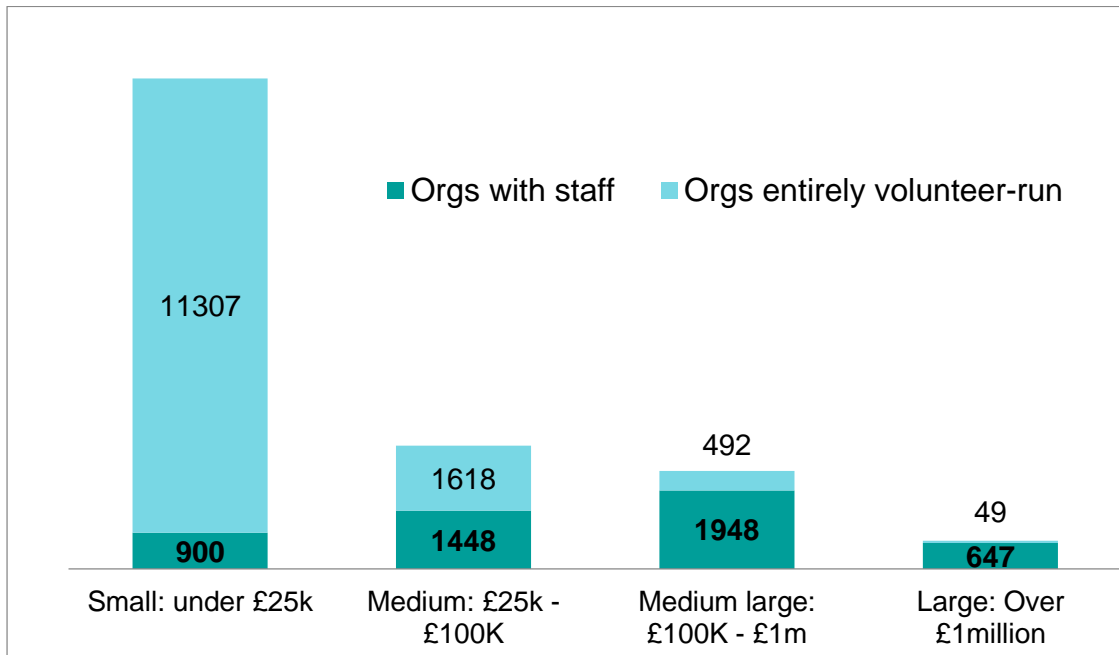


Where do paid staff work?

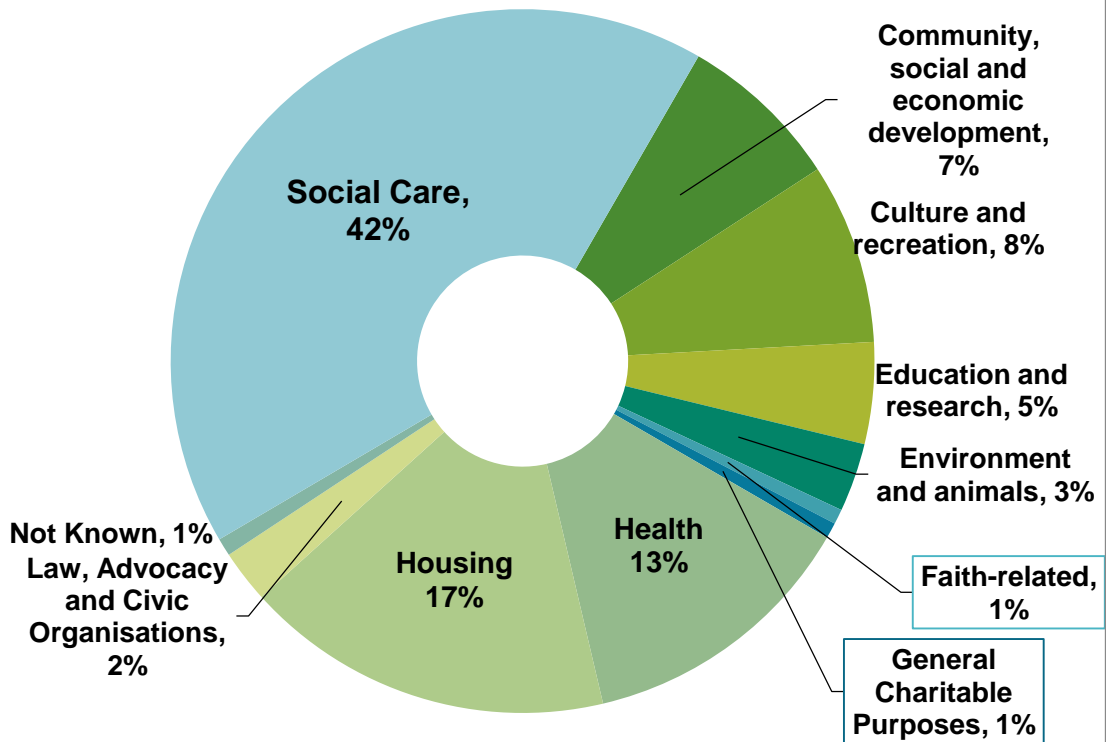
27% of third sector organisations employ staff.

Three-quarters of the sector's paid workers are employed by organisations with over £1million turnover, but paid staff can be found working in all sizes of organisation

Paid staff are employed across all types of organisations, with the bulk of the sector's workforce employed in social care, followed by housing and health.



Share of paid workforce by sub-sector



Top 10 Scottish third sector employers	Number of staff
The Church Of Scotland inc CrossReach	2,918
Richmond Fellowship Scotland	2,528
Key Housing Association Limited	2,042
Quarriers	1,950
Cornerstone Community Care	1,854
Enable Scotland	1,730
Glasgow Housing Association	1,537
Bield Housing & Care	1,211
Turning Point Scotland	1,099
Capability Scotland	1,075