

State of the Sector 2024



Staff and volunteers

Updated: November 2024.

Paid staff



Staff costs



Workforce diversity



Sector pay



Volunteers

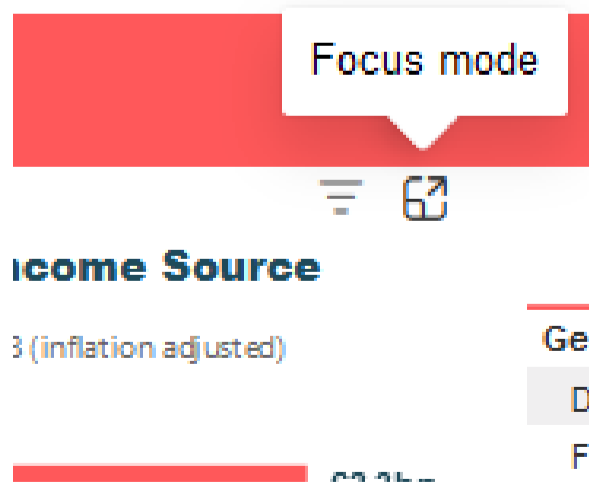
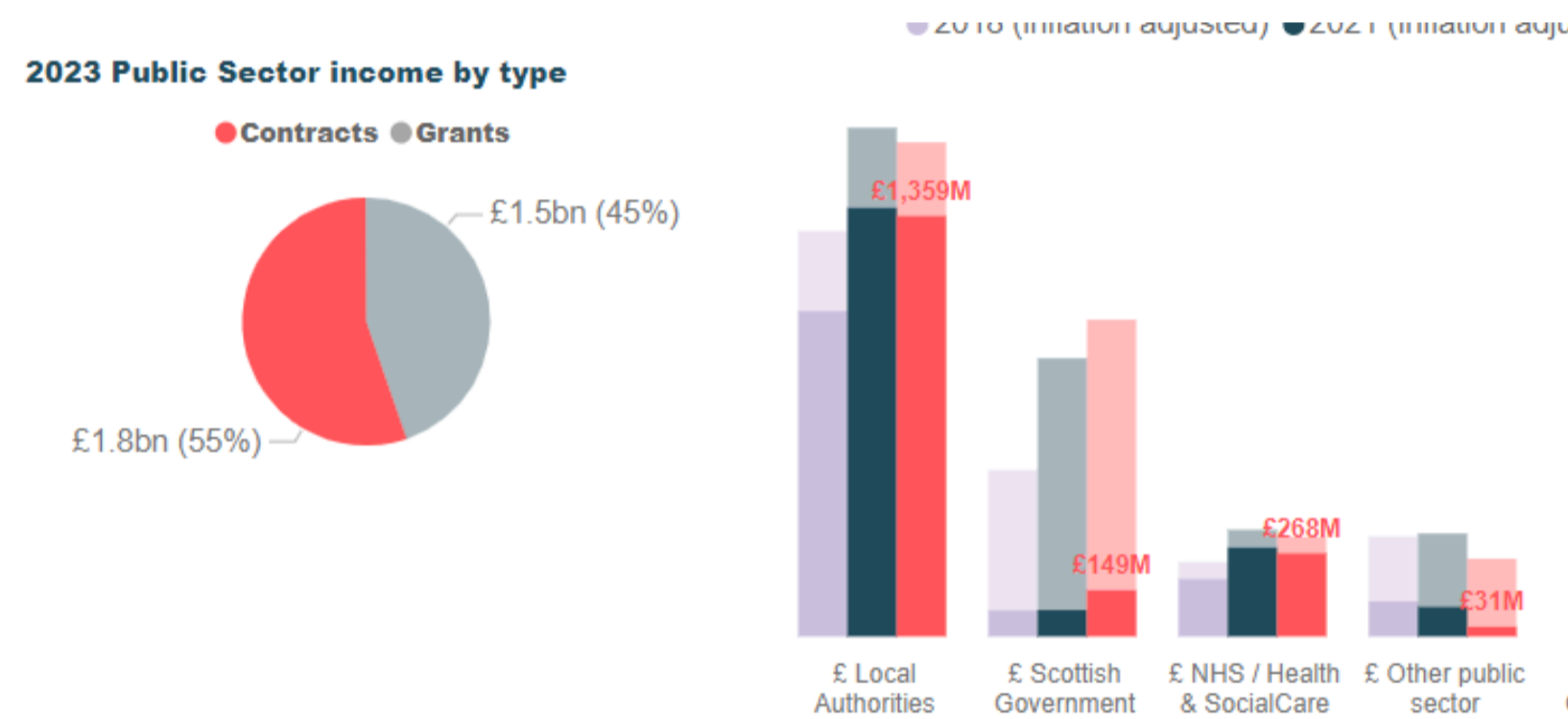


See also our [Size and Shape](#) and [Funding and Finance](#) pages.

Information on the methodology and data sources used by SCVO is available in our [Sector Stats Methodology](#).

A summary of the data presented here and related briefings are also available in our [Evidence Library](#).

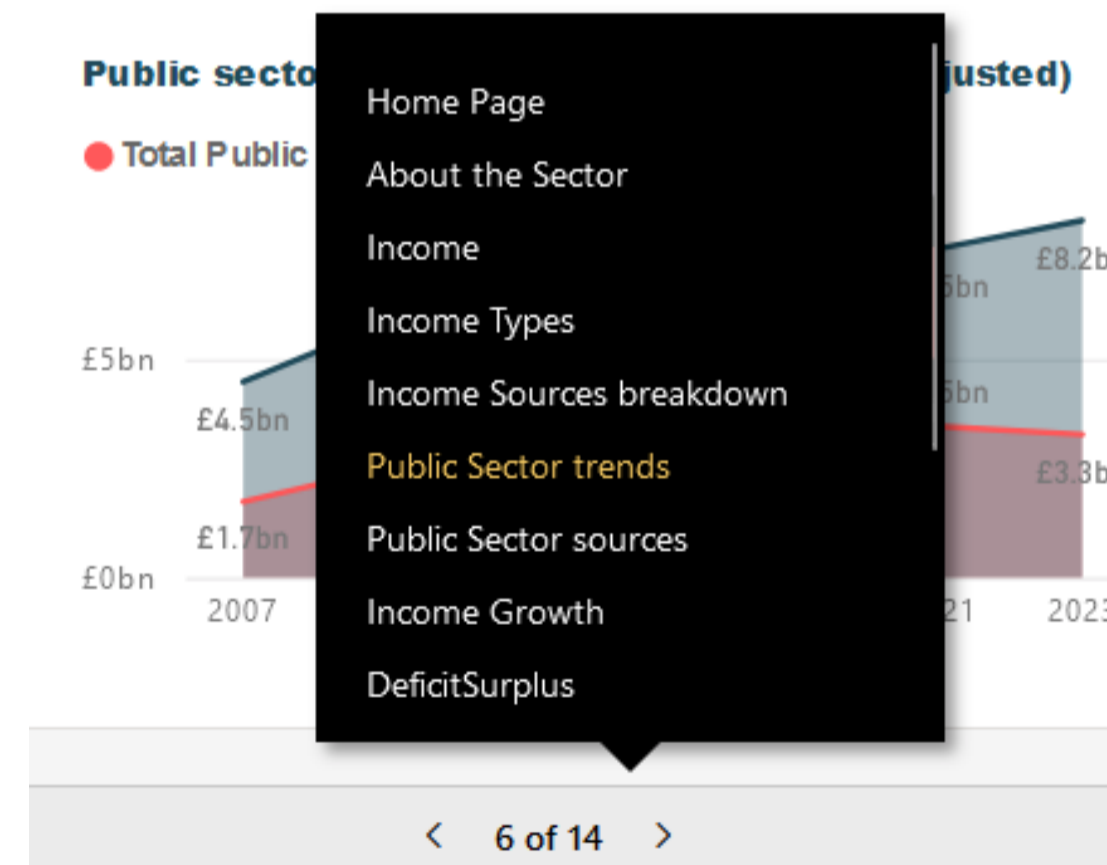
Click on any graph element to filter the data on each page:



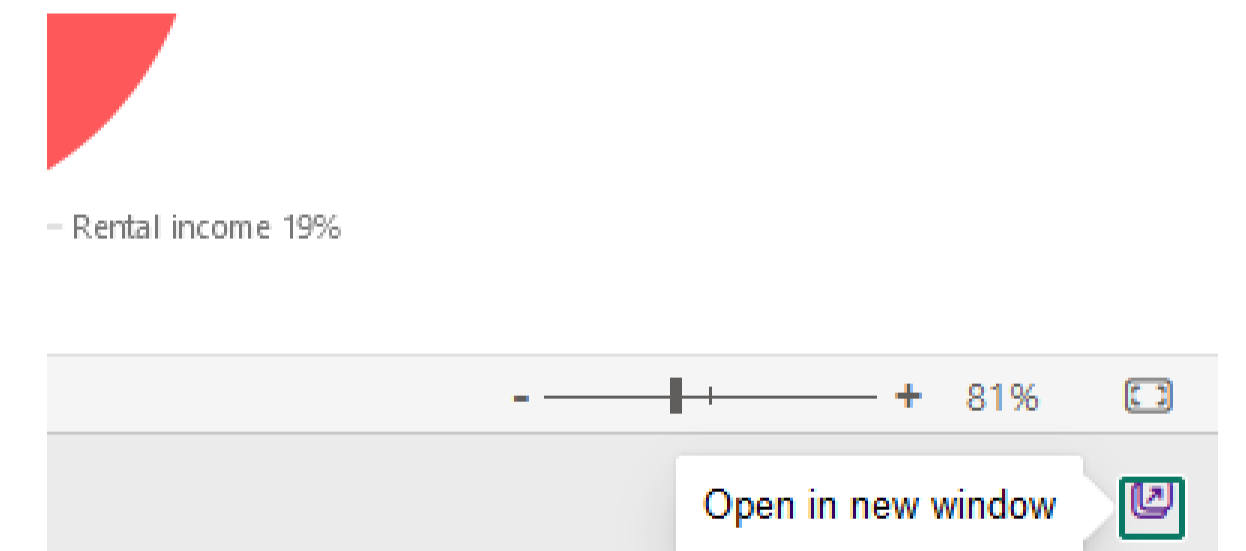
Click on any chart and then use Focus mode to view charts in a larger format.

You can also right click on any chart to 'View as Table'

Click on the page numbers at the foot of a page to bring up the menu and navigate to a specific section:



To view all pages in a larger format click on the icon on bottom right to open in a new window.



About the Sector - key facts

"Voluntary sector organisations are values-driven organisations working to achieve social or environmental goals. They are independent, not driven by profit (reinvesting profit back into their communities) and are run by individuals who do not get paid for running the organisation".

The Scottish voluntary sector encompasses over 46,500 community groups, charities and social enterprises, contributing to the well-being of people and communities across Scotland. Organisations range from grassroots community groups, arts and sports clubs and village halls, to large housing and social care providers. Around half of all voluntary organisations are registered charities.

Boundaries between the voluntary, public and private sectors can be subjective and are often blurry. SCVO uses the following criteria to assess whether an organisation is part of the voluntary, or third, sector:

- Social, environmental or public benefit
- Organised, i.e. have a constitution
- Self-governing, i.e. fully responsible for any decisions, including winding up the organisation
- Non-statutory i.e. independent from government
- Non-profit distributing (any profits generated are re-invested in the organisation/community not passed to shareholders or directors, and there is an 'asset lock')
- Volunteer-led i.e. run by unpaid board members



There are over 46,500 voluntary organisations active in Scotland



88% of voluntary organisations are local



34% of organisations are in rural or remote areas



In 2023 the voluntary sector in Scotland had a turnover of £9.7 bn



In 2023 voluntary sector spend was £9.3 bn



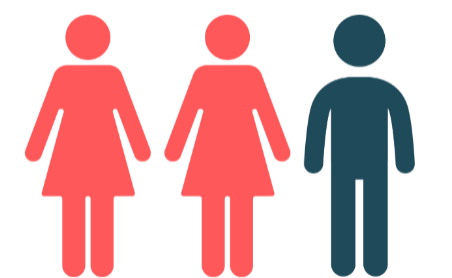
The sector looks after Assets worth over £39bn



830,000+ people volunteered with organisations in 2023



Scotland's voluntary sector employs 136,000+ paid staff



Women make up 64.5% of the sector's workforce

Scottish Voluntary Sector Workforce



- In 2023 Scottish charities directly employed over 118,800 people (2022:115,600, 2021: 118,600)
- 5% of Scotland's 2.66m workers are employed in the voluntary sector.
- **6,700 Scottish charities (28%) employ staff; 17,000 (72%) do not have any paid employees** *includes new charities
- 72% of staff in Scottish charities are employed by the 4% of charities with annual turnovers over £1m.
- The top 100 Scottish voluntary sector employers together employ over 50,000 staff.
- Social care, housing (including supported living) and health organisations employ over half of all paid staff in the third sector. Roles include care and support work, social work, childcare, nursing, and mental health support.

Indirect employment

The sector also pays the wages of many more people who are not considered 'employees'. These include accountants, consultants, cleaners, tutors and tradespeople etc.

Hold down Ctrl to select more than one filter option



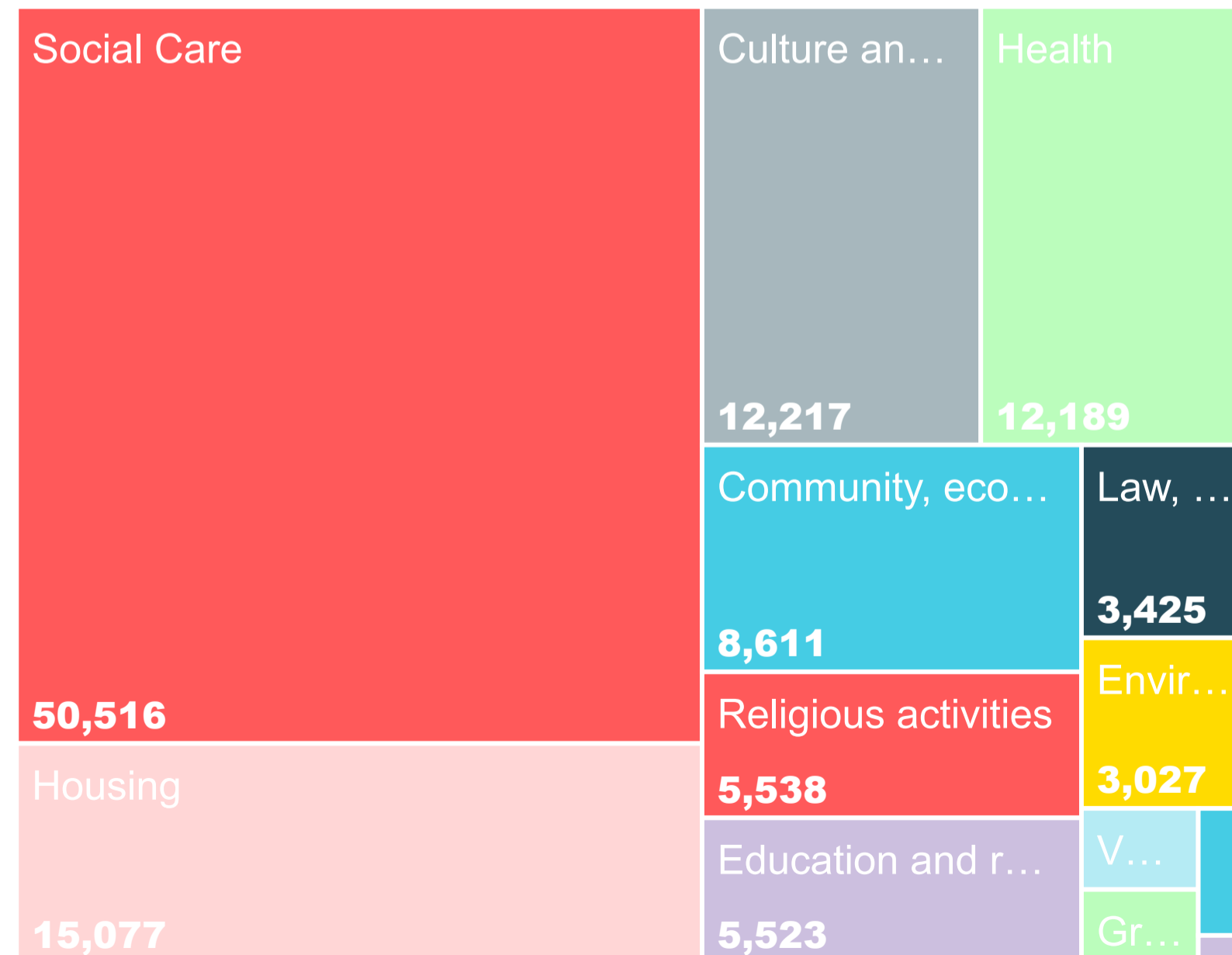
Filter by Local Authority

- Aberdeen
- Aberdeenshire
- Angus
- Argyll and Bute
- Clackmannanshire

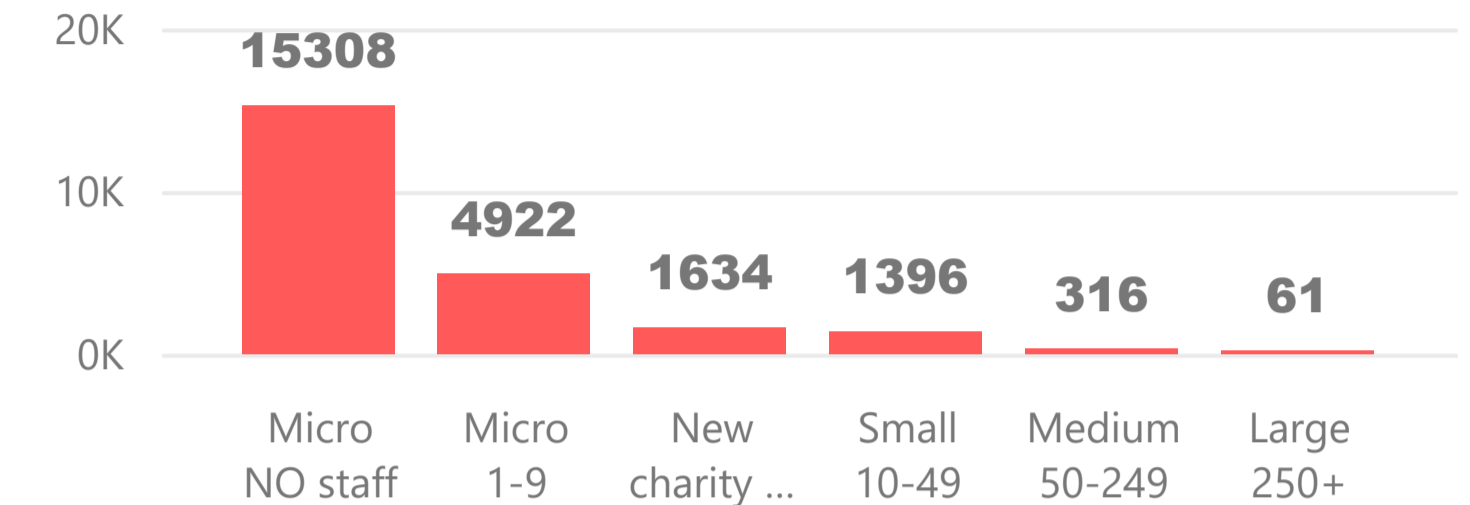
In 2023 the voluntary sector employed
136,000+ paid staff

Scottish charities	made up of	118,870 staff
UK-wide charities' Scottish staff*		c. 15,000 staff
Scottish Credit Unions		419 staff
Community Interest Companies**		c. 2,500 staff
Community groups		No data

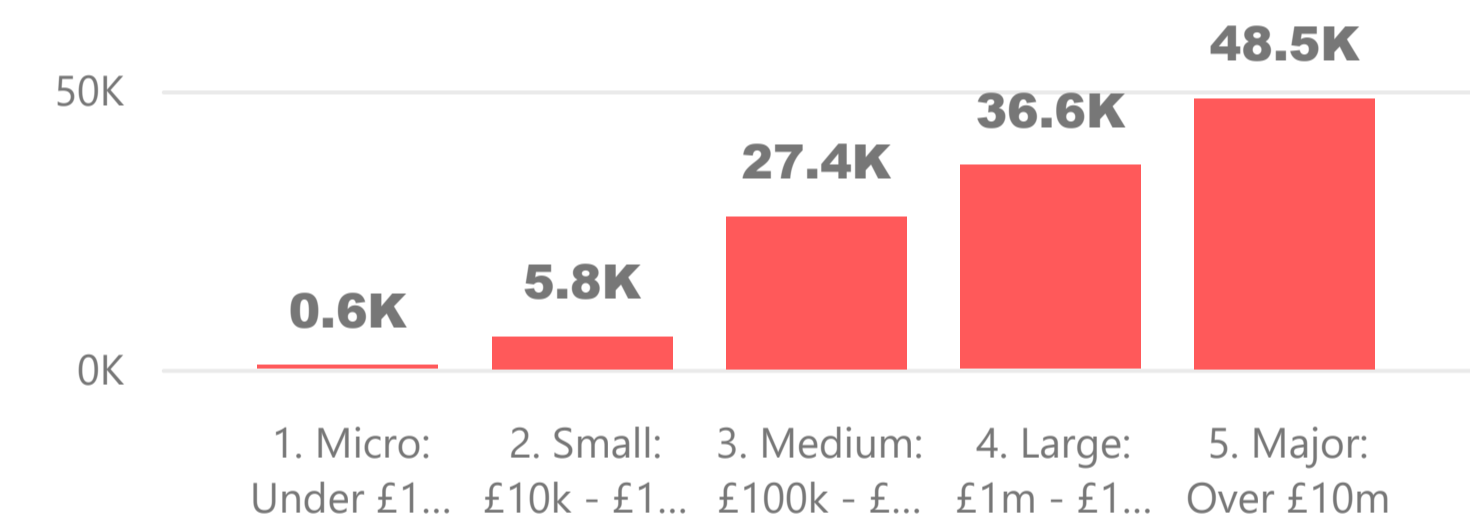
Number of Paid Staff by Activity



No. of Organisations by SME band (charities only)



No. of paid staff by size of organisation (charities only)

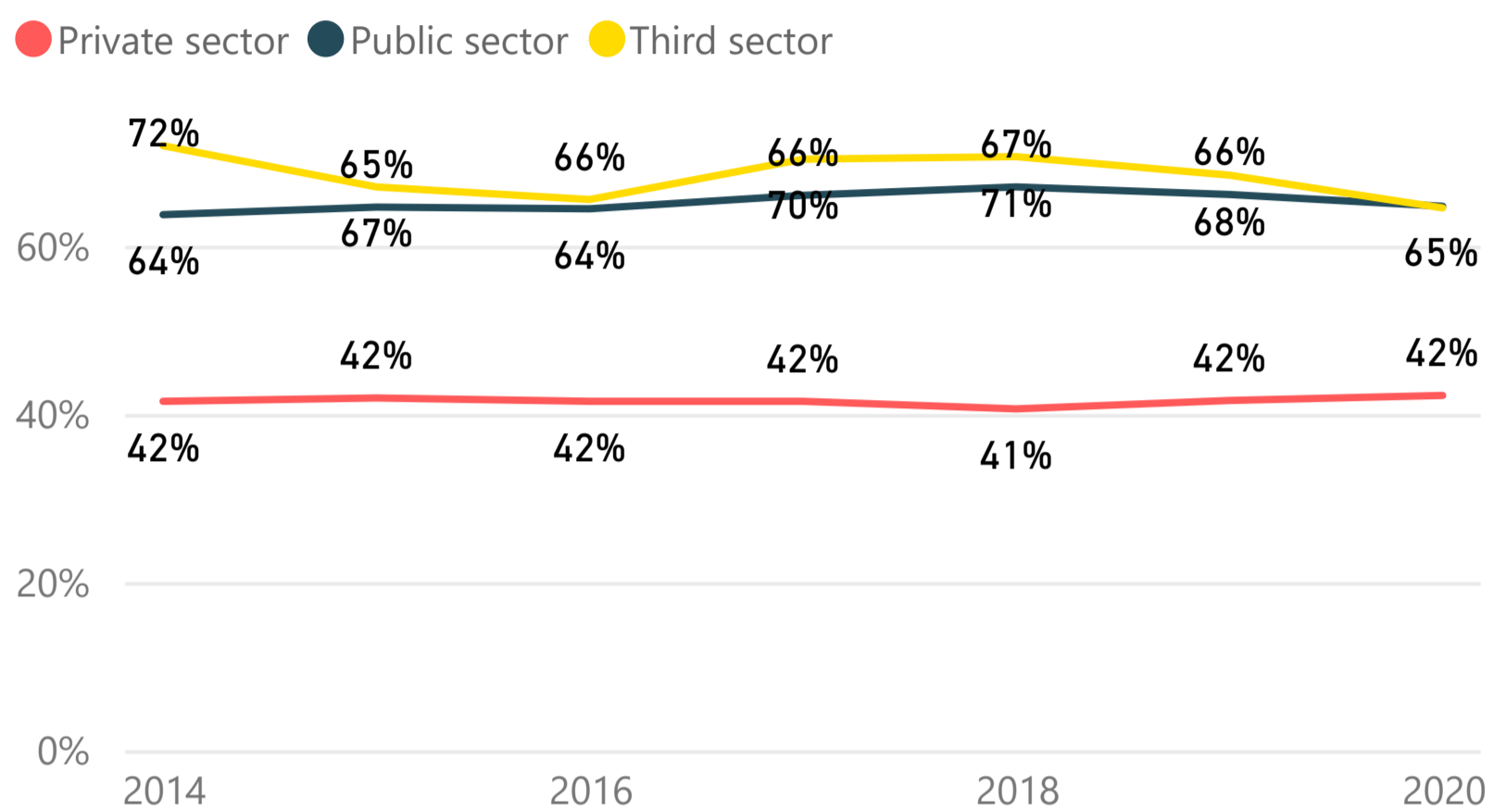


Top 100 Scottish charity employers

Paid Staff	Charity Name
3,377	Richmond Fellowship Scotland Ltd
2,753	The Church of Scotland
2,746	Key Housing Association Limited
2,080	Enable Scotland (Leading The Way)
1,883	Cornerstone Community Care
1,740	Wheatley Homes Glasgow Limited
1,534	Quarriers
1,211	Turning Point Scotland
1,164	The National Trust for Scotland
50,783	

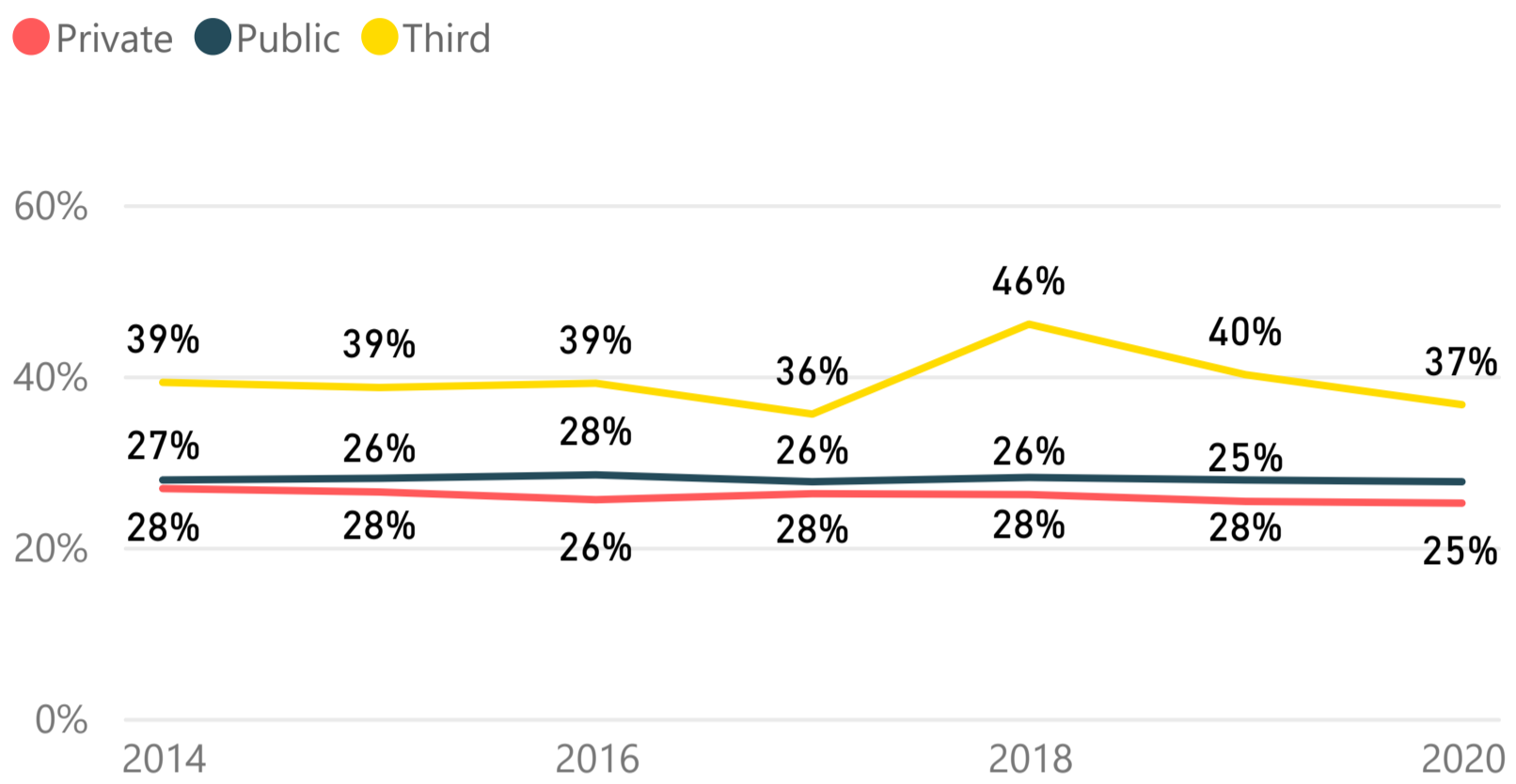
Source: OSCR 2024 and SCVO 2024

% Women by Sector and Year



Source: Table 1.19C [Scotland's Labour Market Jan-Dec Tables 2021](#)

% Part-time workers, by Sector and Year



Source: Table 1.19B [Scotland's Labour Market Jan-Dec Tables 2021](#)

- In 2020, 64.5% of the voluntary sector's paid staff were **women**.

This is consistently significantly higher than the private sector, and while this year the sector is level with the public sector in previous years it usually sits a few percentage points higher.

- In 2020, 37% of the sector's workforce worked **part-time**

The voluntary sector consistently has a higher proportion of part-time workers than both the private and public sectors.

- In 2020, 22.6% of the sector's workforce reported they had a **disability** as defined by the Equality Act

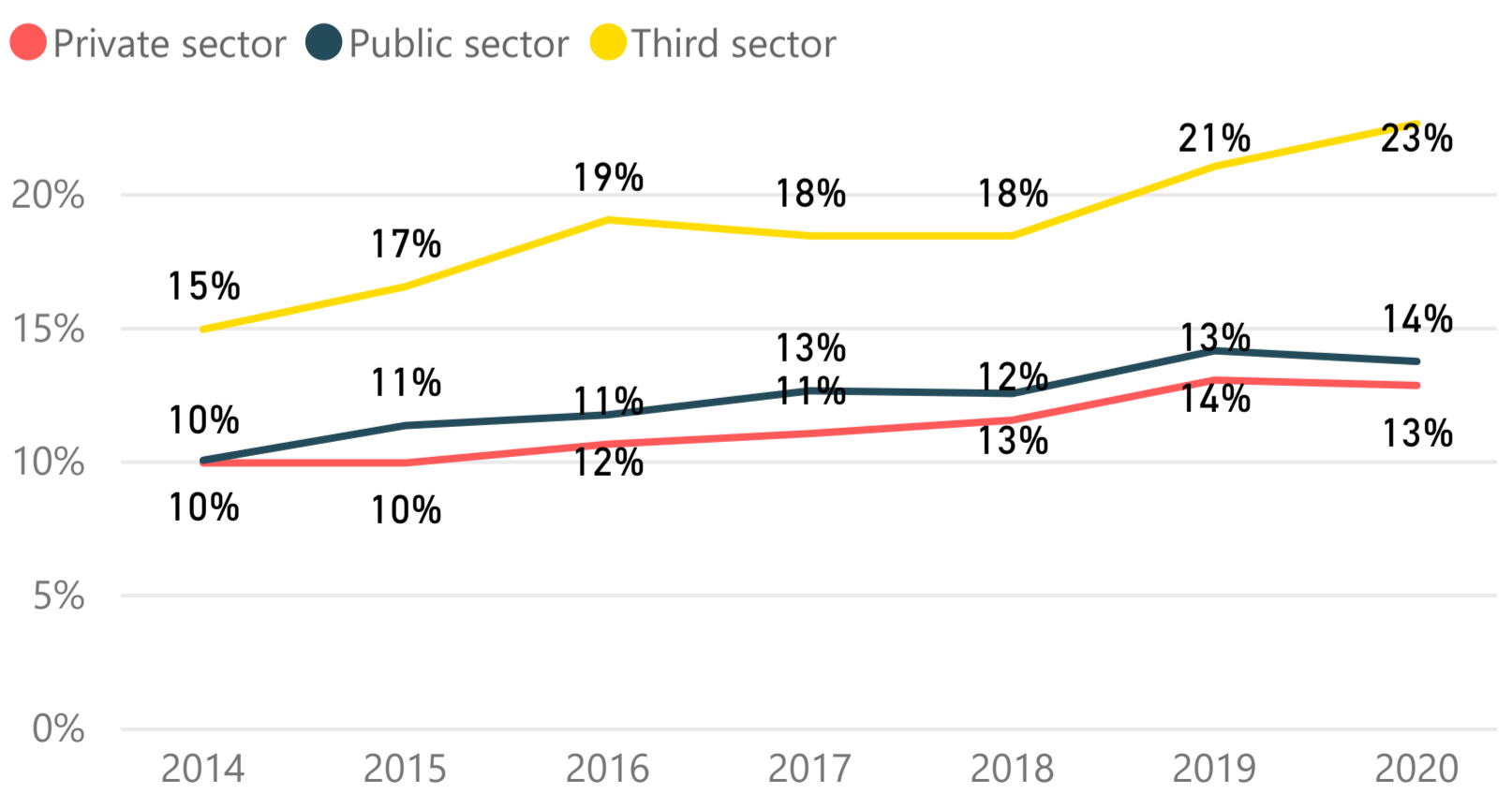
The voluntary sector employs a higher proportion of people with disabilities than the public (13.7%) or private (12.8%) sectors.

- **Ethnicity**

The small numbers of voluntary sector employees covered by the Annual Population Survey sample means that ethnicity data is not robust enough to disaggregate at the Scottish level.

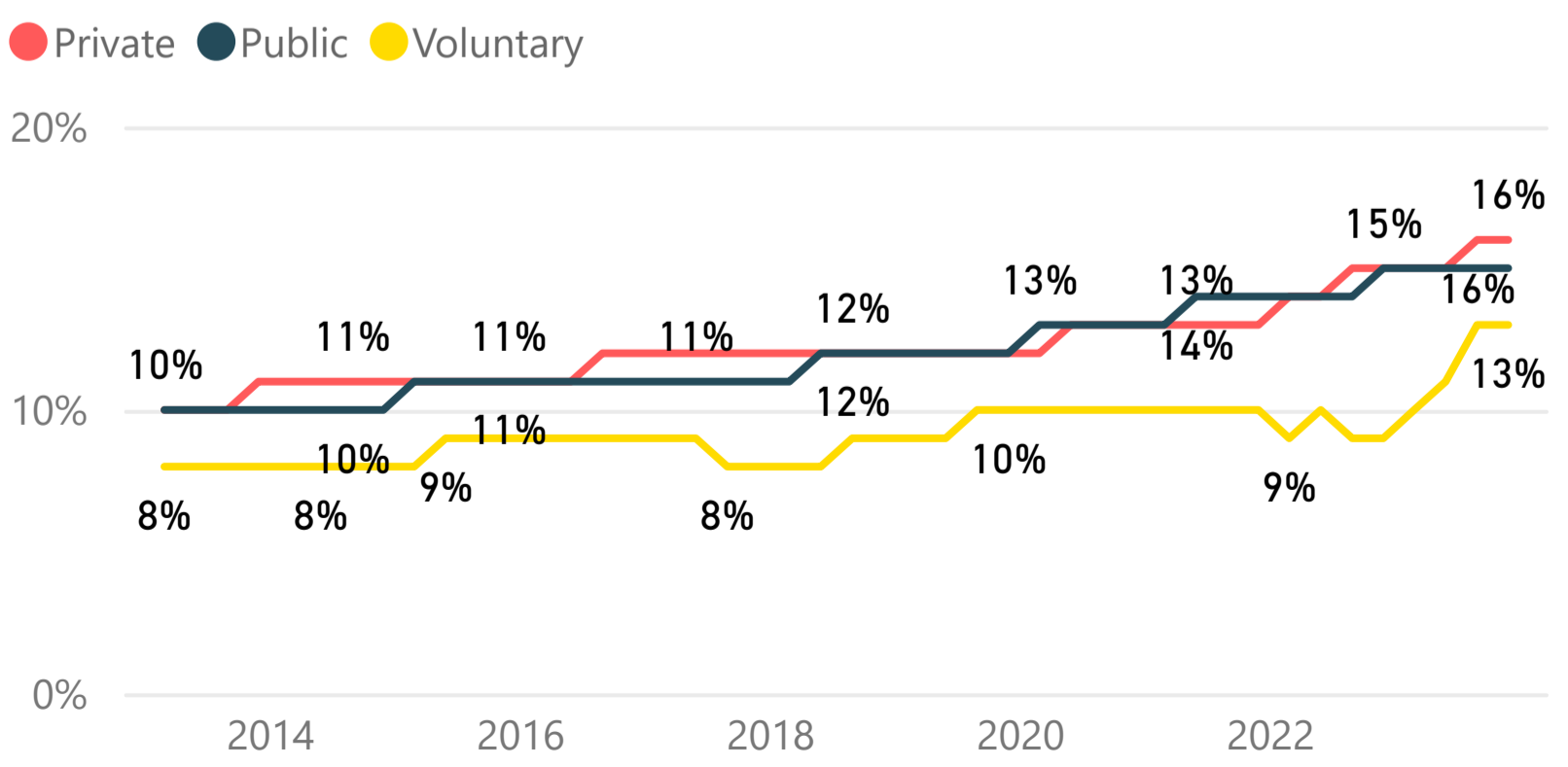
UK level data from NCVO and the Labour Force Survey suggests that although there has been an increase over time, there continues to be less ethnic diversity in the voluntary sector workforce (13%) than both the public (15%) and private sector (16%).

% Staff reporting a disability, by Sector and Year



Source: Table 1.19D [Scotland's Labour Market Jan-Dec Tables 2021](#)

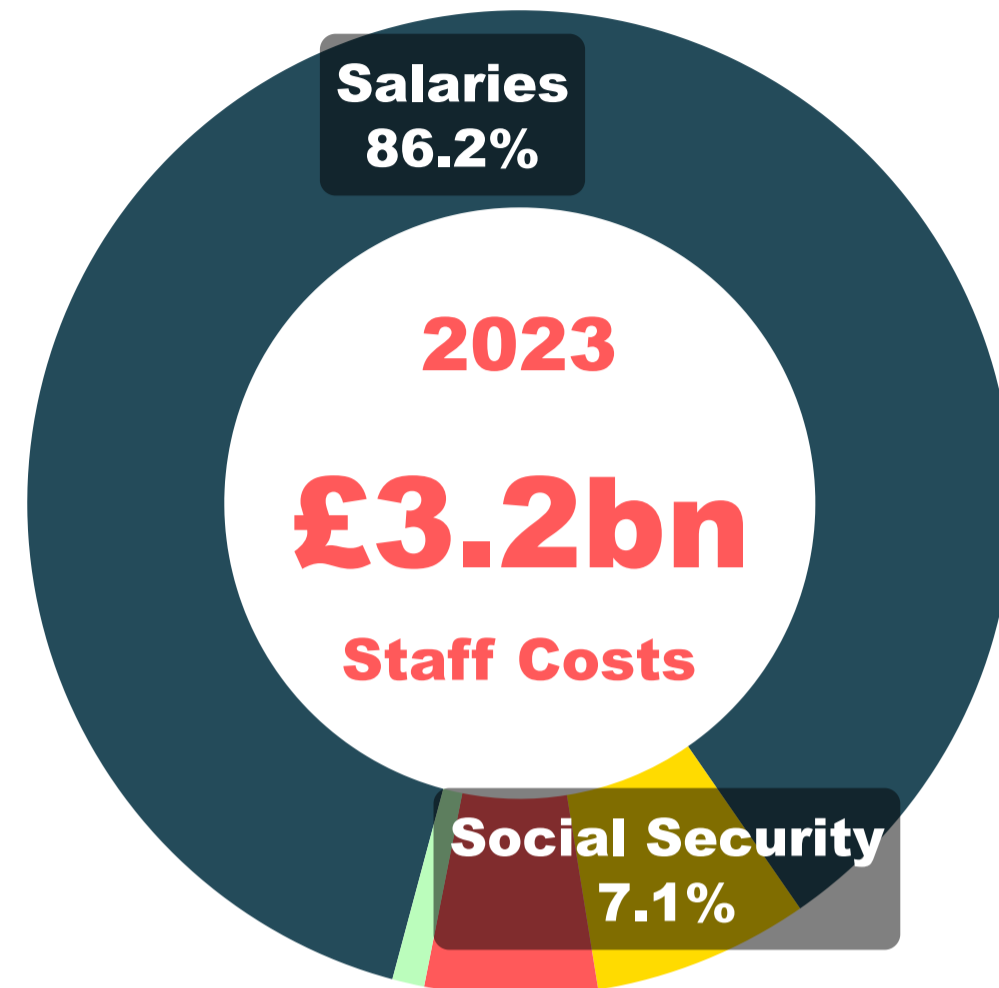
% Employees from the global majority by sector



Source: NCVO and Labour Force Survey [NCVO UK Almanac](#)

Staff costs as % of spend 2023 (50+ staff)

Organisation Name	Total Staff	Staff costs as % of spend
The Church of Scotland	2,753	61%
Key Housing Association	2,746	89%
Enable Scotland (Leading the Way)	2,080	87%
Cornerstone	1,883	87%
Quarriers	1,534	75%
Turning Point Scotland	1,394	88%
The National Trust for Scotland	1,017	42%
Sense Scotland	973	84%
Scottish Autism	951	86%
Carr Gomm	899	85%
Capability Scotland	805	78%
Kibble Education and Care Centre	687	73%
Erskine Veterans Charity	625	61%
Aberlour Children's Charity	611	81%
Wheatley Care	599	77%
The Action Group	585	82%
Community Lifestyles Ltd	551	89%
The Thistle Foundation	504	91%



Salaries	Social Security	Pension costs	Other staff costs	Total
£2,786M	£229M	£183M	£34M	£3,232M

Employers' National Insurance: the 2024 announcement to increase NI is predicted to add over £75m to the sector's NI bill - a 33% increase from around £230m to over £300m, and rising from 7% to 10% of total staff costs.

Staff costs

The sector spent £3.2 billion on staff in 2023, up from £2.9 billion in 2021, and £2.4bn in 2018.

Staff costs made up 41% of the sector's total spend in 2023. This is down slightly from 43% in 2021, and an average around 50% over the previous decade - despite staff costs rising, other costs and overheads appear to have increased at even greater rates.

7 in 10 voluntary sector charities employed no paid staff in 2023, while 3 in 10 charities did employ staff.

For charities that do employ staff, wages and pensions form a substantial part of their expenditure.

Large social care and health organisations employing hundreds of care staff and support workers have particularly high wage bills. Around 70-80% of their annual spend is on staffing (see table on left).

Smaller charities employing staff typically spend 20-40% of their annual expenditure on paid employees. The sector average for staffing costs sits at around a third of total spend.

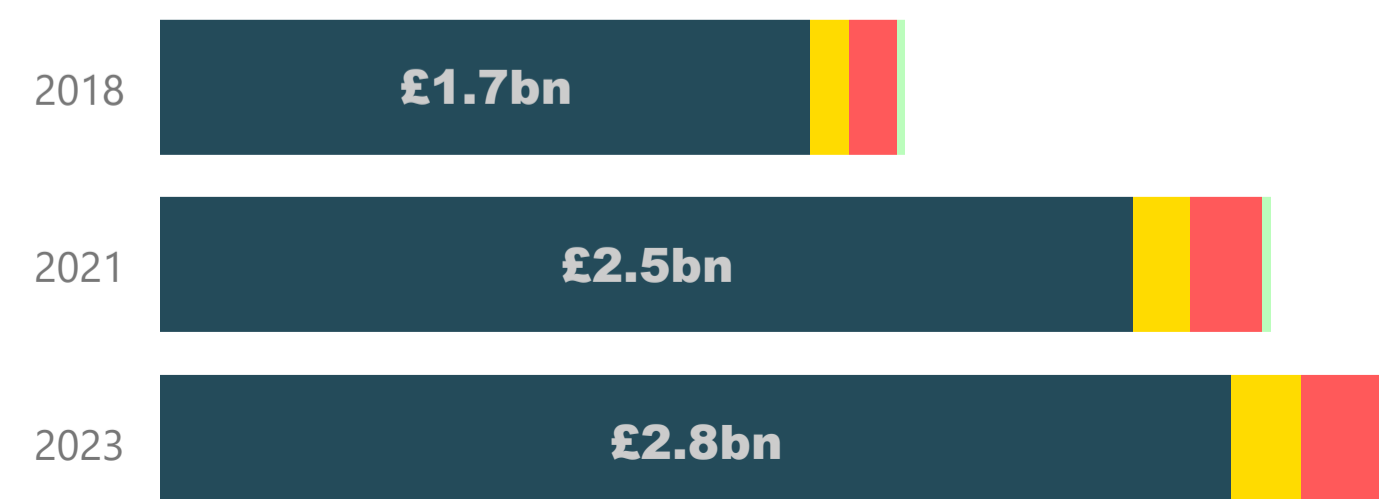
Staff costs as % of spend by SME band

SME Staffing Band	2021	2023
LARGE 250+	74%	68%
MEDIUM <250	35%	39%
SMALL <50	22%	23%
MICRO <=10	20%	21%
MICRO no staff	0%	0%

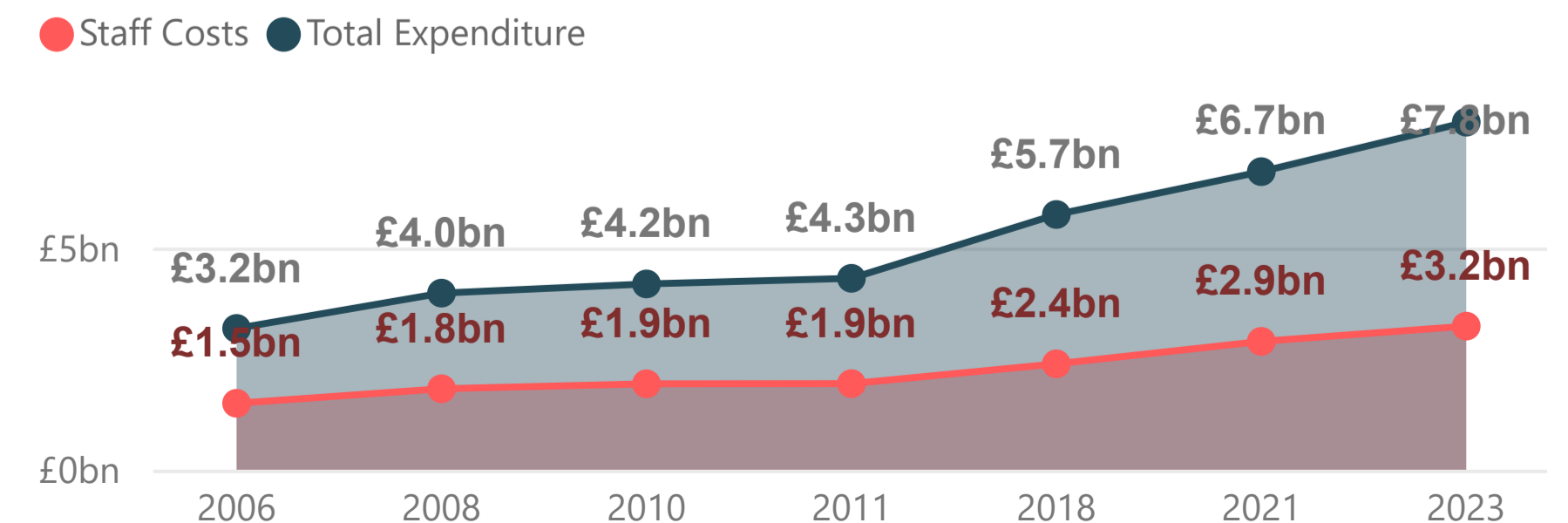
41%
of sector spend in 2023 went on staff costs

Source: OSCR 2024 and SCVO 2024

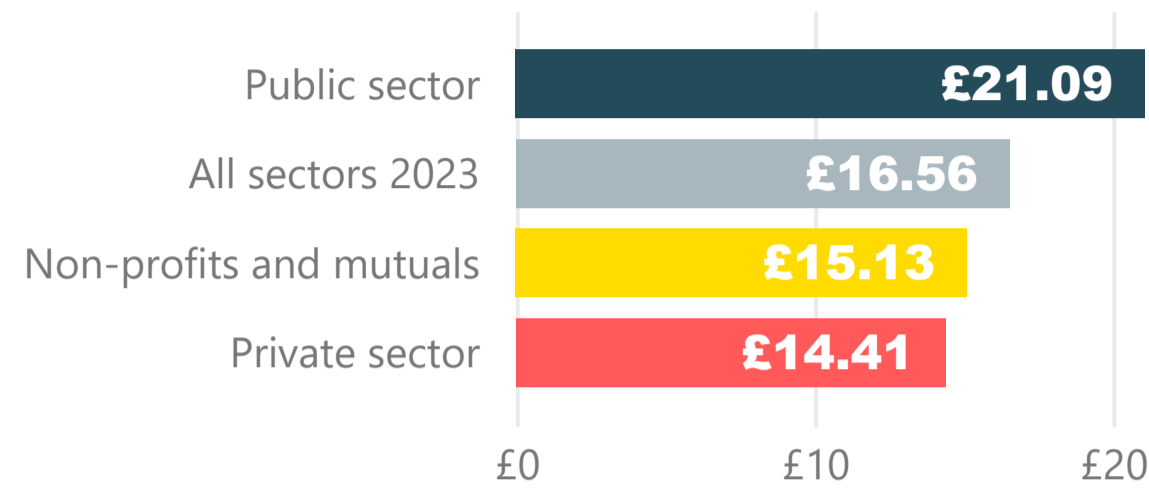
Salaries, Pensions, Social Security and Other staff costs by Year



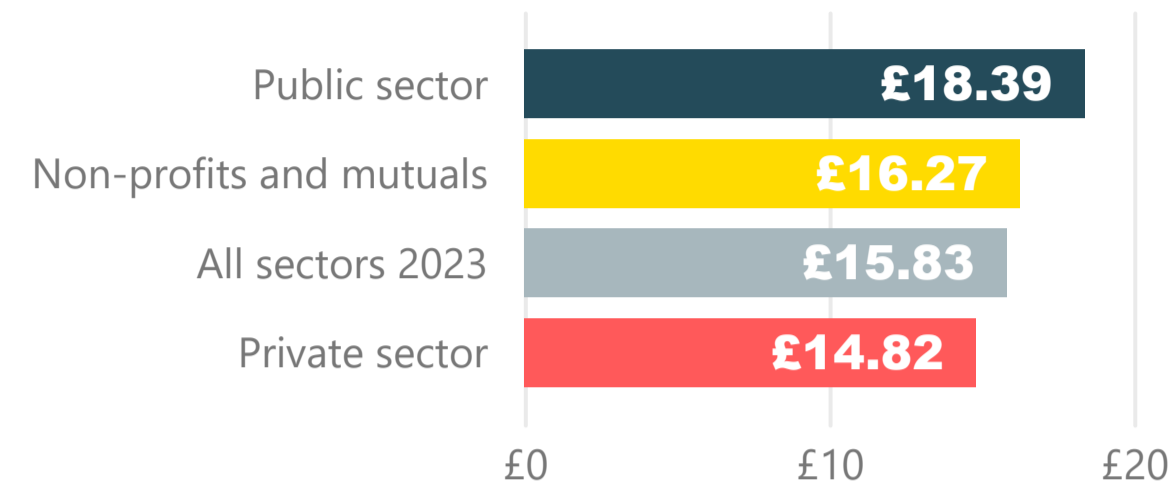
Staff Costs and Total Expenditure by Year



Median hourly pay by Sector: Scotland



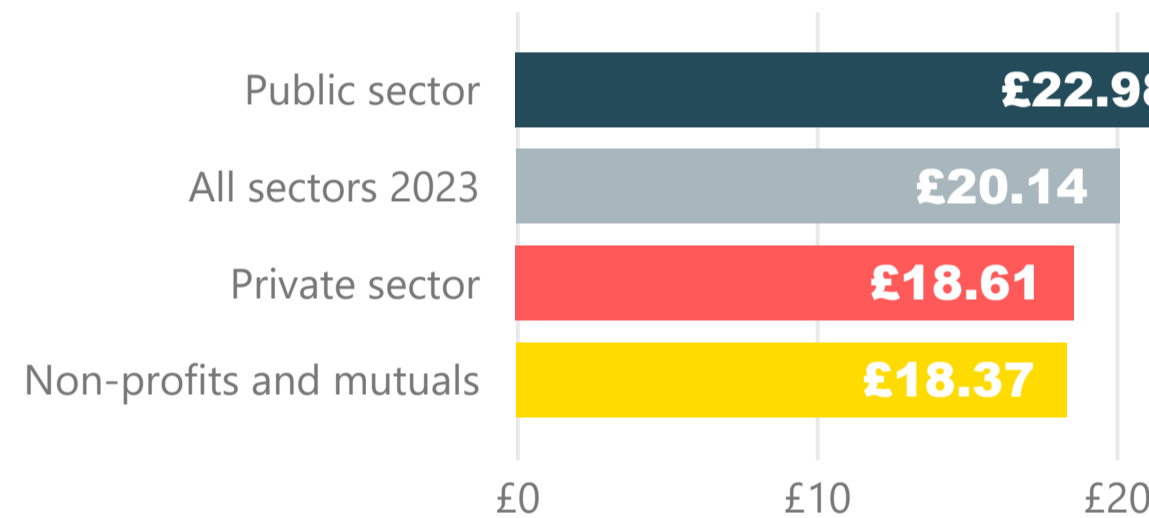
Median hourly pay by Sector : UK



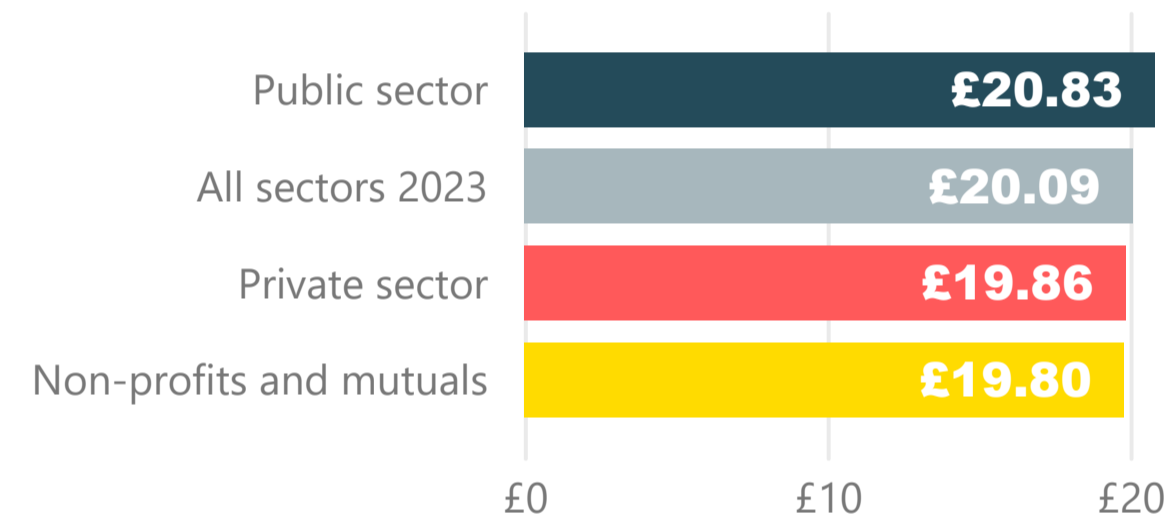
Gross Annual Pay by country and sector 2023

Country Sector	Scotland		UK	
	Mean	Median	Mean	Median
Public sector	£34,816	£33,008	£33,647	£31,751
Private sector	£33,241	£28,336	£36,724	£29,174
Non-profits and mutuals	£27,425	£25,553	£30,499	£27,405
All sectors 2023	£33,385	£29,675	£35,404	£29,669

Mean hourly pay by Sector: Scotland

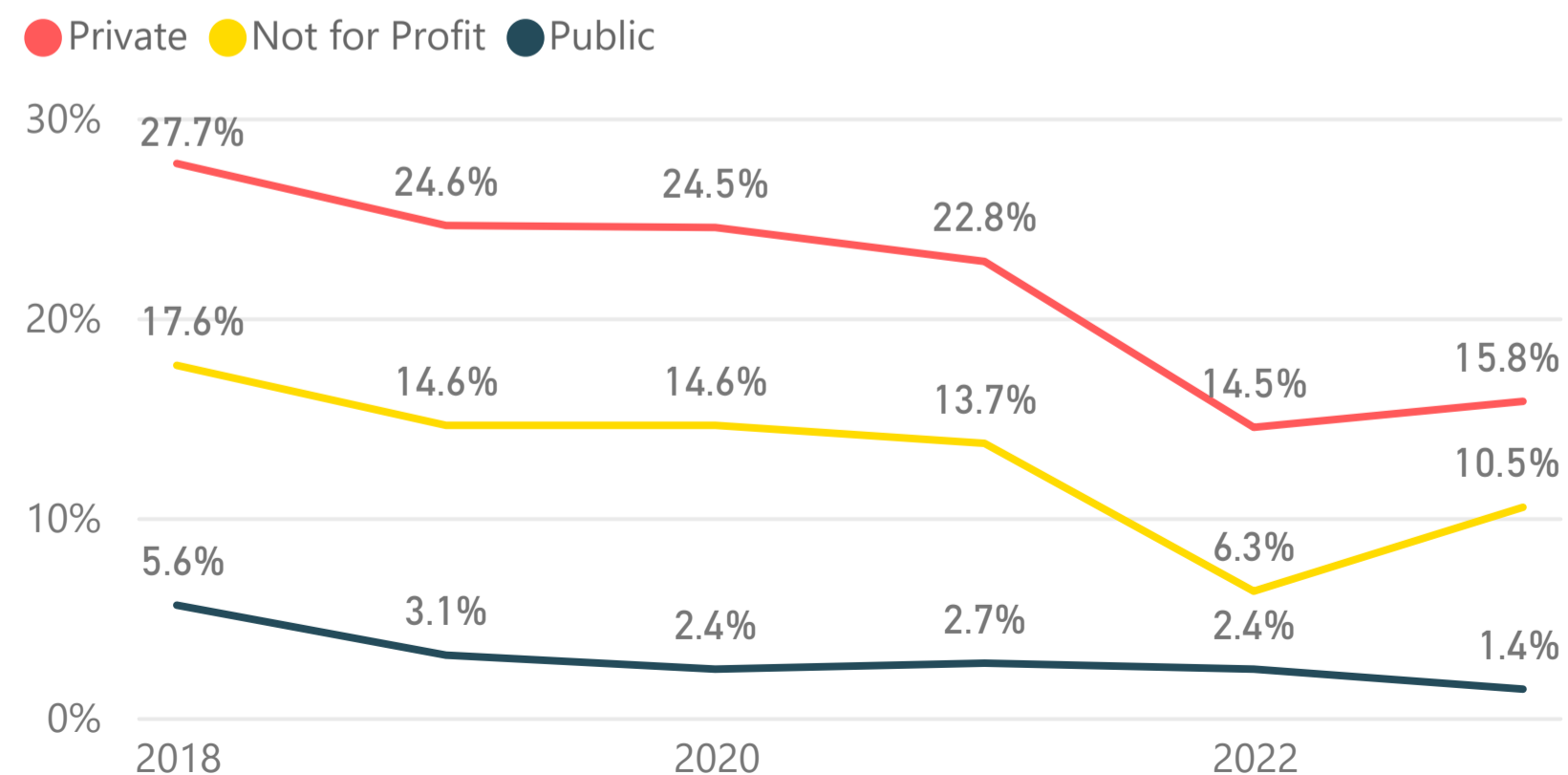


Mean hourly pay by Sector : UK



Source: [Earnings and hours worked, UK region by public and private sector: ASHE Table 25, 2023](#)

% of employees not paid the Living Wage, by sector and year



Source: Scottish Government - [Annual Survey of Hours and Earnings 2023](#) (Table 5.5)

Living Wage

In 2023, 10.5% of people employed by 'not for profit' organisations were paid below the **Real Living Wage**, down from 13.7% in 2021, but up from 6.3% in 2022 ([ASHE data 2023](#)).

This figure remains higher than the public sector (1.4%) but below the private sector (15.8%).

The [ASHE data](#) shows an overall trend of decreasing numbers of people in the non-profit sector being paid below the Real Living Wage, to around 21,000 in 2023.

Note: the low 6.3% figure in 2022 is described by Scottish Gov as 'acceptable' but not as robust as other years.

The figures above and left are from the ONS Annual Survey of Hours and Earnings (ASHE), and based on hourly pay excluding overtime and gross annual pay.

- The median 'mid-point' non-profit hourly pay in Scotland in 2023 was £15.13 (2022 = £14.52). This is £1.43 below the Scottish overall average of £16.56. In 2022 the non-profit rate was only 48p below the Scottish average but the gap has grown mainly due to a large increase in public sector pay. The Scottish non-profit figure is £1.14 lower than the UK non-profit figure of £16.27.
- Mean ('average') hourly rates for all sectors are higher than the Median rates, due to the distorting effects a few extremely high hourly rates can have on average figures. The highest and lowest pay groupings or 'deciles' in the ASHE data show that the non-profit sector does not have the very high or the relatively low hourly rates seen in the private sector, where 14% of employees are not yet paid the **Living Wage**, and there is less pressure to ensure reasonable pay ratios between highest and lowest paid staff.

goodmoves

Detailed information on salaries is available to SCVO members through the [Goodmoves Salary Guide 2023](#).

To produce the Guide, the [Goodmoves](#) team looked at over 6,000 jobs that were advertised on Goodmoves between April 2022 and April 2023.

830,000+ formal volunteers

18% of adults in Scotland took part in formal volunteer in 2023, i.e. through an organisation.

36% of adults in Scotland took part in informal volunteering in 2022, including 12% who did both formal and informal. (informal volunteering questions are only asked every 2 years)

- While thousands of people in Scotland continue to volunteer, there has been a decline in recent years.
- In 2018 26% of adults formally volunteered - or around 1.2 million people. In 2022 22% of adults formally volunteered - or just under 1 million people. In 2023 the number fell to 18% - around 830,000.
- [This equates to 138,000 fewer Scottish adults formally volunteering between 2022 and 2023 \(Volunteer Scotland\)](#)
- During the pandemic the loss of many volunteers due to shielding and activities being halted was in part balanced out by increases in other activities, eg volunteering with neighbourhood groups. However, many volunteers never fully returned.
- The cost of living crisis also seems to have impacted negatively on volunteering.

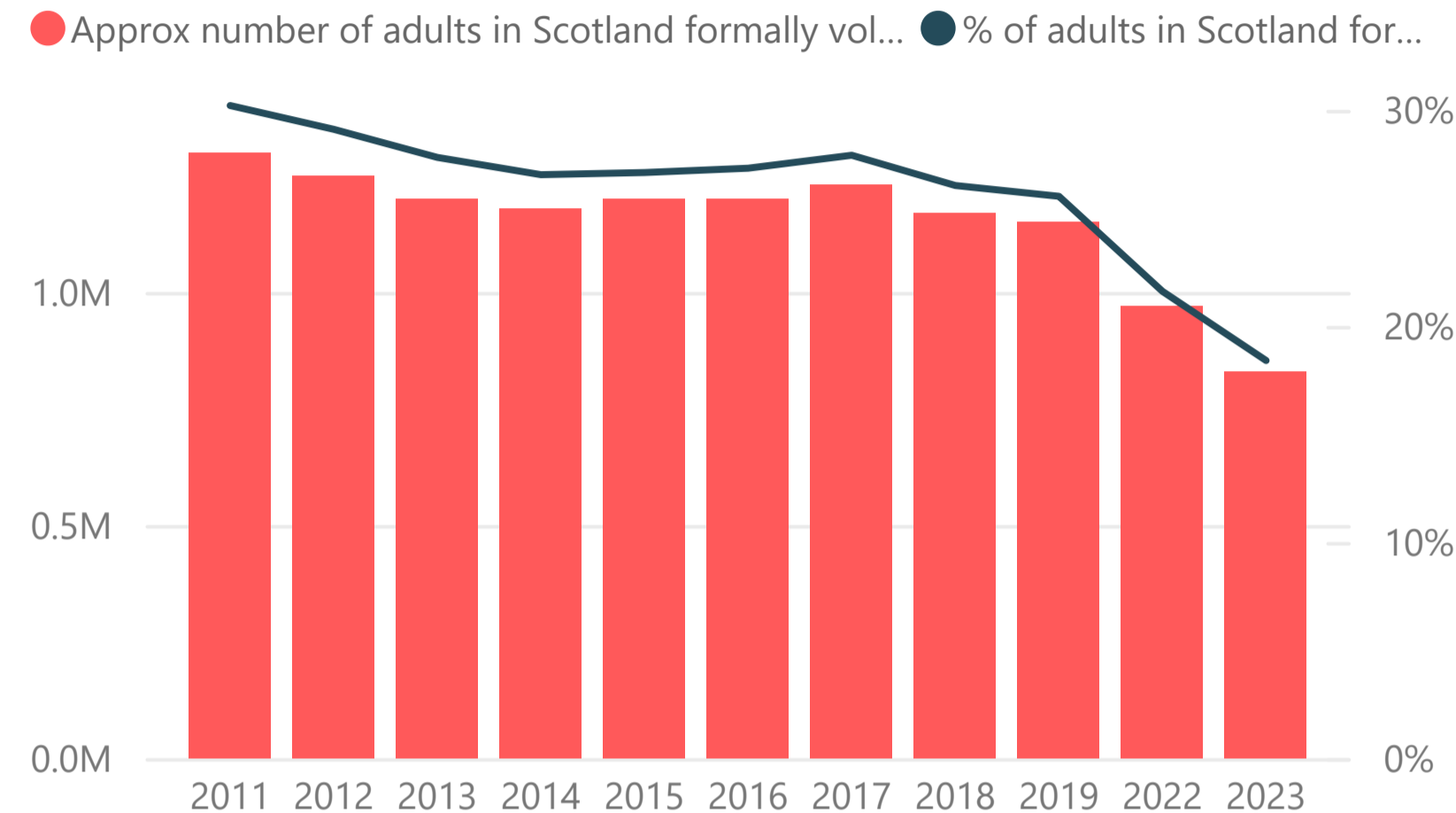
[Volunteer Scotland estimate that in 2022](#) in Scotland, formal and informal volunteers contributed:

- **300 million hours** of help
- **£5.3 billion to local economy** (£2.2bn from formal volunteering and £3.1bn from informal volunteering)



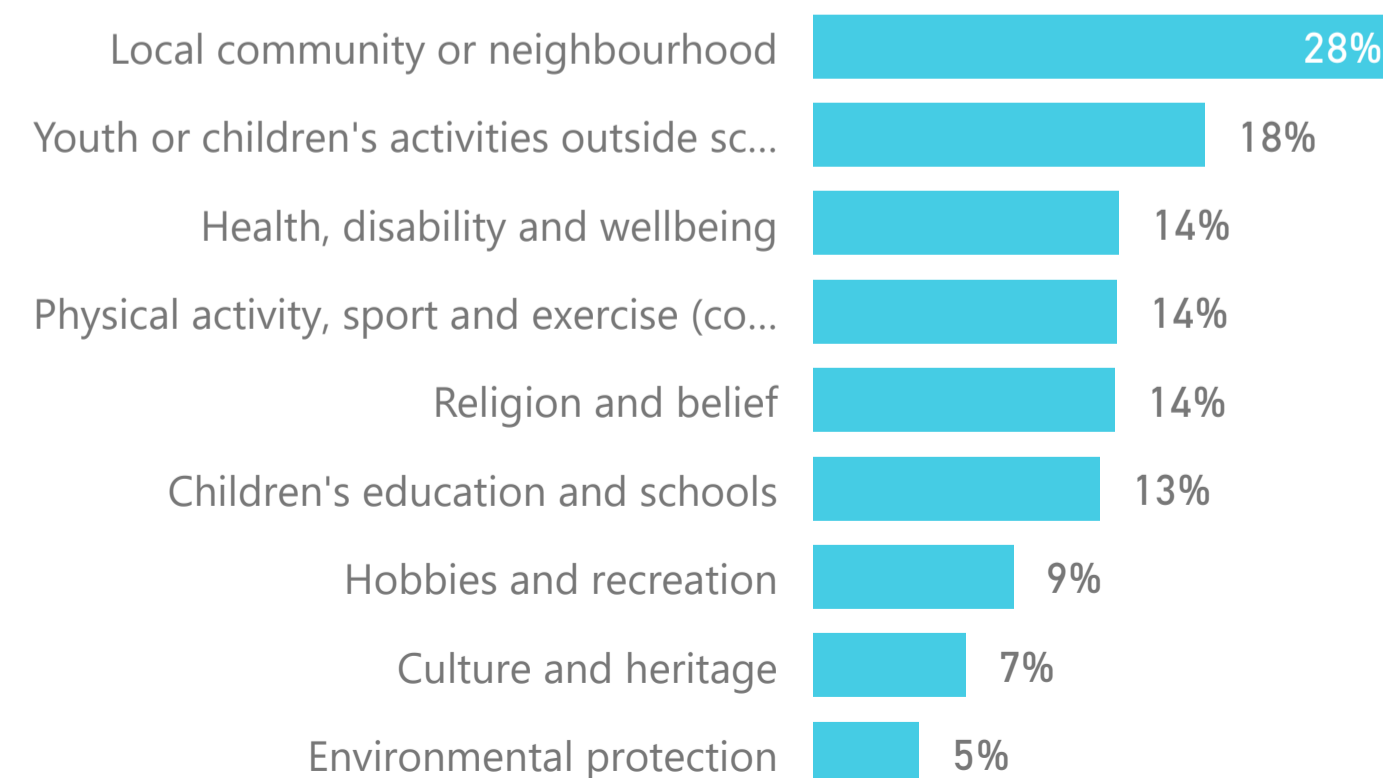
For more research on volunteering see [Volunteer Scotland's website](#)

Approx number and % of adults in Scotland formally volunteering by Year



Source: [Scottish Household Survey 2023](#) and [Mid-population estimates 2023](#)

Types of groups for which adults have done formal volunteering in the last...



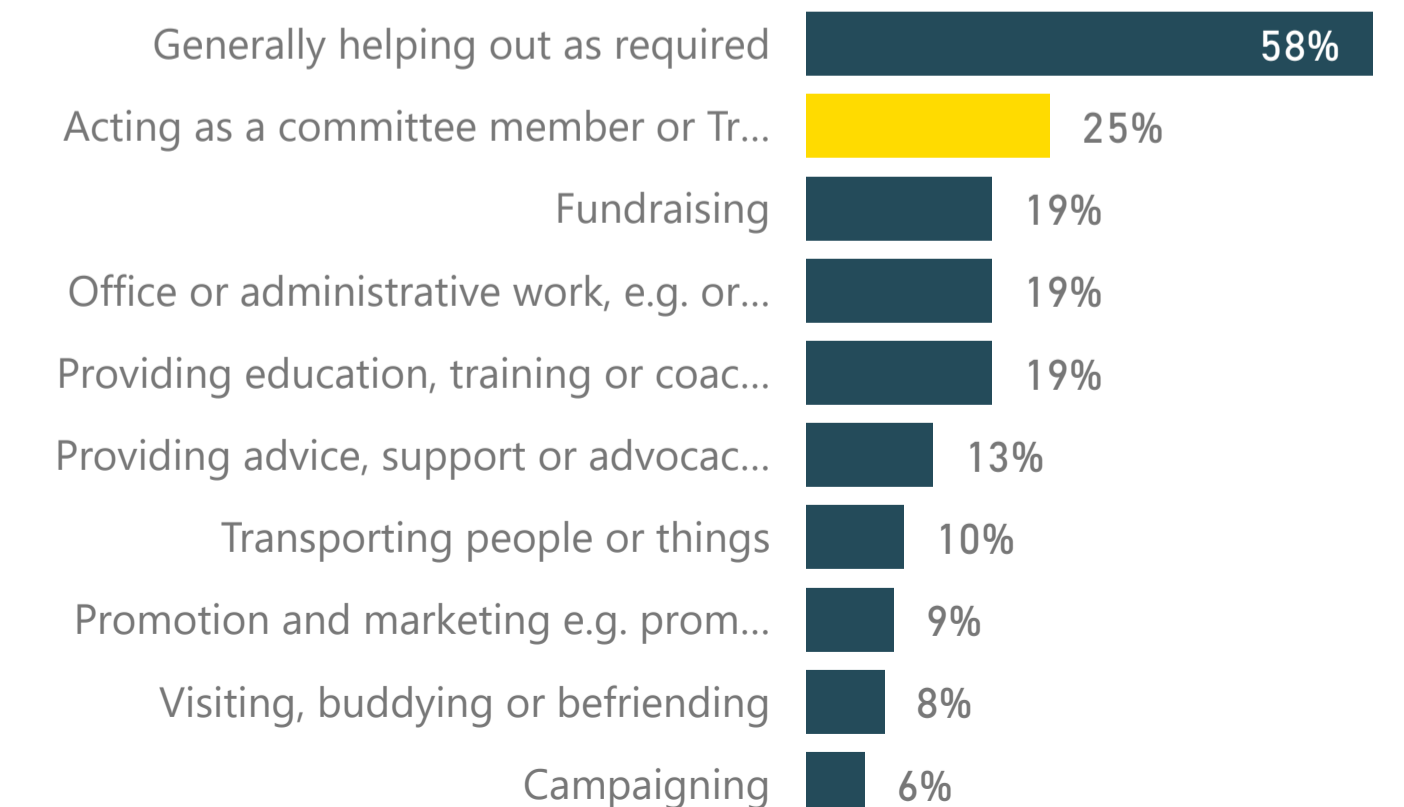
Source: [Scottish Household Survey 2023](#)

200,000+ trustees

All charities and voluntary organisations are run by a board of unpaid volunteers who work together to agree the priorities of the charity.

- Based on data from OSCR, there are over **140,000** charity trustees in Scotland.
- We estimate that a further **60,000-80,000 trustees** support voluntary organisations and community groups without charitable status.
- That's over **200,000 trustees in Scotland** giving their time and skills on a voluntary basis to guide the work of charities and community groups.
- In the 2020 Household Survey, 25% of respondents said they had acted as a Trustee in the last year (see below).

Types of formal volunteering adults have done in the last 12 months (2...



Source: [Scottish Household Survey 2020](#)