

Labour Force Survey Q3 2012

(Executive Summary)

Background

These findings are part of a stream of research on the voluntary sector workforce produced by Skills-Third Sector with support from the Third Sector Research Centre (TSRC) and the National Council for Voluntary Organisations (NCVO). Analysis of the Labour Force Survey (LFS) in relation to voluntary sector employment dates back to 1996, initially being undertaken by NCVO and the UK Workforce Hub.

Methodology

The Labour Force Survey (LFS) is a quarterly survey based on a sample of around 42,600 responding households in the United Kingdom. It is conducted by the Office for National Statistics and its purpose is to provide information on the UK labour market that can then be used to develop, manage, evaluate and report on labour market policies. The LFS has been running since 1973, moving to a quarterly basis in 1992. The survey asks individuals whether they work for a 'charity, voluntary organisation or trust'.

EXECUTIVE SUMMARY

Below is an executive summary of key findings from the Labour Force Survey for the third quarter of 2012 (July to September). It also includes annual comparisons.

Total Employment

The number of people working in the voluntary sector has risen significantly over both the last quarter and over the last 12 months.

- Between Q3 2011 and Q3 2012, employment in the voluntary sector increased by 69,000 to 793,000. In percentage terms this represents an increase of 9.6% over the last 12 months.
- During the same period, employment in the private sector increased by 463,000 to 21,580,000 (+2.2%) and employment in the public sector decreased by 124,000 to 6,946,000 (-1.8%).

- Between Q2 2012 and Q3 2012, employment in the voluntary sector increased by 18,000 to 793,000. In percentage terms this represents an increase of 2.3% over the last 3 months.
- During the same period, employment in the private sector increased by 187,000 (+0.9%) and employment in the public sector increased by 40,000 (+0.6%).
- In percentage terms, the voluntary sector remains unchanged at 2.7% of total UK employment. The private sector has risen to 73.6% of the workforce and the public sector has fallen to 23.7% over the past 12 months.

Gender

The number of both male and female employees in the voluntary sector has risen over both the quarter and over the last 12 months. However, females represent a lower proportion of the voluntary sector workforce than they did 12 months ago.

- Between Q3 2011 and Q3 2012, female employment in the voluntary sector increased by 32,000 to 525,000. In percentage terms this represents an increase of 6.6% over the last 12 months.
- During the same period, male employment in the voluntary sector increased by 37,000 to 268,000. In percentage terms this represents an increase of 16% over the last 12 months.
- Between Q2 2012 and Q3 2012, female employment in the voluntary sector increased by 8,000 to 525,000. In percentage terms this represents an increase of 1.5% over the last 3 months.
- During the same period, male employment in the voluntary sector increased by 10,000 to 268,000. In percentage terms this represents an increase of 3.8% over the last 3 months.
- In percentage terms, females currently represent 66.2% of voluntary sector employment, whilst males represent 33.8% of voluntary sector employment. Females as a proportion of the voluntary sector workforce have fallen by 1.9% over the past 12 months but remain a higher proportion of employees than in either the private or public sector (39.6% and 64.8% respectively).

Full-time and Part-time

The number of full-time employees has risen significantly over the last 12 months and over the last quarter. The number of part-time employees has also increased over both the year and the last quarter.

- Between Q3 2011 and Q3 2012, part-time employment in the voluntary sector increased by 15,000 to 296,000. In percentage terms this represents an increase of 5.3% over the last 12 months.
- During the same period, full-time employment in the voluntary sector increased by 54,000 to 496,000. In percentage terms this represents an increase of 12% over the last 12 months.
- Between Q2 2012 and Q3 2012, part-time employment in the voluntary sector increased by 7,000 to 296,000. In percentage terms this represents an increase of 2.2% over the last 3 months.
- During the same period, full-time employment in the voluntary sector increased by 12,000 to 496,000. In percentage terms this represents an increase of 2.5% over the last 3 months.
- In percentage terms, part-time employees currently represent 37.4% of voluntary sector employment, whilst full-time employees currently represent 62.6% of voluntary sector employment. This has remained unchanged since the previous quarter, though the proportion of part-time employees in the voluntary sector has increased by 1.5% over the last 12 months.
- The proportion of part-time employees in the sector (37.4%) remains at a higher level in the voluntary sector than in either the private sector or the public sector (25.8% and 29.6% respectively).

Reason for Part-time Employment

The number of voluntary sector employees working part-time because they could not find a full-time job has risen significantly over the quarter and the last 12 months.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees working part-time because they *could not find* a full-time job increased by 15,000 to 56,000. In percentage terms this represents an increase of 36% over the last 12 months.

- During the same period, the number of voluntary sector employees working part-time because they *did not want* a full-time job decreased by 10,000 to 200,000. In percentage terms this represents a decrease of 4.7% over the last 12 months. Currently 67.7% of part-time workers in the sector do so for this reason.
- Between Q2 2012 and Q3 2012, the number of voluntary sector employees working part-time because they *could not find* a full-time job increased by 3,000 to 56,000. In percentage terms this represents an increase of 6% over the last 3 months. Currently 19% of part-time workers in the sector do so for this reason.
- During the same period, the number of voluntary sector employees working part-time because they *did not want* a full-time job remained stable at 200,000. Currently 67.7% of part-time workers in the sector do so for this reason.
- The number of people working part-time in the voluntary sector because an individual was a student or at school increased by 5,000 (+23%) on a quarterly basis and increased by 6,000 (+35%) on an annual basis. The number of people working on a part-time basis because they were a student or at school currently stands at 25,000 (8.3% of those working part-time in the sector).
- The number of people working part-time in the voluntary sector because they are ill or disabled remained stable on a quarterly basis and increased by 5,000 (+47.4%) on an annual basis. The number of people working on a part-time basis because they were ill or disabled currently stands at 15,000 (5.1% of those working part-time in the sector).

Permanent Employment

The number of voluntary sector employees employed on a permanent basis has risen over both the last 3 months and the last 12 months. However, the proportion of permanent employees in the voluntary sector is still lower than in other sectors.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees employed on a permanent basis increased by 49,000 to 667,000. In percentage terms this represents an increase of 8% over the last 12 months.
- During the same period, the number of voluntary sector employees whose job was not permanent in some way increased by 18,000 to 94,000. In percentage terms this represents an increase of 23.4% over the last 12 months.

- Between Q2 2012 and Q3 2012, the number of voluntary sector employees employed on a permanent basis increased by 27,000 to 667,000. In percentage terms this represents an increase of 4.2% over the last 12 months.
- During the same period, the number of voluntary sector employees whose job was not permanent in some way decreased by 3,000 to 94,000. In percentage terms this represents a decrease of 3.5% over the last 3 months.
- The proportion of voluntary sector employees employed on a permanent basis (87.6%) is lower than in either the private sector or the public sector (94.3% and 92% respectively).

Hourly Pay

Median Hourly Pay in the voluntary sector has decreased slightly over the last quarter but has increased over the last 12 months.

- Between Q3 2011 and Q3 2012, median hourly pay in the voluntary sector increased by 88p to £10.88 per hour. In percentage terms this represents an increase of 8.8% over the last 12 months.
- Between Q2 2012 and Q3 2012, median hourly pay in the voluntary sector decreased by 8p to £10.88 per hour. In percentage terms this represents a decrease of 0.7% over the last 3 months.
- The current rate of £10.88 per hour compares with £12.89 per hour in the public sector and £9.63 per hour in the private sector.

Weekly Pay

Median Weekly Pay in the voluntary sector has decreased over the last 3 months but increased over the last 12 months.

- Between Q3 2011 and Q3 2012, median weekly pay in the voluntary sector rose by £31 to £346 per week. In percentage terms this represents an increase of 9.8% over the last 12 months.
- Between Q2 2012 and Q3 2012, median weekly pay in the voluntary sector fell by £19 to £346 per week. In percentage terms this represents a decrease by 5.2% over the last 3 months.
- The current rate of £346 per week compares with £447 per week in the public sector and £365 per week in the private sector.

Underemployment

The number of voluntary sector employees who would like to work longer hours has decreased over the last quarter but increased over the last 12 months. The rate remains higher than in either the public or the private sector.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees who 'would like to work longer hours, at the current basic rate of pay' increased by 9,000 to 94,000. In percentage terms this represents an increase of 10% over the last 12 months.
- Between Q2 2012 and Q3 2012, the number of voluntary sector employees who 'would like to work longer hours, at the basic rate of pay' decreased by 3,000 to 94,000. In percentage terms this represents a decrease of 3.2% over the last 3 months.
- The proportion of voluntary sector employees who 'would like to work longer hours, at the basic rate of pay' is higher (13.2%) than in either the private sector or the public sector (11.1% and 9.7% respectively).

Job-related Training or Education (last 3 months)

The number of voluntary sector employees who had received job-related training or education over the last 3 months has fallen over the quarter but remained stable over the last 12 months.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees who had received job-related training or education remained stable at 270,000.
- Between Q2 2012 and Q3 2012, the number of voluntary sector employees who had received job-related training or education over the last 3 months decreased by 4,000 to 270,000. In percentage terms this represents a decrease of 1.5% over the last 3 months.
- Currently, 34.8% of voluntary sector employees report that they had received job-related training or education over the last 3 months. This compares to 37.4% in the public sector and 20.6% in the private sector.

Job-related Training or Education (last 4 weeks)

The number of voluntary sector employees who had received job-related training or education over the last four weeks has decreased over the last quarter and the last 12 months.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees who had received job-related training or education over the last four weeks decreased by 6,000 to 124,000. In percentage terms this represents a decrease of 4.1% over the last 12 months.
- Between Q2 2012 and Q3 2012, the number of voluntary sector employees who had received job-related training or education over the last four weeks decreased by 11,000 to 124,000. In percentage terms this represents a decrease of 8.2% over the last 3 months.
- The proportion of voluntary sector employees who report that they had received job-relating training or education over the last 4 weeks is lower (46.3%) than in either the private sector or the public sector (47.4% and 47.8% respectively).

Training during work hours

The number of voluntary sector employees who had received training only during paid working hours decreased over both the last quarter and the last 12 months. The number of voluntary sector workers who had received training only outside of paid working hours increased over both the quarter and the last 12 months.

- Between Q3 2011 and Q3 2012, the number of voluntary sector workers who had received training only *during paid working hours* decreased by 5,000 to 15,000. In percentage terms this represents a fall of 24.8% over the last 12 months.
- During the same period, the number of voluntary sector workers who had received training only *outside of paid working hours* increased by 8,000 to 28,000. In percentage terms this represents a rise of 40.9% over the last 12 months.
- Between Q2 2012 and Q3 2012, the number of voluntary sector workers who had received training only *during paid working hours* decreased by 7,000 to 15,000. In percentage terms this represents a fall of 32% over the last 3 months.
- During the same period, the number of voluntary sector workers who had received training only *outside of paid working hours* decreased by 1,000 to 28,000. In percentage terms this represents a fall of 2.2% over the last 3 months.

- Currently, 31.9% of voluntary sector employees receive training *only during paid working hours*. This compares with 44.7% in the public sector and 26.6% in the private sector.
- Currently, 62% of voluntary sector employees only receive training *outside paid working hours*. This compares with 44.8% in the public sector and 60.8% in the private sector.

Total Hours (in reference week)

Median total hours worked by voluntary sector employees have decreased slightly over the last quarter but remained stable over the last 12 months. It remains at a lower level than in other sectors.

- Between Q3 2011 and Q3 2012, the median total hours worked in the voluntary sector remained stable at 30 hours per week.
- Between Q2 2012 and Q3 2012, the median total hours worked in the voluntary sector decreased by two hours to 30 hours per week.
- The current rate of 30 hours per week compares with 35 hours per week in the public sector and 38 hours per week in the private sector.

Basic Actual Hours (in main job)

Median actual hours worked by voluntary sector employees remained stable over the last quarter and over the last 12 months.

- Between Q3 2011 and Q3 2012, the median actual hours worked in the voluntary sector remained stable at 32 hours per week.
- Between Q2 2012 and Q3 2012, the median actual hours worked in the voluntary sector, the median actual hours worked in the voluntary sector remained stable at 32 hours per week.
- The current rate of 32 hours per week compares with 36 hours per week in the public sector and 38 hours per week in the private sector.

Industry Section

The number of voluntary sector employees based in areas of public service delivery such as public administration, education and health increased significantly over both the last quarter and the last 12 months.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees based in public administration, education and health increased by 44,000 to 567,000. This represents an increase of 8.3% over the last 12 months.
- During the same period, the number of private sector employees based in public administration, education and health increased by 23,000 to 2,171,000. This represents an increase of 1% over the last 12 months. The number of public sector employees based in public administration, education and health decreased by 67,000 to 5,976,000. In percentage terms this represents a decrease of 1% over the last 12 months.
- As a proportion of the workforce, the public administration, education and health represents 71.9% of the voluntary sector, 86.3% of the public sector, and 10.1% of the private sector.

Industry Division

Over the last 12 months, the largest increases in voluntary sector employment occurred in social work without accommodation; education; and libraries, museums and archives.

- Between Q3 2011 and Q3 2012, the number of voluntary sector employees based in social work without accommodation increased by 27,000 to 314,000 (currently 39.8% of the voluntary sector workforce). In percentage terms this represents an increase of 9.3% over the last 12 months.
- During the same period, the number of voluntary sector employees based in education increased by 15,000 (currently 11% of the voluntary sector workforce). In percentage terms this represents an increase of 20.4% over the last 12 months.
- During the same period, the number of voluntary sector employees based in libraries, museums and archives which increased by 13,000 to 26,000 (currently 3.3% of the voluntary sector workforce). In percentage terms this represents an increase of 100% over the last 12 months.

Size of Workplace

Over the last 12 months, the largest increase in voluntary sector employment occurred in medium to large organisations.

- Between Q3 2011 and Q3 2012, the number of voluntary employees based in organisations which employed between 250 and 499 paid staff increased by 27,000 to 49,000. In percentage terms this represents an increase of 100% over the last 12 months.