

Women in the voluntary sector

ASFONZ National Conference

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Voluntary Sector

Also referred to as

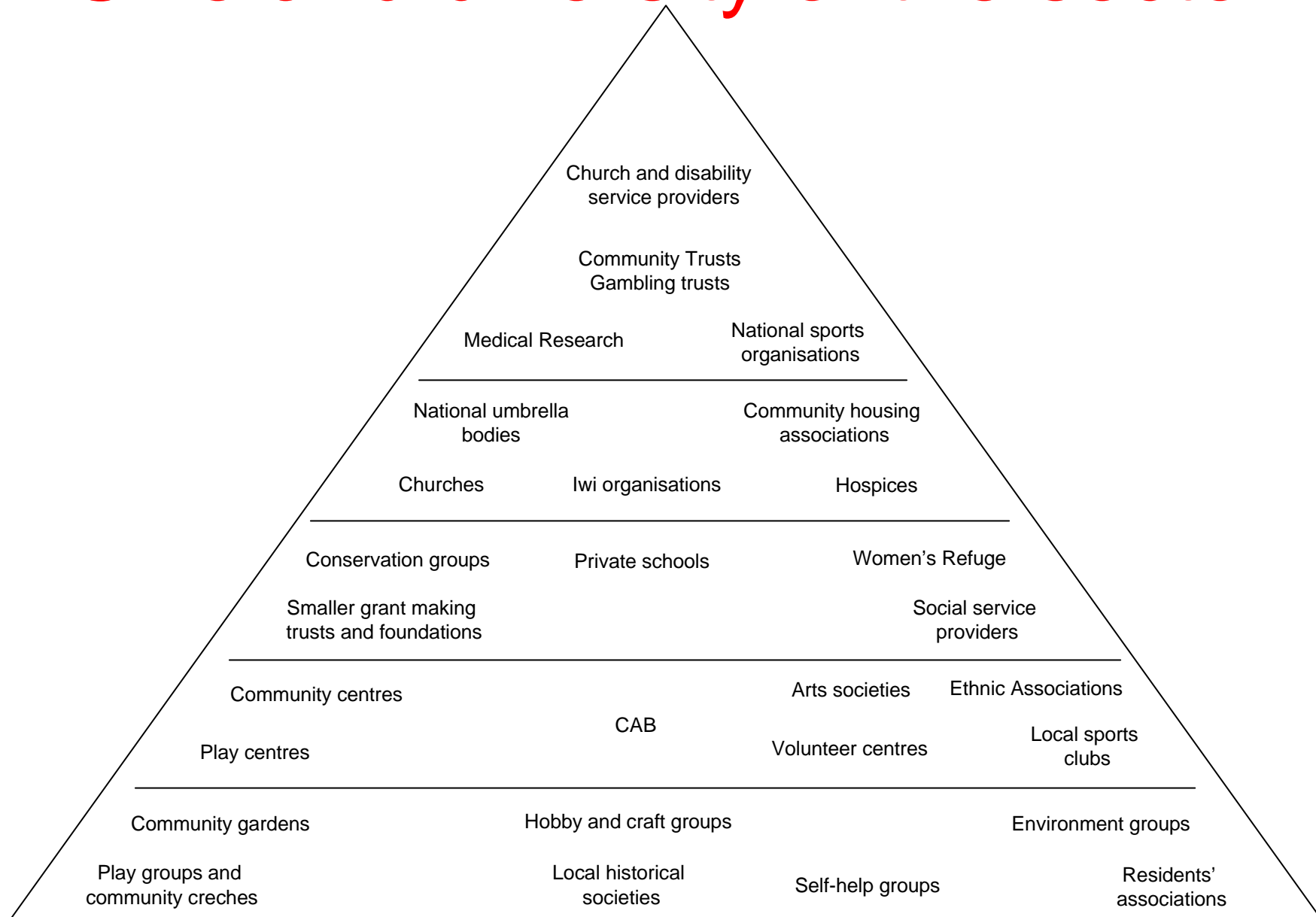
- Not-for-profit (NfP)
- Charitable
- Third sector
- Non-governmental organisations

What is the voluntary sector?

Voluntary organisations are:

- Primarily driven by a social, cultural or environmental purpose
- Governed by volunteers
- Self governing, independent from state
- Not driven by, or able to return, a financial return to share holders
- Non-compulsory
- Generally tax-exempt entities

Size and diversity of the sector



Size of sector

- Operating expenditures for the year ended March 2004 of *\$6.5 billion*
- 66,806 paid employees
- 134,000 volunteers
- 200,000 full-time equivalent paid staff and volunteers - this represented 9.6% of the economically active population.

Who works in the sector?



Issues to consider

- Sector is growing as governments “contract out” services formerly provided by the state
- Paid employees where once there were volunteers
- Government funding cutbacks or lack of CPI adjustments impact directly on service providers
- Wage bill is frequently largest costs
- Tendency to shorter term contracts and one-off project grants by non-government funders

What does this workforce look like?

- 80% female
- Many part time staff. UK study showed 80% of men, 54% of women work full time
- Many small and few large organisations
- Lack of strong managerial structure
- Inexperienced governors/committees

What does this workforce look like?

- Lack of strong union structure
- Significant number of volunteers
- Financially insecure organisations
- Low wages and ageing workforce
- Well educated and highly skilled

Employment figures

Data from the Strategic Pay *Not for profit Sector Remuneration report – April 2008*

- 90% of non-profit organisations do not employ any staff
- 9,700 organisations employ staff
- Total employed 105,340
- 31,000 employed in social services

The “love factor”

- Difference between the median base salaries in the not for profit sector and the public sector at 1 May 2008 is 18%
- Difference between median base salaries in the not for profit sector and the general market is 21%

Employment figures

- Average number of employees 10.8
- Hospitals and health services average 33.5 employees
- Social services average 18 employees
- Census data indicates in excess of 436,000 volunteers working in these organisations, outnumbering paid staff 4:1

Benefits

21% of those surveyed received benefits in addition to base salary:

- 6% use of vehicle
- 5% professional fees
- 3% telephone
- 2% parking
- 2% medical insurance

Superannuation

- 3% of NfP employees have an employer contribution to superannuation
- (3,000 people) <strategic pay 2008>
- 28% of management and 19% of general staff surveyed in the Wyatt Watson *Remuneration Report for the Not for profit Sector 2004*
- Small organisations are less likely to provide any employee benefits

Kiwi Saver

The Strategic Pay 2008 survey shows:

- 17.4% of NfP respondents will provide employer contributions over and above the statutory requirements
- 60% will provide 4%
- Average of 30% of staff enrolled
- Range was 15-50%

Kiwi Saver

Case study 1

- 3 female fulltime employees.
- Organisation offered immediate 4%
- 2/3 take up

Case Study 2

- 21 employees: 15 female
- Organisation offered immediate 4%
- 5 in company super (discontinued)
- 60% in Kiwisaver

NfP job quality

Watson Wyatt identified:

- Low pay
- Lack of benefits
- Job insecurity
- Insecurity of funding
- Prevalence of temporary employment
- Part-time employment
- Unpaid overtime
- Competition for skilled workers

This exacerbates the earnings gap with public and private sectors

What should the superannuation industry think about?

- This is a sector where the majority of employees are well educated, but low-paid women.
- Most will be working part time and will move between private, public and NfP sectors in their working life.
- Caring for children, and later the elderly, will be a factor in employment choices.

What should the superannuation industry think about?

- Pay equity
- Education
- Incentives and flexibility
- Schemes that address a sector where there is a prevalence of part time & temporary employment
- The needs of a low paid sector
- Think of these as SMEs
- Raise awareness in this sector

Working lives and retirement

- Women's working lives are often very different from men's
- Female workforce often chooses to work part-time
- Work is punctuated by childcare and then elderly care
- Women are paid 15% less than men in NZ

Working lives and retirement

- Women's earn less over their lifetime
- They have lower retirement savings, spread over a longer time period than men
- In Australia women retiring with 25% of the average man's superannuation
- 55% of women who are currently in retirement are totally dependent on NZ Superannuation (38% of men). NZ Super has taken elderly women out of poverty.

What might these women want?

- Flexibility
- A means of supplementing NZ Superannuation
- Kiwi Saver may meet their needs better than traditional superannuation schemes

They have always lived on less: “made do”

Thanks to

- NZ Federation of Voluntary Welfare Organisations
- NZ Council of Social Services
- Philanthropy New Zealand
- The Office of the Community and Voluntary Sector
- Watson Wyatt
- Strategic Pay Ltd
- The WWW for international research
- Leanne Dalziel
- Retirement Commissioner