



# CHARITY SECTOR EMPLOYMENT UPDATE 2024



**Mark S. Bonham**

PhD. (Hon), M.Sc. (Econ), ICD.D, B.Comm.

Executive Director

[mbonham@theveritasfoundation.com](mailto:mbonham@theveritasfoundation.com)



## EXECUTIVE SUMMARY

Employment is integral to the health of the Canadian economy. A study of employment in Canada's Charitable Sector presents a timely analysis of the contribution the Sector makes to the country's well-being. Data on total employment, total earnings, average earnings, and their changes over time are relevant economic proxies for the state of the Sector itself.

This report confirms the Sector's importance both by total number of employees and the value of employment compensation.

We extend the Sector report to include an analysis:

- by Full-time and Part-time employment;
- by Region;
- by Category of Charity;
- and by Size of Charity (small versus large).

**NEW THIS YEAR**—we provide detail on the average compensation paid to full-time and part-time employees in the Charity Sector for each region and charity category.

We provide a discussion on the importance of volunteers, their motivations, and a calculation of the estimate of the economic value of their contribution.

An appendix lists the Top 10 Large and Small Charities by Number of Employees and Total Compensation.

### Principle conclusions of the Report

- Our analysis reveals that 52 percent of Charitable Organizations operated on a volunteer-only basis in 2022, unchanged from 2021 and 2020. However, this represents a decline of three percent from that reported in 2018. We explain why this decline should be of concern to the large number of Charitable Organizations which rely solely on volunteers.
- The number of full-time employees in the Charitable Organizations included in our survey has grown by a small 1.3 percent over the five-year period 2018 to 2023. The number of part-time employees has declined by 11.5 percent over the period. This is concerning for charities.
- We find that the Charitable Sector is the second largest industry employer in Canada in 2022 and represents 11.3 percent of the Total Workforce in the country, an increase from 9.5 percent in 2018.
- Total Compensation of full-time and part-time employees has grown over the five-year period of our study. Full-time compensation gained almost 15 percent more than part-time compensation. We explain why this is the case.
- The average Charitable Organization compensation between 2018 and 2023 for full-time employees has grown by 33.2 percent, whereas the average for part-time employees grew by 36.3 percent.
- Compensation is the largest expense against Total Revenues in the Sector, and accounts for the largest category of Total Expenses and Total Expended on Charitable Activity.
- Our analysis shows that the allocation of employment and employment compensation by Province and Territories roughly represents total regional population.
- There is variance between Provinces on the average employee compensation for both full-time and part-time employees.

- Core Healthcare Charities dominate employment numbers, followed by those Charities involved in Healthcare Support and Relieving Poverty.
- There is a wide disparity of average compensation across the various Categories of Charity. Many of the Charities at the lower end of the range have traditionally lower remuneration packages and consist of Charitable Organizations that have a greater reliance on part-time employees with lower compensation, or volunteers with no compensation.
- It is not surprising to find that a large majority of smaller Charitable Organizations (those with less than \$1 million in Total Revenue) operate on a purely voluntary basis with no employees.
- Volunteers play an important role in the Charitable and Philanthropic sector but their economic value is not presented in regulatory filings to the CRA. Our estimations show Volunteers create an economic value of \$4,120 per volunteer (206 hours), aggregating \$10.1 billion in economic value (24.5 million volunteers).
- We estimate that an additional 10 per cent of Total Compensation can be attributed to volunteers operating in Canada's Charitable and Philanthropic sector.

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**September 2024: [Charitable Giving and Tax Planning](#)**

**October 2024: [Private Foundations in Canada](#)**

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## Our Vision

**We will participate in a thriving Canadian philanthropic sector where the most impactful charities with the highest governance standards are celebrated and supported by donor capital.**

## Our Mission

**The Veritas Foundation aims to be Canada's authoritative source for participating in the country's charitable sector and evaluating its effectiveness and impact.**



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### The Veritas Foundation

TD West Tower  
100 Wellington Street West Suite 3110, PO Box 80  
Toronto, Ontario, Canada M5K 1E7

416.866.8783 1-866-860-8783  
[www.theveritasfoundation.com](http://www.theveritasfoundation.com)  
[info@theveritasfoundation.com](mailto:info@theveritasfoundation.com)

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