PENSION SURVEY RESULTS

Data Analysis for Pensions Taskforce 2.0
2018
ABOUT ONN

**Our Mission:** A strong and resilient nonprofit sector. Thriving communities. A dynamic province.

**Our Vision:** To engage, advocate and lead with – and for – nonprofit and charitable organizations that work for the public benefit in Ontario.

**Our Values:** Courage to take risks and do things differently. Diversity of perspectives, creativity and expertise to get stuff done. Optimism and determination. Solutions created by the sector, with the sector, for the sector. Celebrating our successes and learning from our experiences. Strength that comes from working together.
WHO COMPLETED THE SURVEY?

- 82 organizations
- 6224 total staff
- 1396 total regular part time employees (20-30 hrs/week)
COMPOSITION OF CASUAL STAFF

- 54.9% orgs had under 20 staff
- 13.4% orgs had 20-49 staff
- 5% orgs had 50-99 staff
- 2.5% orgs had 200+ staff
- 24% orgs had no staff in this category

Note: Casual staff is part time/seasonal staff with less than 20 hours of work and coincides with pensions regulation definitions
GEOGRAPHICAL REACH

47.6% Greater Toronto & Hamilton area (including Durham, York and Peel regions), Niagara region

19.5% Central Ontario

19.5% Southwestern Ontario

14.6% Eastern Ontario

11% Northern Ontario
ORGANIZATION SUBSECTOR

31.7% Social Services
30.5% Health
22% Culture and Recreation
13.4% Development and Housing
11% Multi-sector
9.8% Education and research
BUDGET SIZE

20.7%  Under $299,000
28%    Between $300,000-$999,999
27%    Between $1-5 million
27%    Over $5 million
## GENDER BREAKDOWN

<table>
<thead>
<tr>
<th></th>
<th>FEMALE</th>
<th>MALE</th>
<th>IDENTIFIED AS OTHER</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>73%</strong> of orgs</td>
<td>reported to have 80% or more of staff who identify as female</td>
<td><strong>80%</strong> of orgs reported to have less than 20% of staff who identify as male</td>
<td><strong>91%</strong> of orgs reported that they had no staff who identified with gender that was neither female or male</td>
</tr>
</tbody>
</table>
EARNINGS BREAKDOWN

Full-time staff

42%  Earn between $31,000 - $45,000/year
21%  Earn between $46,000 - $60,000/year
14%  Earn under $30,000/year
14%  Earn between $61,000 - $79,000/year
YEARS OF SERVICE: FT

Average number of years of service for full-time employees

- 10+ years: 25.6%
- 1-4 years: 19.5%
- 5-9 years: 54.9%
YEARS OF SERVICE: PT

Average number of years of service for part-time employees

- 1-4 years: 57.4%
- 5-9 years: 37.7%
- 10+ years: 4.9%
UNIONIZED OR NON-UNIONIZED?

Unionized: 14.6%
Non-unionized: 85.4%

Data Analysis of Pensions Survey for Taskforce 2.0, 2018
RETIREMENT BENEFITS?

Data Analysis of Pensions Survey for Taskforce 2.0, 2018
IF OFFERED, PENSION OR RRSP?

Pension plan
21.2%

RRSP
78.8%

Data Analysis of Pensions Survey for Taskforce 2.0, 2018
IF PENSION OFFERED, DB OR DC?

- Defined benefit: 42.9%
- Defined contribution: 57.1%

Data Analysis of Pensions Survey for Taskforce 2.0, 2018
ONN MEMBERSHIP + SERVICES
STRONGER TOGETHER.

WE’VE GOT YOUR BACK

We’ve got your back for everything your nonprofit organization needs with these programs designed for nonprofits.

PROGRAMS CREATED WITH THE SECTOR, FOR THE SECTOR.

ONN EMPLOYEE BENEFITS PROGRAM
ONN PURCHASING PROGRAM
NONPROFIT LANDS REGISTRY

C[ONN]ECT NONPROFIT JOBS

ONN INSURANCE PROGRAM

OFFICE SUPPLIES PROGRAM

Data Analysis of Pensions Survey for Taskforce 2.0, 2018
JOIN US

Become an ONN member: theonn.ca/membership

Subscribe for news and updates: theonn.ca/subscribe