

Volunteer Report Cité-Unis

Abstract

This report analyzes survey data for four different cohorts of Cité-Unis volunteers who did their service civique (2020-2024).

Introduction

This report analyzes survey data for four different cohorts of Cité-Unis volunteers who did their service civique in France between 2020 and 2024.

Section ?? provides analyses as to who are the volunteers. In Section ??, we look at how the service civique has changed the volunteers' attitudes and views? We then look at several outcomes of interest in detail, namely whether volunteers end their contract early (Section ??), how satisfied they are (Section ??), and how confident they are about their future? (Section ??). For these outcomes, we analyze whether there are trends across the different cohorts, and which demographic variables predict them. Finally, in Section ?? we investigate differences between different programs offered by Cité Unis.

For these analyses, we rely on questionnaires collected by Cité-Unis for four different cohorts of volunteers who did their service civique for a year (2020-2021; 2021-2022; 2022-2023; 2023-2024). These questionnaires are very extensive. For the present analyses, we selected a subset of key questions (a full list can be found in the [codebook](#))¹.

Before diving into the results, a note on caution in interpreting the results presented in this report: Whenever we speak of “predictions”, that simply means statistical associations—mere observations of differences between groups. This report does **not** provide any evidence that would warrant causal conclusions—answers as to **why** we observe these differences.

Who are the volunteers ?

In this section, we review some demographic variables in detail. An extensive summary table with sample demographics across the different cohorts can be found in [Tables](#).

Geographic location

Volunteers came from 80 different departments (see Figure ??). On average, across the different cohorts, most volunteers came from Bouches-du-Rhône ($n = 404$), followed by Nord ($n = 350$) and Seine-Saint-Denis ($n = 316$).

Overall, there has been a steady increase in volunteers, from 6386 in 20-21 to 7848 in 23-24, and an average increase of 490.4 per year. Since the 20-21 cohort, each department has on average increased by 26.7. There were 51 departments who saw an increase, and 14 who saw a decrease (see Figure ??). For details on the trend of each department, see [Tables](#).

¹Note that, in the process of writing this report, this selection of variables was based only on the questionnaire of the first cohort (2020/21). As a result, potentially interesting variables that only appear in later questionnaires will not appear here.

Figure 1

Répartition des volontaires en France à travers le temps.

Répartition des volontaires en France

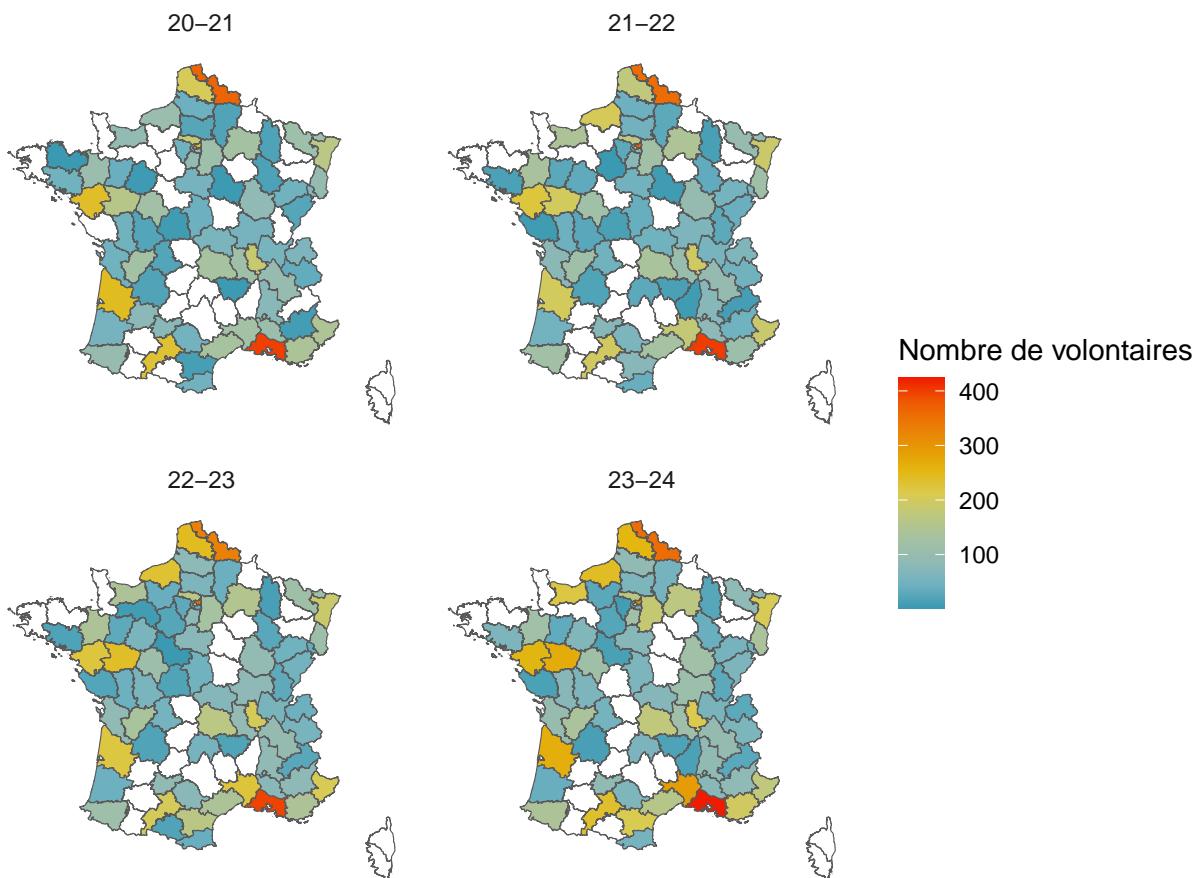
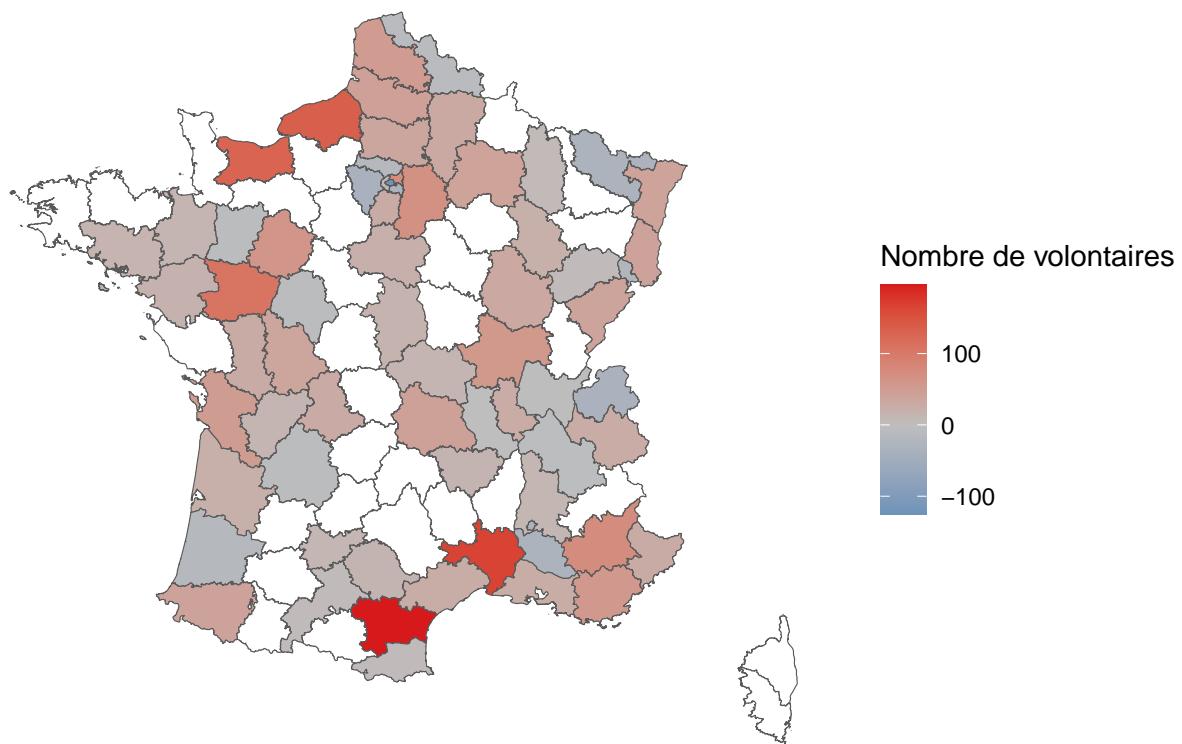


Figure 2

Evolution de recrutement pour la promo de 2023-24 par rapport à 2020-21.

Difference Récrutement entre 2023 et 2020



Age

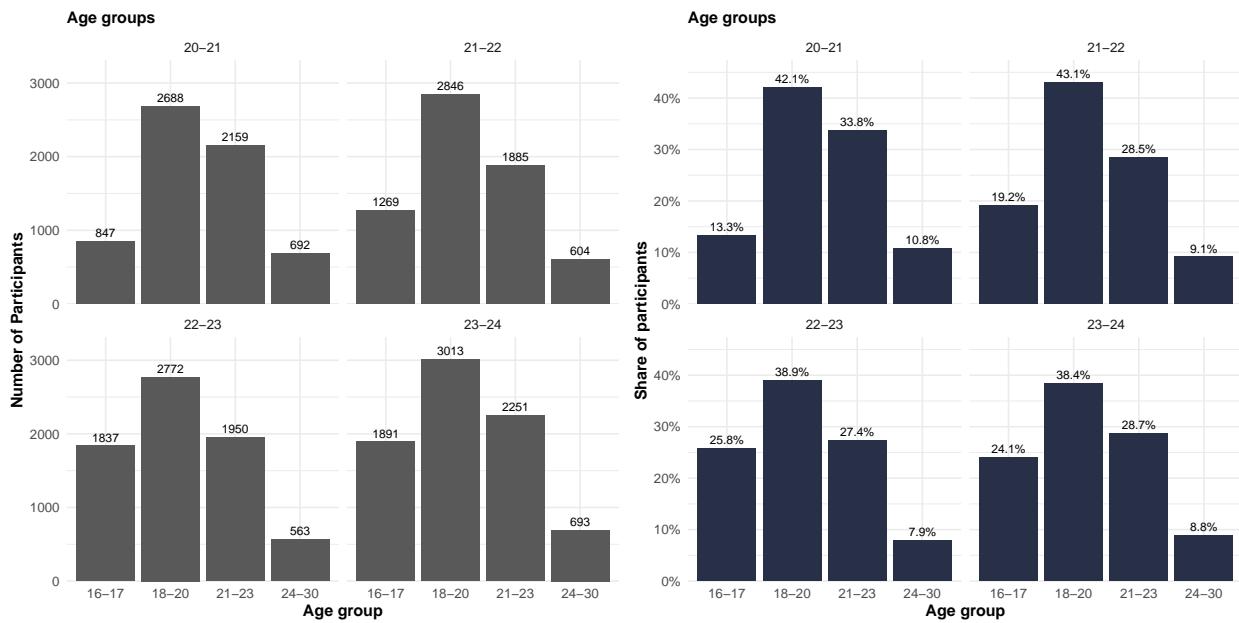
As shown in Figure ??, across all promos, the majority of volunteers is between 18 and 20 years old. The share of the age group of 16-17 has been increasing rapidly, doubling the percentage points from 13% in 2020 to 24% in 2024.

Figure 3

Number of volunteers per age group, within the different promos. Note that, in the percentage plot, the percentages are relative to all volunteers from the respective promo.

(A) (absolute numbers)

(B) (percentages)



Education

Figure ?? shows that volunteers with a “Bac + 3 et plus” are relatively rare. The share of volunteers with a “Bac à Bac + 2” has been constantly decreasing, from 48% in 2020-21 to 40% in 2023-24. By contrast, volunteers “Infra-bac”, have been increasing from 32% in 2020-21 to 43% in 2023-24.

Sex

There is a stable difference regarding sex, with more women (~60%) being volunteers than men (Figure ??).

How have volunteers changed their attitudes?

In the selection of variables made for this report, there are only two questions that volunteers of the same promo have been asked at different time points:

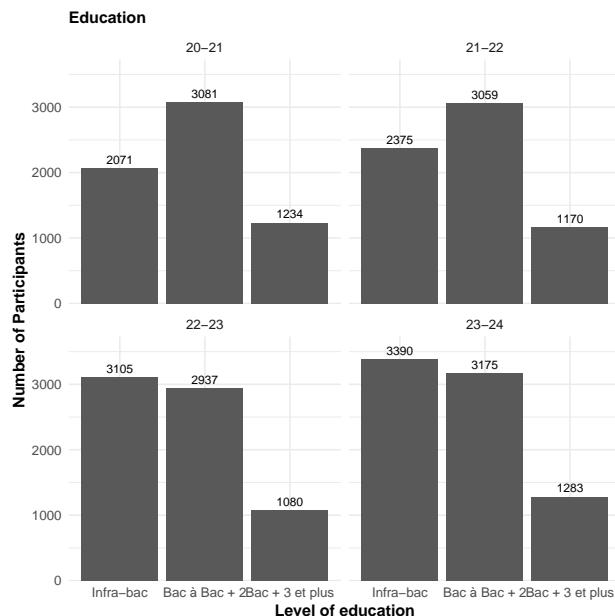
1. “Avez-vous voté lors des dernières élections (locales ou nationales) ?” (Section ??)
2. “En général, pensez-vous que votre action individuelle peut contribuer à changer la société ?” (Section ??).

Before we turn to these two questions, we will look at attrition.

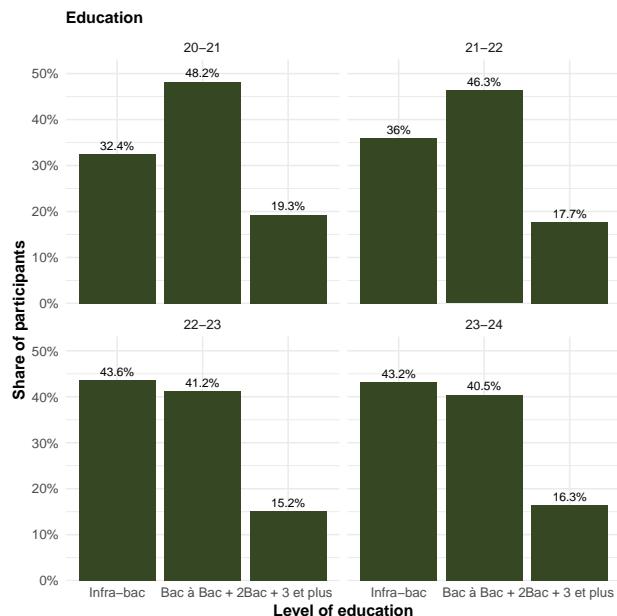
Figure 4

Number of volunteers per education level, within the different promos. Note that in the percentage plot, the percentages are relative to all volunteers from the respective promo.

(A) (absolute numbers)

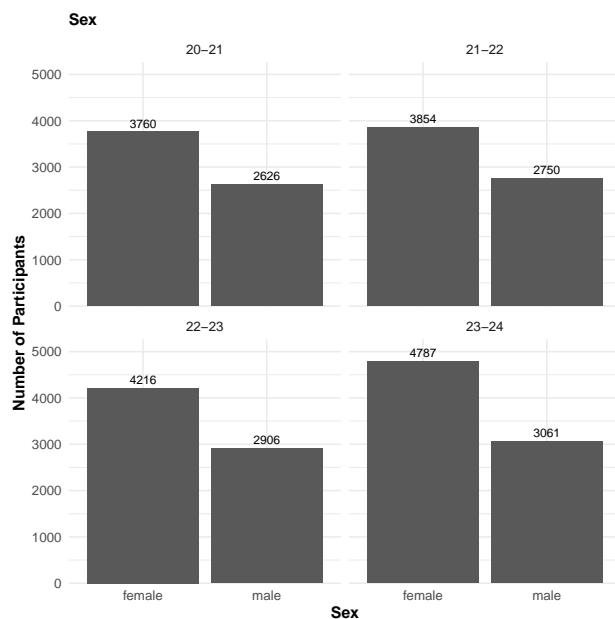


(B) (percentages)

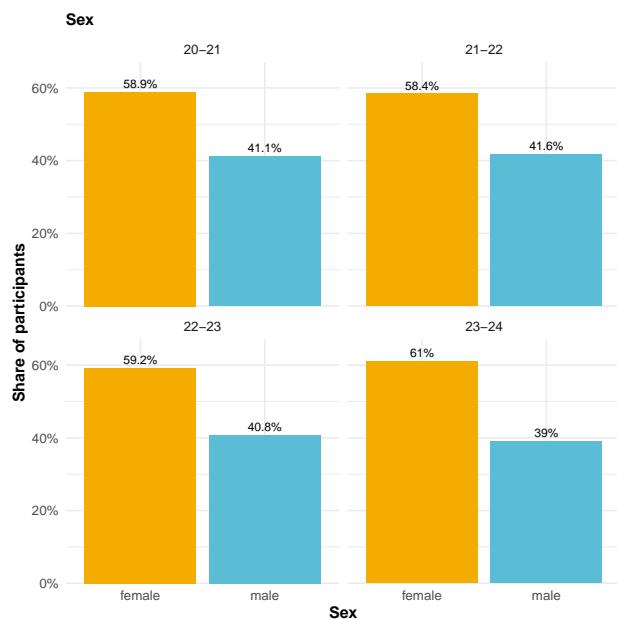
**Figure 5**

Number of male and female volunteers, within the different promos. Note that in the percentage plot, the percentages are relative to all volunteers from the respective promo.

(A) (absolute numbers)



(B) (percentages)



Attrition

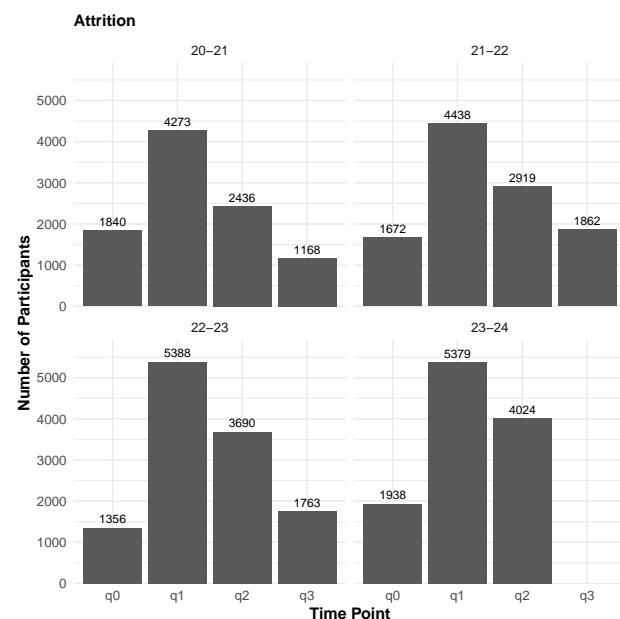
The term attrition refers to volunteers dropping out of the surveys over time. Attrition can have many causes. Here we distinguish between two explanations: ruptures, i.e. volunteers ending their service civique early (Section ??) and survey fatigue, i.e. volunteers who continue their service civique but do not fill out the questionnaires (Figure ??).

Figure ?? shows attrition generally, while Figure ?? excludes ruptures, thereby giving an estimate of survey fatigue. This latter figure shows that survey fatigue is an issue, but also suggests that there is a slightly positive trend towards reduced survey fatigue: more and more volunteers seem to answer the questionnaires at least for the first two questionnaires (q1 and q2), but less so for the third questionnaire (q3).

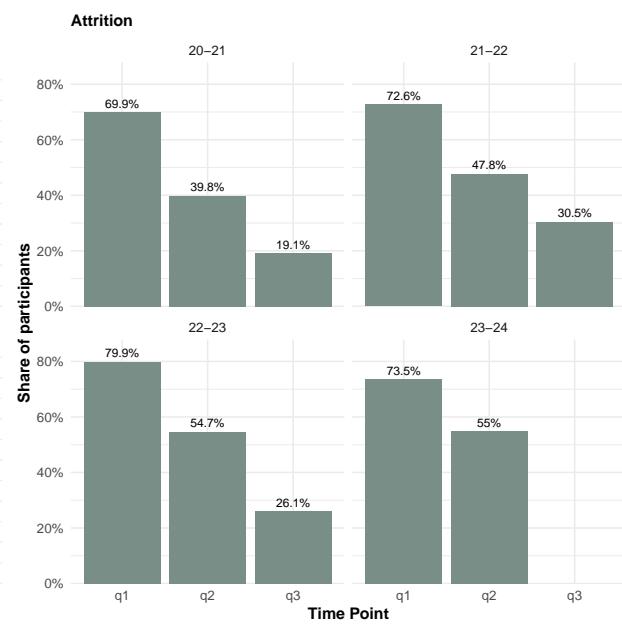
Figure 6

Number of volunteers per survey time point. Volunteers who appear under ‘q0’ have participated in the program but have not even filled out the first questionnaire (q1). Note that in the percentage plot, the percentages are relative to all volunteers from the respective promo. This plot includes ruptures.

(A) (absolute numbers)



(B) (percentages)



Voting

In this section, we look at how volunteers have changed regarding their voting behavior. Voting behavior was measured with the question: “Avez-vous voté lors des dernières élections (locales ou nationales) ?”, which has been asked at time points (q1 and q2).

Here, we only look at those volunteers who have answered this question at both time points with either “yes” or “no”², for the different promos (promo 2020-21, Figure ??; promo 2021-22, Figure ??; 2022-23, Figure ??; 2023-24, Figure ??).

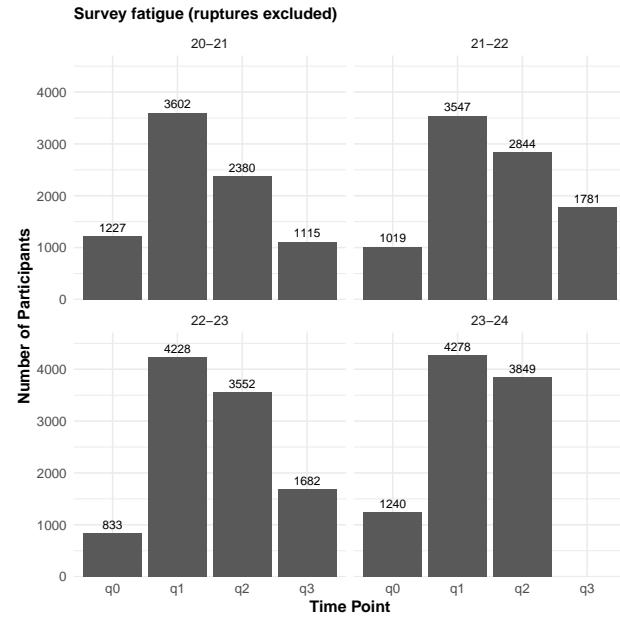
Averaged across all cohorts, these descriptive analyses suggest that the service civique did not have an impact on voting behavior. However, there are considerable differences between the cohorts: In 2022-23 and 2023-24 few volunteers changed, and differences between the number of volunteers who changed to

²The third, excluded option being “Vous n’avez pas l’âge de voter ou vous n’étiez pas inscrit.e sur les listes électorales”

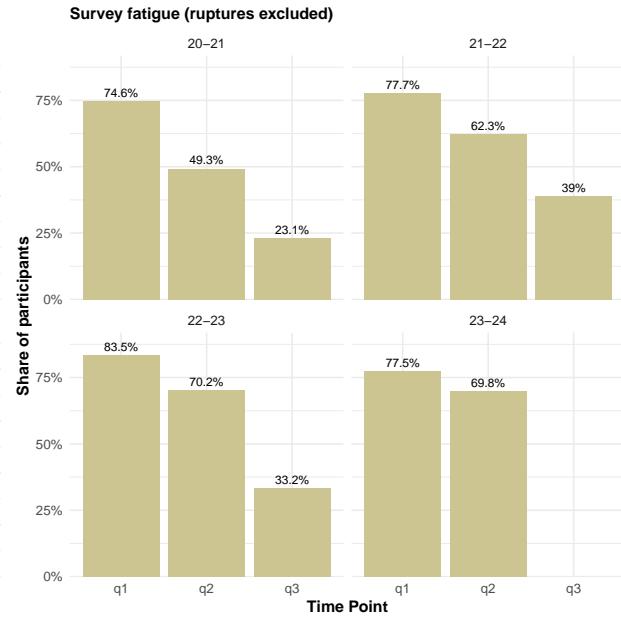
Figure 7

*Number of volunteers per survey time point, **excluding** ruptures. Volunteers who appear under ‘q0’ have participated in the program but have not even filled out the first questionnaire (q1). Note that in the percentage plot, the percentages are relative to all volunteers from the respective promo.*

(A) (absolute numbers)



(B) (percentages)



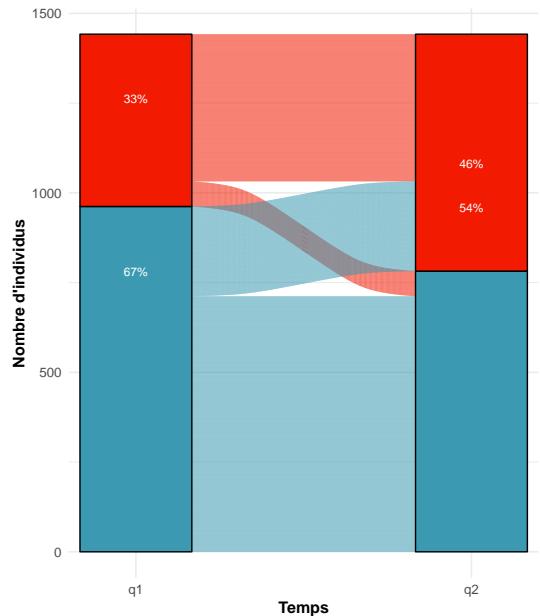
“yes” and those who changed to “no” were not dramatic (in terms of percentage points). By contrast, in 2020-21 and 2021-22, many volunteers changed their voting intentions, and in very different directions between the two promos. In 2020-21, 17% of volunteers changed towards “no”, outweighing those who changed to “yes” (5%) by far. Inversely, in 2021-22, 25% of volunteers changed towards “yes”, while only 4% changed towards “no”.

It is not clear why we observe these differences. It might also be that volunteers care more about national elections than local ones (or vice versa). If that is the case, we would expect changes in voting behavior to be dependent on whether there were national or local elections happening during the year of a cohort’s service civique.

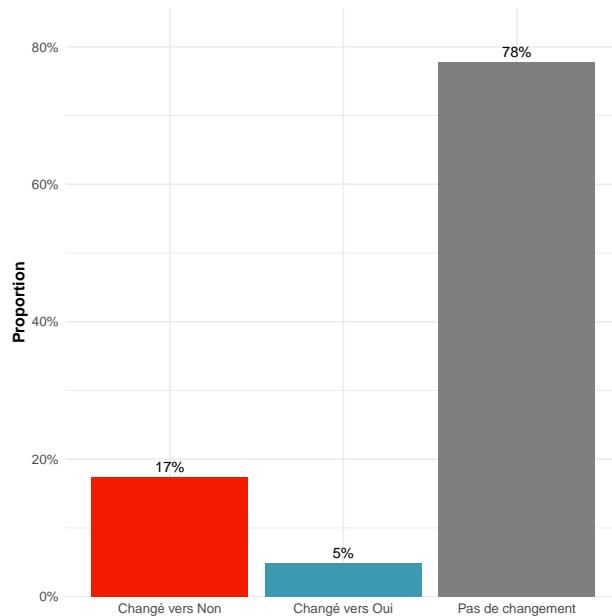
Figure 8

Promo 2020-21. Change in volunteers reporting whether they voted or not during the last elections, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered either yes or no at both time points.

(A) Alluvial plot

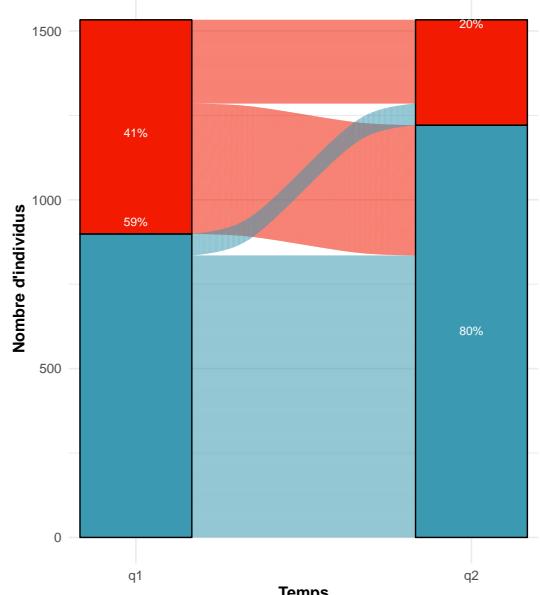


(B) Percentages

**Figure 9**

Promo 2021-22. Change in volunteers reporting whether they voted or not during the last elections, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered either yes or no at both time points.

(A) Alluvial plot



(B) Percentages

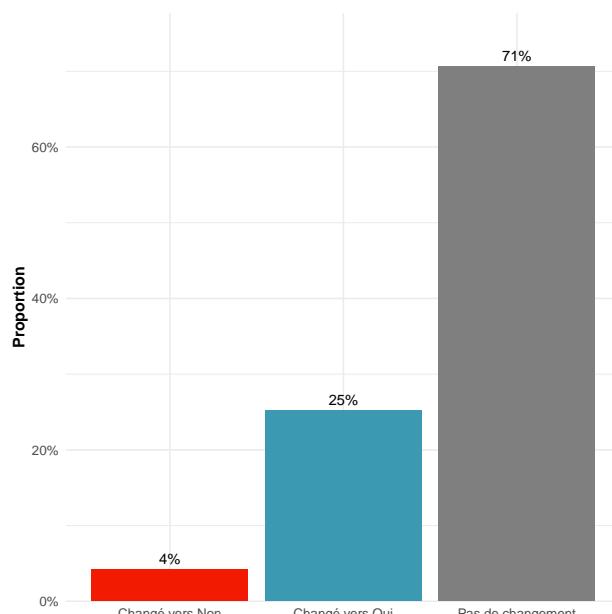
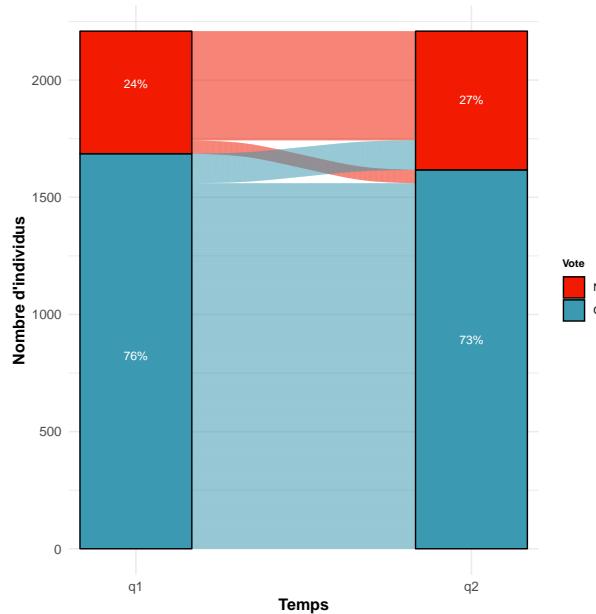


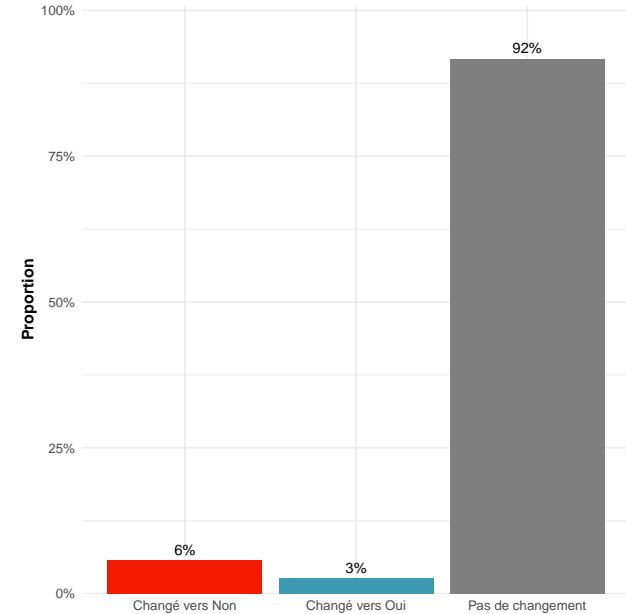
Figure 10

Promo 2022-23. Change in volunteers reporting whether they voted or not during the last elections, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered either yes or no at both time points.

(A) Alluvial plot



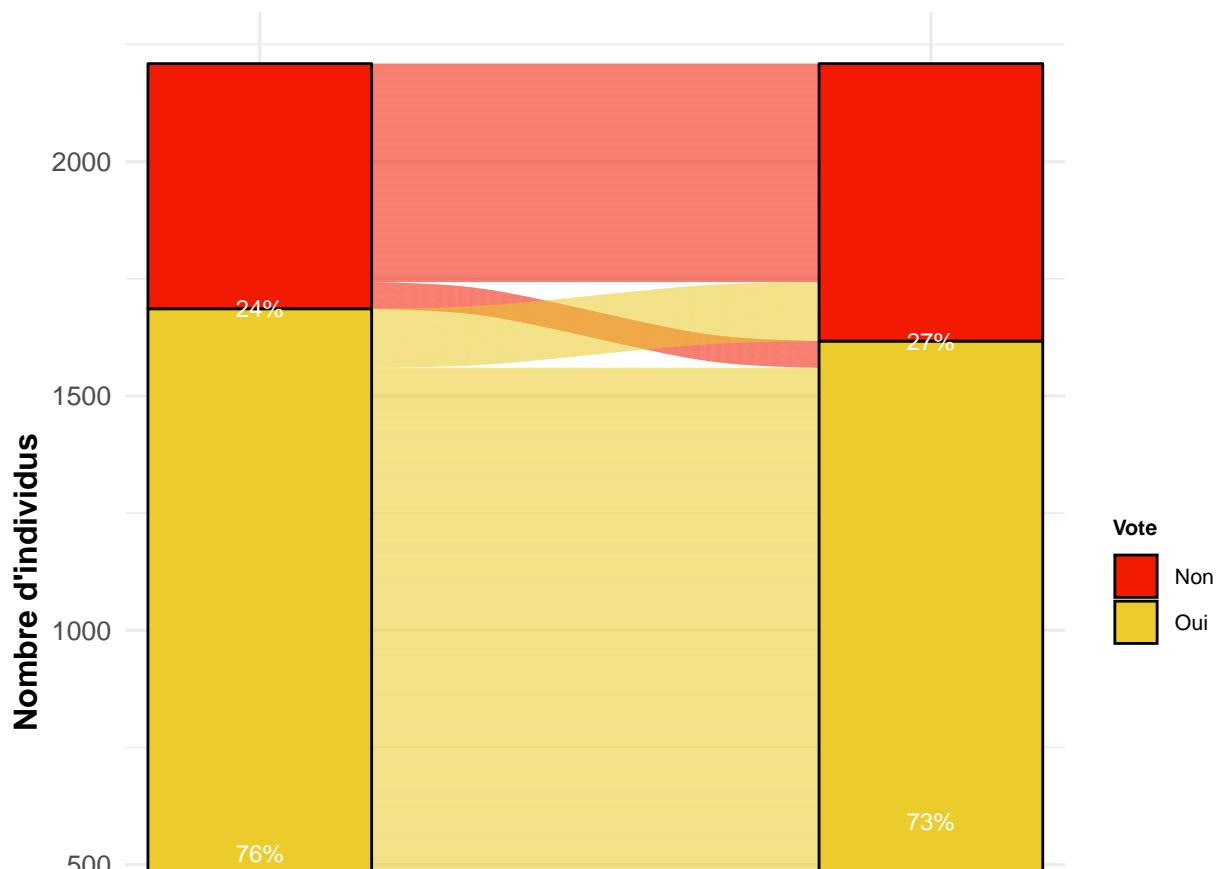
(B) Percentages



Promo 2020-21

Promo 2021-22

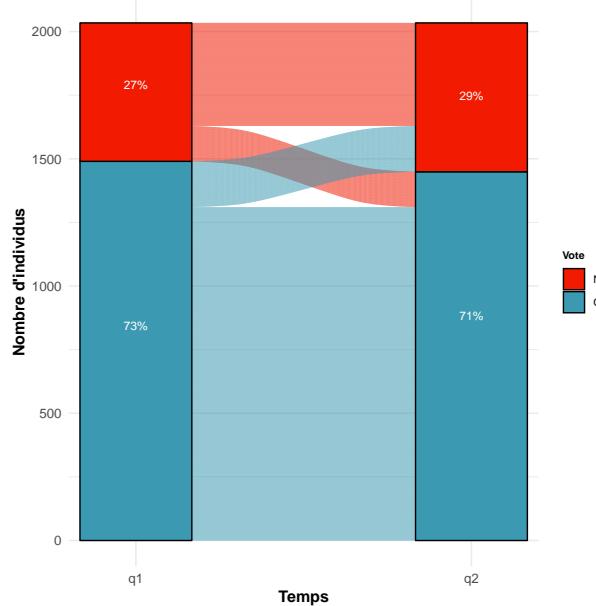
Promo 2022-23



Promo 2023-24**Figure 11**

Promo 2023-24. Change in volunteers reporting whether they voted or not during the last elections, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered either yes or no at both time points.

(A) Alluvial plot



(B) Percentages

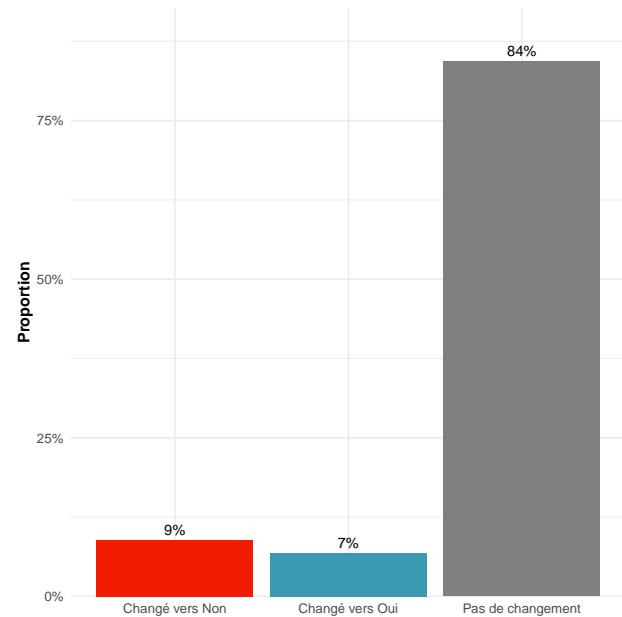
**Which demographic factors are associated with change of voting intentions?**

Figure Figure ?? shows how different demographic variables predict changes in voting behavior. For this analysis, we look at all cohorts together. The outcome, changes in voting behavior, is binary (changed to no vs. changed to yes)³.

Plotted on the y-axis are the demographic variables, taken to predict change in voting behavior. For each categorical demographic variable, different levels are shown. For example, for the variable `age_category`, the plot shows three levels: `age_category18-20`, `age_category21-23`, `age_category24-30`. Each of these categories has an estimate (x-axis). These estimates are the results logistic regressions⁴. They indicate how being part of a certain category (e.g. being between 18 and 20 years old) predicts the chances of changing one's voting behavior. The estimates are “odds ratios”, which can be conceived of as probabilities: An odds ratio of 1 means that this group has the same chance changing to “no” as changing to “yes”. More than 1 means that this group is more likely to change to “yes”. For example, an odds ratio of 2.0 means twice as likely. Less than 1 means that this group is more likely to change to “no”. An odds ratio of 0.5 means half as likely.

For each categorical variable, one category is chosen as the baseline (or reference) category. The odds ratios of all other categories are relative to that baseline.

³I.e. ignoring all volunteers who did not change

⁴For each variable, a separate logistic regression has been run. The estimates from the logistic regression are exponentiated, so that the reported estiamtes can be interpreted as odds ratios (ORs).

For example, for the variable `age_category`, the group “16–17” serves as the baseline, so it does not appear in the graph. If the odds ratio for `age_category18-20` is 0.12, this means that the odds of changing towards “Yes” among 18–20-year-olds are only about 12% of those among 16–17-year-olds. In other words, 18 to 20 year-olds are considerably less likely to change their vote towards “Yes”, compared to younger volunteers

More or less likely compared to what? For each categorical variables, there is baseline category that all the other categories of this variable are compared to. For example, for the variable `age_category`, the categorie “16-17” is not appearing in the graph. That is because this category is the (invisible) baseline category. So, if the odds ratio of `age_categorie18-20` is 0.12, this means that 18 to 20 year-olds are considerably less likely to change towards “Yes”, than 16 to 17 year-olds. We observe similar estimates for the other older groups.

To zoom in on this finding and give an intuition on what the odds ratios represent, figure Figure ?? descriptively shows that among the 16 to 17 years-olds, indeed the biggest share of volunteers changed to having voted, in particular relative to the low number of those who changed to reporting they have not voted.

On a side note, looking at the 16 to 17 age groups shows that some answers were erroneous. In France, the legal voting age is 18. Therefore, the 16 to 17 year olds, at least at the beginning of their service civique (`q0/q1`), have never possible voted legally before. However, as shown in Figure ?? there are 443 volunteers who answered “no” at `q0/q1` (which technically is true, but not the most specific answer option), and 20 who answered “yes” (probably not reading the question carefully or misclicking). It is unclear whether or how this affects our findings on changes in voting behavior.

Individual action for society

The figures in this section show changes in volunteers perception on whether their individual action can contribute to changing society⁵, for the different promos (promo 2020-21, Figure ??; promo 2021-22, Figure ??; 2022-23, Figure ??; 2023-24, Figure ??)⁶. Descriptively, there is no clear positive or negative trend either.

Promo 2020-21

Promo 2021-22

Promo 2022-23

Which demographic factors are associated with change in perceptions of one’s individual contribution to society?

Rupture

Not all volunteers work until the end of their contract. In fact, 22.9% of volunteers have a “rupture”, i.e. terminate the contract early. There are various motives for ending one’s contract early (see ?@tbl-rupture). Not all of them are necessarily bad, e.g. “Embauche en CDD d’au moins 6 mois ou CDI”, and some are outside of the influence of the volunteers, e.g. “Fin de validité du Titre de Séjour”. For our analyses, we focus only on volunteers who ended their contract early for apparently negative reasons.

Figure ?? shows how many volunteers have ended their contract early (rupture), for the different promos. Figure ?? provides an overview of the different reasons, pooling all promos.

Change in rupture

[tbd]

⁵“En général, pensez-vous que votre action individuelle peut contribuer à changer la société ?”

⁶Note that for the promo 2023-24, q3 is not yet available, and therefore the promo cannot be included here

Figure 12

Effects of demographic factors on change in voting behavior. The outcome is binary (changed to no vs. changed to yes). The dots and their labels are the estimates of separate logistic regressions for each variable. The lines around the dots represent uncertainty in the estimates (95% confidence intervals). If these confidence intervals cross 1 (the dotted vertical line), the differences are not statistically significant, meaning we might observe them just by chance. The logarithmic scale (on the x-axis) is used so that in the visualization for the positive and negative odds ratio's to be symmetric (i.e. that 2 is as far away from 1 as is 0.5).

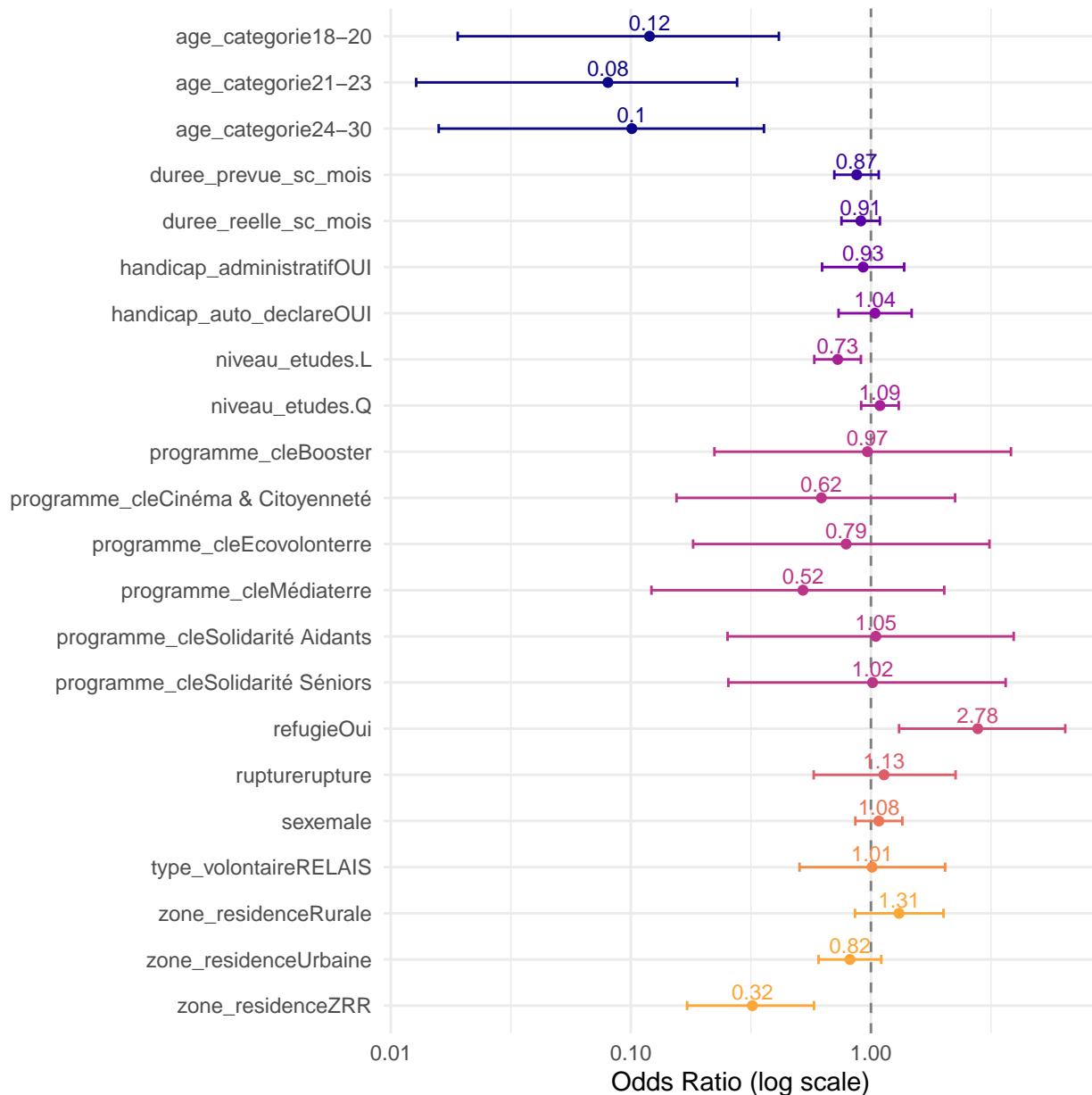
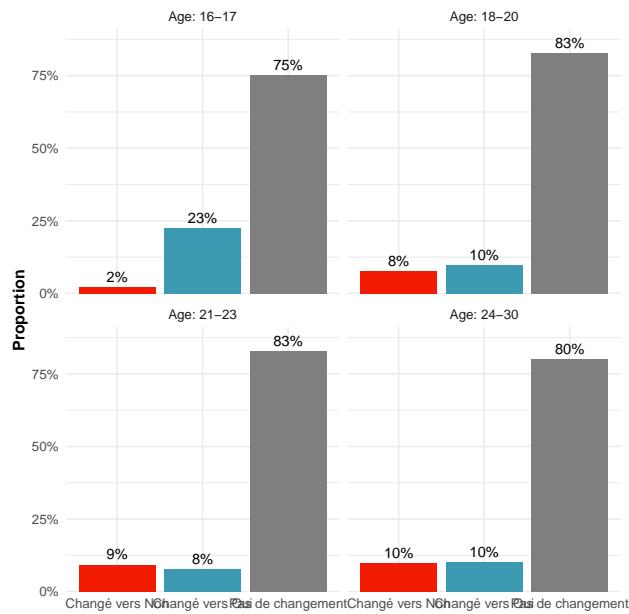


Figure 13

Change in volunteers reporting whether they voted or not during the last elections, between Q1 and Q2, for the different age groups. Note that this analysis considers only answers of volunteers who answered either yes or no at both time points.

(A) Alluvial plot

**Table 1**

Count, odds and share for rupture vs. no rupture for a negative motive, according to which type of volunteer.

type_volontaire	pas de rupture negative	rupture negative	odds	share
CŒUR	19863	945	21.019	0.045
RELAIS	6642	510	13.024	0.071

What predicts whether volunteers end their contract early (rupture)?

To see whether there are differences in different groups, we ran separate logistic regressions for a selection of variables. The results are shown in Figure ???. Because the magnitude of the odds ratios (OR) are not straightforward to interpret, Figure ?? shows descriptive differences in contract terminations for some groups.

Demographic factors

How to make sense of the odds ratios? Take the example of the type of volunteers (type_volontaire). Table ?? shows the count, odds and share for rupture vs. no rupture for a negative motive.

In this case the OR is odds of “CŒUR” divided by odds of “RELAIS” (OR = 1.6138667).

Other factors

For non-demographic variables, investigating their relationship with rupture is not possible—simply because, by definition, for questions that have been only asked at “q2” and “q3”, volunteers who had ended

Figure 14

Distribution of whether volunteers reported having voted or not during the last elections, at different time points, for the youngest age group, 16 to 17 years-olds. All answers at q0/q1 that are not “Vous n'aviez pas l'âge de voter ou vous n'étiez pas inscrit.e sur les listes électorales” are not correct.

■ lors des dernières élections Non Oui Vous n'aviez pas l'âge de voter ou vous n'étiez pas inscrit.e sur les listes électorales

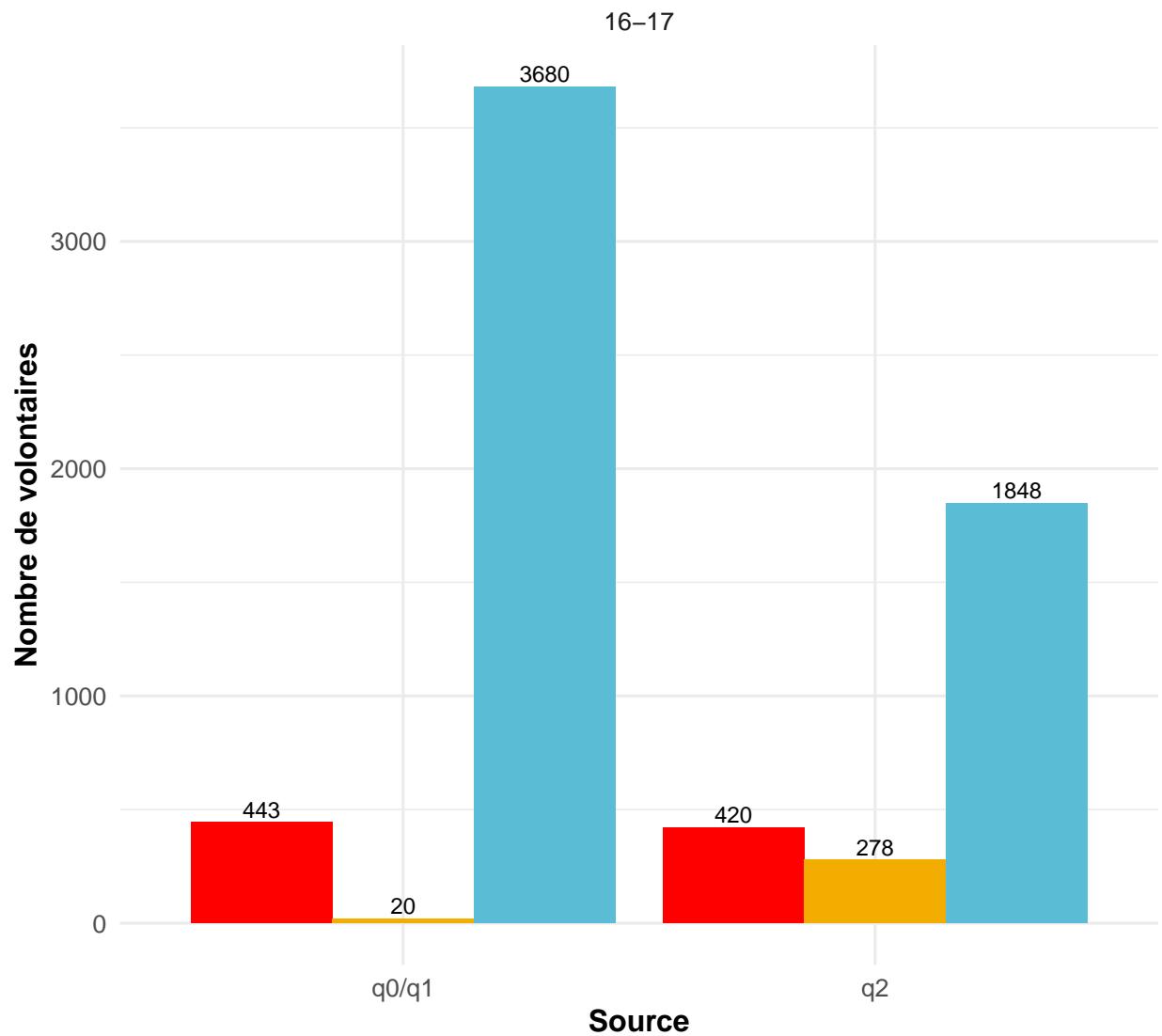
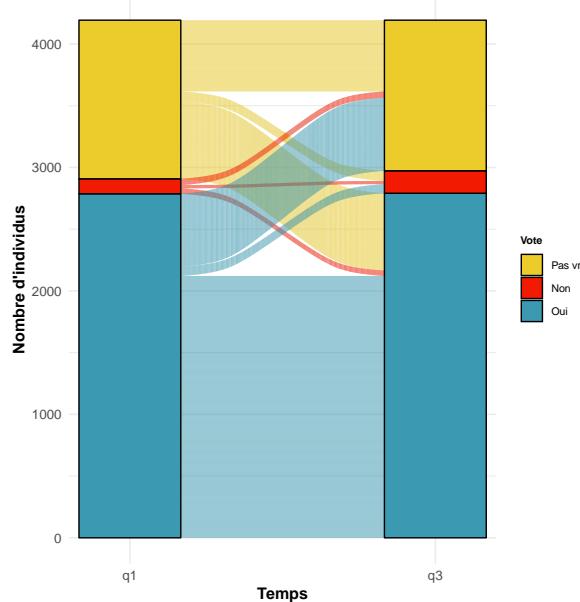


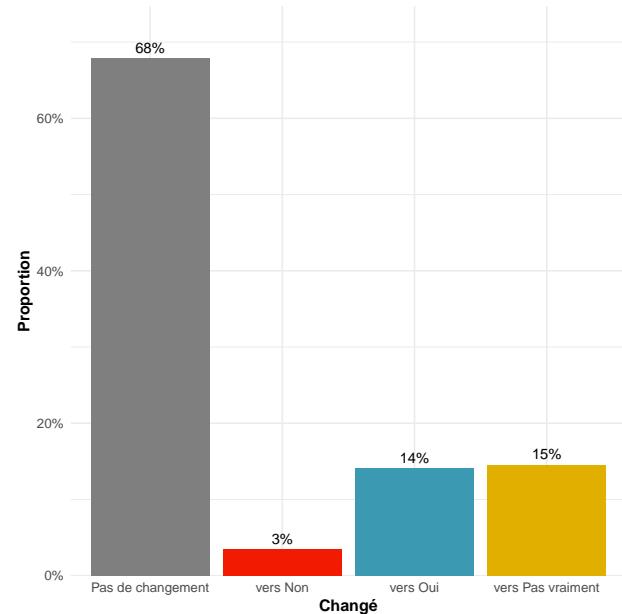
Figure 15

Promo 2020-21. Change in volunteers reporting whether they think their individual action can contribute to changing society, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered at both time points.

(A) Alluvial plot

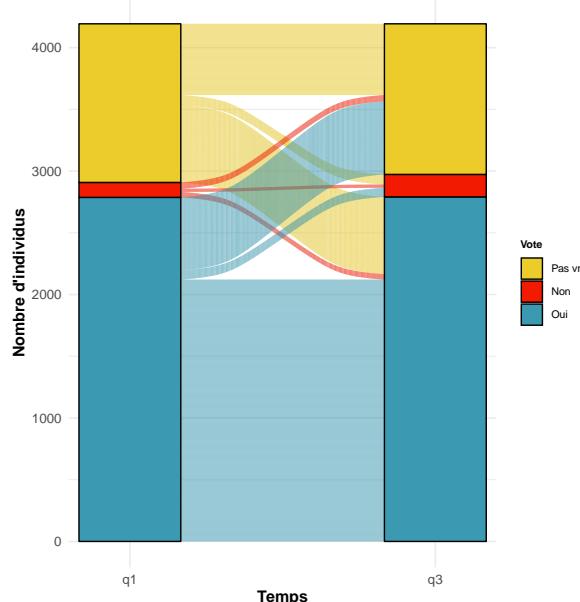


(B) Percentages

**Figure 16**

Promo 2021-22. Change in volunteers reporting whether they think their individual action can contribute to changing society, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered at both time points.

(A) Alluvial plot



(B) Percentages

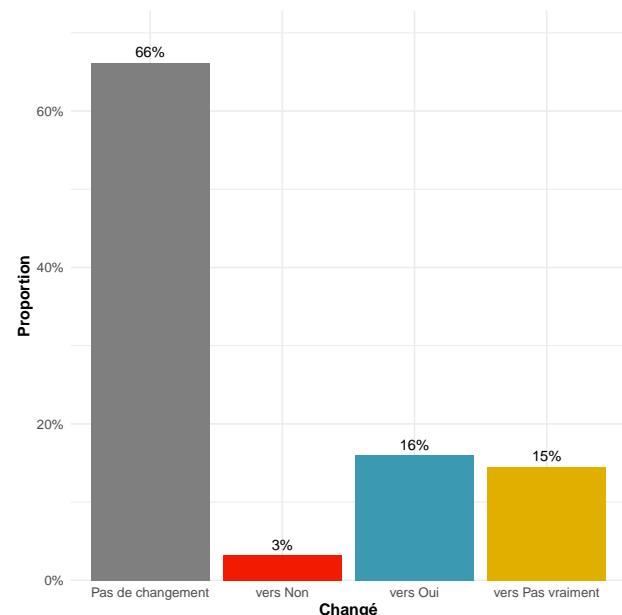
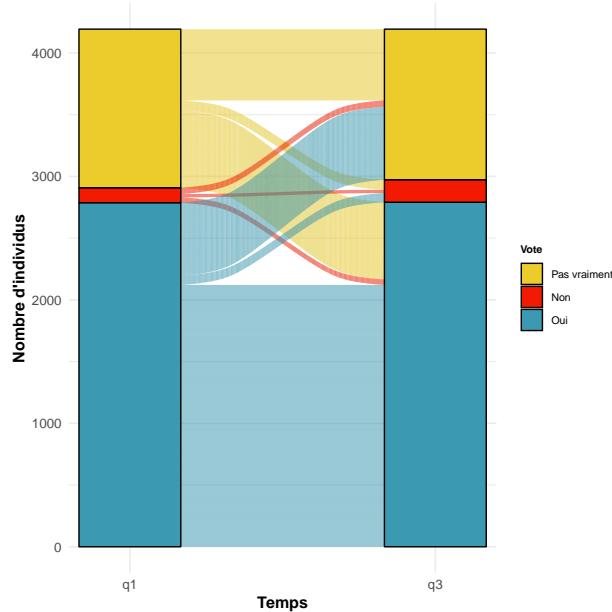


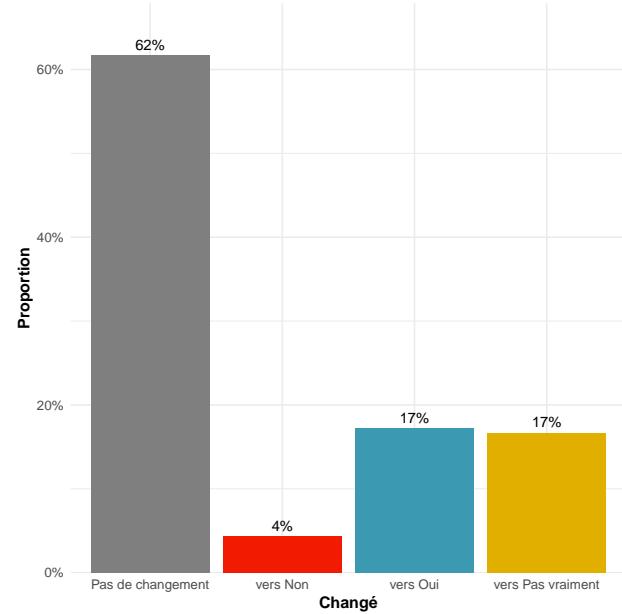
Figure 17

Promo 2022-23. Change in volunteers reporting whether they think their individual action can contribute to changing society, between Q1 and Q2. Note that this analysis considers only answers of volunteers who answered at both time points.

(A) Alluvial plot



(B) Percentages

**Table 2**

Candidate variables to evaluating their association with rupture.

variable	source
perception_avenir	q1
action_individuelle_societe	q1
projet_avenir_concret	q2
comparaison_utilite_autres	q2
fierté	q2
confiance_en_soi	q2
confiance_avenir_personnel	q2
action_individuelle_societe	q3
impact_situation_actuelle	q3
integration	q2

their contract early were not available anymore (see Table ??). Only for the two variables that have been asked at “q1” (*perception_avenir* and *action_individuelle_societe*) we can look at their relationship with rupture (Figure ??).

Satisfaction

Intro (how is it measured, what's the distribution)

In this section, we look at satisfaction (“D'une manière générale, diriez-vous que votre Service

Figure 18

Effects of demographic factors on change in perceptions of how one's individual actions can contribute to society. The outcome is binary ("vers Non/Pas vraiment" vs. "vers Oui"). Coefficients are the results of separate logistic regressions for each variable. For categorical variables, a baseline has been chosen in the model (refer to the codebook to see the omitted baseline category). Each bar or dot in the chart shows how a factor (like age, gender, or education) relates to the chance of a rupture. An odds ratio of 1 means that this group has the same chance changing to "Non/Pas vraiment" as changing to "Oui". More than 1 means that this group is more likely to change to "Oui". For example, an odds ratio of 2.0 means twice as likely. Less than 1 means that this group is more likely to change to "Non/Pas vraiment". An odds ratio of 0.5 means half as likely. The lines show uncertainty (confidence intervals). If they cross 1, the difference might not be meaningful, because the result is not statistically significant. The logarithmic scale (on the x-axis) is used so that in the visualization for the positive and negative odds ratio's to be symmetric (i.e. that 2 is as far away from 1 as is 0.5).

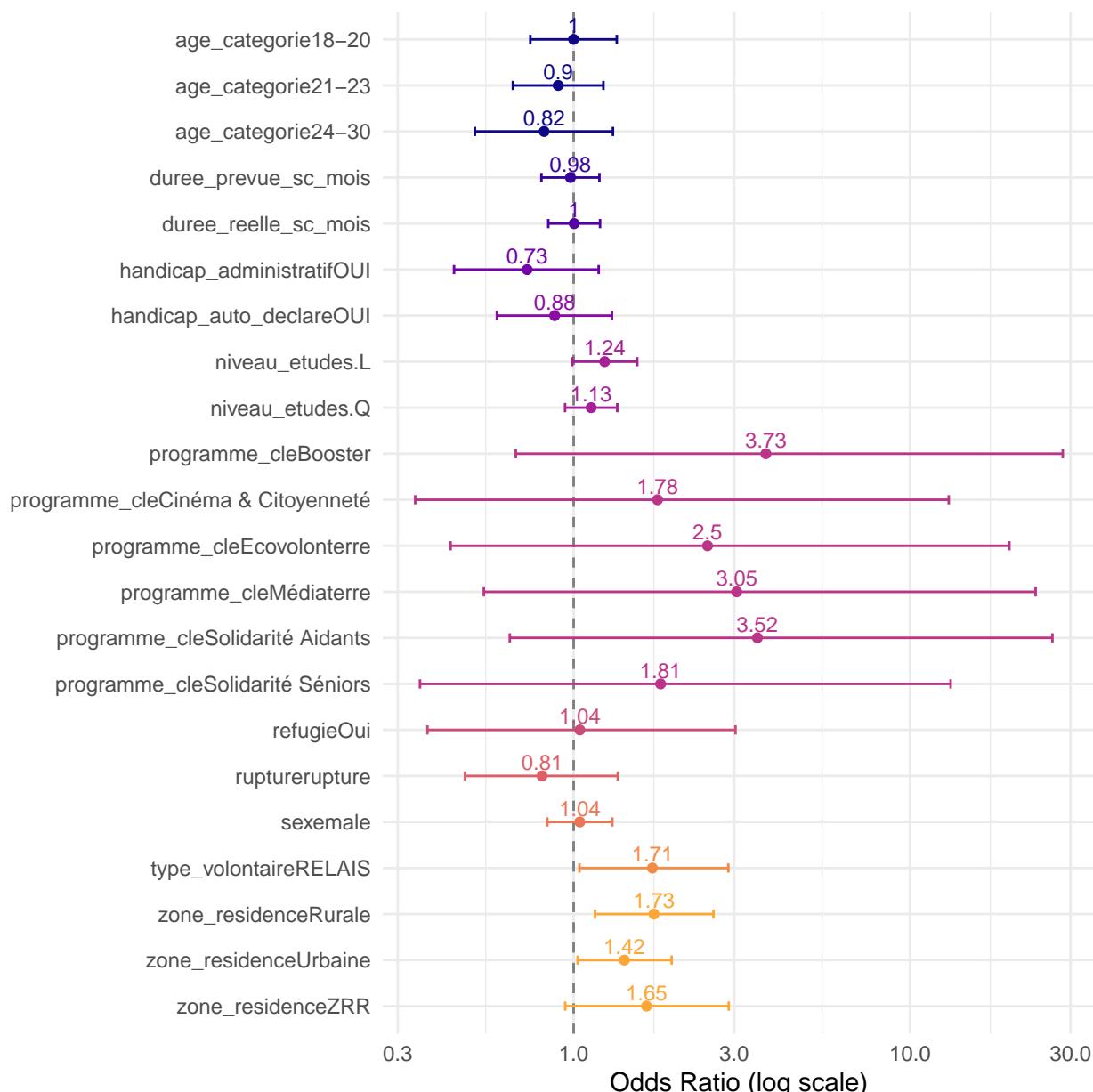
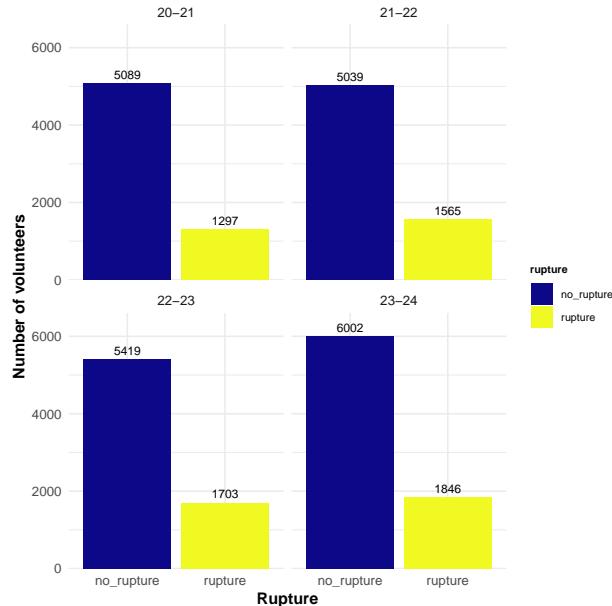


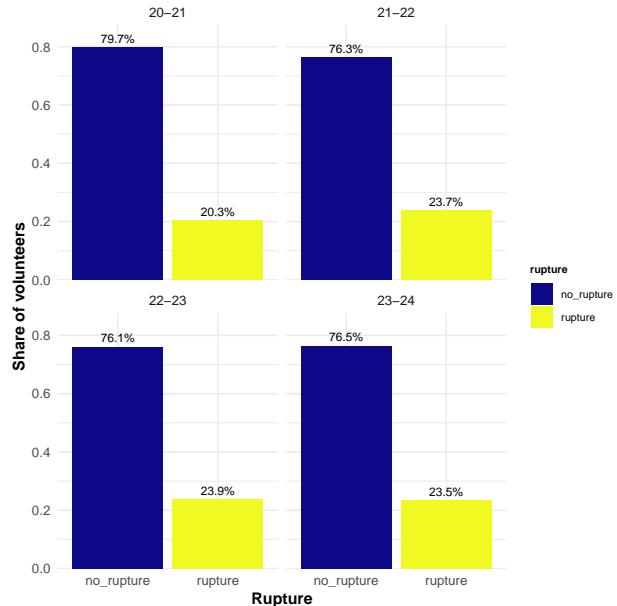
Figure 19

Number of volunteers with a rupture (for various possible reasons, including positive ones, such as obtaining a work contract).

(A) (absolute numbers)



(B) (percentages)



Civique s'est déroulé de façon...” with levels 1, “pas du tout satisfaisante”, to 4, “très satisfaisante”⁷. As shown in Figure ??, taking all cohorts together, the majority of volunteers thinks their experience is “très satisfaisant”.

Change in Satisfaction

Figure ?? shows how satisfaction satisfaction with the service civique has changed over time, between the different cohorts.

What predicts whether volunteers are more satisfied ?

Confidence in personal future

In this section, we look at confidence in one's future (“Concernant votre avenir, êtes-vous...?” with levels 1, “Pas du tout confiant.e”, to 4, “Très confiant.e”⁸. As shown in Figure ??, taking all cohorts together, the majority of volunteers are “assez confiant.e”.

Change in onfidence in personal future

Figure ?? shows how confident different cohorts were regarding their future⁹.

⁷In all analyses we treat this as a continuous variable

⁸In all analyses we treat this as a continuous variable

⁹“Concernant votre avenir, êtes-vous...?” De 1, “Pas du tout confiant.e”, à 4, “Très confiant.e”

Figure 20

Prevalence of different rupture motives

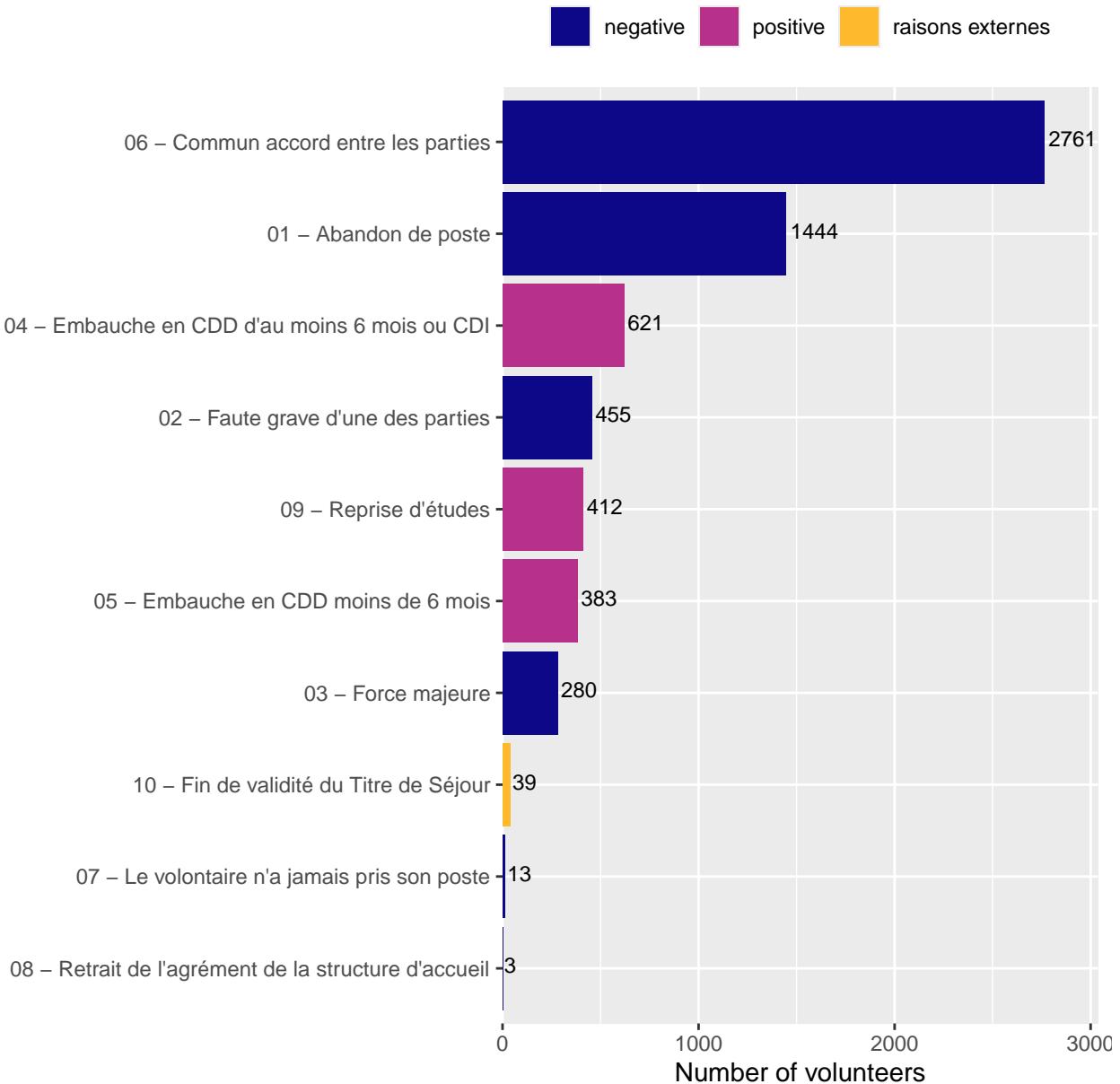


Figure 21

Effects of demographic factors on negative rupture. Coefficients are the results of separate logistic regressions for each variable. For categorical variables, a baseline has been chosen in the model (refer to the codebook to see the omitted baseline category). Each bar or dot in the chart shows how a factor (like age, gender, or education) relates to the chance of a rupture. An odds ratio of 1 means that this group has the same chance of a rupture as the baseline group. More than 1 means that this group is more likely to have a rupture. For example, an odds ratio of 2.0 means twice as likely. Less than 1 means that this group is less likely to have a rupture. An odds ratio of 0.5 means half as likely. The lines show uncertainty (confidence intervals). If they cross 1, the difference might not be meaningful (in this case, the result is not statistically significant). The logarithmic scale is used so that in the visualization for the positive and negative odds ratio's to be symmetric (i.e. that 2 is as far away from 1 as is 0.5).

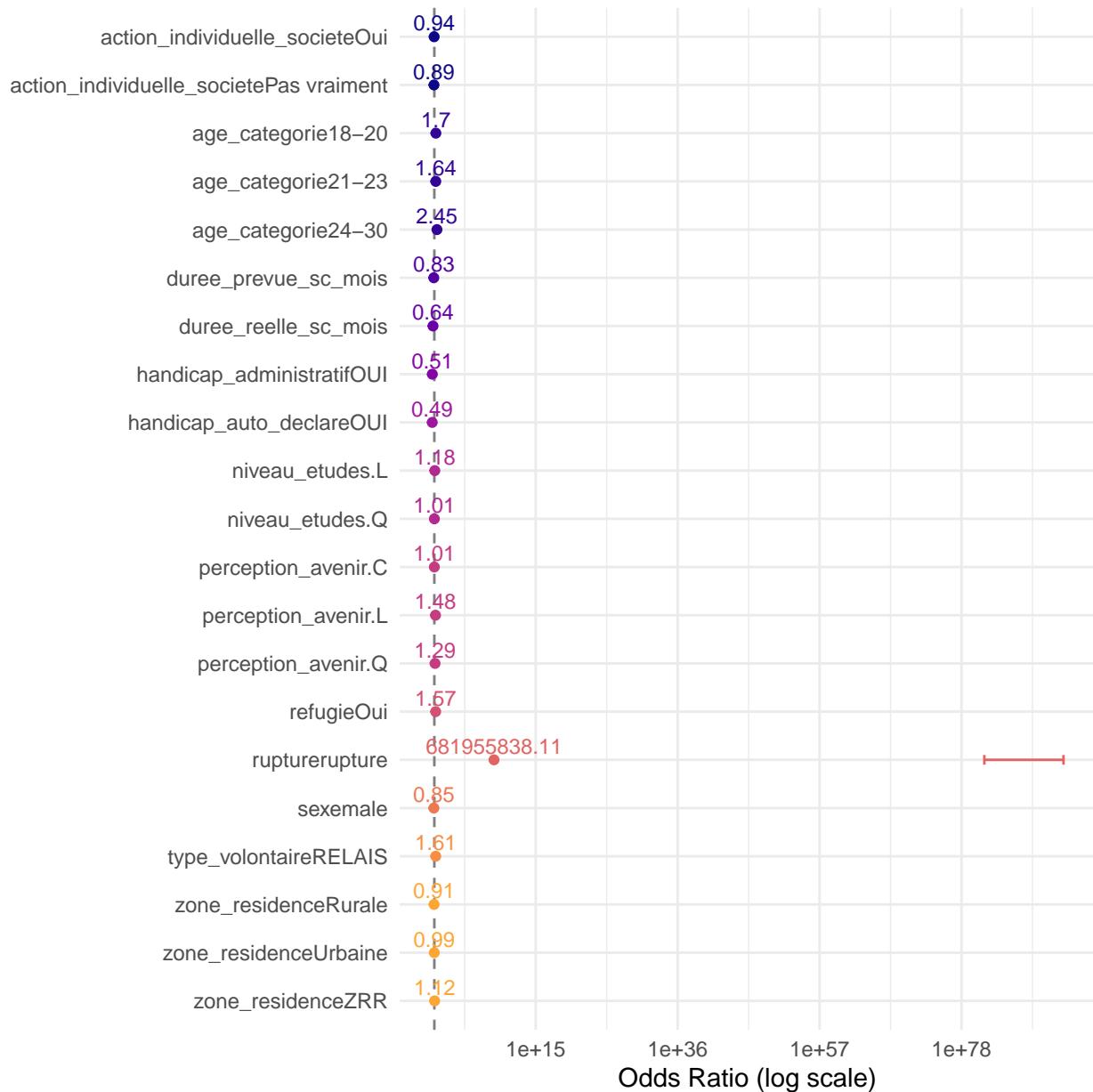


Figure 22

Percentages of rupture for (allegedly) negative reasons for different groups, for different variables.

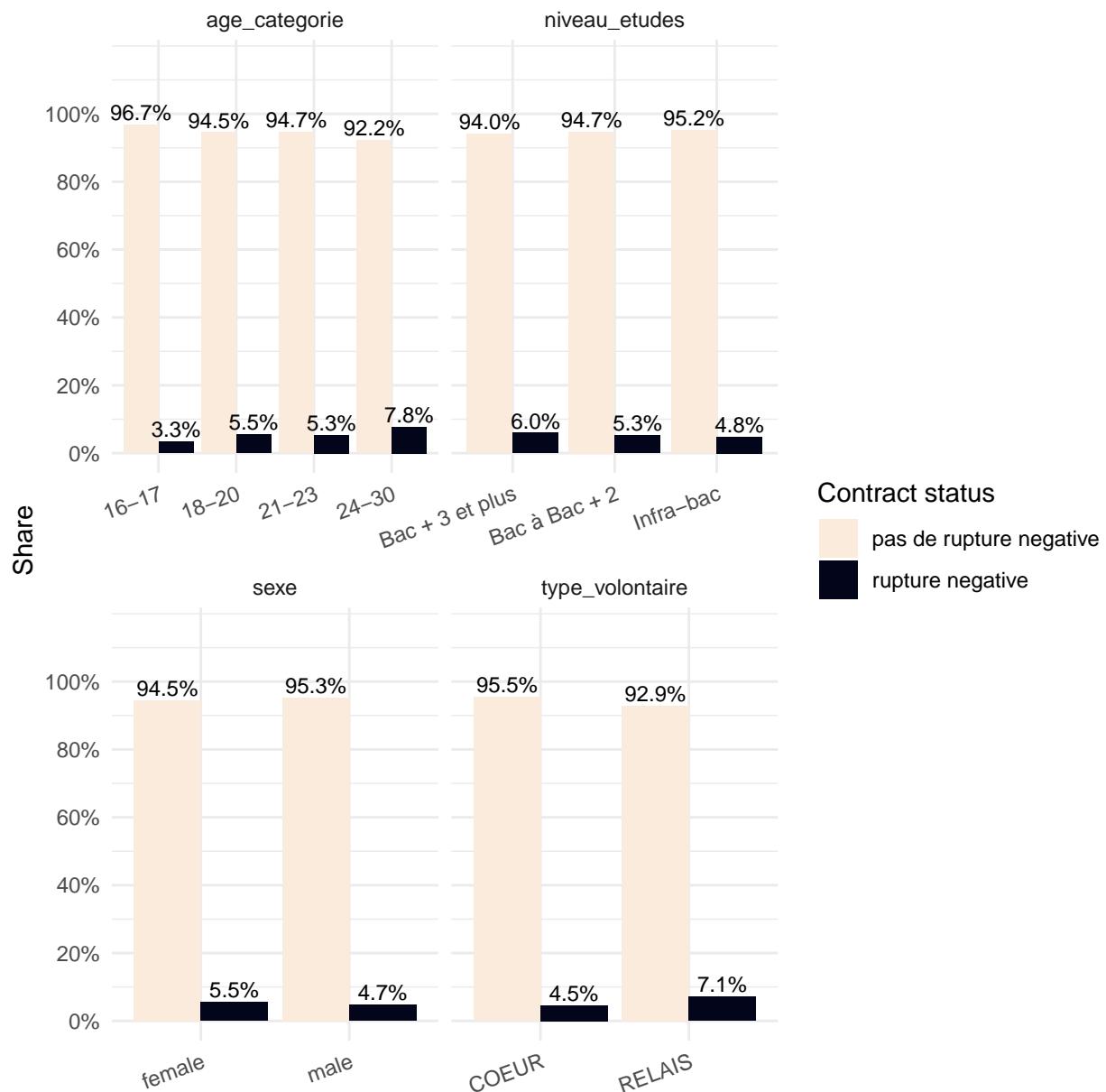


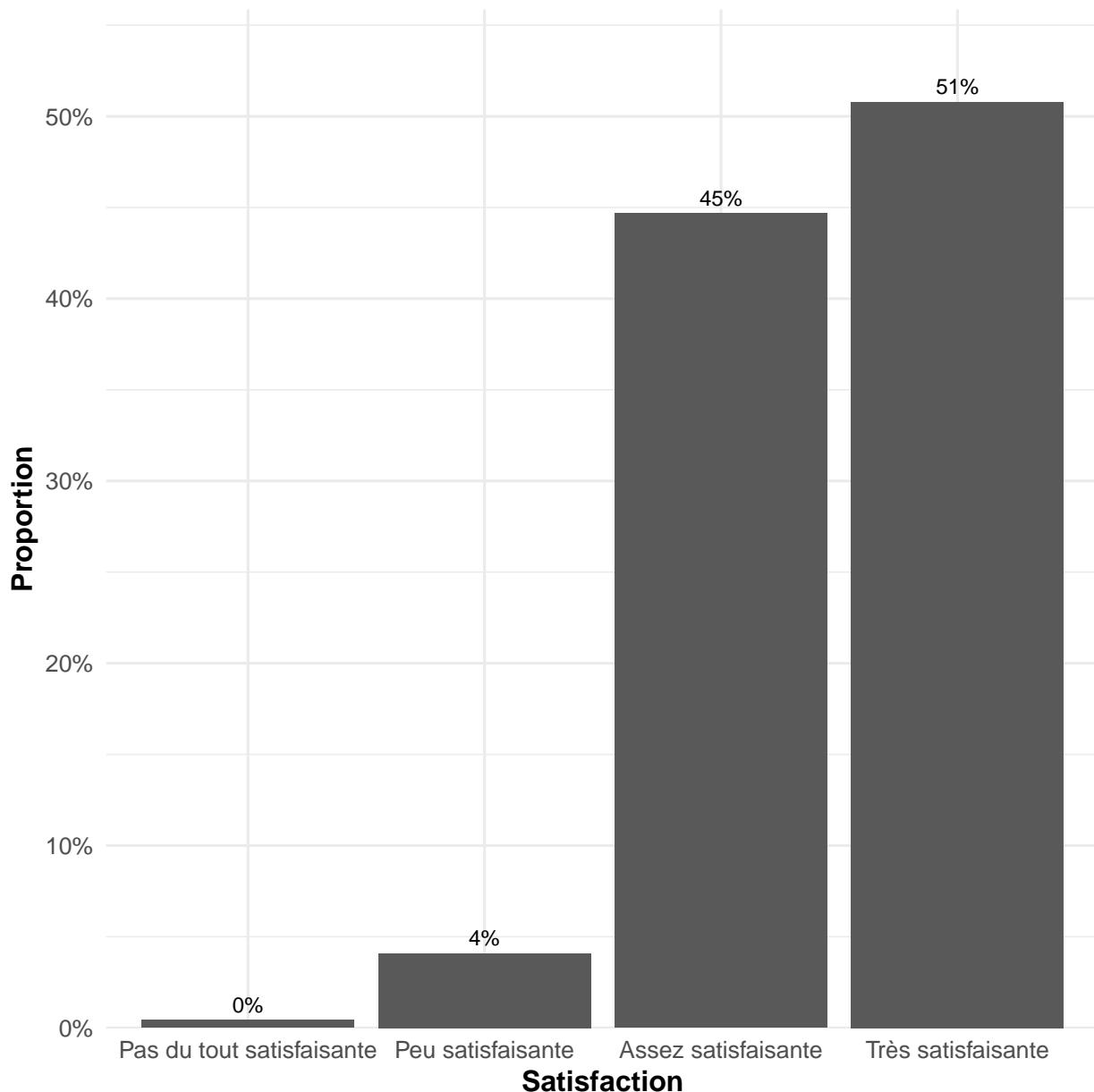
Figure 23*Répartition des niveaux de satisfaction*

Figure 24

Satisfaction between cohorts.

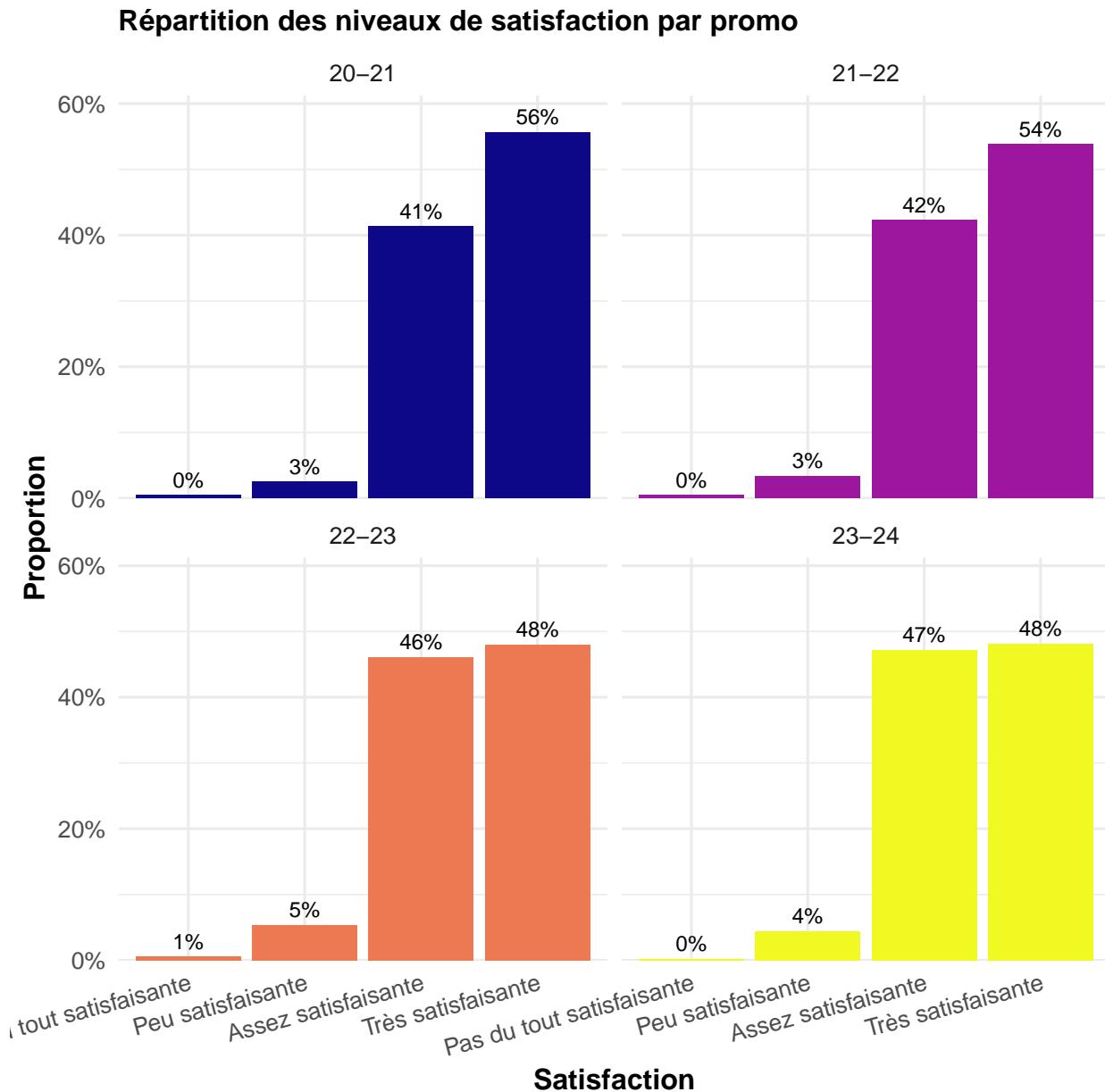


Figure 25

Effects of demographic factors on satisfaction.

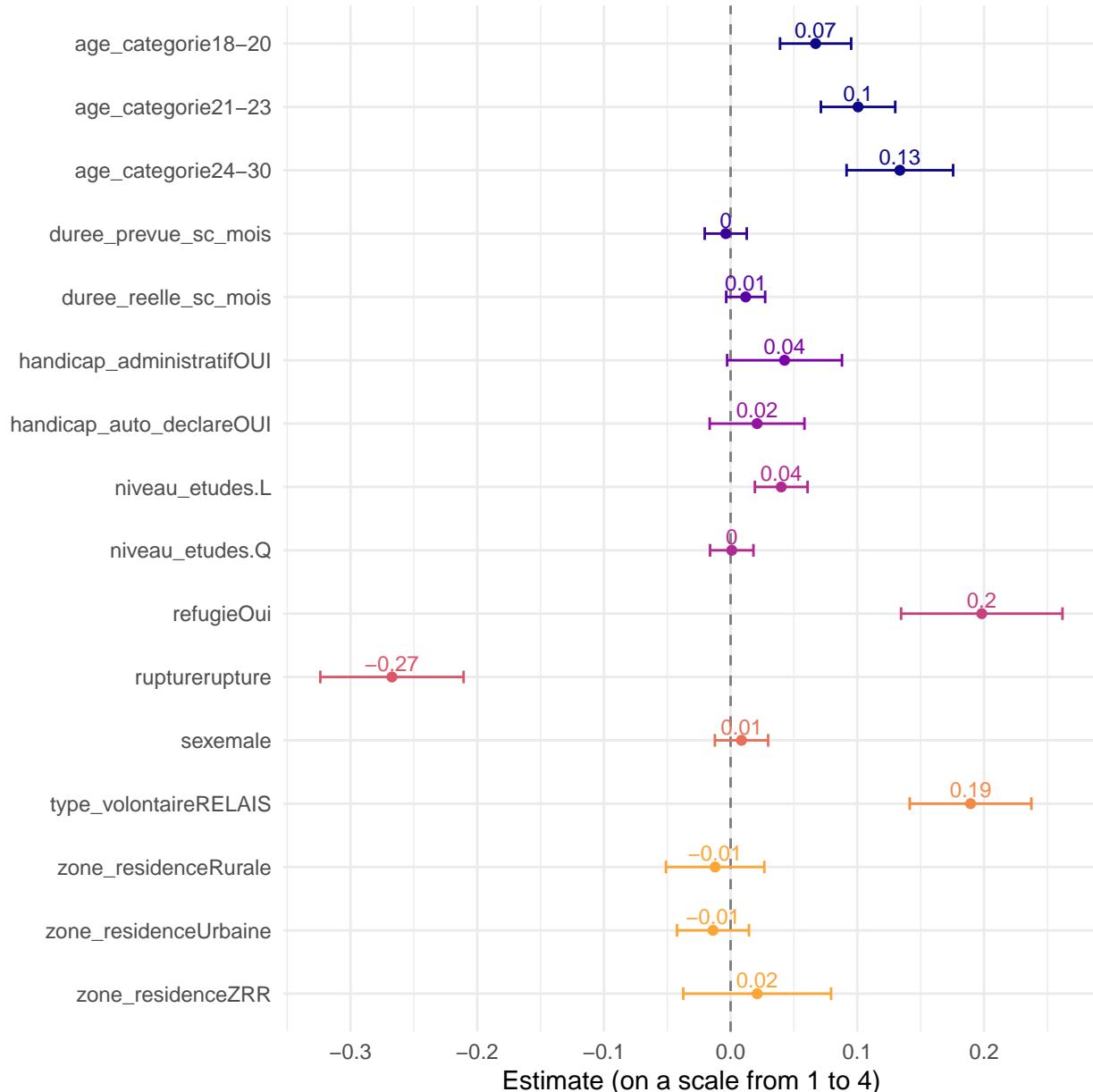


Figure 26

Effects of other, non-demographic factors on satisfaction.

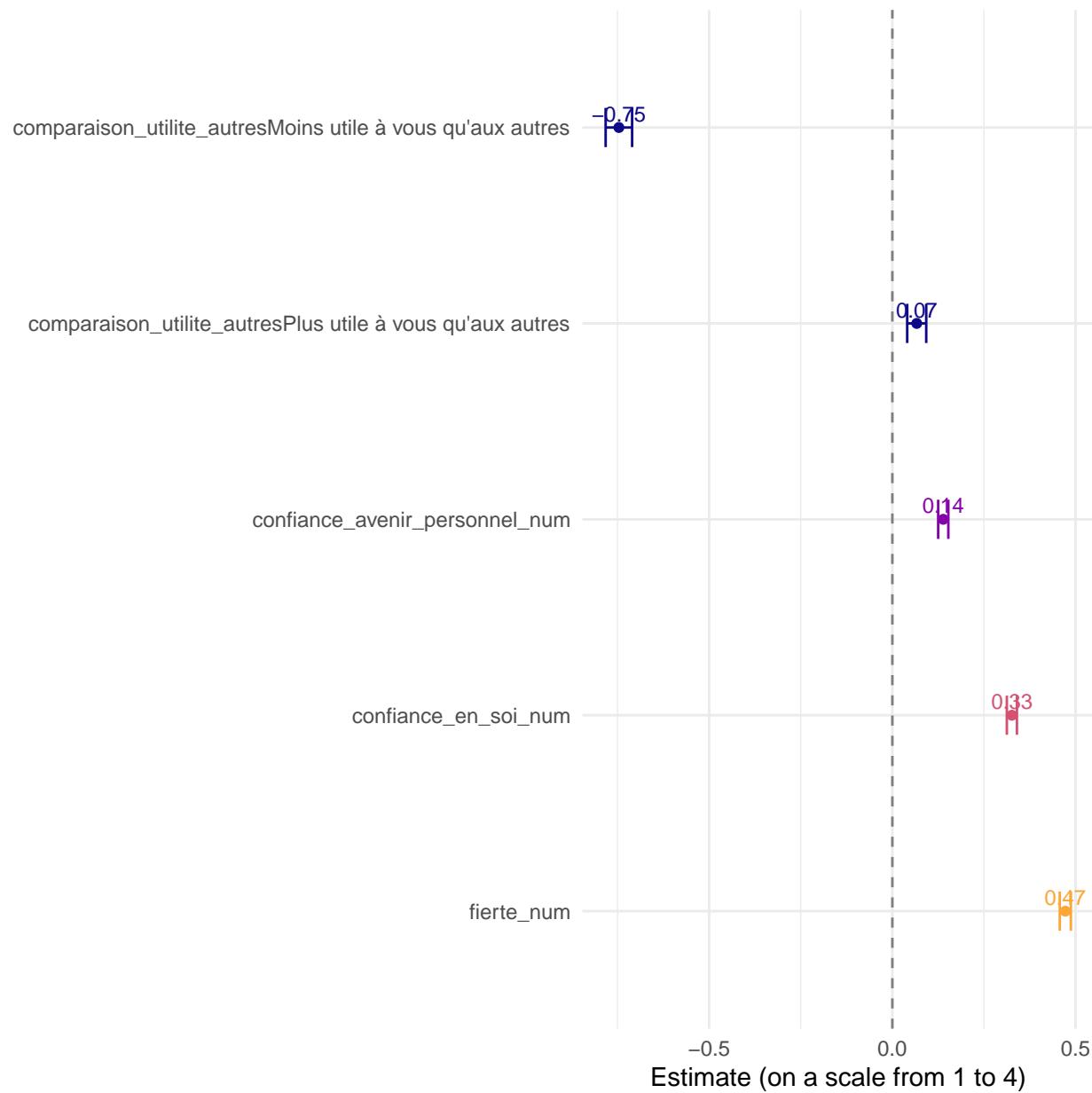


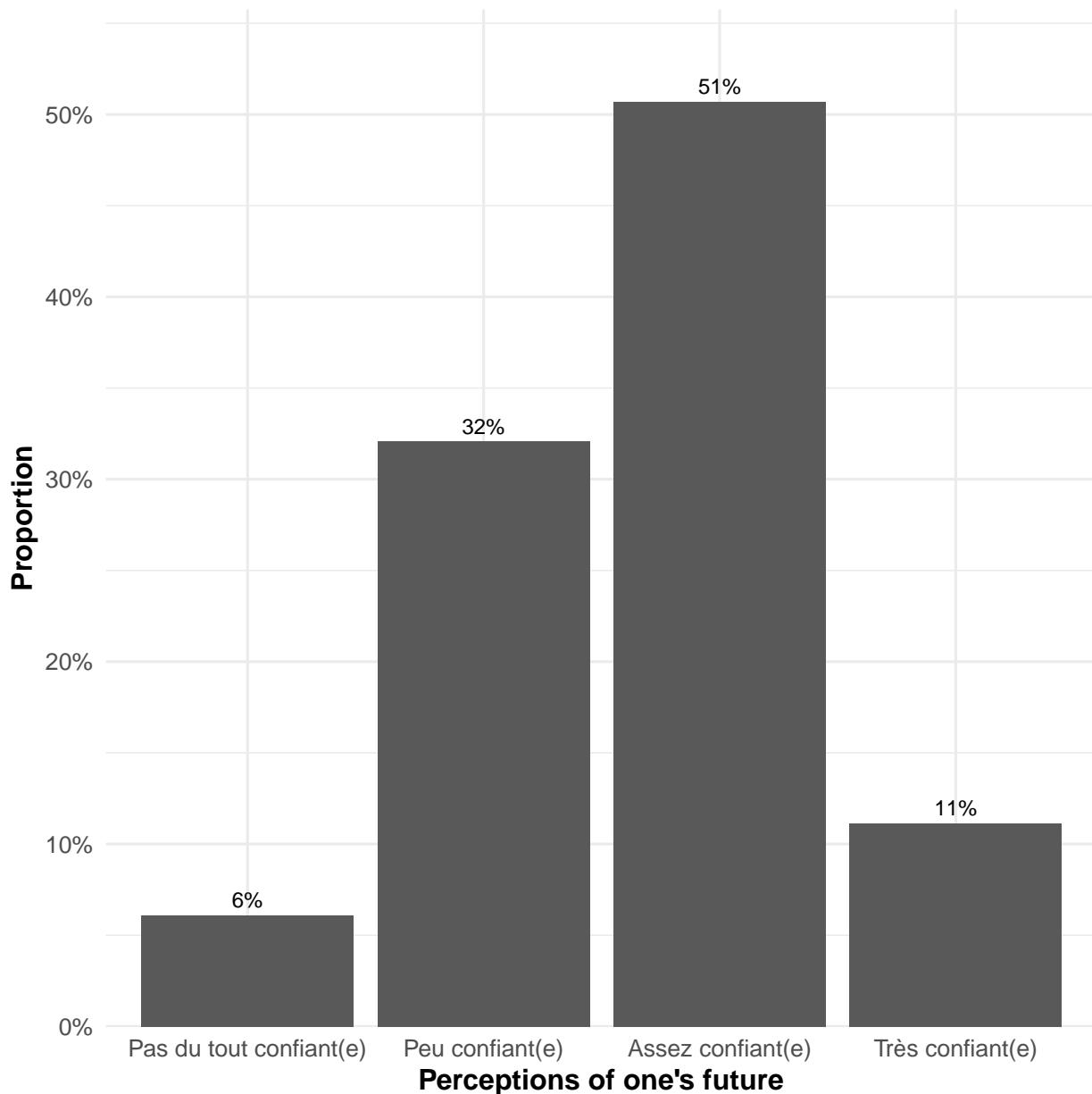
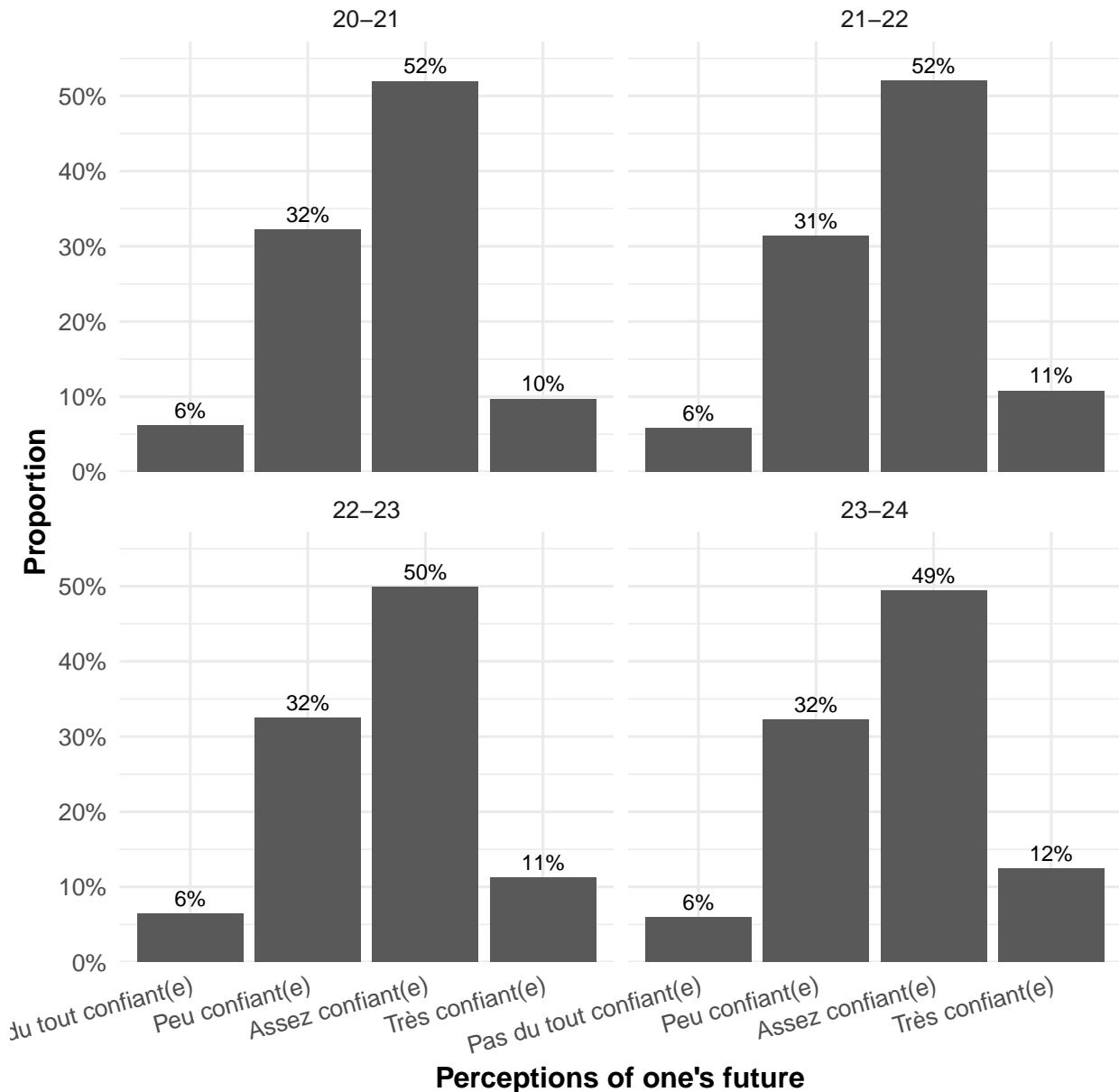
Figure 27*Répartition des niveaux de satisfaction*

Figure 28

Confidence in personal future.



What predicts whether volunteers are more confident in their future ?

To see whether there are statistical differences between different categories of volunteers, we ran separate regression models for a selection of variables. The results are shown in Figure ??, for demographic variables, and Figure ??, for other variables. The estimates in these figures are the results of separate linear regressions for each variable. All likert scale type responses (such as satisfaction) have been coded as numeric (from 1 to 4). How to interpret the coefficients? For categorical variables, a baseline has been chosen in the model (refer to the codebook to see the omitted baseline category). The estimate shown in the graph is how much, compared to this baseline, satisfaction increases or decreases (on a scale from 1 to 4). For numeric variables, estimates represent how much satisfaction increases or decreases after increasing the variable by one unit.

Differences between programs

There are 14 different programs, which can be sorted into 6 different categories (see [Tables](#)). Here, we only distinguish between 7 key program categories, namely: Solidarité Séniors; Médiateur; Cinéma & Citoyenneté; Solidarité Aidants; Booster; Ecovolonteer; ASM.

The following sections show for each key program category how the volunteers of that program differ compared to all the other key program categories combined. The comparisons include both demographic factors and other variables (e.g. satisfaction).

Solidarité Aidants

Cinéma & Citoyenneté

Volunteers who work in cine-related projects tend to be older and more educated. Refugees are less likely to be cine volunteers. If there is a preliminary end to the contract, cine volunteers are more likely to do so because they were offered a CDD of less than 6 months. Refugees are less likely to be cine volunteers, and women, as well as people from urban areas are more likely.

Booster

Ecovolonteer

Ecovolonterres tend to be older (mostly in the 21 to 23 agegroup) and more educated than other volunteers. They tend to plan for longer volunteer programs. Ecovolonterres tend to be from more rural but also urban ares (compared to QVP).

Médiateur

ASM

Solidarité Séniors

Figure 29

Effects of demographic factors on confidence in one's future.

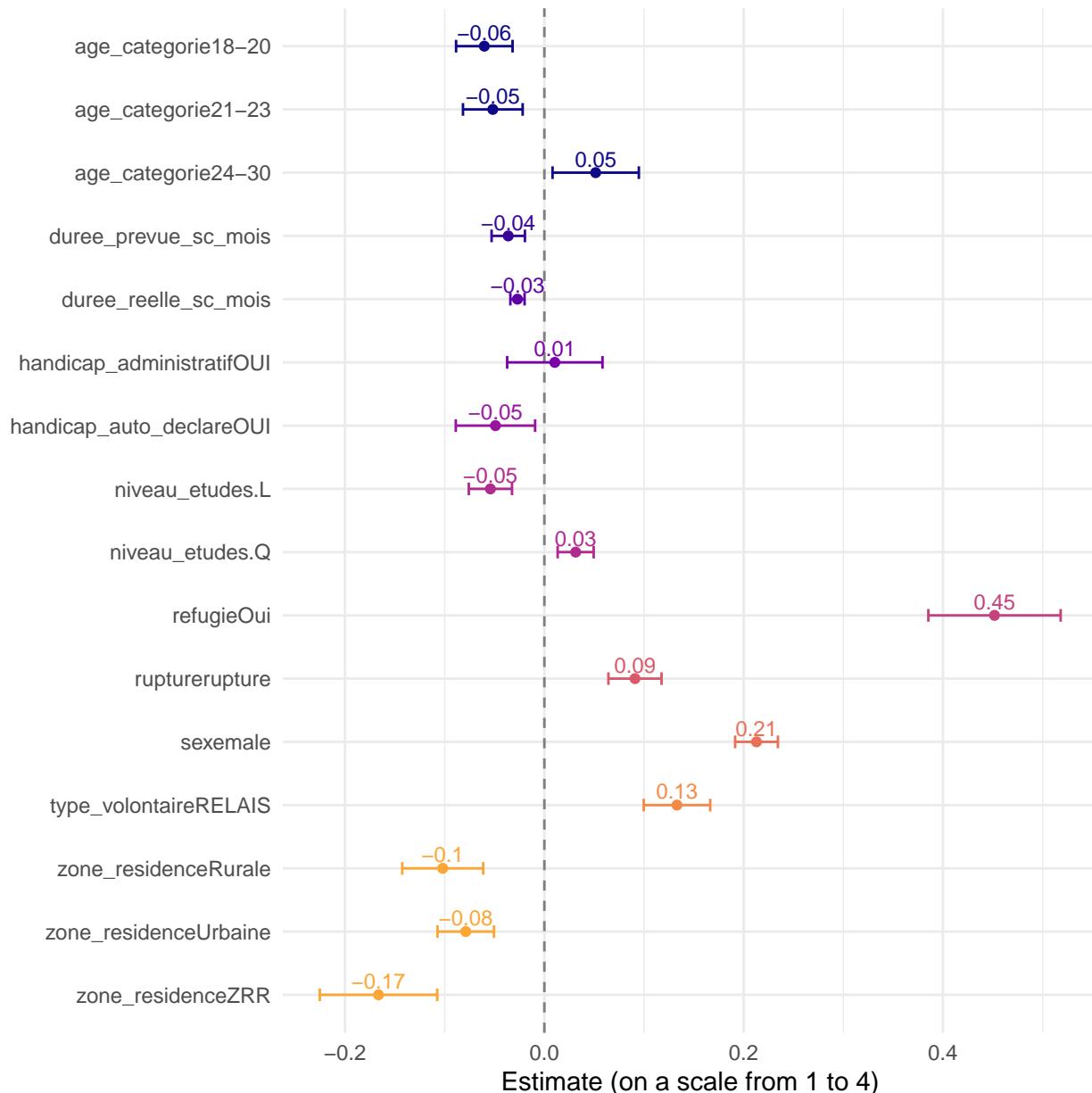


Figure 30

Effects of other, non-demographic factors on confidence in one's future.

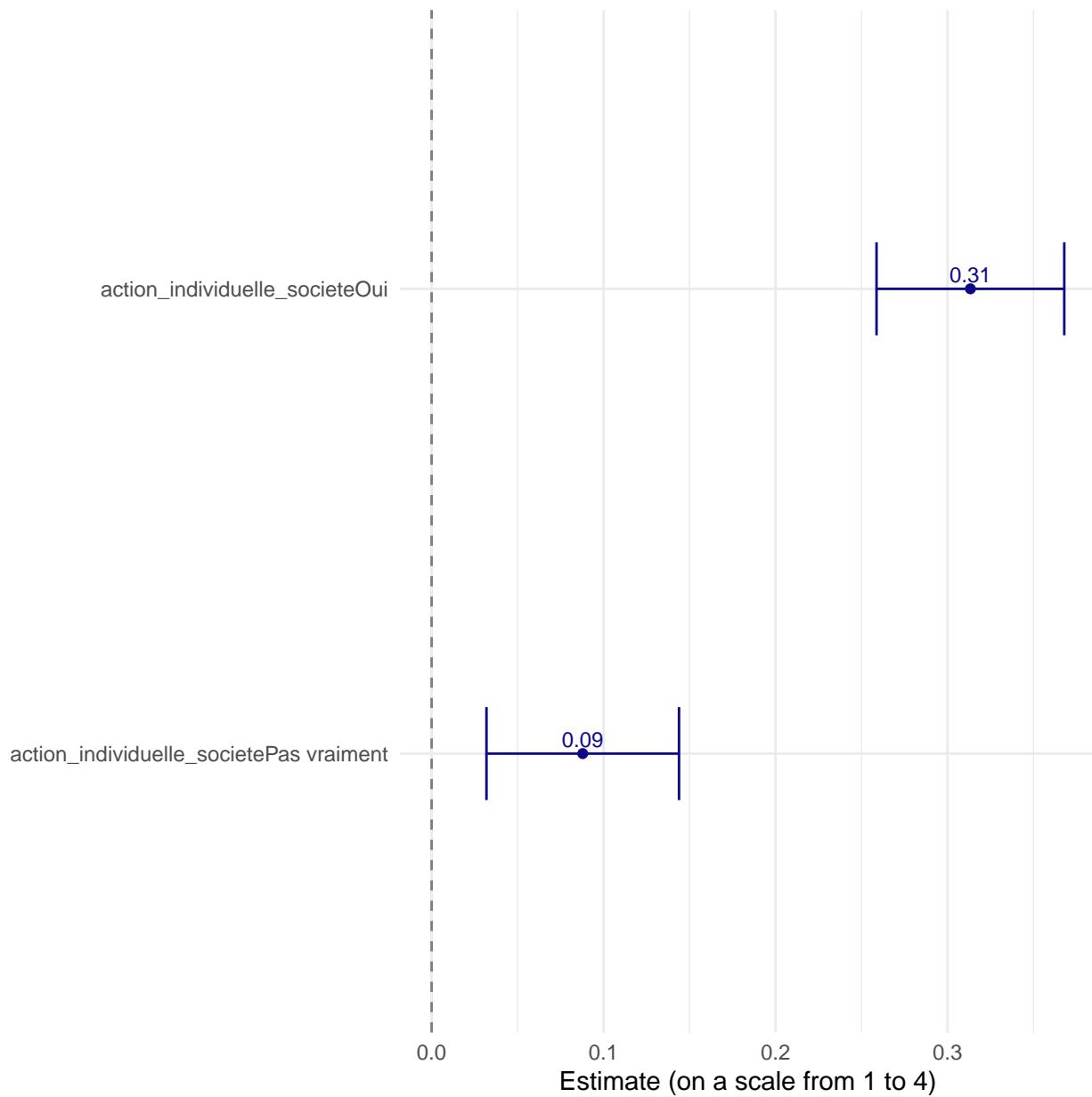


Figure 31

Differences in Solidarité Aidants vs. other programs along demographic factors.

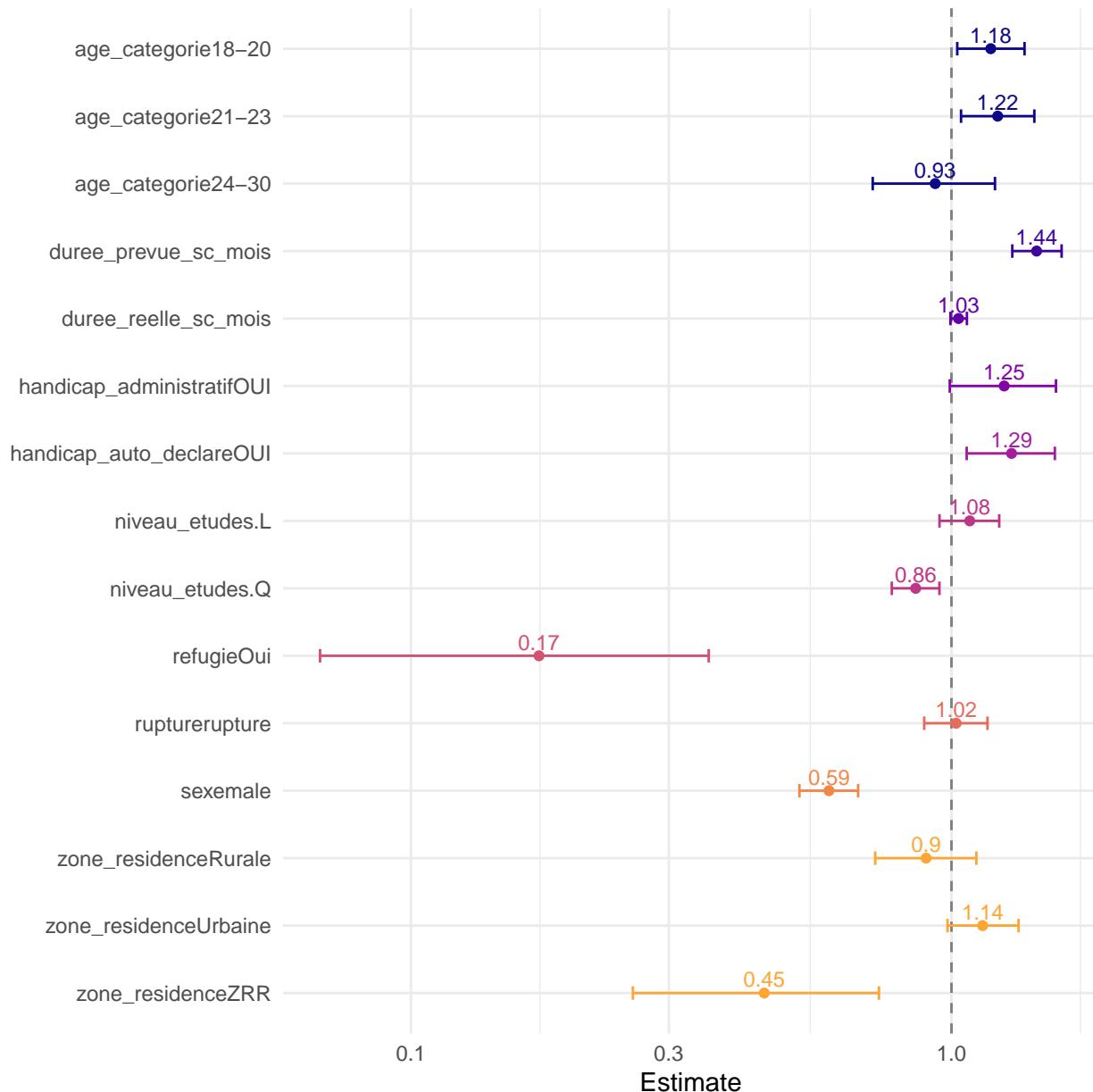


Figure 32

Differences in Cinéma & Citoyenneté vs. other programs along demographic factors

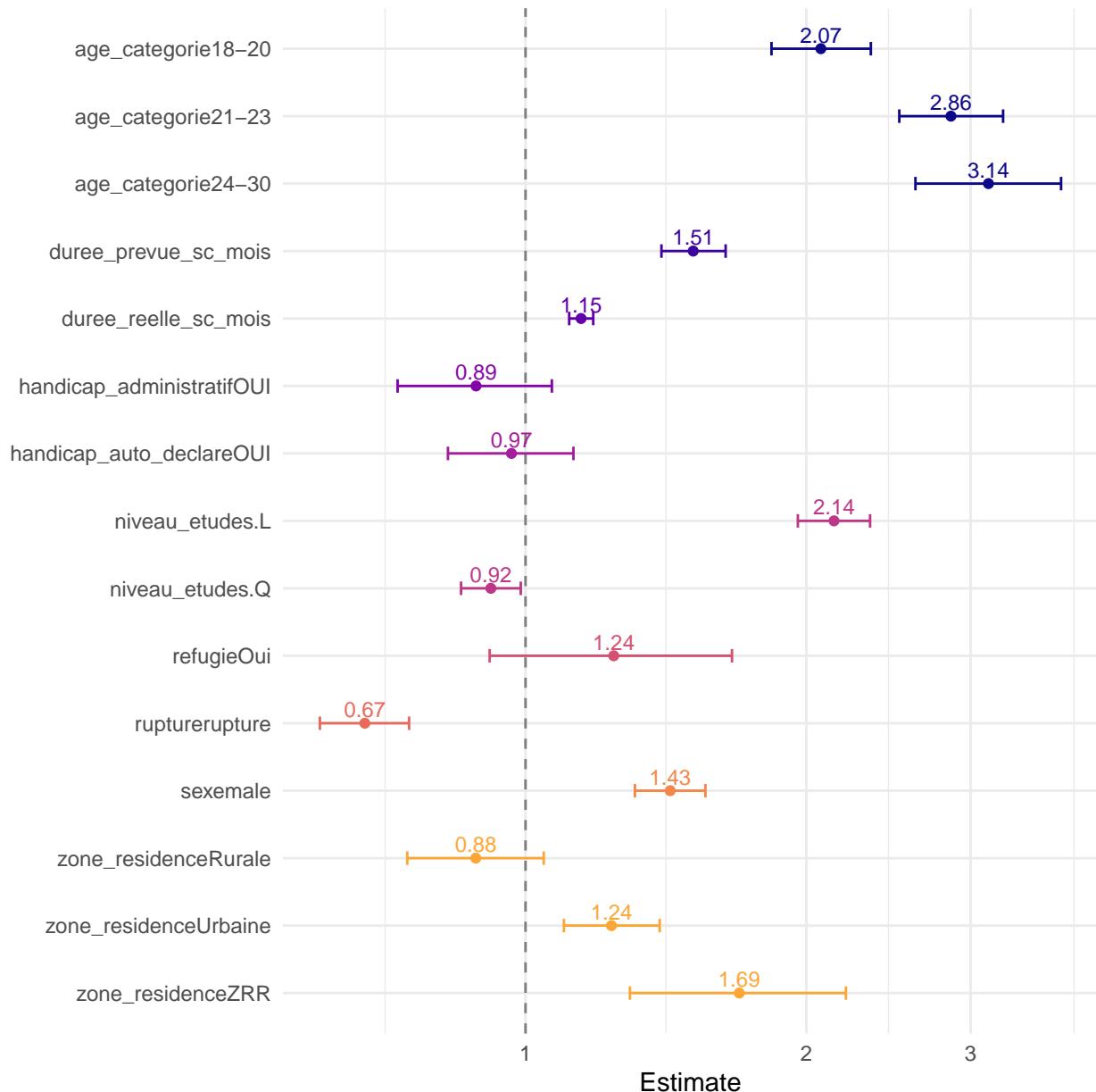


Figure 33

Differences in Ciné-related vs. other programs along non-demographic factors

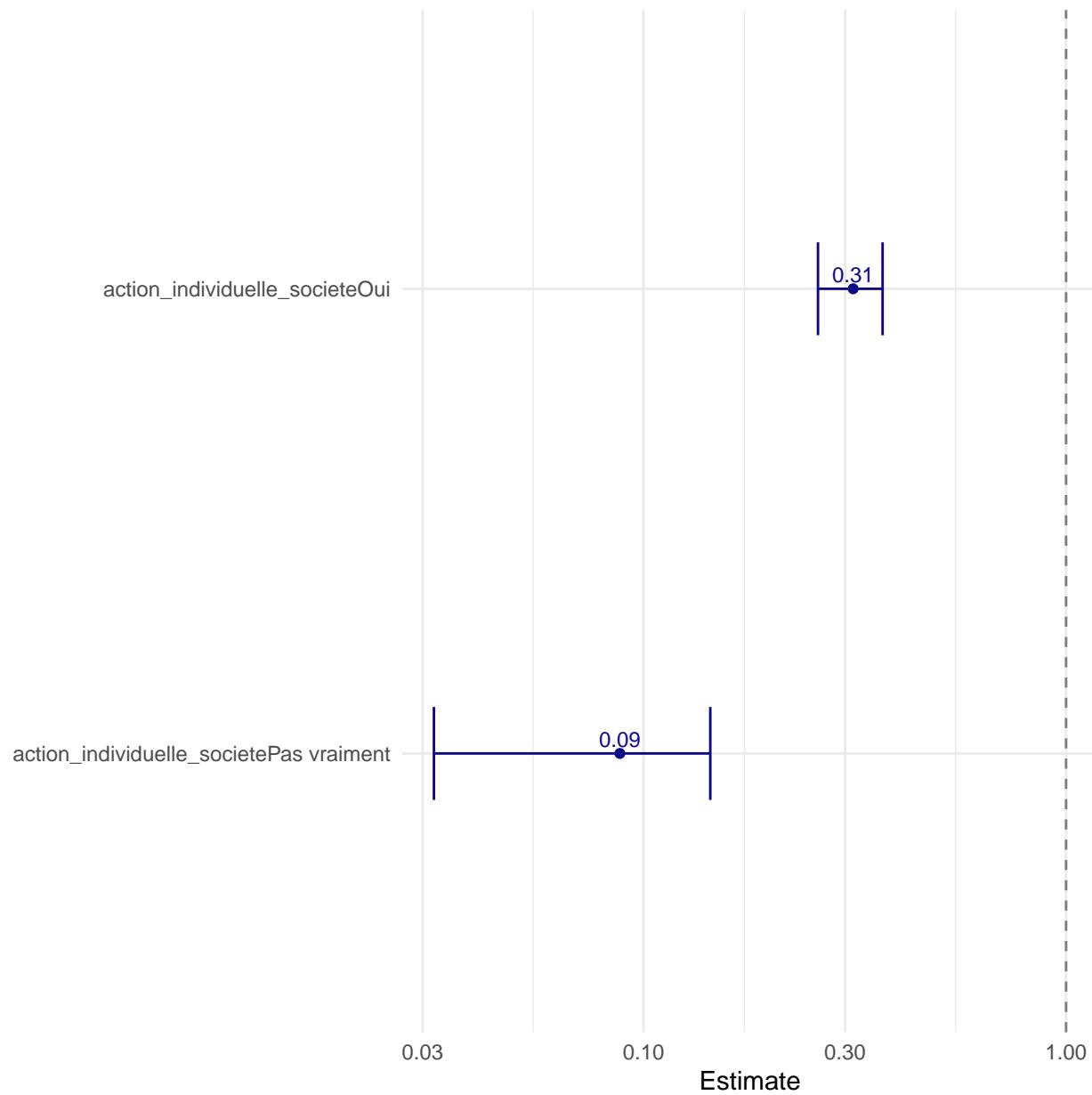


Figure 34

Differences in Booster vs. other programs along demographic factors.

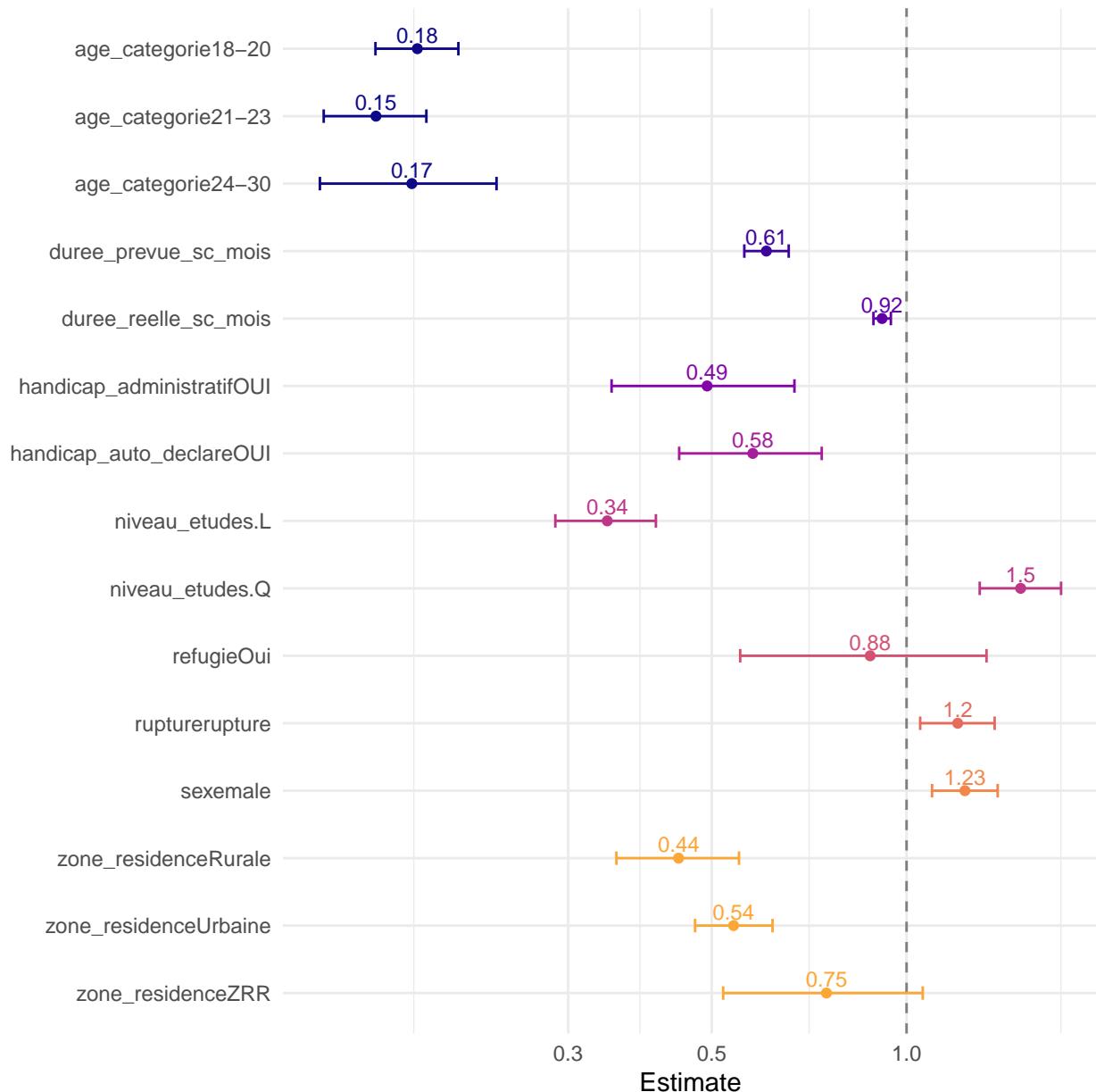


Figure 35

Differences in Ecovolonterre vs. other programs along demographic factors.

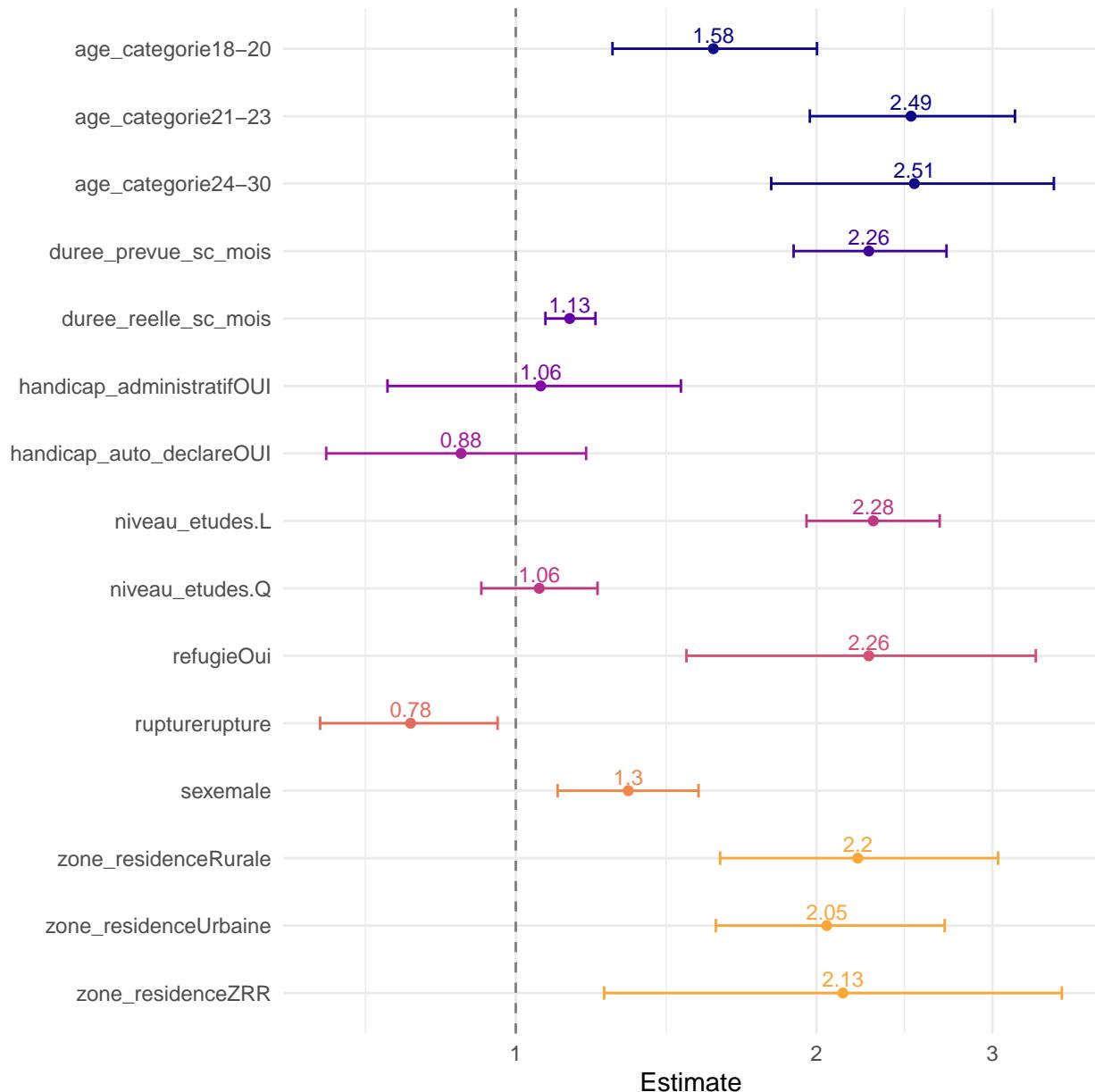


Figure 36

Differences in MédiaTerre vs. other programs along demographic factors.

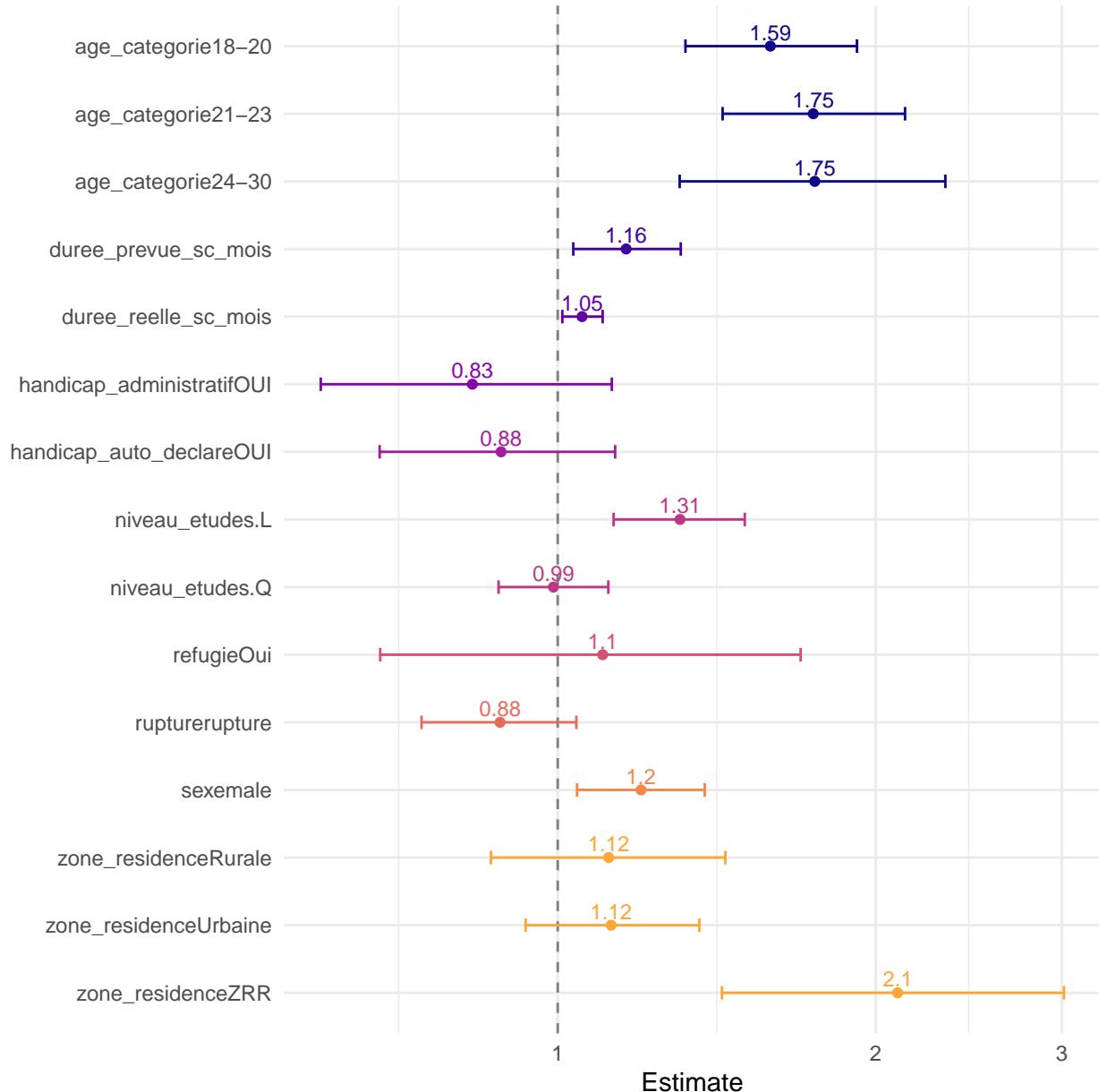


Figure 37

Differences in ASM vs. other programs along demographic factors.

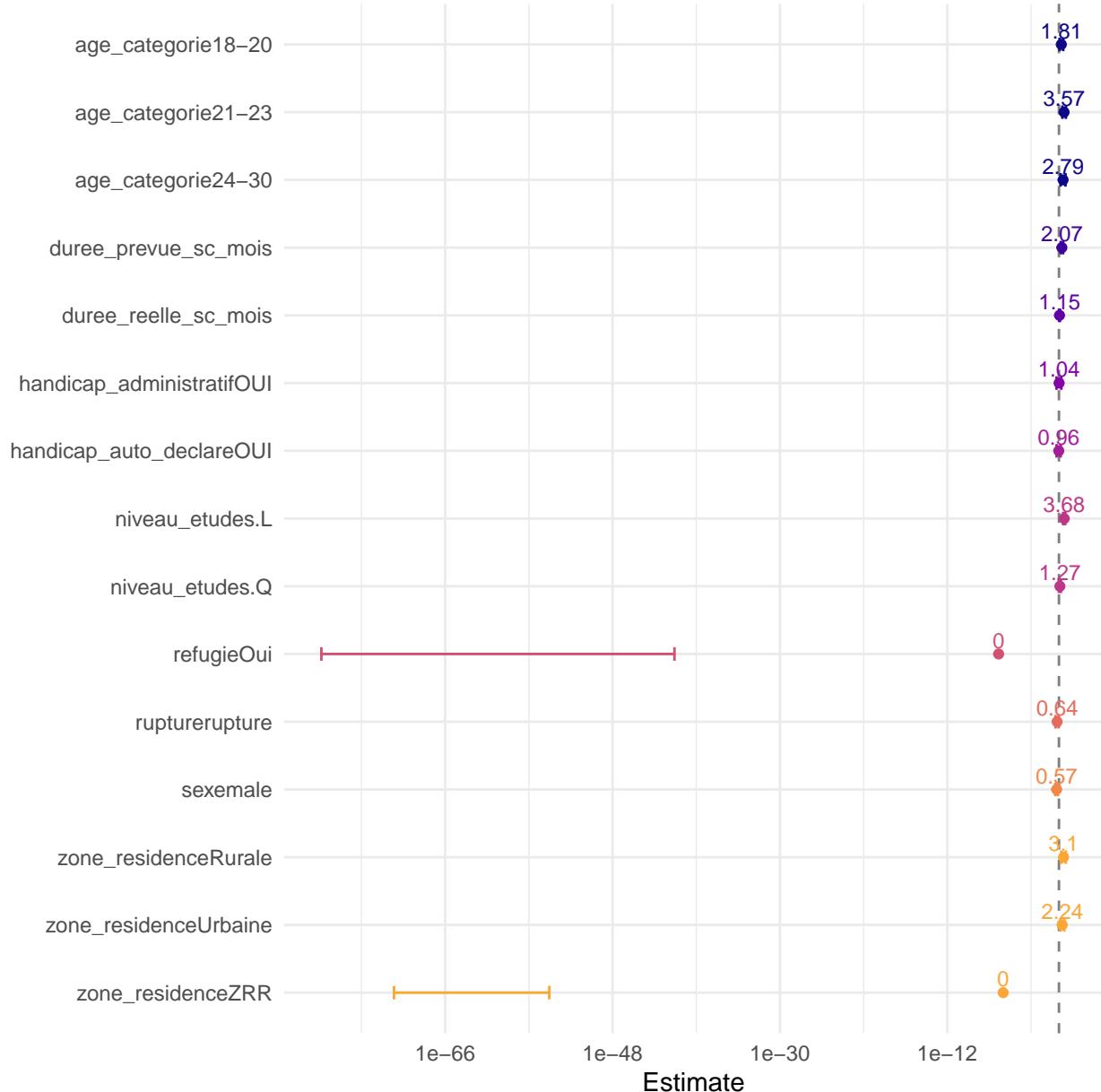


Figure 38

Differences in Solidarité Séniors vs. other programs along demographic factors.

