



VOLUNTARY ACTIVITY IN FRANCE

FACTS AND FIGURES

A. VOLUNTEERING INFRASTRUCTURE

- **National and Regional Volunteer Centres**

Centre National du Volontariat

The National Volunteer Centre, “Centre National du Volontariat” (CNV) was founded in 1974. Until December 2003, it had a national network of 71 local volunteer centres. It’s core aims were to promote volunteerism to the state and the media, to organise information campaigns, to support a network of volunteer centres around France, to train volunteers, to be active players at the European level, to develop a library and documentation centre, to encourage voluntary action for the benefit of the community, to participate in national actions and to help the creativity of associations.

France Bénévolat

In 2003 however, the Centre National du Volontariat merged with “Planète Solidarité”, an organisation most famous for its internet site, which detailed listings of volunteer-involving organisations and volunteer opportunities to create a new organisation named “France Bénévolat”. France Bénévolat: <http://www.francebenevolat.org> aims to become the national organisation at the disposal of volunteers and volunteer-involving organisations with services to welcome and guide them including an extensive library.

- **Resources for Volunteering and NGOs**

The Ministry of Social Affairs, Labour and Solidarity has financed some of the operations of the Centre National du Volontariat in the past. This income has been supplemented with private donations and over one third from their own resources (sales etc.).

- **The Recruitment and Placement of Volunteers by Volunteer Centres**

In 2001, the Centre National du Volontariat grouped together almost 80 local and regional volunteer centres that received between 15,000 and 20,000 persons who wanted to give their time as volunteers.

B. BASIC FACTS

- **Statistical Data: Number of Volunteers in France**

In 2003, there were between 10 million and 12,5 millions active volunteers in France according to two different surveys.¹ This represents around one French citizen in four.

Figures from september 2002 from the Centre National du Volontariat suggest that there were 14,5 millions active volunteers in France, at that time.

There are 880,000 active non-profit associations². More than 60,000 associations are created each year.³

C. THE TRAINING OF VOLUNTEERS

• Volunteer Training: General Information

Many organisations offer training to volunteers. Furthermore, since 1985 a “National Fund for the Development of the Non-Profit Sector” (FNDVA: Fonds National pour le Développement de la Vie Associative) has existed to help finance some of this training. Three types of actions may be financed via this fund:

- Volunteer training;
- Pilot projects;
- Research of national interest.

Subsidies amount to 23 EURO per day for one person. As an indication of the size of this investment: in 2003, the FNDVA financed 19 volunteer training sessions organised by 7 associations in the prefecture of Doubs alone. Furthermore, between 1998 and 1999, FNDVA funds earmarked for the training of volunteers increased from more than 3.5 million EURO in 1998 to more than 6 million EURO in 1999.⁴

• Volunteer Training Offered by the National Volunteer Centre

The Centre National du Volontariat indicates that the local centres have to promote the training of their members, which may be an excellent way to communicate between all the members of the centre. The first training received by a new volunteer informs them about the association and the everyday running.

• Numbers of Volunteers that Receive Some Form of Training in France

No figures found.

¹ 10 million according to Centre National du Volontariat (CNV) (www.benevolat.com/qui), June 2003.

12,5 million according to « *Bénévolat et volontariat en France et dans le monde* », B. Halba, la documentation française, Paris, 2003. Note: the discrepancies in figures given may be because in the second of the two figures given, a person may have been counted several times because they volunteer within more than one organisation.

² From « *Bénévolat et volontariat en France et dans le monde* », B. Halba, la documentation française, Paris, 2003.

³ Figures from « *Les engagements volontaires en France* », July 2003. Note concerning these figures: it is impossible to know exactly how many non-profit associations exist because, partly because of a lack of complete data for the whole country and partly because while associations must register their creation, they must not necessarily declare that they have ceased their activities.

⁴ From <http://www.efc.be/cgi-bin/articlepublisher.pl?filename=JC-SE-10-01-1.html>, by Jacqueline Cousté, 2001

- **Most Common Forms of Training**

No data found.

- **Do Volunteers Want Training?**

Today, nearly all volunteers ask for a training, relevant to their function to develop their competency.

D. SECTOR AREAS THAT VOLUNTEERS ARE INVOLVED IN

- **In Which Activities are Volunteers Involved?**

In France, volunteers are involved in a range of activities, such as leisure activities, sports, culture, social action or solidarity (helping the disadvantaged, preventing anti-social behaviour) as well as civic security (volunteer firemen make up 85% of the total 240,000 firemen in France whilst the army has more than 14,000 volunteers).⁵

In addition, overseas volunteer placements are common and both faith-based and non faith-based associations have since the 1960s organised volunteer placements for international solidarity in developing countries. There are approximately 2,000 French volunteers currently overseas in Africa, Asia, Latin America, the Middle East, and in Central and Eastern European countries.⁶ In 2002 alone, over 1,600 French volunteers went overseas (European Union and beyond).⁷ In relation to the activities in which these international volunteers are involved, management, accounting, finance, information technology and marketing are the most sought-after skills.

- **Statistical Data Regarding Volunteer Involvement by Sector Area**

- Sport: 28.1%⁸
- Leisure activities: 16%
- Culture: 13.5%
- Social Action: 13.1%
- Opinion, expression, and defence : 10,8%
- Education, training, integration : 6,4%
- Caritative Action : 5,4%
- Health : 4,2%
- Defence of the economic interest and development : 1,8%
- Miscellaneous : 0,7%

(figures on september 2002)

56% of volunteers in France volunteer within associations that reflect their own personal leisure interests, such as sport, cultural and other social and leisure activities. Next in popularity are those associations that advocate for humanitarian causes (29% of volunteers).

- **Impact of United Nations 2001 International Year of Volunteers in France**

⁵ Figures from, respectively, reports entitled «*Sapeurs-Pompiers : état des lieux et réflexion prospective sur l'avenir du volontariat*» ,March 2003 and “*Firemen : current status and reflection on the future of volunteering*”, March 2003 and www.outre-mer.gouv.fr/outremer/front

⁶ See: www.coordinationsud.org/coordsud/membres/clongv.html

⁷ See: www.civiweb.com, from « Les Engagements Volontaires en France »

⁸ Statistics from survey by CNRS-Matisse, Viviane Tchernonog, 1999

France was less involved in the International Year of Volunteers 2001 because IYV 2001 fell at the same time as the centennial celebrations of France's 1901 law on associations. The French Association Law of 1901 ("loi du 1er juillet 1901 relative au contrat d'association") established the legal basis for the creation of "associations", and gave citizens for the first time the right to associate freely for purposes other than profit which hitherto had been the exclusive domain of the State. However within the framework of the International Year, the then Centre National du Volontariat organized a volunteer's week at UNESCO in September 2001 which aimed to sensitize citizens to volunteering.

E. VOLUNTEER PROFILES

• Proportion of Men-Women Volunteers

It seems that at present, more men than women are volunteers: 55% of men, compared to 45% of women (CREDOC 1998).

Almost half (49%) of the 13,000 people that approached a regional volunteer center in 2001 were aged between 25 and 55 years old. 27% were less than 25, and 24% over 55.⁹

However three-quarters of all volunteers on international volunteer placements are aged between 25 and 39 years.¹⁰

54% of volunteer firemen are aged under 35 years, even though anyone between the ages of 18 and 55 is legally entitled to do the job.¹¹

Proportion of the number of volunteers in France between 1994 and 2002 from the total French population (given by Centre National du Volontariat)

- 18/25 years : 6 out of 1000
- 26/55 years: 2,2 out of 1000
- 56 and more: 3,3 out of 1000

The involvement of the segment 60/65years is very strong.

• Socio-professional categories

% of volunteers among socio-professional categories

- manager: 40%
- employees: 23%
- workers: 18,5%
- students: 27%
- pensioners: 19%
- inactive: 20%

Clearly, those who have a high level of education, or those in management positions, are more likely to volunteer.

(Figures from CentreNational du Volontariat. Septembre 2002).

There seems to be a correlation between the number of years of education a person has and the likelihood they are to volunteer. 55% of respondents to a 2001 survey that considered themselves a volunteer were educated to "baccalaureate" level with two additional years of higher education, compared to 24% who held a primary level of education only.¹²

⁹ From: <http://www.globenet.org/CNV> 2001

¹⁰ *ibid.*

¹¹ From: <http://www.pompierdefrance.org>

¹² Survey CSA by the Mission interministérielle du centenaire de la loi 1901, décembre 2000 : « *L'image de la Vie Associative en France-1901-2001* »

- **Who Volunteers in France?**

1. **Young People:** Overall, just fewer than 25% of volunteers are people aged between 18 and 24 years,¹³ while approximately 300-400 go abroad each year to participate in the European Voluntary Service Programme¹⁴. Furthermore, due to longer and extended periods of study, we find increased numbers of young people volunteering in order to gain professional experience and enrich their studies.
2. **Students:** 70% of students express a desire to carry out some form of social engagement,¹⁵ however the real figure is much lower due to strong traditions of concentrating on academic achievement.
3. **Professionals:** Estimates stand at around 29% of “personnes actives” (those gainfully employed) participate in some form in voluntary activities (2001). However this figure falls to 14% for those within lower skilled employment (cadres moyens).¹⁶
4. **Unemployed:** Generally, the rate of unemployed people that volunteer is very low. This can be explained in part because until only two years ago, the unemployed were not legally permitted to volunteer within non-profit associations. This restriction however has now been lifted and the rate has risen. Indeed, many unemployed say that the opportunity to participate in voluntary activities has given them new motivations, a new identity and confidence in society.¹⁷
5. **Retired/ about to retire:** From a survey conducted in 2002, 58% of older people (aged between 60 and 69 years) claimed to be active members of an association.¹⁸ What is also noticeable is that the system of early retirement pension entitlements (pré-pension) has a positive effect on the participation of older people in voluntary activities.
6. **People with disabilities:** No figures found
7. **Refugees/ migrants:** No figures found

- **Are Those with a Higher Income more Likely to Volunteer?**

It seems that there is a correlation between higher levels of monthly income and the decision to volunteer. For example in 1996, 16% of volunteers earned less than 990 EURO per month as opposed 29% who earned between 1525 and 2285 EURO per month and 28% between 2285 and 3050 EURO per month.¹⁹

¹³ « Les engagements volontaires en France », p.6

¹⁴ From Archambault et Boumendi, 1997 in « *Les bénévoles : combien sont-ils ? Qui sont-ils ? Que font-ils ?*, 2002 »

¹⁵ Baromètre CIDEM de la citoyenneté, sondage SOFRES, décembre 2002

¹⁶ Centre National du Volontariat 2001

¹⁷ From « *Le Sens du Bénévolat Pour les Bénévoles* », L. Verhaegen, in *Le Bénévolat en question*, Forum organisé par Télé-Accueil Bruxelles, May 1999

¹⁸ Survey « Vie Associative », partie variable de l'Enquête Permanente sur les Conditions de Vie d'octobre 2002, INSEE in « *Une personne sur deux est membre d'une association en 2002* », M. Lefèbre, L.Muller. INSEE PREMIERE n°920, September 2003

¹⁹ Archambault and Boumendil, 1997, in « *Les bénévoles : combien sont-ils ? Qui sont-ils ? Que font-ils ?* », 2002

It also seems that the majority of volunteers possess at least a secondary or college diploma. What is clear therefore is that volunteering is positively correlated with higher levels of education and also employment. This partly explains why the most popular sector in volunteering is sport and leisure.

In rural areas however, we find more women than men volunteering, in large part because there are lower levels of formal employment among women. Therefore, many women have more time to devote to voluntary activities.

F. VOLUNTEERS' MOTIVATIONS

- **Why People Volunteer: Motivations**

Studies of volunteering in France have revealed that people who volunteer hope, through volunteering, to increase their self-confidence, make new friends, be involved and better themselves (socially and professionally). Many volunteers have also said that they have, through volunteering, a better understanding of their local community.²⁰

Of the 204,000 volunteer firemen in France, many reveal that they signed-up to do this (on top of their jobs) because they wanted to help their fellow citizens.²¹

- **Have Volunteers' Motivations Changed Recently?**

According to France Bénévolat, volunteers' motivations have hardly changed between 1996 and 2002.

G. ATTITUDES TOWARDS VOLUNTEERING

- **Traditions and Cultural Acceptance of Volunteerism in France**

In 1791, a law banned the existence of organisations that acted as intermediaries between citizens and the State. Public interest matters were therefore exclusively the concern of Government. It was partly in response to citizens' impatience to enter the social field that the very important "Association Law of 1901" was voted by the French Parliament. This law gave citizens the freedom of association in order to achieve any social objectives except private profit.

After the Second World War, volunteering was gradually pushed into the background mainly because of a rise in professionalisation, and the negative attitudes of, trade unions and left wing political parties who viewed it as a major threat to paid workers. Nevertheless, the volunteering sector has progressively developed and has played a major role in the struggle against social inequalities within the country. In particular, the French volunteer has been viewed as a necessary complement to the State in confronting the budgetary crisis of the French State (la crise d'état) and therefore has been promoted by State. For example, employers must give employees who are member of an association and who represent it, the permission to take of the necessary time to participate in meetings (maximum nine open days per year). This is called "Representation Days Off" for volunteers (le Congé de Représentation (Law of 7 August 1991).

- **How is Volunteering Viewed by Society in France?**

²⁰ From "Volunteering in France", Dan Ferrand-Bechmann, in Voluntary Action Research, Second Series, Paper No 4: Volunteering in Europe, 1993

²¹ From « Sapeurs-Pompiers : état des lieux et réflexion prospective sur l'avenir du volontariat », March 2003

According to CREDOC (Centre de Recherche pour l'Etude et l'Observation des Conditions de Vie), French people have a good opinion of associations (95%).²² Most believe that non-profit associations are fundamental to the well-being, and organisation of, French society.

- **Government Policies Towards Volunteering in France**

There are a number of policies and initiatives that have been taken by the French State to support and promote the development of volunteering. Some of the most important developments are listed below.

Conseil National de la Vie Associative (CNVA)

In **1983**, the National Council of Non-Profit Sector Life was established (Conseil National de la Vie Associative (CNVA)). The centre is an advisory council on matters related to non-profit associations. Its objectives are to develop the non-profit sector and facilitate, develop and protect citizen's engagement in voluntary activities. Its members are representatives of the not-for-profit sector. Advisory actions to the Government have included so far, the accumulation of retirement credits through volunteer work, credits for volunteer work in secondary and higher education studies, and the very significant increase of the FNDVA (Fonds National pour le Développement de la Vie Associative) as well as the creation of other similar funds in each region.²³

Loi Du 27 Janvier 1993 "Relatif A L'assurance Des Bénévoles Dans Le Cadre De Leurs Activités Associatives"

In **1993**, a law was established in relation to the insurance of volunteers (loi du 27 janvier 1993 "relatif à l'assurance des bénévoles dans le cadre de leurs activités associatives"). This law obliges volunteer-involving organisations to insure their volunteers against accidents or illness resulting from the voluntary activity.²⁴

Délégué Départemental de la Vie Associative

In 1995, a Departmental Delegation on Non-Profit Life (Délégué Départemental de la Vie Associative (DDVA)) was created. The DDVA was established in order to strengthen the role of non-profit associations, to simplify relations with the State and foster information about volunteering. The role of the Delegation was strengthened by an interministerial circular of 22 December 1999. Each DDVA consists of a Delegate on Non-Profit Life, a Welcome and Information Centre for Associations (Mission d'Accueil et d'Information d'Associations (MAIA)) and an Information and Advice Centre for Associations (Centre d'Information et de Conseils pour le Vie Associative (CIVA)).²⁵

"Assises Nationales de la Vie Associative"

In **1999**, the French Government organized a national conference entitled "Assises Nationales de la Vie Associative". Over 3,000 representatives of associations, academics and government or parliament agencies were present. In terms of concrete measures, the conference gave rise to some minor measures to stimulate volunteerism. One of these concerns volunteer work contributing to credits for some diplomas in the youth and sports domains.

Charter on Relations between the Government and the Non-Profit Sector

²² From: http://www.vie-associative.gouv.fr/monde_asso_aujourd'hui/francais_asso.htm

²³ Portrait of French Volunteerism, J.Cousté, on SEAL website <http://www.efc.be/cgi-bin/articlepublisher.pl?filename=JC-SE-10-01-1.html>, Autumn 2001

²⁴ *ibid.*

²⁵ From: <http://www.cote-dor.pref.gouv.fr/services/JeunesseSports/ddva/ddva/ddvmissions.htm>

In July 2001 (the centenary of the 1901 law that established the legal basis for the creation of not-for-profit associations), the Prime Minister and the President of the Permanent Conference on Non-Profit Life (Conférence Permanente sur la Coordination de la Vie Associative (CPCA)) signed a Charter which outlined a series of reciprocal obligations to be undertaken by both the State and non-profit associations. The Charter marks an important step in the redefining of relations between the State and non-profit organisations and lays the foundations of a shared culture.

In the charter, the State undertook to:

- Promote and support civil and social voluntary action;
- Set up long-term funding for associations;
- Support the independence and innovative capacity of non-profit associations by developing appropriate tax measures in favour of public generosity;
- Consult associations as much as possible on project proposals and decisions concerning them.

In the Charter, associations undertook to:

- Respect the democratic nature and management of associations in respect of the 1901 law;
- Define and lead projects according to their members' needs, and by taking into account the quality of services more than any derived economic benefits;
- Put into practice a funding 'good practice' ethic in order to ensure public finance is put to the best possible use;
- Value human resources and develop methods and a culture of evaluation within associations.²⁶

Youth Policies 2003

In 2003 "Youth Policies 2003" was established, a programme that promotes youth volunteering in holiday and leisure centres.

Further initiatives that have been taken to facilitate access to, and promote volunteering include:²⁷

- In the framework of the law on the reduction of the French Working Week (Réduction du Temps de Travail (RTT)), there are a number of provisions aimed at facilitating access to volunteering. For example, hours worked can be accumulated to allow employees days off to engage in voluntary activities within non-profit associations (article 15, paragraphe V de la loi du 19 janvier 2000);
- There are also several provisions that allow employees to participate in training associated with their volunteering. This volunteer training may be financed via official company training programmes or via individual employees time-off or holiday for training (Congé Individuel de Formation (CIF));
- Experience as a volunteer sports teacher, activities organiser is taken into account when obtaining professional qualifications in this subject;
- Reform of FNDVA (national fund for the development of non-profit life) to increase sector financing from Government from approx 3,75 million to 7,5 million EURO.

H. ECONOMIC VALUE OF VOLUNTEERING

- **Statistical Data: Hours Devoted to Voluntary Activities**

²⁶ « La Charte d'engagements réciproques entre l'état et les associations », Part 3:A, July 2001. The first evaluation of the extent of the implementation of the Charter is due to be carried out in 2004 by the Conseil National de la Vie Associative (CNVA)

²⁷ From « Guide du Bénévolat », Ministère de la Jeunesse et des Sports, 2001

In 1996, time devoted to volunteering was on average 23 hours per month.²⁸ Generally, men devote more time to voluntary activities than women.²⁹

However, what we can observe in France is that over recent years, while the number of volunteers has increased, they on average spend less time per month volunteering.

The figures below give an indication of how much time the French devote to voluntary activities in general per year (2002):³⁰

- 1 Day: 21%
- 2 Days 16%
- 3 - 5 Days 13%
- 6 – 7 Days 11%
- More than 8 days but less than one month 13%
- Between one month and two months 18%
- Over two months 8%

- **Estimated Economic Value of Volunteering in France**

One estimate places the economic value of volunteering at the equivalent of 116,000 full-time employees.³¹ Another source however, places the economic value of formal volunteering (bénévolat associatif) at over one million full-time jobs.³²

France Bénévolat meanwhile holds the following statistics: volunteer work within associations represented in 2002 over 716,000 full time jobs. The number of employees volunteering within associations is equivalent to 907,000 full-time jobs.³³

The economic weight of the non-profit sector was 76 billion EURO in 1995. To obtain these figures, the total number of hours devoted to voluntary activities in one year was taken. This number is then divided by the total number of hours that salaried employees work in one week in France (35 hours) to obtain a monetary value.

- **Who Gives Most Time?**

1. **Young People:** On average, young people volunteer for between one and three hours per week. It seems that major obstacles to volunteering by young people are a lack of time and lack of information as well as some financial reasons.
2. **Students:** Not found
3. **Professionals:** Generally, it is this category of people who gives the most time.
4. **Unemployed:** No data found.
5. **Retired/ about to retire:** No data found.

²⁸ From: <http://www.efc.be/cgi-bin/articlepublisher.pl?filename=JC-SE-10-01-1.html>, by Jacqueline Cousté, 2001

²⁹ From: http://www.vie-associative.gouv.fr/monde_asso_aujourd'hui/francais_asso.htm

³⁰ Vie Associative et Bénévolat en 2002, Michèle Lara Muller, INSEE février 2004

³¹ From: <http://www.efc.be/cgi-bin/articlepublisher.pl?filename=JC-SE-10-01-1.html>, by Jacqueline Cousté, 2001

³² from http://www.vie-associative.gouv.fr/monde_asso_aujourd'hui/index.htm

³³ Le bénévolat associatif, Caisse d'Épargne, 2002

6. **People with disabilities:** No data found.

7. **Refugees/ migrants:** No data found.

- **Social/Economic Benefits of Volunteering in France**

- To contribute solving social and environmental problems,
 - To build a more humanitarian focussed society, with a better balance,
 - To promote worldwide cooperation .
- (From Bénévolat Association/CNV)

I. EVOLUTION OF VOLUNTEERISM IN RECENT YEARS IN FRANCE

- **New Methods for the Recruitment and Training of Volunteers**

Targeting and recruiting young people, in particular via the internet has been shown to be an increasingly effective way of reaching them. For example, “Planète Solidarité” launched their internet site (www.planetesolidarite.org) in March 2002 and has noticed that the majority of its users have been young people.³⁴

At regional level, volunteer centres have found that the most efficient methods of self-promotion and to inform potential volunteers are through the local daily press (92% of regional volunteer centres used this method in 2001), leaflets (86%) and word-of-mouth through existing volunteers (64%).³⁵

- **Recent Developments in the Nature of Volunteering in France**

Important measures have been taken by the French Government to encourage well-qualified young people to volunteer overseas. For example, CIVI was created to promote volunteering abroad as an international professional experience and an expression of solidarity.³⁶

J. REWARDING VOLUNTEERS

- **Recognition of Volunteering by French Society**

Government recognition of volunteering takes the form principally of the National Funds for the Development of the Non-Profit Sector (Fonds National de Développement de la Vie Associative – FNDVA). This fund exists to support research into the sector and to offer training on the sector. Subsidies to organisations to support their activities are channelled via local authorities.

³⁴ Note that in December 2003, Planète Solidarité merged with the Centre National du Volontariat to form a new national volunteer organisation, named « France Bénévolat ». France Bénévolat aims to fulfil the function of a classic national volunteer centre in offering welcome and support services to local volunteer bureaux and organisations as well as individual volunteers, operating an extensive library and of course, on-line recruitment opportunities as well as other activities. See: www.francebenevolat.org

³⁵ www.globenet.org/CNV, ‘Compte rendu des ateliers 2002’ > ‘Bilan statistique d’accueil des bénévoles en 2001’

³⁶ From “The Legal Status of Volunteers in Europe”, Country Report: France, AVSO and CEV, 2003. For further information on CIVI, see: www.civiweb.com

In terms of business recognition of volunteering, according to France Bénévolat, some businesses are beginning to take notice of volunteering and to recognise its importance and therefore finance some programmes and projects.

- **Common Ways of Thanking/Rewarding Volunteers in France**

According to France Bénévolat, there is less of a cultural tradition of formally “thanking” volunteers.

- **Do Volunteers Want Recognition Of Their Work?**

According to France Bénévolat, there are no studies in France that have so far looked at this question, however there is a formal general recognition granted to all volunteers in France via the International Day of Volunteers, 5 December which is celebrated.

- **Is It Important To Recognize Volunteers’ Work In France? If So, Why?**

The recognition of the volunteers is very important mainly for the recruitment of new members, and to keep them active for a longer period of time.

In France there is a law (3 January 2001) related to recruitment of civil servants. Some competitive examinations to get into the civil service (state level, regional or hospitals) are dedicated to candidates who have involved in volunteering.

Validation of volunteer experience by receiving a diploma. Thanks to a law called « social modernisation », (17 January 2002).

Every one active in volunteering for at least 3 years, may ask that their experience be validated, i.e. to get a diploma or a certificate. The candidate receives the validation after assessment of their experiences directly related to the subject of the diploma.

K. FINAL REMARKS/ CONCLUSIONS

France Bénévolat notes that :

- The crisis is not with the number of volunteers
- The crisis that exists is to find adequate person, to renew the management teams of associations and to find the right competences, which are more relevant.
- The needs from the associations are unlimited, regarding the crisis with social link and the increase in poverty, and the different expressions of exclusion. They are constantly asking for more help in terms of volunteers or finance.
- Everyone notes the inadequate knowledge of the needs of the associations, and an imbalance between supply and demand. This is a problem that France bénévolat aims to rectify .

What are associations looking for ?

A survey among 200 associations shows :

- 96% need more volunteers than 5 years ago
- they have developed a greater range of activities (80%)

Associations are mainly looking for competences in

- communication
- new technologies
- finance
- administration
- human resources
- legal aspects
- negotiations.

The measure of work done by volunteers, by the estimating it in terms of full time jobs, tells that France is above the average of the European Community

European Community: 14.4 people volunteer out of 1000 inhabitants

France: 17.6

Netherlands : 25.3

Belgium: 9.8

United Kingdom : 19.2

L. Useful Contacts

- Colette Robert-CNV
- Madame Poiffaut – Centre 1901
- Lara Muller – INSEE
- Mr Tomotéo – Laboratoire d'Economie Sociale. Université Paris I
- Madame Asselberghs –European Disability Forum
- Madame Spitz-Hernotte et Madame Massis – former members of CNV

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