



M O B I L I T Y   G U I D E

**FRANCE**





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## Part I: General country information

Official name:	French Republic (République Française)
Capital:	Paris
Flag:	
Languages:	French (official language); Alsation, Basque, Breton, Corsican and Catalan are spoken regionally.
Government:	Republic Head of state: Nicolas Sarkozy (since May 2007) Administration: On an administrative level the Republic consists of 22 regions, which are made up of departments (four of those are situated overseas).
Inhabitants:	Approx. 63 Mio. (2007); about 10 million live in the greater Paris region alone
Unemployment quota:	8 % (2007)
EU-Membership:	Since 1952; France was among the founding members of the European Communities
National holiday:	14 July („Fête nationale“). The 14 July marks the beginning of the French revolution in 1789 – the storm of the Bastille
Currency:	Euro
Time:	MEZ
Prefix:	++33
Internet:	.fr

## Part II: General information to prepare for mobility

In preparation for a working stay in France it is advisable that you familiarize yourself with the country, its people and customs. This will help you to find your way in your new living and working environment, especially in the beginning of your stay.

### Labour market information

Skilled workers have opportunities to find work in France. More detailed and updated information can be found at

EURES in section „Living and working conditions“. Generally, it can be stated that without knowledge of the French language job opportunities will rather be confined to big enterprises. Internships in a skilled crafts enterprises are possible also with little knowledge of French.  
<http://europa.eu.int/eures/home.jsp?lang=en>



## Money earning and living costs

In contracts salaries (salaires) are usually stated as annual gross salary (salaire annuel brut). This includes all benefits, cash and in kind, received in exchange for work carried out.

Generally, salary levels are fixed by agreement between employer and employee. However, there is a guaranteed minimum hourly wage called the SMIC (Salaire Minimum Interprofessionnel de Croissance). An employee cannot legally be paid less than this level. The SMIC is reviewed annually on the 1st July.

Moreover, as in many countries, some professions and types of work are governed by collective agreements. Within these agreements there are normally specifications for minimum salary levels, sick-leave rights and overtime or irregular working hours.

Most companies make extra salary payments, usually in December for Christmas and / or in June for summer holidays. Profit sharing schemes and bonuses based on productivity or performance are becoming more common in France. Apart from that, companies are required to engage in annual pay negotiations. Depending on the size of the company and the sector in which it operates, this process may occur in different ways, from individual discussions to trade-union led negotiations.

Salaries are usually paid a few days before the end of each month. As an employee, you will normally receive your salary net of deductions (salaire net). Deductions relate to compulsory social security charges and optional charges: such as mutual insurance contributions, pension contributions or life insurance.

Obligatory contributions make up around 20–25 % of your gross salary. Be aware: Your salary payments do not have income tax deducted!

The French living standard is among the highest in Europe. Within the last 40 years, living conditions have improved considerably and more than 50 % of the French households have a home of their own. Average prices for products are:

- ▶ Loaf of bread: 1 €
- ▶ Sandwich: 4–5 €
- ▶ Cup of Coffee: 2 €
- ▶ Pint of beer in pub: 7 €
- ▶ Chocolate bar: 1 €
- ▶ Cinema Ticket: 9 €
- ▶ Short bus journey: 1,5 €
- ▶ Car hire: per day 40 €
- ▶ 2 course meal in an average restaurant per person: 20–25 €

## Looking for a job: where to start?

The traditional routes (newspapers, internet and employment agencies) are used frequently in France. However, an important share of available jobs is got on the basis of relationships and contacts. Therefore, often vacant positions are not advertised publicly, but filled by people who have contacts within the company. Make use of any possible contact that you have. Even the most casual acquaintances can point you towards a potential job.

If you don't dispose of personal contacts, you could check for instance if your home city has partner cities in France. Or get into contact with organisations like the *compagnons du devoir* (<http://www.compagnons-du-devoir.com/>), a skilled crafts organisation that offers high-level education all over France. Sectoral organisations like this have many enterprise contacts and may therefore be of interest to you.

Another option is newspaper search. Here a selection of newspaper links:

- ▶ Le Figaro: <http://www.lefigaro.fr/>



- ▶ Le Monde: <http://www.lemonde.fr/>
- ▶ L'express: <http://www.lexpress.fr/>
- ▶ Le Parisien: <http://www.leparisien.fr/services/index.htm>

Moreover, the French administration has a large network of agencies for employment. The most important are:

- ▶ ANPE, the French national agency for employment (Agence Nationale pour l'Emploi). It has a large number of offices across the country. They offer manual and unskilled jobs – you can see adverts online at [www.anpe.fr](http://www.anpe.fr) (in French only).
- ▶ APEC, the French national agency for employment of professionals and executives (Agence pour l'Emploi de Cadres) – [www.apec.fr](http://www.apec.fr).

Temporary employment is a common form in France to recruit personnel. Many of the big agencies work with international subsidiaries. If you are interested in temporary contracts best ask an agency in your country to provide you a contact in the french region or city you wish to work in France.

**Portals:** <http://www.cadremploi.fr/>

**Information- und documentary center of the youth network:**  
<http://www.cidj.com/>

Lastly, [www.JobsinParis.fr](http://www.JobsinParis.fr) provides direct access to job opportunities for English-speaking job positions. As the link suggests, most jobs are in Paris. However, this site also covers some jobs outside of the capital. You can see featured jobs from employers specifically targeting expatriates and browse open positions by category.

## Working time

In other countries you will often find another working speed or working rythm. To get a feeling as to how the compa-

ny you work in „tics“, go along with the others. Remember that it is worthwhile getting to know something different from home.

The legal working hours (Temps de travail) in France is fixed at 35 hours per week. The 35-hour rule applies to all employees except those with special working conditions, such as sales representatives or executives. 35 hours are not a compulsory maximum for a week's work, but a reference point for the calculation of overtime as all supplementary hours working must be remunerated. Overtime payments are usually fixed by collective agreement, but they have to be paid with at least 10 % extra/hour.

The working week is Monday to Friday. The working day varies according to the sector, corporate culture, size and location of the company in France. Working hours are generally from 8:30–9:30 to 17:30–19:00 and there is usually an hour lunch break.

As to vacation: All employees are entitled to two and a half days of paid leave per month worked. However, vacation days are accumulated annually in the period 1st June to 31st May, to then be taken in the following period. Officially, this means that if you start to work on 1st April, you can take only 5 days off in the period 1st June to 31st May (i.e. 2.5 days each for April and May).

Traditionally, holidays are taken in August. Some companies officially close and you will find many small shops, restaurants and local service providers shut.

## Looking for acomodation

Depending on the length of your stay and your financial resources, you have different options to find accommodation.

### 1. Youth hostels

Youth hostels (Auberges de Jeunesse) are probably the cheapest accommodation you can find (from €6/night up to



€20/night in Paris for sharing a dormitory). Therefore, stay in youth hostel may be a good option for the time you look for “real” accommodation.

To stay in a youth hostel, you need to be a member of the International Youth Hostel Federation. By contrast, access doesn't depend on your age, but you do get a discount if under 26. You also can get a single night membership for €2.90, which becomes an annual membership if you collect 6 nights. For more information as well as hostel listings across France go to:

- ▶ IYHF, International Youth Hostel Federation: [www.iyhf.org](http://www.iyhf.org) (in English, French, Spanish and German)
- ▶ FUAJ (Fédération Unie des Auberges de Jeunesse) the French branch of IYHF: [www.fuaj.org](http://www.fuaj.org), [www.fuaj.fr](http://www.fuaj.fr) (in English and French)
- ▶ LFAJ (Ligue Française pour les Auberges de Jeunesse): [www.auberges-de-jeunesse.com](http://www.auberges-de-jeunesse.com) (in English and French)

Information and online-booking-forms are also available at: <http://www.hihostels.com/dba/continent-EU.de.htm>

## 2. Young workers' hostels

Young workers' hostels (foyers de jeunes travailleurs) are also very cheap. These hostels are run by the UFJT (Union Nationale des Foyers pour Jeunes Travailleurs), the Association of Hostels for Young Workers. On the website [www.ufjt.org](http://www.ufjt.org) you can find more information and complete list of hostels. You need to make enquiries in advance.

## 3. Flat/Apartment

Finding a good apartment at the right price before you arrive in France is difficult. As usual, landlords prefer to meet tenants before signing a contract. Also, having a wide range of quality it is not advisable to commit to rent a flat ‘unseen’.

Local knowledge is key. So talk to friends, family members, classmates, work colleagues, etc. and let them know that you are looking for a place to live. Otherwise, search for local classifieds, ask in supermarkets or cafés in areas that you have defined as being potentially interesting. Or, ask your future employer for a hint. Perhaps a colleague has a room to offer. This might have the advantage of settling in more easily, and learning the language more easily.

The rent is usually set for three years. However, you can terminate it early on specific grounds. Prices vary a lot according to the region.

## 4. Sharing a flat

When it works out well, sharing an apartment can be a good solution, as you may live in a better location with more ‘living space’ than in a single-person flat. If you do not know many people yet, flat-sharing is can be a great way to extend your social life, make new friends and improve your language skills.

There are agencies offering a flatshare finding service, such as EasyRoomate. They have many listings from people looking for flatmates and also offer the option to post your own ads. This is a paid subscription service – look under [www.appartager.com](http://www.appartager.com).

Moreover, publications also offer the possibility of placing a wanted ad – sometimes this is even for free. For instance:

- ▶ De particulier à particulier: [www.pap.fr](http://www.pap.fr) (in English, French, Spanish and Portuguese)
- ▶ FUSAC (France-USA Contacts): [www.fusac.com](http://www.fusac.com) (in English and French)
- ▶ Le Figaro: [www.lefigaro.fr/immobilier](http://www.lefigaro.fr/immobilier) (in French only)
- ▶ There are also many free local papers full of advertisements and classifieds.



- ▶ Check out notice boards at the language schools, universities and posters on the street or in small local shops (épiceries).

### To be checked before leaving or upon arriving

Before moving to your new country of residence make sure you have:

- ▶ (Temporary) accommodation.
- ▶ Sufficient financial resources for the first month.
- ▶ The right documents:
  - A valid EU passport/ID card;
  - A European Health Insurance Card;
  - An E301 or 303 form.
- ▶ General knowledge of your new country of residence.

Upon arriving in France:

- ▶ Register with the municipality in which you will be living.
- ▶ Apply to the tax authorities for a social security number (NI Number).

## Part III: Golden rules for intercultural understanding

A society's hidden rules form the basis of smooth everyday interaction – at home as well as abroad.

Any host will certainly be lenient towards a guest who – despite good manners – behaves differently from a fellow countryman. For instance, think of a guest smoking at table, something quite natural in that person's home country, but unthinkable in others, and this not only for legal reasons. Or think of the visitor from Paris, who barely knowing you, gives you a kiss on the cheek.

There is no written law on how to behave correctly in another country, and even within a country, rules will vary from one region to another. Any foreign visitor may therefore unconsciously drop a clanger.

Additional information:

- ▶ As an EU-national from the new member states you need a residence permit (carte de séjour) before you take up work. You will receive such permit from the local police authority (Commissariat de Police) and the local town hall (Marie).
- ▶ As a citizen from the European Economic Area and Switzerland you don't need any residence permit if your stay does not exceed three months. However, such permit might be helpful in some situation, for instance when opening a bank account.
- ▶ If you stay and work in France for more than half a year, you become liable to income tax in France.

Only living in a country for some time, being attentive and interested, will help you to learn the unwritten rules and see the clangers. However, if you as a guest stick to some basic rules, your stay will run smoothly.

- ▶ **Don't be afraid of the unknown.** Remember that in your home country you also meet strangers and usually you manage the situation without problems.
- ▶ **Let situations sink in.** Note the common ground as well as differences, and try to not immediately assess everything in terms of good and bad, better and worse. Things are just different!
- ▶ **Confronted with new situations: wait and observe.** You may be surrounded by cooperative people, however, be



aware that they might never have thought about why things are done this or that way.

- ▶ **Get into contact!** Nobody expects you to be perfect in the foreign language. So make an effort. Even a few words can open doors.
- ▶ For conversation at your workplace, reflect on your job, your future plans and train the relevant vocabulary before

you leave. Also: Read about your home as well as about your target country and region. A country guide of your home region in the hosts' language might make a nice present.

## Part IV: Everyday-life

### Getting into contact

In France it is common to shake hands shortly, among friends also a welcome kiss on the cheek on the women's cheek (from men and women) called („la bise“). You start with the left cheek, and depending on the region you kiss one to four times. Very often you only touch the cheek. Best you wait and watch before starting to take over those customs.

To greet others you say »Bonjour« («Hello») and »Comment allez-vous?« or less formally »Ça va?«. Dealing with persons of the same age you could also say »Salut«. It stands for »Hello« as well as for »Bye«. The formal form for goodbye is »Au revoir« (meaning »see you again«) or more casually »A bientôt« (meaning »see you later«).

### Language

To be able to communicate in France, knowledge of at least some French is definitely advantageous. Many French understand English, but they might not feel comfortable using it. If you don't get on with your French, ask if you can continue in English or another language. Find below a couple of basic words to start with. They are, however, by no means enough to get going.

Hello ▶ Bonjour

Good evening ▶ Bonsoir

Good night ▶ Bonne nuit

Goodbye ▶ Au revoir

Hello/Bye ▶ Salut

My name is ... ▶ Je m'appelle ... Je suis ...

Thank you very much ▶ Merci beaucoup

Please ▶ S'il vous plait (when addressing somebody formally); S'il te plaît (when addressing somebody informally)

You are welcome ▶ A votre service

Sorry ▶ Pardon

Yes ▶ Oui

No ▶ Non

This is very good ▶ (C'est) très bien

### Working environment

The following are no more than general remarks. Certainly, you will find that France differs from other European countries, for instance from your home countries. How and to what extent depends on where you're from.

Due to the code Napoleon centralisation is a prominent feature in France. In former times, a tightly net of rules was established, to prevent all uncertainties. However, in everyday life it is not uncommon to see that rules are being elegantly circumvented in order to find one's own way.



This situation is also reflected in business life. Often, enterprises are clearly structured, a central department or a person is in charge of planning and decisions follow clear hierarchies. Informally however, you will find many networks being constantly woven. Good personal relationships are important in professional life.

In France you will usually find a high working speed and a speedy working rhythm. Making contacts is important, so having a break for a chat is not unusual. Professionalism is demanded and renowned. As a new employee, if you think of making a proposal to improve things, prepare it well and better don't criticise the internal rules.

## Manners/Etiquette

More than other countries French attach great importance to their mother tongue. There is even a law on fostering the French language. So use every word you know in French. Begin a conversation in French and if you don't get on, ask your counterpart if he or she minds if you continue in another language, be it English or other. Also, take note of gestures. They are often used to underpin the real message.

In restaurants, wait until the waiter leads you to a table. The tip is left on the table.

And lastly: The French baguette is to be broken, not cut with a knife!

## Invitations

To be late more than 5–10 minutes in a business context is perceived as unprofessional. Don't forget to apologise if it happens to you. In private life, punctuality is not equally important. Being late 15–20 minutes is not that unusual, if it's longer, however, it becomes very impolite.

French people tend to dress rather formally, even at private invitations. Better change jeans, sport shoes and sweat-shirts for well sitting trousers and a shirt.

As to presents: Flowers are usually handed over wrapped in paper. A (good) bottle of wine is always an option as well as a book, for instance on your home region – in French language!

French hosts tend to plan celebrations meticulously and at length. Don't be surprised to find a sitting order and have the host lead the conversation. Rather don't make yourself feel too much at home, if it's not close friends that have invited you. Praise the wine and the food. Many French are proud of their wine and of French cuisine.

## Topics for conversation

Within families ties are usually close and loyalty is important. Family celebrations such as weddings or funerals are taken very seriously. It is important to demonstrate an intact family life to the outside world. Therefore, problems of this kind will usually not be discussed with strangers.

At the same time, the sentence „you have to come round to visit us“, must not be taken as an invitation unless a date is fixed. It is not usual to invite a third person to one's home.

French are proud of their political history and the large quantity of cultural goods. Conversations on those topics are welcomed, however, do some research beforehand. It will also be helpful for you to have good knowledge of your home country's history and to be able to explain some important political developments. Without being well prepared rather leave the subject aside. French are not much in favour of superficial talking. A good neutral topic is sports.

## Spare time

The local pub is often a meeting point for different social groupings. However, often French prefer to spend the evening at home and reserve going out for weekends.

Rugby and football are popular and attract many spectators. About 2 million French are member of a football club.



### **Epiphany in France:**

6 January (respectively the first Sunday in January) French celebrate Epiphany. On that occasion people serve pastry – „Galette“, cakelike puff pastry with or without almond paste filling or „Brioche“ made of yeast dough, in which candied fruits, grilled beans or small ceramic figures are baked in. The person who finds the „holy kings“, in the pastry is the „king of the day“, and may make a wish. In a business context you could wish for example that a colleague bring a cake the next day. That way you prolong celebrations.

Moreover, many follow the „Tour de France“, the famous cycle competition. But also basketball can attract spectators at an American level.

A typical French sport is pétanque. It is popular especially in southern France from where it comes. Bullfights are carried out in southern France as well, particularly in Languedoc-Roussillon and the basque country. Moreover, in summertime you will find a wide range of music festivals and cultural events such as theatre performances, concerts or operas.

### **Public holidays**

Differences in habits in European countries become apparent where you wouldn't expect them. The way people celebrate holidays tells us a lot about the countries' culture. Therefore, getting to know holiday traditions is a good way to get a feeling for a country.

There are eleven national public holidays in France:

- ▶ 1 January, New Year's Day (Nouvel an, Jour de l'An)
- ▶ Easter Monday in March or April (Lundi de Pâques)
- ▶ 1 May, Labour Day (Fête de travail)
- ▶ 8 May, aVictory Day – End of Second World War 1945 (Fête de la liberation)
- ▶ Ascension Thursday, the sixth Thursday after Easter, usually in May (Ascension)
- ▶ Whit Monday (Pentecost), the Second Monday after Ascension, in May or June (Pentecôte)

- ▶ 14 July, Bastille Day (Fête Nationale)
- ▶ 15 August, Assumption (Assomption)
- ▶ 1 November, All Saints' Day (Toussaint)
- ▶ 11 November, Armistice 1918 Day (Fête de l'Armistice)
- ▶ 25 December, Christmas Day (Noël)

When national holidays fall on a Tuesday or Thursday, employees are commonly allowed to faire un pont and take Monday or Friday off and make it into a long weekend (many companies close these days). Furthermore, there are various national or regional school holidays during the year. These may affect everyday business, and so can be useful to know even if you don't have children in school.

The main holiday season is in July and August. Some companies will close for 3–4 weeks. Apart from that, in Christmas time and around Eastern you might have difficulties in reaching people.

### **Eating & drinking**

Cooking is regarded as an art in France and the French cuisine is known in the whole world. In Germany for instance there is saying „to eat as God in France“ – “Essen wie Gott in Frankreich”. The oldest French cooking books date back to the middle ages and French standards of upmarket cuisine set standards worldwide. Also French wines have a high reputation.



The „nouvelle cuisine“, which developed in the 1970s plays with selected ingredients and pays much attention to the presentation. In case you are really hungry: dishes are little opulent and portions are rather small.

Depending where you are from, you will find that in France people take time to eat and they like going out for dinner. Every restaurant will have a menu at a fixed price as well as „à la carte“ dishes. Usually people will opt for the menu and leave the „à la carte“ dishes for special occasions. Many bistros and cafés offer filled croissants and sandwiches as well as „croque monsieur“, a toast baked with ham and cheese or a plate with sausages (charcuterie). In the famous „pâtisseries“ – bakeries – you will find pastries and „creperies“ offer crêpes, thin pancakes, that are definitely worth trying.

Breakfast (»Petit Déjeuner«) is not a big thing in France: Croissants or bread – baguette – and coffee, milk coffee (»café au lait«) or hot chocolate.

Lunch (»Déjeuner«) used to be the main meal. Today however, many French, particularly in city areas, have a light meal for lunch and their main meal in the evening. In Paris lunch time usually starts at about 1 pm, and dinner (»Dîner« oder »Souper«) is served at 9 pm or later.

On the occasion of formal invitations, lunch and dinner may easily take more than two hours. Be prepared for a three course dinner – at least. Servings begin with a starter, followed by fish or pasta. The main course will consist of meat and vegetable side dish, followed by salate, cheese, a desert and an espresso. Usually you will have wine with the food. French are at the forefront of wine production and also of wine consumption. More than 70 liters per persons are being consumed on average per year.

## Part V: Vocational education & training

People working abroad frequently speak about their profession and everyday working life in their home country. It is important to be aware of the fact that school, vocational education and ways to learn a trade vary distinctively between States.

### First level of education

Schooling is compulsory between the age of six and sixteen:

- ▶ École Primaire: basic education until the age of 10 or 11.
- ▶ Collège: 4 years schooling including first specialisation on either general or technical subjects.

### Continuing education

Vocational education is mostly carried out by full-time schools. Historically full-time schooling was the result of the social partners' lack to take responsibility. For that reason vocational education follows the the school system's logic. There is a certain distance to be noted between education and working life. For that reason young people face difficulties in the transfer from school to work.

After obligatory school there are various options to continue:

#### a) General education /vocational Lycée

A three year long vocational education with general and vocational education priorities. The leaving certificate equals A-Levels and allows entering university.



### b) Technical Lycée

Three year full-time schooling, leading to a qualifying leaving certificate for young people leaving school after the seventh school year.

### c) Lycée professionnel

1st level: General or vocational full-time vocational education of two years. It ends with the same degree as company-based education and comprises practice trainings (degree: CAP or BEP).

2nd level: Based on the first level education a two years full-time school education is possible. Training is carried out in close cooperation with local enterprises and includes extensive obligatory internships of 16 weeks in total (degree: Bac Pro).

### d) Alternating education («Enseignement par Alternance»)

Vocational education with company-based training phases of different lengths. In this type of vocational education, apprenticeship («Apprentissage») takes the biggest part. Education is quite similar to dual education in Germany, Austria and in Switzerland. It takes between 1 to 4 years and ends with leaving certificates CAP, BEP und Bac Pro. The length depends on the profession and can be adapted to the apprentices' capacities.

Framework: The apprentice concludes an apprentice contract. The contract is according to French law an employment contract. Apprentices receive a wage. Apprenticeship pay lies between 30 and 50 % of SMIC, the minimum wage. The wage depends of the age and the type and length of the vocational training.

Course: Practical education is carried out in a company. Special training institutions, the CFA – Centres de Formation d'Apprentis provide theoretical, general education and supplementary practical training.

## Basics (degrees)

The training provided in CFA allows apprentices to gain the same qualification as in technical and vocational full-time schools, up to becoming an engineer (see a, b, c)

### Leaving certificates:

#### a) Certificat d'Aptitude Professionnelle

##### (CAP – degree from a polytechnic)

The CAP is the lowest vocational education level, it provides about 202 specialisations and depending on the specialisation it is similar to the levels of skilled worker, journeyman or employee.

#### b) Brevet d'Études Professionnelles

##### (BEP – degree from a vocational school).

In difference to CAP, which aims at a practical professional activity, the BEP has a relatively higher theoretical part and covers with about 44 specialisations of all professions. It was introduced to impart a broader theoretical knowledge compared to a specialised CAP and to prepare for activities and tasks in various professions.

#### c) Baccalauréat Professionnel

##### (Bac Pro – professional A-levels)

This qualification of secondary level with about 38 specialisations allows for a supplementary vocational education to the skilled worker. It allows very skilled graduates to enter higher education. The two year long vocational education to Bac Pro presupposes a CAP or a BEP.

## Part VI: Selected trades

If you wish to inform yourself about professions in France, you will find information at »Office National d'Informations Sur les Enseignements et les Professions« (ONISEP) [www.onisep.fr](http://www.onisep.fr).

### Profession: Cabinet maker

In France the profession of cabinet maker is subdivided in two fields of activity for which specialised training is offered: cabinet maker and joiner. 70 % of the income of joiners stems from interior decoration. Cabinet makers, by contrast, deal with design, copies and restauration of period furniture, produced as single copies or small series. They use various types of woods as well as other materials from wood agglomerates (pressings, »statifiés, mélaminés, médium«...).

<b>Title:</b>	Ébéniste
<b>Period of training:</b>	2 years
<b>Entry requirements:</b>	Degree from a collège

The following degrees are possible:

- ▶ CAP ébéniste
- ▶ Bac pro artisanat et métiers d'art, option ébéniste
- ▶ BM ébéniste
- ▶ BMA (brevet des métiers d'art) ébéniste
- ▶ BTM (brevet technique des métiers) ébénisterie
- ▶ BTMS (brevet technique des métiers supérieurs) ébénisterie
- ▶ DMA arts de l'habitat, option décors et mobilier, spécialité ébénisterie

### Profession: Joiner

<b>Title:</b>	Menuisier(ière)
<b>Period of training:</b>	2 years in a Lycée Professionnel, company-based vocational education combined with CFA or

with a qualification of 3rd class of a technical school

**Entry requirements:** Degree from a collège

The following qualifications are possible:

- ▶ CAP menuisier installateur (première session en 2005)
- ▶ CAP menuisier fabricant de menuiserie, mobilier et agencement (première session en 2005)
- ▶ BEP bois et matériaux associés (réforme prévue)
- ▶ Bac pro bois, construction et aménagement du bâtiment (réforme prévue)
- ▶ Bac techno STI spécialité génie mécanique option bois et matériaux associés
- ▶ BT agencement
- ▶ BP menuisier
- ▶ BTS systèmes constructifs bois et habitat

### Professions in the construction sector

Maintenance of cultural goods is a national priority in France. The construction professions foresee various specialisations in different fields.

### Profession: Carpenter

<b>Title:</b>	charpentier(ière) bois
<b>Period of training:</b>	2 years in the Lycée Professionnel, company-based vocational education combined with CFA or a qualification of 3rd class of a technical school
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP charpente (remplacé par les CAP charpentier bois et constructeur bois à partir de 2005)



- ▶ BEP bois et matériaux associés (réforme prévue)
- ▶ BP charpentier
- ▶ Bac pro bois, construction et aménagement du bâtiment (réforme prévue)
- ▶ BTS charpente couverture
- ▶ BTS système constructif bois et habitat

**Additional information:** The main activity of traditional carpenter trade today is the erection of private homes and renovation of old and historic buildings. Currently there is a rising demand for openly visible entablature and houses made of wood. Traditional construction techniques are the »ferme« and »panne«. Fir- or oak tree wood are the most common materials.

### Profession: brick layer

<b>Title:</b>	maçon(ne)
<b>Period of training:</b>	2 years
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP Maçon
- ▶ CAP Constructeur en béton armé du bâtiment
- ▶ CAP Tailleur de pierre – marbrier du bâtiment et de la décoration
- ▶ BEP Techniques du gros oeuvre du bâtiment
- ▶ MC Façonnier de cheminées d'intérieur
- ▶ BP Construction en maçonnerie et béton armé
- ▶ BP Métiers de la pierre
- ▶ Bac pro Construction bâtiment gros oeuvre
- ▶ BT Encadrement de chantier génie civil (BTP)
- ▶ MC Restauration du patrimoine architectural option gros oeuvre
- ▶ BTS Bâtiment

**Additional information:** There are traditional ways of construction: Brick layers work with bricks made of soil (»terre cuite«), concrete or with natural stones. For that reason there is supplementary vocational education of traditional masonry. Instead of a water-level French use a pumb line.

### Profession: Tiler

<b>Title:</b>	Carreleur-Mosaïste
<b>Period of training:</b>	2 years
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP Carreleur mosaïste
- ▶ Bac pro Aménagement finition
- ▶ BP Carrelage mosaïque
- ▶ BTS Aménagement finition

### Profession: Plasterer

<b>Title:</b>	Plâtrier(ière) bzw. Stucateur
<b>Period of training:</b>	2 years
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP Plâtrier – plaquiste
- ▶ CAP Staffeur ornemaniste
- ▶ BEP Finition
- ▶ MC Plaquiste
- ▶ Bac pro Aménagement finition
- ▶ BP Plâtrerie et plaque
- ▶ BMA Volumes option staff et matériaux associés
- ▶ BTS Aménagement finition

**Additional information:** Interesting is a special way of stairways construction with wooden tiles (»voûte sarrasine).



A further specialty is the utilisation of „Staff«. “Staff” is a light and flexible material. It is a mixture of fine plaster with a mineral basic structure (fiber, glass-fiber), of metallic («treillis») and herbal origin. This mixture is very elastic. It allows to produce light elements of small size and diameter. The plasterer uses plaster or a type of fat lime mixed with organic aggregates or pigments.

There is a demand for staff specialists. According to a survey of the »INTERIEURSYSTEMES « magazine, published in June 2002 there are about 140 enterprises in France working exclusively with staff. Most of those enterprises use dry and traditional plaster apart from staff.

### Profession: electronic technician

<b>Title:</b>	Électricien(ienne) d`équipement
<b>Period of training:</b>	2 years
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP Préparation et réalisation d'ouvrages électriques (peut être complété par le BP Installations et équipements électriques);
- ▶ BEP Métiers de l'électrotechnique, plus polyvalent et principalement prévu pour la poursuite d'études en bac pro, même s'il peut permettre d'entrer sur le marché du travail;
- ▶ Bac pro Electrotechnique, énergie, équipements communicants.

### Profession: Painter and varnisher

<b>Title:</b>	Peintre en bâtiments
<b>Period of training:</b>	2 years
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP Peintre-applicateur de revêtements
- ▶ BEP Finition
- ▶ MC Peinture décoration (niveau IV)
- ▶ BP Peinture revêtements
- ▶ Bac pro Aménagement finition
- ▶ BT Finitions et aménagements
- ▶ BTS Aménagement finition

**Additional information:** Apart from fabrication of surface coatings for walls (wallpaper, drapery) and boardings (carpets), painters in France are also in charge of fitting glass and window.

### Profession: Mechatronic engineer

<b>Title:</b>	Mécanicien(ne) auto
<b>Period of training:</b>	2 years
<b>Precondition:</b>	Collège degree
<b>Qualification:</b>	CAP, BEP

**Additional information:** Apart from Mécanicien(ne) in France exists the Technicien(ne) Moto as a vocational education. The persons take on more complex tasks as for instance with the help of highly technical equipment for analysis and measurement. With CAP or BEP further specialisations are possible for instance in the area of motorcycle technics.

### Profession »baker«

<b>Title:</b>	Boulangier(ère)
<b>Period of training:</b>	2 years, mostly in form of an apprenticeship
<b>Entry requirements:</b>	Degree from a collège

The following qualifications are possible:

- ▶ CAP Boulanger
- ▶ MC Boulangerie spécialisée



- ▶ Bac pro Métiers de l'alimentation (module d'approfondissement boulangerie-pâtisserie)
- ▶ BEP alimentation
- ▶ BP Boulanger

**Additional information:** Bakery salesperson is a recognized profession with specific training in France. Traditional Baguette (»ficelles«, »flûtes«), bichuits made of yeast or puff pastry (»petits fours« and »brioches«) as well as Croissants are symbol of French bakers' know-how.

### Profession: Confectionner

<b>Title:</b>	Pâtissier(ière)
<b>Period of training:</b>	2 years
<b>Entry requirement:</b>	Degree from a collège
<b>Leaving certificate:</b>	CAP, BEP

The following qualifications are possible:

- ▶ CAP pâtissier, glacier, chocolatier, confiseur.
- ▶ CAP chocolatier-confiseur.
- ▶ CAP glacier-fabriquant.
- ▶ BEP alimentation option pâtissier-glacier-chocolatier-confiseur.
- ▶ Bac pro métiers de l'alimentation, module d'approfondissement sectoriel pâtisserie confiserie chocolaterie glacierie.
- ▶ MC pâtisserie, glacierie, chocolaterie, confiserie spécialisées.

Specialisation is possible in the areas of chocolate, icecream and pastry. This specialisation can be attained via two pathways: firstly, with a second CAP parallel to the CAP-Pâtissier or with further training based on the CAP-Pâtissier and taking one year of further training.

**Additional information:** The confectionary trade is known primarily for its cakes, »petits fours« and »pièces montées«. Moreover, the confectioner processes all sugar derivatives, to be able display a wide range of caramels, nougats, fruit pastes (»pâte de fruits«), sugar-coated and other candies. Furthermore, confectioners act as chocolate manufacturers, creating »Pralines« of various forms »les bouchées«, »les rochers ou les moulages«. Clients also appreciate the classic, traditional products such as fruit cake, Madeleines and honey cake (»pain d'épices«).

In France skilled crafts represent with 70 % the biggest share of the bakery and confectionary sector. There are about 34.000 bakeries and confectionaries, one for every 1800 inhabitants.

### Profession »Hairdresser«

<b>Title:</b>	Coiffeur(euse)
<b>Period of training:</b>	2 years
<b>Entry requirement:</b>	Degree from a collège
<b>Leaving certificate:</b>	CAP or BP (brevet professionnel coiffure)

The CAP can be attained by way of full-time vocational education at a Lycée Professionnel, at a school of the national hairdresser association or a company-based training combined with visits to the CFA. With a year of continuing education you can reach the qualification of MC Coloriste-permanentiste or MC Styliste-visagiste.

The BP is the qualification of a company-based education with theoretical courses at a CFA and can be made in two fields: styliste-visagiste oder coloriste permanentiste. Supplementary education/specialisation with qualifications as »Brevet de Maitrise«



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## Part VII: Links

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### EURES

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- ▶ European Job Mobility Portal (EURES): <http://europa.eu.int/eures/main.jsp?countryId=UK&acro=living&lang=en&parentId=0>

### European guidance

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- ▶ Euroguidance centres in all EU-member and accession states and Switzerland inform on the advisory systems in your home country, if you intend to work or study in another EU-member state. <http://www.euroguidance.net>
- ▶ <http://www.fitforeurope.info>
- ▶ If you have difficulties regarding the recognition of diplomas you can turn to the EU directory service for citizens, which gives advice free of charge. <http://ec.europa.eu/citizensrights/>
- ▶ Further information on countries and their (business) etiquette is available on <http://www.executiveplanet.com>

### Free online-translation can be found at:

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- ▶ <http://babel.altavista.com/tr> (All languages)

### EUROPASS

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- ▶ [http://europass.cedefop.europa.eu/europass/preview.action?locale\\_\\_id=4](http://europass.cedefop.europa.eu/europass/preview.action?locale__id=4)

### Newspapers online

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- ▶ Le Figaro: <http://www.lefigaro.fr/>
- ▶ Le Monde: <http://www.lemonde.fr/>
- ▶ L'express: <http://www.lexpress.fr/>
- ▶ Le Parisien: <http://www.leparisien.fr/services/index.htm>

### Further information on i.e. accommodation, media etc.:

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- ▶ In France the „Commission Nationale de la Certification Professionnelle« (CNCP) is the national reference point for transparency of vocational qualifications. On its internet site it provides information on contents and levels of French qualifications. <http://cncp.gouv.fr>
- ▶ General information on vocational education in France are available on the education portal of the French ministry of state education [www.education.gouv.fr](http://www.education.gouv.fr) as well as at [www.education.fr](http://www.education.fr).
- ▶ Information on professional profiles, activities, vocational education etc. can be found at [www.onisep.fr](http://www.onisep.fr)
- ▶ Yellow pages: <http://www.yellowpages.fr/>



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