

MIGRANT INFORMATION GUIDE FRANCE

How to use this guide

This leaflet is intended to provide Chinese citizens who wish to work abroad with information on the most important aspects of working and living in France and give general guidance to help them to make an informed decision by providing reliable sources of information about employment opportunities at abroad and help to better evaluate the actual costs and benefits of working abroad. The leaflet shall help potential migrants from China to better understand the risks involved in labour migration, to know their rights and to be better prepared to protect themselves. It offers an overview about administrative procedures, gives addresses of relevant authorities in China and France responsible for migration as well as a list of organisations that can be helpful in the migration process. This leaflet cannot explain every detail of the migration rules and of employment of migrant workers in France. It is rather a guide to the basics. The leaflet makes suggestions about where to get more help and information about the various aspects of migration.

I: Decision-making before departure

Many people want to work abroad because they lack income earning opportunities at home and the possibility to earn much higher incomes abroad. However, even if wages may seem very much higher in France than in China, one has to keep in mind the much higher living costs in France compared to costs of living in China as well as the costs for travel between China and France. In the end, there might not be as much money left from the higher income in France as expected.

Keep in mind:

- **Base the decision to move on a realistic assessment of the costs and benefits of migration for employment.**
- **Returning migrants often give a very rosy picture of their experience, or are reluctant to publicly display the negative sides of their migration experience or the real nature of their work abroad.**
- **Be aware of the many hidden costs related, for example, to the conditions of work, the vulnerabilities and risks foreign worker are exposed to working and living in another country, and the impact of migration on the family left behind.**
- **Financial resources are essential for the migration move, to pay for the recruitment agent's fees, the passport, transportation and other expenses.**

Access to the labour market in France

Job offers in France are only accessible for foreign workers from outside of the European Union and the European Economic Area if no national or EU citizen could be recruited for the job. Employers who wish to hire foreign workers have to submit their request to the Departmental Employment and Vocational Training Directorate (Direction Départementale du travail, de l'emploi et de la formation professionnelle - DDTEFP). If the employer's request for a foreign worker is accepted by the DDTEFP, the National Agency for the Reception of Foreigners and Migration (Agence Nationale de l'Accueil des Etrangers et des Migrations - ANAEM) is responsible for the entry procedure of the recruited workers to France and for administrative matters related to the recruited worker after his/her arrival in France.¹ Some smaller enterprises may not be willing to make the effort as they are typically not short of candidates.

Many Chinese working in France do so on an irregular basis without the required work and residence permit/visa. To work without work and residence permit in France is illegal. If authorities discover irregular workers they arrest them and deport them to their home countries. Chinese migrants working illegally in France risk to be exploited by their employers due to their insecure status in France. Many irregular Chinese migrant workers suffer from physical and psychological violence at the workplace. Some of them are not free to leave the workplace and are paid substandard wages or they receive no money at all due to the debts they have to repay to intermediaries for travel.

Labour market opportunities in France

Growing sectors in France in terms of employment are the construction and service industries, pharmacy and the food processing industries, the retail sector, real estate activities, the consultancy and assistance sector, the health sector, especially nurses and personal care workers, and the hotel and restaurant sector. The official unemployment rate in France is 9,8%. Most affected from unemployment are clerical workers (10,3%) and manual workers (12,5%).² France has experienced a sharp decline in employment in the industrial sectors such as textiles, clothing-leather, chemicals-rubber-plastics, the electrical and electronic equipment industries and the component and household equipment industries.³

There are around 700,000 EU and 800,000 non-EU immigrants officially working in France.⁴ However, the overall number of work permits issued to Chinese citizens for employment in France is low. In general, the vast majority of Chinese citizens received a work permit for employment in sectors for the high-skilled. Most common was employment in the service and IT-sector, as language assistant for a university or a private language school, as professor or as an engineer. In 2004, only 300 Chinese received a permanent work permit, 500 Chinese applicants received a temporary work permit, and only a few Chinese students studying in France received a work permit for a seasonal work contract.⁵ The economic sectors in France the most popular among Chinese migrants most of who work in Paris and its surrounding suburbs are the textile industry, restaurants, domestic work and construction.

Bilateral agreements between China and France

There are no bilateral migration agreements between France and China.

Requested qualifications

The knowledge of French is very important to get along in France. In France, one cannot be sure to always find someone who speaks English. All diplomas and certificates have to be translated into French. The majority of collective agreements negotiated by the social partners for the private sector stipulate that payment in line with the official wage scale depends on the possession of a certificate or diploma of the (French) state.⁶ For many professions, certificates and diploma must be recognised by an official body, and might require training and qualification specific to France, e.g. in health sector, law, architecture, transport etc. Chinese diplomas for nurses are not valid for employment in France. Detailed information on requested qualification for employment in France can be obtained from the French Chamber of Commerce and Industry (CCIFC) in China.⁷

French Chamber of Commerce and Industry in China (CCIFC) - Beijing Address: Novotel Xinqiao Beijing, Area B, 6th Floor 2 Dongjiaominxiang, Dongcheng District Beijing 100004, P.R.C. Phone: 010 6512 1740 Fax: +86 (0) 10 65 12 14 69 ccifc@ccifc.org www.ccifc.org	French Chamber of Commerce and Industry - Shanghai Address: Mayfair Tower, 83 Fu Min Road, 2e floor, 200040 Shanghai China Tel: +86 (0) 21 61 32 71 00 Fax: +86 (0) 21 61 32 71 01 ccifc-shanghai@ccifc.org	French Chamber of Commerce and Industry in China – Guangzhou Address: 2nd Floor 64 Shamian Dajie Guangzhou 510130 PRC Tel: +86 (0) 20 81 21 68 18 Fax: +86 (0) 20 81 21 62 28 ccifc-guangzhou@ccifc.org
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II: Finding a job abroad

Recruitment is the engagement of a person in one territory on behalf of an employer in another country. It covers direct engagement by an employer, or his or her representative, as well as operations conducted by intermediaries, including public and private recruitment bodies. It refers to a process of hiring for a definite job or a promise by a recruiter to find a job for a potential migrant worker.⁸

A recruitment agency acts untrustworthy if it:

- Advertises without job order
- Forges documents
- Provides incorrect/false information about jobs and destination countries
- Uses contract substitution
- Exacts illegal fees
- Practises without an official licence or approval⁹

Keep in mind:

- **It is against the law to work in France without a work permit and it is very hard to enforce any legal rights for people working illegally.**
- **Using irregular channels for migration makes migrant workers more vulnerable to traffickers and puts them at greater risk of being abused and exploited during the journey and in the destination country.**
- **Untrustworthy recruitment agents and traffickers provide misleading information about job offers, conditions of work, the nature and type of the jobs, wages and benefits. Do not believe people who promise you an easy way to employment abroad.**
- **Only use the services of approved agencies.**
- **Employers who offer jobs to workers without work permit break the law. If they are breaking this law, it is very likely they will break other employment laws as well, especially those that protect workers.**

Public employment agencies

In China:

List of public employment agencies: http://www.labournet.com.cn/jixiao/zhijie/gedi/index_2.htm#

In France:

1. The National Employment Agency (Agence Nationale pour l'Emploi) is the French national agency for employment. It has a large number of offices across the country. They offer manual and unskilled jobs:
<http://www.anpe.fr/> (in French only)
2. The Recruitment Agency for Managers and Employees (Association Pour l'Emploi des Cadres) is the French national agency for employment of professionals and executives:
www.apec.fr (in French only)

Private employment agencies and other information sources for job vacancies

In China:

List of agencies licensed by the Ministry of Labour and Social Security:

<http://www.molss.gov.cn/gb/ggfw/jwjy.htm>

List of agencies in three targeted provinces:

- Fujian: http://www.molss.gov.cn/gb/zwxx/2006-08/07/content_107158.htm
- Zhejiang: http://www.molss.gov.cn/gb/zwxx/2006-10/11/content_107159.htm
- Jilin: http://www.molss.gov.cn/gb/zwxx/2006-08/07/content_107161.htm

In France:

A list of online employment offers that have signed the “Charta for online job offers” initiated by the public employment service ANPE can be accessed under:

http://www.anpe.fr/partenaires/charte_net_emploi/sites_adherents_279.html

Pre-departure training offered by local employment offices and recruitment agencies

Pre-departure programmes can be an important means of better protecting migrant workers from discrimination, exploitation and abuse in the destination country. Pre-departure trainings should:

- Present the entire process of becoming a migrant worker;
- Inform migrant workers of their rights and obligations and enable them to uphold and fulfil them;
- Give migrant workers knowledge and skills in handling crisis situations.

Legal requirements for Chinese citizens for working in France

1. Work contract

The employer in France has to prepare a work contract in order to apply for a work permit for the foreign worker at the “Directions départementales du travail, de l'emploi et de la formation professionnelle (DDTEFP)” in his region. The employer will need following documents from you for the application procedure for a work permit:

- Copy of your passport (including the number of the passport and expire date)
- Detailed curriculum vitae
- Copies of diplomas with a official translation into French
- Three current passport photos¹⁰

2. Work permit

Chinese citizens need both a work and a residency permit. These are applied for at the same time, as they are interdependent. There are three types of work permit in France: **a) permanent work permits, b) temporary work permits (APT), and c) seasonal work permits.** The permit type required depends on the planned activity and whether you ask for a temporary or long-term work permit. Chinese citizens can apply for all three types of work permits. It depends on the type of work contract they have, if it is a permanent contract, a fixed-term contract or a contract for seasonal work (e.g. in agriculture). The work permit for seasonal work is hardly ever given to Chinese workers, as the travel costs from China to France and back are too expensive to be compensated by the money earned as a seasonal worker. Only some Chinese students studying in France sometimes use this type of work permit to earn some money during summer, but even their number is small.¹¹

- a) **Permanent Work Permit:** Permanent workers are recruited at the initiative of French employers, who contact foreign candidates on their own. Hiring a permanent worker is only possible provided that there are no qualified workers available in France or in the EU. The DDTEFP will then study the requests for bringing in foreign workers submitted by employers on a case by case basis. Foreign workers who have received a permanent work permit based on an unlimited work contract will receive a temporary residence permit for employees ("salarié"), which is a "all in one" residence and work permit valid for a year and renewable. In 2004, 6,740 permanent workers were hired by French employers.¹²
- b) **A Temporary Work Permit (A.P.T.)** can be issued to foreigners invited to work, for a period initially not to exceed one year, performing a job which is temporary in nature or by circumstance. Provided that the employment situation in the geographic area does not give rise to objection, this process allows foreigners who are not in a position to apply for permanent worker status to temporarily perform paid work within French territory (trainees, researchers and scientists, performers, workers assigned to a French subsidiary by a foreign "parent" company, etc.).¹³ The foreign worker who has received a temporary work permit based on a short-term work contract will be issued a residence permit for temporary workers (travailleur temporaire) together with a work authorisation (autorisation provisoire de travail) which duration of validity corresponds with the validity of the work contract. The maximal duration of the work authorisation is 9 months but it is renewable. In 2004, 9,950 foreign workers entered France on a Temporary Work Permit.¹⁴
- c) **Seasonal Work Permit:** The maximum length of a seasonal contract or contracts may not exceed 6 months, except those related to agricultural production activities which can be extended up to 8 months. A worker accepted for seasonal work in France receives a visa for approximately 6 months (i.e. 8 months for work in agriculture). The work contract, issued by the DDTEFP is the work permit. The entry contract, bearing the visa of the DDTEFP and delivered to seasonal workers by ANAEM, gives its holder the right to perform the assigned professional activity for the employer with whom the employment agreement was entered into.¹⁵

Procedures for work permits: It lies in the employer's responsibility to initiate/start the procedure with French authorities. The employer has to advertise his employment offer widely e.g. via ANPE or private recruitment agencies and has to prove that he made an effort to find an employee among the labour force available in the country and the EU. The employer sends the candidature of the foreign worker he wants to hire and the work contract to the DDTEFP to apply for a work permit for this worker. Furthermore, the employer has to support that arrangements have been made for the worker's accommodation in France. The DDTEFP will examine the application, taking into account the candidate's qualification and experience as well as the employment situation in France. The authority validates whether the employer has done a proven effort to find an employee among the local labour force. The DDTEFP also checks if the salary declared in the work contract complies with the official minimum wage (SMIC). The DDTEFP also checks the general compliance of the work contract with French standards and whether the employer has ever been involved in illegal employment. In case of a positive decision of the DDTEFP, it sends the dossier to the ANAEM, which consults with the Ministry of the Interior and the Border Police, if there

exist any security concerns against the foreign worker. If the decision is negative, the DDTEFP will inform the employer about the decision and its reasons. In case of a positive evaluation of the dossier, ANAEM forwards the dossier to the French consular service in China.¹⁶ At this point the introduction procedures continue in China. This includes a medical examination either in China or France, the issue of the relevant visa and the issue of a temporary residency permit.¹⁷

3. Visa

Workers receive their visa and signed contract at the French Consulate in the nation where they reside. After the ANAEM has forwarded the dossier (including work contract issued by the DDTEFP) to the French consular service in China, the worker will be asked to fill in the visa form (visa “long séjour” if the work contract is longer than three months).¹⁸ The relevant consular service for the country concerned is then responsible for calling the employed person for a medical check and for the issue of the visa. The applicant must be in possession of the following documents:

- Recent passport-sized photograph
- Valid travel document (valid for at least three months longer than the visa applied for)¹⁹

For more details on visa regulations, also check the website of the French embassy in China (in Chinese):

<http://www.diplomatie.gouv.fr/venir/visas/index.html>

Keep in mind:

- **The majority of work permits issued to Chinese citizens for work in France were for high-skilled occupations in research and management.**
- **The approval process for a work permit can take 4-6 months.**

Costs for travel and fees

Air plane ticket China – France – China (estimate/average price): please consult major licensed travel agencies

Visa: 35 €(for less than 3 month) – 99 €(longer than three month)

Recruitment fees: please consult overseas employment agencies licensed by MOLSS

Keep in mind:

- **Always store copies of your documents (passport, visa, work contract) at a secure place and leave a set of these documents with your family and/or trusted friends;**
- **Memorize your employer’s name, address and telephone number;**
- **Get and read a copy of travel advisories and handbooks published by government agencies;**
- **Get and read books on the country of your destination;**
- **Try to learn some basic words in the language of the country of destination and some basic behaviours expected in the culture;**
- **Secure addresses of fellow migrant workers leaving with you;**

Addresses of French consulates in China

<p>Embassy of France in China / Consulate of France in Beijing</p> <p>3 San Li Tun Dong San Jie Chaoyang District 100600 Beijing</p> <p>Opening hours for visa applications: Monday to Friday, 8h30 to 12h Attention: For visa applications at the French consular office in Peking, you need to make an appointment by phone: (00.86.10) 85 32 41 62 or 85 32 42 62 http://www.ambafrance-cn.org</p>	<p>General Consulate of France in Canton</p> <p>Address of visa service: Guandong International Hôtel Main Tower -8th floor- room 801 339 Huan Shi Dong Lu Guangzhou 510098 Phone: [86] (20) 83-30-34-05, -33-02, -33-32 or -34-29 Fax: [86] (20) 83-30-34-37 http://www.consulfrance-canton.org</p> <p>Visa service: Opening hours : From Monday to Friday, from 9.00 to 11.00 for submissions of applications, and 14.30 to 15.30 for the collection of the dossiers</p>
<p>General Consulate of France in Shanghai</p> <p>Mail address and visa service: United Plaza 12/F Nanjing Xi Lu 1468 Shanghai 200040 Phone: [86] (21) 62-89-74-14 Fax: [86] (21) 62-79-22-49 http://www.consulfrance-shanghai.org Standard : +00 86 (021) 61 03 22 00 Visas, visite familiale et amicale : 6103 2200 Visas, autres (affaires...) : 6103 2201/ 6103 2202 Opening hours for visa applications: Thursday Attention: For visa applications at the French consular office in Peking, you need to make an appointment by phone. The waiting time for an appointment is about three weeks.</p>	<p>General Consulate of France in Wuhan</p> <p>Mail address and visa service: International Trade Center, Room 809 297, Xinhua Houlu, Hankou 430022 Wuhan Phone: [86] (027) 85-77-84-03 et 23 Fax: [86] (027) 85-77-84-26 http://www.consulfrwuhan.com.cn</p>
<p>Consulat général de France à Chengdu</p> <p>Address: Times plaza, 30ème étage, 2 Zongfu Road Phone: (028) 66 66 60 60 Fax: (028) 66 66 61 03 E-mail: chancellerie@consulfrance-chengdu.org</p> <p>Opening hours: Monday to Thursday, from 8.30 to 12.30, and from 14.00 to 18.00, and on Friday from 8.30 to 12.30 and from 14.00 to 16.30</p>	

III. Conditions of employment/legislation: What are my rights and duties?

In France, 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 (such as night work, Sundays and public holidays).²⁰

Income

Foreign workers in France are entitled to equal pay compared to national workers according to the principle of equal treatment of French and foreign workers. Their salary should be in line with the collective agreements for the sector in which he/she is working, or at least comply with the official minimum wage.²¹ The minimum wage in France is called “SMIC” (Salaire Minimum Interprofessionnel de Croissanc). The current minimum wage is 8,27 € per hour or 1,254.28 € (before tax) for full-time employment of 39 hours per week. Salaries are usually paid a few days before the end of each month.

Average annual earning per profession/sector (average monthly net income, full-time employment):

- Skilled worker in the textile industry: 1040 €
- Unskilled worker in the textile industry: 960 €
- Cook: 1210 €
- Hotel and catering industry: 1060 €
- Caretaker/domestic work: 1370 €
- Unskilled manual worker: 1060 €
- Agricultural worker: 990 €²²

Working time and holidays

The working week is Monday to Friday. The working day depends on the company, its sector, corporate culture, size and location in France. Working hours are generally from 8:30-9:30 to 17:30-19:00. There is usually an hour for lunch. The legal working hours in France is fixed at 35 hours per week. Legal maximum (inclusive overtime) is 43,4 hours per week.²³ The 35-hour rule applies to all employees except those with special working conditions, such as sales representatives, executives, limited liability company managers, caretakers in residential buildings and domestic staff. Per year, an employee is entitled to 5 weeks paid vacation, which equals two and a half days of paid leave per month worked. Sometimes vacation can be taken only after a full year of employment. Overtime has to be remunerated and has to be paid with at least 10% extra per hour. Some professions and industries make collective agreements. In the case of no other agreement, overtime is paid at 25% extra per hour for the first 8 hours and at 50% extra per hour for each additional hour in large companies. Companies with less than 21 employees which lack other agreement, have to pay 10% more per hour overtime for the first 4 hours.²⁴

Official public holidays:

- New Year's Day: January 1
- Easter Monday: March or April (changing date every year)
- Labour day: May 1
- Ascension: in May (the sixth Thursday after Easter)
- Victory day 1945: May 8
- Whit Monday: May or June (the Second Monday after Ascension, in May or June)
- Bastille Day: July 14
- Assumption day: August 15
- All saints day: November 1
- Armistice day 1918: November 11

- Christmas: December 25

Insurances/social security and taxes

The salary in France is normally paid net of deductions for compulsory social security charges. Income tax is not deducted every month but has to be paid according to the individual tax declaration at the end of the year. A part of the income should be laid aside for this. Obligatory contributions will be around 20-25% of the gross salary.²⁵

Dismissal

An employer can dismiss an employee/worker for professional/individual or for economic reasons. The reason for the dismissal will affect the termination process. Exemption for economic reasons covers dismissals for reasons not related to the individual employee but to general economic factors or technological changes. Individual dismissals are possible for disciplinary reasons (offence by the employee) or for non-disciplinary reasons (professional incapacity, loss of confidence, refusal to make a substantial change to your employment contract for instance). This kind of termination must be based on a real case that is precisely detailed and verifiable, in addition to being of sufficient importance to justify a termination. The following reasons cannot be used for dismissal:

- trade union membership
- contacting the labour inspectorate or an industrial tribunal
- gender
- nationality, ethnic group, race or religion
- state of health or disablement (except in a case of incapacity recorded by the industrial doctor)
- pregnancy or maternity or adoption
- occupational accidents or illness
- participation in a legal strike
- opinions expressed in the context of employees' freedom of expression²⁶

For a more detailed description of the rights at work e.g. dismissal workers can contact the local trade union or call the hotline of the National Employment Agency (ANPE).

ANPE hotline: 0 821 347 347 (0,12 €per minute)

Keep in mind:

- **Check your contract and any other documents you are asked to sign and make sure you really understand what you are agreeing to before you sign it. If it's not clear, ask the agency to explain. Do not sign anything you do not understand.**
- **A work contract is an essential right for every employee and worker.**
- **At the workplace, foreign workers are entitled to the same basic rights as national workers.**
- **It is illegal for employer to keep the workers' passport and money, but he may make copies of them for his records.**
- **Keep a record of the hours you worked.**

IV. Problems and difficulties

Foreign workers who have experienced exploitation and abuse while employed abroad can file complaints and seek legal redress either while they are still in the country or upon their return to China. NGOs and

trade unions can inform workers about their rights and about legal services to file compensation claims against exploitive employers or recruitment agencies. It is important to know, that even if a foreign worker may find him/herself in a situation where he/she resides and work illegally in France they have the right to go to a labour tribunal if they have suffered from exploitation at the workplace.

Files for compensation can be made e.g. on the following grounds:

- if the employer did not follow the terms of the contract such as underpayment or non-payment of wages;
- if the worker was dismissed without reason and due process;
- if the worker was forced to terminate the contract because of unfair labor practice or inhuman treatment;
- if the worker was subjected to any form of abuse, harassment or threats;
- if the worker encountered actual physical injuries and harm.

Keep in mind:

It is illegal for anyone to...

- **force you to work against your will;**
- **collect a debt by using threats or forcing you to work to pay the debt;**
- **force you to work using threats to harm you or your family;**
- **force or pressure you into prostitution or to do other sexual acts;**
- **use you for any kind of sex work if you are under 18;**
- **take away your passport, birth certificate, or identification card to control you or your movements.**

If any of these things has happened to you, you might be a victim of trafficking!

Labour court

Labour courts (conseil des prud'hommes - CPH) in France are responsible to solve individual conflicts regarding the work contract e.g. payments or dismissal. It is free of charge to appeal to a labour court. Persons with a very low income can apply for financial support by the state (for parts or for the entire costs) for legal advice necessary for the procedure. The worker (as well as the employer) should take part in the procedure in person. However, he/she may be assisted or represented (if there are legitimate reasons for his/her absence) by a lawyer or a trade union representative. Remember to bring all relevant legal documents such as work contract, pay slips and other relevant correspondence with the employer that support the claim whenever you get in contact with the labour court.²⁷ **Even if you find yourself in an irregular situation in France e.g. working without a valid work or residence permit) you have the right go to the labour court e.g. to claim compensation for non-payment of wages from your employer. NGOs and trade unions may assist migrant workers in these procedures.**

Labour inspection

Labour inspectors in France in charge of controlling compliance with labour law and collective agreements at the workplace in order to prevent hazardous situations at the workplace and to improve working conditions. The labour inspector controls the application of the labour law such as hygiene and safety, functioning of workers representation, working hours, work contracts, irregular work. The labour inspector also informs employees and employers about their rights and duties and facilitates if possible the settlement of disagreements between workers and employers. In case the labour inspector discovers irregularities he/she can ask the employer to correct the shortcoming or bring severe cases to court and/or close the enterprise. **Every worker who wants to report irregularities can contact the labour**

inspection of his/her region. The address and telephone number of the labour inspector in charge has to be placed visibly in each workplace.²⁸

Trade unions in France

Trade unions offer advice and support to their members regarding problems and difficulties at the workplace. Approximately two million people in France (8% of the working population) are union members. The most important unions in France are:

- CGT (Confédération Générale du Travail)
- CFDT (Confédération Française Démocratique du Travail)
- FO (Force Ouvrière)

Consular services

The Foreign Ministry of the People's Republic of China has published a protection guide for Chinese abroad that informs about the consular services in emergency situations. **The protection guide can be assessed under: <http://fr.chineseembassy.org/fra/zgzfg/zgsg/lsb/lsw/t196609.htm>** (Chinese version available on the website)

Contacts of assistance services, NGOs, national authorities, and consulates (labour attachés)

<p>Embassy of the People's Republic of China / General Consulate of the People's Republic of China in Paris</p> <p>Address: 18-20, rue Washington 75008 Paris Phone: 01 5375 8921(protection consulaire) http://fr.chineseembassy.org/chn/default.htm</p>	<p>General Consulate of the People's Republic of China in Marseille</p> <p>Address: 20, Boulevard Carnagole 13008 Marseille Phone: 04 91 32 00 00 Opening hours: Monday to Friday, 9.00 to 12.00, and 14.30 to 17.30, closed on Chinese and French national holidays</p>
<p>General Consulate of the People's Republic of China in Strasbourg</p> <p>Address: 35, Rue Bautain 67000 Strasbourg Phone: 03 88 45 32 32 Email: chinaconsul_st_fr@mfa.gov.cn Opening hours: Tuesday to Thursday, from 9.00 to 12.00, closed on Chinese and French national holidays http://www.consulatchine-strasbourg.org/fra/</p>	<p>Labour court (Conseil de Prud'hommes)</p> <p>http://www.travail.gouv.fr/informations-pratiques/fiches-pratiques/litiges-conflits-du-travail/conseil-prud-hommes-1124.html</p>
<p>Confédération Générale du Travail (CGT)</p> <p>Address: 263, rue de Paris 93 516 Montreuil cedex Tel : 01 48 18 80 00 Fax : 01 48 18 84 60 http://www.cgt.fr</p>	<p>Confédération Française Démocratique du Travail (CFDT)</p> <p>confederation@cfdt.fr</p>

<p>D'une façon générale, pour tout problème nous vous conseillons de contacter l'Union locale, l'union départementale les plus proches de votre lieu de travail ou la fédération qui correspond à votre branche professionnelle.</p>	
<p>Confédération Générale du Travail - Force Ouvrière (FO) Secteur International-Europe</p> <p>Address: Europe 141 avenue du Maine, 75014 Paris Contact: Mr Yves Veyrier yves.veyrier@force-ouvriere.fr Tel: 33 1 40 52 83 30 Fax: 33 1 40 52 83 34</p>	<p>Collectif de défense des travailleurs étrangers dans l'agriculture provençale (CODETRAS)</p> <p>Network of organizations and trade unions that defend the rights of seasonal migrant farmworkers in the Bouches du Rhône region in the south of France.</p> <p>Address: BP 87 13303 Marseille République Cedex 3 France Email: codetras@espace.asso.fr http://www.espace.asso.fr/doc/doc_them_1.htm</p>
<p>Association Pierre Ducerf</p> <p>Main office Address: 29 rue Michel Le Comte - 75003 Paris Subway: Rambuteau ou Arts et Métiers Tel/Fax: 01 44 59 37 63 Hours: Wednesday and Saturday, 12.00 to 13.30</p> <p>General advice Address: 2bis rue Elzévir 75003 Paris Subway: Saint Paul Reception without appointment every Wednesday and Saturday, 14.00 to 18.00</p> <p>Legal advice (together with Association 2 Rives & LDH) Address: Mairie du IIIème - 2 rue Eugène Spuller - 75003 Paris Hours: Every 1st Saturday of the month, 10.00 – 12.00</p> <p>Services offered in Mandarin, Cantonese, Wenzhounese.</p>	<p>Association d'Assistance Scolaire Linguistique et Culturelle (ASLC)</p> <p>ASLC publishes and distributes the magazine “Le Gong” in Chinese which comes out three times a year and offers newly arrived migrants from China relevant and useful information e.g. on the French society.</p> <p>Address: 10, rue du Buisson St Louis 75010 Paris Tel: 01 42 00 08 38; Subway: station Belleville, la ligne 2 ou 11 www.aslc-paris.org</p>
<p>Comité contre l'Esclavage moderne</p> <p>Address: 31 rue des Lilas 75019 Paris France Subway: Place de Fêtes (ligne 11) Tel: ++ 33 (0)1 44 52 88 90 (Portable ++ 33 (0)6 11 70 22 10) Fax : ++ 33 (0)1 44 52 89 09 http://www.esclavagemoderne.org Email : infoccem@wanadoo.fr</p>	<p>Groupe d'information et de soutien des immigrés (GISTI)</p> <p>GISTI is an information and support group for immigrants.</p> <p>Address: 3 villa Marcès 75011 Paris France</p>

CCEM offers legal, social and administrative assistance to migrant workers (regular or irregular) who have suffered exploitation, e.g. to assist them with their claim at the local labour court.	Tel: +33/1/43.14.84.84 Fax: +33/1/43.14.60.69 Email: gisti@gisti.org www.gisti.org
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IV. Living in France

General information

The capital of France is Paris. The official language is French. France has about 60 million inhabitants, of which 11,2 million live in Paris and its surrounding. With its 550,000 square km, France is the largest country in Western Europe (almost one fifth of the total area of the European Union). Three types of climate exist in France; Oceanic in the west, Mediterranean in the south and Continental in central and eastern France.²⁹ The majority of the French is Catholic (81.4%), followed by Moslems (6.89%), Protestants (1.64%) and Jews (1%).³⁰

Costs of living: Rent, food, public transport

Rent: From 200 € in a residence up to 600 € for a one room apartment. In Paris, where rents are more expensive than in smaller cities or on the countryside, the monthly rent for a furnished room is at least 500 €. The housing situation in Paris is very tense, and it is especially hard for foreigners to find adequate housing to a reasonable price.

Food: 150 to 250 €

Public transport: 45 € to 73 € per month, 48 € in Paris³¹

Average costs per month (excluding insurances): 400 – 950 €

National emergency numbers

- Ambulance: **-15**
- Police: **-17**
- Fire Department: **-18**

V. Money issues and remittances/money transfer

Prior to departure, it is helpful to open a bank account in China for two reasons. Firstly, opening a bank account in a financial institution either in France or in China is a good way to ensure that a worker's savings are secure. Secondly, it can ease money transfers from France to China as some money transfer operators request a bank account to be able to use their services. Migrants should not remit their entire earnings home for family spending, but should keep part of their earnings regularly in order to have some savings for the return to China and to fall back on. Government and non-government agencies often provide training services to help returning migrants start a business. It may be helpful to speak to former migrants who successfully started their own business after their return to China.

Opening a bank account in France

Everyone who stays in France for more than three months can open a bank account. Following documents have to be presented:

- Passport
- Residence permit (carte de séjour)
- Proof of address (e.g. telephone bill, electricity/gas bill, rent contract/receipt, etc.) including name and address

It is even possible to open a bank account or a savings account without a proof of residence or residence permit. In terms of fees and services, non-resident accounts are normally the same as resident ones. The main difference is usually that the bank may not issue a credit card or provide an overdraft. Before departure, migrants should check with their bank in the home country if there is an associated bank in France, which may simplify some operations.

The major banks in France are:

- BNP-Paribas: www.bnpparibas.fr
- Société Générale: www.societegenerale.fr
- Crédit Agricole: www.credit-agricole.fr
- Caisse d'Epargne: www.caisse-epargne.fr
- Post Office (La Poste): www.laposte.fr³²

How to send money from France to China

General recommendations:

- To make the process as easy as possible it is advisable to carry passport and proof of address when sending money (this may not be necessary for every transaction with every provider)
- Take into account the exchange rate as well as transfer fees; market price for currencies can be checked e.g. at www.xe.com, or www.oanda.com to be able to compare the offers of different banks and money transfer operators
- Keep in touch with the recipient to find out/make sure if money has arrived
- Keep hold of receipt/proof of sending in case of problems³³

Some examples of money transfer operators

MoneyGram Coverage: Worldwide money transfer network with over 75,000 agent locations worldwide. has over 1000 outlets, which include branches of Bank of Communications, Industrial & Commercial Bank and Citic Industrial Bank. Fees: For sending 100 Pound Sterling the fee is 13 Pound Sterling and for sending 1000 Pound Sterling the fee is 22 Pound Sterling. Web: http://www.moneygram.com/Market/Market.htm?CC=CN&LC=ZHS (in Chinese)	Western Union Coverage: The world's largest money transfer network for sending and receiving money with over 170,000 agent locations. The sender and receiver do not need a bank account to use the service of Western Union. The only requirement to use the service is a valid identity card for both the sender and the receiver. Fees: The fee for 100 € from France to China is 19 € for 500 € the fee is 38 € Web: https://www.westernunion.fr
Moneybookers Coverage: Worldwide online money transfer network that offers with which one can send and receive money via email. The sender and receiver need to be registered	iKobo Coverage: Online money transfer service per credit card to a debit card. Fees: Money transfer fees: \$5.00 per transaction + 3% of

<p>and have an account with moneybookers.</p> <p>Fees: Upload money to the moneybookers account (from a local bank or per cheque): no fee; send money: 1% of the amount.</p> <p>Web: http://www.moneybookers.com (homepage also in Chinese).</p>	<p>amount sent; shipping fees for an iKobo Visa Debit Card (has to be paid once): \$9.95, costs for iKobo Visa Debit Card: per withdrawal: \$1.99, monthly fee \$0.99. iKobo's homepage offers a fee calculator showing also the exchange rate.</p> <p>Web: http://www.ikobo.com</p>
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Some examples for providers based in China also offering remittances services to China

<p>Industrial & Commercial Bank of China</p> <p>Customer hotline in China: 218 95588 www.icbcasia.com enquiry@icbcasia.com</p> <p>The ICBC has links to banks worldwide offering fund transfers in all major currencies by Telegraphic Transfer or Demand Draft and can also assist in the purchase and collection of cheques.</p>	<p>Overseas Chinese Banking Corporation</p> <p>List of branches in China: http://www.ocbc.com.cn/html_english/html/contact_us.shtm?bcid=M4</p> <p>Official website: http://www.ocbc.com.cn</p>
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VI. Return to China

The employment contract should include a clause regarding provisions for the return following completion of your employment abroad. To ease return and reintegration in China, it is important to maintain constant linkages with the family through frequent correspondence and to keep up with national and local developments in China.

In case of problems and emergencies during the stay in France, ANAEM offers several assistance programmes for return:

- Reintegration support** to their home country **for aliens whose stay in France was denied** serves as an alternative to deportation to the border. The assistance, provided by ANAEM, covers assistance with administrative steps to be taken prior to departure, support in obtaining travel documents, organizing your departure, and covering travel cost.³⁴
- Government assistance for reintegrating legal aliens** into their home country is intended for foreign workers authorized to stay in France who have encountered employment problems. It allows them to return to their home country thanks to financial assistance intended to make their professional reintegration easier through an individualized program (opening a business, setting up a craftsman's shop, a small business, a farming operation, working independently or as a salaried employee). The proposed assistance provides for workers threatened by layoffs for economic reasons whose employer has entered into an agreement with ANAEM providing for payment of financial assistance by the company: financial assistance for a project in the home country, travel and moving allowance, variable, depending on destination and family composition.³⁵
- Humanitarian repatriation**, based on voluntary acceptance, provides a solution to the status of certain aliens in major distress in France, lacking any means to return to their home countries. This applies to foreigners staying in France who are manifestly destitute, no matter what their visa status is. The assistance, provided by ANAEM, covers assistance with administrative steps to be taken

prior to departure, support in obtaining travel documents, organizing their departure, covering cost of airfare, transportation to departure airport in France.³⁶

- d) **Voluntary Return Assistance Programme**, started on September 19, 2005, is run by the prefects, in conjunction with ANAEM and the French Embassies abroad. It covers foreigners asked to leave French territory. The program provides material and financial assistance, prior to departure in France, and upon arrival in the country of return. The voluntary return application for assistance must be submitted to the geographically appropriate ANAEM regional or departmental delegation, or to an organization registered with the appropriate prefecture or with ANAEM. Assistance is not awarded automatically: each application is reviewed by the ANAEM delegation, following which the application is either approved or denied by ANAEM, which notifies the applicant of its decision and informs the appropriate prefecture. When the request is approved, ANAEM arranges for departure within two months at the latest.³⁷

The programme folder in Chinese can be downloaded here:

http://www.anaem.social.fr/IMG/pdf/anem_chinois.pdf

The list of ANAEM regional offices in France responsible for reintegration programmes can be accessed here:

http://www.anaem.social.fr/article.php3?id_article=23

Addresses of authorities and organisations offering reintegration programmes and assistance/services to returning migrants

National Agency for the Reception of Foreigners and Migration (ANAEM)	Organisations in China that can offer support after return
<p>Head Office 44, Rue Bargue 75732 Paris Cedex 15 Phone: +33 1 53 69 53 70 Fax: + 33 1 53 69 53 69 <u>http://www.anaem.social.fr/</u></p>	<p>List of public employment agencies: <u>http://www.labournet.com.cn/jixiao/zhijie/gedi/index_2.htm#</u></p> <p>Public agencies in targeted provinces:</p> <p>1) Zhejiang Employment Service Center: Website: <u>http://www.zjhr.com/</u> Address: No 91, Baijingfangxiang, Hangzhou City Zip: 310003 Tel: 0571—56792506</p> <p>2) Jilin Employment Service Center Address: 1/F, Yatai Street, Nangan District, Changchun Tel: 0431-8690900</p> <p>3) Fujian Employment Service Center Tel: 0591-87677529 Address: 2/F, No. 44, Gudonglu, Fuzhou Zip: 350001 Website: <u>http://www.fj91.com</u></p>

¹ http://www.anaem.social.fr/article.php3?id_article=155

² http://www.insee.fr/en/ffc/accueil_ffc.asp

³ <http://europa.eu.int/eures/main.jsp?acro=lw&lang=en&catId=490&parentId=0>

⁴ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/the_job_market

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- ⁵ Anne-Sophie Canihac, DPM, telephone interview on 22.11.2006.
- ⁶ http://www.social.gouv.fr/article.php3?id_article=1135#professionsreglementees
- ⁷ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/recognition_of_diplomas
- ⁸ <http://www.ilo.org/public/english/employment/gems/download/mbook2.pdf>
- ⁹ <http://www.ilo.org/public/english/employment/gems/download/mbook2.pdf>
- ¹⁰ http://www.social.gouv.fr/article.php3?id_article=1134#procedureintroduction
- ¹¹ Anne-Sophie Canihac, DPM, telephone interview on 22.11.2006, for contact details see database.
- ¹² http://www.anaem.social.fr/article.php3?id_article=96
- ¹³ http://www.anaem.social.fr/article.php3?id_article=97
- ¹⁴ http://www.social.gouv.fr/article.php3?id_article=1134#procedureintroduction
- ¹⁵ http://www.anaem.social.fr/article.php3?id_article=98#venir
- ¹⁶ Anne-Sophie Canihac, DPM, telephone interview on 22.11.2006.
- ¹⁷ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/work_permits
- ¹⁸ http://www.social.gouv.fr/article.php3?id_article=1134#procedureintroduction
- ¹⁹ <http://www.diplomatie.gouv.fr/venir/visas/index.html>
- ²⁰ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/working
- ²¹ http://www.social.gouv.fr/article.php3?id_article=1134#procedureintroduction
- ²² http://www.insee.fr/fr/ffc/chifcle_fiche.asp?ref_id=NATSEF04119&tab_id=505
- ²³ <http://www.fedee.com/workinghours.shtml>
- ²⁴ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/working
- ²⁵ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/working
- ²⁶ http://www.justlanded.com/english/france/tools/just_landed_guide/jobs/end_of_employment
- ²⁷ http://www.travail.gouv.fr/informations-pratiques/fiches-pratiques/litiges-conflits-du-travail/conseil-prud-hommes-1124.html#sommaire_1
- ²⁸ <http://www.travail.gouv.fr/informations-pratiques/fiches-pratiques/litiges-conflits-du-travail/inspection-du-travail-1123.html>
- ²⁹ http://www.diplomatie.gouv.fr/en/france_159/discovering-france_2005/profile-of-france_1977/generalities_1398.html
- ³⁰ <http://www.ambafrance-us.org/atoz/social.asp>
- ³¹ <http://www.daad.de/portrait/en/1.7.1.3.html>
- ³² http://www.justlanded.com/english/france/tools/just_landed_guide/money/french_banking
- ³³ <http://www.sendmoneyhome.org/Country%20summaries/China/china4p.pdf>
- ³⁴ http://www.anaem.social.fr/article.php3?id_article=82
- ³⁵ http://www.anaem.social.fr/article.php3?id_article=84
- ³⁶ http://www.anaem.social.fr/article.php3?id_article=83
- ³⁷ http://www.anaem.social.fr/article.php3?id_article=153