

INSTITUTO DE FORMACIÓN  
Y ESTUDIOS SOCIALES



**IFES**



**Euromeat**

**Leonardo da Vinci**



**TRAINING OFFER DETECTION  
AND PROFESSIONAL PROFILES DEFINITION**

**FRANCE**

**Phase 2**

**EUROMEAT: QUALIFICATIONS TRANSPARENCY  
AT THE EUROPEAN UNION MEAT INDUSTRY**

## 1. STRUCTURE of the food and meat industry in France

### Main datas of the food industries

<b>Food industries</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
Number of companies	10569	10624	10613	10562
Average number of employees	427152	429384	430206	423233

SOURCE : AGRESTE 6 Annual survey in the food industry

<b>Meat industry</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>
Number of companies	2953	2940	2918	2893
Average number of employees	139810	139099	140099	136673

SOURCE : AGRESTE : Annual survey

### Main datas on the structure of the food related companies with 20 employees and more in 2005

	Number of companies	Number of employees 31/12/2005
All food related industries	3111	378120
Meat industry	988	124435
Production of butcher meat	406	49025
Production of poultry	162	29663
Meat industrial preparations	420	45747

SOURCE : AGRESTE : Annual survey

The number of food industries is stable in France. The number of meat industries is also stable. Nevertheless, the number of employees has decreased in 2004. This is mainly due to restructuring and merging of businesses and mechanization.

Size of the companies (average number of employees)	0	1 à 9	10 à 19	20 à 49	50 à 249	250 et plus	ensemble
Number of businesses	1875	4494	1250	1534	1083	326	10562
Average number of employees	0	16619	17628	49404	119769	219813	423233

SOURCES : AGRESTE (EAE2004) and INSEE-DGI (BIC 2004)

Food related companies are small companies : Roughly 70% have less than 20 employees. Yet, 80% of the workers work in companies with more than 50 employees. This shows the merging of these businesses. It is worth mentioning that there is in France an important number of supermarkets with meat carving workshops. They are employers for butchers.

Evolution of the meat industry:

Main datas:

- At the beginning of the 20<sup>th</sup> century: use of cold which had important consequences in the preservation of bacteriological qualities.
- After the 2d world war: thanks to new conditioning methods, the duration of preservation increased (new materials adapted to the product characteristics, vacuum packaging).
- Decrease in the number of slaughter houses and no more individual slaughtering of animals.
- Increase of slaughtering on the site of production.
- Development of self-service pre-packaged sales
- Increase in the consumption of meat: mainly pork and poultry
- Merging of transformation industries: They tend to include a bigger number of operations in their activity
- Development in industrialization due to economic considerations (productivity), socio economic considerations (consumers needs) and hygienic considerations (regulations).

**Total number of workers in the meat industry: pork butchers', salt meat, cooking, catering and meat preserves (except retail and craft industries)**

	Men	Women	TOTAL
Factory workers	15593	12167	27760
Employees	956	1792	2748
technicians	2565	1130	3695
Managers	1636	535	2171
TOTAL	20750	15624	36374

SOURCE : FICT –Key figures 2005

Factory workers and employees represent 84% of the total number of workers. There are less women than men and they mostly have packaging jobs. There are more men in production jobs.

### **Meat industry : Main professional organizations :**

- FICT: French Industrial Federation of pork butchers', caterers and meat transformers. It groups the transformation industry.
- -FNIGCV: National Federation of wholesale meat industry. It groups the slaughtering, carving and 2d transformation industries.
- -FNCBV: National cattle and meat trade federation which groups the slaughtering, carving and 2d transformation businesses.
- -FCD: Trade and distribution Federation which groups the shops and supermarkets (food trade).
- Retail Federation.

### **Vocational training in France**

French vocational training system is characterized by a certain number of national diplomas which are delivered by the Ministry of Education or the Ministry of Agriculture.

These diplomas can be prepared either through initial training or continuing education given partly in a school and partly in the workplace.

France also applies the principle of "Lifelong learning" which enables people to train during their professional life, prepare a diploma or improve their qualifications.

NAME OF AWARD	MODE OF ACQUISITION	TYPE OF DIPLOMA OR CERTIFICATE	LEVEL OF RESPONSIBILITY	ORGANISATION OF ASSESSMENT	USUAL AGE FOR OBTAINING AWARD
<b>LEVEL 2</b> <b>This level corresponds to a level where the holder is fully qualified to engage in a specific activity, with the capacity to use the instruments and techniques relating thereto.</b> <b>This activity involves chiefly the performance of work which may be independent within the limits of the relevant techniques.</b>					
Certificat d'aptitude professionnelle (CAP) Brevet d'enseignement professionnel (BEP)	full-time or apprenticeship	national diploma	Ministère de l'Education nationale	Ministry establishes requirements for passing exam. Papers devised and timetable established by regional offices (Rectorat). Also nominate exam panels. Externally examined. Award conferred by Rectorat.	18-20
Certificat d'aptitude professionnelle de l'agriculture (CAPA)	full-time or apprenticeship	national diploma	Ministère de l'Agriculture	Exam panel nominated by Ministry who agree on content of exams. Centre sets timetable, paper and corrects. Award conferred by Ministry.	18+
Certificat de formation professionnelle (CFP) Certificat de perfectionnement professionnelle (CPP)	full-time	accredited diploma	Prime Minister's Office/ Ministère du Travail	Under the responsibility of various ministries. Panels nominated at regional or local level. Exam carried out in school or centre. Marked externally. Award conferred by regional office of relevant Ministry.	18+
other awards	full-time or part time (in school and in the work place)	national diplomas, accredited awards or others	Ministère du Commerce et de l'Artisanat, de la Santé, de la Jeunesse et des Sports, de la Défense, de la Mer.		18+
Certificat de qualification		certificat de qualification	Commission paritaire de l'emploi de la	Training centre devises and carries out exams	18+

	Part time (in school and in the work place)	professionnelle or accredited award	branche professionnelle		
<b>LEVEL 3</b>					
<b>This form of training involves a greater fund of theoretical knowledge than level 2. Activity involves chiefly technical work which can be performed independently and/or entail executive and coordination duties.</b>					
Baccalauréat technologique	full-time	national diploma	Ministère de l'Éducation nationale	Ministry establishes requirements for passing exam. Papers devised and timetable established by regional offices (Rectorat). Also nominate exam panels. Externally examined. Award delivered by the Rectorat.	17-20
Baccalauréat professionnel	full-time or apprenticeship	national diploma	Ministère de l'Éducation nationale		
Brevet de technicien	full-time	national diploma	Ministère de l'Éducation nationale		
Brevet de technicien de l'Agriculture	full-time or apprenticeship	national diploma	Ministère de l'Agriculture		
other awards	full-time or alternance	national diplomas or accredited awards	Prime Minister's Office	Under the responsibility of various ministries. Panels nominated at regional or local level. Exam carried out in school or centre. Marked externally. Award conferred by regional office of relevant Ministry.	17-20
<b>LEVEL 4</b>					
<b>This form of training involves high-level technical training acquired at or outside educational establishments. The resultant qualification covers a higher level of knowledge and of capabilities. It does not generally require mastery of the scientific bases of the various areas concerned. Such capabilities and knowledge make it possible in a generally autonomous or in an independent way to assume design and/or management and/or administrative responsibilities.</b>					
Brevet de technicien supérieur	full-time or apprenticeship	national diploma	Ministère de l'Éducation Nationale	Ministry establishes requirements for passing exam. Papers devised and timetable established by regional offices (Rectorat) who also nominate exam panels. Externally examined. Award conferred by Rectorat.	21-22
Brevet de technicien	full-time or	national diploma	Ministère de	Exam panel nominated by Ministry who agree on	21-22

supérieur de l'Agriculture	apprenticeship		l'Agriculture	content of exams. Center sets timetable, paper and corrects. Award conferred by Ministry.	
Diplome universitaire de technologie	full-time or modularised	national diploma	Ministère de l'Éducation Nationale	Students examined by continuous assessment and work placement report. Internally examined by the teachers. University confers the award.	21-22
other awards	full-time or alternance	national diplomas or accredited awards	relevant Ministry or Prime Minister's Office	Under the responsibility of various ministries. Panels nominated at regional or local level. Exam carried out in school or centre. Marked externally. Award conferred by regional office of relevant Ministry.	21-22

- Apprenticeship

Apprenticeship is mainly for young people aged 16 to 25. During the course of the apprenticeship period, a diploma can be prepared. According to the age and level of the apprentice, the contract can last 1 to 3 years.

- Continuing education given partly in a school and partly in the work place  
Vocational continuing education can be financed by public funds (Regional councils). It helps job seekers to get a qualification and a diploma. It can also be financed by private funds (private businesses, employees...)

- Vocational continuing education can also be financed by employers.

A tax on the salaries is payed every year by the employers. It is dedicated to the training of their employees. The funds are collected by structures whose objectives are the financing or co-financing with the State or the regions, of training sessions. The tax is mandatory and represents 1.6% of the salaries. Workers and employees can follow training sessions which will allow them to keep a good level of competences or qualification or will help them get a better job.

- Vocational continuing training at the initiative of the employees

In 2003, a reform of the vocational training system, set an individual right to education (Droit Individuel à la formation DIF): Each employee capitalizes 20 hours every year. These hours can be used by them to train in a domain which is directly related to their job or in a totally different field. Employees also have a right to ask for a DIF: The job contract will be suspended a certain time in order for them to follow a training in any sector of activity. This system answers a need or wish for a change in their professional life.

- Job seekers trainings
- Trainings for job seekers are usually financed by Regional Councils or the Assedic (organism which manages the unemployment benefits). They can finance training sessions (improvement of qualifications or in order to get a diploma).

## **Meat Industry**

The meat industry sector suffers from a bad image. The main consequence is that few young people wish to work in it which causes lots of problems to the profession : jobs are hard to fill and it is extremely difficult to recruit qualified workers. There is also a change in the profiles: those seeking employment in the sector have already worked in other sectors. Apprenticeship tends to disappear and is replaced by vocational training.

Lack of interest is due to several reasons:

-Jobs are associated with bad images: blood, hard work (cold...)

- Industry work, production line work

-Salaries: Despite the lack of workers, the salaries are low because most of the jobs are for workers or qualified workers.

Faced with a lack of qualified workers, businesses have a tendency to recruit people motivated by the product and the meat sector; they then take care of the trainings either internally with the help of a co-worker or through a training center. The training can then be validated by a diploma.

The profession has also created Certificates of Professional Qualifications in order to recognize the competences of its employees and answer the needs of qualifications for its new employees. They are based on a validation of necessary competences (knowledge and know-

how). The acknowledgement of competences is not enough to guarantee a minimum level of wages. Some of the trade unions ask for a minimum level of wages linked to an acknowledgement of competences.

## 2. Training offers and professional competences in the field of meat products preparations.

<p>Worker Carver</p>	<p>CAP Boucher (butcher)            CAP Charcutier-Traiteur (pork butcher, caterer)            CAP IAA Ouvrier Polyvalent de Fabrication de Produits Alimentaires (polyvalent worker for the preparation of food products)            CAP IAA Ouvrier Polyvalent de Travail Industriel des Viandes (polyvalent worker for industrial meat work)            BEPA Transformation Spécialité industries agroalimentaires (transformation, food related specialty)            BAC PRO Métiers de l'Alimentation (Food related jobs)            CQP Ouvrier Qualifié (qualified worker)</p>
<p>Machine operator, Conditionning line</p>	<p>CAP IAA Ouvrier de Conduite de Machine automatisée de Conditionnement (machine operator)             BEPA Transformation Spécialité industries agroalimentaires (transformation, food related industries)             BAC PRO Bio Industrie de Transformation (transformation industries)             BP Industries Agroalimentaires (food related industries)             BTS IAA Transformation des produits carnés (Meat products transformation)             CQP Conducteur de machine (machine operator)             CQP Conducteur de ligne (Line operator)</p>
<p>Workshop nanager</p>	<p>BTS IAA Transformation des produits carnés Meat products transformation)             Licence professionnelle (professionnal licence)             Ingénieur agroalimentaire (Engeneer)</p>

Training standards exist for the diplomas delivered by the Ministries of Agriculture or Education and they must be applied. Trainings are provided for all levels in:

Knowledge of products

-Transformation techniques

-Hygiene

-Quality

-Knowledge of machines and materials

Length of the training varies according to the level. The CAP last 800 hours. The Bac Pro and BTS will last more or less 1500 hours.

For the Certificates of Professional Qualifications, 6 domains of competences are taught:

- Hygiène

- Quality

- Sécurité

- Product/ Process

- Tools/installation

- Communication

A new domain has just been added: It deal with environmental issues.

Access to qualification and training is diverse in France. The diplomas that are presented above are not exclusive and it is not compulsory to have one of these diplomas to fill a job. It is worth mentioning though that the companies must train their employees in hygiene.

### 3. Références

AGRESTE : Enquête annuelle d'entreprise sur les IAA (Annual survey in food related industries)

EURYDICE : Fiches nationales de synthèse des systèmes d'enseignement en Europe et des réformes en cours – Edition 2005 (National synthesis on the teaching systems in Europe and ongoing reforms)

CEDEFOP : Certification in the EU member states

CIV : Centre d'information des viandes (Meat information center)

FICT : Fédération Française des Industriels Charcutiers, traiteurs, transformateurs de Viandes (French pork butchers, caterers and meat transformers federation)

FNICGV : Fédération Nationale des Industrie du Commerce en Gros des Viandes (Wholesale meat trade federation)

AGEFAFORIA : Association de gestion des Fonds Formation de l'Industrie Alimentaire (Association for the management of training funds for the food industry)

### 4. Abréviations

**BAC PRO:** Baccalauréat Professionnel  
**BEPA:** Brevet d'Etudes Professionnelles Agricoles  
**CAP :** Certificat d'Aptitude Professionnelle  
**CIF :** Congé Individuel de Formation  
**DIF:** Droit Individuel à la Formation  
**IAA:** Industrie Agro Alimentaire  
**CIV :** Centre d'information des viandes  
**FICT :** Fédération Française des Industriels Charcutiers, traiteurs, transformateurs de Viandes  
**FNICGV :** Fédération Nationale des Industrie du Commerce en Gros des Viandes