

NATIONAL REPORT FRANCE



MILIMAT

Partnership for Cooperation in the field of Education and Training

MILIMAT:

Migrants Labour Insertion in Multicultural Agricultural Teams

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Introduction

France is Europe's leading agricultural producer. In 2021, French farms produced 74.6 billion euros worth of agricultural products. With a share of 18.4% of the value of production in the 27-member European Union, France is the leading European agricultural producer. In both plant and animal production, three European countries dominate: Germany, Italy and Spain. Between them, these four countries account for 55% of animal production and 59% of crop production.

In 2020, the agricultural census counted 416,054 active farms in the territory, compared to 514,964 in 2010; the number of farms has declined again (as expected) but still at a slightly lower rate than those observed in past decades.

This slowdown is a return to long-term trends; in the two previous agricultural censuses (2000 and 2010), the decline in the number of farms had been exceptionally severe, for specific demographic reasons:

- 2000: retirement of a large generation of older farmers between 1990 and 2000
- 2010: installation of a small class of young farmers; the young farmers in the 2010 census were born after the baby boom; they represent the first generations of farmers in the demographic downturn.

This reduction of the number of farms is also complicated by the lack of attractiveness of agricultural work among the French population: as a consequence, it is estimated that 80% of the employed workforce is of foreign origin (2016 figures, source: French Office of Immigration). Most of the workforce is coming from others EU countries, Tunisia, Morocco and a growing minority of refugees.

This report focuses on various aspects regarding the agriculture and farming figures in France, the role of migration in this field. This included a presentation of the main laws and administrative issues met by employers and employees, the challenges and opportunities, the needs and the way online trainings such as the one planned within the MILIMAT project could answer to them. This report is the result of a double approach: on one side, individual interviews with professionals, on the other side comprehensive research, but which should not be considered exhaustive, given the constant change of the laws, and the current preparation of new migration laws in France. The interviewees were coming from the Southwest (Pau), southeast (Perpignan) and Centre (Orléans) of France.

Farming figures

In 2021, French farms produced 74.6 billion euros worth of agricultural products. With a share of 18.4% of the production in value of the European Union of 27, France is the leading European agricultural producer. In both crop and animal production, three European countries dominate, in addition to France: Germany, Italy and Spain. Between them, these four countries account for 55% of animal production and 59% of crop production.

In 2020, the agricultural census counted 416,054 active farms in the territory, compared to 514,964 in 2010. The number of farms is reducing while their average surface area is growing.

In 2020, agricultural land occupied 45% of the French territory (52% in metropolitan France), including 30% cultivated land and 15% grassland. Natural areas cover 47% of the national surface (39% in metropolitan France). Wooded areas (forests, copses, hedges and rows of trees, mangroves) are the most extensive natural areas (41%), far ahead of moors, scrublands and other scrubland, areas under water and natural bare ground.

In 2020, there was 390,000 farms in metropolitan France, nearly 100,000 fewer than in 2010. But the situation differs according to the economic size of the farms. Between 2010 and 2020, the number of farms fell by about 4% per year for micro-farms, while it rose by 0.3% for large farms. Between 2010 and 2020, the decline in the number of farms is more pronounced in livestock specializations (-3.6% per year); it represents two-thirds of the total decrease. farms in crop specializations are more resistant (-1.2%). The market gardening and horticulture specialization stands out as the only one that is increasing. In 2020, the first rank goes to the "field crops" specialization; it was cattle breeding in 2010. The number of farms combining crop and livestock production is also decreasing (- 3.4% per year).

Utilized agricultural area (UAA) has been decreasing since the 1950s: the share of UAA in the total area is 52% in 2020 compared to 63% in 1950 in metropolitan France. The most

agricultural departments are located in the northwestern quarter of France. In most of them, UAA represents more than 60% of the total surface area. In the southern and eastern departments, this share is much lower.

From 1950 to 2010, the area devoted to field crops (cereals, oilseeds, protein crops, potatoes, industrial crops, including fallow land) increased at the expense of forage crops and permanent crops (vines, orchards). Since 2010, it has declined slightly and its share of the UAA is stable (44.5% in 2020, compared to 34.3% in 1950).

Fodder crops (meadows and annual fodder), intended for animal feed, will occupy half of the agricultural area in 2020 and other crops (permanent crops, vegetables, flowers) 5%. The surface area of vines decreased sharply during the 1980s, in particular with the grubbing-up of vines for current consumption, which was aimed at limiting surpluses. permanent crops are mainly located in the southwestern departments, around the Mediterranean and in the Loire Valley.

Field crops occupies 12.7 million hectares in 2020 in metropolitan France, compared to 11.8 in 1950. Cereals, oilseeds, and protein crops (COP) will account for almost 90% of field crops. Potatoes now represent only 2%, compared to 8% in 1950, and the share of fallow land has fallen from 12% to 4% over this period. Since 2010, the share of industrial crops has increased significantly, with a doubling of the area under fiber crops (hemp, flax, textiles) and the development of the area under aromatic plants (+30%). Field crops are more represented in the northern half of France. Their share is particularly high (greater than or equal to 80%) in the departments of the greater Paris region as well as in certain departments of the Hauts-de-France (Somme, Oise), Grand Est (Aube, Marne) and Centre-Val de Loire (Loiret, Eure-et-Loir) regions. The main departments of COP production, in terms of surface area, are Marne, Eure-et-Loir, Aisne, Somme, Vienne and Seine-et-Marne. Oilseeds (rapeseed, sunflower, soybeans, and linseed) are becoming increasingly important, accounting for 19% of the COP area compared to 2% in 1950. Their plants are used to produce oil, and their residue, the oil cake, is used for animal feed.

In metropolitan France, 88% of the forage crop area used for animal feed is composed of permanent grassland or non-permanent grassland (artificial and temporary grassland). The remaining 12% or 1.7 million hectares and 6% of the UAA is mainly composed of annual

forage, which has increased significantly since 1970, due to the development of corn forage, which has become the primary animal feed. In the three main departments where dairy cows are raised (Manche, Ille-et-Vilaine and Côtes-d'Armor), their share of the UAA is over 20%. They occupy more than 90% of the UAA in certain livestock departments such as Cantal and Corrèze, and 97% in southern Corsica. The total area of grassland has decreased by 5 million hectares since the 1960s. On the one hand, the number of animals has decreased. On the other hand, the increase in yields of temporary and artificial grasslands and the development of annual forage production have allowed a reduction in the traditional area used for animal feed.

In 2020, in metropolitan France, 58% of farms are individual farms and 42% are incorporated (EARL, GAEC, etc.) The number of individual farms (228,000) has decreased by 33% since 2010, a greater decrease than for all farms (-20%). Individual farms are in the majority, except for dairy and mixed cattle, pig and poultry farms. Individual status predominates in micro and small farms, in the sense of economic size (91% and 75% respectively), while it is less frequent in medium (40%) and large farms (15%). The number of shareholder farms (162,000) continues to grow (+9%) in parallel with the expansion of farms. Companies have the advantage of protecting personal assets by separating them from professional assets. They also make it possible to pool material, financial and human resources. Limited liability farms (EARL) are the preferred form of company, especially for large farms. The other most common form of company in dairy and mixed farming is the Groupement Agricole d'Exploitation en Commun (Gaec), where all the partners are farmers.

In 2020, almost all of the 390,000 farms in metropolitan France had a utilized agricultural area (UAA). Only 2% of farms do not have UAA: for example, beekeepers or off-farm farmers (poultry, pigs, etc.). In 2020, a farm with UAA will have an average of 69 hectares, 13 hectares more than in 2010. Large farms, in the sense of economic size, cultivate 39% of UAA. They farm an average of 139 hectares, 70 hectares more than all farms. Micro-farms account for only 5% of the UAA and have an average of 14 hectares. corporate farms use an average of 114 hectares of UAA, almost three times more than individual farms. The differences are more marked in viticulture and arboriculture. On the other hand, the

difference in surface area is slightly smaller in dairy cattle and pig/poultry farming: corporate farms cultivate on average twice as much UAA as individual farms. At the departmental level, the average surface area varies from 21 ha (Pyrénées-Orientales) to 170 ha (Haute-Marne). The average size is smaller in the south of France, as well as in the wine regions (Alsace, Champagne). The cereal-growing regions (Paris Basin, Centre-Val de Loire, Grand Est) have average areas of over 100 ha. In the Overseas Departments and Territories, the average area is less than 10 ha.

Employment

In 2020, 760,000 people were working on a regular basis on farms in metropolitan France. In two-thirds of cases, they were managers. The permanent workforce accounted for 85% of farm activity, slightly less than in 2010 (88%). Seasonal employees and various external service providers make up the rest of the hours worked. Their contribution to the activity of the farm is higher in small, medium and large farms than in micro-farms (16% versus 4%). A farm employed an average of 1.75 full-time equivalents (FTE) in 2020, 14% more than in 2010. This need for labor varies according to specialization. Vegetable growers have the highest number of employees (4 FTE). In contrast, field crop and beef cattle or goat sheep farms employ an average of 1.2 FTE. The composition of the employed population also varies with specialization. The work of managers and family members predominates. It is almost exclusive in beef cattle farms but represents less than half of the total volume of work in horticulture, horticulture and viticulture.

In 2020, the average age of farm managers and operators in metropolitan France was 51.4 years, compared to 50.2 in 2010, i.e. 11 years older than the average age of all employed workers. women in charge of a farm are, on average, three years older than men. All sexes combined, between 2010 and 2020, the share of farmers under 40 years of age remained stable (22%) while that of those 60 years of age or older increased by 8 points (18%). Managers are older on micro-farms, where one out of two is at least 60 years old. However, the decline in the number of farm managers affects all farms. 36% of managers are in the 50-59 age group, 2 points more than in 2010. Farmers aged 55 or more own 30% of the UAA

on small, medium and large farms. This share exceeds 30% in the Paris Basin, the Centre, the Mediterranean coast and the South West.

With the increase in the size of farms and the development of shareholdings, permanent salaried employment, including salaried farm managers or farmers, is growing. It will be present on 26% of farms in 2020 in metropolitan France, compared to 16% in 2010. On the other hand, the proportion of farms using seasonal employees will be reduced (25% compared to 32%), in the context of the health crisis in 2020, which may have temporarily reduced this use. The managers and family members of the individual farm manager are increasingly often salaried. In 2020, they represent 30% of all permanent employees. 228,500 permanent employees are employed by medium and large farms, i.e. 182,300 FTE (0.80 FTE per employee). These employees represent 36% of the permanent workforce and 31% of the agricultural work on these farms, respectively 14 and 11 points more than in 2010. Seasonal workers make up 12% of the labor force. The use of salaried workers is more important on farms specializing in horticulture and market gardening and in viticulture, where permanent employees provide the largest share of the workload. In fruit farms, seasonal workers provide almost half of the farm work. Farms with permanent employees are more present in the north and east of France and in the wine-growing areas of the south.

Migration figures

France issued 1.7 million visas in 2022, indicating a 137.1% increase from the 733,070 visas issued in 2021. However, this figure is still significantly lower than the 3.5 million visas issued in 2019 before the COVID-19 pandemic.¹

The visas issued in 2022 fall under three categories:

- transit visas for passing through Schengen states or airport zones,
- short-stay visas for trips lasting less than 90 days,
- long-stay visas for trips lasting between 90 days and one year, such as for students.

In 2022, France received more than 2.3 million visa applications, with 500,000 refusals. The largest number of visa holders came from India, Morocco, Algeria, and Turkey.

"The number of foreign agricultural workers in France is estimated at between 300,000 and 400,000" according to Pascal Cormery, president of the Central Fund of the Agriculture Social Security (MSA)².

2020 was a very important as it allowed to see the dependance of French agriculture on the foreign workers, while the borders were on lockdown: the French Office of Immigration and Integration (Ofii) brought in 900 Moroccan workers in October 2020 to "save the crops" of Corsican clementines, or for example 300 others in December of the same year to Bouches-du-Rhône and Vaucluse to work in market gardening and horticulture³. As explained by the director general of the Ofii Didier Leschi, "during the Covid crisis, we organized specific flights because it was a necessity. But now the commercial flights have resumed, and the usual seasonal workers are already there."

Before the pandemic, over the first four months of 2019, 2,686 of these workers had been channeled solely through Ofii, mostly Moroccans, but also some Tunisians, who have been

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<https://www.vie-publique.fr/en-bref/287990-immigration-les-chiffres-pour-2022#:~:text=En%202022%2C%201a%20France%20a,3%2C5%20millions%20de%20visas.>

2

<https://www.letelegramme.fr/economie/travailleurs-etrangers-reconversion-formation-l-emploi-agricole-en-quest-ion-24-11-2021-12874471.php>

3

<https://www.terre-net.fr/emploi/article/208650/les-saisonniers-et-rangers-une-main-d-oeuvre-courtisee-mais-prec-aire->

coming for a few months each year since the signing of special bilateral agreements in the 1960s.

In 2020, over the same period, the number had fallen to 1,238. Since the gradual lifting of restrictions, arrivals have soared in the first four months of 2022: 3,868 Maghrebi nationals are employed on French farms.

Regarding the countries of origin for the workers coming from the European Union, the main countries are Spain, Italy, Portugal, Poland, Romania, Bulgaria, Netherlands. They don't need specific authorizations to work in the country. But in terms of social security, they depend on the French system or on the system of their country of origin according to the rights they had in the country, the length of their stay and work.

The different interviews that were made during this research phase confirm this: in southwest of France, 80% of the foreign workers are Spanish, and we can also find Italians and Belgians. There is also a growing number of Ukrainians, Afghans, Syrians, Congolese and Guineans. All these people are usually on a refugee status and are mainly young men. They lack technical skills and need abilities in French to be able to communicate with their employers and the local community. While in the Centre of France, they are coming mainly from Eastern Europe, also from sub-Saharan Africa. The Ukrainians represent a specific situation: they are mainly women because men were not allowed to leave the country at the time of the Russian invasion.

There is finally a potential change soon for the migratory situation of the foreign workers in agriculture: the French government is pushing for a reform that would allow the regularization of the undocumented if they would join work positions that have difficulties to recruit. Seasonal work in agriculture could be one of the areas concerned. But there are resistance at the left side of the parliament (thinking that it is not enough) as well at the right side (thinking that it is too much). The law, planned in Winter 2022, has been postponed and its content will be split within various law propositions submitted in 2023 and 2024.

Challenges and opportunities for agriculture in general

Agriculture, as mentioned above, is facing a high number of challenges in France. Whether they are due to the lack of young farmers, the economic situation or climate change, all these difficulties are now a reality to be confronted. Among them, we can find:

- **Climate Change:** Climate change is a significant challenge for French agriculture. Changes in temperature, rainfall patterns, and extreme weather events can have a significant impact on crop yields and productivity.
- **Aging Farmers:** The average age of farmers in France is increasing, and younger generations are less likely to choose agriculture as a career path. This can lead to a shortage of skilled labor and knowledge transfer.
- **Rural exodus:** Many rural areas in France have been experiencing depopulation, as people move to cities for better job opportunities and amenities. This can create a shortage of labor in rural areas and exacerbate the demographic challenges faced by farmers.
- **Economic pressures:** French farmers face intense competition in domestic and international markets. This can make it difficult for farmers to earn a decent income and invest in their businesses.

But there are also opportunities

- **Diverse agricultural production:** The agricultural sector in France benefits from a wide variety of climates and soil types, which enables farmers to produce a diverse range of crops and livestock. This versatility provides farmers with the flexibility to adapt to changing market conditions and helps to reduce the risks associated with climate change.
- **High-quality products:** French farmers have earned a reputation for producing top-quality agricultural products, including wine, cheese, and meat. This reputation can provide a competitive edge in both domestic and international markets, helping

French farmers to attract and retain customers who value high-quality, premium products.

- Sustainable agriculture: The trend towards sustainable and environmentally friendly agricultural practices is gaining momentum, and France has been a leader in this movement. By adopting sustainable farming practices, French farmers can meet the rising demand for eco-friendly products and reduce their environmental footprint. Moreover, this can help them align their practices with changing consumer preferences, which may translate into better market opportunities and improved profitability.
- Tourism: French agriculture is a significant attraction for tourists with a keen interest in food and wine. Farmers can leverage this by providing visitors with the opportunity to experience farm tours, tastings, and other activities that showcase their agricultural products and practices. This not only provides a unique and authentic experience for tourists, but it also has the potential to generate additional income for farmers through agritourism..
- Local markets: The demand for locally sourced food is on the rise, and French farmers can capitalize on this trend by selling their products directly to consumers through farmers' markets and other local channels. By selling their goods locally, farmers can establish closer connections with their customers and gain a deeper understanding of their needs and preferences. This can result in improved customer loyalty and potentially higher prices for their products, while also reducing the environmental impact of long-distance transportation.

Challenges and opportunities for foreign workers and their employers

There are various challenges met by the foreign workers and their employment in France. They have each a different importance, but they all have an impact on the economic and social situation of both parts.

- Language and communication skills. The difficulties can be found at a basic level (impossibility to communicate in French in any form) or more technical. Beside the growing

use of Apps available on smartphones such as Google Translate, we identified, through our interviews, some very interesting good practices. In one case, the group of employers of agriculture of Pau created some technical printed sheets where the workers can see a picture of a tool or of a work to be done, with its name in French and in the language of the worker (in the specific situation presented here, in Ukrainian). The digital tools play a bigger role and all employers are using translation softwares to be able to communicate. The difficulty is that European workers don't need French classes to stay in France (the same applies to Ukrainians due to the specific situation of the war). Third country workers are usually required to take French classes, especially if they are refugees, but it really depends on the quality of the classes themselves, as well as the French level of the workers at the time of the work. Young employers are more open culturally and linguistically but still need to be trained or to be given tools.

- Accommodation and transportation. Public transports infrastructures are not well developed in rural areas, while most foreign workers live in cities not well connected. There are currently three main solutions: they are hosted directly by the employers, they are helped by local NGOs, or they stay in a land owned by the employers living in mobile homes or trailers. The latter is mainly, in the study area of the southwest of France, done by Spanish or Italians workers. They have fringe lifestyles, usually own big dogs, and are not looking for a stable job. Some incidents were reported in 2022 with 10 sheep owned by a neighbor of the employer that were killed by one of these dogs. The first two are usually seen as creating less problems and integrate more easily into the local community. In Mourenx, another city, an NGO is hosting the migrants within apartments or dedicated facilities.

- Cultural differences and social inclusion. Usually, the foreign workers stick together and are not well integrated with the local community. But this situation depends on the open-mindedness of the employers and the community. The main problem regarding this topic is racism and xenophobia: in rural areas, the far right is having a strong vote and there is a growing number of preconceived ideas and prejudices against migrants and foreigners. If you add this to an ostensive fringe way of life, it doesn't help. Also, some cultures don't have the same notion of what means being late, and the way to warn the employer if or why they would be absent

- Employment. Sometimes, the work being done within a farm only needs one or two weeks. The time spent to prepare the recruitment for such a short period of time can be seen as too stunning. Also, it takes energy that could be spend within other works.

But some opportunities were clearly identified:

- When it comes to refugees and third countries, there is a growing number of non-governmental organizations, whether formally recognized or not, willing to help the migrants.
- Third country foreigners usually signed the Republican Integration Pathway that includes a linguistic support from 100 hours to 600 hours. This helps to reduce the language gap between migrants from third countries and the local communities.
- Since many employers need the seasonal employees for a short period, each department of France has “employers’ group” that gathers most of the farms needing employees. Thanks to this system, the employer is not the farmer, but the employers’ group. It allows, in one contract, to regroup the work needed to be done in many farms of the area. These groups have paid staff whose job is to prepare the contracts, do the follow-up, create links between employers and employees and to work with the local associations helping, for instance, migrants. Individual and smaller organizations also exist, where farmers share not only workers but also machines, given their very expensive price. They can be supported by national initiatives such as HOPE (see below).
- More and more employers, aware of the need of foreign employees, are having a personal interest in creating social links and moments with the workers. In many cases, the employer is for example providing food and drink for the breaks and is trying to create social moments with the local community.
- There is less racism within employers since they are now aware that they need foreign and migrant employees to sustain their activities. According to the employers met during the interviews, local communities themselves tend to accept more foreign than before due to this need. But there is still work to be done, especially with the older generations. But there is still racism and xenophobia.

Migratory and work regulation

The legal aspects for seasonal workers, harvest workers and foreign workers in agriculture and forestry concern legislation, work permits, residence permits, recruitment, rights and obligations.

The maximum work period for seasonal workers is, in France, 9 months. This maximum length corresponds specifically to the season contracts. If the person recruited is recruited under a regular contract, with a status or a country of origin allowing it, there is no maximum. The general rule, for a third country native, to be allowed to work has been changed recently if they want a work visa. The minimum wage to get the working visa is now 2563 euros, but there are some exceptions such as the “jobs in tension”, which means the working areas having difficulties to recruit. Agriculture is one of them.

Asylum seekers are not allowed to work at the beginning of the application procedure, except if they are Ukrainians (new special status due to the war). But they are allowed to work after six months if they did not get an answer from the Ofpra, the agency delivering the refugee status.

One of the difficulties to find an accommodation is also due to a general law forbidding to rent “thermal flats”, i.e. apartments or houses with a bad isolation.

Like fixed-term and open-ended contracts, seasonal fixed-term contracts entitle the employee to 2.5 days of paid vacation per month worked, even if the employee works part-time. At the end of a seasonal contract, the employer must in principle pay an end-of-contract indemnity to compensate for the employee's precarious situation. This indemnity is equal to 10% of the total gross remuneration paid to the employee (Article L1243-8 of the French Labor Code).

The legal working time is 35 hours per week (maximum 10 hours per day, and 48 hours per week, unless otherwise specified). They can work overtime. They have the right to a break, to a rest of at least 11 consecutive hours between two periods of work (for example

between two days of work) and to a rest of 35 consecutive hours each week. If they work at night (between 9 p.m. and 6 a.m.), special rules apply to protect your health and safety.

During their stay in France, seasonal workers are also covered by social security laws such as health insurance and accident insurance. According to the law, employers must pay a part of the complementary health insurance since the French public system is covering only a part of the total costs, except if the persons have a very low income.

The topic of the right to naturalization is no different for seasonal workers than for any worker. If they don't have a French spouse (minimum of 4 years after the wedding), they need to apply for a naturalization by decree: the person must reside in France at the time of signing the naturalization decree (decision). The general rule is 5 years of residency in France with a few exceptions such as the status of refugee. But even for refugees, this means that they must have in France the center of their material interests (notably professional) and their family ties. If they reside in France but their spouse and/or children reside abroad, French nationality could be denied.

Public or private initiatives and entities

In France, there are a number of institutions and public initiatives dealing with the issue of migration in the field of agriculture. Here are some important aspects on these topics:

Institutions responsible for and public initiatives on migration:

- The French Office for Integration (<https://www.ofii.fr/>)
- The Chambers of Agriculture offers advice and support to farmers and migrants in agriculture. (<https://chambres-agriculture.fr/>)
- The ANEFA. The National Joint Association for Employment and Training in Agriculture was created in 1992. It is administered by a Board of Directors composed of employers' organizations and employees' unions and implements the decisions of the National Joint Commission for Employment (CPNE) in agriculture. They created an online platform to match employers and employees, l'Agriculture Recrute (<https://www.lagriculture-recrute.org/>)

Organizations working on migrants:

- There are numerous organizations working for the rights of migrants in France, among them the CADAs (Asylum Seekers Hosting Centers), that are accredited by the Interior Ministry to host the asylum seekers during and after their application. The Foundation COS Alexandre Glasberg, also present in Pau, is one of them (<https://www.fondationcos.org/lassociation-cos/le-cos>)
- In all the regions, citizens created associations of volunteers helping migrants in the inclusion in the local communities, such as CIEL in Mourenx (near Pau), VESNA64 (for Ukrainians, in Pau), Mauléon, Terre d'accueil. There are hundreds of them in the whole France.
- Caritas, the Red Cross, Emmaüs, are also very active in this area.
- Pistes-Solidaires developed an intercultural training promoting exchanges of the services between migrants and local communities to promote inclusion: ARTEM (<https://www.artemaccess.eu/>)

Initiatives for migrants;

- HOPE: Hope is an innovative program of integration through employment for a population facing socio-economic difficulties:
 - training in French for professional purposes, concomitant with the construction of a professional project, within the framework of engineering and adapted tools (collective operational preparation for employment);
 - job training, via a professionalization contract or an interim professional development contract, oriented towards the unfilled needs of companies;
 - accommodation and catering services at the training site;
 - global accompaniment (administrative, social, professional, medical, civic, etc.).

The Hope program lasts 8 months.

In a general way, there is a growing number of initiatives to promote the integration of migrants in rural areas. Beside some specific programs, they are mainly based in individual or associative projects.

Training and platform needs and opportunities

The interviews with professionals and employers showed that there are common topics and contents needed in most of France: the most important is what comes about the French culture in general, and more specifically the needs when it comes to work in the agricultural field. A lot of workers don't understand what their duties are, the need to be punctual, while the harvest can heavily depend on works to be done on a specific time. If the weather is changing, the time factor is even more important.

To confirm this, all the people interviewed confirmed that an explanation of the working contracts, whether it is a translation of the most common templates or included in the training and e-learning itself, could play a very important role. This would only help the migrant workers to understand their duties, but also their rights as they are not aware of all of them, even if any of the respondents had knowledge of an employer ignoring the rights of the employees. Language and culture is also definitely a topic that needs to be addressed in a training aiming at migrant workers and their employers.

In terms of functionalities, the interviewees find very interesting the opportunity to use a platform aiming at creating direct links between employers and employees. They all insisted that the training content should be concrete, with videos, study cases, not too theoretical, and the last person met, director of an employers' group in Orléans, even thinks that the training would be better as a face-to-face activity rather than an online training. But he agrees that the farmers don't have a lot of time and absolutely need the help of groups such as the one he manages: they are already manager, accountant, additionally to their main activity in the land.

Some managing content could also be useful as there is currently a gap. A lot of young farmers have a "manager approach" in their activity, that includes managing people, while the older ones are more "traditional" and do not have this approach. The most important is, according to the director of the employers' group, that the recruitment and work with migrant and foreign workers work better if the farmers are already used to have employees. If they never had an employee, to work directly with someone with cultural and linguistic differences could create even more difficulties.

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OFII French Office of Immigration: <https://www.ofii.fr/>

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