

Conditions and rules for internship in France

Definition and regulation

A “stage” (called “internship” in the programme FACE in itinere) is a temporary work situation in the professional area for students in order to gain work skills in relation to their academic training. They must be entrusted with tasks in relation to the pedagogical project of their educational institution.

There are several categories of internship:

- Internship and alternating work and study (“alternance”) for young people preparing a professional and vocational certificate (CAP, BAC Pro, BTS)
- Internship for students pursuing a graduate or postgraduate degree programme or technical/professional studies: the internship is either included in the course of the academic year (from 1 to 3 months) or takes place at the end of the studies (up to 6 months).
- Traineeships for foreign jobseekers in the framework of EEA programmes (Eurodysee, Erasmus +).

Internship is not allowed outside an educational program. It has to be part of a school or university curriculum.

Any other type of co-working must be considered as employment and must follow the Labour Law (minimum wage, etc.). In France, the status of “volunteer” (or “bénévole”) is possible only within associations or institutions of general interest.

Moreover, an internship cannot be used:

- To replace an employee in case of absence, suspension of a contract or dismissal
- To carry out regular responsibilities corresponding to a permanent position
- To deal with a temporary increase in activity
- To carry out seasonal work.

Regulatory references for internship: « Code de l’éducation - articles L.612-8 à L.612-13 »

Requirements for internship

The internship must be part of an academic study of at least 200h in total (1,5 month). It cannot exceed 6 months per academic year, except derogation.

Employers are entitled to respect a waiting period between two training periods: 1/3 of the previous training period (except if the internship is interrupted by the trainee).

An agreement must be signed by the intern, the host organisation and the educational institution. This agreement must contain a number of compulsory elements:

- the goal and content of the internship
- the tasks entrusted to the intern and the mutual commitments of each party

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- how the intern will be counselled and guided in the host organisation
- how the internship will be assessed

A gratification is mandatory if the duration of the internship exceeds:

- 2 consecutive months (= 44 days at 7 working hours per day) within the same academic year
- Or 309 hours of internship, even if they are not consecutive

The minimum amount of this gratification is 3,90€ per hour.

Public organisations are not allowed to pay more than the legal minimum rate. But in the private sector, agreements can stipulate higher rates.

Under 2 months or 309 hours, the gratification is not compulsory. But an employer is always free to pay a gratification to his/her intern.

At the end of the internship, the host organisation has to issue a training attestation mentioning the total and effective period of the internship and the gratification paid.

In case of accident at work the trainee is **covered by his school/university**.

Made on 15 06 2020 (YM)

Sources:

<https://ec.europa.eu/eures>

<https://www.service-public.fr/>

<https://www.cidj.com/>