

## FRANCE - Work Permit Options Overview

Type Of Permit/ Eligibility Criteria	“Salarié” Status Permit	EU Blue Card Permit (Talent)	Qualified Employee Permit (Talent)	ICT Permit	Employee On Assignment Permit (Talent)	Comments
<b>Payroll</b>	Local	Local	Local	Foreign	Local	
<b>Minimum Monthly Salary</b>	Minimum <b>SMIC</b> and according to the convention applicable for the same position in the company	<b>€ 4,486</b>	<b>2 x SMIC</b> <b>€ 3,109 €</b>	Minimum <b>SMIC</b> and according to the convention applicable for the same position in the company	<b>1.8 x SMIC</b> <b>€ 2,798</b>	<b>Minimum salary called in France: salaire minimum de croissance (SMIC) in 2021 = € 10,25 per hour, 1,554.58 for 35 working hours per week</b>  Important: Algerian citizen employees may only be eligible for a “salarié” status permit or ICT permit.
<b>Employment Contract</b>	Local	Local	Local	Foreign	Local  (Foreign contract suspended for the duration of the assignment)	Local contracts = temporary contract (CDD) or indefinite contract (CDI)  Foreign contract = 3 years mission
<b>Degree</b>	Required according to position needs	Required	Required	Not required	Not required	For qualified employee permit (option 3) master’s degree must be obtained in France
<b>Seniority/ Experience</b>	Experience required according to position needs	5 years’ experience required	Not required	6 months of seniority in the group is required	3 months of seniority in the group is required	

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<b>Processing Times (Work Authorization And Visa)</b>	5 to 6 months	1.5 to 3 months	1.5 to 3 months	1.5 to 3 months	1.5 to 3 months	<p>Processing Times differ as visa nationals need to process visa in home country</p> <p>The foreign national who requests a work authorization with an immigration status “salarié” in France is impacted by the employment situation in France: the administration can refuse him the authorization to work.</p>
<b>Spouse</b>	Cannot benefit from the status.	Authorized to work based on dependent permit	Authorized to work based on dependent permit	Authorized to work based on dependent permit	Authorized to work based on dependent permit	Marriage certificate is mandatory
<b>Children Up To 18 Years</b>	Cannot benefit from the status.	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	
<b>Permanent Residence</b>	After 5 years	After 5 years	After 5 years	No	No	There are some specific cases depending on nationality and if studies were completed in France.