

Is your company preparing to expand into France? During this exciting period of growth, you'll need a talented group of employees to make the move. It can be a challenge to obtain the necessary work permits for all of your employees to legally work in France. Fortunately, a [global PEO](#) like Globalization Partners can help.

## Types of Work Visas in France

Citizens of countries in the European Union (EU) do not need a work visa to work in France, nor do those from Switzerland or countries in the European Economic Area (EEA) including, Norway, Lichtenstein, and Iceland. All other employees will require permits to live and work in France.

There are several types of work visas in France, and each one has its own set of requirements. Make sure employees know which category of work visa they'll need so that they can gather the relevant documents and make sure they meet all qualifications. Here are the French work permits that will be most relevant for your company as you expand:

- Short-term visa, or visa de court sejour: The short-term French work visa can authorize training assignments for up to 90 days. This visa does not allow for an extension of stay, so be sure to obtain an alternative visa if it's possible that the employee will need to stay in France for a longer time period.
- Long-stay visa, or visa de long sejour: This visa is the one most of your employees are likely to need. It authorizes citizens of foreign countries to live and work in France for periods longer than three months.
- Corporate executive visa: To stay and work in France, corporate executives will need this type of visa.
- Intra-group transferee card: This visa applies to employees who are working in a group of companies and assigned to a French subsidiary.
- EU Blue Card: This type of visa allows highly qualified individuals from third-world countries to enter, live in, and work in France.

## Requirements to Obtain France Work Visas

The required documents for obtaining a work visa vary depending on each employee's

country of residence. If any of your employees are American or Australian citizens, make sure they're aware of this general list of requirements:

- An application form
- Identity photographs
- Residence forms
- Tickets or detailed flight booking information from a travel agency
- An original passport or travel document (Note that for US citizens, the passport must have been issued no longer than 10 years ago, be valid for at least three months after their return to the US, and have at least two blank visas pages left)
- A processing fee

Additional documents may be required, including:

- Supporting evidence of residence in France
- Documents proving medical coverage
- Documentary evidence of means of livelihood for the period of stay in France
- Letters of reference, academic transcripts, and other supporting evidence of socio-professional situation

## **Application Process**

The employer has to begin the process of getting authorization for employees to work in France. Here are the steps of the process involved with obtaining a long-stay visa:

1. The employer must sign a contract with the French sponsoring company.
2. The French employer will file an application with the Labor Department, or "DIRECCTE."
3. Once it has been approved, the National Agency for the Reception of Foreign Nationals and Migration, or "OFII," will process the application.
4. The OFII will inform the employer of the application's approval and hand the information over to the French Consulate in the country where the employee currently resides.
5. The employee will be contacted and asked to make an appointment online to apply for a work visa. The visa can then be picked up at the French Consulate. It will function as a permit for work and residence in France.

## Other Important Considerations

Because the French work visa is closely tied to residency status, it's important for employment to be established before employees begin the process of obtaining a permit to move to France.

## Partner With Globalization Partners

With the help of Globalization Partners, you can make sure your company is compliant when expanding to France. [Contact us today](#) for more information.