

Mobility: Immigration alert

January 2024

France

Increase of minimum wage impacts requirements for multiple immigration permits

Executive summary

Effective 1 January 2024, the French minimum wage (SMIC) increased by 1.13%, impacting holders of multiple types of French immigration permits.

Background

French minimum wage is taken into account when determining the minimum gross salary that must be earned by third-country nationals (i.e., nationals of countries outside the EU and EEA) who seek to obtain certain French immigration permits. The SMIC French minimum wage is the statutory minimum hourly wage that must be paid to employees in France. The SMIC increases annually on 1 January and may be re-evaluated during the year based on inflation.

Key developments

As of 1 January 2024, the SMIC amounts to EUR 1,766.92 gross per month (or EUR 1,398.69 net for 35 hours per week). This increase impacts the minimum gross annual salary requirements for holders of the following immigration permits:

- ▶ Passeport Talent - Salarié en Mission holders must earn at least 1.8 times the SMIC, or EUR 38,165.40 annually
- ▶ Passeport Talent - Salarié Qualifié holders must earn at least 2 times the SMIC, or EUR 42,406 annually
- ▶ Passeport Talent - Mandataire Social holders must earn at least 3 times the SMIC, or EUR 63,609 annually

Holders of Passeport Talent - Carte Bleue Européenne are not impacted as their salary requirements are not calculated taking into account the SMIC. Holders of this permit are still required to earn a gross annual salary of at least EUR 53,836.50 until further notice.

Impact on employers

Immigration applications that are currently in progress and future hires or moves may be reviewed to ensure new minimum gross annual salary requirements are met. Employers may consider increasing employee salaries to ensure compliance.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.

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