

**Client Alert
JANUARY 2024**

The main updates in French immigration law

New Immigration Bill and update of the remuneration thresholds following the increase in the minimum wage

New Immigration Bill

A new Immigration Bill was adopted by France's Parliament on December 19, and is currently submitted to the Constitutional Council. The law is accordingly not yet implemented, and modifications for some of its provisions can be expected. We will keep you informed.

The measures that will directly impact professional immigration are the following:

Talent Passport residence permits

- "Talent Passport" residence permits will change their name to "Talent" residence permits, in a simplification effort.
- The following three Talent Passport residence permits: Talent Passport Qualified employee, Talent Passport employee of a innovative company, and Talent Passport intra-company will all merge to a single "Talent Qualified employee" residence permit.
- The following three Talent Passport residence permits: Talent Passport Business Creation, Talent Passport innovative economic project and Talent Passport economic investment will all merge into a single "Talent Project Bearer" residence permit.
- The Law creates a "Talent - medical and pharmacy professions" residence permit, that will concern doctors, midwives, dental surgeons and pharmacists.

Regularization of undocumented workers in short-staffed professions

The law gives prefects discretion to regularize undocumented workers, who have lived in France for at least three years and who have worked at least 12 months over the last 24 months. The workers will be able to apply without their employer's approval. This process will be experimented until the end of 2026 and will lead to the issuance of a one-year residence permit.

Migration quotas

The law creates "quotas" – which will be set by Parliament – to cap "for the next three years" the number of foreigners admitted to the country. This measure may be considered unconstitutional by the Constitutional Council.

Family reunification

The conditions for family reunification are made tougher. Applicants must now have resided in France for 24 months (compared with 18 previously). They must also demonstrate they have "stable, regular and sufficient" resources and health insurance, and their spouse must be at least 21 (instead of 18).

Update of the salary thresholds for certain statuses following the increase in the minimum wage

Following the increase in the minimum wage on 1st January 2024, the minimum salary threshold to access the "qualified employee Talent Passport" status is now 3,533.84 Euros gross per month, and that of the "Employee on assignment Talent Passport" increases to 3,180.46 Euros. The threshold of the European Blue Card Talent Passport residence permit is unchanged, at 4,486.37 Euros gross per month.

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