

Client Alert
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Law #2025-391 of 30 April 2025 : relaxations on the “Talent-European Blue Card status”

Executive summary : Law #2025-391, that contains various provisions aiming at adapting European Union law into national law, was published in the Official Journal on the 2nd of May 2, 2025. Article 40 of this law finally proceeds with the transposition of EU Directive 2021/1883.

This introduces relaxations regarding the "European Blue Card Talent" and "Family Talent" statuses. The text also aims to facilitate the issuance of the "EU long-term resident card" for holders of a "European Blue Card" who have undergone intra-European mobility.

Here we review the main changes:

Longer validity of the “Talent – European Blue Card” residence permit for fixed-term contracts

Until now, the “Talent – European Blue Card” permit was issued for four years for applicants signing a permanent employment contract. For applicants on a fixed-term contract, the permit was issued for a validity limited to the duration of the contract.

The law now provides that if the fixed-term contract is for less than 24 months, then the residence permit is equal to the duration of the fixed-term contract plus three months, up to a maximum of 24 months. Thus, for an 18-month fixed-term contract, the residence permit will be valid for 21 months.

Eligibility criteria relaxed

The "Talent – European Blue Card" status becomes available with a fixed-term contract of at least six months, rather than 12 months as was previously the case.

Applicants without a diploma: Relaxation of the professional experience requirement for certain professions

If the applicant does not have a diploma corresponding to at least three years of higher education, they could previously qualify for "Talent – European Blue Card" status if they had at least five years of professional experience. It is now possible to provide proof of only three years of experience within the seven years preceding the application. However, this relaxation only applies to certain professions, the list of which will be determined by decree of the Council of State.

Relaxation of the criteria for obtaining the “Talent-European Blue Card” permit within the framework of intra-European mobility

Until today, holders of a “European Blue Card” status in another European Union country for at least 18 months could apply for the “Talent-European Blue Card” residence permit upon arrival in France, without first obtaining a French long-stay visa.

With the new law, this period is reduced from 18 months to 12 months, and even to 6 months for the second mobility within a European Union member state.

Relaxation of the issuance of the “EU long-term resident card”

The “EU long-term resident card” may be issued to holders of a “Talent-European Blue Card” residence permit who have resided in France for only two years, if they have spent at least three years in France or in another European Union state under a “European Blue Card,” “Skilled Employee Talent,” “Researcher,” or “Refugee/Subsidiary Protection Status” permit.

Expanded criteria for automatic renewal of “Talent-Family” status

As a reminder, Article L421-22 of the CESEDA (Code of entry and residence of foreigners and the right to asylum) states that the renewal of the “Talent-Family” residence permit is automatic, after five years of residence in France under this status. From now on, the “Talent-Famille” residence permit is also automatically renewed, provided that there have been 5 years of legal and uninterrupted residence in the EU as a family member of a foreigner holding a “European Blue Card” permit, the last 2 years of which were spent in France.

Finally, in addition to the above listed relaxations, the law provides for new grounds for refusing the issuance of the “European Blue Card Talent” related to employer obligations

The issuance of the “European Blue Card Talent” visa or residence permit may be refused if the employing company was created or operates for the primary purpose of facilitating the entry of third-country nationals. Refusal may also be issued if the employer has failed to meet its legal obligations regarding social security, taxation, workers' rights, or working conditions, or if it has been convicted of illegal employment.

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