



Global Immigration alert

September 2025

France

New salary requirements for certain foreign workers

Executive summary

Effective 29 August 2025, third-country nationals who apply for certain categories of work-based residence permits are subject to new salary requirements.

Key developments

Third-country nationals who submit the following categories of applications are now required to meet the minimum salary thresholds below:

- *Talent - Skilled Employee (Talent - salarié qualifié)*: EUR 39,582 gross per year. Previously, the requirement was EUR 43,243 gross per year.
- *Talent - EU Blue Card (Talent - Carte Bleue Européenne)*: EUR 59,373 gross per year. Previously, the requirement was EUR 53,835 gross per year.

Impact on employers

Employers may consider the new salary thresholds when sponsoring third-country nationals for these permits to ensure compliance and mitigate business disruptions.

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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