

Study conducted by the French National Contact Point of  
the European Migration Network

**Migratory pathways for start-ups and innovative  
entrepreneurs in France**

July 2019

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- Site of the French national contact point for the EMN:

<https://www.immigration.interieur.gouv.fr/Europe-et-International/Le-reseau-europeen-des-migrations-REM3>

# MIGRATORY PATHWAYS FOR START-UPS AND INNOVATIVE ENTREPRENEURS IN FRANCE

*Study conducted by the French National Contact Point  
of the European Migration Network (EMN)*

**July 2019**

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## LIST OF ACRONYMS

CESEDA: Code on Entry and Residence of Foreigners and the Right of Asylum (*Code de l'entrée et du séjour des étrangers et du droit d'asile*)

CFE: Business Registration Centre (*Centre de formalités des entreprises*)

DGE: General Directorate for Business (*Direction générale des entreprises*)

DGEF: General Directorate for Foreign Nationals in France (*Direction générale des étrangers en France*)

DIRECCTE: Regional Directorate for Business, Competition, Consumer Affairs, Labour and Employment (*Direction régionale des entreprises, de la concurrence, de la consommation, du travail et de l'emploi*).

DSED: Department for Statistics, Studies and Documentation (*Département des statistiques, études et de la documentation*)

JEI: Young Innovative Enterprise (*Jeune entreprise innovante*)

OFII: French Office for Immigration and Integration (*Office français de l'immigration et de l'intégration*)

RCS: Trade and Companies Register (*Registre du commerce et des sociétés*)

R&D: Research and development

VLS-TS: Long-stay visa equivalent to a residence permit (*Visa de long séjour valant titre de séjour*)

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## Executive Summary

In 2018, the European Migration Network published an ***Inform on measures on attracting and retaining start-up founders in the Member States of the European Union***.<sup>1</sup> While this publication provides an overview of this subject, the measures and actions in place are changing rapidly and there is currently no comprehensive EU-wide overview of migratory pathways for start-ups and innovative entrepreneurs. Hence, it would be useful to explore this subject in depth and to highlight the challenges and good practices identified by Member States.

The aim of the EMN Study is to **provide an overview of migratory pathways that are available for start-ups and innovative foreign entrepreneurs in France**. More specifically, the Study aims to **describe the process and conditions for entry and residence, describe the incentives in place to attract and retain start-up founders / employees, while identifying challenges and good practices**. It also provides statistical data on the number of third-country national start-up founders / employees in France between 2014 and 2018.

The study focuses on **third-country nationals who are either start-up founders, start-up employees or are engaged in another form of innovative entrepreneurship**. Admission for general self-employment purposes or setting up small business which is not considered to be innovative falls outside the scope of the Study. Although the focus of this study is start-up and innovative entrepreneurs, the Study is not limited to start-up schemes and includes all schemes which can be used to admit start-up founders and employees and innovative entrepreneurs from third countries.

This study is based on a **series of interviews and questionnaires conducted with various stakeholders** involved in attracting and retaining start-ups and innovative entrepreneurs, including representatives of Ministries, public bodies, French Tech, Business France, as well as universities. It is also based on **several recent studies and reports**.

The study begins by providing **background information on the economic environment in France** in general. It thus presents policies aimed at encouraging start-ups, the main objectives of French Tech and its “capital” label, as well as the particularities of the French ecosystem. The **French Tech label** was launched by the Government on 27 November 2013 to recognise the regions that are most favourable to the development of start-ups. On April 3, 2019, **13 French Tech “capitals”** were labelled by French Tech. These “capitals” refer to communities which have a high density of hyper-growth start-ups and which have set up a dedicated local team to implement the French Tech national strategy, adapting it to the specificities and priorities of local ecosystems.

The study then examines **the legislative and policy framework** for the admission of foreign start-ups and innovative entrepreneurs to France. In particular, it presents the specific admission scheme for start-ups. Launched during the Viva Tech exhibition on June 15, 2017, **the French Tech visa** simplifies and **accelerates the granting of the Talent Passport to foreigners whose skills meet the needs of the French start-up ecosystem** (incubators, accelerators, start-ups, investors, etc.). The French Tech visa targets **three categories of international talent** eligible for the Talent Passport: start-up founders wishing to set up in France, high-level employees recruited for key positions in certain start-ups or scale-ups, and investors.

The third section provides an overview of the **admission requirements for start-ups and foreign innovative entrepreneurs**. It presents the process for evaluating companies, as well as the conditions for admitting third-country nationals. It then focuses on specific case studies, enabling an analysis of the procedure to be followed according to the situation of start-up founders and employees, and innovative entrepreneurs.

The fourth section presents **the incentives put in place to attract foreign start-up founders / employees and innovative entrepreneurs to France**. It also looks at the role played by the **various stakeholders** in attracting this audience. This section also highlights **the factors that make** France and its many regions **attractive to** foreign start-ups and innovative entrepreneurs, while identifying the main challenges and best practices. One of the challenges faced by the stakeholders interviewed for this study is the **competition between European countries and certain third countries**, such as Canada and the USA. Several stakeholders highlight the challenges relating to the need to offer attractive set-up

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<sup>1</sup> European Migration Network: Attracting and retaining foreign start-up founders, EMN Information Summary Note, January 2018.

[https://ec.europa.eu/home-affairs/sites/homeaffairs/files/inform\\_startups\\_2018\\_final\\_revised.pdf](https://ec.europa.eu/home-affairs/sites/homeaffairs/files/inform_startups_2018_final_revised.pdf)

facilities and specific support according to each applicant, and the need to have a targeted strategy to promote French schemes abroad. The obstacles noted by start-ups and innovative entrepreneurs in France mainly relate to **administrative procedures and formalities concerning visas and residence permits**.

In terms of examples of good practices identified by the stakeholders interviewed for this study, the **specific mechanisms dedicated to this group** (the French Tech Visa) should be mentioned; the **“French Tech Ticket” programme**, which aims to promote France as a destination for foreign innovative entrepreneurs; **collaboration between stakeholders** on the **national or local level**; as well as the **various initiatives conducted on the local level** to attract and support foreign start-ups.

Finally, the study looks at the possible ways of **renewing the visas and residence permits** granted to start-up founders and innovative entrepreneurs. It also presents **measures aiming to retain this group**.

The **Synthesis Report**, prepared on the European level on the basis of studies from the EMN national contact points, presents an overview of all measures introduced in EU Member States in relation to labour market integration, while identifying the main challenges and providing examples of good practice.

## Section 1: Contextual overview of the business environment to start up a business in France

*This introductory section aims at providing a contextual overview of the business environment in France in **general** (including for French and EU nationals, as well as third-country nationals), whilst the remaining sections focus specifically on attracting migrant start-ups and 'innovative entrepreneurs from third countries. This section presents the policies aimed at encouraging start-ups, the main objectives of French Tech and its "capitals", as well as the particularities of the French ecosystem.*

### Q1a. Are there specific policies or strategies which aim at fostering start-ups and innovative entrepreneurship in France in general?

**Yes.** The Government strives to create the best possible conditions for the creation and development of start-ups in France.

Innovation is a central element of the strategy, which was adopted by the Government to strengthen France's competitiveness as part of the **Pact for Competitiveness, Growth and Employment**,<sup>2</sup> presented on 6 November 2012. On the basis of the report submitted by the Commissioner for Investment Louis Gallois, the pact identifies eight levers for competitiveness and proposes 35 concrete measures, including the creation of a tax credit for competitiveness and employment (*crédit d'impôt pour la compétitivité et l'emploi*, CICE). These measures were added to by the French president in his closing speech to the Assises de l'Entrepreneuriat conference, on 29 April 2013, and through the "New Deal for Innovation" plan presented by the Prime Minister in Saint-Etienne on 4 November 2013.

The **French Tech initiative** was launched by the Ministry of Economy on 27 November 2013. With a view to making France a "Digital Republic", the Government launched a major collective mobilisation initiative to promote the growth and influence of French digital start-ups. The objective is to make France a "**start-up nation**" and to **consolidate the start-up ecosystem** (*see box on French Tech below*).

The **Action Plan for Enterprise Growth and Transformation** (*plan d'action pour la croissance et la transformation des entreprises*, **PACTE**) aims to empower businesses to innovate, transform, grow and create jobs. On 18 June 2018, the Minister for the Economy and Finance presented a draft law on business growth and transformation. This draft law complements regulatory and non-regulatory measures, as well as the tax measures that were incorporated into the 2019 draft finance law. These measures combine to make up the Action Plan for Enterprise Growth and Transformation (PACTE). The PACTE marks a new stage in the economic reforms initiated by the Government in 2017. It has two objectives: **to grow companies so that they create more jobs and redefine the position of business in society in order to better involve employees**. The **Law on Enterprise Growth and Transformation**,<sup>3</sup> known as the PACTE law, was definitively adopted by Parliament on 11 April 2019 and promulgated on 22 May 2019. It is divided into three parts: freeing up companies from red tape, creating more innovative companies, and creating fairer companies. Through this law, the Government aims to **facilitate and reduce the cost of creating a company, simplify business growth, improve and diversify business funding**, protect their inventions and experiments, develop the capital of public companies, finance disruptive innovation and protect strategic French companies.

#### French Tech

French Tech is structured around **three axes**:

- **Mobilising regional ecosystems:** awarding the French Tech label to centres which support a world-class digital ecosystem and have an ambitious and unifying project to grow this ecosystem. The driving principle is that success does not emerge in isolation, and the State wishes to support and encourage the development of favourable and highly dynamic urban ecosystems.
- **Accelerating start-ups:** 200 million euros are being invested to support the development of accelerators for private start-ups. The initiative is based on the investment fund managed by Bpifrance, in order to co-invest equity in these accelerators.
- **Developing the attractiveness of France and its digital ecosystems:** 15 million euros have been allocated to strengthen the international visibility of French Tech.

<sup>2</sup> [https://www.entreprises.gouv.fr/files/files/directions\\_services/politics/politics/politics/competitiveness/growth\\_pact/national-growth\\_pact-competiveness-employment-DP.pdf](https://www.entreprises.gouv.fr/files/files/directions_services/politics/politics/politics/competitiveness/growth_pact/national-growth_pact-competiveness-employment-DP.pdf)

<sup>3</sup> Law No. 2019-486 of 22 May 2019 on enterprise growth and transformation.

[https://www.legifrance.gouv.fr/affichTexte.do;jsessionid=2A7D5C6553B71117FE22B9FC84971F4B.tplgfr41s\\_3?cidTexte=JORFTEXT000038496102&categoryLink=id](https://www.legifrance.gouv.fr/affichTexte.do;jsessionid=2A7D5C6553B71117FE22B9FC84971F4B.tplgfr41s_3?cidTexte=JORFTEXT000038496102&categoryLink=id)



French Tech brings together entrepreneurs and all stakeholders who are committed and contribute towards the growth and influence of start-ups (investors, engineers, developers, students, public operators, etc.). French Tech includes all start-ups, in other words, all growing companies with a global ambition, at all stages of development, and in all fields (digital, as well as start-ups in medtech, biotech, cleantech, etc.).

**Awarding the French Tech label to cities** has made it possible to structure the French ecosystem in the form of a network, connecting Paris and 13 other regional ecosystems, the list of which was announced on 3 April 2019. Nine cities were first awarded the French Tech label on 12 November 2014. A new wave of awards (cities and thematic ecosystems) was announced on 24 June 2015: four new French Tech cities (Brest, Lorraine, Nice, Normandy) and four thematic ecosystems (Saint-Étienne, Alsace, Avignon, Angers).

**Networks of French entrepreneurs** are present in 12 cities around the world, around the French Tech Hubs (for example, in New York, Tokyo, Moscow and Cape Town). On 25 July 2016, nine French Tech thematic networks were launched.

French Tech is supported by the **French Tech Mission**, which works closely with the departments of the Ministries of Economy and Finance (General Directorate for Business, General Directorate of the Treasury), Foreign Affairs, the Interior and the General Commissioner for Investment. Its partners, who are the pillars of the initiative, are national operators, who, under the joint French Tech banner, coordinate their actions to promote start-ups: Caisse des Dépôts, Bpifrance, Ubifrance and the French Agency for International Investments (*Agence Française pour les Investissements Internationaux*). The French Tech Mission supports start-ups by developing programmes, organising events, creating funding opportunities, developing public policies and leading a powerful network of French Tech communities around the world.

All financing is part of the *Investissements d'Avenir* programme (Investments in the Future).

The French Tech initiative is promoted and supported by the State, in close cooperation with all stakeholders.

#### Q1b. Is fostering start-ups and innovative entrepreneurs in general a national policy priority?

**Yes. Supporting innovation** is a Government priority.

The **priority given to innovation** in France's strategy for competitiveness, economic growth and influence has resulted in the adoption of **several action plans**. As early as 2012, innovation was presented as one of the pillars of galvanising the French economy within the framework of the National Pact for Competitiveness, Growth and Employment. The primary objective of the National Plan for Innovation, launched on 4 November 2013, was to stimulate and enhance the culture of entrepreneurship and innovation in higher education and within companies, with the aim of creating dynamic technological and digital ecosystems. As part of this national plan, France also adopted a Strategic Research Agenda, the "France Europe 2020" agenda, which makes the promotion of innovation and technology transfer one of France's priorities to best meet major contemporary scientific, technological, economic and societal challenges.

The **Innovation Council**, a strategic steering body, was established and met for the first time on 18 July 2018. Responsible for defining the main direction and priorities of innovation policy, this inter-ministerial body is composed of the Minister for Ecological Transition and Solidarity, the Minister of the Armed Forces, the Secretary of State for Digital Affairs and the Minister for Action and Public Accounts. At the first meeting, Ministers were presented with a report prepared by Messrs Distinguin, Dubertret, Lewiner and Stéphan on **aid for innovation**<sup>4</sup> and the measures to be taken in response to this report were announced. On this occasion, the Minister set out an **action plan** in favour of disruptive innovation, in particular the themes of high-impact societal "major challenges" and **new mechanisms dedicated to high-intensity technology or deep tech start-ups**. These two initiatives are financed by the **Fonds pour l'Innovation et l'Industrie** (Innovation and Industry Fund).

More specifically with regard to **support for start-ups**, the French government strives to increase its support for the creation of start-ups each year, particularly in the **digital field**. This is reflected not only in **legal changes**, as highlighted by the example of the Law for Growth, Activity and Equal Economic

<sup>4</sup> Lewiner Jacques, Stephan Ronan, Distinguin Stéphane, Dubertret Julien, Rapport sur les aides à l'innovation, Report No. 2017-M-075-01, Inspection Générale des Finances, March 2018 (in French).  
<http://www.igf.finances.gouv.fr/files/live/sites/igf/files/contributed/IGF%20internet/2.RapportsPublics/2018/rapport-innovation.pdf>

Opportunities,<sup>5</sup> known as the “Loi Macron”, but also by **new tax measures**, such as the “**young innovative enterprise**” **tax status** created in 2004 and designed to promote research and development within young companies.

During the Viva Technology exhibition, an event for start-ups and large groups, which took place in Paris between 15 and 17 June 2017, the French President reminded entrepreneurs of his **commitment to promoting a “start-up nation”** and announced some key measures. During his speech, the President stated that “France is a country of entrepreneurs, it is a country of start-ups, but I also want it to become a country of unicorns, of large new groups, the country of the giants of tomorrow.”

## Q2. Legal definition and working definition of a “start-up” and an “innovative entrepreneur”

**Yes, there is a legal description of an innovative start-up/entrepreneur.**

**Yes, there is a working definition of an innovative start-up / entrepreneur.**

There is no definition of start-ups in French legislation. However, there is a working definition of this concept. The Ministry of Economy provides the following definition: “a start-up is a young company with a global ambition seeking a business model that will ensure strong and rapid growth. It accelerates innovation in all sectors of activity; its value is based in whole or in part on digital technology such as health technologies (*medTech*), green technologies (*cleanTech*), biotechnologies (*bioTech*), finance (*finTech*) or in industrial companies.”<sup>6</sup>

According to the actors interviewed, the definition of a start-up varies according to use but remains too vague to allow a real economic analysis. Some actors, such as INSEE, thus prefer to talk about **innovative SMEs**, as this category is easier to identify. The French economic system targets **innovative SMEs** (within which start-ups are a large but not statistically identified subgroup). Thus, companies targeted by the General Directorate of Business within the Ministry of Economy and Finance have similar characteristics to those described on the Bpifrance website. To **qualify as an innovative company** by Bpifrance, the company must:

- justify the creation of products, processes or techniques with a recognised innovative nature and economic development perspectives, as well as the corresponding financial need,
- have an internal R&D team, even if some of the research work may be outsourced. The R&D activity must be strategic for the company and generate significant turnover.<sup>7</sup>

Similarly, CESEDA and the General Tax Code adopt the **concept of an innovative company** on the **legal level**.

Under the aegis of the Ministry of Economy and Finance and the Ministry of the Interior, a decree published on 28 February 2019 sets out **the criteria for qualifying an innovative company**<sup>8</sup> as part of a **procedure for granting access to residency to third-country nationals under the “talent passport”<sup>9</sup> residence permit** scheme. The new article D. 313-45-1 of CESEDA provides as follows:

I. For the purposes of paragraph 1 of Article L. 313-20, the public body competent to recognise the innovative nature of a company is the ministry in charge of the economy.

II. - An innovative company within the meaning of these same provisions is a company that meets one of the following criteria:

Paragraph 1: the company is or has been a beneficiary of public support for innovation over the last five years and appears on a list drawn up by order of the Minister of the Economy;

Paragraph 2: the company's capital is partly held by a legal entity or an alternative investment fund the main purpose of which is to finance or invest in innovative companies whose shares are not listed. The list of these legal entities and investment funds is established by order of the Minister of the Economy;

Paragraph 3: the company is or has been supported over the past five years by a support structure dedicated to innovative companies.

<sup>5</sup> Law No. 2015-990 of 6 August 2015 for Growth, Activity and Equal Economic Opportunities (in French).

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000030978561&dateTexte=20190529>

<sup>6</sup> <https://www.economie.gouv.fr/entreprises/start-up-contribution>

<sup>7</sup> <https://www.bpifrance.fr/Toutes-nos-solutions/Aides-concours-et-labels/Labels/Qualification-entreprise-innovante>

<sup>8</sup> Decree No. 2019-152 of 28 February 2019 establishing the criteria for qualifying an innovative company, provided for in Article L. 313-20 of the Code on the Entry and Residence of Foreigners and the Right of Asylum (para 1)(in French).

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000038185167&categorieLien=id>

<sup>9</sup> provided for in Article L. 313-20, paragraph 1, of the Code on the Entry and Residence of Foreigners and the Right of Asylum (CESEDA)

III. - When it meets one of the criteria set out in II, the Minister of the Economy issues a certificate to the company recognising its innovative nature.

IV. - Implementation of the criteria mentioned in II shall be subject to a joint annual inspection by the Ministry of the Interior and the Ministry of the Economy.”

### The Young Innovative Enterprise status

Created in 2004 and regularly renewed in the Finance Law since then, the status of “**young innovative enterprise**” (*jeune entreprise innovante, JEI*) is codified in Article 44.6 0A of the General Tax Code. It is open to companies created before 31 December 2019 that invest in research and development (R&D).

This status allows highly innovative young SMEs to pay reduced tax and social security contributions on jobs dedicated to research activities, thus promoting the competitiveness of the economy and the upscaling of companies.

#### The conditions:

At the end of each financial year, companies must meet all of the following conditions:

- be an SME;
- be less than 8 years old (the company definitively loses the status of JEI in the year of its 8th birthday);
- be independent (at least 50% of its capital must be held by natural persons, other JEIs with at least 50% held by natural persons, NGOs or foundations recognised as being of public utility of a scientific nature, research and educational establishments);
- not have been created in the context of a concentration, restructuring, expansion of activity or takeover of such activities;
- incur R&D expenses up to a minimum of 15% of the expenses deductible for tax purposes for this financial year, excluding expenses incurred with other JEIs carrying out research and development projects.

JEIs and JEUs (Young University Enterprise, *jeune entreprise universitaire*) may benefit from **exemptions** in respect of:

- income or corporation tax:
  - total exemption during the first financial year (or the first beneficiary tax period);
  - then 50% exemption for the following period or year;
- the regional economic contribution (CFE and CVAE) and property tax for seven years with the agreement of the local authorities.

The income tax exemption can be combined with the research tax credit (CIR, crédit d'impôt recherche).

JEIs can also, under certain conditions, obtain:

- exemption from capital gains tax on the sale of shares;
- the immediate return of their research tax credit.

The tax benefits apply to companies created before 31 December 2019.

The exemption from employer social security contributions for social insurance and family allowances concerns the remuneration of the following staff, insofar as 50% of their working time is devoted to R&D:

- research engineers, technicians, research and development project managers, lawyers responsible for industrial protection and project-related technology agreements, pre-competitive testing staff;
- company representatives, covered by the general social security system, who are mainly involved in the company's research and development project.

The exemption is applicable until the last day of the 7th year following the year in which the company was created.

### Q3a. The requirements for starting up a business in France

Creating a company involves administrative formalities, starting with the declaration of the activity in order to give it a legal existence. Registration with the Trade and Companies Register (*Registre du Commerce et des Sociétés*, RCS) is compulsory for all entrepreneurs. After choosing the legal, social and tax status, the applicant submits a file to the Business Registration Centre (*Centre de Formalités des Entreprises*, CFE), completing the mandatory formalities related to the creation of a business. Formalised by the attribution of a SIREN number issued by INSEE and by the issuance of the Kbis extract by the clerk of the Commercial Court, registration on the RCS is compulsory in order to exercise most of the rights and obligations of companies that are usually subject to it (companies and individual commercial enterprises) and, thus, ensure the legal operation of the activity.

The administrative formalities for setting up a business were considerably simplified with the establishment of **Business Registration Centres (CFEs)** and the **opening of online services**. Registration can now be done **electronically** (see Q3b).

### Q3b. The process of creating a new business in France, from the initial application to the official registration

The guide written by Business France, *Doing Business in France*,<sup>10</sup> presents the main steps in setting up a company, in the form of a diagram.



Source: Business France, *Doing Business in France*, Booklet 1: Establishing a Business.

A certain number of steps have to be taken before or at the same time as the company is registered:

- Definition of the project;
- Development of a business plan;

<sup>10</sup> Business France, *Doing Business in France 2017*, Booklet 1: Establishing a Business, June 2017. [https://www.businessfrance.fr/Media/Production/INVEST/Invest-DEA/DB%20Business%20livret%201\\_UK\\_2017.pdf](https://www.businessfrance.fr/Media/Production/INVEST/Invest-DEA/DB%20Business%20livret%201_UK_2017.pdf)

- Seeking public or private financing (loans, venture capital, business angels, innovation mutual funds, etc.);
- Choice of legal status;
- Administrative formalities: registration of the articles of association with the Corporate Tax Department where the headquarters is registered (free of charge); and publication of a notice of incorporation in a journal of legal notices;
- Search for premises and domiciliation of the company's registered office;
- Drafting and signature of the company's articles of association;
- Appointment of executive company representatives (and, where applicable, appointment of statutory auditors);
- Choice of the company name and, if applicable, declaration of the domain name of the company's website;
- Constitution of the share capital: opening a bank account in France and depositing the capital of the company being created;
- Company insurance: company declaration to an insurance centre that has taken out civil liability insurance or insurance for the premises;
- Registration of employees with the Social Security authorities.

Some of these steps involve procedures to be followed both in the country of origin and in France and can take several weeks.

The formalities for setting up the business must be carried out at the **competent business registration centre (CFE)**, which becomes **the sole point of contact** for the registration of the company. The CFEs, which are present throughout France, centralise the formalities and send all documents on behalf of the company as regards the creation, modification or cessation of activity to the relevant authorities, such as the tax authorities, URSSAF, the social security system for self-employed people, the registry of the commercial court, INSEE, etc.

To encourage business creation and facilitate procedures, a one-stop-shop has been created by the government for project leaders: [guichet-entreprises.fr](http://guichet-entreprises.fr).<sup>11</sup> The internet portal for business creation has been open since 21 January 2010. **All the administrative formalities relating to the creation of a company can now be carried out online**, regardless of its legal form and the authorisations required to carry out its activity. It is managed by the national "business one-stop shop" service which falls within the Directorate General for Enterprise (DGE).

### Q3c. Length of time it takes to set up a business in France

The request to register as an "entreprise individuelle" (sole trader) must be made no later than fifteen days from the start of the activity of the natural person. It may be filed in the month preceding the declared date of commencement of commercial activity.

For companies, there is no time limit for submitting their registration application. However, it is recommended to submit it as soon as possible after the completion of the incorporation formalities, i.e. shortly after the signature of the articles of association, the deposit of the funds forming the capital with the bank of the future company and the publication of this incorporation in a journal of legal notices (*journal d'annonces légales*, JAL).

The time limit for registering a company or branch in the Trade and Companies Register (*Registre du Commerce et des Sociétés*, RCS) is a **few days**.

### Q3d. Cost of registering a business

The formalities for setting up a business involve different costs depending on the type of business and the nature of its activity, both in terms of the compulsory procedures at the business registration centres (registration, legal notices, drafting the articles of association, etc.) and ancillary costs (trademark registration, signing of a commercial lease, for example).

For a commercial company, the cost of registration in the Trade and Companies Register (RCS) is 25.34 euros.<sup>12</sup> On average, the cost of the administrative formalities for registration is about 50 euros, to which can be added the cost of advertising in journals of legal notices if it is a company being created (about 230 euros).

<sup>11</sup> [www.guichet-entreprises.fr](http://www.guichet-entreprises.fr)

<sup>12</sup> Rates in force on 1 January 2019.

Source <https://www.infogreffe.fr/documents-officiels/infogreffe-gratuit.html> (in French).

### Q3e. Public debates and evaluations on the French business environment

A wide-ranging consultation was organised with start-ups in 2017. Launched by the Prime Minister at the end of September 2017, the **start-up tour**<sup>13</sup> aimed to identify all the obstacles that start-ups encounter in their activity and to collect their suggestions in order to examine them and integrate them into action plans and draft laws. More than 100 start-ups participated in interviews or workshops and more than 1,200 completed the online questionnaire between 28 November and 22 December 2017. The DGE participated in leading the consultation and examining the proposals. At VivaTech in May 2018, the Secretary of State for Digital Affairs, Mounir Mahjoubi, presented the outcome of the "Tour de France des start-ups", proposing 100 measures to help start-ups remove the obstacles they encounter on a daily basis to grow, raise funds, recruit or develop internationally, sector by sector.

#### EY attractiveness barometer for 2018

##### - France's attractiveness in terms of foreign investment

According to the attractiveness barometer for 2018<sup>14</sup>, France is **the second most attractive country in Europe**, behind the United Kingdom and ahead of Germany. In 2018, France welcomed 1,027 investment projects, compared to 1,019 in 2017.

France is at the top of the European countries that attract the most **projects for the establishment and extension of R&D centres and production units**. In 2018, France recorded an historic increase of 85% in research and development (R&D) projects, bringing the number of new or extended projects in this field to 144. These investments were mainly made by digital and biotech companies. These announcements come at a time when France is implementing a proactive policy in the field of technology and in particular in the field of Artificial Intelligence (AI).

In addition, France continues to lead Europe in **foreign industrial investment projects**, which increased by 5%.

##### - The start-up ecosystem in France

The **French start-up ecosystem** continues to grow: 58% of international leaders surveyed as part of the barometer believe that public entrepreneurship policies are effective, two percentage points higher than in the 2018 survey.

According to the 2018 EY Venture Capital Barometer, the **financing of young French companies** is increasingly dynamic. While the number of financing operations increased by only 7%, the amounts raised increased by 41% between 2017 and 2018 to over 3.1 billion euros. The **sectors** that attract the most French or foreign investment are **internet services**, which raised a total of €1.12 billion, **the digital sector** (€745 million) and **life sciences** (€574 million). However, the report states that while venture capital is doing well in France, it still fares poorly in comparison with the United Kingdom and Germany. Despite the uncertainties associated with Brexit, the United Kingdom remains the leading destination for venture capital in Europe with more than €5.8 billion raised in 2018, €2.7 billion more than in France and Germany, which raised comparable amounts. However, there has been a **slight increase in the number of French unicorns**, companies whose value exceeds \$1 billion, according to the ranking of 344 unicorns published in 2018 by CB Insights. There are now four unlisted French unicorns (BlaBlaCar, Deezer, Vente-privée and last but not least, Doctolib) compared to three in 2017. For its part, the United Kingdom has experienced a significant drop in the number of unicorns (16 in 2018 compared to 22 in 2017) and Germany has seen a slight increase with eight unicorns in 2018 compared to seven in 2017. The report points out that the **gradual structuring of the French entrepreneurial and innovative ecosystem** explains the rise of start-ups in France, **supported by French Tech and a now solid network of incubators, but also by a set of new tax incentives**

<sup>13</sup> <https://www.tour-des-startups.gouv.fr/>

<sup>14</sup> Ernst and Young, La France résiste aux chocs, Baromètre de l'attractivité, France, June 2019.

[https://www.ey.com/Publication/vwLUAssets/ey-barometre-de-l-attractivite-de-la-france-2019/\\$File/ey-barometre-de-l-attractivite-de-la-france-2019.pdf](https://www.ey.com/Publication/vwLUAssets/ey-barometre-de-l-attractivite-de-la-france-2019/$File/ey-barometre-de-l-attractivite-de-la-france-2019.pdf)

**and support or simplification measures provided for by the PACTE law** passed by Parliament in the spring.

- **The main economic challenges according to the investors surveyed**

**Regarding the challenges to be met** in order to make France more attractive, 47% of directors surveyed in 2019 would like **administrative procedures for companies to be further simplified**, compared to 41% in 2018. **Restoring France's tax competitiveness** is another recommendation from the foreign directors surveyed (44%). Finally, investors are particularly concerned about **human resources issues**: 37% of them suggest a reduction in labour costs; 32% expect greater flexibility in French labour law; and 31% want the dialogue with the social partners to be revisited.

#### Q4a. Hubs and ecosystems of entrepreneurs in France

**Yes.**

The French ecosystem is strong with a network of **more than 10,000 start-ups** (one third of which are in the Île-de-France region). Les **Pépites Tech**<sup>15</sup> is the official directory of French Tech start-ups worldwide. The site contains an exhaustive database of start-ups in the French Tech ecosystem.

"**French Tech**" is the nickname of the start-up ecosystem in France and all the stakeholders involved in it in France and internationally. It is also a government-backed and entrepreneur-led movement. Through their commitment and investment, these start-up founders, investors and community founders have put France on the global Tech map.<sup>16</sup> (*see Q1a*).

There are a wide range of **support services available for start-ups in the French market**: incubators, accelerators, nurseries and coworking spaces. There are **approximately 240 incubators and 50 accelerators** in France. France is thus one of the European countries with the **largest number of incubators and accelerators** supporting projects. The Parisian incubator Station F, which is one of the largest start-up incubators in the world, is emblematic of the role that France strives to play in this field (*see box below*). The French Tech mission defines acceleration as: "*a programme offering high value-added services to start-ups, providing them with 'industrial' and sometimes financial resources to enable them to grow faster and achieve their ambition to become world champions.*" These programmes offer services to start-ups to enable them to develop their projects more quickly (mentoring, training, conferences, access to data, technical and logistical services, financial support, etc.). Some of the main accelerators include Numa Paris, Boostinlyon (Lyon), Day One E&P (Paris), EuraTechnologies (Lille), The Family (Paris), the Bpifrance Hub, etc.

For example, the Bpifrance Hub welcomes start-ups from all over France to its Parisian offices in a space measuring 1,000 m<sup>2</sup>. Once selected<sup>17</sup>, Bpifrance Hub companies receive tailor-made support over a period of 6 to 18 months, depending on the initial objectives. The range of services offered includes contact with major groups, personalised support and advice on development, financing, a network of partners, etc.

The **French Tech Central**<sup>18</sup> space was opened in autumn 2017 in the heart of Station F. French Tech Central is a new project, aimed at bringing start-ups and public stakeholders together. It hosts representatives of public services and is a one-stop-shop for deep tech, making research available to companies. French Tech Central is the meeting place for French and international actors operating in the **technology** sector (entrepreneurs, incubators, accelerators, investors, developers, engineers, researchers, etc.), where they can find out information and meet around a dynamic and innovative programme. Since its opened, 30 public stakeholders (public services, research institutes, regulatory authorities, public agencies, etc.) have been working alongside start-ups as real growth partners by offering them different meeting formats: weekly masterclasses, workshops, technology demonstrations and individual meetings.<sup>19</sup>

<sup>15</sup> <https://lespepitestech.com/>

<sup>16</sup> Source: <https://www.lafrenchtech.com/fr/>

<sup>17</sup> The Bpifrance Hub can accommodate 10 companies at the commercial development stage, in France and abroad, selected on the basis of their ability to become world leaders in all sectors of innovation.

<sup>18</sup> <https://french-tech-central.com/>

<sup>19</sup> <http://www.french-tech-central.com/>

## STATION F

Station F<sup>20</sup> is considered to be the **world's largest start-up campus**. Inaugurated in 2017 in the 13th arrondissement of Paris, it brings together an entire entrepreneurial ecosystem in a single place. It hosts nearly 1,000 start-ups, over a surface area of 34,000 m<sup>2</sup> of shared workspace, including more than 3,000 workstations.

**26 international start-up support programmes** are offered, including two by Station F (the Founders Programme and the Fighters Programme) and the others by partners present on site (Facebook, Microsoft, BNP Paribas, L'Oréal, several business schools, etc.).

### Q4b. The role played by cities and regions in creating and supporting the entrepreneurial ecosystems and start-up hubs in France

French cities and regions have placed **innovation at the heart of their dynamic growth strategy**. They have set up **support and financing mechanisms** for innovative companies, and work in partnership with competitiveness clusters and private companies to enable start-ups to be incubated and accelerated within their regions. They are thus at the **heart of the national strategy for the growth and development of the French digital ecosystem**.

For example, the **city of Lyon** and the **Auvergne Rhône-Alpes Region** provide financial support for the **Foundation of the University of Lyon's 'Lyon Start-up' project**. This four-month programme offers accelerated entrepreneurship training, group workshops, "pitch" training and a "pitch" competition, and networking with experts from the business world.

In addition, metropolitan areas encourage the emergence of innovative projects, by providing entrepreneurs with **experimental laboratories** designed to catalyse project development by testing their products on a full-scale site. For example, the **city of Nantes** has created an urban experimentation laboratory called "**Nantes City Lab**"<sup>21</sup>, which covers several sites, with a range of equipment, data and engineering to enable start-ups to test and accelerate their concept.

Some cities also offer **support programmes specifically designed for start-ups with projects to enhance the value of the city** in which they are located. This is the case of the City of Paris, which launched the "**City Start-up**" scheme, which aims to identify and support those involved in **an innovative digital service project relating to Paris**.

#### "French Tech" cities

The French Tech label was launched on 27 November 2013 by the Government to recognise regions which are most favourable to the development of start-ups. The **French Tech capitals** bring together communities with a high density of hyper-growth start-ups that have set up a dedicated local team to implement the French Tech national strategy, adapting it to the **particularities and priorities of local ecosystems**. The capitals are the French Tech Mission's favoured partners for rolling out national programmes.

The first nine cities were awarded the French Tech label on 12 November 2014. A new wave of awards (cities and thematic ecosystems) was announced on 24 June 2015: Four new French Tech cities (Brest, Lorraine, Nice, Normandy) and four thematic ecosystems (Saint-Étienne, Alsace, Avignon, Angers). On 3 April 2019, **13 French Tech capitals** were awarded the label by the French Tech mission: Normandy French Tech, La French Tech Rennes Saint-Malo, French Tech Brest +, Nantes Tech, French Tech Bordeaux, French Tech Toulouse, French Tech Montpellier, We are Aix-Marseille French Tech, French Tech Côte d'Azur, Lyon French Tech, French Tech in the Alps, LorNTech, and Lille is French Tech.

The start-up ecosystem in Paris and the Île-de-France alone represents about **50% of France's potential**: the challenge is not its recognition on the national level (there is therefore no national label

<sup>20</sup> <https://stationf.co/fr/>

<sup>21</sup> [https://www.atlanpole.fr/wp-content/uploads/2017/05/CityLab\\_Plaquette.pdf](https://www.atlanpole.fr/wp-content/uploads/2017/05/CityLab_Plaquette.pdf)



for Paris) but its recognition as one of the most efficient ecosystems in the world, which contributes towards the international influence of French Tech as a whole. Paris is de facto the “capital” of French Tech and the French Tech initiative has focused on strengthening its international visibility in terms of start-ups and innovation.

At the local level, French Tech cities **bring together stakeholders** to enable start-ups to access the resources they need locally: accelerators, business angels, employees, customers, etc.

For example, since April 2019, the **French Tech landscape of New Aquitaine**<sup>22</sup> can be described as follows:

- a French Tech capital: French Tech Bordeaux, which is the main start-up ecosystem in the region in terms of size and dynamics. This label allows it to join the 12 other French Tech capitals and ensure the regional deployment of French Tech tools (French Tech pass, French Tech Visa, etc.)
- four French Tech communities: Agen, Atlantic Valley, Pau and Limousin. These are ecosystems of smaller start-ups, but which have a certain density of start-ups and initiatives to promote them.

The role of these ecosystems is to meet the needs of local start-ups (financing, networks, recruitment, etc.) and to implement the national direction of French Tech. Finally, the roll-out of French Tech in the regions and its strategy are driven by entrepreneurial governance but financed largely by local authorities (regions and cities).

With regard to the role of the **regions** in particular, they have also created their own mechanisms dedicated to supporting and financing the creation of start-ups.

For example, the **Auvergne-Rhône-Alpes region** has set up the **START-UP&GO scheme: a regional scheme to finance the creation of innovative companies**, co-financed by the Auvergne-Rhône-Alpes Region, the Caisse des Dépôts et Consignations, and the European Regional Development Fund. This scheme allows the region to support innovative entrepreneurs through repayable grants awarded at different stages of the start-up’s creation.

In 2017, the **Aquitaine Limousin Poitou-Charentes Regional Council** launched a **start-up accelerator and financing programme called “Région start-up”**. The objective of this programme is to double the annual flow of start-ups created in the region by 2020 and aims to support start-up creators through a “start-up investment” fund. This regional programme also offers a **start-up accelerator scheme, “Up Grade Nouvelle-Aquitaine”**, operated by Unitec, a company specialising in incubation and the creation of start-ups, which provides a one-year intensive and personalised support programme for selected companies.

#### **Q5. The main sectors and industries for which France attracts / aims to attract innovative start-ups and entrepreneurs**

In 2018, France was the leading country in Europe for the number of **high-growth companies in the technology sector** (28 companies).<sup>23</sup>

According to Pépites Tech<sup>24</sup>, the French Tech directory, the sectors in which the largest number of start-ups were created in 2018 were as follows: FinTech, E-commerce / Marketplace, Digital Marketing, Real Estate, Big Data, High-Tech, EdTech, Distribution / Retail.

France aims to **attract start-ups in several specific sectors**. As such, on 30 January 2019, Bpifrance presented its **Deeptech Plan** to the Minister of the Economy and Finance, in the presence of the Minister of Higher Education, Research and Innovation and the Secretary of State. This plan aims to increase the number of initiatives to support disruptive innovation in France and strengthen French competitiveness in this field. Second in Europe only to the United Kingdom in terms of Deeptech investment, according to Bpifrance, France has cutting-edge research, an ecosystem that has become highly structured, and the confidence of investors to become a real hot spot for Deeptech. The plan aims to support and finance more than 2,000 Deeptech start-ups by 2023, based on an investment of €1.3 billion. The plan provides for a

<sup>22</sup> Questionnaire completed by the Regional Directorate for Competition, Consumer Affairs, Work and Employment (DIRECCTE) in Nouvelle Aquitaine, May 2019.

<sup>23</sup> Business France, La France, pays des start-ups, L'essentiel en dix points, 2018 (in French).

<sup>24</sup> <https://lespepites.tech.com/>

range of funding to encourage the emergence of projects, the acceleration of start-ups, as well as the growth of Deeptech scale-ups.

#### Innovative companies created by foreign nationals<sup>25</sup> (INSEE Siné survey)<sup>26</sup>

- **Sectors with the highest number of new business start-ups**

According to the INSEE's Siné survey, **trade, construction, accommodation and catering, legal and accounting activities account** for 60% of new business start-ups. These sectors have a particularly high proportion of creators of foreign origin (21% for construction compared to an average of 11%). With 23.4%, the **trade sector** concentrates the **largest number of new business start-ups**. For this sector, **11% of entrepreneurs were of foreign origin** and **47% of companies declare themselves to be innovative**.

- **Proportion of foreign entrepreneurs**

The number of foreign business creators is particularly high in two sectors, **trade and the hotel and catering sector**, where companies **often** declare themselves as **innovative** (at 47% and 48% compared to 39% on average). However, foreign entrepreneurs are generally **slightly less numerous in the most innovative sectors** (other service activities, the "arts, entertainment and recreation" sector) or the most R&D intensive sectors (specialised services, IT and industry). In total, entrepreneurs of foreign origin **contribute a little less to the creation of innovative companies than to the creation of other types of companies**: 4.7% of innovative companies are created by people from outside the European Union, compared to 6.1% for other companies.

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<sup>25</sup> Source: Bureau des études économiques thématiques (P3E2), General Directorate for Business (DGE), Ministry for the Economy and Finance, May 2019.

<sup>26</sup> The **INSEE Siné survey** studies the creation of traditional companies and sole traders (the figures do not take into account new "micro-entrepreneurs" (auto-entrepreneurs)). Figures were obtained from the 2006, 2010 and 2014 surveys. For each survey, a sample of about 25% of the businesses created during the year was surveyed.

## Section 2: National legal and policy framework for admission of start-ups and innovative entrepreneurs from third countries

This section aims to provide an overview of the national legal framework and policies in relation to start-ups and innovative entrepreneurs **from third countries** in France.

### Q6. Is attracting start-ups and innovative entrepreneurs from third countries a national policy priority?

**Yes, it is a national policy priority.**

**Yes, the policy of attracting and retaining innovative foreign start-ups and entrepreneurs is a priority in France.** In his speech on June 15, 2017 at Viva Technology, which brought together start-ups and global leaders in innovation, President of the Republic Emmanuel Macron said he wanted to make France the **leading nation in terms of hyper-innovation**, and a country of revolutionary entrepreneurship and innovation. In order to achieve this objective, **the attractiveness of international talent was presented as one of the priority strategies.** Thus, the **Grand Plan d'Investissement**, announced on 4 July 2017, lists the attractiveness of innovative researchers and entrepreneurs as a priority for the promotion and consolidation of innovation and France's competitiveness on the international scene. On 1 March 2019, the then Secretary of State for Digital Technology, Mounir Mahjoubi, reiterated the **need to attract talent** to France in order to **promote the rise of French start-ups.**<sup>27</sup> On 15 April 2019, his successor to the State Secretariat in charge of Digital Affairs, Secretary of State Cedric O, also reaffirmed **France's ambition to retain and attract future champions of the digital sectors** during his speech at the Paris Blockchain Conference, which brought together blockchain players at the Ministry of the Economy and Finance.<sup>28</sup>

The development of a strategy aimed in particular at attracting international talent and major investment projects, as well as cultural and scientific activities, was thus presented as one of the pillars of France's strategy to boost growth and competitiveness at the launch of the National Pact for Growth, Competitiveness and Employment in November 2012. Attracting foreign talent and students is also one of the government's priorities in the **France Europe 2020 Agenda**. In addition, as part of the **French Tech initiative** launched in 2013, making France more attractive to innovative foreign start-ups and entrepreneurs is one of the main priorities, with the creation of the **French Tech Visa** (see Q1a). In 2014, this priority was reiterated in the "**Invest in France**" programme, which proposed a series of measures to respond to the government's desire to make France more attractive in order to attract "excellence, knowledge and creativity".<sup>29</sup>

### Q7a. A special mechanism to facilitate the admission procedure for start-up founders and innovative entrepreneurs from third countries

**Yes, a specific visa exists to facilitate the admission procedure for start-up founders from third countries.**

**Yes, a specific residence permit exists to facilitate the admission procedure for start-up founders from third countries.**

As part of the drive to promote and improve France's attractiveness to foreign talent, the Law on the Rights of Foreigners in France (*Loi relative au droit des étrangers en France*, RDEF) of 7 March 2016<sup>30</sup> created **the**

<sup>27</sup> Joint press release by the Ministry of Economy and Finance and the Ministry of Action and Public Accounts for the launch of the new French Tech Visa, 1 March 2019.

[https://minefi.hosting.augure.com/Augure\\_Minefi/r/ContenuEnLigne/Download?id=3F3015A1-13D0-4294-94AC-62D2E8B4838B&filename=248%20-%20Attirer%20les%20talents%20num%C3%A9riques%20%C3%A9trangers%20%20.pdf](https://minefi.hosting.augure.com/Augure_Minefi/r/ContenuEnLigne/Download?id=3F3015A1-13D0-4294-94AC-62D2E8B4838B&filename=248%20-%20Attirer%20les%20talents%20num%C3%A9riques%20%C3%A9trangers%20%20.pdf)

<sup>28</sup> Speech by Cédric O, Secretary of State for Digital Technology, 15 April 2019 (in French).

[https://minefi.hosting.augure.com/Augure\\_Minefi/default.ashx?WCI=ContenuEnLigne&ID=04AC0C3D-E233-404A-B602-8CD9C2B9CDFB](https://minefi.hosting.augure.com/Augure_Minefi/default.ashx?WCI=ContenuEnLigne&ID=04AC0C3D-E233-404A-B602-8CD9C2B9CDFB)

<sup>29</sup> Le Conseil Stratégique de l'Attractivité, Press kit "Mesures en faveur de l'attractivité", 2014 (in French).

[http://archives.gouvernement.fr/ayrault/sites/default/files/fichiers\\_joints/fiche\\_mesures\\_fr\\_print\\_0.pdf](http://archives.gouvernement.fr/ayrault/sites/default/files/fichiers_joints/fiche_mesures_fr_print_0.pdf)

<sup>30</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France.

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032164264&categorieLien=id>

**“talent passport” multi-annual residence permit**, for highly qualified employees, researchers, entrepreneurs and investors, among other categories.

Talent passports, which are renewable for a maximum period of four years, are not conditional upon holding a work permit for employed activities and facilitate the arrival in France of family members (spouse and children).

In order to facilitate the admission procedure for foreign start-up founders, on 16 January 2017, the French government announced the launch of the **French Tech Visa**, which became operational on 15 June 2017. This scheme, based on **an accelerated and simplified procedure for obtaining the Talent Passport**, targets not only start-up founders, but also the international talents employed by these start-ups, as well as foreign investors.

*(see presentation of the scheme in section 3.2).*

### **Q7b. The rationale for adopting this specific scheme**

Convinced of the need to foster the emergence of successful start-ups to generate economic value and jobs in France, the government launched the **“French Tech” initiative** on 27 November 2013, to promote this start-up ecosystem. This public action is led by the Mission French Tech team, within the Ministry of Economy, which works closely with public partners such as Bpifrance, Business France, Caisse des Dépôts, the General Directorate for Business (*Direction générale des entreprises*) and the General Directorate for the Treasury (*Direction Générale du Trésor*) within the Ministry for the Economy, the Ministry of Foreign Affairs, the Ministry of Interior and the General Secretariat for Investment.

This policy aims to accelerate the growth of digital start-ups located in France and to make France more attractive in the global race for innovation. By promoting and federating the initiatives of members of the “French Tech” community, this policy aims to create a positive and stimulating dynamic in France and abroad.

The creation of a simplified and accelerated procedure for obtaining a residence permit for start-up founders and employees is one of the key measures of this policy. The French Tech visa for employees is an important tool to facilitate the hiring of foreign talents and thus represents a major defining characteristic of France on the international stage.<sup>31</sup>

### **Q7c. Date the scheme was introduced**

The creation of the **French Tech Visa** system was announced on **16 January 2017** by the Secretary of State for Digital Affairs Axelle Lemaire, alongside President François Hollande, during the welcoming ceremony for the second cohort of the French Tech Pass. **Its official launch** was announced on **15 June 2017** during the French President’s speech at the Viva Technology event.<sup>32</sup>

### **Q7d. The legal pathways used by start-up founders before the introduction of this specific start-up scheme**

Prior to 2016, third-country nationals who wished to come to France to create their start-ups had to apply for the **“skills and talents” residence permit**, which was intended for third-country nationals who, because of their skills and talents, could make a significant and lasting contribution to the economic development or influence of France and their country of origin. This permit was valid for three years and was renewable. Entrepreneurs from third countries who wished to obtain this permit had to prove that they had a project which contributed to France’s economic development and influence, and that they were able to implement it.

Third-country nationals who wished to set up their start-up in France could also apply for the **“commercial” temporary residence permit**, which was available to third-country nationals who wished to pursue an industrial, commercial or trade activity. This permit was valid for one year and was renewable. A report on the reception of foreign talent of April 2013 conducted by the General Inspectorates of the

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<sup>31</sup> Interview with representatives of the General Directorate for Business (DGE), Ministry of the Economy and Finance, May 2019.

<sup>32</sup> Speech by the French President at VivaTech 2017, 15 June 2017 (in French).

<https://www.elysee.fr/emmanuel-macron/2017/06/15/discours-du-president-de-la-republique-au-salon-VivaTech-2017>

Ministry of Foreign Affairs, the Ministry of the Interior, the Ministry of Higher Education and Research, and the Ministry of Economy and Finance, highlighted the need to overhaul this permit in order to adapt it to the specific needs of entrepreneurs from third countries.<sup>33</sup> The law of 7 March 2016 on the rights of foreigners in France<sup>34</sup> merged this permit with the temporary “independent workers” permit, creating a new “entrepreneur/independent worker” permit.

Finally, foreign entrepreneurs with an innovative project could also apply for **the temporary “independent professional” residence permit** authorising the exercise of a self-employed activity. This permit was valid for one year and was renewable. The individual had to carry out a professional activity not requiring a work permit and justify being able to live on their own resources.<sup>35</sup>

#### **Q7e. If no, have there been any policy debates about the reasons for not introducing a specific scheme?**

N/A.

#### **Q8a. A specific system to facilitate the admission procedure for employees of foreign start-ups**

**Yes, a specific visa is in place to facilitate the admission procedure for employees of start-ups from third countries.**

**Yes, a specific residence permit is in place to facilitate the admission procedure for employees of start-ups from third countries. Specify:**

One of the components of the **French Tech Visa** system provides for a procedure to facilitate the admission procedure for employees of foreign start-ups: the “**French Tech Visa for Employees**” (*see section 3.2*).

#### **Q8b. Rationale for the adoption of this specific scheme for employees of start-ups**

In his speech to launch the **French Tech Visa** system, President Emmanuel Macron explained that he wanted to make France “the place to be, to invest, to work, to invent, to launch your business, to become a start-upper (...)”<sup>36</sup> The French Tech Visa thus offered an administrative procedure for obtaining a residence permit, the **simplicity, speed and legibility** of which contributed to the government’s objective of **attracting entrepreneurs from third countries and incubating start-ups in France**. Indeed, “*the ease of access to a residence permit is an important factor in attracting international talent. The French Tech system was therefore driven by the desire to create **more favourable conditions to attract talented third-country nationals to France**, and thus respond to a demand from entrepreneurs to be able to recruit the best talent to fuel the growth of their innovative companies*”.<sup>37</sup>

By enabling companies and start-ups located in France to recruit the best international profiles, the creation of the French Tech Visa thus contributes to the **stimulation, growth and internationalisation of the French start-up ecosystem**, and allows France to **distinguish itself on the international stage while promoting job creation**.

#### **Q8c. Date the scheme was introduced**

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<sup>33</sup> Ministry of Foreign Affairs, Ministry of the Interior, Ministry of Higher Education and Research, Ministry of Economy and Finance, Rapport sur l’Accueil des Talents Etrangers, April 2013.

[https://cache.media.enseignementsup-recherche.gouv.fr/file/2013/02/4/2013-031\\_accueil\\_talents\\_etrangers\\_254024.pdf](https://cache.media.enseignementsup-recherche.gouv.fr/file/2013/02/4/2013-031_accueil_talents_etrangers_254024.pdf)

<sup>34</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France.

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032164264&categorieLien=id>

<sup>35</sup> Study by the French Contact Point of the European Migration Network, Admitting third-country nationals for business purposes, January 2015.

<https://www.immigration.interieur.gouv.fr/Europe-et-International/Le-reseau-europeen-des-migrations-REM3/Le-reseau-europeen-des-migrations-REM/Etudes2/L-admission-des-ressortissants-de-pays-tiers-a-des-fins-d-affaires>

<sup>36</sup> Speech by French President Emmanuel Macron at the opening of the VivaTechnology event, 15 June 2017

<https://www.elysee.fr/emmanuel-macron/2017/06/15/discours-du-president-de-la-republique-au-salon-VivaTech-2017>

<sup>37</sup> David Monteau, creator and former director of the Mission French Tech <https://www.latribune.fr/technos-medias/french-tech-visa-la-france-deroule-le-tapis-rouge-aux-talents-etrangers-740267.html>

See Q7c.

### Q9a. Planned changes in law/policy/practice regarding start-ups or other innovative entrepreneurs from third countries

**Yes.**

The French government is engaged in a permanent process of reflection to enhance the various aspects of its policy for attracting international talent. Thus, during his speech at the Viva Technology event on 16 May 2019, the French President stated that “the best way to keep talents [was] to have talents”, and that the corporate tax system, the health system, and education in France were very attractive and deserved to be promoted.<sup>38</sup>

The **French Tech Visa** system has recently been **overhauled to make it more attractive**. Following the creation of the “talent passport” by the RDEF law of 7 March 2016<sup>39</sup>, and in order to meet the recruitment needs of innovative companies, the Ministry of the Interior introduced the law on managed migration, an effective right of asylum and successful<sup>40</sup> integration (*immigration maîtrisée, un droit d’asile effectif et une intégration réussie*, IMDAEIR) on 10 September 2018, which **extended the scope of the “qualified employee/innovative enterprise Talent Passport”** (para 1 of Article L. 313-20 of the CESEDA) to foreign talent who did not obtain their qualification in France and who want to be employed by companies recognised as innovative by the Ministry for the Economy.

The new provisions of the Law of 10 September 2018 for managed migration, effective right of asylum and successful integration,<sup>41</sup> have been in place since 1 March 2019. The conditions for access to the Talent Passport have been extended to include **companies recognised as innovative**<sup>42</sup> by the Ministry of the Economy and Finance, which represents significant potential. Since 1 March 2019<sup>43</sup>, French start-ups have also been able to benefit from more flexible conditions for the recruitment of foreign talent. This internationally unique system allows “innovative companies” to recruit foreign employees on an accelerated basis. The **French Tech Visa for Employees** has the following advantages: it now has **no qualification requirements**, which makes it possible, for example, to recruit a greater variety of “talent”, including people who have interrupted their studies to train themselves by their own means; it is **free**; it is **valid for four years**; and the process is **identical for almost all** the countries of origin of the recruited employees.

The DGE plans to overhaul the **French Tech Visa for Investors**, focusing in particular on improving the support service for investors wishing to invest large amounts. As part of the **French Tech Visa for Founders**, a **redesign** of the process is also being considered. In addition, the **three French Tech Visa courses** should soon be the subject of a promotional strategy abroad in order to continue to attract international talent.<sup>44</sup>

In addition, the government has established **mechanisms to maintain a continuous dialogue between innovative entrepreneurs and the administrative authorities** in order to adjust the regulatory framework and legal standards to the needs of project developers to facilitate the creation and growth of start-ups.

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<sup>38</sup> Exchange between the French President Emmanuel Macron and French and European start-up creators at VivaTechnology, 16 May 2019. <https://www.elysee.fr/emmanuel-macron/2019/05/16/echange-avec-des-createurs-de-start-up-francaises-et-europeennes-au-salon-VivaTech>

<sup>39</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France (in French). <https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032164264&categorieLien=id>

<sup>40</sup> Law No.2018-778 10 September 2018 “For controlled migration, effective right of asylum and successful integration”. <https://www.legifrance.gouv.fr/eli/loi/2018/9/10/INTX1801788L/jo/texte>

<sup>41</sup> Law No.2018-778 10 September 2018 “For controlled migration, effective right of asylum and successful integration” (in French).

<https://www.legifrance.gouv.fr/eli/loi/2018/9/10/INTX1801788L/jo/texte>

<sup>42</sup> Decree No. 2019-152 of 28 February 2019 establishing the criteria for qualifying an innovative company, provided for in Article L. 313-20 of the Code on the Entry and Residence of Foreigners and the Right of Asylum (para 1) (in French).

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000038185167&categorieLien=id>

<sup>43</sup> Press release, “Attirer les talents numériques étrangers: Mounir Mahjoubi annonce le nouveau French Tech Visa”, 1 March 2019 (in French).

[https://minefi.hosting.augure.com/Augure\\_Minefi/default.ashx?WCI=ContenuEnLigne&ID=3F3015A1-13D0-4294-94AC-62D2E8B4838B](https://minefi.hosting.augure.com/Augure_Minefi/default.ashx?WCI=ContenuEnLigne&ID=3F3015A1-13D0-4294-94AC-62D2E8B4838B)

<sup>44</sup> Interview with representatives of the Directorate General for Enterprise (DGE), Ministry of the Economy and Finance, May 2019.

Thus, the **France Expérimentation** system, which was launched on 29 June 2016 and is managed by the Interministerial Delegate for Public Transformation (*Délégué interministériel à la transformation publique*), enables economic actors to express their needs in terms of adapting administrative standards and procedures and to obtain exemptions on a digital platform.<sup>45</sup> These “experimental” exemptions from standards and procedures can then be made permanent and generalised if they are proven to be useful.<sup>46</sup> Similarly, the **French Tech Central** initiative offers a new space for information and dialogue between some thirty administrative authorities and start-ups within the Station F start-up campus in Paris. This project is part of French Tech and the “Public Action 2022” programme, launched by the government on 13 October 2017, to promote the modernisation of public services, and thus provides an opportunity to test the range of public services in order to adapt them to the needs of start-ups located in France.

**Q9b. If France does not have any special schemes in place for start-up founders/employees, is it planning to introduce these regulations in coming years?**

N/A.

**Q9c. Debates with regard to facilitating the immigration of start-ups and innovative entrepreneurs from third countries.**

**Yes.**

Following the creation of the “talent passport” by the RDEF law of 7 March 2016<sup>47</sup> and in order to meet the recruitment needs of innovative companies, the IMDAEIR law of 10 September 2018<sup>48</sup> **extended the scope of the “talent passport - qualified employee/innovative company”** (para 1 of Article L. 313-20 of the CESEDA) to foreign talents who did not qualify in France and who wish to be employed by companies recognised as innovative by the Minister of Economy.

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<sup>45</sup> <https://www.entreprises.gouv.fr/politique-et-enjeux/france-experimentation-comment-deposer-dossier-de-demande-de-derogation>

<sup>46</sup> Source: the Economy, Finance, Action and Public Accounts website.

<https://www.entreprises.gouv.fr/politique-et-enjeux/france-experimentation>

<sup>47</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France.

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032164264&categorieLien=id>

<sup>48</sup> Law No.2018-778 10 September 2018 “For controlled migration, effective right of asylum and successful integration”.  
<https://www.legifrance.gouv.fr/eli/loi/2018/9/10/INTX1801788L/jo/texte>

## Section 3: Admission conditions for start-ups and innovative entrepreneurs from third countries

This section aims to provide an overview of the admission conditions for start-ups and innovative entrepreneurs from third countries. It presents the process for evaluating businesses, as well as the conditions for admitting third-country nationals. It then focuses on specific case studies, enabling an analysis of the procedure to be followed according to the situation of start-up founders and employees, and innovative entrepreneurs.

### 3.1. Evaluating businesses (start-ups) - evaluating the business plan and conditions that need to be met to qualify as a start-up

#### Q10. The requirements to be qualified as a start-up or innovative entrepreneur

The Directorate General for Business (*Direction générale des entreprises*, DGE) within the Ministry of the Economy and Finance and the Directorate General for Foreigners in France within the Ministry of the Interior have developed various criteria for **recognising the innovative nature of** a company (see Q2).<sup>49</sup> Thus, according to **Decree No. 2019-152 of 28 February 2019 establishing the criteria for qualifying an innovative company**, a company qualifies as innovative if:

- it is or has been a **beneficiary of public support for innovation during the past five years** and appears on a list drawn up by order of the Minister of the Economy;
- its capital is partly held by **a legal entity or an alternative investment fund** the main purpose of which is to finance or invest in innovative companies and whose shares are not listed (the list of these legal entities and investment funds is determined by order of the Minister of the Economy);
- it is **located or has been supported over the past five years by a support structure** (e. g. incubator) dedicated to innovative companies.

A project leader whose company meets one of the criteria listed above is issued with a certificate attesting to the innovative nature of the company.

To be recognised as **innovative** and to be eligible for the **certificate issued by the Ministry of Economy**, which is required in order to recruit foreign employees, the company must comply with one of the following criteria, in accordance with Decree No. 2019-152 of 28 February 2019<sup>50</sup> establishing the criteria for qualifying an innovative company provided for in Article L. 313-20 of the CESEDA:

- be or have been a beneficiary of public support for innovation over the last five years; the list of such support was published in the decree of 28 February 2019 establishing the list of public support for innovation provided for in the first paragraph of Article D. 313-45-1 of CESEDA<sup>51</sup>;
- have part of its capital held by an entity or investment fund whose main purpose is to finance or invest in innovative companies whose shares are not listed; the list of these entities is published in the decree of 28 February 2019 establishing the list of legal entities and investment funds provided for by para 2 of Article D. 313-45-1 of CESEDA.<sup>52</sup>
- be or have been supported over the past five years by a support structure dedicated to innovative companies.

<sup>49</sup> Interview with representatives of the Directorate General for Enterprise (DGE), Ministry of the Economy and Finance, May 2019.

<sup>50</sup> Decree No. 2019-152 of 28 February 2019 establishing the criteria for qualifying an innovative company, provided for in Article L. 313-20 of the Code on the Entry and Residence of Foreigners and the Right of Asylum (para 1).  
<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000038185167&categorieLien=id>

<sup>51</sup> Decree of 28 February 2019 establishing the list of public support for innovation provided for by para 1 of Article D. 313-45-1 of the Code on the Entry and Residence of Foreigners and the Right of Asylum.  
[https://www.legifrance.gouv.fr/affichTexte.do;jsessionid=615445D0B1B6A1DB11C0FA9EF573D2A8.tplqfr42s\\_2?cidTexte=JORFTEXT000038185018&dateTexte=&oldAction=rechJO&categorieLien=id&idJO=JORFCONT000038184654](https://www.legifrance.gouv.fr/affichTexte.do;jsessionid=615445D0B1B6A1DB11C0FA9EF573D2A8.tplqfr42s_2?cidTexte=JORFTEXT000038185018&dateTexte=&oldAction=rechJO&categorieLien=id&idJO=JORFCONT000038184654)

<sup>52</sup> Decree of 28 February 2019 establishing the list of legal entities and investment funds provided for by para 2 of article D. 313-45-1 of the Code on the Entry and Residence of Foreigners and the Right of Asylum.  
[https://www.legifrance.gouv.fr/affichTexte.do;jsessionid=615445D0B1B6A1DB11C0FA9EF573D2A8.tplqfr42s\\_2?cidTexte=JORFTEXT000038185033&dateTexte=&oldAction=rechJO&categorieLien=id&idJO=JORFCONT000038184654](https://www.legifrance.gouv.fr/affichTexte.do;jsessionid=615445D0B1B6A1DB11C0FA9EF573D2A8.tplqfr42s_2?cidTexte=JORFTEXT000038185033&dateTexte=&oldAction=rechJO&categorieLien=id&idJO=JORFCONT000038184654)



Any innovative company that wishes to recruit foreign talent can benefit from this scheme and request a certificate acknowledging its innovative nature. This request is made online via the dedicated platform [demarches-simplifiees.fr](https://demarches-simplifiees.fr).<sup>53</sup>

To obtain this certificate, the employer must meet one of the criteria mentioned in the decree of 28 February 2019 (see above) by producing one of the following documents:

- a sworn statement that the company is receiving or has received innovation assistance over the last five years from one of the listed funds;
- a document issued by the investment entity certifying that the funding has been obtained;
- the hosting contract attesting to the company's presence either currently or over the last five years in one of the incubators identified as part of the process.

This certificate is valid for three years and must be attached to the visa and/or residence permit application for foreign employees.

**The following conditions apply:**

Step 1: the employer makes an online request for a letter attesting to the innovative nature of the company via the dedicated platform;

Step 2: the employee applies for a long-stay visa and/or residence permit by attaching the certificate and other supporting documents. The procedure varies depending on whether or not the applicant already resides in France.

**Q11. The process of evaluating start-ups/innovative entrepreneurship, with regard to:**

The box in section 1 presents the status of a Young Innovative Enterprise (*see Q3B*).

**Q11a. Authority responsible for assessing the eligibility of the start-up**

With regard to the process of assessing the eligibility of start-up projects carried out by innovative entrepreneurs from third countries, **the Regional Directorates for Enterprise, Competition, Consumer Affairs, Labour and Employment (DIRECCTE)**<sup>54</sup> are responsible for assessing the innovative nature of start-up creation projects.<sup>55</sup> Within the DIRECCTE, this evaluation is carried out by the **"Enterprise, Employment and Economy" division ("Pole 3E")**, which is responsible for assessing the innovative nature of projects.<sup>56</sup> In addition, to carry out its appraisal mission, the unit then seeks the opinion of the Business France departments (or the economic departments of embassies abroad when the applicant resides outside France) on the project, which is presented informally.<sup>57</sup>

**Q11b. Documents required for the assessment**

- Business plan.**
- Means of financing (e.g. bank statements).**
- Patents, trademarks, intellectual property.**

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<sup>53</sup> <https://www.demarches-simplifiees.fr/>

<sup>54</sup> The DIRECCTEs are decentralised departments under the joint supervision of the Ministry of Economy and Finance and the Ministry of Labour, Employment, Vocational Training and Social Dialogue. The DIRECCTEs were created in 2010 and are present in each region of France. They support the development of companies and employment on the local level, and ensure compliance with the provisions of the Labour Code and the rules relating to competition, the proper functioning of markets and commercial relations between companies, and economic protection and consumer safety (Article 2 of Decree No. 2009-1377 of 10 November 2009 on the organisation and missions of the regional directorates for enterprise, competition, consumer affairs, labour and employment).

<sup>55</sup> Direction Générale des Entreprises en France, Annual Report 2017 (in French).

[https://rapport-activite.entreprises.gouv.fr/wp-content/uploads/2016/12/DGE\\_rapport\\_activite\\_2017.pdf](https://rapport-activite.entreprises.gouv.fr/wp-content/uploads/2016/12/DGE_rapport_activite_2017.pdf)

<sup>56</sup> Direction Régionale des Entreprises, de la Concurrence, de la Consommation, du Travail et de l'Emploi (DIRECCTE) Île-de-France, Annual Report 2017 (in French).

[http://idf.direccte.gouv.fr/sites/idf.direccte.gouv.fr/IMG/pdf/dire2018-ra2017-def\\_web\\_.pdf](http://idf.direccte.gouv.fr/sites/idf.direccte.gouv.fr/IMG/pdf/dire2018-ra2017-def_web_.pdf)

<sup>57</sup> Questionnaire completed by the Direction Régionale de la Concurrence, de la Consommation, du Travail et de l'Emploi (DIRECCTE) Nouvelle Aquitaine, May 2019 (in French).

- Qualifications and diplomas of the start-up founder.**
- Evidence of registration in a national commerce register.**
- Others.**

In order for the DIRECCTE concerned to give an informed opinion on the eligibility of the start-up, the profitability of the proposed project and its sustainability in the medium term, the appraisal application must include at least a business plan, the project financing strategy, and the qualifications and diploma certificates of the third-country project leader.<sup>58</sup>

The procedure is the same for third-country nationals who have already created a start-up abroad and for those with a start-up project.

#### **Q11c. On average, how long does it take to make a decision on whether the start-up qualifies for the scheme?**

See Q11d.

#### **Q11d. Length of time after the decision has been communicated to the applicant can they register their company/apply for the residence permit**

Once the DIRECCTE's decision has been issued, the third-country national applies for a long-stay visa to come to France. Once they have arrived in France with their visa, they can go **directly to the Prefecture to apply for a residence permit.**

Depending on the terms of the visa they have applied for, the third-country national is issued either directly with a **"talent passport" multi-annual residence permit** or with a **receipt that they have submitted an application for a temporary "entrepreneur/self-employed" residence permit** (see Q12b.).<sup>59</sup>

Third-country nationals may initiate the procedure for registering their company with the competent Business Registration Centre (CFE) as soon as they receive their residence permit or the receipt of submission of an application for a temporary residence permit.<sup>60</sup>

#### **Q11e. Management of the application process**

- Online. Please explain:**
- In person. Please explain:**
- Other. Please explain:**

The DIRECCTE evaluates start-up projects to attest to the innovative nature of the project within the framework of the systems for issuing residence permits for business creation in France.<sup>61</sup>

As part of the **French Tech Visa** scheme, the **incubator** receives and selects the complete application (see Q11b. and Q13.) of a start-up project from a third-country national and forwards this file to the relevant DIRECCTE for evaluation.<sup>62</sup>

For other measures relating to obtaining a residence permit for the creation of a business in France, the DIRECCTE is informed by the **consular services** at the time of the visa application, which forwards the application submitted by the applicant to it for an opinion on the project.

<sup>58</sup> *Idem.*

<sup>59</sup> Source: Bpifrance Création, an information site on the creation, takeover, development and transfer of companies in France.  
<https://bpifrance-creation.fr/encyclopedie/etapes-creation-dune-entreprise/definir-son-projet-personnel-createur/porteur-projet-0>

<sup>60</sup> Source: the Economy, Finance, Action and Public Accounts portal.

<https://www.economie.gouv.fr/entreprises/etranger-creer-entreprise-france>

<sup>61</sup> Business France, Report "Welcome to France: a guide for incoming talent", Doing business in France 2017.

[https://www.businessfrance.fr/Media/Production/INVEST/Invest-DEA/DB%20Business%20livret%201\\_UK\\_2017.pdf](https://www.businessfrance.fr/Media/Production/INVEST/Invest-DEA/DB%20Business%20livret%201_UK_2017.pdf)

<sup>62</sup> Source: French Tech.

<https://visa.lafrenchtech.com/3/french-tech-visa-for-founders>

### **3.2 Admission conditions from the person perspective (start-up founders and employees)**

#### **Q12a. Requirements for applying for a start-up visa**

- Start-up founders.**
- Start-up employees.**

- **Start-up founders**

The **French Tech Visa for Founders** allows foreign start-uppers incubated in a **French Tech labelled incubator** to develop their project in France. They are eligible for a **Talent Passport** residence permit for **an innovative economic project**, valid for a period of up to four years and renewable.

#### **The stages of the procedure are as follows:**

Step 1: Be selected by an **incubator or French Tech Visa partner accelerator**, through their usual selection process: each incubator has its own start-up selection process (throughout the year, by call for projects, etc.). The list of partner incubators and accelerators is available on the French Tech website.<sup>63</sup>

Step 2: the partner incubator sends the start-up an **official recognition letter from the French authorities (DIRECCTE)** attesting to the innovative nature of the project.

Step 3: Once this letter has been obtained, the start-up founder can apply for a **long-stay visa and/or residence permit**. The procedure depends on whether or not the applicant already resides in France.

To apply for this residence permit, the foreign start-upper must therefore provide proof of:

- the existence of an **innovative economic project** that they wish to develop in France;
  - **recognition of the project by a public body**;
  - **sufficient means of subsistence** with resources corresponding to the minimum wage, i.e. 18,254.60 euros as at 1 January 2019.
- **Employees of start-ups**

The **French Tech Visa for Employees** facilitates the recruitment of international talent by companies which are based in France and are recognised as innovative by the Ministry of the Economy. They are thus eligible for the **qualified employee / innovative company 'talent passport'** residence permit, which is valid for a period of up to four years and is renewable.

The **conditions** for applying for this residence permit are as follows:

- the employee must be recruited by a Young Innovative Enterprise (defined in Article 44 part six - O A of the French General Tax Code) *see Box Q2 - Section 1*) to perform functions related to the company's research and development project;
- have an employment contract of three months or more in a "Young Innovative Enterprise";
- Receive a gross annual remuneration at least equal to twice the minimum annual growth wage<sup>64</sup>;
- justify a direct link between the position in question and the company's research and development project: This link is established when the position in question falls within the scope of the exemption from employer social security contributions on wages provided for by the JEI status.

#### **Q12b. Requirements for applying for a start-up residence permit**

- Start-up founders.**
- Start-up employees.**

*See Q12a.*

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<sup>63</sup> <https://visa.lafrenchtech.com/6/find-the-right-incubator-for-your-startup>

<sup>64</sup> On 1 January 2019 the minimum growth wage is 1,522 euros per month.

### Q12c. Are there different requirements for TCNs applying from abroad and those looking to change their status?

The conditions for applying for a “talent passport - innovative project founder” or “qualified employee” residence permit are identical regardless of the applicant’s place of residence. However, the competent authority is different: a foreigner residing outside France applies for a long-stay visa at the consulate of their country of residence. For foreigners residing legally in France, they must apply for a change of status within two months of the expiry of their residence permit. The application should be filed with the Prefecture of their domicile.

### Q12d. Are different statuses compatible and/or possible at the same time? (e.g. a TCN that is in your country as a highly skilled employee and at the same time is setting up a start-up or even running it?)

**No.**

It is not possible to hold two statuses at the same time.

A residence permit allowing the exercise of a remunerated activity (as a manager, entrepreneur or employee) only allows the activity for which the permit was issued to be exercised. Thus, an employee may not exercise the functions of authorised representative / manager of a company under cover of an “employee” residence permit. Only residence permits issued for family reasons (private and family life, *vie privée et familiale*, VPF) or ten-year residence permits allow all professional activities to be carried out.

## Q13. Processing of requests

### Q13a. The authorities in charge of processing requests

Long-stay visa applications are submitted to the consulate of the country of residence before arrival in France.

Applications for residence permits, renewals and changes of status are made to the Prefecture of the place of residence.

The conditions relating to the innovative nature of the project fall within the competence of the DIRECCTE (Pole 3E) - [see section 3.1.](#)

### Q13b. Submission of the start-up visa/residence permit

**Online:** visa applications can be submitted online, although the person must generally collect their long-stay visa in person (stamped in their passport).

**In person:** applications for residence permits and changes in status must be submitted by the applicant at the Prefecture.

**When the foreigner resides outside France**, the decision to issue the “talent passport - qualified employee/innovative company” residence permit is taken by the diplomatic and consular authority (Article R. 313-41 of CESEDA, para. 1).

In case of doubt about the company recruiting foreigners in France (real existence, Young Innovative Enterprise status in particular), or about the link between the position in question and the research and development project of the Young Innovative Enterprise, the consul may call upon the competent DIRECCTE (Pole 3E).

**When the planned length of stay is less than 12 months**, the foreigner is issued a long-stay visa equivalent to a residence permit (VLS/TS) marked “talent passport” (with no additional specification) pursuant to application of 2° of Article L. 311-1 of CESEDA.

Within three months of arrival, the third-country national validates their VLS/TS online at the following address <https://administration-etrangers-en-france.interieur.gouv.fr/particuliers/#/>

The overhaul of this procedure, which was initiated by the Ministry of the Interior and which has been in force since 18 February 2019, is **significantly simplified and represents a significant time saving.**

**When the planned duration of stay is equal to or greater than one year**, the third-country national is issued a long-stay visa “talent passport – para 1 of L. 313-20” for a duration of three months.

Upon arrival in France, the third-country national must attend the Prefecture of their place of residence to be issued with their residence permit upon presentation of their passport containing this visa.

**When the foreigner has already been admitted to stay in France**, the decision to issue the requested residence permit is taken by the Prefect of the Department where the foreigner has established their residence in France or, in Paris, by the police prefect (Article R. 313-41 of CESEDA para. 2).

It is the responsibility of the third-country national wishing to receive a "talent passport" permit to report to the prefecture within the two months preceding the expiry of their previous residence permit.

**Q13c. Could the start-up founder employ third-country nationals? Under which scheme? What are the conditions that they have to fulfil?**

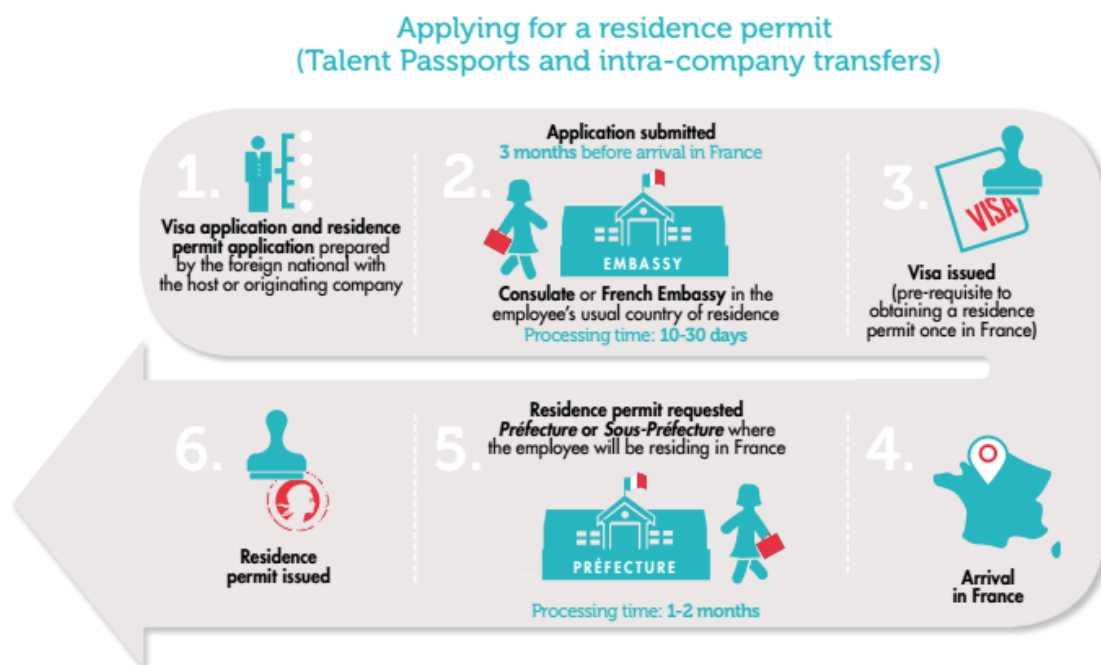
**Yes.** See Q12a on the multi-annual residence permit marked "talent passport" "qualified employee/innovative company" (para 1 of L. 313-20 of CESEDA) which is issued to foreigners who:

- either pursue an employed professional activity and hold a qualification at least equivalent to a Masters' degree or a Level I diploma accredited by the Conférence des Grandes Ecoles;
- or is recruited in a company defined in Article 44 part six-0 A of the French General Tax Code or in an innovative company recognised by a public body (in accordance with criteria defined by Decree No. 2019-152 of 28 February 2019) to perform functions related to the company's research and development project or to the project's economic, social, international and environmental development.

#### Q13d. The processing time for a start-up visa/residence permit application

This depends on the consulates/prefectures and the workload of the services at the period concerned. On average, it takes between a few days to a few weeks to process completed applications (less than three months).

The guide written by Business France, *Doing Business in France*<sup>65</sup>, presents a diagram of the visa/residence permit application procedure.



Source: Business France, *Doing Business in France*, Booklet 2: A guide for incoming talent.

<sup>65</sup> Business France, *Doing Business in France 2017*, Booklet 2, A Guide for Incoming Talent, July 2017.  
[https://www.businessfrance.fr/Media/Production/INVEST/Invest-DEA/DB\\_Business\\_livret%20\\_UK2017.pdf](https://www.businessfrance.fr/Media/Production/INVEST/Invest-DEA/DB_Business_livret%20_UK2017.pdf)

### Q13e. The duration of the visa/residence permit granted

The maximum duration of this residence permit is **four years and it can be renewed**.

### Q13f. Challenges regarding admission of start-up founders, employees and innovative entrepreneurs

In terms of challenges related to the admission of foreign start-up founders and employees, several stakeholders mentioned **complex and lengthy administrative procedures**.

Another challenge that was identified concerns France's ability to welcome and retain international talent, particularly because of **lower remuneration levels**.<sup>66</sup>

### Q13g. Good practices identified

The **three pillars of the French Tech Visa** can be cited as an example of good practice developed in France. However, the number of visas granted could be increased, in particular by improving communication on this subject.<sup>67</sup>

The **reform of the Talent Passport** on 1 March 2019 is also considered a good practice by several stakeholders who were interviewed for this study (see previous sections), the most significant change being the broadening of access conditions.

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<sup>66</sup> Interview conducted with representatives of Business France, April 2019.

<sup>67</sup> Interview with representatives of the Directorate General for Enterprise (DGE), Ministry of the Economy and Finance, May 2019.

### **3.3. Case Studies**

*This subsection presents several case studies that aim to better understand the possible admission options, depending on the situation of start-up founders, their employees, or innovative entrepreneurs.*

*General remark on each case study: for information on the procedures to be followed and the procedures for processing visa and residence permit applications, please refer to section 3.2 of this study.*

#### **1. TCN outside the EU, has not set up business yet: Start-up business plan stage, has not registered the company in the Member State, wants to apply from outside the EU.**

*Vihaan is a highly skilled professional from India with a Master's degree from University of Delhi, currently living in Delhi. For the past few months he has been working in an IT company there, but he plans to start his own business in the near future. He already has a business plan for a service-based app that he thinks could do well in France. His goal is to come to France and start his company there. What is the process that Vihaan would have to go through to build his start-up in your Member State?*

In order to create his start-up in France, Vihaan would first have to apply for a **long-stay visa**. The type of visa corresponds to the residence permit adapted to his professional project. Thus, Vihaan can apply for **two types of visas**:

- **Either a "entrepreneur / self-employed" long-stay visa equivalent to a residence permit and is valid for one year.**

He must submit his visa application to the competent French consular service in India and provide proof of an economically viable, self-employed activity from which he derives sufficient means of subsistence (resources at least equal to the minimum wage, i.e. €18,255 as at 1 January 2019) and provide supporting documents to enable them to assess, in the event of creation, the economic viability of his project (for example a business plan), compliance with the obligations of the profession in question, if applicable, the absence of conviction or ban on practising, and the compatibility of his activity with safety, health and public order.

At the end of his first year of stay in France, Vihaan can apply for a multi-annual residence permit marked "entrepreneur/self-employed", which is valid for four years and is renewable. Vihaan must then justify his diligence and the thoroughness of his participation in the training sessions for the French Integration Contract, not have shown that he rejects the essential values of French society and France, and continue to meet the conditions for issuing the temporary "entrepreneur/self-employed" residence permit.

- **Or a long-stay visa "talent passport" "business creation" (if his stay is longer than 12 months) or a long-stay visa equivalent to a residence permit "talent passport" "business creation" (for a stay of 4 to 12 months).**

If Vihaan is planning to stay for more than 12 months in France to set up his company, he should apply for a long-stay visa "talent passport - enterprise creation" from a competent French consular service in India.

Vihaan must then prove that he has a real and serious start-up project in France, and that he has obtained a diploma at least equivalent to a Masters' degree or five years of professional experience of a comparable level. Vihaan must also provide proof of own resources at least equal to the minimum annual gross growth wage (set at €18,255 on 1 January 2019), an investment of at least €30,000 in his project, and compliance with the regulations in force in the field of activity in question. Obtaining this visa allows Vihaan to apply for a multi-annual residence permit "talent passport - enterprise creation" which is valid for four years and is renewable, upon arrival in France, at the Prefecture of his place of residence. This permit meets the same conditions as the long-stay visa marked "talent passport - enterprise creation".

On the other hand, if Vihaan is planning to stay less than 12 months, he must apply for a long-stay visa equivalent to a residence permit (VLS-TS) marked "talent passport". The conditions for obtaining this type of visa are the same as those set out above for the long-stay visa "talent passport - enterprise creation". This VLS-TS must be validated online on the dedicated website<sup>68</sup> within three months of arrival in France.

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<sup>68</sup> <https://administration-etrangers-en-france.interieur.gouv.fr/particuliers/#/>

If Vihaan decides to extend his stay beyond the validity date of his VLS-TS, he can then submit an application to the Prefecture to obtain a multi-annual residence permit "talent passport - business creation", which is valid for four years and can be renewed in the two months preceding the expiry of his VLS-TS, according to the standard procedure for renewing residence permits.



**2. TCN already in the EU, working as a highly skilled employee: highly skilled third-country national who came on an EU Blue Permit or an alternative national permit for highly skilled workers working for a company in a certain industry; after two years of working for the company wants to start his/her own business.**

*Amel is a Tunisian citizen working for "B Solutions", a biotech company in France on an EU Blue Card permit or an alternative permit for highly skilled workers arranged through her employer. After having worked for the company for two years, she feels that she is ready to take on a new challenge. She would like to start her own business in the same sector and set up a company that offers high-tech solutions to recycle waste in a new, innovative ways, remaining in France. What are her possibilities?*

Amel holds a multi-annual residence permit "European Blue Card talent passport", for highly skilled workers and which is probably valid for four years, obtained as part of her job at B Solutions. This permit does not allow the beneficiary to set up their own business in France. Amel must therefore apply for a change of status. She will not be able to start her business until she has obtained the appropriate residence permit.

In order to be able to create her company and depending on her investment capacity, the classification of her economic project, or even the innovative nature of her project, and its economic viability, Amel can apply for three types of residence permits from the Prefecture of her place of residence:

- either a **multi-annual residence permit "talent passport - enterprise creation"**.

Amel can apply for a multi-annual residence permit "talent passport - enterprise creation", valid for a maximum of four years if she proves that she has a qualification at least equivalent to a Masters' degree or five years of professional experience of a comparable level, and a "real and serious" business creation project, as well as sufficient resources to support herself (at least equal to the minimum full-time gross annual growth wage set at €18,255 on 1 January 2019), proof of investment of at least €30,000 in her company, and proof of compliance with the regulations in force in the field of activity in question.

- **Or a multi-annual residence permit "talent passport for innovative economic projects"** if she can justify an innovative economic project, recognised by a public body.

If Amel can prove that her project is innovative, she can apply for this residence permit. Decree 2019-152 of 28 February 2019 specifies the conditions to be met to justify the innovative nature of the economic project:

- The company is or has been a beneficiary of public support for innovation over the last five years and appears on a list drawn up by order of the Minister of the Economy;
- The company's capital is partly held by a legal entity or an alternative investment fund whose main purpose is to finance or invest in innovative companies and whose securities are not listed (the list of these legal entities and investment funds is established by order of the Minister of Economy);
- Over the past five years, the company has been supported by a support structure dedicated to innovative companies.

Because Amel wishes to set up a new company, she will not be able to meet conditions 1 and 3 but if a legal person or an alternative investment fund whose main purpose is to finance or invest in innovative companies holds part of its capital (list established by the Decree of 28 February 2019 establishing the list of legal entities and investment funds provided for in article D. 313-45-1 of the Code on the Entry and Residence of Foreigners and the Right of Asylum (2°), she may be able to fulfil the second condition and apply for this residence permit.

In addition, Amel must prove that her project has been recognised by a public body and that she has sufficient resources during her stay to support herself (at least equal to the minimum annual full-time gross growth wage set at 18,255 euros on 1 January 2019).

- or a **temporary residence permit "entrepreneur/self-employed"**, valid for one year if she cannot meet the conditions for obtaining the "talent passport", "innovative economic project" or "enterprise creation" residence permit.

In this case, Amel must prove that she has a viable economic activity (providing evidence of resources at least equal to the minimum annual full-time gross growth wage set at 18,255 euros on 1 January 2019), that she meets the requirements of this profession (in terms of diplomas or professional experience, for example), provide evidence of registration either in the Trade and Companies Register or the Trades Register or with the URSSAF depending on the type of activity carried out, have no convictions or prohibitions on practicing, and an activity compatible with public safety, health and order.

At the end of her first year of residence after obtaining this permit, Amel may apply for a **multi-annual residence permit "entrepreneur / self-employed"** which is valid for four years (subject to meeting the following conditions: provide proof of attendance, other than due to exceptional circumstances, and the seriousness of her participation in the training courses prescribed by the State within the framework of the Republican Integration Contract (CIR); demonstrate that she has not rejected the essential values of French society and France and continues to fulfil the conditions for issuing the temporary residence permit) or renew her temporary residence permit for one year if she continues to meet the conditions set out above for the temporary permit but does not meet the conditions of the multi-annual residence permit.

### 3. TCN outside of EU, registered company: start-up just started, registered company outside the EU would like to set up in France

*Sergey from Minsk, Belarus owns a company "Icomp Technologies", a manufacturing company which has just launched the production of electronic components in IoT (Internet of Things) technology sector. The company has already shipped some experimental production to third country markets, such as Japan and Malaysia, and, based on the initial success it was decided to reallocate company's headquarters to France for further business development. What is the process that Sergey would have to go through to move the headquarters? Are there any additional provisions for other staff members aiming to reallocate to France?*

#### *Step 1: Creation of the legal structure in France*

In order to transfer his company's headquarters to France, Sergey has the choice between different forms of establishment, depending on his professional objectives, the desired legal form of his company, etc. The procedure for creating a structure and the documents requested depend on the legal form of the chosen company. Sergey will then have to follow the French procedure for registering a company (see Section 1.)

#### *Step 2: Sergey arrives in France to manage his company*

Once his company has been created, Sergey must obtain a residence permit in order to come to France to run it. Which residence permit he applies for will depend on his role within the structure (Director / representative or employee), his salary, and the share capital of the project.

On the basis of staying in France for one year or more, Sergey can apply for three types of residence permit:

- **a long-stay visa and then the "talent passport - business creation" residence permit**

To obtain this visa from the competent French consulate in his country of origin / residence, Sergey must have a real and serious business creation plan in France, a diploma at least equivalent to a Masters' degree or five years of professional experience at a comparable level, **his own income must be at least equal to the minimum full-time gross annual growth wage** (*salair minimum de croissance annuel* (SMIC) set at 18,255 euros per year on 1 January 2019), investment of at least **30,000 euros** in his project, and compliance with the regulations in force in the field of activity in question.

Upon arrival in France, Sergey can apply for a **multi-annual residence permit "talent passport", marked "business creation"**, which is valid for four years and is renewable. This permit meets the same conditions as the long-stay visa.

- **a long-stay visa and then the "talent passport - company officer" residence permit**

To obtain this visa, Sergey must prove that he is a **legal representative** of his company established in France, that his **gross remuneration is at least three times the SMIC** (set at 18,255 euros per year on 1 January 2019), and that he has been a corporate officer for more than **three months** of an establishment or company within the same group.

Upon his arrival in France, Sergey applies for a **multi-annual residence permit "talent passport - company officer"** which is valid for four years and is renewable. This permit meets the same conditions as the long-stay visa.

- **a long-stay "entrepreneur / self-employed" visa, which is equivalent to a residence permit and is valid for one year**

To obtain this visa, Sergey must prove that he is economically viable and has sufficient means of subsistence (resources at least equal to the minimum full-time minimum wage set at 18,255 euros per year gross as of<sup>1</sup> January 2019), and provide supporting documents to enable the evaluation, in the event of creation, of the economic viability of his project (for example a business plan), compliance with the obligations of the profession considered if applicable, the absence of conviction or prohibition to practice, and the compatibility of his activity with public safety, health and order.

At the end of his first year in France, Sergey applies for a **multi-annual residence permit "entrepreneur/self-employed", which is valid for four years and is renewable**. Sergey then must justify the seriousness and thoroughness of his participation in the training sessions for the French Integration Contract, show that he has not rejected the essential values of French society and France, and

continues to meet the conditions for being granted the temporary “entrepreneur/self-employed” residence permit.

### *Step 3: arrival in France of foreign employees*

If Sergey then wants other members of his team based in Belarus to come and work in France, they will have to obtain visas and residence permits that correspond to their level of qualification and remuneration, the nature of their missions, the duration of their secondment/residence in France, and the nature of Sergey’s business.

For each of the residence permits available for his employees, the planned duration of their stay in France determines the procedure to be followed to obtain their residence permit.

Thus, **if the planned duration of stay is equal to or greater than one year**, employees apply for a **long-stay visa** corresponding to their situation. Once they arrive in France, they go to the Prefecture to apply for a multi-annual residence permit corresponding to the category mentioned on their visa.

If the planned duration of stay is **less than 12 months**, employees apply for a **long-stay visa equivalent to a residence permit**, to be validated within three months of their arrival in France (*see Q13b*). If their stay is extended, they may apply for the corresponding multi-annual residence permit, following the standard procedure for renewing residence permits.

Thus, several residence permits may be applied for depending on the nature of the duties performed in France:

- **a multi-annual residence permit “talent passport” “employee on assignment”, valid for 4 years and renewable.**

This residence permit is issued to third-country nationals employed by a company based abroad who come to France as part of a **mission** between the establishments of this company. They must have at **least three months' work experience within** the group, an **employment contract** with the establishment in France, and a **gross annual salary of at least 35,858.28 euros**.

- **A multi-annual residence permit “ICT posted employee”, valid for a period of 3 years, non-renewable.**

This permit is requested by employees who have come to France to take up **senior management positions or bring special expertise**. They must have at least six months work experience within the company based abroad, sufficient resources during their stay in France to support themselves, professional qualifications and experience within their group to carry out their assignments, and must prove that the establishment or company employing them and the one in which their assignment is carried out belong to the same group of companies.

- **A multi-annual residence permit “talent passport” “European Blue Card”, valid for 4 years and renewable.**

This permit is issued to **highly qualified employees**. To obtain it, they **must prove that they hold a qualification** attesting at least 3 years of higher education or 5 years of professional experience at a comparable level, an employment contract of at least one year, and a gross annual salary of at least 53,836.50 euros.

- **A multi-annual residence permit “talent passport” “qualified employee/innovative company”, valid for 4 years and renewable.**

This residence permit can be requested in two cases:

- by third-country nationals who are employed, have a degree level at least equivalent to a Masters’ degree, have an employment contract of three months or more with an employer established in France, and receive a gross annual salary of €36,509.20 or more;

- by third-country nationals who are recruited by a company that holds the status of “Young Innovative Enterprise” (JEI)<sup>69</sup>, with an employment contract of more than three months with this company, who receive an annual gross salary of €36,509.20 or more, and who can prove that they are a young innovative enterprise and that the employment applied for is directly linked to the company’s research and development project. Thus, this permit can only be applied for if Sergey’s company in France is considered to be a Young Innovative Enterprise.

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<sup>69</sup> The status of “Young Innovative Enterprise” was introduced by the Finance Act for 2004 (No. 2003-1311 of 30 December 2003), which lists the conditions for a company to qualify for this status: created less than eight years ago, incurred research expenses representing at least 15% of the total expenses incurred by the company during that financial year, not been created as part of a restructuring or a takeover of activities, have at least 50% of the capital held by individuals, venture capital companies, foundations or organisations recognised as being of public utility and of a scientific nature, public research and teaching establishments or their subsidiaries, or companies meeting the same conditions whose capital is held at 50% by individuals.

#### 4. TCN already in the EU, PhD or master student.

*Auri is a Dominican PhD student in biotechnology at a French university. In parallel with her studies (outside her PhD student contract), Auri researched fermentation and revealed yet unknown characteristics of the investigated ferment. Auri discovered that the reaction between the researched ferment and a specific enzyme could have a particular effect on humans' skin regeneration. She was approached by a potential investor who saw the potential of the discovery in the medical cosmetology sector. Auri would like to register a company in France and undertake further necessary research to receive patents and start the production of agents as a next stage. What are her possibilities?*

Auri is a PhD student in France, originating from a third country. In order to be allowed to carry out her doctorate at a French university, she had to obtain:

- either a **multi-annual residence permit "talent passport -researcher"**, valid for 4 years, if she has signed a hosting agreement with a public or private organisation with a previously approved research or higher education mission;
- or a **temporary or multi-annual "student" residence permit.**

Auri holds a residence permit to carry out her doctoral studies in France, and she is not authorised to carry out research which is not directly related to the studies followed, (except, for example, within the framework of an industrial agreement for training through research - Convention Industrielle de Formation par la Recherche, CIFRE).<sup>70</sup>

Similarly, she may not engage in paid employment (except on an ancillary basis up to the limit of 964 hours per year) and she may not set up a business during her doctoral studies, unless she obtains the national status of Student Entrepreneur, valid for 1 year, which would allow her to start a business which continuing her doctoral studies.

This status allows students, young graduates and doctoral students under the age of 28 to develop an entrepreneurial project in a "PEPITE" (Student Hub for Innovation, Transfer and Entrepreneurship, Pôle Etudiant pour l'Innovation, le Transfert et l'Entrepreneuriat). To obtain this status, Auri must complete an application form about her entrepreneurial project online (on the national student entrepreneur website,<sup>71</sup> which is then be evaluated by a "PEPITE" committee. Since Auri is already a graduate, obtaining the status will be conditional on her enrolment in the **student-entrepreneurial institution diploma (D2E), which she will have to validate.**

If she cannot obtain the status of student entrepreneur to carry out her entrepreneurial project in parallel with her studies or conduct research related to her doctoral work under a CIFRE agreement, Auri must therefore first complete her studies and obtain her doctorate before launching her business creation project. She may apply to change her status for a residence permit authorising her to set up a business and carry on her activity (in connection with her studies), from the Prefecture of her place of residence. The type of residence permit granted will depend on the progress of the project, the resources derived from the project, and the level of financial investment in the project. Thus, depending on the project she develops, three types of residence permits are possible:

- a **temporary residence permit "job seekers or business creation"**, valid for twelve months and non-renewable, to enable her to prepare / finalize her project

Before the expiry of her temporary or multi-annual "researcher" or "student" residence permit and when she has completed her research work or obtained a degree at least equivalent to the Master's degree or appearing on a list established by decree, if she has health insurance, she may apply for this **temporary residence permit "job seeker or business creation"** if she "has a business creation project in a field corresponding to her training or research".

After 12 months, if she proves that a company meeting the conditions set out for her residence permit has been created and is viable, Auri may apply either for a **multi-annual residence permit "business**

<sup>70</sup> Established in 1981 by the Ministry of Higher Education, Research and Innovation, this system allows companies to recruit doctoral students on limited or unlimited contracts to carry out research related to their doctoral work. To benefit from this scheme, the candidate must hold a Masters degree and be enrolled in a doctoral programme.

<sup>71</sup> <https://snee.esr.gouv.fr/>

**creation - talent passport**", valid for 4 years, **or a temporary residence permit "entrepreneur / self-employed"**, valid for one year, from the Prefecture of her place of residence.

These permits can also be requested as soon as her status changes at the end of her doctorate if her project is already sufficiently advanced (the conditions for obtaining them are listed below).

- a **multi-annual residence permit "business creation - talent passport"**.

Auri must hold a Master's degree or 5 years of comparable professional experience, have a "real and serious" business creation project, have sufficient resources (at least equivalent to the minimum full-time minimum wage set at 18,255 euros on 1 January 2019), and be able to invest at least 30,000 euros in the business project.

- a **temporary residence permit "entrepreneur / self-employed"** valid for one year

Auri may apply for this permit if she can prove that she has a viable economic activity (resources at least equivalent to the minimum full-time minimum wage set at €18,255 on 1 January 2019), that she meets the requirements of the profession in question (diplomas or professional experience, for example), that she has not been convicted or prohibited from practising, and that she is engaged in an activity compatible with health, safety and public order.

When this permit expires, Auri may then apply for a multi-annual residence permit "entrepreneur / self-employed" from the Prefecture of her place of residence, valid for four years. She must then justify the seriousness and thoroughness of her participation in the training sessions for the French Integration Contract, show that she has not rejected the essential values of French society and France, and that she continues to meet the conditions for being granted the temporary residence permit.

If she does not meet the conditions for obtaining the multi-annual residence permit, she may renew the temporary residence permit for an additional year if she continues to meet the conditions.

## Section 4: Attracting start-ups and innovative entrepreneurs from third countries

*This section examines the measures and incentives to attract foreign start-ups and other innovative entrepreneurs to France.*

### Q16. Measures in place to attract start-up founders and innovative entrepreneurs from third countries

**Yes.**

*See previous sections and Table Q18 below.*

France has established several specific measures to attract start-ups and innovative foreign entrepreneurs. The **French Tech visa** was launched on 15 June 2017 by the French President during his speech to the Viva Technology exhibition. This scheme, based on **an accelerated and simplified procedure for obtaining the Talent Passport**, targets not only start-up founders, but also the international talents employed by these start-ups, as well as foreign investors.

In force since 1 November 2016, the **Talent Passport** is a multi-annual residence permit for a maximum period of four years, granted to various categories of talented workers including qualified employees, entrepreneurs or economic investors (*see Sections 3.1 and 3.2*).

The **French Tech Ticket**<sup>72</sup> programme aims to attract young foreign talent with start-up projects to France. The recipients are welcomed to the Île-de-France or in one of the French Tech metropolitan areas. They receive funding of **€45,000 per project, one-year support** in one of the 41 partner incubators, a simplified procedure for receiving a residence permit, practical assistance with personal settlement and follow-up by a sponsor. Two editions of the French Tech Ticket have already been organised. A third is planned for 2020.

### Q17a. The role of the different actors in attracting and encouraging start-ups and innovative entrepreneurs from third countries

**The private sector.**

**Universities and higher education institutions (i.e. encouraging international students to stay as start-up entrepreneurs).**

**Local and regional authorities (cities and regions).**

**Other actors: public bodies**

Various actors play a role in attracting and encouraging start-ups and innovative entrepreneurs to France. While some carry out work specifically dedicated to the foreign start-up founders, others are more generally aimed at all start-ups.

- **Role of the private sector**

The private sector contributes to the growth of start-ups by offering various forms of support and coaching programmes, which do not specifically target foreign start-ups. This is particularly the case for large companies that have developed incubators, accelerators, labs, etc. for start-ups. For example, **the Village by CA**<sup>73</sup> (Crédit Agricole) is a business **accelerator** that connects start-ups with large companies, intermediate companies and SMEs (partners). On the one hand, it allows start-ups to develop by finding growth drivers from partners and, on the other hand, it offers partners' inspiration and another way of working. The network includes 29 villages, 771 start-ups and 551 partners.

In 2017, the **Renault group** opened an **Open Innovation Lab** in Paris, known as "**Le Square**",<sup>74</sup> **designed as a "collaborative emergence space"**. Open innovation is an innovation process by which the company is no longer closed in on itself but opens up to a range of other external actors: partners, start-ups, universities... while promoting internal creativity. Le Square connects Renault's internal teams with external partners, with the aim of **defining new ways of working and the future of mobility**, by

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<sup>72</sup> <https://www.frenchtechticket.com/>

<sup>73</sup> <https://levillagebyca.com/fr>

<sup>74</sup> <http://www.le-square.paris/>



opening up the company's borders and promoting collaboration around new businesses with players in the French ecosystem (start-ups; universities, investors, etc.). Two other Open Innovation Labs exist in the world: in Tel Aviv and in Silicon Valley.

The **Vente-privée group** has created **Impulse**,<sup>75</sup> a Fashion/tech/retail accelerator that aims to generate growth for start-ups supported for nine months by testing their solution on vente-privée and by connecting them with partner brands. This start-up acceleration programme is located within Station F.

#### • The role of universities and grandes écoles

Several universities and grandes écoles have set up programmes to support and encourage students to immerse themselves in the innovative ecosystem. **PÉPITES (Student hubs for innovation, transfer and entrepreneurship, Pôle étudiants pour l'Innovation, le transfert et l'entrepreneuriat)**<sup>76</sup> bring together higher education establishments (universities and grandes écoles), economic actors and NGO networks. In collaboration with higher education institutions, PÉPITES design, lead and coordinate a series of actions aimed at encouraging entrepreneurship and innovation among students and young graduates. They are the leading student-entrepreneur network in France. They are aimed at all students in initial or continuing education, whatever their field and level of training, as well as at young graduates. The **31 PÉPITES** work in a network and promote the exchange of good practices at the national level.

For example, the **University of Paris-Saclay**<sup>77</sup> has implemented actions to foster student entrepreneurship and promote the establishment on the international level in terms of innovation and entrepreneurship:

- **Work to promote student entrepreneurship through the PEIPS (Pôle Entrepreneuriat Innovation Paris-Saclay) PÉPITE:** the role of PEIPS is to raise awareness, train<sup>78</sup> and support students, young graduates and doctoral candidates who have an entrepreneurial project.
- **International promotional activities:** organisation of visits to major infrastructures and laboratories related to the theme of interest to the delegations hosted, meetings with start-ups in the area that have received support from the Université Paris-Saclay for their projects, organisation of meetings and large-scale events with representatives of foreign universities, etc.
- **The Plug In Labs search tool - Université Paris Saclay:** Plug In Labs is a tool for connecting companies to the world of research. The project was the result of requests from actors in the socio-economic and academic worlds to be able to find the skills and research provided by laboratories and technological platforms in the Paris-Saclay area in the same place.

The **HEC incubator** is a generalist programme that hosts 73 start-ups within Station F, the world's largest start-up campus. The entire HEC ecosystem (students, professors, partners, alumni, entrepreneurship experts) is mobilised for entrepreneurs to **accelerate the development of their start-up**. The HEC multi-sector programme is based on **three pillars**: "à la carte" support, a strong community and a knowledge creation system.

#### • The role of cities and regions

*See Q4b.*

**Paris&Co** is the economic development and innovation agency in Paris, supported by the City of Paris. It promotes the influence of the innovation ecosystem through the incubation of more than 400 start-ups per year, the experimentation of innovative solutions, the organisation of national and international events, as well as the **prospecting and hosting of foreign start-ups**. It adopts a philosophy of open innovation in close collaboration with more than 120 major companies and institutions. As part of its internationalisation process, Paris&Co has created **Comet**, the **incubator dedicated to foreign start-ups**. A true immersion site in the Parisian ecosystem, Comet supports a large number of start-ups from all over the world. In 2017 Paris&Co welcomed **55 international start-ups from 37 countries** to Comet.<sup>79</sup>

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<sup>75</sup> <https://impulse.vente-privée.com/>

<sup>76</sup> <https://www.pepite-france.fr/>

<sup>77</sup> Questionnaire completed by representatives of the Direction de l'Innovation et Relations avec les Entreprises (DIRE) of the Université Paris-Saclay, May 2019.

<sup>78</sup> Degree courses in the institutions, student-entrepreneur diploma at the Université Paris-Saclay, national status of student entrepreneur.

<sup>79</sup> Paris&Co, Annual Report 2017 (in French).

<http://www.parisandco.paris/view/content/7944/full/1/11886>

Paris&Co has developed a turnkey service to support foreign entrepreneurs set up in Paris. The **Paris Landing Pack\_Explore**<sup>80</sup> is a four-week **business acceleration programme**. It allows start-ups to test their product or service on the French market, and to connect with the Parisian ecosystem. International start-ups have access to expert workshops providing information on setting up (creation of a legal structure, drafting of commercial contracts, intellectual property, recruitment, visa, media management, etc.), use of a workstation within Comet and individual support. PLP\_Explore is open to all start-ups already incorporated in their home countries and working in all types of sectors.

**Choose Paris Région**<sup>81</sup> is a system that provides foreign companies wishing to set up in the Paris region with a single contact person to obtain all the necessary information. Inaugurated on 3 November 2016, the one-stop shop is the result of **collaborative work between different actors**: the Île-de-France region, the City of Paris and the Parisian development and innovation agency "Paris&Co", the Greater Paris metropolis, the Paris Île-de-France Chamber of Commerce and Industry and Business France. This one-stop shop aims to attract foreign investors and to simplify international companies' establishment in Île-de-France, by offering them a comprehensive service which allows them to:

- learn about France's strengths and benefits in sectoral terms, about the strength of its ecosystems, and about its talent resources;
- have a better understanding of the regulatory, fiscal and social framework (particularly in terms of labour law);
- once the decision has been taken, be supported through the set-up process: residence permits for employees, spousal employment, schools, etc.

- **The role of public bodies**

The **Business France** agency has introduced various actions aimed at promoting France abroad among entrepreneurs and investors (*see Q20a*). Business France, with the support of its many offices located abroad and its regional partners, **advises and helps start-ups** with finding a place to set up, recruitment, choosing the right legal form, etc. All this support is free and confidential.

Business France also offers a **welcome service for international talent**, the **Welcome Office**, which aims to support projects and inform international talent and their families. In particular, it plays a support role **for start-up projects** that want to come to set up in France. The Welcome Office has a dedicated website (*Welcome to France - Helping you to settle in*<sup>82</sup>), available in French and English, which provides all the information necessary for international talent to come to France with their families (visas, residence permits, work permits, taxation, social protection, daily life).<sup>83</sup>

### **Q17b. Do government authorities cooperate with the private sector in attracting start-ups and innovative entrepreneurs from third countries?**

**Yes.**

Among the actions to promote the attractiveness of France to foreign investors, entrepreneurs and talent, the **"Choose France" summit** (*French International Business Summit*), which took place at the Château de Versailles on 22 January 2018, was jointly organised by the Directorate General of the Treasury, the Ministry of Europe for Foreign Affairs and Business France. Led by the French President and members of the government, this first edition brought together 140 executives from the largest multinational companies and the largest French companies. It was an opportunity for the government to present to foreign leaders the reforms implemented or being developed (labour law and tax reform in particular). At the Summit, several companies announced investments totalling €3.5 billion and 2,200 jobs.

The **second edition of the Choose France summit**, devoted to the economic attractiveness of France and its regions, took place on 21 January 2019 in Versailles. Following on from the first edition, this summit was intended to promote France's economic attractiveness abroad, with an emphasis on promoting the French regions to foreign investors, with the aim of strengthening regional investment dynamics. More than 150 business leaders representing 30 different nationalities attended the Summit, from international groups and French companies of all sizes (large groups, SMEs, start-ups) and operating in a wide variety of economic sectors, ranging from the automotive industry to digital, mobility, the food industry and pharmaceuticals.

<sup>80</sup> [http://comet.parisandco.com/Offers/Paris-Landing-Pack\\_Explore](http://comet.parisandco.com/Offers/Paris-Landing-Pack_Explore)

<sup>81</sup> <https://www.chooseparisregion.fr/>

<sup>82</sup> <https://www.welcometofrance.com/fr/index>

<sup>83</sup> Interview conducted with representatives of Business France, April 2019.

**Q18. Table showing the (I) Rights and (II) Incentive measures in place to attract start-up founders from third countries in France**

**I. RIGHTS**

<b>Rights</b>	<b>Brief description of the rights granted</b>
<b>Facilitation to access permanent residence</b>	Start-up founders have access to the permanent residence permit under the same conditions as other third-country nationals.
<b>Access to employment</b>	Holders of a "Talent Passport" may exercise the professional activity for which their permit was issued.
<b>Possibility to be accompanied by family members</b>	Accompanying family procedure (spouse and children of the couple who entered as minors): the spouse who applies for it is issued the residence "Talent Passport - Family" permit. This residence permit authorises residence and any professional activity in France during the period of validity of the permit held by the third-country national.
<b>Family members allowed to access the labour market</b>	
<b>Other rights</b>	A foreigner holding a talent passport and carrying out a salaried professional activity may receive, under certain conditions, assistance in returning to work in the event of involuntary loss of employment. They may also register at Pôle Emploi.

**II. INCENTIVE MEASURES (refers to government, private sector and structural incentives)**

Measure	Brief description of the measure	Are the attraction measures <b>campaign-like</b> or <b>permanent</b> measures?	Who implements the measure? (State, private sector, in cooperation, etc.)	Applies to:	
				TCNs only	General
<b>Facilitations for admission</b>	<b>Yes:</b> the French Tech Visa is a fast and simplified procedure to obtain a residence permit via the classic "Talent Passport" procedure. Three types of foreign profiles can receive this visa to live and work in France: start-up founders, investors and start-up employees ( <i>see previous sections</i> ).	Permanent measures	The State		
<b>Access to special funding and investments (e.g. micro-loans).</b>	<p><b>Yes:</b> the public investment bank, Bpifrance, offers funding solutions at every stage of a company's life. The State has developed a range of financial support tools to encourage companies to create jobs and train their employees, such as the <b>Competitiveness and Employment Tax Credit (Crédit d'impôt pour la compétitivité et l'emploi, CICE)</b>.</p> <p>The French ecosystem is highly conducive to <b>encouraging companies to carry out research and development activities</b>, as well as <b>developing their capacity for innovation</b>. The French public system to support business <b>research, development and innovation (RDI)</b> is primarily supported by the <b>research tax credit (Crédit d'impôt recherche, CIR)</b>. This tool is a general tax measure for R&amp;D operations carried out in France. In addition, the status of <b>Young Innovative Enterprise (JEI)</b> extends special advantages to promote their development in France (tax breaks, exemption from social security contributions, exemption from capital gains tax on the sale of shares).</p> <p><b>Local and regional authorities</b> also work to provide additional support in terms of RDI. Partnerships between research institutes and companies are also encouraged, in particular through competitiveness clusters.</p> <p>Among the <b>main public schemes to support</b> R&amp;D projects are:</p> <ul style="list-style-type: none"> <li>- subsidies from the Ministry of Industry;</li> <li>- support for Bpifrance's innovative project for SMEs and intermediate sized companies in the form of a grant, repayable loan or assistance in recruiting R&amp;D personnel;</li> </ul>	Permanent measures, with varying durations depending on the type of funding proposed.	The State, various public bodies, local authorities	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>- with the help of the Agence Nationale de la Recherche (ANR) to support the development of basic and applied research, public-private partnerships, and to contribute to the technological transfer of public research results to the economic world;</p> <p>- aid from local authorities for R&amp;D projects;</p> <p>- R&amp;D aid from ADEME, etc.</p> <p>France has also set up the 57 billion euro <b>Future Investment Programme (Programme d'investissements d'avenir, PIA)</b>, initiated in 2010 to increase competitiveness and national economic development. These credits are managed by different organisations (Bpifrance, ADEME, etc.) and can be awarded in the context of calls for projects aimed at supporting programmes of excellence, in the form of a direct grant, a repayable loan or an intervention from equity or quasi-equity funds.</p>				
<b>Co-working and dedicated spaces (facilities for shared use of start-ups/businesses)</b>	<p><b>Yes:</b> in recent years, there has been an increase in the number of co-working spaces throughout the country. Various initiatives are being carried out at local level to attract and support foreign start-ups. They include access to co-working spaces (example of the "welcome package" in Grenoble). <i>see Q4a and Q22b</i></p>	Permanent measures		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Access to incubation/accelerator support programmes</b>	<p><b>Yes:</b> there are many incubators and accelerators. <i>See Q4a.</i></p>	Permanent measures		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Tax incentives (benefits, reductions, exemptions, etc.)</b>	<p><b>Yes</b> <i>see box on the JEI status (Q2)</i></p>	Permanent measures		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Consultation services / facilitators help in networking / accessing networks</b>	<p><b>Yes.</b> The range of support services for start-ups on the French market is varied and includes consulting services and access to a network of partners. <i>See Q4a.</i></p>	Permanent measures		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Training programmes for start-ups</b>	n/a			<input type="checkbox"/>	<input type="checkbox"/>

<b>Financial support to cover administrative and/or staff costs</b>	<b>Yes</b> <i>see box on the JEI status (Q2)</i>	Permanent measures		<input type="checkbox"/>	<input type="checkbox"/>
<b>Other special incentives</b>	At the <b>local level:</b> support, "Welcome Package" and dedicated reception (example of Grenoble - <i>see Q22b</i> ).	Permanent measures		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

## Q19. Measures to encourage and foster innovative entrepreneurship and start-ups for third-country nationals already present in France

As part of the integration policy, measures to encourage and support entrepreneurship are in place for third-country nationals, without specifically targeting innovative entrepreneurship and start-ups. In addition, local initiatives have been carried out for specific groups, such as refugees, to support them in their entrepreneurship plans. For example, on 19 June 2019, the city of Montreuil inaugurated an incubator for refugee entrepreneurs, 90% of which is funded by Generali's "The Human Safety Net" foundation and managed by La Ruche, a network to support people wanting to start their own businesses. During their training, refugees are supported by entrepreneurs from the Montreuil Business Network and advisors from BNP Paribas, a partner in the project. Selected in September, there will initially be around fifteen participants. Personalised support towards entrepreneurship will be offered for nine months within this 120 m<sup>2</sup> incubator, which includes a co-working space.

### Q20a. Promotional activities and dissemination of information

☒ Yes.

Various promotional and information dissemination activities are organised in France and abroad to target start-up founders and innovative foreign entrepreneurs.

- **Participation in trade fairs in France and abroad**

The Barometer of France's Attractiveness (Le baromètre d'attractivité de France), published in 2018, underlines that support for the creation of start-ups in France is reinforced by a real **strategy to promote their excellence abroad**. For example, at the **Consumer Electronics Show (CES)**,<sup>84</sup> the world's largest high-tech show held each year in Las Vegas, France was, in 2017 and 2016, the best represented European country, behind the United States and China.<sup>85</sup> In January 2018, **320 French start-ups** exhibited at the **CES** in Las Vegas, including 274 in Eureka Park, the space dedicated to start-ups. France was thus **the second most represented country in the world** in this area dedicated to start-ups, behind the United States.

Every year, **Viva Technology**<sup>86</sup> brings together start-ups and major international groups in Paris to celebrate innovation. Created in 2016, this exhibition presents the latest innovations and conferences on tech, practical workshops, a space dedicated to talent recruitment, and various experiences in technology and innovation. The fourth edition of this fair, which took place from 16 to 18 May 2019, attracted 124,000 visitors, 13,000 start-ups and 3,300 investors from 125 countries.

Exhibitions are also organised on the local level, such as **Forum 5i**<sup>87</sup> in Grenoble. Each year, Forum 5i focuses on an innovative theme and allows innovation stakeholders to meet and discuss the technological, economic and societal issues in this field and to discover new innovative projects in this field. The 22<sup>nd</sup> edition was held on 15 May 2019 in Grenoble, on the theme of Artificial Intelligence, an accelerator of innovation. This meeting is organised around three main events: **the technological showcase**, which showcases and promotes around ten "Artificial Intelligence" projects from regional laboratories, **Venture 5i**, which enables about twenty pre-selected innovative companies to meet about forty national and international investors in order to promote funding of their company, and **the round table**, which brings together national and European experts on "Artificial Intelligence, an accelerator of innovation".

- **Promotion activities on the local level**

The role of the French Tech capitals is to bring together, on the local level, start-up founders, investors and all stakeholders in the local digital ecosystem. They contribute to the influence of start-ups and innovative companies in France and around the world (organisation of local events, presence at international trade fairs, etc.).

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<sup>84</sup> <https://www.ces.tech/>

<sup>85</sup> Ernst and Young, EY Barometer of France's Attractiveness, June 2018 (in French).  
[https://www.ey.com/Publication/vwLUAssets/ey-barometre-de-l-attractivite-france-2018/\\$FILE/ey-barometre-de-l-attractivite-france-2018.pdf](https://www.ey.com/Publication/vwLUAssets/ey-barometre-de-l-attractivite-france-2018/$FILE/ey-barometre-de-l-attractivite-france-2018.pdf)

<sup>86</sup> <https://VivaTechnology.com/>

<sup>87</sup> <http://www.forum5i.fr/>

The local bodies in charge of regional attractiveness carry out promotional activities with foreign start-ups. For example, **Invest in Grenoble**, which is responsible for the economic attractiveness of the region, conducts various promotional activities, such as communication on social networks, hosting delegations, participating in trade fairs in France and abroad, working with other foreign ecosystems, etc. Events are also organised abroad by ambassadors from Friends of Grenoble,<sup>88</sup> a network that aims to promote Grenoble internationally by organising meetings, in association with the French Tech communities abroad (example: Berlin, Los Angeles, Taipei, Seoul, Singapore).<sup>89</sup>

- **The role of the French Tech communities internationally**

The **international French Tech Communities**, which bring together start-up founders, investors, employees and other stakeholders in the start-up ecosystem, promote exchanges and meetings between the various stakeholders. In particular, they are responsible for regularly organising events to bring the community together.

- **The activities carried out by Business France abroad<sup>90</sup>**

Business France is the national agency responsible for promoting the internationalisation of the French economy. Business France Invest teams are present in 73 countries and aim to **convince companies to set up in France**, with the goal of creating jobs. **Prospecting activities** aim to target all types of companies, from large groups to small companies and start-ups. These actions take the form of appointments, visits by delegations, etc. In addition to canvassing activities, Business France's offices abroad participate in **various local events** (seminars, trade fairs, etc.).

- **Actions implemented by universities: the example of the Université Paris-Saclay<sup>91</sup>**

Several international promotion activities by the Université Paris-Saclay are carried out by the International Relations Department, in collaboration with the Innovation and Corporate Relations Department:

- Visiting major facilities and laboratories connected to a theme relevant to the delegations;
- Meetings in the area with start-ups that have received UPSaclay support for their projects;
- Meetings with representatives of SATT, EPAPS, Design Spot;
- Large-scale events with an Innovation / Entrepreneurship dimension;
- Open Cosmos Project: visits to laboratories working on aerospace in the presence of the teaching team at CentraleSupélec. The British start-up in the New Space Industry finally chose to set up in CentraleSupélec's incubator in early January 2019.

## Q20b. The French Tech label

**Yes.**

**French Tech** is a **French label** awarded to cities known for their start-up ecosystem, as well as a **shared brand** that can be used by innovative French companies.

The **French Tech label** was launched by the Ministry of Economy and Finance at the end of 2013 with the aim of **promoting innovative and dynamic territories in terms of creating companies with high growth potential**. The **Métropoles French Tech label<sup>92</sup>** has made it possible to structure the French ecosystem in the form of a network bringing together Paris and 13 other ecosystems in regions:<sup>93</sup> Normandy French Tech, La French Tech Rennes Saint-Malo, French Tech Brest +, Nantes Tech, French Tech Bordeaux, French Tech Toulouse, French Tech Montpellier, We are Aix-Marseille French Tech, French Tech Côte d'Azur, Lyon French Tech, French Tech in the Alps, LorNTech, and Lille is French Tech.

In addition, since June 2016, this label has also been **awarded internationally, in metropolitan areas with a strong French-speaking entrepreneurial ecosystem and** high potential for innovation and

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<sup>88</sup> <https://friendsofgrenoble.jimdo.com/>

<sup>89</sup> Questionnaire completed by a representative of Invest in Grenoble - Alps, May 2019.

<sup>90</sup> Interview conducted with representatives of Business France, April 2019.

<sup>91</sup> Questionnaire completed by representatives of the Direction de l'Innovation et Relations avec les Entreprises (DIRE) at Université Paris-Saclay, May 2019.

<sup>92</sup> Press pack, Labelling French Tech communities and capitals, 3 April 2019 (in French).

<http://bit.ly/2TS0pob>

<sup>93</sup> On 3 April 2019.



growth. **Twenty-two “French Tech Hubs”** exist in the world: French Tech Los Angeles, French Tech Montreal, French Tech New York, French Tech San Francisco, French Tech Sao Paulo, French Tech Abidjan, French Tech Cape Town, French Tech Barcelona, French Tech London, French Tech Milan, French Tech Berlin, French Tech Moscow, French Tech Israel, French Tech Dubaï, French Tech Hong Kong, French Tech Shanghai, French Tech Taiwan, French Tech Beijing, French Tech Tokyo, French Tech Seoul, French Tech Shenzhen, and French Tech Vietnam.

On 25 July 2016, **nine French Tech thematic networks** were launched. They designate the federated community of start-ups, throughout France, on a given theme: HealthTech (BioTech, MedTech, e-Health), IoT/Manufacturing, EdTech/Entertainment, CleanTech/Mobility, FinTech, Security/Privacy, Retail, FoodTech/AgTech, and Sports.

The name “French Tech” refers to all those who work in or for start-ups in France. This includes entrepreneurs, as well as investors, engineers, developers, and any other stakeholder who is committed to the development of start-ups.

French Tech is an **open brand for start-ups**. Each start-up can be considered to be part of French Tech and display the **national logo (a pink cockerel) and that of its city**, certified by the French Tech Mission. The French Tech Logo can be downloaded from the official French Tech website.<sup>94</sup> It can be used free of charge, without having to contribute to a French Tech city.

Concerning the start-up ecosystem, only organisations actively involved in the growth and influence of start-ups can consider using the French Tech logo (national or local). This use must first be requested by email from the General Delegates of the relevant French Tech cities for analysis of the application. If the application is approved, these structures may use the words “**Soutien La French Tech**”, accompanied by the logo in question.

#### **Q20c. Have there been any evaluations of the effectiveness of promotional activities mentioned in Q19a carried out?**

**No.**

#### **Q21. Factors affecting the attraction of start-up founders/employees to France**

**Hubs and locations for start-ups**

**Culture.**

**Socio-economic factors**

**Other: see below**

According to the EY attractiveness barometer published in 2018,<sup>95</sup> 56% of executives surveyed in 2017 consider **the policy implemented by France to encourage the creation of start-ups** to be effective or very effective. There is a two-point increase in the latest publication for 2018, confirming that the French start-up ecosystem continues to grow stronger.<sup>96</sup>

The report states that in 2017, 34 foreign start-ups chose to set up in France, with a view to benefitting from a favourable environment, such as Station F, considered the largest start-up campus in the world. Support for the creation of start-ups is reinforced by a genuine **strategy to promote their excellence abroad**: for example, the report points out that in 2017, as in 2016, France was the most represented European country at the Consumer Electronics Show (CES), the world’s largest high-tech trade fair held each year in Las Vegas.

Driven by **the dynamism of French Tech and the numerous measures to support entrepreneurship**, France has reiterated its ambition to be a “**Start-up Nation**”. The report states that France is the second largest European country in terms of the number and value of **venture capital**

<sup>94</sup> <https://www.lafrenchtech.com/fr/>

<sup>95</sup> Ernst and Young, EY Barometer of France’s attractiveness, June 2018 (in French).

[https://www.ey.com/Publication/vwLUAssets/ey-barometre-de-l-attractivite-france-2018/\\$FILE/ey-barometre-de-l-attractivite-france-2018.pdf](https://www.ey.com/Publication/vwLUAssets/ey-barometre-de-l-attractivite-france-2018/$FILE/ey-barometre-de-l-attractivite-france-2018.pdf)

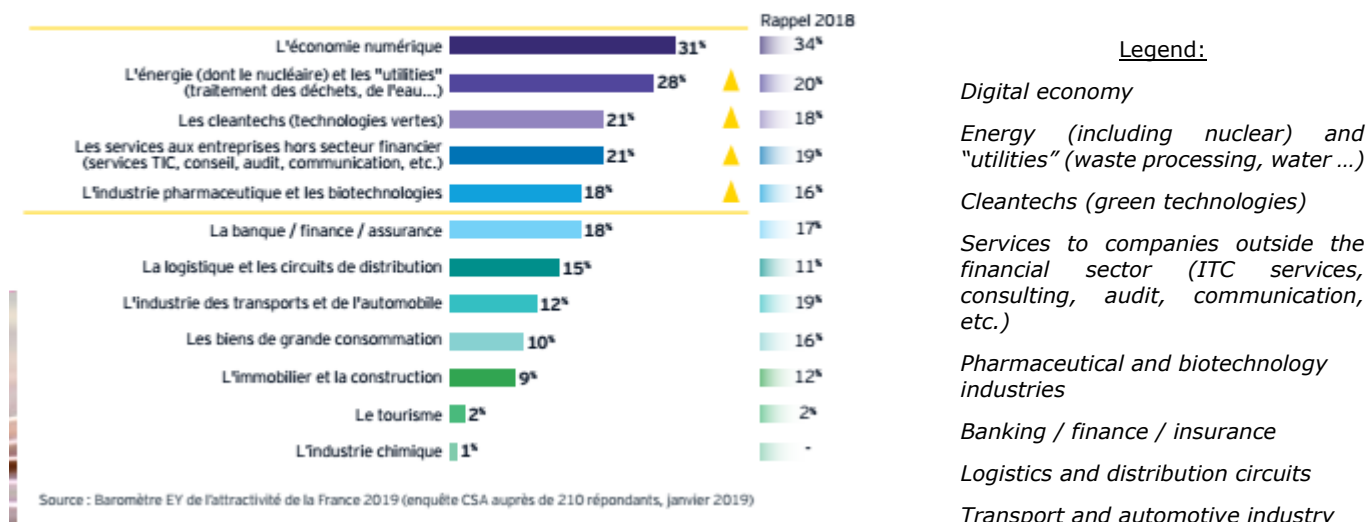
<sup>96</sup> Ernst and Young, La France résiste aux chocs, Barometer of France’s attractiveness, France, *op. cit.*

**operations**, reaching €2.5 billion in 2017 for 605 operations. Foreign venture capital funds are increasingly present: 35% of start-ups are financed by at least one foreign fund, compared to 25% in 2014.

The attractiveness barometer published in 2019<sup>97</sup> highlights France's many assets that can make a difference in international competition. Among these, foreign investors particularly highlight its strong sectoral specialisation (37%), its tourist reputation (35%), its role in the European project (34%) and its capacity for innovation and research (33%).

Quels sont les secteurs qui soutiendront l'économie française au cours des prochaines années ?

**Which sectors will support the French economy in the coming years?**



Legend:

- Digital economy
- Energy (including nuclear) and "utilities" (waste processing, water ...)
- Cleantechs (green technologies)
- Services to companies outside the financial sector (ITC services, consulting, audit, communication, etc.)
- Pharmaceutical and biotechnology industries
- Banking / finance / insurance
- Logistics and distribution circuits
- Transport and automotive industry
- Mass consumer goods
- Tourism
- Chemical industry

Source: EY Barometer of France's attractiveness 2019 (CSA survey of 210 respondents, January 2019).

According to the stakeholders interviewed for this study, several factors contribute to France's attractiveness<sup>98</sup> and constitute assets for start-ups wishing to establish themselves in France:

- Some of the **"classic" factors of attractiveness** include **the facilitation of access to an important innovative ecosystem and a skilled workforce**, as well as **multiple financing and numerous innovation grants** (example: Research Tax Credit (CIR), etc.).
- France also has **specific mechanisms**, such as the **French Tech Visa**, which is an important appeal factor. Some actors highlight the French Tech Visa for employees, which aims to facilitate the hiring of innovative foreign entrepreneurs. It is thus an important tool that makes it possible to stand out from large groups.<sup>99</sup>
- France's attractiveness to foreign start-ups has changed and is now reflected in a **better image**. Foreign start-ups very quickly compare the most attractive solution in Europe, underlining the need to for competitive offers to be comprehensive. French Tech led to an investment of 250 million euros five years ago, which **improved the quality** of French enterprises. There is also a **new phenomenon with the arrival of scale-ups and future unicorns** (with capital injection). This phenomenon reflects the quality of the French ecosystem and highlights the growing interest in French companies.<sup>100</sup>

<sup>97</sup> Ernst and Young, La France résiste aux chocs, Barometer of France's attractiveness, *op. cit.*

<sup>98</sup> Interviews with representatives of Business France and the Direction Générale des Entreprises (DGE), April-May 2019.

<sup>99</sup> Interview with representatives of the Directorate General for Enterprise (DGE), Ministry of the Economy and Finance, May 2019.

<sup>100</sup> Interview conducted with representatives of Business France, April 2019.

- In the context of the new French Presidency, several measures, particularly within the framework of the **PACTE law**, aim to boost innovation and encourage the creation of new businesses in France. The reforms that have been implemented and this **more business-friendly environment** have reassured investors.
- Some **specific sectors** also contribute to France's attractiveness for foreign start-ups. We can observe either **commercial developments in France**, or **announcements by research centres in Artificial Intelligence** (e. g. Facebook, IBM, etc.), which highlight the interest and specificity of Artificial Intelligence in France and which make it possible to attract other investors. **Fundamental research** plays a particularly important role in attracting start-ups to France, as highlighted by the examples of the universities of Paris-Saclay and Grenoble. Certain professors specialising in specific research fields also contribute to making France attractive from abroad.
- Finally, the **establishment of large groups** (example: Google) in France plays an attractive role as an "advertising banner".

In addition to **the things that make France attractive**, some **cities or regions** have key assets which attract foreign start-ups. These may be linked to the local ecosystem, sectors of specialisation, geographical location, etc. In Grenoble, for example, the stakeholders interviewed for this study mentioned the deep Tech orientation, the international ecosystem but on a human scale, the significant university centre with recognised schools and a large network of former students, nurseries, as well as the surrounding environment.<sup>101</sup>

## Q22a. The main challenges in attracting start-ups and innovative foreign entrepreneurs to France

Some actors consider that the main challenges related to creating a start-up are not specific to the founders and employees of foreign start-ups but are faced by all entrepreneurs in France.

The main challenges highlighted by the stakeholders interviewed for this study are as follows:

### In terms of the actors in charge of attracting and supporting foreign talent:

- **Competition between European countries, but also with third countries**, such as Canada and the USA. Start-uppers, acting as "opportunity hunters", study what each country has to offer.<sup>102</sup> Among the main challenges identified are the **"golden visa" arrangements** which are in place **in some countries**, the political, economic and social impact of which has been examined in a European Parliament study.<sup>103</sup>
- **Having acceleration or incubation structures with an international outlook in order to be able to offer the most attractive installation ("soft landing")**: quality of support (R&D component, sponsorship, support in administrative procedures, etc.), **and reassure foreign entrepreneurs about local market opportunities to facilitate the growth of the start-up.**
- **Be able to target foreign talent ("sourcing" foreign talent) and geographical areas, in order to promote French mechanisms abroad:**<sup>104</sup> If a region's attractiveness is well established, it must be able to make itself known within the main international hubs. This is the challenge represented by the future connections with the French Tech communities abroad.

<sup>101</sup> Questionnaire and interview conducted with representatives of Invest in Grenoble - Alps and French Tech in the Alps, May-June 2019.

<sup>102</sup> Interview conducted with representatives of Business France, April 2019.

<sup>103</sup> Scherrer Amandine, Thirion Elodie, Citizenship By Investment (CBI) and Residency By Investment (RBI) schemes in the EU. State of play, issues and impacts, European Parliamentary Research Service, October 2018. <https://publications.europa.eu/en/publication-detail/-/publication/4ab574c8-e62e-11e8-b690-01aa75ed71a1/language-en/format-PDF>

<sup>104</sup> Interview and questionnaire conducted with representatives of the Direction Générale des Entreprises (DGE), Ministry of the Economy and Finance, and the DIRECCTE Nouvelle Aquitaine, May 2019.

- **Being able to provide specific support according to each applicant**, requiring both business start-up support skills and knowledge of the economic environment in other countries. To this is sometimes added the obstacle of language, both for the foreign entrepreneur and for the staff of the structure in charge of support.<sup>105</sup>

#### Concerning start-ups and innovative entrepreneurs in France:<sup>106</sup>

- **Obstacles related to administrative procedures**, such as opening a bank account, finding accommodation (deposit, etc.), etc.
- **The procedures regarding visa and residence permit.**

#### Q22b. Good practices identified in attracting start-ups and innovative entrepreneurs to France

Some of the main examples of good practices identified by the stakeholders interviewed for this study include:

- The **specific measures dedicated to this group**, such as the French Tech Visa, which is a significant attractiveness factor;
- The **“French Tech Ticket” programme**, which aims to **promote France as a destination for innovative entrepreneurs from third countries**;
- **Collaboration between actors**, whether at **national or local level**. The example of **Grenoble** should be mentioned, through collaborative work between the different local actors: the Metro (Grenoble-Alpes Métropole), Invest in Grenoble, the incubator Tarmac and the French Tech in the Alps.<sup>107</sup>
- The **various initiatives carried out at local level** to attract and support the founders of foreign start-ups: for example, a set of welcome actions for entrepreneurs wishing to set up in Grenoble is presented in the form of a **“welcome package”**,<sup>108</sup> including meetings with specialist service providers (lawyers, accountants, etc.), a three-month stay in a co-working space with useful partners, a three-month mobility ticket allowing free access to local transport, and a tourist pass.<sup>109</sup>

#### A local initiative: the Young Ambassadors Programme

The **Young Ambassadors Programme** aims to contribute to the **international influence of Auvergne-Rhône-Alpes and its main university cities** through the **special reception of** foreign students and their **sponsorship by** local economic decision-makers. The objective is to **foster quality relations** between foreign students, companies and local institutions in order to **create a unique international network** to promote the region.

In **return for the welcome they have received and the programme they have participated in**, the Young Ambassadors, upon their return to their country of origin, have the following tasks:

- To promote the skills of companies and their relationships with executives;
- To promote contacts between all members of the Youth Ambassador network: other Youth Ambassadors, coaches and higher education institutions;
- To facilitate international partnerships: information, finding the right contacts, etc.

<sup>105</sup> Questionnaire and interview conducted with representatives of Invest in Grenoble - Alps and French Tech in the Alps, May-June 2019.

<sup>106</sup> *Idem.*

<sup>107</sup> Questionnaire and interview conducted with representatives of Invest in Grenoble - Alps and French Tech in the Alps, May-June 2019.

<sup>108</sup> <https://friendsofgrenoble.jimdo.com/welcome-package/>

<sup>109</sup> Questionnaire completed by a representative of Invest in Grenoble - Alps, May 2019.

There are **approximately 2,200 Youth Ambassadors** in **more than 90 countries** around the world.

**Presentation of the Welcome Package for entrepreneurs wishing to set up in Grenoble<sup>110</sup>**

**Why Grenoble?**

- An incredible quality of life
- 2020 hours of sun per year
- Only 3 hours from Paris, Milano, and the French Riviera
- #2 largest hub for R&D in France
- #2 English speaking community in France
- 282 M€ raised since 2015
- 250 technological start ups created in the past 10 years
- #5 most inventive city in the world (Forbes)
- < 150 km from Lyon and Geneva 2 international airports
- 62,000 students 9,000 foreign

**Who?**

Any company wanting to set up activities for the first time in the French Alps

**Start your activities quickly**

3 months free co-working space for 1 person

col'inn Oobee

**Get involved in the community**

Networking and communication support

**Discover the city and its surroundings**

3 months free public transport

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<sup>110</sup> <http://www.grenoble-alps.com/files/WelcomePackage-GrenobleAlpes.pdf>

## Section 5: Renewal of visas/residence permits and retention measures for start-ups and innovative entrepreneurs

*This section aims at exploring the possibilities for renewal of residence permits/visas granted to start-up founders and innovative entrepreneurs. It also presents measures aimed at retaining these groups.*

### Q23a. Is it possible to renew the start-up visa/residence permit?

**Yes.**

### Q23b. If yes, what is the renewal period and are the following renewal options available?

**A time-limited extension to a visa/residence permit:** yes, renewal is possible for a maximum period of four years (*see Q23c*).

**A permanent residence:** yes (*See Q23c*).

### Q23c. The main requirements for renewal of an initial start-up visa/residence permit

The **renewal of the residence permit** must be requested in the two months before expiration of the residence permit from the prefecture of the place of residence in France.

#### - **FOR THE EMPLOYEE**

Employees may apply for the renewal of their residence permit if they can prove that the conditions for issuing the residence permit and in particular the salaried professional activity that justified its issue have been respected. In particular, they must prove that they comply with the requirements regarding remuneration and the effectiveness of the activity.

The residence permit shall be renewed for the duration of the employment contract up to a maximum of four years.

#### - **FOR THE START-UP FOUNDER**

Start-up founders may apply for the renewal of their residence permit if they can prove that the conditions for issuing the residence permit have been respected.

If they can **justify the real and serious continuation of their business creation project in compliance with the initial conditions for its issuance** (progress, work accomplished, actions to be carried out...) justifying the extension of the project beyond the planned duration and if they produce a letter from the public body that recognised the initial project and which attests to the reality, seriousness of the project and its prospects of implementation, the administration may renew the residence permit for a period corresponding to that required to complete the project, within a limit of four years.

If they **have created or are creating their company in connection with the project, they can apply for** a multi-annual residence permit "Talent passport - Business creation".

If they do not **have and do not plan to set up their own business, they must apply for a residence permit on another ground and provide the necessary supporting documents.**

In the absence of any reason, the administration shall reject this application for renewal of the right of residence.

After five years of regular and uninterrupted residence, the applicant may apply for **a ten-year residence permit** provided that he or she can meet the condition of integration into France (respect for the principles of the country, knowledge of the French language), compliance with conditions on stable and regular income.

The **permanent resident permit** (provided for in Article L. 314-14 of the CESEDA) may be issued, on request, after an initial residence permit. In addition, it is issued automatically after two consecutive residence permits or when the holder of the expiring residence permit is over 60 years of age). In particular, the applicant must prove that they meet the condition on integration into France, comply with the principles

governing the country, and be proficient in French to a level at least equal to level A2 of the Common European Framework of Reference for Languages (unless the applicant is over 65 years of age).

**Q23d. Is the actual establishment of the business checked by the responsible authorities when deciding on the extension of the residence permit?**

Yes (*see above*).

**Q23e. The procedures for TCNs with start-up visas/residence permits if:**

- *Their business ceases being a start-up.*
- *Their start-up fails.*
- *Their business plan changes after approval from the authorities concerned.*

*See above.*

**Q24a. Are the following retention measures in place for the start-up founders and innovative entrepreneurs?**

**Simplified renewal procedure:** Most prefectures make it possible to download the list of documents required and request an appointment online in order to avoid waiting time at the Prefecture, for all types of residence permits. In addition, all holders of “talent passport” multi-annual residence permits benefit from these same simplified renewal procedures.

**Tax relief schemes:** yes (*see JEI status in Q3a*).

**Others:** exemptions from social charges (*see JEI status in Q3a*).

**Q24b. The main challenges regarding the retention of start-ups and innovative entrepreneurs in France**

Among the challenges identified by some stakeholders is **France’s ability to welcome and retain talent and students**, particularly because of **lower remuneration levels**.<sup>111</sup>

It is **difficult to retain foreign talent when they complete their studies in France**: the French Grandes Ecoles are competing with other foreign schools and France has difficulty with developing a pool of international talent which it trains and then retains.<sup>112</sup>

For **students who want to start their own business**, the main challenges observed by university representatives are **the administrative barriers and the difficulty of obtaining information**. Indeed, students are generally encouraged to create their own business at the end of their studies, which corresponds to the moment when they can be accompanied by the **Entrepreneurship and Innovation Pole of the University of Paris-Saclay (PEIPS)** thanks to the Student Entrepreneur Diploma. However, it is not possible to start a business with a long-stay visa or a residence permit as a student.

In addition, policy officers in the PEPITES and the entrepreneurial contact points in the institutions have no or very little information about all these administrative issues and are unable to properly inform and redirect the students and young graduates with whom they are in contact.<sup>113</sup>

**Q24c. Best practices identified with regard to retention of start-ups and innovative entrepreneurs in France**

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<sup>111</sup> Interview conducted with representatives of Business France, April 2019.

<sup>112</sup> *Idem*.

<sup>113</sup> Questionnaire completed by representatives of the Direction de l'Innovation et Relations avec les Entreprises (DIRE) of the Université Paris-Saclay, May 2019.

Some actors refer to **the role played by the international community at the local level**, which informally allows them to share their experience and provide all kinds of advice and information to foreign start-ups and innovative entrepreneurs.

**Q25a.** Has any **misuse of the migratory pathway** for start-ups and innovative entrepreneurs been identified in France (for example, if someone applies for a start-up/entrepreneur visa to gain access to France but without the actual intention of founding a start-up/business)?

Yes. Elaborate and answer Q24b:

No

The actors interviewed for this study are not aware of any abuse or misappropriation of the talent passport.

**Q25b.** Do you have any **information or statistics** on the misuse of migratory pathways<sup>114</sup> for start-ups and innovative entrepreneurs in France?

No.

### **Q25c. The survival rate of start-ups launched by TCNs in France**

Survival rate refers to the number of start-ups that manage to become profitable businesses.

According to the INSEE Siné survey<sup>115</sup>, the three-year survival rate is lower for innovative companies created by foreign entrepreneurs: 58% of companies founded by TCNs are still in business after three years, while 68% of companies created by French nationals are still active.<sup>116</sup>

**Q25d.** Have there been any **evaluation or studies** of national schemes on start-ups or other innovative entrepreneurs? Please summarise the main findings.

Following the evaluation carried out after the creation of the "talent passport" by the RDEF law of 7 March 2016<sup>117</sup> and in order to meet the recruitment needs of innovative companies, the IMDAEIR law of 10 September 2018<sup>118</sup> extended the scope of the "talent passport - qualified employee/innovative company" (para 1 of Article L. 313-20) to foreign talents who have not obtained their diploma in France and who wish to be employed by companies recognised as innovative by the Minister of Economy.

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<sup>114</sup> Misuse of migratory pathways refers solely to the cases in which someone has used the start-up visa/residence permit channel but does not intend to really set up a business. It does not refer to potential illegal practices start-ups may be involved in as part of their business.

<sup>115</sup> The **INSEE Siné survey** studies the creation of a traditional company or sole proprietorship (the figures do not take into account new micro-entrepreneurs ("auto-entrepreneurs"). Figures were obtained from the 2006, 2010 and 2014 surveys. For each survey, a sample of about 25% of the businesses created during the year was surveyed.

<sup>116</sup> Source: Bureau des études économiques thématiques (P3E2), General Directorate for Enterprise (DGE), Ministry of the Economy and Finance, May 2019.

<sup>117</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France.

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032164264&categorieLien=id>

<sup>118</sup> Law No.2018-778 10 September 2018 "For managed migration, effective right of asylum and successful integration". <https://www.legifrance.gouv.fr/eli/loi/2018/9/10/INTX1801788L/jo/texte>



## Conclusion

This study provides **an overview of the migration pathways available to start-ups and innovative foreign entrepreneurs in France**, while presenting **the policies and practices implemented to attract and retain this group**.

The study begins by providing **background information on the economic environment in France** in general. It thus presents policies aimed at encouraging start-ups, the main objectives of French Tech and its "capital" label, as well as the specificities of the French ecosystem. The French ecosystem is strong with a network of **more than 10,000 start-ups** (1/3 of which are in the Île-de-France region). The **range of support services to start-ups on the French market** is very rich and consists of multiple incubators, accelerators, and co-working spaces. With **around 240 incubators and 50 accelerators**, France is one of the European countries with the **largest number of incubators and accelerators** to support projects.

As part of the promotion and reinforcement of France's attractiveness for foreign talent, the law on the rights of foreigners in France of 7 March 2016<sup>119</sup> created the **"talent passport" multi-annual residence permit**, particularly for highly-qualified employees, researchers, entrepreneurs and investors. Talent passports, which are renewable for a maximum period of four years, are not conditional upon holding a work permit in the event of salaried activity and facilitate the arrival in France of family members (spouse and children). In order to facilitate the admission procedure for foreign start-up founders, on 16 January 2017, the French government announced the launch of the **French Tech Visa**, which became operational on 15 June 2017. This system, based on **an accelerated and simplified procedure for obtaining the Talent Passport**, targets not only start-ups wishing to set up in France, but also the international talents employed by these start-ups, as well as foreign investors.

The **French Tech Visa** system has recently been **overhauled in order to make it more attractive**. Following the creation of the "talent passport" through the law on the rights of foreigners in France of 7 March 2016<sup>120</sup> and in order to meet the recruitment needs of innovative companies, the Ministry of the Interior has, by bringing the law for managed migration, an effective right of asylum and successful integration<sup>121</sup> of 10 September 2018, **extended the scope of the "talent passport – qualified employee / innovative enterprise" visa** (para 1 of Article L. 313-20 of CESEDA) to foreign talents **who did not obtain their qualification in France** and who wish to be employed by **companies recognised as innovative** by the Ministry for the Economy.

Some of the challenges faced by the actors interviewed for this study are **competition between European countries and with certain third countries**, such as Canada and the USA; the need to offer attractive installation structures and specific support according to each candidate, while having a targeted strategy to promote French schemes abroad. The obstacles noted by start-ups and innovative entrepreneurs in France mainly relate to **administrative procedures and formalities concerning visas and residence permits**.

France has **many factors which make it attractive to** foreign start-ups and innovative entrepreneurs, such as **access to an important innovative ecosystem and a skilled workforce, multiple financing and numerous innovation grants, different sectors of specialisation and the dynamism of certain regions**.

Various measures have been put in place **to attract and retain start-up founders and employees and foreign innovative entrepreneurs in France**. Examples of good practices include **the specific mechanisms dedicated to this public** (the French Tech Visa); the **"French Tech Ticket" programme**, which aims to promote France as a destination for innovative entrepreneurs from third countries; **collaboration between stakeholders**, whether at **national or local level**; and the **various initiatives carried out at local level** to attract and support foreign start-ups.

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<sup>119</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France.

<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000032164264&categorieLien=id>

<sup>120</sup> Law No. 2016-274 of 7 March 2016 on the rights of foreigners in France.

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<sup>121</sup> Law No.2018-778 10 September 2018 "For managed migration, effective right of asylum and successful integration".

<https://www.legifrance.gouv.fr/eli/loi/2018/9/10/INTX1801788L/jo/texte>

## ANNEXES

### Annex 1: Statistics

The Statistical Annex is composed of the following elements:

Annex 1.1. Applications and decisions for visas/residence permits for start-ups and innovative entrepreneurs and start-up employees (where applicable)

Annex 1.2. Status changes

Annex 1.3. Renewals

Annex 1.4. Main sectors and industries of start-ups launched by TCNs in France

Annex 1.5. Survival rates after 3 and 5 years after launch and other success measures

Annex 1.6. Other data

## Annex 2: List of people interviewed or who contributed to this Study

*The interviews and questionnaires were carried out between May and June 2019 by Christelle Caporali-Petit (Coordinator of the French EMN NCP), Anne-Cécile Jarasse (policy officer within the French EMN NCP) Tamara Buschek-Chauvel (policy officer within the French EMN NCP) and Lucie Fabiano (intern within the French EMN NCP).*

### 1) List of interviews conducted

#### **Ministry of the Interior, General Directorate for Foreigners in France, Sub directorate for Residence and Work**

- Isabelle Burel, Assistant to the Deputy Director of Residence and Work and Head of the Office of Professional Immigration
- Stéphane Coconnier, Assistant to the Head of the Office of Professional Immigration
- Antoine Buno, Policy Officer, Office for Professional Immigration

#### **Direction Générale des Entreprises (DGE), Ministère de l'Économie et des Finances**

- Sofiène Lourimi, Deputy Head of the Competitiveness and Attractiveness Office
- Mohamed Otmani, Policy Officer at the Office of Competitiveness and Attractiveness
- Vincent Dortet-Bernadet, Bureau of Thematic Economic Studies (P3E2)

#### **Business France**

- Alisa Šakic, Head of Welcome Office
- Sébastien Carbon, Head of Innovation and Start-up

#### **French Tech in the Alps - Grenoble**

- Emilie Rondet, General Representative

### 2) List of questionnaires completed and contributions received

#### **Ministry of the Interior, General Directorate for Foreigners in France, Department of Studies, Statistics and Documentation, Division for the Development of Administrative Sources**

- Florian Hatier, Head of Division
- Eric Pecoul, Database Administrator

#### **DIRECCT New Aquitaine**

- David Adolphe, Digital Project Manager, Pole 3E - French Tech Industry and Innovation Mission

#### **Invest in Grenoble - Alps**

- Véronique Pequignat, Director of International Actions

#### **Université Paris-Saclay, Direction de l'Innovation et Relations avec les Entreprises (DIRE)**

- Tania Di Gioia, Director
- Clémentine Delphin, Entrepreneurship Development Officer

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