

Start Here

Start a business in Paris Region



A step by step guide to launch your company & succeed in Paris Region

Foreword

Moving to a new country is a thrilling experience. You get to learn about another culture and do business in a different environment. Even more, you get to learn a new language and discover new surroundings. Nonetheless, it can also be a challenge to make sure you and your family feel comfortable in their new home.

To ensure your landing in Paris Region is as smooth as can be, I encourage you to read this special guidebook. It includes a wealth of invaluable information that any newcomer needs to know about. Finding the latest information on topics such as Healthcare, Education, Housing, Public Transportation, and International Communities is quick and easy.

We hope you will feel at home in our vibrant, innovative and sustainable region.



Alexandra Dublanche

Chairwoman, Choose Paris Region

As the CEO of Choose Paris Region, let me also thank you for choosing Paris Region.

It is my pleasure to introduce you to this comprehensive 'investors handbook' that encompasses all the answers to the queries we receive every day from investors worldwide. Compiled by our best experts and our extensive partner network, this guide combines all the insights and experience of our teams, who support more than 1,200 companies every year in their expansion plans.

Whatever your development stage and prospects for growth, whether a startup or more established company, this guide will take you through the different stages of setting up a company in Paris Region. From advice on setting up your legal entity, opening a bank account, to practical guidance on visas, recruiting your future team or finding office space, you will have at hand all the right information to get your business hit the ground running in no time.

Choose Paris Region's teams look forward to supporting you throughout every step of your expansion plans.



Lionel Grotto

CEO, Choose Paris Region

Why Paris Region

International entrepreneurs and investors routinely cite the Region's following major assets: world-class innovation, a thriving startup hub and highly skilled talents as the main reasons behind their decision to flock to Paris Region. Here is an overview of the many reasons why Paris Region is a unique place for doing business.

An innovation powerhouse

Paris Region is an innovation powerhouse, home to cutting edge sectors and areas of expertise. Companies across all industries find a hub that gathers major players in their fields of business as well as top-ranked high-tech clusters and research centres. This unique landscape generates exciting opportunities for cross-sector collaboration. For example, combining IT and healthcare, or automotive and eco-technology.

A business hub at the heart of Europe

Located at the crossroads of Europe, companies based in Paris Region can enjoy an unrivaled access to a European market of 500+ million customers in Europe but also access other markets such as the African and Asian markets. Benefiting from three international airports offering direct flights to more than 260 destinations worldwide, a high-speed national rail network and a wide underground network, companies in Paris Region are connected to Europe and the rest of the world.

A pool of highly skilled talents

Home to a large, well-educated, and international workforce, Paris Region is also an ideal place to

source technical skills and top talent. Ranked amongst the world's leading destination for R&D investments, the region's world-class universities, engineering and top MBA programs are a major draw for companies looking to recruit.

A sustainable region

Deeply committed to promoting sustainability, Paris Region is engaged in advancing sustainability through business, environmentally responsible urban planning, and promoting projects which have a positive social impact. The region is a perfect place to test and launch your sustainable solutions.

A cosmopolitan & great place to live

As well as being a top business destination, Paris Region offers many career opportunities. Not only can you set up your own business from scratch, but you can do research in a leading research lab or join a large international corporation. Whether for you or your spouse, the job market in Paris Region is one of the most dynamic markets in Europe and job offers are plentiful.

With its unbeatable cultural offering and large green spaces, there is also something for everyone: Cinema, sport, gastronomy, national parks, museums...You name it, we have it!

Wherever they come from, families will discover how Paris Region boasts a solid network of international schools with tuition available in many different languages. As you travel around Paris Region, you will come across thousands of people from different cultures and backgrounds that make Paris region a very cosmopolitan place to live in.



Setting up your business



Recruiting your team



Relocating to France



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Setting up your business

To set-up your company you will first need to decide on what type of company you want to set up, think about its legal structure and take care of its registration. Please find hereafter our advice on how to set-up your business and hit the ground running.

Choosing your legal entity

Liaison office the least restrictive entity

A liaison office exercises prospecting and advertising activities, allowing foreign companies to prepare for negotiations with customers in France. In principle, registration is not required, unless the office employs staff, and is not subjected to any taxes. This structure does not have an independent legal entity and is therefore not required to keep accounts

Branch an intermediate option

For those wishing to set up in France to geographically expand their commercial operations, a branch is one option. A representative of the parent company manages the new office and is entitled to conduct commercial activities in France.

Subsidiary a durable structure

A subsidiary is the most durable and sophisticated legal form for a foreign company wishing to develop its business in another country. By choosing to open a subsidiary in Paris Region, a company will become subject to French law and to the French tax system. Once you register your subsidiary, you will benefit from R&D tax credit benefits and will be able to apply for financial support from the State and the Region.

Available legal options for your subsidiary

Opening a subsidiary implies the separation of the assets of the parent company from those of the subsidiary, given that subsidiaries are separate legal entities in France.

Companies established in France can apply for government support when they are founded or when they seek to develop their operations in France.

The subsidiary can take the form of a Société à Responsabilité Limitée (SARL), or of a Société Anonyme (SA + SAS, + EURL...). Even though it is owned by a shareholder, a subsidiary remains a separate and autonomous legal entity. It has its own asset base and is independent from that of its associate(s).

Most international companies wanting to settle their business activities in France eventually go for the subsidiary model. Incorporating your business as a subsidiary allows you to operate as a primarily French company. Below are the main types of subsidiary models.

SARL

The **Société à Responsabilité Limitée** is the most common type of limited company structures. It is easy to set up and run as there is no minimum starting capital. One or more managers can run the company and have between 2 and 100 partners. With a SARL, you cannot raise funds nor welcome new investors.

Opening a bank account for your company

Creating your business account

Once an account has been created, the bank can open a deposit capital account. After you have paid the amount of share capital into this account, you will be able to register your company with the RSC. This registration allows you to get a Kbis, your business identity card, which is required for many other procedures.

SA

Société Anonyme is considered one of the most sophisticated solutions. It is a suitable structure for joint ventures. The minimum starting capital is €37,000 and the operating rules are established by the law. This legal status is ready for Initial Public Offering (IPO).

SAS

The **Société par Actions Simplifiées** is a legal form with great operational flexibility. Each company has its own articles of association. With an SAS, your business can have one Chairman (compulsory) or more Managing Director(s) (optional). There is no minimum starting capital. This is an ideal corporate structure if you are aiming to raise capital (private equity and securities).

Why is this a key step?

Opening a French bank account is a big job and requires both skills and expertise, both legal and fiscal. Whether you are a startup, or a company listed on the stock exchange, opening a business account requires contacting an international account manager who can analyze your project and advise you. They are mainly based in the Paris Region and can contact them through the international office (international business center). Do not hesitate to ask your bank if it has a branch in France, as this will help you speed up the process.



What is the procedure?

You will have a meeting (phone, video) with an international account manager from your chosen bank. He will usually send you an application form. The process will be in 2 stages; you will first fill in the documents for the pre-acceptance stage (based on a declaration) and then the documents for the acceptance stage. All the administrative steps of signature are now dematerialized, but your bank will have to meet you face-to-face at least once on its premises. This meeting can take place either at the beginning of the process or at the very end but must not be avoided.

Once you have made up your Business Plan, it is important to have already thought about the legal entity you will choose for your business. If you are opening an account for a structure under French law (if you create a company for example) or for a structure under international law (branch or liaison office) the process will vary. However, the more precise you are in deciding on which legal entity is best suited to your business, the quicker the process will be.

To make the process quicker, here are some of the necessary documents you can prepare ahead of your first meeting with the bank:

- A copy of the company's articles of association
- Organization chart of the Company and the Business Group
- Copy of passports of people entitled to the account
- The Balance Sheet and the Profit & Loss
- Account for the last 2 years
- A company presentation document and/or website



The articles of association can only be signed once the company's share capital has been paid into a frozen bank account, which enables the company to be registered and a deposit certificate to be issued by the bank. It is therefore strongly recommended that you gather all necessary documents beforehand.

“We found the Agency very useful and fast in the help they provided us to solve our immediate needs: looking for an office and a comfortable space where we could have our meetings, explaining in detail how to set-up a company and helped us identify consultants”



Massimo Bello

CEO
Wekiwi

Registering your company**Registering your company with the business registration center**

Once you have chosen the type of structure, the next step is to register your company and get a French company registration number called “SIRET”. This number will need to be mentioned on all official documents. The registration of a new business is carried out at a business registration center, called a Centre

Naming your company

In general, any name can be chosen for a company, provided that the name has not already been registered by another company and that the name is not misleading, offensive, or otherwise restricted or forbidden by company law. A company's name can be changed at any time. It is the company's registration number (SIRET number), rather than its name, that identifies the company throughout its life.

Registering your company on the Registre du Commerce et des Sociétés – RCS (French Company Registrar Office)

After you have registered your company with the CFE, it takes a few days for a company or branch to be recorded in the Register du Commerce et des Sociétés – RCS (National Business Register). The cost of this administrative procedure is approximately €200, and registration is mandatory within 15 days after the beginning of your commercial operations. It is highly recommended that you use the services of a legal firm to translate the association articles and employment contracts etc.

des Formalités des Entreprises (CFE). The CFE acts as a clearinghouse for the statutory bodies which need to be made aware of your new business, notably the tax authority, commercial court, and social security organizations. There are different types of CFE, depending on your business. The list of all the CFEs in Paris Region can be found [here](#).

After you register your business, your company will be issued a registration certificate commonly called “Extrait Kbis”. This document will allow your company to have an independent activity in France.

You can read more about legal procedures and measures to set-up a business in the following procedures guide which provides reliable, precise, and up-to-date information about the documentation required by the Registry Offices at the Commercial Courts.

“Choose Paris Region helped me to connect to French entrepreneurs and investors [...]. The Agency also introduced us to lawyers and accountants as well as other professionals. It really helps that the Agency has a presence in both the Silicon Valley and Paris – it is a trustworthy bridge to innovation and collaboration”



Zornitza Stefanova

CEO
BSPK

Finding the right real-estate solution

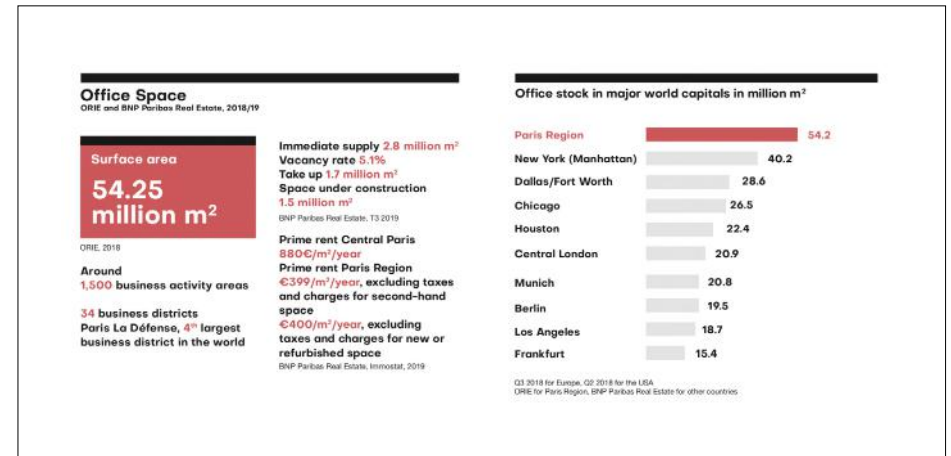
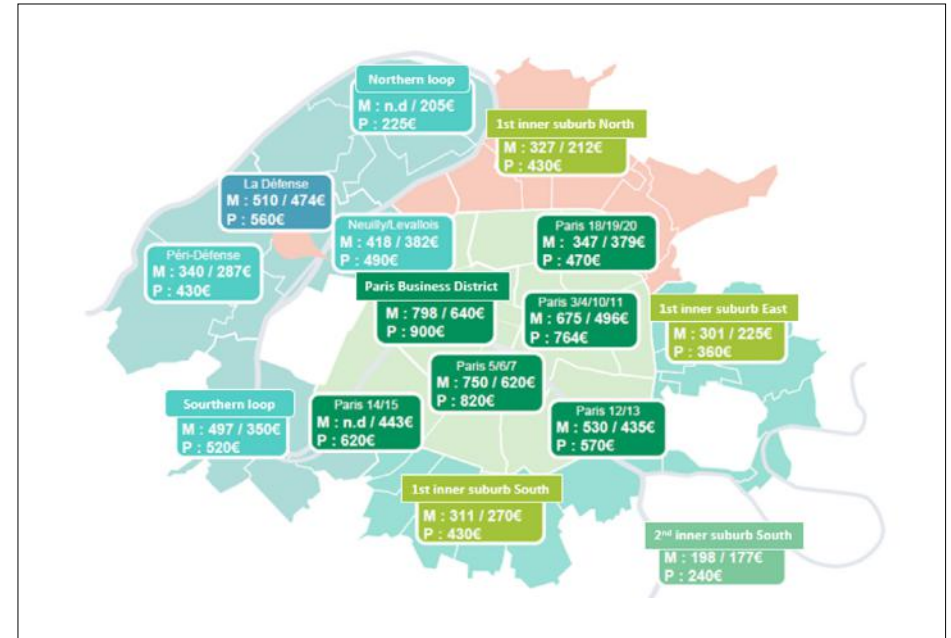
Finding and leasing a professional office space that meets your needs and your budget is both exciting and stressful for beginning entrepreneurs, especially in a foreign country. But it does not have to be. Our teams work hand in hand with key players in the rental estate and can provide you with a range of solutions: offices for rent or sale, hybrid offices, serviced offices as well as assistance and support in all your real estate projects, guaranteeing a swift, custom-tailored response.

Real-estate options

Paris Region's vast real estate market provides the opportunity for companies to work in a variety of desirable locations. With 54.24 million sq. m of offices, 35 major business districts and 19 million sq. m of warehouses available, you will find a range of offices available across the region. Below is an overview of the average rental price of offices in the Region.

There is also a range of new areas that are currently being developed in the inner metropolis or in the larger region. Choose Paris Region can help you identify the area best suited to your development plans and allow you to benefit from the strong dynamism of the Greater Paris project.

Average office rental value(€ excl tax HC/M²/year) – T3 2020 (last three months)



Work spaces

Whether you are a solo-entrepreneur or a start-up with a small team, you will probably decide to rent desks in a co-working space. With a booming coworking offer on the market, offering a wide range of hybrid spaces, desks as well as private offices for small, medium-sized companies, Paris Region is the perfect place for co-working spaces.

Most hybrid spaces in Paris Region are housed in high-design buildings where you will access shared and/or private amenities. They offer the best in business-grade connectivity, on-site centre managers, cafés and meeting room facilities. These places are perfect in so far as they are spread-out throughout the city and accessible through public transport.

Co-working spaces are located in the central districts of Paris (the Paris La Défense area, the Central Business district and, more generally, West Central Paris) but are now also expanding to the whole city centre, with a preference for areas such as the 12th-13th and 14th-15th districts.

Business support centers

In addition to hybrid spaces, Paris Region has a large network of business support centres. Many of the region's incubators are entirely dedicated to supporting new entrepreneurial initiatives until they reach 4 years of existence.

The services provided are the following:

- Small "ready to use" offices
- Shared receptionist, printing and postage services, cleaning, security
- Flexible rental (1-month notice to depart, decrease, or increase office size)
- Address & domiciliation services to keep your home address private

- Subsidized rents with a price range averaging 340-390 €/month for a 15 sqm office (VAT excluded)
- Hassle-free installation, community feeling and free local support

Logistics

Logistics platforms have many functions and are the true foundation of a constantly changing supply chain. Location, accessibility, loading bays, manoeuvring areas, site dimensions, technical characteristics, and regulatory requirements – all these generalised and specific criteria need to be factored into the decision-making process when setting up or acquiring such facilities. From XXL warehouses to cross dock sheds or small depots, the range of available logistics platforms in Paris Region is sufficiently diverse to meet the requirements of users and investors.

“The Paris Region offers the largest number of flexible sites in France, which means you can go and work near your home, near your customers or near your partners. Grand Paris Express project will give Paris Region a real advantage for all companies in terms of accessibility/infrastructure, real estate solutions and attractiveness to appeal to new talent (...)”



Steven Khoury

Executive Director,
Client Solutions EMEA
The Instant Group



Recruiting your team

What you will find in Paris Region is a pool of highly skilled and motivated talents with an international mindset. To make the process smoother, we have put together the most important information you need to know about recruiting in Paris Region to make your hiring process as efficient and effective as possible.

Taping into Paris Region's Talent pool

When businesses contemplate setting up a business abroad, they think about finding clients, adapting to a new culture but most importantly, they think about the talents they will hire to make their business thrive. With a booming startup scene and a thriving business ecosystem, many international businesses are drawn by Paris Region's fertile business ground but also by its pool of young, cosmopolitan, and highly skilled talents, especially in Tech.

Academic Excellence

When it comes to sourcing qualified and skilled talents, businesses can rest assured. Paris Region is a cradle of academic excellence with its vast network of world-class universities, Business and Engineering schools, which are a major draw for companies looking to recruit. The city of Paris, for instance, has 10 of the world's top 500 universities in Computer Science and Engineering. More recently, the 2020 Shanghai Academic Ranking of World Universities ranked Paris Saclay University as the world's top institution for Mathematics and as one of the world's best universities for Natural Sciences, Engineering, Life Sciences, Medical Sciences, and Social Sciences.

What about language skills you may wonder? Thanks to the rigorous International language standards applied in top universities and 'Grandes Ecoles' and study periods abroad, graduates are fully proficient in English. They go through intensive courses that ally new business & entrepreneurial components and incorporate compulsory internships, making them even more ready for professional take-off.

Business minded talents driven by entrepreneurship and innovation

In terms of innovation & attractiveness, Paris Region scores extremely well. First, the Region is the largest employment pool, and home to 40% of France's R&D workforce. Between 2009 and 2018, more than 11,000 patents were registered, cementing Paris Region as one of Europe's most innovative Tech Regions and landing it an award for its economic potential. On top of this, young graduates are business savvy. They have the chance to be trained by Paris Region's top international ranking Business Schools, such as INSEAD and HEC Paris, whose degree programs focus on endowing their graduates with strong business & entrepreneurial skills.

But Paris Region's innovative spirit goes even further! The Region is also home to incredible business facilities such as Station F, the largest European incubator set on a 34,000 sq.m campus and home to 1000+ start-ups. You just need to take a walk around the place to get a feel for the cool and innovative atmosphere! Overall, Paris Region has a great ecosystem of 216 accelerators and incubators providing start-ups with all they need to scale up.

Places to recruit

Recruitment Agencies

A recruitment agency will support your search for the best candidate every step of the way. You will be paired with a consultant who will assess your company's needs, scout the best talents, arrange the interviews, and help you filter applications according to your needs. By signing up to a recruitment agency, you will save time in identifying and hiring the candidates most qualified for the job you are advertising.

Job boards

Job boards can extend your reach when you are ready to advertise your job posting. The recruitment process itself will remain your responsibility, for you to conduct at your discretion. Many social media platforms are

now used to by companies to showcase job offers, such as LinkedIn, Twitter and Facebook. If needed, Choose Paris Region can help you advertise your job offer on its partners' job boards.

Graduate & Recruitment fairs

There are many organizations, events and career fairs organized all year round to help you connect with new graduates. These include, but are not limited to: Talent for France, PhD Talent, Datajob, Absolutely Talented etc. We will be there to help you sign up for these events and put you in touch with the organizers.

Advertising your job posting

Writing a job posting

Most companies, when advertising a job vacancy, write it out in French, although more and more companies now post their job offers in English, due to the very broad range of people speaking English in Paris Region. Most job vacancies in France detail the exact requirements for the positions (Education & Experience), type of contract and duration. You can also display the salary range although you are not obliged to.

Reading a CV

Candidates applying for a job in Paris Region will send their CV in French, if not asked otherwise. Though photos are becoming less and less popular on CVs in other countries, in France candidates tend to include a headshot in their resumes. The basic French CV format is a one pager including key information on the candidate's education, professional experience, skills and additional information on his/her age, marital status, and address.



Hiring in Paris Region

When hiring, you will need to consider employment contracts, pay slips, calculation and declaration of social contributions and all other operations relating to the management of an employee.

You will find below a few concrete steps to guide you through this process. Please note more information about visas for foreign employees is available in the “relocating abroad” section.

Considerations before hiring

Before hiring, a nominative declaration called «DPAE» (Déclaration Préalable À l’Embauche that can be translated as declaration before hiring) must be sent to the main social security office, known as URSSAF² (Union de recouvrement des cotisations de sécurité sociale et d’Allocations Familiales). Please note this “declaration” is compulsory and could be sanctioned by a penalty fee if not taken care of. The «DPAE» is a declaration that allows:

- The registration of the employer at the social security, unemployment insurance and occupational health service at the first hiring
- The enrolment of the employee in the social security scheme
- The medical examination of the employee

² The URSSAF, meaning the Organization for the payment of social security and family contributions is a network of private organizations, created in 1960, whose main task is to collect the employee and employer social security contributions. This contributes to

financing the Régime general (general account) of France’s social security system, including state health insurance.

The different types of employment contracts

In terms of employment, France has four different types of contracts: permanent, fixed-term, full-time or part-time, apprenticeship. Internships and apprenticeships are very popular, for both students who must do a training period with their university degree and job seekers who are looking for work experience for periods ranging from 6 months to one year. Apprenticeships are a good solution to finding new employees with the skills your business will need in the future. These specific schemes are partially funded by the French government, making it an efficient resource to grow your talent pool.

Contracts are usually a written document and drafted in French. Employees whose native language is not French may request a translation prior to signature. In terms of clauses, an employment contract must stipulate the employee’s pay and job description, along with working hours and the address of the hiring business. In principle, parties are free to write their own contracts and have a great deal of liberty with regard to content, which may include clauses specifying targets for pay, providing for geographical mobility, or requiring employees to assume different professional roles, as well as non-compete clauses, or clauses covering ownership of inventions and intellectual property.

Hiring your future staff

Two types of employment contracts are possible

Permanent contract (CDI)	Fixed term contract (CDD)
<ul style="list-style-type: none"> • Flexible probationary periods* (renewable once) <ul style="list-style-type: none"> ➢ Blue collar & standard employees : 2 months ➢ Supervisors & technicians : 3 months ➢ Autonomous employees : 4 months • Termination of the contract <ul style="list-style-type: none"> ➢ Economic or individual dismissal ➢ Termination agreement ➢ Resignation or retirement ➢ Force majeure • Termination costs <ul style="list-style-type: none"> ➢ Vacation pay ➢ Severance pay (according to the seniority : minimum eight years) ➢ Compensation in lieu of notice 	<ul style="list-style-type: none"> • Limited length (must not permanently increase the number of employees) <ul style="list-style-type: none"> ➢ Max. 18 months (exception 36 months), including two renewals at most. • Limited use <ul style="list-style-type: none"> ➢ To replace an absent employee, or a temporary increase of activity... • Strict probationary periods <ul style="list-style-type: none"> ➢ Contract ≤ 6 months : Two weeks ➢ Contract > 6 months : One month • Termination costs <ul style="list-style-type: none"> ➢ Severance pay (10% in general) ➢ Vacation pay ➢ Additional contribution of 1% (on gross salary) for the access to the training program DIF

Source : EMPLOYMENT LAW IN FRANCE - Towards greater flexibility and simplicity for companies - Business France

Simulating your costs

To help you estimate the hiring costs for your company, URSAFF has developed a simulator that will give you a better idea of costs which you will find [here](#).

Labor Law

French Labor Law has undergone far-reaching changes in recent years to modernize the French labor market. The goals of recent reforms are to better meet businesses’ needs, as well as employees’ expectations. Find in the guide’s appendix useful links to better understand these changes.



Choose Paris Region can help you find talents by providing you with information on how to advertise your job postings in French, connecting you with its partner recruitment agencies, local recruitment organizations and major universities where you can source top talents as well as inform you on dates of career fair events.

Relocating to France

You will need to complete a few steps before entering French territory. The process depends on your nationality, as well as the length of and reason for your stay. EU, EEA, and Swiss Nationals can move about freely in France without a visa or a work permit. Non-European Union Nationals intending to invest, work and stay in France for an extended period are required to possess a work permit and a valid and appropriate visa to enter French territory.

Getting a work visa

To establish your business in Paris Region, **you will need to complete a few steps before entering French territory. The process depends on your nationality, as well as the length of and reason for your stay.** EU, EEA, and Swiss Nationals can move about freely in France without a visa or a work permit. Non-European Union Nationals intending to invest, work and stay in France for an extended period are required to possess a work permit and a valid and appropriate visa to enter the French territory. A long-stay visa allows foreign nationals to stay

A specific residence permit for foreign entrepreneurs and talents

in France for longer than three months, with the aim of enabling the holder to obtain a residence permit so they can live in France for a specified period.

Applications must be submitted to the French embassy or consulate in the applicant's country of residence. When processing visa applications, the visa authorities normally invite applicants to attend their premises in person. Some formalities, such as arranging appointments and submitting applications, may be outsourced to external service providers (VFS Global, TLS, etc.).

If you are a startup or entrepreneur who is starting a business in Paris Region for the first time, you should consider the "Talent Passport" (Passeport Talent): a multi-year residence permit for foreign investors, entrepreneurs, researchers and employees. Likewise, the French Tech Visa, a simplified procedure especially designed for Tech businesses.



[France-visas](#) provides a precise list of documents in support of a visa application, according to the purpose of the stay and the personal situation of the foreign national.

The Talent Passport

The multi-year *Passeport Talent* residence permit was created to develop France's economic attractiveness. Your employment contract and your stay in France must exceed 3 months. It will allow you to stay for a maximum of 4 years (renewable). Your family members may also accompany you and will be issued with multi-year residence permits.

Here are the benefits of this multi-year residence permit:

- It is valid from 1 to 4 years and is renewable
- A "Talent Passport – Family" residence permit is available for the accompanying family (spouse and children under 18). This permit entitles the spouse and any children entering their 18th year to work in France
- No additional work permit is required
- It is a fast-track procedure

If they aren't eligible for the "Talent Passport", foreign company directors, company founders and investors can also apply for a long-stay visa equivalent to a residence permit (called "VLS-TS") marked "Entrepreneur/Independent Professional". This visa category enables them to move to France and carry on their business for one year on a renewable basis subject to certain conditions.

Special expatriate tax regime

Individuals relocating to France may be eligible for advantageous tax arrangements through **partial income tax exemption**, subject to certain conditions and for a **period of up to eight years**.

This special expatriate exemption scheme is designed for **employees and company directors** of any nationality:

- recruited abroad by a company established in France
- called upon by a foreign business to work for a company in France

It applies to individuals who were **not residents of France for tax purposes during the five calendar years prior to taking up duties in a France based company**.

It provides entitlement to income tax exemptions on:

- Additional compensation directly linked to the exercise of a professional activity in France (**expatriate bonus**)
- The share of compensation relating to the foreign activity carried out in the interests of the employer
- 50% of income from investments from foreign sources*

- 50 % of certain intellectual and industrial property rights from foreign sources* (royalties earned by writers or composers and their heirs or legatees, rights earned by inventors either through licensing their patents or assigning or granting trademarks, processes or manufacturing formulae);
- 50 % of capital gains on the sale of securities and ownership interests from foreign sources.

The expatriate scheme also allows beneficiaries to deduct contributions to supplementary retirement and supplementary pension schemes with which they were affiliated before arriving in France from their taxable income.

[Click here](#) for more information on eligibility, benefits and other exemptions

*Payment of which is made by a person based outside France in a State or territory which has concluded a tax treaty with France that contains an administrative assistance clause to combat tax evasion and avoidance.



Opening a personal bank account

Opening a bank account in the Paris Region, and more generally in France, is essential to access certain daily life services: finding accommodation, receiving income, paying bills, etc. Most banks will ask you to provide the following documents:

Proof of identity: national identity card for European Union citizens, or passport for non-Europeans

Residence status (visa or permit)

Proof of address: utility bill (water, electricity, gas, phone, Internet) less than three months old, lease or rent receipt, annual timetable of water, electricity or gas, last tax notice or property tax for the current year. Some banks may accept proof of address from the country where you lived previously

Proof of income: last tax notice or last payslip

Last 3 bank statements or a reference from your current bank

Tax identification number abroad

An employer certificate or copy of contract of employment

*For American nationals, a W9 form must be filled out to comply with FATCA reporting requirements.

If you need an overview of the different banking services available in France along with the tariffs implied, The Ministry of Finance has created a free online tool (in French): www.tarifs-bancaires.gouv.fr to help you compare tariffs amongst banks.

Bank details and payment instruments

Once your account is opened, you will receive your final contract with your bank details and IBAN number (RIB or Relevé d'Identité Bancaire)

and your access code to log into your personal account online. Your bank details allow you to set up wire transfers and direct debits. This may take one to two weeks following the opening of the account to be effective. Please remember to consider this delay when you are about to rent a property or to take out a subscription (mobile phone, Internet, electricity, etc.) as your bank details will be requested.

You will then receive by post your new credit card and your PIN, separately. Your credit card could also be available at your local bank.



[Choose Paris Region's teams are there to help you get in touch with banks in Paris Region and their English-speaking teams](#)

Getting Insurance

When living and working in France, subscribing to an insurance for your property and your car is compulsory. Other insurances such as private health and legal protection are optional, but worth subscribing to.

Finding accommodation

Whether you are looking for a cosy studio in La Défense or a 5-bedroom family house in Saint-Germain-en-Laye, finding an accommodation in Paris may be a challenge for any newcomer. Please keep in mind that, in France, leases are signed for a longer period than other countries. It is also more difficult for owners to evict tenants once the lease is signed. For these reasons, owners will tend to make sure you are a suitable tenant through a more extensive vetting process.

Types of accommodation

Ads you can find online or in agencies indicate the number of rooms in the property. Note that 2P or 2 pièces does not mean two bedrooms. A 2-room apartment (usually around 35 to 50 sq.m) usually comprises one bedroom and a living room. A 3-room apartment (3 pièces, usually around 50 to 75 sq.m) could have two bedrooms and a living room or, quite frequently, one bedroom and a so-called double living room (one part serving as living room and another as dining area).

Furnished and unfurnished properties

«*Meublé*» indicates that the place is furnished while «*non-meublé*» or «*vide*» indicates that the place is unfurnished. A furnished property is one that has bedding, kitchen utensils and equipment (stove, oven or microwave, fridge, freezer, etc.), storage shelves, tables and seats, lighting, housekeeping equipment, etc. The majority of properties on the market are unfurnished. The French law treats unfurnished and furnished properties differently. Unfurnished properties have a standard contract period of three years, as compared to furnished properties, which is

one year. The tenant can give notice at any time and the minimum notice period is one month.

The 3-year or 1-year contract will be automatically renewed (the indication tacite reconduction should be included on the contract) unless you give notice.

Temporary solutions

When you arrive in Paris, you could initially stay in a hotel/apart'hotel or tourist residence, until you find an apartment that fits your needs. Other options include specialists in furnished rentals in Paris, offering several kinds of furnished apartment for rent, for a month or longer stays.

Property rental advertisements

Property rental advertisements posted by agencies must provide the following information:

- The surface area of the property and its location (city and neighbourhood)
- The number of rooms
- The monthly rent, including any supplementary rent and service charges,
- Service charges, if applicable
- The security deposit amount
- Whether the accommodation is furnished or unfurnished
- The agency fees payable by the tenant

It is also recommended for future tenants to ask during the visit how much housing tax the previous occupants paid.



[Ads mention square meters \(m²\) and how many rooms the apartment comprises. 1 m² approximately equals 10.75 square feet. The area advertised will include hallways and cupboards but will not include walls, steps, staircases, door areas, balcony or other outdoor space.](#)

Owning a French bank account

Before signing a lease and receiving the keys of your home, you will need a French bank account. Your bank details will be requested, and your rent will be debited directly from your account.

Household insurance

You are required by law to take out a household insurance (assurance habitation), for a furnished or unfurnished rental, and give the landlord a copy of the payment certificate you receive from the insurance company before moving into the property. The tenant is required to supply the landlord with a copy of the insurance certificate each year. Failure by the tenant of an unfurnished letting to take out insurance constitutes a ground on which the landlord may terminate the tenancy.

We recommend taking out a multi-risk insurance policy that covers damage caused to the house and resulting from a fire, an explosion or water damage. Make sure your insurance covers also your personal belongings or damage caused to neighbours or third parties. Banks can provide housing insurance for you. While this can generally be put in place very quickly, the insurance may be a little more expensive than some provided insurance companies (see our insurance partners).

The average costs for insurances are €350-€450 a year for houses, €250-€350 a year for apartments. Costs will depend on a range of factors such as size, type and location of property, value of contents and extent of cover.

Administrative documents

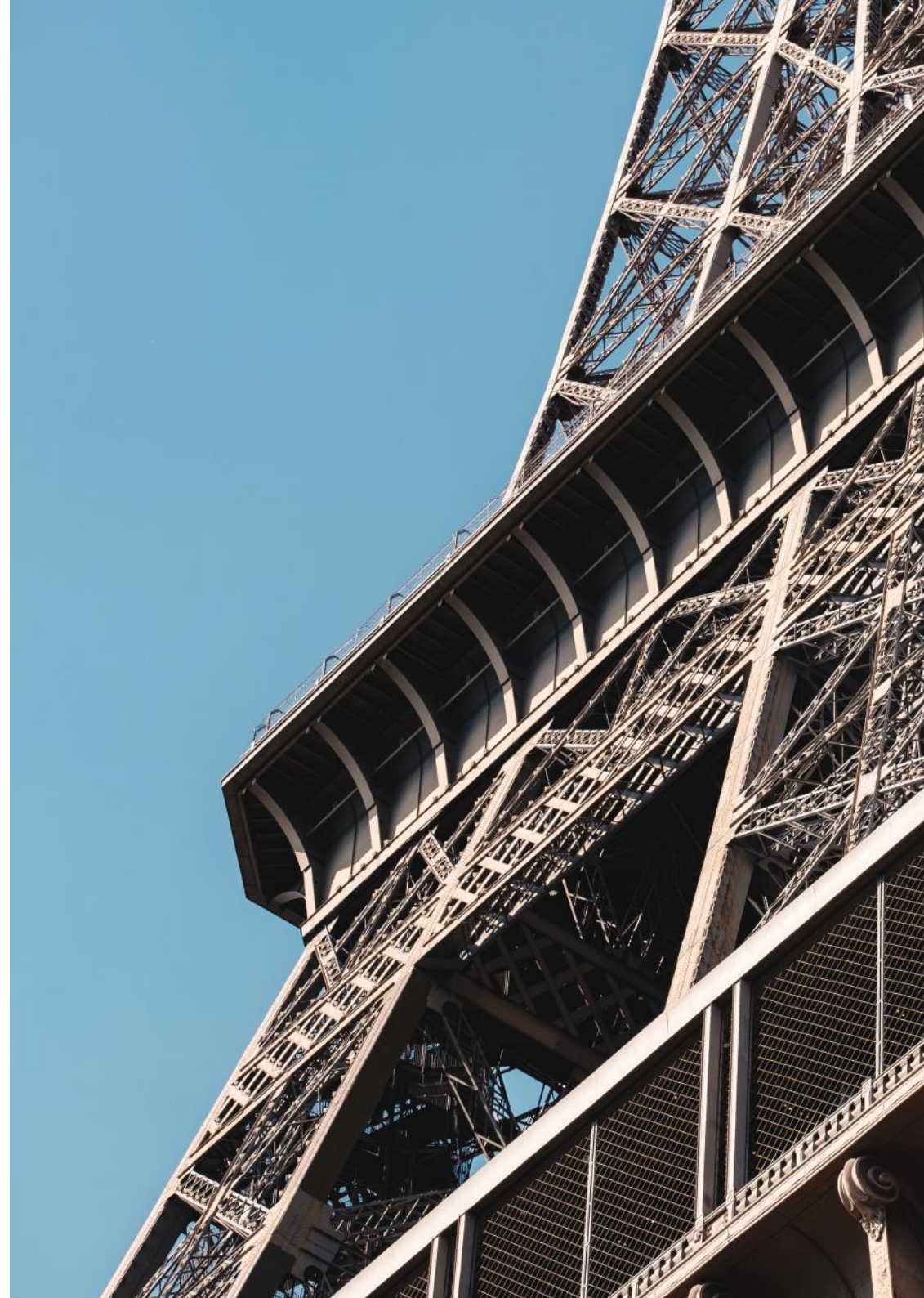
You may be asked to provide the following documents:

- Identity card, residence permit, passport or driver's license
- Your last three rent receipts, or a proof of address, or your most recent property tax notice, or a title deed for your primary residence
- A copy of your employment contract or your employer certificate
- Your last three pay slips or your last two balance sheets if you are self-employed. The unwritten rule is that you need an income at the least three times the amount of the rent
- Your last or penultimate income tax notice or non-tax notice, if applicable

It is preferable to have these documents in French, although some real estate agencies and landlords would accept them in English.



Most of the temporary and/or furnished solutions are in Paris and in the near suburbs. The rental market in the wider region is mostly composed of unfurnished accommodations. It is easy to buy furniture and the second-hand market is very developed if needed.



Navigating the property market

Relocation agencies

More than finding you housing adapted to your needs, relocation agencies can help you throughout the process of relocating in Paris Region by helping with the following:

- Property search and setting up of utilities
- School registration assistance
- Settling-in services
- Cultural integration courses
- Immigration procedures
- Administrative formalities
- Spousal integration and job search
- Applying to social security and Housing insurance, utilities, house tax...

Prices vary depending on the relocation agency and the services provided. Some relocation agencies might offer packages of bundled services. Concerning property search, relocation agencies have privileged contacts, but the decision will always be taken by the real estate agency or the owner of the property. Please note that the cost does not include service fees that will need to be paid to the real estate agency through which the property is found. Choose Paris Region will put you in touch with its network of relocation agencies partners (such as Cosmopolitan services Unlimited, Smart Relocation, Management Mobility Consulting, Inexpat, France Global Relocation, Expat symphonie, etc.)

Real estate agencies

These agencies offer real estate for rent or purchase according to your needs. Fees are

split between the renter and the owner, or the seller and the future owner. Real Estate agencies will take care of looking for property for free. However, please note fees will apply once the rental contract is signed. This is not the case if you go through with a relocation agency. Agency fees are a one-off payment. Please note that agency fees are different for furnished short-term rentals, which are considered secondary residence rentals. They usually amount to one month's rent for one-year rentals or more, but this largely depends on the agency.

Websites

These websites group together different real estate offers according to the chosen criteria (location, purchase, size, location...) You will find hereafter the most commonly used websites: de particulier à particulier, Seloger.com, Figaroimmo, ParuVendu, Bienici.com, Supperimmo.com, Fusac.fr...

Apartment/Flat Hunters

House hunters can also be a solution to finding housing. After an interview with the customer, the Flat Hunter will provide you with a selection of suitable housing according to your criteria: House/Flat hunters will make sure to identify your needs, search the market, organize visits and help you submit your application.

Some flat hunters will select apartments that they have previously visited on your behalf and can send you a comprehensive report with pictures, videos and expert advice. Some of them charge a fee before beginning their search (from €900 to €1,200 for minimum service to one and a half months of rent for flat hunters offering additional help). Please note that you will also have to pay

agency fees to the real estate agent through which you will rent your accommodation. There are no agency fees if you deal directly with the landlord. Please bear in mind that that contrary to the services provided by relocation agencies, you will not always be accompanied to every visit, and you will not always be provided with assistance when signing the rental agreement.



Choose Paris Region can put you in touch with real estate partner agencies specialized in short/long term rentals and furnished properties.

Health services

France's health-care system is universally recognised and allows people to enjoy one of the best life expectancies in the world. It offers high-quality care in all medical fields thanks to internationally renowned medical specialists, well-equipped medical infrastructure.

The French social security system, considered one of the most complete systems, includes:

Coverage for illness, maternity/paternity, disability, and death

Coverage for accidents at work and occupational disease

Pensions

Family benefits

Unemployment benefit

France's universal healthcare system guarantees coverage of healthcare expenses

for all individuals working on a regular basis in France or who have been residing in France on a continuous and ongoing basis for at least 3 months, regardless of their nationalities or income. It covers the health expenses (reimbursement of up to 70% of all healthcare costs on average, with remaining costs financed by a private health insurance) of insured people, children, and provides financial compensation to those on sick leave.

International Schooling

France boasts one of the best Educational systems in the world. Paris Region has an extensive selection of bilingual programs and international schools open to foreign and French pupils from kindergarten to high school.

You will find different types of international education in Paris Region:

- 120 schools offering bilingual programs from preschool to high school,
- 40 international private schools,
- A variety of curriculum: International Baccalaureate (IB), European Baccalaureate,
- French Baccalaureate with an International Option, A-Levels, High School Diploma, Montessori, etc.

These programs are varied and can be found in state/public schools and state-funded schools or private schools (fully independently funded and non-contracted).

The French school system is best suited for bilingual children but also for non-French children whose parents are planning a long stay in France and who wish to become fluent in French and accustomed to French culture.

Foreign language programs offered by the French school system

1.

French schools with International Sections follow the national French curriculum and offer an International Section where some courses such as history, geography, languages, and literature are taught in a different language:

- From kindergarden (3-6 years old) to high school (15-18 years old)
Bilingual and bicultural programs in 17 different languages
- Intensive schooling with a weekly basis of 3 hours minimum taught in a specific language for nursery and primary levels and a weekly basis of 6 to 10 hours for secondary and high school levels
- Diplomas: The pupils take specific exams to be awarded the International Option of the Diplôme National du Brevet and the International Option of the Baccalaureate (OIB)
- Since these schools are subsidized, some of them are free of charge; otherwise the annual fees are usually quite modest, ranging from 1,000 to 6,000 EUR per year, depending on grade levels.

2.

French schools with Binational Sections follow the national French curriculum, welcome French and international bilingual pupils, offering them a bilingual and bicultural education as well as specific courses:

- From secondary school (11-15 years old) to high school (15-18 years old)
- Intensive schooling with a weekly basis of 6 to 10 hours taught in the other language

- A specific 3-year training program going from years 11 to 13 (high school) with a partner country
- Diplomas: 3 binational sections are available in Paris Region's high schools, offering a double degree: ABIBAC (German Abitur + French Baccalaureate), BACHIBAC (Spanish Bachillerato + French Baccalaureate), ESABAC (Italian Esame di Stato + French Baccalaureate)

3.

French schools with "Two-language classes" or "European & Oriental Sections" follow the national French curriculum and offer «reinforced» language curricula with a weekly basis of 4 to 6 hours taught in the language of the choice.

4.

A new European School opened in September 2019 in Courbevoie (Paris-La Défense), with two linguistic branches (French and English). The school offers a comprehensive curriculum from kindergarten to the European Baccalaureate, a qualification recognized by all EU member countries, and many others.

The offer of public schools is not over yet, two more international public high schools are expected to open respectively in Palaiseau in 2021 and in Versailles in 2023.

The English section of the European Schools and the international private schools enable pupils to follow the official curriculum of the European schools (taught in English) or another country's curriculum could be appropriate for the expatriates who are moving to France for only a few years so that their children can easily reintegrate at school when they return.

Private schools that are completely independently funded may allow their pupils to take a range of international exams: Cambridge national examinations, IGCSE, IB, A-Levels, Advanced Placement Programs...

There are up to 40 international private schools in Paris Region, including world-renowned schools:

British School of Paris, American School of Paris, International School of Paris, Jeannine Manuel, EIB Paris, Marymount, Deutsche Schule Paris, Liceo Italiano Leonardo da Vinci, Liceo Español Luis Buñuel, etc.

These private institutions are not subsidized by the French State. Their annual tuition and fees are quite expensive, often **between €6,000 and €35,000 per year**, depending on schools and grade levels.

Useful Links

Labour Law

An overview of Labour legislation in France
Investing in France

Foreign Affairs & Visas

[The Foreign Affairs Ministry website](#)
[A guide to residing in France](#)
Information on visas : France-visas

International Schooling

[A Guide to International Education in Paris Region](#)

It provides a mapping of the various schools, from kindergarten to high-school, according to the type, level and nature of the courses and the language taught (17 languages).

[Paris Region International schooling booklet](#)
Need more information on another aspect of the education system in France? Contact our education experts: ce.contactinternational@ac-versailles.fr

Taxes in France

For more information on paying taxes in France, please visit [the following page](#)

For all tax queries involving foreign companies and nationals, contact the Tax4Business help desk service, run by the French government's Public Finances Directorate: tax4business@dg-fip.finances.gouv.fr

Opening a bank account

To compare the different tariffs of banks in France use [this tool](#)

Smart Work

If you are looking for a place to work near your home anywhere in Paris Region, «Smart Work» will enable you to find a co-working space, a warehouse, a studio and more.
[Visit the webiste](#)

Paris Region 3D

[This innovative platform](#) allows Paris Region residents, territories, universities and economic players to discover Paris Region in 3 dimensions. It also enables anyone to view the major developments to come (Grand Paris Express, ...). A very practical tool indeed for preparing an office tour!



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About Us

At Choose Paris Region, our core mission is to assist international companies in their expansion. With our support, unlock business opportunities in Paris Region and get the most out of the Region's assets.

Every year, our team of 80 dedicated professionals across Europe, the US and China, brings their deep market and industry expertise to support 1,200+ international companies and their staff looking to grow their business in the Paris Region.



A One-Stop Shop

Choose Paris Region, a single point of access to a series of personalized, free and confidential support services. Our experts provide meaningful technical advice to support your development projects at any stage of the process.

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1 Explore

Learn more about your industry in Paris Region
Evaluate your potential market
Get in touch with the local ecosystem

2 Set up

Create your legal entity in France
Open a bank account
Understand the French tax system

3 Settle

Find the best real estate solution for your business (office space or industrial site)
Explore coworking space options

4 Confirm

Connect with large French corporations
Explore potential R&D partnerships
Create business connections
Identify local accelerators, incubators and clusters
Learn about financing opportunities

5 Recruit

Identify your talent needs
Tap into the Region's talent pools
Build your team (contracts and visa solutions)

6 Thrive

Prepare the relocation of employees and family
Connect with communities of international expats

7 Grow

Keep growing your established business in the Region

[More info on our services on chooseparisregion.org](https://chooseparisregion.org)



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Practical Guides

Choose Paris Region regularly publishes practical guides sharing tips and advice to set up a business, settle into Paris Region, and any information you may need to invest or relocate.

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Start Here

Learn the basics for starting a business in Paris Region: registering a business, bank accounts, recruiting.



Build Your Team

An essential tool for international businesses wanting to recruit in Paris Region: get information on locally-available talents and recruitment tips.



Accelerate

Navigate Paris Region's buzzing startup scene by connecting to the ecosystem & finding opportunities.



Green Business Opportunities

Paris Region's green and social impact accelerators, funding sources, brownfield sites, service providers, and events.



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Gain access to services through this online platform aimed at helping you expand to Paris Region. The top partners and organizations have been carefully selected by our teams.

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Content to help your business accelerate in Paris Region: industry events, call for applications, articles, and success stories.

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The latest news, trends, events, figures, and opportunities in Greentech, and other related industries.

Digital Revolution

Keep informed on Paris Region's developing AI, Deeptech and digital technologies landscape.

Healthtech in Paris Region

Learn what's going on in Healthtech: major events, call for applications and business opportunities.

Calls for Applications

Corporate leaders and local authorities are teaming up with Choose Paris Region to launch calls for applications and build innovation ecosystems. Find top startups, companies, and academia in Paris Region.

[Explore them on chooseparisregion.org/calls-for-applications](https://www.chooseparisregion.org/calls-for-applications)

