

The logo for ConseilRH is located in the top left corner. It consists of a dark blue square with a white semi-circle at the top. Below the semi-circle, the text "ConseilRH" is written in white, with "RH" in a bold, sans-serif font.

Conseil**RH**

The background of the entire page is a blue-tinted image of the Earth, showing continents and oceans. The globe is positioned on the right side, with the left edge of the frame cutting off the left side of the planet.

YOUR GUIDE TO ENTERING THE FRENCH MARKET

Why choose France?

With few administrative restrictions on foreign investment, France has earned its reputation as one of the world's leading destinations for direct foreign investment. It is perfectly located for business, being situated at the very heart of continental Europe, and at the core of the world's largest market. With the world's 5th largest GDP, France has huge investment potential. Over 8,000 foreign companies are established in France, ranging from catering and hospitality, to banking and manufacturing.

What types of business can be set up ?

Foreign employer

A good way to start is by having one or several employees expatriated or recruited in France to promote your products & services, to be a general representative for your company. This is a relatively simple option called (simply!) "Foreign company without a French branch and non-registered with the Registrar of Companies", which we call a foreign employer in France (FEF), to make things simpler.

A foreign employer statute allows you to employ French or foreign employees in compliance with French labour legislation, just like any other French company.

What you can do with an FEF :

- Find new clients through your company's representative.
- Recruit or send over employees to France and offer them a French employment contract
- Stock your products, conduct marketing and research activities.
- Be in compliance with the French tax system and labour law

The benefits of having an FEF in France are the following :

- Test the market and promote your products in France without having to set up a fully-fledged company
- You can employ French or foreign staff like any other French company
- Low entry and exit barriers
- Many tax exemptions including corporate tax, VAT etc

Branch Office (in the form of SARL / SA / SAS)

Company options include setting up a branch, which will be regarded as a permanent establishment in terms of tax laws. However, the branch is not a separate legal entity from the foreign company which is liable for all activity conducted by the branch.

Branches will be subject to corporate income tax and VAT, as well as all other obligations incurred by a French company. A branch is necessary for conducting any commercial & industrial activities as a French company. A branch office is managed with the authority of the Company's Head Office, by a legal representative.

Subsidiary (in the form of SARL / SA / SAS)

Another company option is to open a subsidiary as a separate legal entity for conducting permanent business in France.

The main advantages of opening a subsidiary are the following:

- A more positive image for the company & therefore attracting more customers
- A more favourable company status for receiving aid from the state.
- Disposition of subsidiaries is often easier than with branch offices.

For more information on the different types of company you can set up, visit :
Invest in France Agency : www.afii.fr
or the American Chamber of Commerce in France : www.amchamfrance.org

How to go about setting up

To set up in France you will need to register your company with the following:

- The Business Formalities Centre (CFE)
- The French National Statistics Institute: (INSEE) where you will register for your company's relevant activity code (APE), and for the issuing of SIREN (company identification) & SIRET (local unit identification) numbers, both of which are required for the recruitment of employees.
- The Tax Office (DGI/SIE)
- The Social Security Agency (URSSAF)
- The Unemployment Agency (ASSEDIC)
- Compulsory Pension Funds (depending on your collective bargaining agreement)
- Contingency Plans
- Medical Exam Board
- Continuing education tax board
- Apprenticeship tax board

You may also have to apply for:

- A permit to engage in regulated professions (lawyers, accountants, doctors etc.)
- Work permit for non-EU employees
- Registration of brand/trade names with the National Industrial Property Institute in France (INPI)
- Registration of Internet domain with French Internet Names & Cooperation Association (AFNIC)
- Corporate insurance for civil responsibility
- Additional health insurance (mutuelle)

What can ConseilRH do for your company ?

ConseilRH's international team will help establish you as a French employer and manage your French payroll, at low risk and cost levels. We will manage all the administrative and legal procedures, giving you more time to concentrate on the core activities of your business.

ConseilRH is an expert in all intricate labour-linked administrative issues in France with over 13 years' experience. We manage the payroll and HR issues of over 100 small French businesses and will thus assist you (in bilingual English/French*) in :

Creating your French employer status

- Register the company with the above labour administrations and tax organisations
- Register your company with the foreigner's VAT authorities if required
- Open a French bank account in order to pay your employees and social contributions

Managing the French employees' payroll and compliance with labour legislation

- Comprehensive payroll processing and management according to French legislation
- Creation of model contracts
- Management of inquiries and controls from French authorities
- French labour legislation hotline in bilingual English

All for a simple, comprehensive fee !

A one-time 2 500 euros fee for the creation of your French employer status
Thereafter, a monthly 50 euros fee per employee whose payroll we manage.

Contact us :
Emilie Delas - ConseilRH
+33 (0)1 30 15 51 54
contact@conseil-rh.com



ConseilRH

**60 rte de Sartrouville
Parc des Grillons - bat 6
78230 Le Pecq
FRANCE**

Tel: +33 1 30.15.51.54

Fax: +33 1.30.15.51.59

[website : www.conseil-rh.com/uk](http://www.conseil-rh.com/uk)

[e-mail: contact@conseil-rh.com](mailto:contact@conseil-rh.com)