



Employment Restrictions Ended For Nationals from the Eight New Member States

July 2008

Nationals from the eight new European Union Member States that joined the EU on 1 May 2004 were to be subject to a transition period until 30 April 2009, during which they were obliged to hold a work permit and a residence permit to work and live in France. These eight Member States are the following: Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

However, **on 1 July 2008, France put an early end to their transition period** (order no. IMIKO814571A dated 24 June 2008).

Since that date, **national from these eight new Member States are free to work and reside in France without a work permit or a residence permit.** As a result, they can be hired under exactly the same conditions as a French national or a national from the 15 original EU Member States. They no longer need a work permit, or an ANAEM (National Agency for the Reception of Foreigners and Migration) medical checkup, or to pay a duty to the ANAEM.

Note however that it is important not to forget the other compulsory formalities that apply for any hire: the DUE hiring declaration and the medical check-up with labour medical supervisory services (among others).

These nationals can legally reside in France under their national identity documents. However, they have the right to get a residence permit (optional) if they want to, and can apply for one at the government administrative office (*préfecture*) of their place of residence. They will get a residence permit bearing the designation “EC—all professional activities”. Since this residence permit is now optional, their employer is no longer required to verify its authenticity with the government administrative offices (*préfecture*) prior to hire.

Family members who are nationals of a country outside the EU are still required to hold a residence permit, which bears the designation “EC—family member”; it authorizes them to work.

European nationals are required to register with the City Hall of their place of residence, notably to register to vote.

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The only European Union Member Country nationals still subject to the transition period are now **Bulgarians and Romanians**. Their transition period remains in force until 31 December 2013 at the latest. They must, therefore, still get a work permit, which cannot be refused on grounds of the employment situation if it is for an occupation that is facing recruitment difficulties. They also are still required to get a residence permit to settle in France to work. The only Bulgarians and Romanians who are exempt from getting a work permit and residence permit are those who got a degree in France at least equivalent to a Master II (five years of higher education).

Do not hesitate to contact us for more information!

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