SECONDING INDIAN EMPLOYEES TO FRANCE

ITER Organization
Legal Affairs
I) Non EU employee working for a company established in the territory of another EU Member (obtained a work permit from a EU country member)

II) Non EU employee working for a company with no place of Business in EU

A) The country signed a Bilateral Social Security Agreement with France

B) The country did not sign a Bilateral Social Security Agreement with France
FOR THOSE 2 SITUATIONS

- COMMON PROCEDURES
  - WORK PERMIT APPLICATION
  - SECONDMENT DECLARATION BEFORE THE LABOR INSPECTORATE
  - REGISTRATION TO THE FRENCH SOCIAL SECURITY SYSTEM

- DIFFERENT PROCEDURES
  - DECLARATIONS AND PAYMENT OF SOCIAL CONTRIBUTIONS
● You’re an Indian contractor

● Your company signed a contract with
  Either ITER Organization
  Or a Domestic agency
You want to second employees to France AND

Your country signed a Bilateral Social Security Agreement with France
WHAT DO YOU HAVE TO DO?
The company is considered as the employer of the seconded person.
BEFORE THE EMPLOYEE’S ARRIVAL IN FRANCE

Procedures to carry out from the Country of Origin
STEP BY STEP

• **I) STEP 1** SOCIAL SECURITY REQUIREMENTS
  -A) Bilateral agreement applies for some risks
  -B) Registration to the French social security system
  -C) Assignment procedure

• **II) STEP 2** WORK PERMIT APPLICATION

• **III) STEP 3** VISA

• **IV) STEP 4** SECONDMENT DECLARATION BEFORE THE LABOR INSPECTORATE
STEP 1
SOCIAL SECURITY REQUIREMENTS
A) AS A BILATERAL CONVENTION EXISTS

- The country of origin social security system is maintained during the mission in France

⚠️ BUT ONLY FOR THE RISKS COVERED BY THE AGREEMENT:
- old age and disability
Employer’s obligation

- Prove that the employee is kept under the country of origin social security system by producing a certificate from the organization in which he/she is registered for the risks listed in the agreement.

The employee must be in possession of the form IN / EN 101 223-01 SE secondment issued by the employees 'Provident Fund – employees

- **Fonds de Prévoyance des Salariés (EPFO)**
  Bhavishia Nidhi Bhawan, 14
  Bhikaiji Cama Place
  110066 NEW DELHI
B) REGISTRATION TO THE FRENCH SOCIAL SECURITY SYSTEM

• For the non covered risks:
  Disease/maternity, disability/death, occupational accidents/occupational disease

• THE COMPETENT AUTHORITY

THE CNFE (French national Center for Foreign Companies)
In URSSAF ALSACE

• URSSAF: Union de Recouvrement pour la Sécurité Sociale et les Allocations Familiales: Administrative body responsible for collecting social security payments
REGISTRATION

You have to complete the E0 form available on:

- Print out, sign and send by mail to the CNFE at the following address:
  Centre National Firmes Etrangères CNFE
  67945 Strasbourg Cedex 9
  France

- An online guide gives a field by field explanation of how to complete the E0 form:

Please note that from that step it’s already possible to start working with a French accountant for the registration before the CNFE. A French accountant having access to the French software will be needed anyway for declaration and payment of social contributions.
This form serves as a declaration to the French social security authorities and the French statistics institute, INSEE. It should be completed and returned to: CNFE - 67045 STRASBOUG CEDEX 9 - Tel.: 00 33 (0)810 09 26 33

<table>
<thead>
<tr>
<th>BUSINESS PARTICULARS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEGAL PERSON (commercial company, non-profit organisation, etc.)</strong></td>
<td><strong>NATURAL PERSON (solo proprietorship)</strong></td>
</tr>
<tr>
<td>Legal Name</td>
<td>Last Name, First Name, Nationality, Sex</td>
</tr>
<tr>
<td>Legal Form</td>
<td>Date of Birth, Country</td>
</tr>
<tr>
<td>Trade Name</td>
<td>Town/City</td>
</tr>
<tr>
<td>Address: N° and Street</td>
<td>Additional Address Details</td>
</tr>
<tr>
<td>Town/City</td>
<td>Location</td>
</tr>
<tr>
<td>Official Register Abroad:</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>BUSINESS ACTIVITIES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Business Established</td>
<td></td>
</tr>
<tr>
<td>Business Activities</td>
<td></td>
</tr>
<tr>
<td>Main Activity</td>
<td></td>
</tr>
<tr>
<td>Nature of business activity (tick one box only):</td>
<td></td>
</tr>
<tr>
<td>Assembly/Installation</td>
<td>Wholesale or Agent/Distributor Services</td>
</tr>
<tr>
<td>Retail</td>
<td>Repairs</td>
</tr>
<tr>
<td>Services</td>
<td>Building / Construction</td>
</tr>
<tr>
<td>Other (specify):</td>
<td>Business Services</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EMPLOYEES SUBJECT TO THE FRENCH SOCIAL SECURITY SYSTEM</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>(Completing this form does not exempt you from filing a Déclaration Unique d’Embauche (DUE) for each employee hired. The DUE can be completed online at <a href="http://www.net-entreprises.fr">http://www.net-entreprises.fr</a>.)</td>
<td></td>
</tr>
<tr>
<td>Number of Employees</td>
<td></td>
</tr>
<tr>
<td>Date First Employee Hired</td>
<td></td>
</tr>
</tbody>
</table>

Legal name, Legal Form, Address...
date business established, main activities....
employees subjected to the French security system
**INSTRUCTIONS: DECLARATION OF REGISTRATION OF A BUSINESS WITH EMPLOYEES BUT NO FIXED ESTABLISHMENT IN FRANCE**

To avoid receiving reminder letters, please provide all the information requested on the form.

**DEFINITIONS AND INSTRUCTIONS FOR COMPLETING FORM E0**

<table>
<thead>
<tr>
<th>BUSINESS PARTICULARS</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEGAL PERSON</strong></td>
<td><strong>OR</strong></td>
</tr>
<tr>
<td>Legal name: enter the business name, acronym, corporate name, legal form, etc. as they appear in the articles of association.</td>
<td>Last name: enter your name as it appears on your birth/marriage certificate and identity documents.</td>
</tr>
<tr>
<td>Trade name: enter the name under which the company conducts its business and by which it is known to the public. This information must be entered exactly as it appears in the articles of association of the company.</td>
<td>Date of birth and country: this information is mandatory.</td>
</tr>
</tbody>
</table>

| Address: Provide the address of the headquarters abroad or the main address. Please give your full address to ensure that all correspondence reaches you. |

*If applicable, give the details of registration of the business or activity with the competent authorities abroad.*

<table>
<thead>
<tr>
<th>BUSINESS ACTIVITIES</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Date Business Established: enter the date when the business was established abroad (day, month, year).</td>
<td></td>
</tr>
<tr>
<td>Business Activities: list all activities.</td>
<td></td>
</tr>
<tr>
<td>Main Activity: in the case of more than one activity, state that which you consider to be your main activity. This will determine your APE (Activité Principale Exercée) code issued by the French national statistics institute, INSEE.</td>
<td></td>
</tr>
</tbody>
</table>

**EMPLOYEES SUBJECT TO THE FRENCH SOCIAL SECURITY SYSTEM**

Number of Employees, Date First Employee Hired (day, month, year): Include only employees subject to the French social security system, for whom you are required to file a declaration with the Urssaf du Bas Rhin.

**APPOINTMENT OF A REPRESENTATIVE IN FRANCE**

Give the particulars of the legal or natural person appointed to act on your behalf in France.

Under Article L243-1-2 of the French Social Security Code, an employer with no place of business in France is required to submit declarations and payments of social security contributions provided for by law or agreement, to a single collection office. To this effect, the employer may appoint a representative who is a resident in France and who is personally responsible for filing declarations and payment of the related contributions.

**TAX STATUS**

For information purposes only. Completing this section does not exempt you from filing tax returns.

**MAILING ADDRESS**

This section should be completed even if the mailing address is the same as the address of the business or the representative in France. Please include an e-mail address, telephone number and tax number so that you can be contacted easily.

**ADDITIONAL INFORMATION**

The name and signature are mandatory.
CNFE process

1. CNFE Registration with E0 form
2. CNFE transfers to all French social security administrations
3. The company will be allocated by INSEE a registration number (Siret number)

Siret number needed for:
- Work permit application
- Exchanges with social security administrations

To be noted: INSEE: Institut national de la statistique et des études économiques: Institute of statistical and economic information
• Necessary for the exchanges with all French social security administrations and to request a work permit
• Registration number (Siret) Allocated by INSEE
C) ASSIGNMENT PROCEDURE

Prior Notification Before Hiring (DPAE)

The employer has to send the form completed via www.net-entreprises.fr, 8 days before the employee’s arrival.

A receipt can be printed immediately and should be given to the employee.
STEP 2 WORK PERMIT APPLICATION
YOU WILL HAVE TO PREPARE

- A) The work permit application form
- B) A letter from the employer
- C) Documents from the employer
- D) Documents from the employee
- E) A summary sheet

Documents must be translated in French and stamped by a sworn translator. The consulate can provide a list of translators.
2 MONTHS BEFORE THE EMPLOYEE’S ARRIVAL

SEND FORM AND DOCUMENTS TO

- La DIRECCTE : Direction Régionale des Entreprises, de la Concurrence, de la Consommation, du Travail et de l’Emploi (Service Main d’Œuvre Etrangères) Unité Départementale des Bouches du Rhône
  55 Bd Périer
  13415 Marseille Cedex 20
  FRANCE
A) The work permit application form: **Cerfa n°15187*02**

**IN FRENCH**

![Warning triangle]

**ONE FORM PER EMPLOYEE**

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![Form image]

---

**DEMANDE D'AUTORISATION DE TRAVAIL POUR CONCLURE UN CONTRAT DE TRAVAIL AVEC UN SALARIÉ ÉTRANGER RÉSIDANT BOIS DE FRANCE**

**IN FRENCH**

**Déclaration de la durée du contrat de travail:**

- **N° de Dossier:**
- **Nom du demandeur:**
- **Occupation:**
- **Adresse:**
- **Code postal:**
- **Commune:**
- **NOM(s) de l'employeur:**
- **N° d'identification:**
- **Dénomination:**
- **Adresse:**
- **Code postal:**
- **Commune:**
- **Droit du travail:**
- **Période:**
- **Durée:**
- **Heures:**
- **Salaire brut:**
- **Législation:**
- **Signature:**
- **Date:**

---

**IN FRENCH**

**Signature et cachet de l'entreprise:**

---

**IN FRENCH**

**IMPORTANT:**

- **Conditions d'emploi:**
- **Salaires:**
- **Assurance:**
- **Visa:**
- **Contrat:**
- **Assurances:**
- **Expérience:**
- **Formation:**
- **Signature:**
- **Date:**

---

***Note:***

- **Conditions d'emploi:**
- **Visa:**
- **Contrat:**
- **Assurances:**
- **Expérience:**
- **Formation:**
- **Signature:**
- **Date:**
DEMANDE D'AUTORISATION DE TRAVAIL POUR CONCLURE UN CONTRAT DE TRAVAIL AVEC UN SALARIÉ ÉTRANGER RÉSIDENT HORS DE FRANCE

(Réf. L. 5221-1 et suivi R. 5221-1 et suivi du code du travail)

1. MOTIF DE LA DEMANDE : contrat de travail supérieur à 3 mois d'au plus 3 mois (salarié(s))

Détaillons(s) salarié(s) d'une durée de mois jours pour réaliser :
- un contrat de prestation conclu entre l'entreprise étrangère et un prestataire établi ou exerçant en France :
- une prestation pour compte propre sans contrat commercial avec un prestataire établi en France :
- une mobilité internationale intragroupe

2. EMPLOYEUR ou entreprise d'accueil ou bénéficiaire de la prestation

DIRÉT.

Nom de l'entreprise :

Activité (NAF) :

Convention collective applicable n° IDCO :

Actif réglementaire :

Auprès de :

Particulier Employeur :

N° de cotonant (URSSAF, MSA, CESU) :

Adresse :

Code postal :

Commune :

3. SALARIÉ (identité et documents de voyage)

Nom(S) de famille :

Nom(S) de naissance :

Prénom(s) :

Sexe M F Né(e) le :

Nationalité :

Passeport :

délivrë le : expirant le : par :

4. Éléments du contrat de travail ou de l'exécution de la prestation

Emploi occupé :

Classification de l'emploi : Niveau :

Coefficient :

Code ROME :

Contrat : durée indéterminée durée déterminée durée du contrat mois et jours

Motif du recours au contrat à durée déterminée :

Temps complet temps partiel :

Heures et centièmes / hebdomadaire mensuelle annuelle

Salaire brut hors avantage en nature :

€ annuel mensuel horaire

Avantages : Nourriture :

€ / mois ; Autres :

€ / mois à justifier

Logement assuré par l'employeur : collectif individuel

Signature et cachet de l'entreprise :

Signature :

Qualité :

Date :

DÉCLARATION AUTONOME

Vu la présente demande et ses annexes, il est accordé à l'employeur / signataire, pour l'emploi et les éléments du contrat de travail déclarés, d'une autorisation provisoire de travail de mois jour(s) salarié(s) désigné(s).

d'une autorisation de travail pour le salarié désigné pendant la durée de validité du titre ou auquel il aura été délivré à l'issue des procédures prévues par le Code de l'entrée et du séjour des étrangers et du droit d'asile.

A ce

IMPORTANT :

Toute modification des conditions d'emploi du salarié devra faire l'objet d'une nouvelle demande d'autorisation de travail.
When signing the work permit application form, the employer accepts to pay the OFII taxes.

**OFII**: Office Français de l’Intégration et de l’Immigration

These taxes are due by the employer. The employer has 3 months to pay from the day of the DIRECCTE’s approval.

<table>
<thead>
<tr>
<th>OFII TAXES</th>
<th>Category</th>
<th>Duration of the mission</th>
<th>Wage</th>
<th>Employer’s taxes</th>
<th>Employee’s taxes 1st delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Long Stay visa</td>
<td>&gt; 3 months &amp; &lt; 12 months</td>
<td>= SMIC</td>
<td>74 €</td>
<td>None</td>
<td></td>
</tr>
<tr>
<td>(VLS TS)</td>
<td>&gt; SMIC et &lt; = 1,5 SMIC</td>
<td>210 €</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>&gt; 1,5 SMIC</td>
<td>300 €</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*GROSS MINIMUM WAGE

Today: 1 480,27 €
B) Letter from the employer

- Giving the reasons of the secondment and describing the duties performed in France
  - Indicating
    - the level of gross wage
    - the working time

- Reference contract between IO or DA and the company
- Reference of the Procurement Arrangement between DA and IO
C) Required documents concerning the employer:

- The registration document from Insee allocating the Siret number to the company

- Certificate of subjection to social security scheme of the country of origin
  - duly completed and signed
  - ensuring the regularity of their social situation
  - proving that the employee is covered by insurance of his/her country of origin (for all risks, accidents etc...)

- The translated contracts:
  - Commercial contract
  - The employee’s working contract

- If applicable, a sworn statement of application for registration with the paid leave fund (for construction industry)
D) Required documents concerning the employee

- A copy of the employee's passport (or equivalent national identification document)

- The employee's CV, resume, and any other proof of qualifications and experiences;

- 5 recent photographs
E) A summary sheet

- Explaining the mission
- The number of employees
- The list of documents included in the work permit application
The DIRECCTE examines the case and stamps the working permit application form before sending it to the French Office for Integration and Immigration (OFII) that will process it and transfer to the French Consulate of the employee’s country of residence for the delivery of the visa.
1. Employer fills the application form with documents

2. DIRECCTE approval

3. File transferred to OFII

4. French consulate visa

5. Arrival in France

EMPLOYER’S procedure

EMPLOYEE’S procedure
The DIRECCTE transfers the file to OFII which transfers it by mail to:
- the French Embassy/Consulate
- and to the employee

For the **long stay visa (>90days)** or **short stay visa (<90days)** delivery,

The employee is invited to make an appointment to visit the Embassy/Consulate in person to apply for a **long stay visa (>90days)** or **short stay visa (<90days)** as soon as he receives the letter from the DIRECCTE.

This long stay visa allows multiple entries inside the French territory.
Entry and visa to France for stays >90 days

- The Long Stay visa stands for resident permit during the first year.

- The employee is allowed to work as soon as he/she arrived in France with his/her passport if he/she complies with all the OFII procedure after the arrival.

- In that case, OFII will put a sticker on the passport.
Short stay less than 90 days

- Possibility to only get a business visa if the goals of the visits are only
  - meetings
  - conferences
  - workshops
- **BUT** whenever there is a WORK performed including
  - supervision, monitoring, work inside the worksite

- The employee needs a work permit approved by the DIRECCTE to be seconded to France
Exemption from a work permit for a short-term mission

IN SOME VERY SPECIFIC CASES, for a short term mission (less than 90 days), there can be an exemption from work permit.

The french consulate or embassy will directly process the short visa application, verifying if the conditions are met for the exemption.

The work permit will be constituted by the short stay visa issued by consulates and by the employment contract.

Conditions:

- This mission is part of a short-term secondment with exemption from work permit in accordance with Article L.5221-2-1 of the French Labor Code and Article D.5221-2-1 of the Code which stipulates that, in application of Article L. 5221-2-1 of the French Labor Code, are not subject to the condition provided for in Article L. 5221-2 of the same Code (i.e. the work permit) foreigners who enter in France in order to work there for a period up to three months in the following areas:(...)

- 6 ° Audit and expertise missions in IT, management, finance, insurance, architecture and engineering, when he (she) is seconded in accordance with the provisions of Article L. 1262-1 of the French Labor Code.
RENEWAL OF THE RESIDENCE PERMIT

- When his/her stay is longer than 90 days
- Before the expiration of the visa, the employee must go to the prefecture to obtain a residence permit card

- He/she must present the following documents
  - Proof of residence in France
  - Copies of the passport
  - Copy of the work permit
  - 4 recent photographs
  - The residence permit card application forms
The Ministry of labor portal for prior declaration before posting (in french and english)
http://travail-emploi.gouv.fr/demarches-et-fiches-pratiques/formulaires-et-
teledéclarations/etrangers-en-france/article/détachement-de-travailleurs-declaration-
préalable-de-détachement-109542

Sign and complete the form to the labor inspectorate  (belongs to the Ministry of Labor)
-online Sipsi form (https://www.sipsi.travail.gouv.fr/)

Online guide in English provides a field by field explanation of how to complete the sipsi form.
http://travail-emploi.gouv.fr/IMG/pdf/sipsi_manuel_d_utilisation_portail_de_declarationrv1-
en.pdf

At the end of this online declaration procedure, you will receive a confirmation email containing a copy and indicating the reference number of your declaration
USER MANUAL
ONLINE DECLARATION PORTAL
Bienvenue sur SIPSİ / Welcome to SIPSİ

Déclaration préalable de détachement de salariés en ligne
Online prior declaration of posting

Tout employeur établi hors de France qui prévoit d’effectuer une prestation de service sur le territoire français doit transmettre avant le début de son intervention en France une déclaration préalable de détachement de ses salariés à l’inspection du travail du lieu de réalisation de la prestation.

All employers based outside France with the intention of providing services in France must submit a prior declaration of posting of its workers to the work inspectorate branch of the place where the service is to be provided, before the posting gets underway.

Ce site vous permet d'accomplir cette déclaration en ligne dans des conditions sécurisées et simplifiées.
You can use this website to complete this online declaration easily and securely.

A l’issue de la procédure de déclaration en ligne, vous recevrez un courriel d’accusé réception précisant le numéro de référence de votre déclaration et vous en transmettant une copie.

At the end of this online declaration procedure, you will receive a confirmation email containing a copy and indicating the reference number of your declaration.

Pendant toute la durée de leur détachement, les salariés bénéficieront de certaines dispositions du droit français du travail, notamment en matière de salaire minimal et de durée du travail. Pour plus d’informations, cliquer ici

Throughout their posting, the workers will be protected by some provisions of the French labour law, particularly in terms of minimum wage and working hours. Click here to find out more.
AFTER: once the employee has arrived in FRANCE
STEP BY STEP

I) STEP 1 Employee’s obligations upon arrival

II) STEP 2 Employer’s obligation to appoint a representative of the company before the labor inspectorate

III) STEP 3 Declaration of social contributions

IV) STEP 4 Payment of social contributions
EMPLOYEE’S OBLIGATIONS UPON ARRIVAL
STEP 1 Employee’s obligations upon arrival

- **For long stay visa**

  Within the 3 months following his arrival, the employee has to send to OFII the form provided to him/her by the consulate at the same time as the long stay visa.

- The OFII convenes the employee, arrange medical examinations and then issues the residence registration sticker.

⚠️ **NO NEED TO ACCOMPLISH THIS PROCEDURE FOR SHORT STAY VISA**
REPUBLIQUE FRANCAISE
VISA DE LONG SEJOUR - DEMANDE D’ATTESTATION OFII
(Article R 311-3 du code de l’entrée et du séjour des étrangers et du droit d’asile)
à adresser à l’Office français de l’immigration et de l’intégration (voir adresses au verso) dès l’arrivée en France

RUBRIQUES À REMPLIR LORS DE LA DEMANDE DE VISA

<table>
<thead>
<tr>
<th>NOM DE NAISSANCE</th>
<th>NOM D’ÉPOUSE</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRENOM</td>
<td></td>
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<tr>
<td>NÉ(E) LE :</td>
<td>A :</td>
</tr>
<tr>
<td>NATIONALITÉ :</td>
<td></td>
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<tr>
<td>SITUATION FAMILIALE :</td>
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<td>FILIATION :</td>
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<tr>
<td>PÈRE NOM</td>
<td>PRENOM</td>
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<tr>
<td>PASSPORT : NUMÉRO</td>
<td>DELIVRÉ LE :</td>
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<table>
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<tr>
<th>CADEAU</th>
<th>RESEAU</th>
<th>CONSULAT</th>
<th>Cachet :</th>
<th>Motif de l’entrée :</th>
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</thead>
<tbody>
<tr>
<td>Consulat de Français</td>
<td></td>
<td></td>
<td>Conduite de Français</td>
<td></td>
</tr>
<tr>
<td>Consulat de ressortissant étranger</td>
<td></td>
<td></td>
<td>Scientistique-chercheur</td>
<td></td>
</tr>
<tr>
<td>Salarisé</td>
<td></td>
<td></td>
<td>Travailleur temporaire</td>
<td></td>
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<tr>
<td>Jeune professionnel-accord bilateral</td>
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<td></td>
</tr>
</tbody>
</table>

RUBRIQUES À COMPLÉTER DES L’ENTRÉE EN FRANCE ET AVANT L’ENVOI A L’OFII

Pendant à votre envoi copie des pages de votre passeport relatives à votre état civil, votre visa et au passage de la frontière (cachet du passe frontera)

ADRESSE EN FRANCE :
CHEZ : 
BATIMENT : NUMÉRO : 
RUE : 
CODE POSTAL : VILLE : 
TELEPHONE : Fixe : Portable :
ADRESSE MESSAGERIE :

LANGUE(s) : Rubrique à compléter par les conjoints de Français, les ressortissants étrangers et les titulaires d’un visa mention « salarié »,

Comprise (s) à l’oral :
Parrain(s) :

VISA :
NUMERO : VALIDÉ DU : AU :
DATE D’ENTRÉE EN FRANCE :
Signature :

CADEAU | RESEAU | CONSULAT | NUMERO Dossier OFII : |
|---------|--------|----------|------------------------|

La loi 78-17 du 6 janvier 1978 relative à l’informatique, aux fichiers et aux libertés, s’applique aux réponses faites à ce formulaire. Elle garantit un droit d’accès et de rectification, auprès du siège de l’OFII, pour les données vous concernant.

OFII-DIM-VDL-TE 2012/12/17
EMPLOYER OBLIGATIONS
Appointment of a representative

- Obligation to appoint a representative in France as a contact person with:
  - The control agents of labor inspectorate
  - The officers and agents of the judicial police
  - The tax and customs officers
  - The agents of social security institutions
  - The officials of the institution responsible for the prevention of fraud

- It can be a project manager, the leader of the team in France
  BUT he/she will have to speak FRENCH.

- The representative shall store the documents and records concerning the seconded employee and the seconded company available for the Administration
  → work permit, pay slips, registration to the social security system, contract.

- The appointment has to be in French indicating: name; date of birth, e-mail address and mailing address in France
Social declarations

- The CNFE sends the summaries of contributions that are needed to be supplemented to know the amount of social contributions

  Or

- It’s possible to declare and pay social security contributions each month or each quarter (depending on the number of employees) using the (“Déclaration Sociale Nominative)

The DSN is the unified declaration of social contributions. It makes it possible to declare, in a unified form, the compulsory social contributions
Contributions can be paid:
- by bank transfer,
- by telebanking, provided that the company has opened a bank account in France.
THANK YOU FOR YOUR ATTENTION