

GLOBAL HIRING GUIDE

Saint Barthelemy



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BASIC COUNTRY FACTS

- **Full Name**
French: Collectivité Territoriale
De Saint-Barthélemy
- **Capital**
Gustavia
- **Main Languages**
French
Creole
- **Population**
10,289
- **Monetary Unit**
Euro
- **Internet Domain**
.bl
- **International Dialing Code**
+590
- **Currency**
Euro



02

STATUTORY LABOR REQUIREMENTS

Public Holidays

1. New Year's Day
2. Easter Monday
3. Labor Day
4. Victory Day
5. Ascension Day
6. Whit Monday
7. National Day
8. Assumption Day
9. Abolition Day
10. All Saints' Day
11. Armistice Day
12. Christmas Day

13th Month

- 13th month pay is not mandatory.

03

INCOME TAX

- There is no income tax, wealth tax or inheritance tax.

04

SOCIAL SECURITY

- Rolled out on January 1st, 2016, France's universal healthcare system (PUMa) guarantees coverage of healthcare expenses with no gap in coverage in the event of a change in circumstances (work-related, family, or residential) for all individuals who:
 - are working, or
 - have been residing in France (including Guadeloupe, French Guiana, Martinique, Reunion Island, Saint Barthelemy and Saint Martin) on a stable and ongoing basis for at least 3 months.
- Persons who meet the following criteria are liable to this annual contribution:
 - those with no employment income or whose income from employment in France amounts to less than 20% of the annual Social Security ceiling (i.e. less than € 8,227 in 2022),
 - and whose investment or property income (real estate and other property income, investment income, etc.) amounts to more than 50% of the annual social security ceiling (i.e. €20,568 in 2022).

SOCIAL SECURITY	EMPLOYEE RATE	EMPLOYER RATE
Health, Maternity, Disability, Death	0%	13% or 7% of total earnings
Autonomy solidarity contribution (CSA)	0%	0.3% of total earnings
Old-age insurance (with upper limit)	6.9% of EUR 3,428	8.55% of EUR 3,428
Old-age insurance	0.4% of total earnings	1.9% of total earnings
Accidents at work	0%	variable based on company size and risks
Family benefits	0%	5.25% or 3.45% of total earnings
Social security surcharge (CSG)	9.2% (98.25% of gross salary)	0%
Social security debt reimbursement contribution (CRDS)	0.5% (98.25% of gross salary)	0%
Unemployment	0%	4.05% of EUR 13,712
AGS	0%	0.15% of EUR 13,712

IMMIGRATION

Immigration

- Foreigners seeking to enter Saint Barthelemy must apply for a visa at their respective French embassy.
- The main short stay visas include tourist visa and business visa.
- Visas are not required by foreigners from the France, UK, USA, Australia, Canada and other EU countries.
- To enter Saint Barthelemy, passports with 6 months' validity are required by individuals from the aforementioned nations.

TYPE OF VISA	DOCUMENTATION	VALIDITY	ELIGIBILITY
Business Visa	<ul style="list-style-type: none">• Valid passport• Proof of onward and return flights• Documents showing proof of travel purpose (e.g. business cover or support letter, conference registrations, etc.)• Proof of sufficient funds relative to your intended length of stay	90 days	Foreigners seeking to visit Saint Barthelemy for business purposes such as meeting/conferences must obtain a business visa
Tourist Visa	<ul style="list-style-type: none">• Valid passport• Proof of onward and return flights• Documents showing proof of travel purpose (e.g. business cover or support letter, conference registrations, etc.)• Proof of sufficient funds relative to your intended length of stay	90 days	Foreigners seeking to visit Saint Barthelemy for tourism purposes must obtain a tourist visa

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VALUE ADD TAX

Value Added Tax

- There is no VAT in Saint Barthelemy.





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