



MINISTÈRE DU TRAVAIL ET DE L'EMPLOI

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TOGETHER : BUILD AND PROTECT

I am a foreign company : what does « posting of workers » mean in the construction and public works sector in France ?



**You are a foreign company providing services in France in the construction and public works sector.
For your workers to be 'posted' to France, certain conditions must be met by both your company and your workers.**

The posting of workers corresponds to the situation where a company lawfully established outside France sends its workers to France for the purpose of providing a service on a temporary basis. This is called an international service provision.

Part of the labour law in France will apply to your workers, including remuneration, working hours, leave entitlements and health and safety at work. You will continue to contribute to the social security of your usual State. Collective agreements in France are also applicable, mainly for your sector of activity, construction and public works.

Before the departure, as an employer, you must complete a posting declaration on the SIPS online declaration site.

Before the departure, you and your workers should contact the social security authority to which your company is affiliated and request an A1 portable document for yourself or your workers, which will certify that you are covered by the social security legislation of the posting State. This document is completed and issued to you by your social security authority and must be kept on you and your workers at all times during your posting to France.

Before the departure, you must apply for a BTP (Bâtiment Travaux Publics) card for your workers after you have made the posting declaration for the workers concerned. This request must be made before the start of the posting to France. BTP cards may only be ordered via the internet.

Possible controls by the French authorities should be considered.

USEFUL WEBSITES

A video presentation of the posting of workers produced by the European Labour Authority : <https://www.youtube.com/watch?v=5b5ap193kbc>

The webpage of the Ministry of Labour on [le cadre général du détachement en France](#)

Link to the website of the BTP card with the factsheets in various foreign languages : <https://www.cibtp.fr/carte-btp/travailleurs-detaches>

The Centre des liaisons européennes et internationales de sécurité sociale [centre for European and international social security liaison] provides practical information : <https://www.cleiss.fr/employeurs/emploi-ue-envois-franca-ue.html>

[Les fiches des conventions collectives applicables dans le secteur du BTP](#)