



MINISTÈRE
DU TRAVAIL
ET DE L'EMPLOI

Liberté
Égalité
Fraternité

TOGETHER : BUILD AND PROTECT

I am a foreign company and I provide a service in France in the construction and public works sector : what are my safety obligations for my workers ?

➤ **A company established outside the French territory which posts personnel to France must comply with the rules on worker's safety in France.**

The general principles of prevention lay down a safety obligation that must lead to an assessment of occupational risks, preventive action, information and training for workers, and the implementation of appropriate organisation and resources.

In this context, the foreign service provider operating on French territory must ensure the safety of the workplaces of posted workers, taking into account the occupational hazards to which the latter may be exposed during their period of activity in France (protection against atmospheric conditions, wearing of helmets, protection when working at a height, etc.).

In the case of serious and imminent danger, posted workers, like all workers working in France, have the right to alert their employer and to withdraw from the work.

Thus, where an employment situation presents a serious and imminent danger, the worker must immediately alert their employer.

They may also leave their workstation or refuse to move there without the employer's agreement. This is known as the right of withdrawal.

USEFUL WEBSITES

On the website on 'the prevention of accidents in the field of construction and public works', which provides access to online information on health and safety : [COPRTP : deux outils digitaux innovants dans l'accompagnement à la prévention des risques professionnels auprès des TPL-PME](#)

On the website of the Ministry of Labour, under the heading 'posted workers' rights' : [Salariés détachés : vos droits](#)

On the website of the Ministry of Labour, under the heading 'posted workers' rights' : [Cadre général du détachement des salariés](#)