



MINISTÈRE  
DU TRAVAIL  
ET DE L'EMPLOI

Liberté  
Égalité  
Fraternité

# TOGETHER : BUILD AND PROTECT

## Posted workers or workers recruited in France in the construction and public works sector : what are the differences ?



Do you work for a company that sends you to France for a service or a temporary assignment on a construction or public works site ?

Depending on the conditions under which you are sent to France, there are two possible scenarios.

**You are a 'posted' worker**, because you are sent by your employer to work on a construction or public works site in France and you meet the conditions for posting. The document opposite presents you most of your rights (translated into eight languages). You remain in the social security scheme of your State of employment and therefore you are not covered by the French social security scheme.

**You are recruited directly** by a company established in France to work on a construction or public works site. Your contract will be governed by French law and you will benefit from French social security.

### USEFUL WEBSITES

The webpage of the Ministry of Labour on the general framework for posting workers : [In a nutshell - ministère du Travail, de la Santé et des Solidarités \(travail-emploi.gouv.fr\)](https://www.travail-emploi.gouv.fr/la-sant%C3%A9-et-le-bien-%C3%A9tre-au-travail/le-travail-%C3%A9tranger/le-travail-%C3%A9tranger-%C3%A0-l-%C3%A9tranger)

Frequently asked questions on social security : <https://www.cleiss.fr/faq/detachement.html>

A webpage of the Ministry of Labour in the case of recruitment in France : [Droit du travail - Ministère du Travail, du Plein emploi et de l'insertion \(travail-emploi.gouv.fr\)](https://www.travail-emploi.gouv.fr/la-sant%C3%A9-et-le-bien-%C3%A9tre-au-travail/le-travail-%C3%A9tranger/le-travail-%C3%A9tranger-%C3%A0-l-%C3%A9tranger)

A summary page on the posted workers' rights : [Carte d'IDP : cadre légal relatif aux travailleurs détachés \(cleiss.fr\)](https://www.cleiss.fr/emploi-et-travail/le-travail-%C3%A9tranger/le-travail-%C3%A9tranger-%C3%A0-l-%C3%A9tranger)

Frequently asked questions on the posting and expatriation of workers : [https://www.cleiss.fr/employeurs/empl\\_stranger\\_smbaucheefrance.html](https://www.cleiss.fr/employeurs/empl_stranger_smbaucheefrance.html)