



MINISTÈRE  
DU TRAVAIL  
ET DE L'EMPLOI

Liberté  
Égalité  
Fraternité

## TOGETHER : BUILD AND PROTECT

**I am a foreign company and am carrying out administrative procedures for the posting of workers and social security : what are the differences and what are the specific procedures ?**

➤ **As a foreign company, before posting any of your workers to France, you must make a declaration of posting under labour law using the SIPSI teleservice. This declaration protects you and your posted workers.**

Before the departure, as an employer, you must complete a posting declaration on the SIPSI online declaration site. This measure concerns labour law.

For your workers, they must be kept within the social protection scheme of their usual country of employment. In social security law, this is known as 'posting'.

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

The Ministry of Labour website :  
[Employeurs - Cadre général du détachement des salariés](#)

The page on the declaration of posting under labour law – SIPSI : [sipsi - Détachement de travailleurs - Déclaration préalable de détachement](#)

The general framework for posting for social security purposes : [https://www.cleiss.fr/employeurs/empl\\_ue\\_envois\\_france\\_ue.html](https://www.cleiss.fr/employeurs/empl_ue_envois_france_ue.html)

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