



MINISTÈRE
DU TRAVAIL
ET DE L'EMPLOI

Liberté
Égalité
Fraternité

TOGETHER : BUILD AND PROTECT

I am a posted worker sent by my employer to a construction or public works site in France : do I have the same rights as workers employed by French companies ?



If you are a posted worker working on behalf of your employer on a construction or public works site in France, you benefit from the same protective rights as workers employed by French companies in many areas, whatever your nationality.

Being posted, you are still covered by the social security scheme of your employer's State, but you receive special treatment in the event of sickness or accident during your posting to France.

With the exception of the rules on the conclusion and termination of the employment contract, your employer must comply with French rules on working hours, paid leave, remuneration, health and safety and personal and collective freedoms.

Your employer must also comply with the provisions of the collective agreements in France.

For social security, before you arrive in France, you must apply to your health insurance fund for a European Health Insurance Card, which will enable you to avoid paying part of the advance payment to the hospital. You may also request an S1 form, which provides you with the same cover as for an insured person under the French scheme.

Entitlements and cover may vary depending on the length of your assignment and your actual place of residence.

USEFUL WEBSITES

On the webpage : [«travailleurs détachés» du site du ministère du Travail](#)

On the webpage : [«convention collective / section détachement de travailleurs» du site internet du ministère du Travail](#)

On the webpage : [Centre de liaison européen et international de sécurité sociale – CLEISS du détaché qui vient travailler en France, en fonction de son lieu de résidence](#)