

To find out more about your rights (*salaries, compensation, holidays, etc.*) find your location on this map and request in-

formation from the local trade unions. They are there to help you understand and defend your rights.



Contacts

FNSCBA CGT - Case 413 - 263, rue de Paris - 93514 Montreuil Cedex

Please write us to explain your situation or request information. We are here to help you. In the subject line, please mention the French phrase **Travailleur détaché** and include the name of your workplace. You can write us in Rumanian, Polish, Italian, French, English, Portuguese, Spanish or Bulgarian.



detaches@construction.cgt.fr



You are
Posted Workers
in the **BUILDING**
sector
your RIGHTS
in France!



Wage, Compensation, Housing, Health, Safety, ...

Minimum Wage

Building Workers

Salary scale

(before deduction of social contributions companies of more than ten employees) :



| Occupational categories | Hourly rate among regions | Monthly salaries for a 35-hour week among the regions |
|-------------------------------|---------------------------|---|
| Level 1 Crew labourer | 9.67 € to 9.98 € | 1 467 € to 1 513 € |
| Level 2 Qualified worker | 9.67 € to 10.64 € | 1 467 € to 1 614 € |
| Level 3 Specialised worker | 10.27 € to 12.88 € | 1 557 € to 1 952 € |



a word of caution !

No salary may be lower than the prevailing guaranteed minimum wage (SMIC) !

of €9.67 per hour, equal to a gross monthly salary of €1,467.

Several companies have introduced payment of a **13th month bonus**.

If you work for less than a year in a company that pays a 13th month, the company must pay it on a pro rata basis based on the number of months worked.

Housing : Your employer must pay housing costs for posted workers. **A word of caution: Housing must be paid exclusively by the employer and must in no case be deducted from your salary.**

Work time : Work time must not exceed 10 hours per day and the **work week is 35 hours**. All work time **beyond 35 hours must be paid at a higher rate**, for example, 25% up to 43 hours and 50% from 44 to 48 hours. **The weekly work time must not in any case exceed 48 hours.**

Rest period : A rest period of **20 minutes is compulsory after 6 consecutive hours of work**. Every day you are entitled to **11 consecutive hours of rest**. **It is not allowed to work more than 6 days a week**. In general the weekly day of rest in France is Sunday.

Holidays and public holidays : You are entitled to **2.5 days** of paid holiday per month.

In France, there are 10 public holidays per year. Every worker who has **3 months' seniority**, is entitled to these paid public holidays. **May 1** is a required paid holiday. **A word of caution:** If the worker **works on a public holiday, his salary must be increased.**

Health and safety at work : The employer must provide the following **required equipment**: safety helmet, work clothes, safety shoes, safety glasses and gloves. Work tools must also be provided by the employer.

The worker can invoke a **right of withdrawal** if he deems that his work poses an imminent and serious risk to his health.

Workers in the Public Works Sector

Salary scale

(before deduction of social contributions companies of more than ten employees) :



| Occupational categories | Hourly rate among regions | Monthly salaries for a 35-hour week among the regions |
|-------------------------------|---------------------------|---|
| Level 1 Crew labourer | 9.67 € to 10.61 € | 1467 € to 1610 € |
| Level 2 Qualified worker | 9.67 € to 12.32 € | 1467 € to 1868 € |
| Level 3 Specialised worker | 10.52 € to 14.36 € | 1 898 € to 2 178 € |



Social security

Social security : All workers must be insured by a social security scheme in order to perform their work. As a posted worker, **your employer must register you and must make social contributions in the country where he is established.**

As proof, the employer must have an A1 form showing that you are indeed covered in the event of work accidents, sickness, retirement, family benefits, etc.

Compensation due

Meal allowance per day worked :

In the building and public works sectors meal allowances are set by the regions and vary from **€8.60 to €10.49** and from **€9.35 to €11.55**, respectively.

Travel allowance per day worked :

In both the building and public works sectors travel allowances are set by the regions.

The commuting allowance covers the daily transport costs of travelling to the worksite in the morning and back home at the end of the workday. It is not required if the employer provides free transport for the workers or reimburses travel tickets.

The trip allowance compensates the worker for travelling daily to and from the worksite. It is not required if the worker is housed free-of-charge by the company on or in the immediate vicinity of the worksite.

Both of these allowances are based on the number of kilometres travelled. For a **short trip of 0 to 50 kilometres**, you are entitled to a daily trip allowance of up to €11.50 plus a **commuting allowance of up to €19.40**.

These allowances are on top of the **compulsory payment by your employer of transport costs from your home country to your workplace in France.**

The following steps guarantee that you will be covered in France:

Before arriving in France, or after if you were unable to do so prior to your departure, you must ask the social security authorities in the place where your employer registered you for a **European Health Insurance Card**. It is provided free-of-charge by your health insurance fund and allows you to be covered as if you were insured in France. If you are going to reside in France for a prolonged period and establish yourself as a permanent resident, you must ask your health insurance fund for a **S1 form**, which shows that you are insured, and you must send it to the Caisse Primaire d'Assurance Maladie (primary health insurance fund) in the area where you reside in France in order to have access to healthcare as an insured person in France.

a word of caution !

If you are in France and you have made no arrangements in your home country, be sure to **keep all your invoices** for medical care and hospital expenditure, etc. so that you can be reimbursed by your health insurance fund.

Nota bene :

If you stay more than 183 days in France in a given year, you must pay taxes in France.

You should also know that after working 24 months in France, you are no longer considered a posted worker.