Information for posted workers, foreign workers and temporary workers

Are you working for a non-French company on a site in France?

Are you being treated fairly?

2016
You normally work in a country other than France and you are currently working for a non-French company on a French company’s site.

You are entitled to the same rights as French workers!

What are your main rights?
Working hours

In France, the statutory working week is 35 hours long.

If you work more than 35 hours in a week, you must be paid overtime – i.e. a supplement.

The maximum length of a working day is 10 hours.

You must be given at least one day off a week.

You are entitled to two and a half days of paid holiday per month.

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You must be paid in line with your level of qualification. Pay levels in the Construction and Public Works sector are set according to the region of France in which you work.

You can find pay levels on the website:

http://www.cfdt-construction-bois.fr/

Wages in France must not be lower than the statutory minimum wage. This is revised each year to reflect inflation.

**Minimum wage as at 1 January 2016:**

€9.67 for each hour of work, which comes to €1,466,62 (gross) for each month of work.
Travel expenses

You must be paid travel expenses to allow you to cover the costs linked to your assignment in France (transport, accommodation, meals). Travel expenses are paid in addition to your wages.

Travel expenses are not the same as the supplement that you may have been paid to come and work in France, which is generally known as an expatriation bonus.
Health and safety

The same health and safety rules apply to you as apply to French workers, no matter whether the rules are individual or collective. More specifically, you must be provided with personal protective equipment, such as appropriate clothing given the work you are doing and the weather, a hard hat and safety shoes.

If you have an accident in the workplace, a declaration must be made so that you can be covered by specific conditions.
Illness and social security

If you fall ill, you must be granted the same benefits in kind as French workers (healthcare and medicine) when you present your European health insurance card.

If you have to take time off work, you will be paid the same daily allowance as applies in your country of origin.

If you have to take time off work due to a work-related illness or workplace accident, you are covered by the conditions that apply in France.
Contact CFDT

(French Democratic Confederation of Labour)

www.cfdt-construction-bois.fr

http://www.posting-workers.eu/