



# POSTING OF WORKERS

## CONSTRUCTION INDUSTRY

### FRENCH REPRESENTATIVE

#### CONSTRUCTION IDENTIFICATION CARD - SIPSI- MANDATORY POSTERS

Any company established outside of France and posting workers on the French territory has to complete the prior declaration of posting. The employer must appoint a French representative who would liaise with the French authorities and who would keep, and in case of an inspection present, mandatory documents such as:



Payslip for the posting period



Any proof of payment of salary



Copy of the representation contract



Title of the collective agreement relevant to the employee



### PROJECT OWNERS' RESPONSIBILITIES REINFORCED

The decree n° 2017-825 of May 5, 2017, reinforced the project managers and owners' responsibilities. For example, now they have to keep a copy of the prior declaration of secondment for the foreign employees coming to work in France. They also have to inform the posted employees about their rights and safety. It should be noted that if these procedures are not respected, employers risk fines from 3000 € per employee and per breach (limited at 500 000 €).



**So Posting Worker** is an online platform created by ASD Group which enables companies to easily manage their mandatory formalities in relation to posting workers in France.

Avoid sanctions and visit our website: [www.asd-int.com](http://www.asd-int.com)