



**MINISTRY  
OF LABOUR  
AND EMPLOYMENT**

*Liberté  
Égalité  
Fraternité*

**General and interdepartmental Directorate  
for the Economy, Employment, Labour  
and Solidarity (DRIEETS in French)**

# 2024 regional campaign of the Health and Safety Inspection in the Paris Region

**Agency workers in the construction industry  
Health and safety at work and equal treatment  
Short distance travel allowance**

The Paris Region is rolling out an information, awareness and inspection campaign to ensure that the rights of agency workers, who are especially vulnerable and exposed to serious and fatal accidents in the construction industry.

**You are an agency worker, a user company,  
a temporary employment agency  
or a staff representative in the construction industry,  
download the information documents of the campaign  
and regulations (translated into several languages)  
on the DRIEETS website:**



**Employment law information services: 0 806 000 126**

Directory of the Health and Safety Inspection in Paris Region -  
General and interdepartmental Directorate for the Economy,  
Employment, Labour and Solidarity (DRIEETS in French):

<https://idf.drieets.gouv.fr/Annuaire-de-l-inspection-du-travail-en-Ile-de-France>

**CODE  
DU TRAVAIL  
NUMÉRIQUE**  
[code.travail.gouv.fr](https://code.travail.gouv.fr)





# TRAVEL ALLOWANCES FOR CONSTRUCTION WORKERS

You are an agency worker employed in the construction industry.

You must receive the same remuneration as permanent employees working in the same position in the company, including travel allowances.

The collective bargaining agreement for the construction industry provides for employees to receive two types of allowances.



**SHORT DISTANCE TRAVEL ALLOWANCES,  
IF YOU GO HOME AT NIGHT**



**LONG-DISTANCE TRAVEL ALLOWANCES,  
IF YOU CANNOT GO HOME AT NIGHT**

Therefore, depending on the address of the head office or the establishment of the user company you work for, the amounts are defined as follows.

• **IN PARIS REGION, EXCEPT SEINE-ET-MARNE DEPARTMENT:**

- For construction companies with up to 10 employees: [IDCC 1596 Collective bargaining agreement, salary amendment no. 6 dated 28 November 2022](#)
- For construction companies with more than 10 employees: [IDCC 1597 Collective bargaining agreement, salary amendment no. 6 dated 28 November 2022](#)

• **IN SEINE-ET-MARNE DEPARTMENT:**

- For construction companies with up to 10 employees: [short distance travel agreement dated 29 November 2022](#)
- For construction companies with more than 10 employees: [short distance travel agreement dated 29 November 2022](#)

- For a company or an independent establishment located in another department, please refer to the local additional clauses attached to the national collective bargaining agreement, which are not detailed in this document ([IDCC 1596](#), up to 10 employees, [IDCC 1597](#), more than 10 employees).

# SHORT DISTANCE TRAVEL ALLOWANCES

The purpose of short distance travel allowance is to offset the costs incurred by you in travelling to your various places of work. It includes:



A TRANSPORT ALLOWANCE



A TRAVEL ALLOWANCE



A MEAL ALLOWANCE



## THE TRANSPORT ALLOWANCE

The amounts for companies and establishments located in the Paris Region and the Seine-et-Marne department are shown below:

### • IN PARIS REGION, EXCEPT SEINE-ET-MARNE DEPARTMENT:

The purpose of the transport allowance is to offset the actual transport **costs** incurred by you, based on the price of the Navigo pass.

By way of exception, you are entitled to **flat-rate allowance** in the following cases:

- Your home or the site where you are required to work is located outside the area covered by your Navigo pass.
- The month's work is incomplete.

Where there is no public transport to the site, the user company may choose to:

- Arrange transport by setting up a meeting point and transporting you to the site free of charge; in which case you are not entitled to any compensation (**no flat-rate allowance**)
- Pay the flat-rate allowance
- Refund the actual costs incurred by you

### AMOUNT OF THE DAILY FLAT-RATE ALLOWANCE (Paris Region, except Seine-et-Marne department)

Area	As of 31/03/2023
(0 to 5 km)	€ 1.45
(5 to 10 km)	€ 1.95
(10 to 20 km)	€ 2.67
(20 to 30 km)	€ 4.06
(30 to 40 km)	€ 4.97
(40 to 50 km)	€ 6.20

### • IN SEINE-ET-MARNE DEPARTMENT

The transport allowance is a flat rate.

### AMOUNT OF THE DAILY FLAT-RATE ALLOWANCE (Seine-et-Marne department)

Area	As of 08/02/2023
(0 to 5 km)	€ 2.64
(5 to 10 km)	€ 3.32
(10 to 20 km)	€ 4.97
(20 to 30 km)	€ 6.21
(30 to 40 km)	€ 7.91
(over 50 km)	€ 9.36

### • FOR COMPANIES AND ESTABLISHMENTS LOCATED IN ANOTHER REGION:

For companies/establishments located in other regions, please refer to corresponding regional agreements, included in the collective bargaining agreement - IDCC 1596 (up to 10 employees) or 1597 (more than 10 employees).



## THE TRAVEL ALLOWANCE

The travel allowance is a flat-rate payment to compensate for the daily inconvenience of travelling to and from the site. Its amount depends on the distance between the company where you are placed by the temporary employment agency and the site where you are working.

This allowance is payable regardless of the means of transport used and even if the employer considers the travel time as working time.

However, it is **not payable** when you are **accommodated free of charge** by the company on the construction site or in close proximity to the construction site (less than 1.5 km by the most direct route).

AMOUNT OF THE DAILY FLAT-RATE ALLOWANCE (Paris Region, except Seine-et-Marne department)	
Area	As of 31/03/2023
(0 to 5 km)	€ 1.45
(5 to 10 km)	€ 1.95
(10 to 20 km)	€ 2.74
(20 to 30 km)	€ 4.11
(30 to 40 km)	€ 4.84
(40 to 50 km)	€ 6.00

AMOUNT OF THE DAILY FLAT-RATE ALLOWANCE (Seine-et-Marne department)	
Area	As of 08/02/2023
(0 to 10 km)	€ 2.49
(10 to 20 km)	€ 3.37
(20 to 30 km)	€ 4.97
(30 to 40 km)	€ 5.67
(40 to 50 km)	€ 7.15
(over 50 km)	€ 8.07



## THE MEAL ALLOWANCE (PACKED MEAL)

This allowance is paid to the workers who take their lunch outside their usual residence (home).

It is **not payable** when:

- A staff canteen is available on the construction site and the meal is provided with a financial contribution from the company equal to the meal allowance.
- The meal is provided free of charge or with a financial contribution from the company equal to the meal allowance.
- The company provides luncheon vouchers to the workers.

The amount of the meal allowance, which is the same for all the departments in the Paris region (included the Seine-et-Marne department), is equal to **€ 11.00 per meal**.

### HOW ARE THE TRANSPORT AND TRAVEL FLAT-RATE ALLOWANCES CALCULATED?

The transport and travel flat-rate allowances are calculated according to the distance between the construction site where you are working and the premises of the company where you are placed by the temporary employment agency.

These transport, travel and meal allowances are payable by the temporary employment agency.

Those eligible **are workers employed on construction sites**, excluding employees working in the company's premises.

*Please note that the company where you are placed may provide for other allowances under a company agreement. In this case, you must be paid this amount.*

*In any case, **you are entitled to the same amounts as permanent workers.***

# LONG DISTANCE TRAVEL ALLOWANCES

The long-distance travel scheme applies to you if you are working on a construction site in France (excluding the French overseas departments and territories) that is too far away for you to be able to return to your place of residence at night, given the means of transport available.

Those eligible are workers employed on construction sites, excluding employees working in the company's premises.

For further information on your rights,  
you may contact the information services on employment law of the Health and Safety Inspection:

**0 806 000 126**

Or visit the website: [code.travail.gouv.fr](http://code.travail.gouv.fr)

Or refer the matter to the relevant labour inspector, who can carry out an inspection on the construction site or within the company: [Directory of the Health and Safety Inspection in Paris Region](#)



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# HEALTH AND SAFETY AT WORK

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You are an agency worker employed in the construction industry.

As such, the French Labour Code requires that the company you work for is responsible for your working conditions.

## PROHIBITED WORK

As an agency worker, you may not be assigned to especially dangerous work that involves exposure to dangerous chemical agents or ionising radiation, as listed in Article [D. 4154-1](#) of the French Labour Code, unless an exemption has been granted by the Health and Safety Inspection.

These include, for instance, work involving exposure to asbestos or hard metal dust.

## SAFETY INFORMATION AND GENERAL TRAINING

The construction company you work for is required to inform you of any risks to your health and safety, and the action it is taking to address them.

You must receive appropriate, practical safety training to explain the steps to be taken to ensure your safety and that of other people sharing the same workplace (traffic conditions, safety instructions, procedures to be followed in the event of an accident or disaster, evacuation instructions, etc.)

*PASI BTP (training in safety prerequisites on construction sites) does not release the user company from its obligations in terms of safety information and training for its agency workers.*

# REINFORCED SAFETY TRAINING

If you are assigned to a position involving particular health or safety risks, the construction company must organise a reception and reinforced safety training.

Positions at risk include:

- Work usually recognised as dangerous and requiring a certain level of qualification (e.g. machine operation, maintenance work, work requiring specific training...),
- Work exposing to certain risks (such as noise, chemical risk, working at height...).

## INDIVIDUAL HEALTH MONITORING

### Excluding positions at risk

= Information and prevention check-up (VIP, in French)

The VIP is carried out by the occupational physician working with the temporary employment agency, within 3 months of taking up the position. It may be carried out for up to 3 different jobs.

### Positions at risk

= Reinforced individual monitoring (SIR, in French)

If you are assigned to a special-risk position, you must undergo a medical examination of fitness by the occupational physician working with the temporary employment agency.

This examination takes place prior to hiring, and results in the issuance of a statement of fitness or unfitness.

It may be carried out for up to 3 different jobs.

If you are assigned during a placement to a position at risk for which you did not benefit from a reinforced individual monitoring, it is up to the occupational physician of the user company to assess your medical fitness for the position.

### In both cases, please note:

It is not required to carry out a new medical examination of fitness or a new VIP before a new placement, if the following combined conditions are met:

- The occupational physician is aware of the fitness statement or monitoring certificate for the same job in the 2 years prior to hiring.
- You are due to work in an identical job with equivalent exposure risks.
- No medical statement of unfitness or proposal for a modified work was issued in the last 2 years.



### You do not have to buy your own personal protective equipment (EPI, in French)

The construction company you work for must provide them.

Personalised equipment (helmets and safety shoes) can be provided by the temporary employment agency. If not, the user company must provide them.

For further information on your rights,  
you may contact the information services on employment law of the Health and Safety Inspection:

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Or visit the website: [code.travail.gouv.fr](http://code.travail.gouv.fr)

Or refer the matter to the relevant labour inspector, who can carry out an inspection on the construction site or within the company: [Directory of the Health and Safety Inspection in Paris Region](#)



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# HEALTH AND SAFETY AT WORK

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- **DRIEETS website:** <https://idf.drieets.gouv.fr/Inspection-du-travail>
- **Digital Labour Code:** <https://code.travail.gouv.fr/>
- **French public service website:** [Temporary employment contract \(also called a temp contract\) | Service-Public.fr](#)
- **Resources of the French Institute for Research and Safety (INRS, in French)**
  - [INRS 2023 : www.inrs.fr/demarche/salaries-interimaires](http://www.inrs.fr/demarche/salaries-interimaires)
  - [ED 6298 - Safety training, regulatory obligations and recommendations](#)
- **Resources of the professional prevention body, for the construction industry (OPPBTB, in French)**
  - [The safety trainings for the agency staff - Construction industry prevention \(preventionbtp.fr\)](#): on this page you will find all the OPPBTB resources on safety training obligations for agency staff, sheets on identifying high-risk jobs or integrating agency staff
  - [The main mandatory training courses in the construction industry - Construction industry prevention \(preventionbtp.fr\)](#)
  - [A safety and prevention training platform for the agency workers of the Construction industry - Construction industry prevention \(preventionbtp.fr\)](#)
  - [Le suivi médical des intérimaires](#)

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