



CONSTRUCTION INDUSTRY LEAVE
AND ADVERSE WEATHER FUNDS

→ THE CIBTP NETWORK :

**A major player
in professional
protection
and solidarity**



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Professionals serving
236,000 companies and
1.8 million employees in
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Three main purposes



MANAGING PAID LEAVE
FOR CONSTRUCTION
AND PUBLIC WORKS
EMPLOYEES

Securing employees'
right to rest and
employers' peace of mind

1.8 million beneficiaries
of leave certificates⁽²⁾

€6.9 billion in paid
leave allowances⁽⁴⁾

38.8 million days
of paid leave⁽³⁾

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MANAGING THE
ADVERSE WEATHER
UNEMPLOYMENT
SCHEME

Protecting the health
and safety of employees,
sharing the risk for
employers¹

More than
200,000 reported
work stoppages⁽⁵⁾

More than **6 million**
hours compensated⁽⁵⁾

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ACTION AGAINST
UNDECLARED
WORK

Fighting fraud and
contributing to healthy
and fair competition in
construction and public
works

More than **230,000**
companies with an
activated account⁽⁶⁾

More than **2.6 million**
active cards⁽⁶⁾

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CIBTP: a network that is...

Expert, committed, protective and close to its users

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1. System applicable exclusively in mainland France, to taxable companies only. 2. For 2022-2023.
3. In 2023-2024 on rights acquired in 2022-2023. 4. Paid in 2023-2024 on rights acquired in 2022-2023, including
employer contributions. 5. Data for the 2022-2023 campaign as at 31 March 2024. 6. As at 31 March 2024.

Manifesto



As entrepreneurs and artisans in construction and public works, the elected representatives who govern the CIBTP network also benefit from the expertise and advantages of the CIBTP funds, just like ordinary members.

The profession is regularly exposed to various hazards. Faced with these difficulties, the CIBTP funds are more essential than ever. Through their **professionalism** and **technical expertise**, the funds prove their ability, day after day, to seek the common interest for all our companies and their employees.

Our **professionalism** is notably illustrated by the constant search for quality. In this respect, we are proud to have received ISO 9001 certification for the management of the adverse weather unemployment scheme and that of the BTP (Construction and Public Works) Card.

Furthermore, the recognition of the CIBTP Network's **technical expertise** means that it is called upon when new regulations are implemented, as was recently the case with the inclusion of non-occupational illnesses in leave entitlements, or the development of the adverse weather unemployment scheme and certain issues concerning the posting of workers at European level.

Philippe CHRISTOPHE, Chairman of CIBTP France

We are...

→ **Professionals serving 236,000 construction sector entrepreneurs and artisans, and 1.8 million workers**

OUR VALUES

For more than 80 years serving construction sector entrepreneurs, artisans and workers, the CIBTP network has built itself up on three essential principles:

→ **SOLIDARITY**,
on which the pooling logic is based. Pragmatic and effective solidarity, central to the values of the men and women who make up the construction sector – “one big family”.

→ **PROTECTION**,
which substantiates each of the Network’s missions. Protection for both companies and employees, by guaranteeing the right to rest, compensating work site interruptions due to adverse weather¹, and taking action against illegal work and unfair social competition.

→ **SERVICE**
lastly, which the CIBTP network has always sought to place at the heart of its priorities.

1. For companies subject to the scheme and contributing to it.

REPRESENTATIVE GOVERNANCE

→ **CIBTP FRANCE: FACILITATING AND REPRESENTING THE NETWORK**

In addition to its original purpose of providing “surplus compensation” to accounts between local cooperative funds, CIBTP France coordinates and facilitates the CIBTP network and represents it before the public authorities. CIBTP France is also responsible for pooling expertise and support functions.

Composed of 50 members, the Board of Directors of CIBTP France represents each of the twelve CIBTP local cooperative funds and the four professional organisations representing the construction industry.

→ COMPOSITION OF THE NATIONAL BOARD



Philippe
CHRISTOPHE
Chairman
CIBTP France



Alain
GRIZAUD
Chairman
FNTP



Charles-Henri
MONTAUT
Chairman Fed.
SCOP BTP



Jean-Christophe
REPON
Chairman
CAPEB



Olivier
SALLERON
Chairman
FFB



Bruno
DUPETY
Chairman
CNETP



François
MORTEGOUTTE
Chairman
National
Cooperative Fund



Francis
MATHIEU
CAPEB
Representative



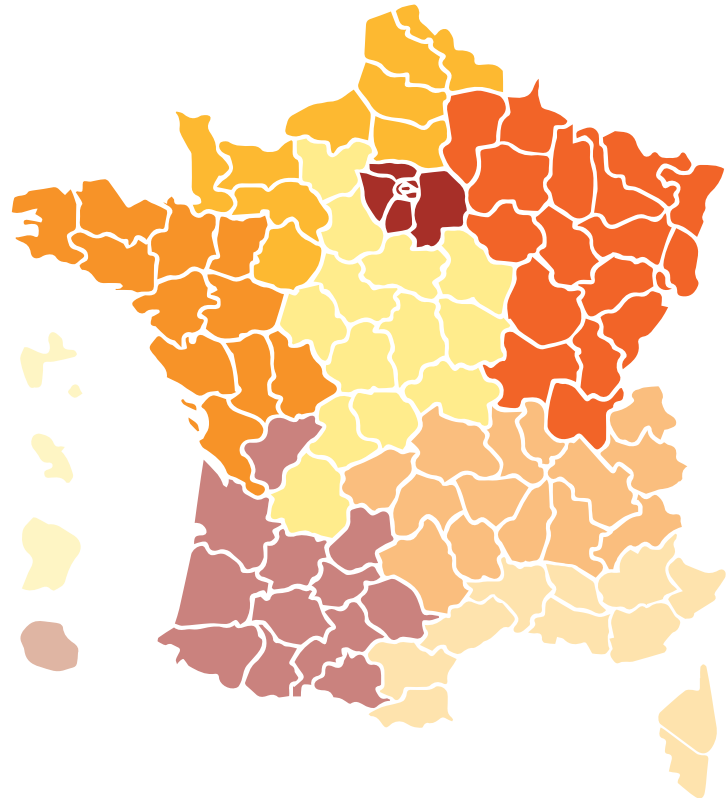
Anthony
LAUDAT
FFB
Representative

→ A STRICT FRAMEWORK AND REGULAR INSPECTIONS

The activity of the CIBTP network is governed by a strict legal and regulatory framework: all CIBTP network entities operate as non-profit associations. Their articles of association are approved by the Ministry of Labour, which oversees the network.

→ Twelve Funds, to provide service as close as possible to the ground and the specifics of the profession

With ten regional funds, including two in the French overseas departments, and two national funds (one dedicated to public works contractors and the other to cooperative organisations), the CIBTP network operates as close as possible to its members and their specific needs.



Mainland regional fund

- ÎLE-DE-FRANCE
- NORD-OUEST
- GRAND EST
- RHÔNE-ALPES AUVERGNE
- MÉDITERRANÉE
- SUD-OUEST
- CENTRE
- GRAND-OUEST

French Overseas Departments funds

- ANTILLES AND FRENCH GUIANA
- LA RÉUNION

Nationwide funds

- PUBLIC WORKS
- COOPÉRATIVES

THREEFOLD PROXIMITY

- **SOLIDARITY**, which enables it to have a thorough understanding of the construction and public works ecosystem in its geographies.
- **SECTORAL PROXIMITY**, which guarantees that each case is handled fully taking into account the specifics of the applicable agreements and the diversity of the company profiles.
- **HUMAN PROXIMITY**, championed by all the network's employees and the construction and public works contractors and artisans that govern them, ensures a special quality of listening, advice and support.

MORE THAN 80 YEARS OF HISTORY

1937. The CIBTP local cooperative funds draw their roots from the French Labour Code, which establishes a legal principle of mandatory affiliation for construction and public works companies with a scheme for pooling costs and managing paid leave.

1946. The public authorities entrust the CIBTP network with responsibility for managing a scheme to pool the risk of adverse weather borne by construction and public works companies.

2017. Pursuant to the Labour Law of August 2016, CIBTP France (CIBTP Union des caisses de France) is responsible for setting up and managing the professional ID card for construction and public works employees.



MANAGING PAID LEAVE FOR CONSTRUCTION AND PUBLIC WORKS EMPLOYEES

Securing employees' right to rest and employers' peace of mind

→ An advantageous scheme for employees, increasing the profession's attractiveness



PORTABILITY OF ACCRUED LEAVE: A RIGHT HERALDING

The primary role of the paid leave scheme in the building and public works industry is to give employees the right to rest by allowing them to retain their leave entitlements when they change employer. Leave is the rule; compensatory allowance is the exception.

At a time when the portability of rights is being extended to new areas, such as training, the system implemented by the construction industry is proving to be more modern than ever.

SPECIFIC BENEFITS FOR EMPLOYEES

→ LEGAL AND CONTRACTUAL BENEFITS

The statutory paid leave scheme in the building and public works industry is supplemented by benefits contained in the industry's collective agreements, which include a 30% holiday bonus and additional leave entitlements based on seniority.

→ ADVANCE PAYMENT OF LEAVE

In the building and public works sector, compensation is paid by the CIBTP fund prior to the start of leave.¹

CONTRIBUTIONS AS LEAVE ENTITLEMENTS ARE ACQUIRED

→ CONTRIBUTIONS

paid by companies finance employees' leave entitlements as and when they are acquired, as well as the associated employer contributions.

→ EMPLOYEES BUILD UP THEIR ENTITLEMENTS

from 1 April N to 31 March N+1. The entitlements accrued are used up during the leave-taking period, from 1 May N+1 to 30 April N+2.



1. Fifteen days before departure, provided that the company has made the leave requests in good time.

SHARED RISKS, SHARED GAINS

→ SIMPLER FOR COMPANIES

The local cooperative funds provide end-to-end support: collecting contributions, calculating entitlements, and paying compensation and the corresponding social security contributions.

→ EFFECTIVE SOLIDARITY

The model's effectiveness ties in with the pooling of leave costs to ensure that statutory and collective bargaining benefits are covered in a spirit of solidarity. The economies of scale generated by the pooling of resources and experience mean very low management costs (less than 2%¹) for the service as a whole.

GREATER SECURITY

→ THE GUARANTEE OF ACTING IN COMPLIANCE

To ensure that it is always able to act in accordance with complex and frequently changing regulations, the CIBTP network maintains a high level of expertise and constantly monitors legal and technical developments to provide employers with the security they need.

→ A TRUSTED THIRD PARTY BETWEEN THE EMPLOYER, THE EMPLOYEE AND THE COLLECTION AGENCIES

The CIBTP's guarantee of compliant and fair treatment makes it a trusted third party recognised by all stakeholders, thus contributing to social regulation.



→ The shared management approach adopted by the CIBTP funds is efficient and reassuring for companies

CLEAR DECLARATION PROCEDURES

- **WHEN HIRING AN EMPLOYEE,** the company registers the employee with the fund and sends the information needed to take account of their status and pay their compensation.
- **EVERY MONTH,** via the nominative social declaration (DSN), the company declares the personal data used to calculate the contributions owed to the fund and to the organisations on behalf of which the fund is the collector.
- **EVERY YEAR,** a summary declaration is filed, ensuring the compliance and consistency of the information provided, and enabling the fund to calculate and open the leave entitlements accrued by employees during the period.

MORE THAN 5 MILLION PAYMENTS PER YEAR

- **WHEN EMPLOYEES GO ON LEAVE,** the fund pays their paid leave allowances directly, and covers the contributions owed to provident insurance, supplementary pension and social welfare organisations¹.

1. Share of general expenses in technical income

1. The social security contributions are deducted upon receipt of the paid leave contributions.



ADVERSE WEATHER UNEMPLOYMENT SCHEME

Protecting the **health** and **safety** of employees, sharing the risk for employers

→ A single, effective system of protection and solidarity

A SPECIFIC FEATURE OF THE CONSTRUCTION SECTOR

The adverse weather unemployment scheme is the result of provisions introduced in 1946 in labour regulations to protect the health and safety of employees when weather conditions so require. In such cases, the employer is required to suspend work and compensate the employees exposed.

In this respect, the scheme only applies in mainland France and only to companies whose operations meet the eligibility criteria.

A SPECIAL ADVANTAGE FOR EMPLOYEES

→ WORK STOPPAGE PERIODS ARE TAKEN INTO ACCOUNT IN THE CALCULATION OF LEAVE ENTITLEMENTS

When work stoppage periods due to adverse weather are declared to the funds, the scheme covers the financing of paid leave entitlements as well as workers' supplementary pension contributions.

A RISK POOLING AND AMORTISATION ROLE

Within a framework strictly defined by regulations and controlled by the Public Authorities, a national reserve fund financed by contributions levied on the companies concerned finances the reimbursements¹.

For the entire profession, this mechanism fulfils a regulatory role in the face of the « adverse weather risk » ; it also allows its fair distribution among companies, reinforced by the application of:

- a rebate exempting the smallest companies from contributions,
- differentiated rates for structural works and public works companies (more exposed to adverse weather) on the one hand, and finishing companies, on the other.

1. Subject to certain eligibility conditions.



ISO
9001



Gestion par CIBTP France
certifiée selon la norme
ISO 9001:2015

→ National-level management by the CIBTP local cooperative funds

ELIGIBLE CAUSES OF ADVERSE WEATHER

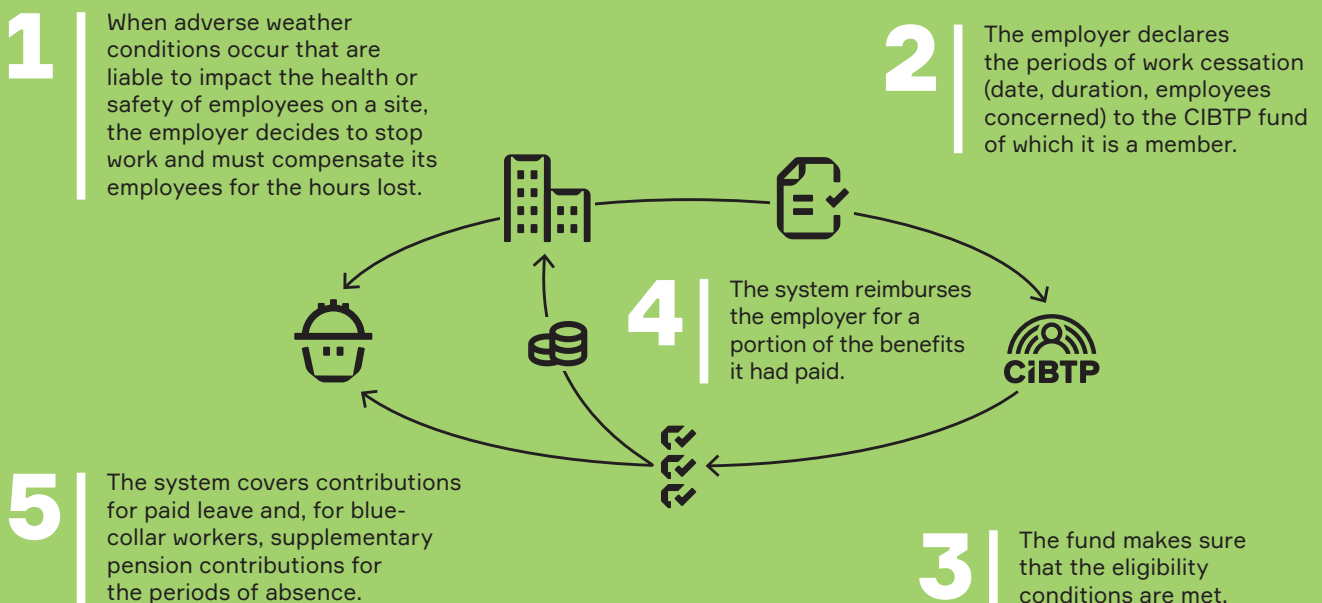
Specified by ministerial letters of 1947, the eligible causes of adverse weather are rain, frost, ice, snow, heavy winds and flooding of construction sites. They were extended to include heatwaves by a decree of 28 June 2024.

The expertise provided by CIBTP France helped the public authorities to define the changes made to the scheme.

WHO DOES WHAT ?

- **THE CIBTP FUNDS**
collect the contributions of their members, process work stoppage declarations, reimburse companies from the funds in the scheme and check that the scheme is being properly applied in the companies, particularly with regard to weather conditions.
- **CIBTP FRANCE**
bears responsibility for managing the scheme within the framework of the regulations in force.

HOW DOES THIS WORK ?





ACTION AGAINST UNDECLARED WORK

Fighting fraud and contributing to healthy and fair competition in construction and public works

→ Responding to a priority for the profession and public authorities

THE BTP CARD: A SPECIFIC AND PIONEERING PROFESSIONAL IDENTIFICATION DEVICE

Managed by CIBTP France and sought after by professional organisations, the BTP Card, an identification card specific to the construction sector, introduced by the Growth, Activity and Equal Economic Opportunity Act of 6 August 2015, is a tool that contributes to the fight against illegal work and unfair social competition. Highly secure, the BTP Card is mandatory for all employees working on construction sites, including temporary workers,

seconded workers and seconded temporary workers.

Based on an innovative paperless system and unprecedented control procedures, the Construction and Public Works Card is a simple and practical way to facilitate checks by authorised public officials.



ON THE GROUND, THE ENTIRE CIBTP NETWORK IS MOBILISED

Mainly associated with departmental operational anti-fraud committees (CODAF) and, frequently, stakeholders in local agreements to combat illegal work, the CIBTP funds make every effort, within the scope of their prerogatives, to contribute on the ground to the actions defined and conducted by the public authorities and professional organisations.

CIBTP, RECOGNISED FOR ITS EXPERTISE

Introduced by the Growth, Activity and Equal Economic Opportunity Act of 6 August 2015, the Construction and Public Works professional identification card was entrusted to CIBTP France thanks to the confidence placed in it by the public authorities and representatives of the profession. CIBTP France has partnered with France's Imprimerie Nationale (national printing house), the world leader in secure documents, to design and deploy a pioneering identification scheme. In addition, CIBTP France shares its expertise at European level via working groups dedicated to the issues of professional identification in the construction industry.

HOW DOES THIS WORK ?

1

Any worker on a construction site in France must be in possession of the BTP Card.

2

To provide the workers concerned with a card, the company creates an account on the Carteftp.fr site and orders the necessary cards.

3

Once ordered and paid for, the secure cards are manufactured and dispatched to the company.

4

On the works site, the unique QR code on each BTP Card allows contractors to check the card's validity in real time. In the event of an inspection, authorised agents (customs, gendarmerie, police, labour inspectorate) and holders of a dedicated mobile application can also access additional information.

IN SUMMARY

The CIBTP network: an asset for the construction and public works sector

→ An expert, committed, protective and approachable network

AN UNPARALLELED SOURCE OF GENERAL- INTEREST DATA

The activity of the CIBTP local cooperative funds means that they are, by definition, in contact with all construction companies established in France and their employees. As such, they have access to a range of data, profession by profession, department by department, that is unparalleled in other sectors of activity.

Consolidated statistically by CIBTP France¹ and made available to the public authorities and professional organisations, this information is a very valuable resource for analysing the situation of employment areas in detail and better anticipating training needs in professions under pressure.

1. Data processing strictly complies with the framework defined by the GDPR and the CNIL.

“The system managed, supervised and monitored by the local cooperative funds contributes to the harmonisation of the conditions of competition between companies and equality between employees.”

Report of the Court of Auditors, April 2021.

A BUFFER IN TIMES OF CRISIS

The capitalisation and pooling mechanisms at work in the “CIBTP model” provide a powerful function for cushioning the impact of unforeseen events. These include weather-related hazards with the adverse weather unemployment scheme, but also economic or legislative-related events.

Thus, during the COVID crisis, by deferring requests for contributions and taking into account periods of partial activity in the calculation of leave entitlements, the CIBTP funds effectively contributed to the protection of employment and the resilience of the profession.

Similarly, the pooling provided by the funds has enabled the generalised and retroactive inclusion of non-occupational illness in employees' leave entitlements, while greatly mitigating the legal and economic risks to which this change in law has exposed companies.

FUELLING ATTRACTIVENESS

As an operator of the construction sector's paid leave and adverse weather unemployment schemes and a player in the fight against social fraud, the CIBTP network implements the protections and benefits specific to the construction and public works sector, which, beyond the exciting professions offered by the Profession, are all additional factors for attractiveness.





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