

**Remuneration for road transport sector drivers (Freight transport)**

**France**

Disclaimer: The following information is subject to future changes, as an agreement on wage grids in the freight transport sector was recently signed with retroactive effect from 1 February 2022 and will enter into force nationally (beyond the employees of the companies belonging to the signatory federations only), following the extension procedure by the Ministry of Labour.

<https://www.ecologie.gouv.fr/formalites-declaratives-applicables-au-detachement-dans-transport-routier>  
[https://www.ecologie.gouv.fr/sites/default/files/Hourly%20pay%20as%20for%20workers%20in%20the%20road%20transport%20sector%202022\\_EN.pdf](https://www.ecologie.gouv.fr/sites/default/files/Hourly%20pay%20as%20for%20workers%20in%20the%20road%20transport%20sector%202022_EN.pdf)

**Hourly pay as for workers in the road transport sector  
National collective bargaining agreement for road transport and auxiliary transport activities**

**FREIGHT TRANSPORT WORKERS**

[Agreement of 23 October 2020](#) (extended) and [decree no 20 2 1 -1 741 of 22 December 20 2 1 introducing an increase in the minimum wage](#)

Basic hourly rates in Euros

Group		Coefficient	Hourly rate
<b>3b</b>	Driver of vehicle with a GVWR of up to 3.5 tonnes	118M	€10.57
<b>4</b>	Driver of heavy goods vehicle with a GVWR of between 3.5 and 11 tonnes	120M	€10.57
<b>5</b>	Driver of heavy goods vehicle with a GVWR of between 11 and 19 tonnes	128M	€10.57
<b>6</b>	Driver of heavy goods vehicle weighing more than 19 tonnes	138M	€10.57
<b>7</b>	Highly qualified heavy goods vehicle driver	150M	€10.57

*In accordance with the national collective agreement, the figures in the above table are increased, where applicable, by:*

- €10.50: working on a bank holiday and working on a Sunday (fewer than 3 hours);

- €24.43: working on a bank holiday and working on a Sunday (more than 3 hours).

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The detailed classification of jobs by group indicates which coefficient an employee should be linked to during their posting in France and can be found on the Légifrance website via the following link:

For freight transport:

[https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=CC5C9B2EAAF45D0F055D936D643953C3.tplgfr42s\\_2?idArticle=KALIARTI000031833792&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id](https://www.legifrance.gouv.fr/affichIDCCArticle.do;jsessionid=CC5C9B2EAAF45D0F055D936D643953C3.tplgfr42s_2?idArticle=KALIARTI000031833792&cidTexte=KALITEXT000005678897&dateTexte=29981231&categorieLien=id)

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**Disclaimer:**

The information in this table is provided solely for general guidance purposes about the different remuneration schemes applicable in the Member States on posting of transport sector drivers. This document is an ELA working document to support its stakeholders with the collection of relevant information in this area. It is shared with ELA stakeholders as a practical tool for their use.

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