

HR Law*

The various stakeholders involved in HR law

- employers
- individual employees
- trades unions
- the State: the RSZ/ONSS, VDAB/ORBEM, the Ministry of Employment and Labour, etc.

Bringing value and avoiding risks

- optimising non-risk HR situations in line with Belgian and international regulations
- avoiding financial impacts and fines
- guaranteeing continuity by avoiding industrial unrest
- avoiding prosecution for falling foul of the law

*connectedthinking™

Social Security law, Employment law, Immigration law

Every aspect of business is permeated by HR law. It's a complex matter and a host of different players are involved, all watching closely to see that the law is adhered to. HR law is a delicate and important matter, where companies cannot afford to be "slightly wrong". PricewaterhouseCoopers has expertise in the field of HR law and can help you streamline your organisation while taking account of the relevant HR law rules.

With PricewaterhouseCoopers as your Human Resources partner, all your HR law issues will be tackled with creative and innovative solutions that are the result of an integrated pool of knowledge at legal and tax level.

The PricewaterhouseCoopers HR law experts have national and international experience in:

- social security law
- employment law
- immigration law
- personal tax

Proper implementation of HR law ensures:

- a smooth business start-up
- flexible employment and rewards
- more efficient international employment management
- effective profit-related remuneration systems
- correct end-of-career planning and termination of labour contracts
- efficient corporate HR transitions and transactions
- effective HR communication
- accurate HR alignment



Labour law

- When you employ staff in Belgium, we can advise you in setting up a structure that **complies with all the relevant social security and labour law requirements** (agency registrations and employment-related documents).
- We advise you in setting up your employment **law structure** (e.g. compulsory affiliations, social documents, etc.), such as in registering with the appropriate agencies and drawing up employment documents.
- We help you deal with **individual dismissals and collective redundancies**.
- We can help you draft all kinds of **contracts** (e.g. local contracts, secondment contracts, global employment contracts, consultancy agreements, etc.) and **policies** (e.g. company car policies, stock option plans, IT policies, etc.).
- We also provide assistance on **payroll issues** (e.g. overtime, holiday pay, etc.).

Cross-border and international employment schemes

We set up cross-border employment and international employment schemes and have built up a strong reputation in this field.

Social security

We have wide experience in optimising remuneration packages and advising clients on all aspects of social security coverage (employee-self-employed/nationally-internationally).

Self-employed status

On a corporate level, we advise about the employment and social security consequences of being self-employed as an independent contractor on consultancy contracts or as a company director.

Termination issues and the restructuring of companies

We can assist you in end-of-career planning and the termination of labour contracts (collective and individual dismissal procedures). We provide guidance in complex, technical areas such as HR law audits, plant closures, transfers of undertakings, etc.

Use of electronic technology in the workplace

We have top expertise to help you ensure compliance with the employment and privacy law aspects relating to the introduction and use of new electronic technology.

Collective labour law issues

We advise clients in collective labour relations and on collective bodies, including European works councils, worker elections and the relevant information and consultation procedures.

Immigration services

In collaboration with our international network, we assist companies with expatriates, including family members, for work permits, professional cards and residence permits and related issues, such as driving licences.

Contact our expert team

Yvette De Smedt

Senior Legal Counsel
Tel: + 32 3 259 31 57
yvette.de.smedt@pwc.be

Bart Elias

Legal Counsel
Tel: + 32 3 259 31 56
bart.elias@pwc.be

Dirk Van Strijthem

Senior Legal Counsel
Tel: + 32 2 710 43 28
dirk.van.strijthem@pwc.be

Or visit our website at:

<http://www.hrservices.be>