

# Labour law check on immigration files



**In an international business environment, it is essential to employ people in different countries simultaneously or to send over people from country A to country B and C within the shortest possible delays. Every employer wants to be able to assign these people swiftly around the globe but compliance with international and local labour law rules cannot be ignored, neither can taking advantage of such rules be overlooked.**

How can you ensure that your administration is acting correctly and in the best interest of both the company and the employee? At Laga, we believe that every international employer needs the following:

- A critical and fresh perspective of employment agreements and assignment letters that may have been in place for a long period of time;
- Regular updates and legal support to align with recent international and domestic legislation and developments;
- A thorough review of all possible options to maximise efficiency and minimise risks and costs related to assigning workers to Belgium.

#### How Laga can help

Sharing our wealth of experience on similar files, we will advise you with the correct set up of each assignment

and provide you with a meticulous review of the required paperwork and documentation before the person actually moves to Belgium. Employment lawyers at Laga work methodically to review the documents of international staff by performing a thorough check on the immigration documents. This includes carefully reviewing:

- the jurisdiction and labour law that applies to the employment relationship;
- the compliance with the strict regional language requirements that exist in Belgium;
- the duration of the employment contract or assignment letter;
- the means of termination mentioned in the employment contract (are these correct from a legal point of view or can they be optimised to the benefit of the company?);
- that all necessary clauses are included in the agreement and properly drafted;
- the correct treatment of the income and different allowances;
- whether the rules of the joint committee applicable to the company are complied with (working hours, holiday entitlements, ...);
- payroll compliance issues (drafting and storing of the required social documents).

A complete and meticulous labour law check of your immigration files will not only help your company ensure compliance with international and domestic labour law but it will also avoid any trouble for your administration and the detached workers.

The experience Laga has acquired in this field over the years has already helped making many international employers' lives easier by seamlessly applying a strict and well adapted review process to each assignment. Do you want to be one of them?

# Contacts

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**For further information, visit our website at [www.laga.be](http://www.laga.be)**

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Laga provides thorough and practical solutions tailored to the needs of clients ranging from multinational companies, national large and medium-sized enterprises, and high net worth individuals, to government bodies.