



Stefan Nerinckx

Stefan joined Laga in 2007 as a respected attorney and expert on employment, social security and immigration matters. Stefan has breadth of knowledge and experience in advising companies and individuals at both a national and an international level. He also assists companies and foreign executives in international employment, social security and business migration law matters; structuring a flexible approach to working conditions and benefits; assisting clients with the termination of employment and restructuring of companies and with forensic investigation. Stefan also negotiates on behalf of clients in individual and collective labour issues.

Stefan holds a Masters degree in Law from the University of Brussels (Belgium) and three separate second Masters in (i) labor law (University of Brussels), (ii) human resources management (European Institute of Higher Education, Brussels, Belgium) and (iii) comparative industrial relations (Sinea/University of Bologna, Italy).

Outside his legal practice, Stefan is a professor of employment / labour law at the University College of Brussels and a regular guest lecturer on labour law issues at the Vlerick School of Management in Ghent/Leuven. As a foremost practitioner in his field, Stefan is also a prolific writer and public orator, frequently speaking at conferences and seminars on pertinent issues in employment law. Stefan is Co-Chair of the Human Resources Committee of the American Chamber of Commerce in Brussels – Belgium (AMCHAM) and President of the Board of Directors of the non-profit organisation LABOR X asbl/vzw (a joint venture between Vedior Interim and T-Interim (VDAB) facilitating the job-search and employability of deprived individuals).

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A top legal practice in Belgium, Laga is a full service business law firm, highly recommended by the most authoritative legal guides. Laga comprises approximately 100 qualified lawyers, based in Diegem/Brussels, Antwerp, Namur and Kortrijk. Laga offers expert advice in the fields of banking & finance, commercial, corporate/M&A, employment, IT/IP, public/administrative, restructuring, real estate and tax law. Where appropriate to ensure a seamless and comprehensive high-quality service, Laga lawyers work closely with financial, assurance and advisory, tax and consulting specialists, and with select EU and US law firms.

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 .

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Designed and produced by the Creative Studio at Deloitte, Belgium.

Employment, Social Security and Immigration Law



Over the last year Laga's Employment Law practice has established itself as one of Belgium's largest. The Employment Law department consists of 24 specialist lawyers and a team of paralegals advising on all aspects of individual and collective employment law, social security (with increasing focus on pensions) and tailor made immigration services. The practice also offers immigration services tailor-made for expatriates of EU and non-EU companies. Laga's Employment Law practice is reputed for the quality of its services, and dealing with tight deadlines.

Employment and Social Security / Areas of Expertise

Laga can provide specific services in respect of employment and social security law aspects as well as benefit planning advice.

Our services include:

- Drawing up reviews of employment contracts and collective agreements
- Advice and assistance regarding dismissals (individual, collective, serious case, judicial procedures, etc.) and restructuring measures
- Regulations related to works councils and committees for health and security in the workplace
- Advice and assistance regarding the social security system for employees and the self-employed, and proceedings before the competent courts in relation to national employment and social security matters
- Analysing and assessing the possible consequences of a possible change of statutory social security schemes (benefit related)
- The optimization of salaries and drawing up of salary splits, stock options and financial participation
- Due diligence on employment obligations for purchasers or sellers of companies / branches of activity
- Developing a flexible approach to working conditions.

International employment structuring

Below you will find a non exhaustive list of aspects where we can provide you with added value in international employment structuring, and advice related to the international mobility of employees.

Our services include:

- Reviewing employment contracts / assignment contracts and expatriation policy(ies) to be compliant with foreign legislation (e.g. Belgian legislation)
- Assessing the statutory social security status per country and per individual (i.e. benefits, costs, communicating the results, etc.), and the possible consequences of a change in status (e.g. benefits for Immigrants)
- Examining employee exemption from social security contributions in a host country (and home country), and proposing alternative social security coverage
- Assessing additional benefits / coverage for Immigrants and Expatriates in relation to pension plans, health care, etc. during assignment
- Assistance with social audits of compliance with Belgian legislation in international mobility cases

- Representation before courts in respect of international employment structuring
- In accordance with compulsory law, acting as an authorized representative for foreign companies in respect of keeping the necessary social documents (e.g. staff register for employees not subject to Belgian social security), Workers Regulations and individual accounts.

Immigration issues

Laga's Employment Law team can also assist and advise in respect to immigration matters.

Our services include:

- Assistance with obtaining work permits and professional cards
- Advising on procedures to obtain a visa to come to Belgium
- Liaising with the relevant immigration authorities
- Obtaining E101 documents and other European documents
- The LIMOSA declaration
- Advising and supporting the registration of foreigners in Belgium.

Laga in Belgium

A top legal practice in Belgium, Laga is a full service business law firm, highly recommended by the most authoritative legal guides. Laga comprises approximately 100 qualified lawyers, based in Diegem/Brussels, Antwerp, Namur and Kortrijk. Laga offers expert advice in the fields of banking & finance, commercial, corporate/M&A, employment, IT/IP, public/administrative, restructuring, real estate and tax law. Where appropriate to ensure a seamless and comprehensive high-quality service, Laga lawyers work closely with financial, assurance and advisory, tax and consulting specialists, and with select EU and US law firms.

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Partner profiles



Erwin Vandervelde

Erwin is Laga's managing partner and the leader of the Employment, Social Security and Immigration Law Department.

He regularly provides individual and collective labour law, international social security and migration law advice for many companies including a wide range of major multinationals with operations in Belgium and acts in, amongst other areas, collective dismissals and closures of enterprises.

Erwin is also the Service Line Leader of the European Employment Law team consisting of experienced lawyers and legal advisors from a network of European countries, who provide advice on issues of individual employment law, collective labour law, social security matters and "social" due diligences.

Erwin Vandervelde was appointed advisor for the conclusion of the social security treaty between Belgium and India, the first social security treaty to be signed by India with any country.

Prior to joining Laga, Erwin was a partner at Deloitte. He is a Law graduate from the University of Brussels where he also specialised in Employment law.

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Ilse Govaert

Ilse is a partner in the Employment, Social Security and Immigration Law Department at Laga in Diegem (Brussels).

She holds a law degree from the Catholic University of Leuven and began her career as a lawyer at the Bar before joining Deloitte as a legal advisor in 1995. She rejoined the Bar as a partner at Laga in 2001.

She specialises in various areas of employment law advice and litigation and she provides clients with advice and assistance in the areas of national and international social security legislation and individual and collective employment law, including collective dismissals and company closures. She also acts as substitute judge at the Labour Court of Brussels.

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Nicolaas Vermandel

Nicolaas has been a partner in the Employment, Social Security and Immigration Law Department of Laga since 2002.

Nicolaas advises and assists a wide range of multinational corporations with issues regarding their expatriate population or top executives in general. Therefore, he is specialised in immigration, employment and social security law both on a national and international level. To be more precise, Nicolaas deals on a daily basis with immigration issues, setting up of secondment arrangements, split pay rolls, executive committees, director status, planning opportunities with regard to bonus compensation, equity incentives in general, termination, and social security coverage, etc.

Nicolaas holds a Law degree from the Catholic University of Leuven and a postgraduate degree in Economic Law from the University of Brussels (ULB). He frequently lectures on executive compensation, equity incentives and termination of mobile employees.

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