

## Migration compliance review



International mobility and flexibility have become key factors in today's business climate. However, immigration procedures remain complex and stringent.

Compliance with local employment and social security rules is strictly controlled and severe sanctions are imposed for non-compliance.

Most companies with international staff therefore seek expert advice and assistance.

### How can you ensure that your company is up to date and acting correctly?

Laga proposes a migration compliance review.

- a critical and fresh perspective and summary of migration processes which may have been in place for a period of time;
- an update and alignment with recent legislation and developments;
- ensures full compliance with domestic migration, social security and labour law and regulations;
- explores in detail any possibility for further optimisation of your migration process flow enabling to save time while assigning someone to Belgium.

### How Laga can help

Laga believes that this complex procedure should be tackled before the assignment starts and the required paperwork and documentation should be reviewed before the person actually moves to Belgium. Employment lawyers at Laga will work methodically to review the successful migration of international staff. This method includes a pre-review meeting in order to identify the scope and purpose of the review, reporting on their findings, status meetings and implementation.

The migration compliance review covers, amongst others:

- The work permit application process flow (from the moment a person is informed that he will be assigned to Belgium until he actually arrives and starts working in Belgium);

- Compliance with all applicable migration rules;
- Existence and application process for e-documents (E101, COC, E106, ...);
- Compliance with the mandatory Limosa obligation;
- Payroll compliance (drafting and keeping of the required social documents);
- Employment contracts and assignment agreements and their match with the migration documents;
- Contracts with subcontractors employing foreign nationals at your company's premises (in order to verify the co-responsibility/liability with respect to the Limosa-declarations).

The migration compliance review will help your company to ensure swift and successful deployment of international staff for national businesses.

## To learn more

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[Erwin Vandervelde](#) is Managing Partner of Laga. Erwin was previously a partner of Deloitte & Touche Corporate Services. He has more than 20 years experience in international employment, social security and migration.

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## Laga in Belgium

A top legal practice in Belgium, Laga is a multi-specialist business law firm, highly recommended by the most authoritative legal guides. Laga comprises approximately 100 qualified lawyers, based in Diegem/Brussels, Antwerp, Kortrijk and Namur.

Laga offers expert advice in the fields of banking & finance, corporate/M&A, commercial, employment, IT/IP, public/administrative, restructuring, real estate and tax law. Where appropriate to ensure a seamless and comprehensive service, Laga's lawyers work closely with corporate finance, 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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