

Employment, social security and immigration law

Reputed for the quality of its services and its hands-on approach



Over the last year, Laga's Employment Law department has established itself as one of the largest in Belgium business law firms and is recommended by the major global legal directories. The Employment Law department consists of approximately 30 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 for expatriates working for EU and non-EU companies. Laga's Employment Law practice is reputed for the quality of its services, and for dealing with tight deadlines.

Areas of expertise

- Cross-border employment matters
- Individual employment contracts and collective agreements
- Optimization of salary packages and drawing up of salary splits, stock options and financial participation
- Redundancy of employees and transfers of undertakings
- Belgian law matters
- Public service
- Due diligence services pursuant
- Migration and social security outsourcing
- Litigation

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



Credentials

A selection of services rendered

Laga's employment law, social security and immigration team advised:

An industrial facilities and machinery manufacturer

with day-to-day assistance in respect to employment law matters for example termination of top executives, integration and harmonisation of labour conditions.

A service provider (consulting)

with day-to-day assistance in respect to employment law matters, for example termination files, implementation of stock-based equity schemes in view of optimising bonus payments and long term incentive plans for top executives.

A gas safety company

in representing successfully the company before court in a landmark case related to proceedings. The case involved substantial sums and was far reaching in respect of the interpretation of the Judicial Code.

An international insurance company

in international employment structuring, salary split/ simultaneous employment and assignment/secondment structuring.

A public authority

in providing legal assistance to a major city in Flanders for all employment law matters (employees + civil servants).

A foreign law firm with no base in Brussels for employment law

in assisting in a number of files, especially on implementing the aspects of employee representation together with "mittbestimmung" (participation) in a cross border merger.

A design bureau

in setting up the structure in respect of employee cost reduction due to the financial crisis.

A pharmaceutical company

with the employment status of the Board of Directors and other employment law and social security law related issues.

A major Belgian Bank institution

on a variety of legal matters including TUPE, authority delegation structuring, employee and privacy related aspects and splitting of the Collective representation organs.

A car assistance company

with several due diligences within the framework of a share purchase agreement.

A temporary employment agency

on the remuneration structures for management and directors.

Contacts

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For further information, visit our website at www.laga.be

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 Brussels, Antwerp and Kortrijk. Laga offers expert advice in the fields of banking & finance, commercial, corporate/M&A, employment, IT/IP, public/administrative, insolvency and reorganisations, real estate, tax law and litigation. 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 financial institutions, to government bodies.