



Labour and Employment

Our Labour and Employment practice is one of the larger employment departments within a full-service law firm anywhere in Belgium and is recognised as a leading practice. Our lawyers advise and assist clients in all matters relating to Belgian and European labour and employment law.

Our team has **vast experience and expertise in all legal aspects concerning human resources related issues**. Our overall aim is to offer clients cost-effective, pro-active and pragmatic advice that enables better business decisions. We strive towards tailor-made and creative solutions to perfectly fit our clients' needs.

OUR CLIENTS

Our clients are Belgian, foreign and multinational corporations, active in different industry sectors.

We also assist public and governmental entities, non-profit organisations, executives and self-employed service providers.

OUR APPROACH

We make sure that we understand the client's objectives, anticipate the issues and tailor our services accordingly to achieve the best possible result.

Our approach is creative, hands-on and practical, even for the most complex issues.

Our practice group works seamlessly with the firm's other practices, providing a **complete approach to each matter**.

OUR TEAM

Our team is **valued by clients for its knowledge, responsiveness and flexibility**.

Our practice comprises several lawyers who are regularly invited to speak at seminars or publish contributions on topics relating to labour and employment law.

Our lawyers are also members of professional associations relating to employment law.

Our team has a broad range of experience and language proficiency (French, Dutch, English, German, Spanish and Italian).

OUR SERVICES

Our range of services is global. We provide advice, negotiate and draft, communicate directly with unions and regulatory authorities, and represent our clients before the Labour Courts.

Our know-how includes:

Hiring and dismissal

Drafting of employment contracts, advising on the characterisation of the employment relationship, freelance and consultancy contracts, short-term and temporary work, secondments and foreign postings.

Dealing with problems linked to, among other things, the performance of the employment contract, individual dismissals, statutory and conventional protection against dismissal, dismissal for serious cause, motivation of the dismissal and manifestly unreasonable dismissal.

Collective labour law

Negotiation and drafting of CBAs (Collective Bargaining Agreements), communication with trade unions, work councils and health and safety committees, legal rights of recourse in case of strikes, information and consultation procedures, collective dismissals, (cross-border) transfer of undertakings, outsourcing, harmonisation of employment conditions, mergers, closures, negotiation of social plans, applications for benefits reserved for firms under restructuring or in economic difficulty, early retirement, insolvency, advice relating to the competent joint labour committee, and so on.

Compensation and benefits

Design and optimisation of wage packages, variable pay, bonus schemes, financial participation schemes, savings schemes, profit sharing plans – including executive remuneration and corporate governance.

Working conditions

Advice on issues related to working time (for example, work on Sundays, night work and shift work), health and safety at work, occupational accidents, etc.

Working time and social security

Advice and litigation in relation to, among other things, the scope of application of the employees' social security system, regulations on contributions, benefits and allowances, and assistance on visits from the social inspectorate.



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PARTNERS

- Vincent Busschaert
- Paul Geerebaert

WHAT OTHERS SAY ABOUT US

Clients appreciate the team's wealth of experience.

Chambers Europe - 2018

'Well-organised and business-oriented team' led by Paul Geerebaert and also includes managing partner Vincent Busschaert; the duo have the ability to 'clearly translate Belgian law to clients'.

Legal 500 - 2018

Clients value the team's "speed of response and that they are comfortable in meeting complex deadlines" and also praise the language skills within the team, noting that the lawyers have "excellent English and are very clear" in terms of communication, concluding that "from a client perspective, they provide clear, concise and good-quality advice; they tick all the boxes."

"Excellent work," a satisfied source remarks, adding: "I like lots of things about working with them. I like the people: they are practical, sensible and good in terms of fees."

Chambers and Partners - 2017

CONTACT

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