



## SOCIAL

The Praetika lawyers who practice employment law offer a complete legal service to their clients in all HR related matters.

The partners and associates of this practice area team have a profound knowledge and extensive experience in all areas of employment and social security law.

Their tasks include assisting and advising clients, as well as conduct negotiations, and representing clients in litigation before employment law courts.

Their client base is active in several economic sectors, including metallurgy, construction, health care, services, textile, hospitality business (hotels, restaurants and cafés), cash-in-transit, food business, and the extraction industry.

Some of the team members teach employment law at higher education level.

### WHAT WE DO FOR OUR CLIENTS

#### Individual relations:

- Hiring (drafting individualized contracts)
- Incidents in the course of the working relation (insubordination, insufficient performance, liability)
- Termination of employment contract (assisting with negotiations, financial simulations for redundancy cost, drafting settlement agreements)
- Special dismissal processes (serious grounds, protected employees, early retirement)
- Cross-border employment
- Wages and benefits

#### Collective relations

- Collective bargaining agreements at company level, work rules and internal policies
- Labour representative elections (organisation and litigation)
- Labour disputes and strike
- Pension plans

#### Provisions regulating terms and conditions of employment

- Working time, overtime and leave for specific motives
- Well-being at work, prevention and handling of accidents at work and psycho-social risks
- Prevention and handling of risks, related to invasion of privacy

Prevention and handling of risk, related to discrimination

#### Enterprises in difficulty or in restructuring

- Collective dismissal (preparation of and assistance with the so-called “Renault” process)
- Closure of an enterprise or a compartment
- Financial evaluation of restructuring costs
- Setting up “employment structures”

#### Audits

- Employment-related audit of enterprises, among others for M&A projects (employment-related cost, age pyramid, employment turn-over, compliance with regulations, study of risk related to agreements...)

#### Publieke sector

Advising public authorities regarding the management of their contractual staff

- Assisting foreign companies on a regular basis with their Belgian HR
- Assisting an executive level employee following dismissal and obtaining an agreement on the terms of separation
- Implementing a non-recurrent and result-related bonus plan
- Free training on a regular basis to our clients in the event of important changes re provisions regulating terms and conditions of employment (one status for all employees, psycho-social risks).

### INTERVENTIONS

- Bringing into line with Belgian law of a policy for handling personal data, at the level of an important international group
- Employment and social security audit in cooperation with Praetika’s corporate department for a group company acquisition project
- Assisting with the departure of the manager of an international group’s Belgian branch and obtaining an agreement on the terms of separation
- Drafting tailor-made work rules, including several policies, specific to the enterprise
- Handling a strike picket
- Handling the consequences of a contractual transfer of an undertaking

### SOCIAL

ALTERNATIVE DISPUTE RESOLUTION  
COMMERCIAL  
INSOLVENCY  
CORPORATE & FINANCE  
INTELLECTUAL PROPERTY  
COMPETITION  
CORPORATE IMMIGRATION  
CRIMINAL & BUSINESS LAW  
TAX  
REAL ESTATE  
AFRICA DESK

[www.praetika.com](http://www.praetika.com)

PRAETICA WAS CREATED FROM SCRATCH IN 2011, BECOMING A 2.0 HIGHLY INNOVATIVE LAWYER ORGANIZATION, BUILT AROUND DEMATERIALIZATION IN AN ORIGINAL MANNER, WITH C.S.R. VALUES AND THE ORGANIZATION OF THE WORK ON A COLLABORATIVE PLATFORM.

HUMAN RELATIONS AND VALUES ARE ESSENTIAL TO ANY ENTERPRISE. THIS EXPLAINS WHY EMPLOYMENT AND SOCIAL SECURITY LAW IS ONE OF THE ESSENTIAL PRACTICE AREAS FOR ENTERPRISES.