

Employment

Our practice

Employment law in Belgium is extremely technical and complicated. ALTIUS' Employment team helps clients navigate through complex labour laws, offering integrated solutions for a wide range of day-to-day employment-related concerns, as well as for transactional and restructuring work.

We seek - by listening to you - to understand your business and the market in which you operate. This approach enables us to provide advice in a manner that is both practical and relevant for your business. We help our clients make appropriate, strategic choices in often challenging circumstances.

While our first objective is to help you anticipate - and prevent - legal risks, we also have extensive employment-related litigation experience.

We function as a fully integrated law firm because we believe that this structure benefits our clients. The co-operation with the benefits & compensations team of the tax firm, Tiberghien, facilitates an integrated approach to HR matters and offers our clients a clear competitive advantage.

How we can help

- Mediation in employment disputes and litigation work in employment matters
- Assistance with insourcing, outsourcing and co-sourcing projects in various industry sectors
- Benefits and compensation, in collaboration with Tiberghien, the international tax law firm
- Collective labour law (negotiating and drafting collective labour agreements; handling collective disputes (including strikes); information and consultation processes with representative bodies)
- Corporate compliance and audits ("whistle blowing", data protection and privacy issues, bribery and ethical codes, etc.)
- Cross-border employment situations (international employment contracts, social security and the tax aspects of international employment situations), including immigration compliance (A1 forms, LIMOSA declaration, permits)
- Dealing with the social inspection services
- Drafting employee handbooks and employment-related company policies
- Employment issues (collective or individual) related to the transfer of a business, sale or the purchase of businesses or parts of businesses as well as cross border mergers
- Hiring and firing (including structuring of employment)
- Pensions law
- Service agreements, combinations of corporate mandates with service agreements or employment contracts, the issues surrounding "false" independents
- Workforce restructuring, including collective and multiple dismissals as well as closures of companies or parts of companies

Market recognition

One client enthuses that Philippe De Wulf is an *"outstanding lawyer whom I fully trust."* He is particularly active in contentious employment law matters, representing clients in social security disputes, payroll litigation and harassment cases, as well as advising on reorganisations and collective dismissals. – Chambers Europe, 2022

One client appreciates that *"since the beginning of our collaboration we have found ALTIUS to be really reactive."* – Chambers Europe, 2022

"The employment team is very proactive and dedicated to its clients. The team is very responsive and it is a pleasure to work with all the team." – Legal 500, 2022

"Philippe De Wulf stands out as head of practice and is considered as (one of) the best employment lawyers in Brussels. Responsive, to the point, extremely fast mind, brilliance in analytical skills, focused and driven, very pleasant to work with and a very pleasant person." – Legal 500, 2022

"Philippe de Wulf is an exceptional lawyer; all his advice is excellent and specific." – Legal 500, 2021

"Senior associate Emma Van Caenegem is one of the best lawyers I have worked with. She is extremely smart, her advice is always straight to the point. She understands business needs extremely well. She is one of these lawyers you can rely on completely." - Legal 500, 2021

"The team is partner-driven, very reactive and deliver practical advice for often very complex matters with international aspects." – Legal 500, 2021

"Dynamic, dedicated, very professional and motivated team." – Legal 500, 2021

"ALTIUS is very dedicated to its clients. The team's strengths are deep knowledge of employment law and its ability to propose innovative solutions to the clients." – Legal 500, 2021

The *"very responsive, practical and user-friendly"* team at ALTIUS advises a client base of domestic and international clients from a broad range of sectors on employee transfers, collective dismissals, restructuring and litigation, to name a few areas. - Legal 500, 2021

Clients of Philippe de Wulf enthused that: *"He has a huge knowledge in his area of responsibilities."* and *"It is clear that he has a lot of skills and experience in employment matters."* - Chambers Europe 2021

"I call (Sven Demeulemeester) when I have a very urgent problem and I need support from a top-notch lawyer," declares a client. – Chambers Europe 2021

Clients praise the team's *"high attention to detail and flexibility,"* adding that the lawyers are able to *"create complex, step-by-step implementation plans with precise follow-up."* – Chambers Europe 2021

Philippe De Wulf leads the *"very hands-on and approachable" team and 'ensures a consistently high level of service whether from him or a member of his team."* - Legal 500, 2020

Sven Demeulemeester *"is a one-of-a-kind lawyer, having an excellent knowledge of his field of law combined with strong business acumen."* He *"combines excellent legal skills with sharp business acumen, delivers pragmatic solutions that work in real life, is always available, and is able to think outside the box."* - Legal 500, 2020

Clients appreciate that *"the lawyers always give a quick response to all the questions,"* and add that therefore *"you can put your confidence in the firm's work."* - Chambers Europe, 2020

Philippe De Wulf has a *"strong business understanding"* and has the *"ability to be clear on all occasions."* Sven Demeulemeester is a *"very pragmatic and good lawyer"* - Chambers Europe, 2020

Contact



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