

Our Employment & Benefits Group provides specialist and pragmatic advice, based on an in-depth understanding of our clients' businesses, needs and objectives.



With truly specialist employment lawyers in Belgium and across Europe, we offer you a co-ordinated and efficient service, focused on understanding and fulfilling your commercial objectives.

We advise a wide range of Belgian and international companies, government agencies and high-profile individuals. We pride ourselves on applying quality legal skills, knowledge and experience, while providing a tailor-made, personal and friendly service.

We are proactive in our approach as we believe that many employment problems can be avoided by swift action in the early stages of an issue. Therefore we always react quickly, while maintaining the high-quality advice you expect.

Since the Romans' amazing discovery, magnifying glasses have been used in countless endeavours, from studying cells to gazing at stars. Sometimes, it's only by scrutinising details that you can search out the most appropriate solution.





Football is the most widely played sport in the world. But while anyone can kick a ball, and anyone can talk a good game, it takes skill, agility, judgement and experience to be the best.

Trust in challenging times.

Belgian employment law is known for its great complexity and technicality so being aware of your obligations as an employer has never been more critical. If you don't comply, it can be expensive and bring both human and reputational damage.

This complexity means that employers and employees are put under great pressure, particularly in a difficult economic climate. We can assist you in developing creative solutions to the issues you face in order to achieve your objectives and insure you remain an employer of choice.

We work in partnership with you, whether it is to develop creative solutions to the day-to-day challenges you face, or to assist you in large-scale projects such as acquisitions or restructurings.

For years, large and mid-size organisations have put their trust in our team and its skills, particularly in the retail, IT/telecoms, pharmaceutical, health, financial and aviation sectors.

The world's major legal directories, *The Legal 500* and *Chambers Europe*, have praised our team several times for its "openness", the "close follow-up of matters", and the "highest level of confidence" that our clients place in us. So you can trust us in these challenging times.

Our service.

Our clients instruct us on a variety of employment matters, ranging from employee relations, redundancies and compromise agreements, to complex discrimination issues, employment tribunal litigation and business transfers, outsourcing and restructuring projects.

We also work closely with them to review and develop staff handbooks and policies that match both their business requirements and their commitment to their employees, ensuring they are flexible enough to allow for change.

Our core services in employment are:

- drafting contracts and policies
- business reorganisations
- new employee rights: privacy, well-being and discrimination
- day-to-day advice
- employment tribunal litigation

In Belgium, employers are under constant pressure to offer their employees the right reward package, while keeping costs under control. When required our tax specialists will help you to design tax and social security efficient salary, benefits and bonus schemes.

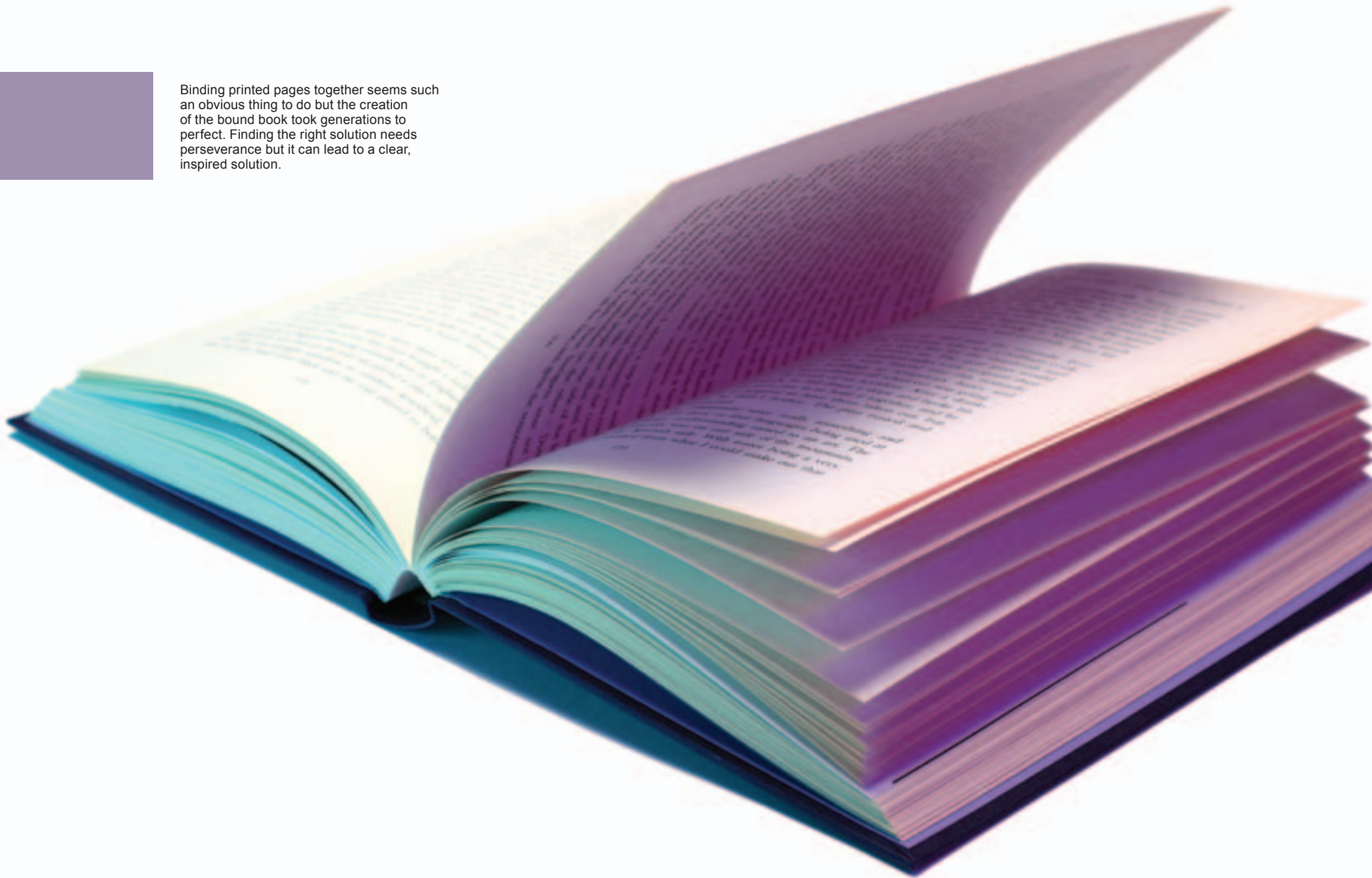
Our offering comprises:

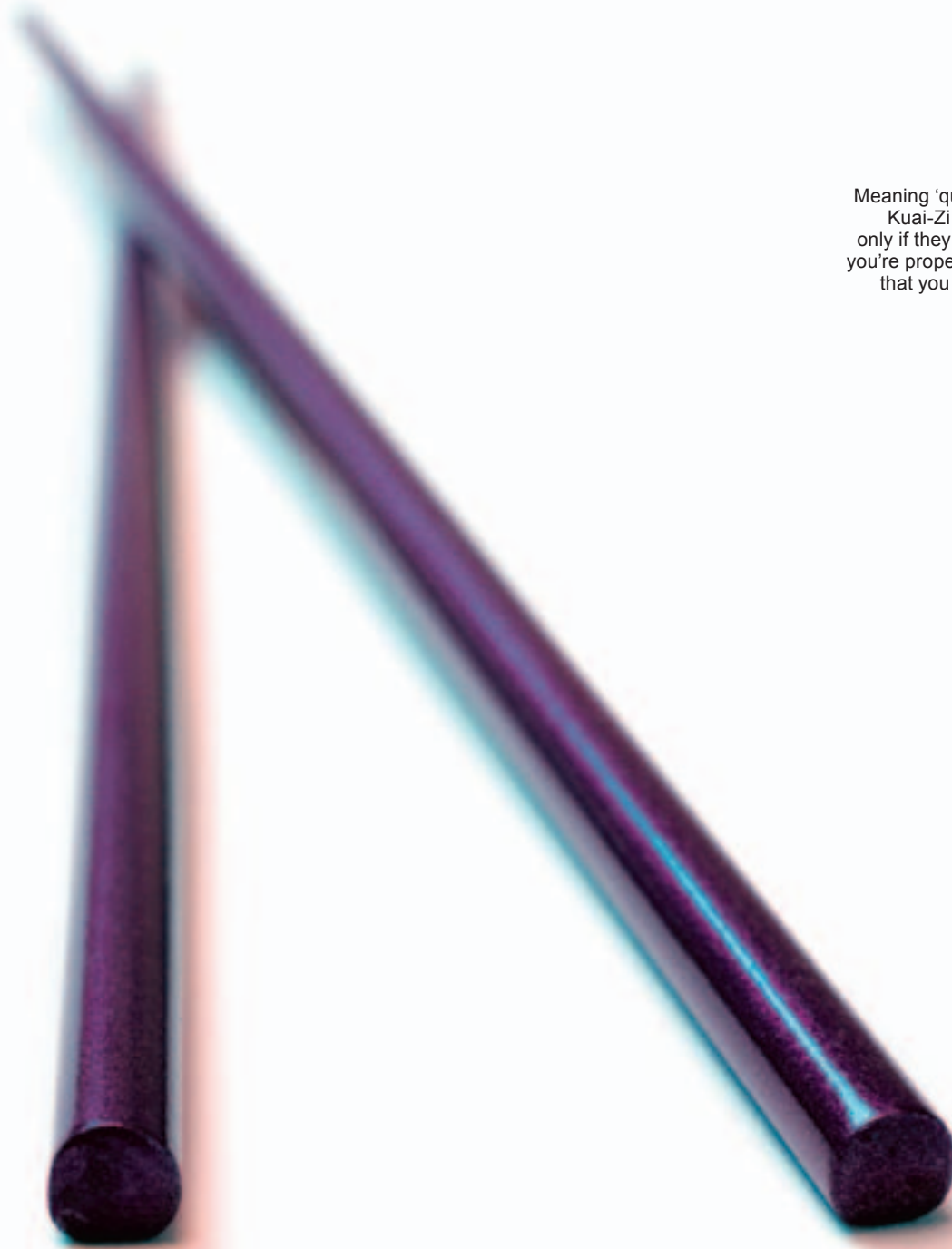
- tax and social security optimising of salary and benefits
- designing salary split schemes
- implementing employee benefits: lump-sum reimbursement of costs, vouchers, company cars, new age benefits
- defining participation schemes and stock options plans
- optimising termination packages



Field Fisher Waterhouse

Binding printed pages together seems such an obvious thing to do but the creation of the bound book took generations to perfect. Finding the right solution needs perseverance but it can lead to a clear, inspired solution.





Meaning 'quick little fellows', the Chinese word Kuai-Zi is an accurate name for chopsticks only if they're in the right hands. It's only when you're properly co-ordinated and well-practiced that you can be agile, precise and effective.



Your objectives. Our focus.

Building a long-term relationship with you is important to us. This ensures that we understand your industry sector and are able to see things from your perspective. We are proud of the long association we have with many of our clients and the contribution we have made to their businesses.

We always ensure that our advice is clear and focused, our approach is flexible and hands-on, and our service is partner-led. We guarantee transparency so that you are always aware of what is involved throughout our work together.

We also understand your need to control your legal spending. We put together well co-ordinated and cost-effective teams of lawyers, appropriate to the size of the transaction or the complexity of the work to be done. As such, there is no unnecessary sub-delegation and a partner will always keep an eye on the efficiency and quality of work.

We also provide you with free value-added services. Knowing that it can be difficult to keep up with the frequent and complex changes in employment law, we organise a popular and regularly attended seminar and workshop program, so you can be confident you are up-to-date with the latest legal developments.

About us.

Field Fisher Waterhouse is more than just a full-service European law firm specialising in providing commercial solutions for all industries and sectors. It's our ability to embrace change and to navigate and capitalise on the changing market that makes us different.

Clients choose to work with us because we can provide exceptional lawyers with industry expertise and strong commercial knowledge of their businesses. They value our flexible approach to teamwork and that we will shape our structures and way of working to meet their specific needs.

This commercial attitude, combined with our empowering and down-to-earth style, means you can trust us to provide you with the best possible legal solutions.



Field Fisher Waterhouse

What started out as a decorative light designed to sit in a pot plant is now a practical solution for every household. It takes vision to see and understand potential and maximise an opportunity.

