



Ius Laboris Belgium Global HR Lawyers

Claeys & Engels



# Introducing Claeys & Engels

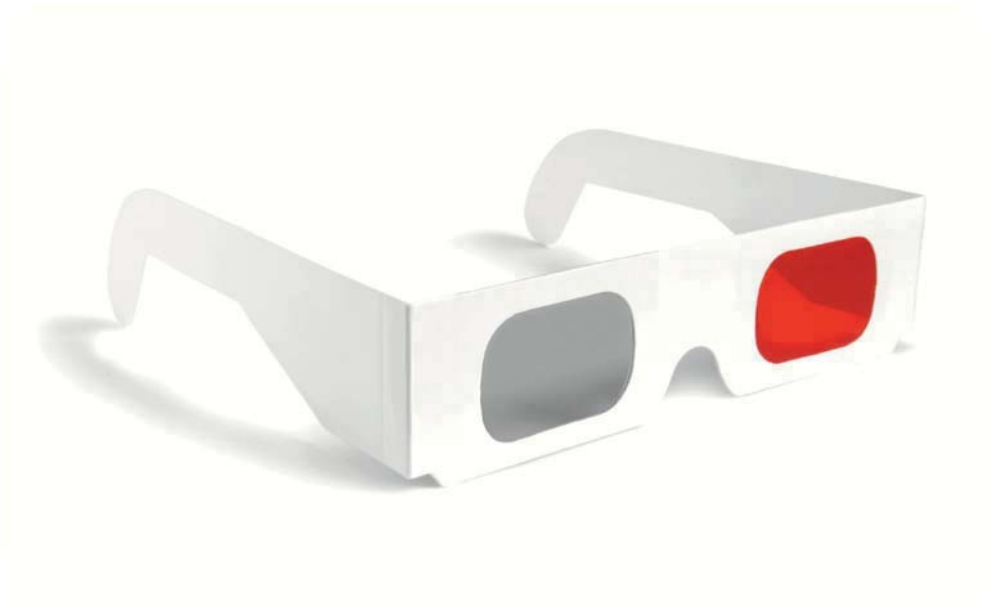
At Claeys & Engels, we offer a full range of legal services in all areas concerning human resources. We like to think that what sets us apart is how we partner with our clients and accomplish results that matter to our client's business.

## Our expertise

- Hiring and severance
- Work regulation and problems in the workplace
- Occupational health and safety and work accidents
- Restructuring and transfer of undertakings
- Collective labour relations
- Social inspections and criminal law in the workplace
- Cross-border employment, global mobility and immigration
- Compensation and benefits
- Occupational pensions
- Executive remuneration, corporate governance and other company law issues
- Data protection and privacy
- Unfair competition and intellectual property
- Commercial contracts and other aspects of business law

## Our services

- Advice and assistance
- Agreements, work regulations, plans, policies and other documents
- Negotiation and mediation
- Litigation and arbitration
- Budget calculations
- "First-aid kits"
- In-house training
- Social audits and due diligence
- Social, tax and other formalities
- Assistance in dealing with the authorities in control procedures
- Coordination of international projects
- Legal aspects of "change management" and harmonisation
- Webinar and conference call training



**Listen first**

In human resources, small problems do not exist. Every decision you take, big or small, can affect your business. The close and open relationships we develop with our clients help us understand your real needs. It's the listen-first approach that allows us to provide you with tailor-made solutions.

We have a longstanding successful history working for a variety of clients based in Belgium and abroad. We understand that they all have their own specific HR challenges and that a one-size-fits-all approach simply does not work in HR law.

**Flexibility to meet your needs**

Offering a personalised service that can range from a long memo with legal references to a short confirmation or a second opinion via phone allows us to deliver work in view of what our clients want.

With a large team of specialised HR lawyers in six different offices across Belgium, we are where you need us to be. And as a founding member of Ius Laboris, we offer HR law services for cross-border legal issues in all major jurisdictions.

YOUR PERSPECTIVE



### **Out-of-the-box thinkers**

Teamwork and creativity are in our DNA. When confronted with complex problems or new challenges, our lawyers work in collaboration with their colleagues to come up with inventive solutions together.

By working in partnership and opening up our minds, we accomplish more. This mindset has led us to be the first to obtain court injunctions in case of strike. Further, it has made us pioneers in the development and implementation of the Claeys formula. Our dismissal indemnity calculation tools are still the reference used today.

### **Taking a stand(point)**

Working with Claeys & Engels means that you receive a real answer to your question, not a summary of the law or an overview of legal opinions. Our approach is pragmatic: if what you need is a short memo with advice that is to the point, then that is what we will provide you with. If you wish to keep your options open, we can brainstorm with you on strengths and weaknesses for different scenarios.

Sometimes the right advice is not what you hope to hear. But looking out for your best interest is our priority and that means that rather than focusing on the good news, we focus on giving you the right advice.

# + OUR APPROACH



### **Be assured**

Although we do not actively participate in the “best law firm” contests, we have the industry accolades illustrating our expertise. Nonetheless it’s the results with our clients that best illustrate why Claeys & Engels is the Belgian reference for a full approach towards HR law. Combining a large client database with the shared experiences of over 80 lawyers, we can offer you an unbeatable source of knowledge, experience and best practice in HR in a broad range of industries.

We are at your side in difficult negotiations and litigation. HR law is what we do and what we know best. We put all of our knowledge and experience at your service to achieve real results.

### **Improving every day**

Experience is important, but not sufficient. We continue to invest in knowledge development and in our management systems. We improve our own education on a daily basis. We share the insights that we gather along the way with our clients through a range of opportunities including high-level seminars to short updates and telephone conferences.

We confidently look towards the future of our HR law practice. Managing people and workforces is critical for the success of businesses in the global economy. At the same time, HR law is increasingly complex. With our collective specialised knowledge, we can contribute to the success of your business.

= REAL RESULTS

## **Our offices**

We have offices in Brussels, Antwerp, Ghent, Hasselt, Kortrijk and Liège.

**Brussels office** – Boulevard du Souverain/Vorstlaan 25, B-1170 Brussels  
Tel. +32 2 761 46 00 | Fax +32 2 761 47 00

**Antwerp office** – City Link, Posthofbrug 12, B-2600 Antwerpen  
Tel. +32 3 285 97 80 | Fax +32 3 285 97 90

**Ghent office** – Ferdinand Lousbergkaai 103/4-5, B-9000 Gent  
Tel. +32 9 261 50 00 | Fax +32 9 261 55 00

**Hasselt office** – The Office House, Kuringersteenweg 172, B-3500 Hasselt  
Tel. +32 11 24 79 10 | Fax +32 11 24 79 11

**Kortrijk office** – Ring Bedrijvenpark, Brugsesteenweg 255, B-8500 Kortrijk  
Tel. +32 56 26 08 60 | Fax +32 56 26 08 70

**Liège office** – Parc d'Affaires Zénobe Gramme, Square des Conduites d'Eau 7, bâtiment H, B-4020 Liège  
Tel. +32 4 229 80 11 | Fax +32 4 229 80 22

