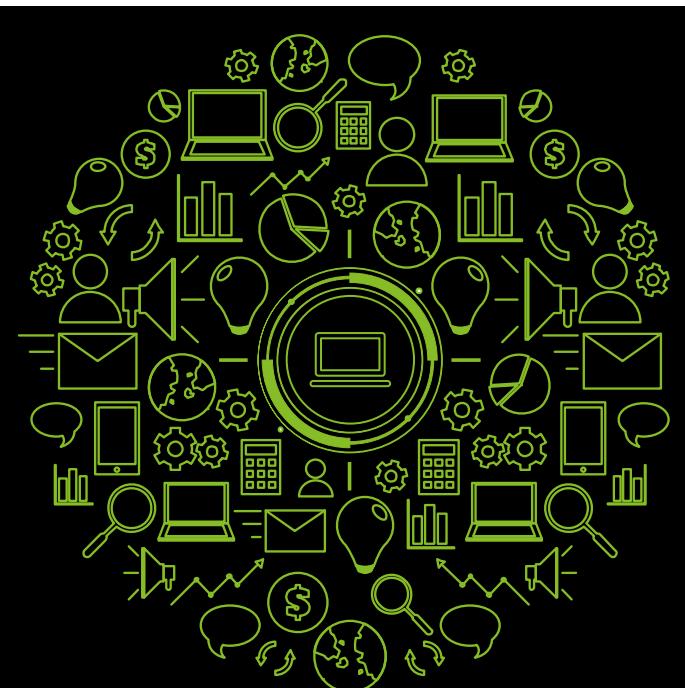




## Social Inspection Offering

The Belgian government increases its actions to monitor compliance with social law, especially in cross-border employment but also in domestic situations. The EU and local levels are combining their forces to establish a comprehensive framework for better enforcement, closer cooperation and increasing exchange of information between authorities. This results inevitably in an increase of social audits to detect non-compliance.

Deloitte assists companies with social inspections, prior, during and after the audit by offering on-site and remote assistance.



## Contacts



| Pre-audit   | During audit  | Post audit   |
|---|---|--|
| <b>Readiness scan:</b><br>Multidisciplinary check of current compliance within the company with relation to immigration social security, employment law, tax and payroll requirements | <b>On-site/remote assistance:</b><br>Consulting the company during the audit physically or online.  | <b>Assess impact &amp; determine strategy:</b><br>Evaluate the outcome of the inspection and its impact in a 360° perspective (legal, cost, business, ...) and decide how to react (regularization, rebuttal, negotiations, ...) |
| <b>Workshops:</b><br>Raising awareness by organizing info sessions to increase the business' knowledge on compliance requirements and tips & tricks for audits..                      | <b>Competences social inspection:</b><br>Providing information about the competences of the inspector such as the possibility to request translation of documents, to further investigate certain documents, etc. | <b>Assistance with mitigation / regularization:</b><br>Assistance with all required post-audit compliance actions from an employment, social security, immigration and tax perspective.  |
| <b>Pre-audit advice:</b><br>Advising about elements that may trigger an inspection, competences of the inspectors, etc.   | <b>Employers' rights and obligations:</b><br>Acquainting the employer with his rights and obligations during the audit like the identification requirements of inspections, the obligation of cooperation, etc.   |  |
|   | <b>Behavioural tips and tricks:</b><br>Informing the company about sharing information, pausing the interview, consulting, different angles to tackle questions, etc.   |  |