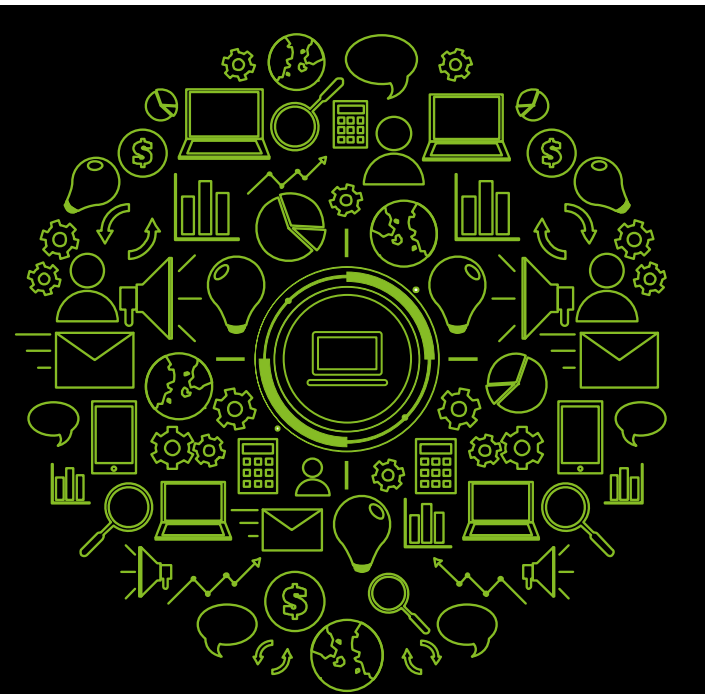




Social Inspection Offering

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.



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Pre-audit

Readiness scan:

Multidisciplinary check of current compliance within the company with relation to immigration social security, employment law, tax and payroll requirements

Workshops:

Raising awareness by organizing info sessions to increase the business' knowledge on compliance requirements and tips & tricks for audits. .

Pre-audit advice:

Advising about elements that may trigger an inspection, competences of the inspectors, etc.



During audit

On-site/remote assistance:

Consulting the company during the audit physically or online.

Competences social inspection:

Providing information about the competences of the inspector such as the possibility to request translation of documents, to further investigate certain documents, etc.

Employers' rights and obligations:

Acquainting the employer with his rights and obligations during the audit like the identification requirements of inspections, the obligation of cooperation, etc.

Behavioural tips and tricks:

Informing the company about sharing information, pausing the interview, consulting, different angles to tackle questions, etc.



Post audit

Assess impact & determine strategy:

Evaluate the outcome of the inspection and its impact in a 360° perspective (legal, cost, business, ...) and decide how to react (regularization, rebuttal, negotiations, ...)

Assistance with mitigation / regularization:

Assistance with all required post-audit compliance actions from an employment, social security, immigration and tax perspective.

