

## International Mobility to the EU

**In the current global economy, companies are constantly facing new challenges. Among these challenges, the mobility and flexibility of their workforce is becoming a very important key success factor.**

International mobility offers a lot of opportunities for employers and employees but also involves a lot of challenges ranging from HR to financial and operational aspects.

These challenges may differ from company to company, and may also depend on the particular type of international employment situation, but, in all cases, a consistent and well-considered HR approach is an essential key to growth and success. The way the issues involved are tackled and coordinated is furthermore crucial for the success of any international mobility process.

### Why Fieldfisher?

Our European labour and employment capability has been consistently recognised by the leading independent legal directories Legal 500 and Chambers. We regularly advise on cross border employment and discrimination issues, international mobility, social security and business migration law matters.

### Anticipating

Fieldfisher's Employment & Benefits department offers integrated services in respect of **International Social Security advice**, aspects of **International Employment Law** and **Benefit Planning**. Fieldfisher can provide you with expert services including optimising, structuring and implementing the contractual framework (employment contracts, expatriation policies) and statutory as well as occupational social security schemes. As regards **Business Migration services**, Fieldfisher has set up an expert team that provides you with multidisciplinary and coordinated assistance in solving problems relating to work permits, residence visas and related issues. Together with our tax department, **tax-related** issues can be tackled for international mobile employees.

### Pragmatic experts

Furthermore the combination of our expertise and experience (more than 20 years), the creation of various tools and procedures, the international network and local know-how brings to both employer and employee the comfort of a high standard service offering.

Please find below a non exhaustive list of services where Fieldfisher can provide companies, employees and self-employed individuals with:

- Review of employment contracts/assignment contracts to be compliant with e.g. Belgian legislation
- Review of the expatriation policy(ies) to be compliant with legislation
- Assessing the statutory social security status per country and per individual, i.e. in terms of benefits, costs, ....., and communicating the results; examining whether the employee can be exempt of social security contributions in the host country (and home country); proposing alternative social security coverage
- Analysing and assessing the consequences of a possible change of statutory social security scheme – benefit related
- Assessing the additional benefits/coverage with respect to Impats and Expats related to pension, health care, etc.. during the assignment
- Assessing the most optimal salary structure based on host country legislation; general advice on tax/social security opportunities for Expats and Impats in the home and host countries at the starting date of the assignment
- Provide the employees specific information on the employment contract, social security situation and tax situation via communication tools and individual meetings
- Legal Audit in respect of the international employment structure (contracts, payroll,...)

## What they say about us:

*"Stefan is recognised by Chambers Europe and the Legal 500 (EMEA) having been elected by the latter as leading individual for Labour & Employment law in Belgium."*

**2011-2012**

*"The team has great commercial knowledge, responds quickly and isn't afraid of a challenge."*

**Chambers Europe 2012**

*"Stefan Nerinckx aims to avoid conflict and looks for a win-win solution for both parties," say clients. "He responds immediately by phone or e-mail, works rapidly and understands what clients in international contexts need. He is also quick-thinking, entrepreneurial and has good analytical skills."*

**Chambers 2011**

*"very responsive, friendly, down-to-earth and to-the-point."*  
Stefan Nerinckx, Leading Individual, Employment law Belgium

**Legal 500, 2011**

*"very committed to the client, perfectionist."* Stefan Nerinckx,  
Employment law Belgium

**Legal 500, 2010**

*"pragmatic and client-oriented" Stefan Nerinckx is the key figure in Field Fisher Waterhouse's team."*

**Legal 500, 2013**

*"Impressed sources describe him as responsive, pragmatic, down to earth and to the point."*

**Chambers 2013**

*"Stefan Nerinckx, a specialist in international employment, business immigration and is also admired for his expertise in social security matters."*

**Chambers 2009**

*"very committed to the client, perfectionist."* Stefan Nerinckx,  
Employment law Belgium

**Legal 500, 2010**

Stefan is also referenced in the *"Who's Who of Business Lawyers"* and the *"Best Lawyers"* (ABA / Harvard) list for Belgium.  
*'Margaret Davis is recommended'.*

**Legal 500 UK, 2013**

*'Margaret Davis is 'excellent'.*

**Legal 500 UK, 2011**

*Margaret Davis... 'excellent, has a real grasp of the issues, and goes the extra mile for her clients'.*

**Legal 500 UK, 2010**

*Fieldfisher's European capability is noted by clients, and was deployed to advise [technology client] on a range of matters across the UK and Europe'.*

**Legal 500 UK, 2008**

Michael Adam - Interviewees say: *"He is friendly, trustworthy and he gets things done."*

**Chambers Europe 2013**

## Contacts



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