



## Global Employer Services Reward & Mobility Alert

### Social Inspection Offering

The Belgian government is taking more and more action to monitor compliance with social law, especially in cross-border employment but also in domestic situations. Both at the EU and local level, a comprehensive framework is in place for better enforcement, with better 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, both prior, during and after the audit. Our multidisciplinary team consists of experts in the fields of employment, social security, immigration and tax, who can support with a wide variety of audit-related topics and provide hands-on and solution-driven advice to safeguard or restore compliance.



#### 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:** providing info sessions to increase the business' knowledge on compliance requirements and tips & tricks for audits, e.g., an info session on what needs to be considered when working with subcontractors.
- **Pre-audit advice:** advising about elements that may trigger an inspection, competences of the inspectors, behavioural do's and don'ts during an audit, etc.



## During audit

- **Competences social inspection:** providing information about the competences of the inspector such as the possibility to request translation of documents, to enter the workplace, 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.
- **Tips and tricks:** informing the company about sharing information, pausing the interview, consulting, different angles to tackle questions, etc.
- **On-site/remote assistance:** consulting the company during the audit physically or online.



## 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.

Deloitte is available to provide you more information in this respect and we invite you to have a look at our webpage for some useful insights.

### Contacts

If you have any questions concerning the items in this alert, please contact your usual tax consultant at our Deloitte office in Belgium or:

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