



Jascha Kolesnyk

Lead Lawyer

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Jascha Kolesnyk advises and assists clients in all matters relating to employment law (both individual and collective) and social security law. Her clients are active in a wide range of sectors and she has a particular interest in sectors such as retail and hospitality and leisure.

LANGUAGES SPOKEN

- Dutch
- English
- French

- Employment
- Consumer Goods, Food and Retail

Dutch English French

Prior Experience

- September 2014, Internship at the legal department of the KU Leuven
- 2015-2018, employment lawyer in an international law firm

Education

- Vrije Universiteit Brussel, Master after Master Social Law, 2017
- KU Leuven, Master in Laws, 2015

Memberships

- Member of the Brussels Bar

Publications

Be Aware - May 2021

26 May 2021
Be Aware Belgium Series

A few days before International Women's Day, the European Commission adapted a proposal for a directive to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms.

Can employers grant employees a one-off results-based bonus to incentivize them to get the COVID-19 vaccine?

25 May 2021
Rewards Insights

The Belgian Federal Public Service Employment, Labour and Social Dialogue (FPS) is of the opinion that it would, in principle, not be possible to grant a one-off results-based bonus to incentivize employees to get the COVID-19 vaccine.

Be Aware February 2021

10 February 2021
Be Aware Belgium Series

Over the last few years, telework has become increasingly popular in Belgium. Until recently, Belgian legislation, however, only foresaw two types of telework: structural telework (governed by CBA 85 on telework) and occasional telework (governed by the Act of 5 March 2017 on feasible and flexible work).

Premiums granted for an anniversary can be an income tax-exempt benefit

4 December 2020
Rewards Insights

The Belgian tax ruling authority indicated that the one-off premium, that an employer grants its employees in the framework of an annual personnel party to celebrate the anniversary of the company and to increase social cohesion, can be qualified as a social benefit exempt from income tax. Read in this insight the details about this ruling.

Restart: Getting back to business amid COVID-19

16 June 2020
As businesses have begun to resume activities, they are faced with many challenges. Restart - a guide for employers - contains the main points every employer must consider before resuming activities. The guide also deals with the adjustments that may prove necessary to bring about a return to normal and provide employers with a framework.

Be Aware May 2020

29 May 2020
Be Aware Belgium Series

In this issue

1. Qualification of the employment relationship: is it easy to determine?
 2. The Act providing for the suspension of social elections has been published. This Act provides for a new “occult protection” period.
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Company cars updated CO2 solidarity contribution

2 March 2020
Rewards Insights

The employer's solidarity contribution on company cars - based on the CO2 emission of a company car - has been in place since 1 January 2005. This solidarity contribution is calculated every month and must be paid on a quarterly basis to the National Office of Social Security.

The solidarity contribution is calculated on the basis of the company car's CO2 emission and a lump sum amount (depending on the type of fuel), and is indexed on 1 January every year. As of 1 January 2020, the formula for calculating the employer's solidarity contribution on company cars is as follows:

Be Aware February 2020

23 January 2020
Be Aware Belgium Series

1. Does stand-by time at home count as working time?
 2. Will delivery of company documents by electronic means soon become the rule?
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Be Aware January 2020

23 January 2020
Be Aware Belgium Series

1. Failure to determine bonus targets: consequences for the employer?
 2. Restructuring: towards centralisation of the applicable legislations?
 3. The National Labour Council examines legislation proposals regarding paternity and maternity leaves
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- Co-author of "Nacht- en zondagsarbeid in de e-commerce", *E-commerce. Uw webshop fiscaal en juridisch doorgelicht*, Kluwer, 2016
- P. Dion and J. Kolesnyk, *Big Data op het werk: mogelijkheden en uitdagingen*, ORM 2020, nr. 1, 2-8.