

2023

01/02/2022 - 31/01/2023



Method



This report is the first publication from the **Research Center of LC Publishing Group**, which focuses on the labour sector in the Spanish market. The methodology involves analysing three macro-elements, which researchers have used to compile this report:

- Reading and studying submissions and self-applications that report on the main deals and consultations carried out in the last 12 months.
- Conducting market intelligence.
- Collecting feedback and opinions from clients and peers.

This allowed us to identify the true excellence of the sector beyond individual areas of specialization. By using this methodology, we aim to provide a comprehensive and accurate overview of the labour market in Spain. We believe that this report will be a valuable resource for companies, organizations, and individuals who are interested in gaining a better understanding of this sector.



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Market overview

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Demand

The labour legal market in Spain has undergone significant changes in recent years, influenced by various trends. One key trend is the **increasing complexity of labour law**, which has made it challenging for businesses to navigate regulations and legal precedents. As a result, there is a growing need for legal services that can provide expert guidance and support in this area.

Another trend shaping the labour legal market is the **digitalization of the workplace**, which has created new legal challenges around data privacy, cybersecurity, and remote work. This has fuelled the demand for legal advice that can help businesses address these emerging issues and ensure compliance with relevant laws and regulations.

Furthermore, **diversity and inclusion** have become increasingly important considerations in the workplace, and there are legal requirements in place to prevent discrimination and harassment. Therefore, there is a growing interest for law firms that can assist businesses in developing and implementing policies and practices that promote diversity and inclusion.

Lastly, there has been a significant rise in labour-related **litigation** in Spain, particularly concerning wrongful termination, discrimination, and unpaid wages. This has resulted in a greater pressure for legal services related to dispute resolution and litigation.

Response

The response of law firms specializing in labour law has been adapted to meet the evolving needs of their clients and the broader labour market. By offering specialized services, embracing digitalization, promoting diversity and inclusion, and providing personalized services, they have been able to stay competitive and better serve their clients.

Here are some ways in which firms have improved their services:

Expertise / Specialized services Law firms specializing in labour law have a deep understanding of the legal and regulatory framework governing the labour market. They stay up to date with changes in the law and regulations, providing expert advice to help clients comply with legal requirements. Also, they have responded by providing specialized services in areas such as data privacy, cybersecurity, and compliance. This enables them to offer tailored solutions that meet the specific needs of their clients.

Embracing digitalization To better serve clients in remote or hybrid work environments, law firms have invested in digital tools and platforms to streamline their operations. This allows for more efficient and cost-effective services.

Fostering diversity and inclusion Recognizing the importance of diversity and inclusion in the workplace, law firms have taken steps to promote diversity within their own organizations. This helps them better understand the needs of diverse clients and provide culturally sensitive services.

Responsive communication They respond promptly to client inquiries, provide regular updates on legal matters, and ensure that clients are fully informed throughout the legal process.

Dispute resolution Firms work to prevent disputes from arising and provide representation and support throughout the legal process if they do.

Activities*

The data reported has been aggregated and is representative of the main focus of activity among Spanish law firms operating within the labour law market.

Percentage of labour activity compared to the total activity of the law firms	20%
Percentual variation of labour activity compared to last year	+13%

Labour-related work accounts for 20% of the total activity undertaken by the law firms, while there has been a 13% rise in labour-related activity compared to the previous year.

Percentage of labour activity associated to:	
Small enterprises (< 100 employees, < €50ml turnover)	20%
Medium enterprises (100 - 999 employees, €50 ml - €1 bl turnover)	45%
Big enterprises (> 999 employees, > €1bl turnover)	36%

The given data indicates the percentage of labour activity associated with different categories of enterprises.

Percentage of labour activity related to:	2022
Industrial/Trade Union Relations	11%
Litigation	18%
Non-Contentious/Advisory	20%
Agency Relationships	3%
Top Management	8%
Restructuring/Reorganisations	15%
M&A and Employment-Related Issues	14%
Social Security	5%
Public Sector Employment	2%
Sport Law	3%
Criminal Law	3%

The data represents the percentage of labour activity related to various areas, indicating the distribution of workload among different aspects of labour law.

Based on the data provided, it appears that labour practice is quite diverse and covers a wide range of legal issues and challenges. Non-contentious/advisory work, which makes up 20% of the activity, suggests that many employers and employees seek legal advice and guidance on employment matters that can help prevent disputes and conflicts from arising.

Litigation, which accounts for 18%, indicates that there are still many disputes and conflicts that require legal intervention and resolution. It is interesting to note that industrial/trade union relations, which can often be contentious, only make up 11% of labour activity. This suggests that relationships between employers and trade unions may be improving, or that alternative dispute resolution methods are being used more frequently.

Other notable of the practice include restructuring/reorganizations and M&A and employment-related issues, which together make up 29%. This indicates that many employers are facing challenges related to changes in their business structures and operations, including mergers, acquisitions, and reorganizations.

Finally, social security and sport law each represent only 3-5% of the activity, indicating that these areas may be more specialized or focused. Criminal law and public sector employment each account for 3% or less, further highlighting the wide range of issues that fall under the umbrella of labour and employment law.

*Source: Research Center LC Publishing Group

Ranked
Firms
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Market Leader

Ceca Magán Abogados

Sagardoy Abogados

Uría Menéndez

Elite

Baker McKenzie

Cuatrecasas

DLA Piper

Garrigues

Excellent

Allen & Overy

Eversheds Sutherland

Grant Thornton

Jones Day

King & Wood Mallesons

Pérez-Llorca

Simmons & Simmons

Highly recommended

Abdón Pedrajas | Littler

Augusta Abogados

Auren

Broseta

ECIJA

KPMG Abogados

Labormatters Abogados

Squire Patton Boggs

Recommended

Araoz & Rueda

Bufete Casadeley

Devesa & Calvo Abogados

Esquad Abogados

Maroy Legal

Maio Legal

Ospina Abogados (Criminal law)

Toda & Nel-lo

Market Leader

The firm/professional has a widespread recognition and a high reputation highlighted by their clients, the counterparts, and, in general, by all industry operators surveyed by the research center, including competitors.

Elite

The firm/professional has a well-established presence in the market with a considerable number of mandates obtained. It has been mentioned by numerous operators (clients and some competitors), demonstrating widespread recognition and reputation.

Excellent

The firm/professional has been indicated by prestigious market operators as an excellence in the market. Active in all specializations of the practice, it has widespread recognition and a reputation highlighted by its clients and some counterparts.

Highly recommended

The firm/professional is present and active in the market; the expertise has peaks of excellence focused on one or more sub-specializations of the practice; recognition primarily obtained from its own clients.

Recommended

The firm/professional is present and active in the market; the expertise has focused excellence in specific areas of the practice; it has a consolidated and partially widespread recognition, obtained from its own clients.

Ranked
Lawyers
→

Market Leader

Mario Barros García - *Uría Menéndez*

Martín Godino - *Sagardoy Abogados*

Pilar Menor - *DLA Piper*

Elite

Enrique Ceca - *Ceca Magán Abogados*

Salvador del Rey - *Cuatrecasas*

Román Gil - *Sagardoy Abogados*

Jordi Puigbó - *Cuatrecasas*

Rosa Zarza - *Garrigues*

Excellent

Silvia Bauzá - *Allen & Overy*

Daniel Cifuentes - *Pérez-Llorca*

David Díaz - *Baker McKenzie*

Adriano Gómez García-Bernal - *Garrigues*

Eduardo Peñacoba - *Simmons & Simmons*

Aurora Sanz - *Grant Thornton*

Highly recommended

Paz de la Iglesia - *DLA Piper*

Vidal Galindo - *Jones Day*

Carlos Gil-Iglesias - *King & Wood Mallesons*

Ana Gómez Hernández - *Ceca Magán Abogados*

Javier Hervás Martínez - *KPMG Abogados*

Jacobo Martínez Pérez-Espinosa - *Eversheds Sutherland*

Ignacio Regojo - *Squire Patton Boggs*

Fernando Vizcaíno de Sas - *ECIJA*

Recommended

Marta Alamán Calabuig - *Broseta*

Alfredo Aspra - *Labormatters Abogados*

Francisco Fernandez Diez - *KPMG Abogados*

Alberto Gilarranz - *Auren*

Blanca Liñan Hernandez - *Ceca Magán Abogados*

Clara Mañoso - *Araoz & Rueda*

Inés Molero Navarro - *Abdón Pedrajas | Littler*

Omar Molina - *Augusta Abogados*

Juan Gonzalo Ospina - *Ospina Abogados (Criminal law)*

Carlos Piera - *Toda & Nel-lo*

Maria Royo Codesal - *Maroy Legal*

Jose Antonio Segovia - *Allen & Overy*

Angela Toro - *Maio Legal*

José Luis Valverde Moreno - *Manzanaro*

Devesa & Calvo Abogados

Other remarkable players

Francisco Artacho - *KPMG Abogados*

Sara Duro - *ECIJA*

Erica Paratore - *Augusta Abogados*

Law firms' Profiles

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Market Leader

Ceca Magán Abogados

The firm possesses extensive experience and specialized knowledge in the field of labour law, enabling to provide comprehensive guidance to the clients as they navigate the dynamic and intricate landscape of labour law in Spain. The firm offer a wide range of legal services, including expert advice on labour contracts - encompassing drafting, negotiation, and addressing issues relating to remuneration, working hours, leave entitlements, and termination clauses. Additionally, the team provide guidance on social security matters, employment termination, labour disputes, and collective bargaining - supporting clients in negotiations with trade unions and drafting/reviewing collective bargaining agreements.

Team numbers

Total number of free earners	51
Total number of partners	6
Total number of counsel and/or of counsel	1
Total number of associates	34
Total number of trainees	10

Key lawyers



Enrique Ceca (*Partner / Head of the practice*)

Ranked: Elite

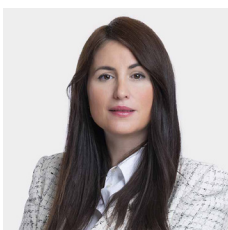
As the leader of a team consisting of 51 professionals, the professional possesses remarkable skills in identifying new market niches, acquiring new clients both domestically and internationally. The employment department at Ceca Magán, which is spearheaded by this young partner, has witnessed tremendous growth in the Spanish labour market. Over the last three years, the department has doubled in size, and in the last year alone, it achieved a growth of 1.2 million, making it the fastest-growing firm in its field in Spain.



Ana Gómez Hernández (*Partner*)

Ranked: Highly recommended

She analyses leads the firm's ESG practice both for the firm's clients and internal projects. She analyzes new market trends, taking on important innovations that are recognized internationally.



Blanca Liñan Hernandez (*Director*)

Ranked: Recommended

Recently, she has joined the labour team at her law firm, bringing with her knowledge and experience that is sure to enhance the team's capabilities.

Voice of the market

"The firm is really active on employment circles and counts on a significant number of good and well-regarded lawyers on employment circles. They are very active in promoting ASNALA, one of the most significant networks of labour lawyers in Spain".

Market Leader

Sagardoy Abogados

The law firm focus its expertise on the labour practice, the team is formed by affirmed individuals, very influential in the field. The team stand out in the market for its credibility, obtained in years of excellent operations and an outstanding track record. The competitors and the top market players recognize the firm as an institution in the employment area.

Key lawyers



Martín Godino (*Managing partner*)

Ranked: Market Leader

He is widely recognized as a leading practitioner in the Spanish employment law sphere, and his expertise in employee restructurings and corporate reorganizations is highly sought after by some of the most prominent companies. With a wealth of experience and a deep understanding of the complexities of labour law, Godino has established himself as a towering figure in the Spanish employment world, and his guidance and counsel are widely valued by clients across a range of sectors.

Voice of the market

"Godino is one of the most recognised lawyers in the sector and usually advises in some of the most relevant disputes on the labour field".



Román Gil (*Partner*)

Ranked: Elite

Renowned for his exceptional expertise in employment law, Román Gil is highly sought-after by both domestic and international clients. He is widely regarded as a top practitioner, with a particular focus on complex employment litigation matters.

Market Leader

Uría Menéndez

Uría Menéndez's highly reputed employment practice is spread across its various offices in Spain, making it a go-to choice for prominent domestic and international corporates from a range of sectors. The firm is sought after for its advice on a variety of matters, including collective redundancy procedures, bargaining agreements, and workforce restructurings, and is well-equipped to handle terminations of executives' contracts. The team also has a strong record of success in litigation before the highest courts in Spain. Another area of strength for the firm is in employment law questions related to M&A transactions, where the firm's expertise is widely recognized.

Key lawyers



Mario Barros García (*Partner / Head of the practice*)

Ranked: Market Leader

The lawyer is appreciated by the principal market players for his managing skills and outstanding expertise in labour matters. With his team, the professional provides an impeccable service to high profile clients in delicate employment disputes.

Voice of the market

"Highly qualified professional, with a great standing and a strong knowledge of the labour market".

Elite

Baker McKenzie

Baker McKenzie's employment team is renowned for its excellence in providing top-tier legal solutions to a diverse client base across numerous industries, including pharma, retail, automotive, and technology. The team is highly sought after for its specialized expertise in navigating complex collective dismissal procedures and collective bargaining agreements, as well as subsequent collective litigation challenging the closure of plants and industrial sites. Clients also benefit from the firm's ability to assist with whistle-blowing investigations, labour inspections, and compliance audits, as well as effectively handling complex individual dismissals, particularly of top executives. One of the firm's key strengths is its extensive international network, which allows it to offer valuable insights and guidance to Spanish companies operating on a global scale, ensuring compliance with local employment laws across multiple jurisdictions.

Key lawyers



David Díaz (*Partner / Head of the practice*)

Ranked: **Excellent**

He is widely sought after by corporates across Spain for his exceptional skills in managing large-scale collective dismissal procedures, lay-offs, and employee transfers. He also possesses significant expertise in advising Spanish and foreign sports clubs on the legal aspects of their operations, including matters related to sports law and the day-to-day management of such organizations.

Voice of the market

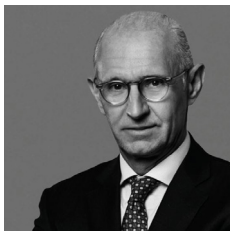
"Díaz is a trusted advisor to clients navigating complex employment law matters".

Elite

Cuatrecasas

Cuatrecasas' employment law department is widely recognized for its impressive expertise in advising clients on a broad range of employment law matters. The firm's practice has been particularly effective in advising clients on temporary collective redundancies and salary reduction programs in response to the pandemic. The team also handles the implementation of redundancy plans resulting from the loss of commercial contracts, as well as collective bargaining agreements. Large corporations' benefit from the firm's experience in designing new policies for working conditions, including those that are collectively contested by unions through court proceedings. Furthermore, the firm is highly regarded for its work advising on M&A and restructuring-related employment mandates.

Key lawyers



Jordi Puigbó (Partner)

Ranked: **Elite**

As a highly specialized labour law expert, this practitioner brings a wealth of experience to his clients in a range of key areas. With a deep understanding of court proceedings, collective bargaining, redundancy plans, and the management of changes and flexibilization of company working conditions, he is a trusted advisor to clients navigating complex labour law matters. He has played a pivotal role in some of the most significant and complex restructuring and negotiation processes in recent years, demonstrating a deep understanding of the Spanish labour market and a nuanced approach to problem-solving.



Salvador del Rey (Partner)

Ranked: **Elite**

Drawing on his extensive experience, he has developed a deep understanding of the intricacies of labour law as it relates to organizational change, working conditions, group transfers, decentralization, downsizing, and compensation systems. In addition, he is highly skilled in advising on the legal implications of company takeovers and spin-offs, as well as the introduction of new technologies in the workplace. His expertise extends to the complexities of cross-border corporate restructuring and the labour law implications that arise in these situations.

Voice of the market

"They have a big labour department and thus, they have the capacity to advise leading blue-chip clients".

Elite

DLA Piper

DLA Piper's employment team in Spain is widely recognized for its ability to provide comprehensive advice to prominent national and international corporates on complex employment matters. The team regularly advises clients from various sectors on temporary lay-offs and redundancy procedures, ensuring that they are in compliance with local laws and regulations. With a deep understanding of contentious employment issues, DLA Piper also excels in defending sanctions proceedings and civil claims related to workplace accidents, as well as assisting with harassment investigations. The firm's expertise in labour aspects of M&A transactions and restructurings is another strength, allowing it to provide clients with a holistic approach to employment law.

Team numbers

Total number of free earners	13
Total number of partners	2
Total number of counsel and/or of counsel	N/A
Total number of associates	10
Total number of trainees	1

Key lawyers



Pilar Menor (*Global co-chair of the employment group*)

Ranked: Market Leader

The professional is considered one of the leading employment lawyers in Spain. She advises domestic and multinational companies of different sectors on a broad range of employment and social security matters. Her practice is particularly focused on collective labour negotiations, labour advisory and employment litigation, especially in restructurings and collective layoffs resulting from mergers and acquisitions.



Paz de la Iglesia (*Head of employment and co-head of ESG in Spain*)

Ranked: Highly recommended

In 2021 Paz was appointed as Co-Head of the ESG practice in DLA Piper Madrid. She has always been very active in this field, helping companies and businesses to create consciousness about sustainability, and accompanying them in the ESG journey by providing strategic and comprehensive legal advisory services.

Voice of the market

"They have had an active role in the most relevant issues in Spain and they have accomplished a significant growth throughout 2022"

Elite

Garrigues

Garrigues is a top-tier Spanish law firm known for its exceptional employment law practice, serving clients from various industries. The firm has a proven track record in handling complex collective redundancy procedures, often advising on negotiations with local or European works councils, trade unions, and managing high-profile matters involving office closures and plant shutdowns. Garrigues also provides extensive support to clients on furlough schemes, collective bargaining agreements, employee restructurings, and labour mediation or litigation where trade unions seek to oppose new measures.

Key lawyers



Rosa Zarza (*Managing partner of Garrigues' global labour department*)

Ranked: **Elite**

The lawyer is very influent in the labour fields. Thanks to an outstanding track record and excellent managing skills she is considered a role model for all labour lawyers. She coordinated with her team relevant and complex restructuring and reorganization processes with significant impact.

Voice of the market:

"Rosa is a leader and role model for all labour lawyers. She manages the labour department of Garrigues on a worldwide basis".



Adriano Gómez García-Bernal (*Partner*)

Ranked: **Excellent**

He specializes in providing expert guidance on employment and labor law matters, placing particular emphasis on legal disputes, organizational restructuring initiatives, and substantial modifications to working conditions.

Voice of the market:

"Very good professional who has participated in some of the most relevant matters for the aviation industry".

Excellent

Allen & Overy

Allen & Overy employment team in Spain stands out for its dedication to providing tailored and pragmatic solutions to a wide variety of clients. The team’s experience extends to advising on a range of issues, including restructuring and reorganisations, collective redundancies, senior executive dismissals, and compliance procedures. The firm’s expertise in employment aspects of M&A transactions further enhances its offering, while its litigation capabilities enable it to defend high-value claims brought by former executives. Clients also benefit from the firm’s strong international office network, allowing for seamless cross-border advice and support.

Team numbers

Total number of free earners	8
Total number of partners	1
Total number of counsel and/or of counsel	N/A
Total number of associates	4
Total number of trainees	3

Key lawyers



Silvia Bauzá (*Partner / Head of the practice*)

Ranked: **Excellent**

She has made a significant impact on the labour department of the firm, having created a successful standalone practice that generates its own work and attracts new clients to other practice areas within the firm. Her innovative approach to employment law has led to a reputation for excellence.



Jose Antonio Segovia (*Senior associate*)

Ranked: **Recommended**

With a keen eye for detail and a strategic approach to problem-solving, this lawyer consistently delivers practical solutions that meet his clients’ objectives.

Voice of the market

“One of the foremost law firms and is very active in collective negotiation and restructurings”.

Excellent

Eversheds Sutherland

Eversheds in Spain has established employment as a core practice, with a strong and dedicated team of 9 highly qualified lawyers and 2 skilled paralegals. The team boasts an impressive collective experience of 15-20 years, and their expertise and seniority are reflected in their direct contact with clients. With a commitment to delivering the highest quality of service, the Eversheds employment team in Spain is able to advise on practically all employment law matters, providing clients with peace of mind and confidence in their legal representation.

Team numbers

Total number of free earners	10
Total number of partners	1
Total number of counsel and/or of counsel	2
Total number of associates	6
Total number of trainees	1

Key lawyers



Jacobo Martínez Pérez-Espinosa (*Partner / Head of the practice*)

Ranked: Highly recommended

The lawyer is a highly distinguished legal professional, renowned for his exceptional technical expertise and proven track record in driving business development. His expertise has been sought after by senior executives and shareholders of several significant companies, who have engaged his services to advise them on the separation process.

Voice of the market:

"He is a persuasive and articulate lawyer, a really solid point of reference for the clients".

Excellent

Grant Thornton

Over the past few months, the firm has demonstrated exceptional expertise in managing temporary collective proceedings, commonly known as “ERTE,” for a wide range of clients facing various challenges. Furthermore, the team has achieved remarkable success in defending the interests of the clients in court from various sectors, including retail, call centres, and automobility companies.

Team numbers

Total number of free earners	38
Total number of partners	3
Total number of counsel and/or of counsel	N/A
Total number of associates	31
Total number of trainees	4

Key lawyers



Aurora Sanz (*Partner / Head of the practice*)

Ranked: **Excellent**

She has reinforced the labour department in the Firm, not only in Barcelona, but also in Madrid, Valencia, and Vigo and, recently, also in Sevilla. She is very focused in always providing a pragmatic advice to clients, creating a relationship of reciprocal trust, and going beyond the traditional legal labour advice by also giving a People and Culture vision.

Voice of the market: _____

“Sanz is extremely pragmatic, quick and decisive”.

Excellent

Jones Day

The professionals of the law firm have been involved in one of the most important deals of the last year in the telecommunication sector, particularly valuable strategically and economically. The project was followed by a multijurisdictional team and was crucial for its labour aspects.

Team numbers

Total number of free earners	10
Total number of partners	1
Total number of counsel and/or of counsel	2
Total number of associates	6
Total number of trainees	1

Key lawyers



Vidal Galindo (*Partner / Head of the practice*)

Ranked: Highly recommended

Vidal is an accomplished legal professional who specializes in advising multinational clients on labour-related matters, particularly in the context of cross-border corporate and financial transactions. He has a proven track record of providing invaluable guidance and strategic advice to clients across various sectors, including industrial, automotive, telecommunications, life sciences, healthcare, and insurance.

Voice of the market:

"Galindo has a sound understanding knowledge of the Spanish labour law".

Excellent

King & Wood Mallesons

In 2022, King & Wood Mallesons was instructed in more than 70 labour matters of different types. Around 85% of these cases were focused on top management employment advice, including remuneration policies; incentive plans and bonuses; termination agreements; hiring top executives; non-competition post-contractual obligations; assistance in negotiations; joiners and leavers agreements; and restructuring of board of directors. The firm advice covers from direct assistance to companies in their top management relationships to assistance to senior executives in connection to their hiring or dismissal processes.

Key lawyers



Carlos Gil-Iglesias (*Partner / Head of the practice*)

Ranked: Highly recommended

Vidal is an accomplished legal professional who specializes in advising multinational clients on labour-related matters, particularly in the context of cross-border corporate and financial transactions. He has a proven track record of providing invaluable guidance and strategic advice to clients across various sectors, including industrial, automotive, telecommunications, life sciences, healthcare, and insurance.

Voice of the market:

"He has a reputation for being fair, always keeping his clients' best interests at the forefront of his mind".

Excellent

Pérez-Llorca

The law firm is recognized as one of the legal excellences in the Spanish legal market. The employment team is able to offer detailed services to their client, brilliantly facing, with a consolidated team of lawyer, even the most complicated disputes.

Key lawyers



Daniel Cifuentes (*Partner / Head of the practice*)

Ranked: **Excellent**

The professional is a highly expert in the field of labour law, with a particular focus on collective dismissals, industrial conflicts, and business litigation. With years of experience in these areas, Cifuentes has developed a wealth of knowledge and expertise that enables them to provide valuable guidance and support to our clients.

Voice of the market:

"Daniel has a professional trajectory. He is technically exquisite and, in addition, he brings together a totally practical vision of the practice of the profession".

Excellent

Simmons & Simmons

The team offers extensive expertise and guidance in various areas of employment law. They provide comprehensive support in negotiations, judicial proceedings, executive appointments and exits, employee benefits, collective bargaining, and corporate restructuring, among others. Their solutions are innovative and tailored to meet the specific needs and challenges of each client. The track record includes high-profile cases such as major company restructuring and employment court proceedings.

Team numbers

Total number of free earners	8
Total number of partners	1
Total number of counsel and/or of counsel	2
Total number of associates	6
Total number of trainees	2

Key lawyers



Eduardo Peñacoba *(Partner / Head of the practice)*

Ranked: Excellent

The lawyer is recognized as a leading practitioner, a trusted adviser due to his expertise across a broad spectrum of employment law. Dismissals, lay-offs and negotiations with unions are equally handled by him, as are labour law disputes. His client base includes leading companies in the pharmaceutical, biotech, and medical device industries, as well as business banks.

Voice of the market: _____

“With his skills, experience, and dedication, you can have confidence in his ability to provide you with the effective representation you need”.

Highly recommended

Abdón Pedrajas | Littler

The team is comprised of 50 highly skilled professionals who specialize in labour corporate law. They offer comprehensive advice and support in restructurings, collective and international labour law, procedure and litigation, trade unions, social security, labour tax law, criminal law, health, and safety.

Key lawyers



Inés Molero Navarro (*Partner*)

Ranked: Recommended

She has extensive experience in drafting and negotiating contracts of sale and the accompanying labour guarantees. She is also well-versed in handling a wide range of collective disputes and labour lawsuits, with a proven track record of success in arbitration and conciliation proceedings.

Highly recommended

Augusta Abogados

The services in the field of employment law are geared towards providing companies and the people or human resources areas, with comprehensive advice. The team is involved both in the ordinary course of business and in specific transactions and/or projects. They advise on complex restructuring operations, applying the knowledge and experience in collective bargaining with the main players in the labour field (trade unions, labour authorities, employers' associations, etc.).

Team numbers

Total number of free earners	14
Total number of partners	1
Total number of counsel and/or of counsel	3
Total number of associates	10
Total number of trainees	2

Key lawyers



Omar Molina (*Counsel / Co-Head of the practice*)

Ranked: Recommended

He is very active in the labour market and acts as a thought leader for employment related matters. He regularly publishes podcasts and information about different topics such as labour law reforms, market trends, etc.



Other remarkable players

Erica Paratore (*Senior associate*)

She is responsible for all matters related to work life balance and equality plan, gender discrimination and diversity for the clients and the firm..

Highly recommended

Auren

The law firm professionals advised first profile clients on complicated dispute resolutions operations, proving to be a competitive team capable of facing and concluding even the most delicate challenges.

Team numbers

Total number of free earners	11
Total number of partners	2
Total number of counsel and/or of counsel	1
Total number of associates	8
Total number of trainees	N/A

Key lawyers



Alberto Gilarranz (*Partner / Head of the practice*)

Ranked: Recommended

He has developed his professional career in important national and international law firms, which has led him to currently have a wide portfolio of clients made up of national and international companies of recognized prestige. He regularly publishes in the media on new and controversial labour issues.

Highly recommended

Broseta

BROSETA's employment law department provides all relevant legal services linked with employment and social security matters such as, litigation, top management contracts and agreements, restructuring processes, negotiation with trade unions, equal opportunities, compensation systems, individual employment matters, implementation of policies for the optimisation of costs, adaptation of the workforce to the needs of the company, employment planning in terms of recruitment, complementary social security, outsourcing of services, etc.

Team numbers

Total number of free earners	21
Total number of partners	3
Total number of counsel and/or of counsel	1
Total number of associates	8
Total number of trainees	8

Key lawyers



Marta Alamán Calabuig (*Partner / Head of the practice*)

Ranked: **Recommended**

With over two decades of experience in providing legal advice on labour and social security, she has become a highly specialized expert in the field. Throughout her career, she has focused on a range of labour-related issues, including agency relationship, negotiating collective agreements and working time regulations, advising on executive directors and senior management.

Highly recommended

ECIJA

During the last period, the law firm stand out among the competitors, managing a delicate operation for a very important infrastructure company. The team has proven to be consolidated and efficient, expressing a problem-solving mentality and attention for details.

Team numbers

Total number of free earners	38
Total number of partners	11
Total number of counsel and/or of counsel	N/A
Total number of associates	27
Total number of trainees	N/A

Key lawyers



Fernando Vizcaíno de Sas (*Partner / Head of the practice*)

Ranked: Highly recommended

As a dedicated professional, Vizcaíno is committed to providing the highest level of service and support to his clients. He takes a tailored approach to each case, working closely with his clients to understand their unique needs and provide them with the guidance and advice they need to achieve their goals.

Voice of the market:

"He always provides a pragmatic legal solution tailored to meet concrete needs".



Other remarkable players

Sara Duro (*Manager*)

She is a true benchmark in the team for her technical quality, commitment to the firm and clients and her important contribution to the equality and diversity activities that we carry out at ECIJA. She works with some of the most relevant national and international companies in the Spanish economy, standing out as one of the best professional profiles in the department.

Highly recommended

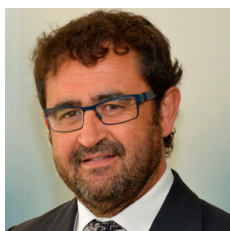
KPMG Abogados

The firm has strong skills and credentials assisting relevant clients in the negotiation and implementation of all kinds of mandatory employment policies, handbooks and protocols including strategy design, main documentation drafting and relationship with the main unions in Spain in all sectors of activity including automotive, metal, services providers, and pharma. Also, the team is very focused on the sustainability themes, as proven by the recent activity of the lawyers in advising high profile clients in the implementation of diversity and inclusion ESG policies.

Team numbers

Total number of free earners	37
Total number of partners	2
Total number of counsel and/or of counsel	14
Total number of associates	17
Total number of trainees	4

Key lawyers



Javier Hervás Martínez (*Partner / Co-Head of the practice*)

Ranked: Highly recommended

His advice provides to the firm clients' high standards of reliability and efficiency and, likewise, implementing measures, aligned with the organizational needs of each company, which promote the effective equality of opportunities for women and men in the organizations.



Francisco Fernández Díez (*Partner / Co-Head of the practice*)

Ranked: Recommended

He regularly advises high-profile clients in Spain on complex employment matters, transactions, and restructuring processes.



Other remarkable players

Francisco Artacho (*Counsel*)

He has been involved in more than 30 relevant projects under the coordination of the two partners for important clients in matters related to employment restructuring, design, negotiation with trade unions and implementation of collective bargaining agreements.

Voice of the market:

"The quality of their services is very high. Top level firm with a real full service".

Highly recommended

Labormatters Abogados

The team has an extensive and diverse experience in all aspects of collective employment law. They have a proven track record of success in handling both traditional and complex cases with sophistication and skill.

Team numbers

Total number of free earners	4
Total number of partners	1
Total number of counsel and/or of counsel	1
Total number of associates	2
Total number of trainees	N/A

Key lawyers



Alfredo Aspra (*Partner / Head of the practice*)

Ranked: **Recommended**

He successfully led and managed many of the most complex and relevant cases of Labormatters during the research period. He provided legal innovative solutions/outcome to their clients plus relevant added value based on his deeply knowledge of many sectors and unions.

Highly recommended

Squire Patton Boggs

The team provides high-level contentious and non-contentious counsel in all aspects of labour and employment law, immigration, social security and health & safety. The cross-border work encompasses employment policies, procedures, and direct support for the full range of corporate issues including reorganisations, TUPE, mergers and acquisitions data protection and immigration.

Team numbers

Total number of free earners	4
Total number of partners	1
Total number of counsel and/or of counsel	1
Total number of associates	1
Total number of trainees	1

Key lawyers



Ignacio Regojo (*Partner / Head of the practice*)

Ranked: Highly recommended

The lawyer use to manage top level operations on an on-going basis, both market and competitors recognise him a vast experience in the labour field, wide knowledge, and a business-oriented attitude.

Voice of the market: _____

"Excellent lawyer, with high technical skills and great knowledge of the market".

Recommended

Araoz & Rueda, Bufete Casadeley, Devesa & Calvo Abogados, Esquad Abogados, Maroy Legal, Maio Legal, Ospina Abogados, Toda & Nel-lo

Clara Mañoso (Ranked: **Recommended**) is head of the labour practice at Araoz & Rueda. She has been involved in more than 35 labour matters this year, arising mainly from restructuring/reorganisation, top management and labour litigation. The revenues generated by Mañoso on the general labour practice arises this year to 75%.

The law firm Bufete Casadeley gained during the years the credibility in the area thanks to the tracked record of successfully concluded operations. The team can count on the appreciation of the clients the market in general.

The labour department of Devesa & Calvo Abogados, leading by **José Luis Valverde Moreno - Manzanaro** (Ranked: **Recommended**) has considerably increased the number of clients, obtaining great results in most of the actions, some of them being very relevant at a national level, and with great media impact.

Esquad Abogados is well known on the market as one of the principal advisors in the sport industry, capable to provide a well elaborated and innovative service even for the most complex matters.

36-year-old who is recognised in the legal industry for her 14-year career, **María Royo Codesal** (Ranked: **Recommended**) founded her own law firm specialized in labour law. She mainly active in collective dismissals, top management matters, and advisory and pre-litigious negotiation.

The firm is active in all types of matters related to the labour practice. The partner **Angela Toro** (Ranked: **Recommended**) *"has a consolidated career in the labour feel and is very convincing when defending her clients' interests"*.

Ospina Abogados is a law firm with extensive experience in criminal law. The young name partner **Juan Gonzalo Ospina** (Ranked: **Recommended**), according to the market, is highly experienced and technically skilled professional, praised by many clients for his problem-solving skills.

With more than 25 years of experience, **Carlos Piera** (Ranked: **Recommended**), partner and head of the labour law practice at Toda & Nel-lo, is a specialist in collective bargaining and company restructuring, termination of employment contracts and civil liability proceedings, as well as in all types of social jurisdiction litigation.

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