



Borja Ríos González

Principal associate

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Labor and Employment

Borja Ríos is a senior associate in Garrigues' Labor and Employment Law Department, where he specializes in the areas of labor law, collective bargaining, social security, and occupational risk prevention. He deals with both the management of litigation before the labor and judicial review courts, and also provides recurring advice on labor and employment law matters, with extensive experience in providing strategic advisory services on business restructuring, collective bargaining and equality operations.

Degree in Law from Universidad Nacional de Educación a Distancia (UNED). Training in legal practice at Escuela de Práctica Jurídica "Concepción Arenal of the Vigo Bar Association. (2004-2006).

CAP certificate (Certificate of Professional Aptitude) organized by the General Council of the Spanish Legal Profession.

He currently lectures on labor relations in the Degree Program in Business Administration -at IESIDE Instituto de Educación Superior Intercontinental de la Empresa.

Experience

He has extensive experience in forensic practice, both before the labor and judicial review courts.

He provides ongoing advice to companies in the area of labor law, including advice on:

- Corporate restructuring operations (both individual and collective measures) and workforce reorganization.
- Business groups.
- Recruitment and remuneration policies.
- Equality and diversity, advising companies on the implementation of equality plans and harassment prevention protocols.
- Comprehensive labor due diligence reviews.

He also has a wealth of experience in the area of collective bargaining, participating in collective dispute processes in the context of collective layoff procedures, collective labor agreements (at business and industry level), material modifications of working conditions and withdrawal from the conditions of the agreements reached.

He currently lectures on labor relations in the Degree Program in Business Administration -at IESIDE Instituto de Educación Superior Intercontinental de la Empresa.

He provides advisory services on a regular basis to companies in various industries such as the food, automotive and chemical industry, and has extensive experience in the characteristics of these sectors.

Academic background

- Degree in Law, Universidad Nacional de Educación a Distancia (UNED).
- Training in legal practice at Escuela de Práctica Jurídica “Concepción Arenal of the Vigo Bar Association.. (2004-2006).
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Memberships

Member of the Vigo Bar Association.

Publications