GARRIGUES



Carlos Nacenta Mora

Principal associate

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Labor and Employment

Carlos is a Principal Associate in the labour law practice.

He has extensive experience in labor and social security advice to national and multinational companies. His practice areas also include litigation before all instances of the social jurisdiction courts and advice on collective bargaining processes such as dismissals, substantial modifications of working conditions, or equality.

He has been included in the Best Lawyers: Ones to Watch directory, in the Labor and Employment Law category.

Experience

Carlos has more than 12 years of experience in ongoing labour law advising.

He joined Garrigues as an Associate after having previously worked at another international firm.

He has been a Principal Associate since 2026.

He has extensive experience in legal-labor advice both nationally and internationally, highlighting his specialization in procedural matters and issues related to company internationalization processes (expatriations, group-level reorganizations, etc).

He has been included in the Best Lawyers: Ones to Watch directory, in the Labour and Employment Law category.

Academic background

- Graduated from Carlos III University of Madrid in 2014.
- Double Master's Degree in Corporate Legal Advice (LLM) and Practice of Law from the Instituto de Empresa de Madrid (IE) in 2015.

Teaching activity

Associate professor for the Master's in Markets, Industry, and Sports and Entertainment Law at ISDE. Years 2018 and 2019.

Memberships

He has been a member of the Madrid Bar Association since 2016.

Publications

Assignment of workers. Foundation and concept of the illegal assignment of workers. Analysis of the Judgment of the High Court of Justice of Catalonia of January 28, 2014. Sports Law Review. Thomson Reuters Aranzadi.

Towards the configuration of new axes in labor relations. The transposition of several European directives will lead to an improvement of the work-life balance rights currently provided for in the Spanish legal system.