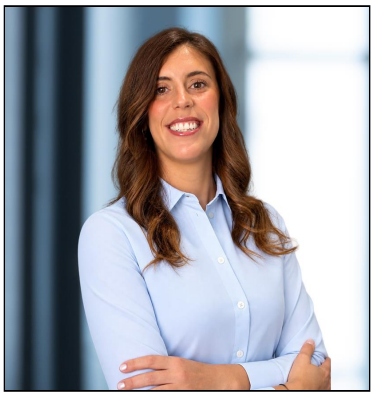
GARRIGUES



Sofía Rodríguez Vázquez

Senior associate

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Labor and Employment

Sofía Rodríguez Vázquez is a senior associate in the Labor and Employment Department of Garrigues, which she joined in 2019.

She specializes in labor and social security law and advises Spanish and international companies on managing their employment relationships.

Her practice covers employment contracts, disciplinary matters, material modifications to working conditions, and individual and collective procedures. These include restructurings (temporary layoffs, ERTEs, and collective dismissals, EREs), collective bargaining, Equality and Diversity Plans, and Sustainable Mobility Plans. She also takes part in labour *due diligence* reviews in corporate transactions such as M&A.

She holds a Degree in Law and English Law Studies from Universidad de Málaga, including an Erasmus+ exchange at the University of Salford (UK). She also holds a Master's Degree in Access to the Legal Profession from Universidad de Málaga and the Málaga Bar Association. She is fluent in Spanish, English and French and holds the TOLES Higher certificate in legal English.

Experience

Sofía joined Garrigues in 2019 and has been a senior associate in the Labor and Employment Department of the Málaga office since January 2026.

She has advised companies in a range of sectors on labor matters, particularly tourism, hospitality, retail, and air and land passenger transport. She represents companies in individual and collective proceedings in the labor courts at all stages and instances. She also assists them at conciliation hearings and in inspections by the Labor and Social Security Inspectorate.

She has solid experience in restructurings, having taken an active part in collective dismissals (ERE), temporary layoff (ERTE) procedures and collective material modifications to working conditions. She works on collective bargaining and on implementing equality and diversity plans, including LGBTI measures, as well as sustainable mobility plans.

She takes part in the Garrigues Female Mentoring Program (2026).

Academic background

- Master's Degree in Access to the Legal Profession, Universidad de Málaga and Málaga Bar Association (2020).
- TOLES Higher Certificate in Legal English (2020).
- Degree in Law and English Law Studies, Universidad de Málaga, including an exchange at the University of Salford (2017-2018).

Memberships

- Member of the Málaga Bar Association, membership no. 10.420.

Distinctions

Sofía has been recognized by Best Lawyers in Spain in 2025 and 2026 as *Ones to Watch* in Labor and Employment Law.