GARRIGUES



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Counsel

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Labor and Employment

Ismael Viejo González is a counsel in the Labor and Employment Law practice in Garrigues, where he advises on labor relations, human resources, social security and occupational health and safety, with an approach characterized by technical quality, strategic vision, agility in response and innovation. He has extensive experience in all areas of labour and social security law. He holds a degree in Law from the University of Oviedo and a Master's Degree in Labour and Employment Law and Business Law from the Centro de Estudios Garrigues, in collaboration with Harvard Law School. He is a member of FORELAB and a lecturer and speaker at various universities and forums, such as the Complutense University of Madrid, the Garrigues Study Centre and APD.

Experience

Ismael Viejo has been Counsel in the Employment Department of Garrigues' Madrid office since January 2023, where he has worked since 2007.

He provides advice on strategic and particularly complex aspects of labor relations, human resources, social security and occupational health and safety to both domestic and multinational companies in a wide range of sectors: technology, food, retail, consulting, industrial, financial, energy, automotive, pharmaceuticals, etc.

In his advice, he always seeks the maximum possible alignment with the objectives and needs of each client, guaranteeing a personalised and direct approach, characterised by: technical quality, strategic and business vision, agility in response and innovation.

Throughout his professional career, he has participated in numerous projects, with extensive experience in the following areas, among others:

- Recurrent employment advice.
- Litigation practice.
- Collective labour relations: collective bargaining.
- Restructuring, collective layoffs and ERTEs.

- Labour compliance.
- Corporate policies and Codes of Ethics.
- Equality, diversity and work-life balance.
- Remote work, digital disconnection and new technologies.
- Remuneration and compensation.
- Working time and time recording.
- Trade union elections.
- Outsourcing and insourcing processes.
- Mergers and acquisitions.
- Due diligence processes and labour audits.
- Labour and social aspects of sustainability, corporate social responsibility and non-financial reporting obligations.
- Senior management.
- Social security and complementary social security (pension plans and insurance).
- Expatriation.
- International and EU social law.
- Specific training for managers and employees.
- Labour aspects of data protection, information security and company control.
- Occupational risk prevention and occupational health and safety.

Academic background

Executive Master’s in Business Law, Centro de Estudios Garrigues, in conjunction with the Harvard Law School (2007-2009).

Executive Program in Human Resources, Centro de Estudios Garrigues (2005).

Executive Program in Labor Relations, Centro de Estudios Garrigues (2004).

Master’s in Labor Law Counseling, Centro de Estudios Garrigues (2003).

Degree in Law, Universidad de Oviedo.

Teaching activity

Ismael is a lecturer on the Master's Degree in Compliance Officer and the Advanced Course in Whistleblower Channel Manager at the School of Legal Practice at Universidad Complutense de Madrid.

In addition, as a lecturer at Centro de Estudios Garrigues, he has been teaching various subjects related to labour and social security law, both in the Master's Degree in Labour Law, and in the Master's Degree in Human Resources and the Executive Programme in Labour Relations.

He is also a regular speaker at other specialised forums, such as APD.

Memberships

Madrid Bar Association (ICAM).

Member of the Spanish Forum of Labour Lawyers (FORELAB).

Publications

Regularly publishes in the Labour Department's newsletter and in the Labour Department's blog.