GARRIGUES

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Labor and Employment

Carlos Arzoz is a principal associate in the Labor and Employment Department of Garrigues. He specializes in advising local and foreign companies on labor and social security matters, both on an ongoing basis and in large-scale projects and has extensive experience in litigation before all instances of the labor courts.

He holds a Law Degree from Universidad de Navarra (Anglo-American Law Program) and a Diploma in Labor Relations from Universidad Pública de Navarra, with a double Master's Degree from Universidad de Navarra in Business Law and Access to the Legal Profession.

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

Member of the Madrid Bar Association.

Experience

Carlos joined Garrigues in 2015 and has more than 8 years’ experience in the practice of law in the labor and social security area, having previously collaborated with other firms prior to 2015.

Since 2026, he has been a principal associate in Garrigues' Labor and Employment Law Department, where he advises both in ongoing matters and in highly complex projects for both local and foreign clients, mainly in the following areas:

- Representation and legal assistance before courts, tribunals and other mediation and conciliation bodies in all types of matters (individual and collective dismissals, collective disputes, senior management, claims in respect of rights and for amounts, etc.).
- Representation and legal assistance in inspections conducted by the labor and social security inspection authorities and other public bodies.
- Collective bargaining, negotiation of collective bargaining agreements, collective dismissals, material modification of collective working conditions, suspension of employment contracts and reduction of working hours, transfer of undertakings, etc.

- Hiring (ordinary, senior management, permanent and temporary), special agreements (post-contractual non-compete, exclusivity, etc.), corporate policies (remuneration, teleworking, etc.), termination of employment contracts, etc.
- Due diligence processes in the area of labor and social security law.

Carlos is fluent in Spanish and English.

Academic background

- Master’s Degree in Business Law from Universidad de Navarra.
- Master’s Degree in Access to the Legal Profession from Universidad de Navarra.
- Law Degree from Universidad de Navarra (specializing in the Anglo-American Law Program).
- International Business School (Universidad de Vilnius).
- Diploma in Labor Relations.

Memberships

Member of the Madrid Bar Association since 2015.

Distinctions

Recognition by the international Directory Best Lawyers: Ones to Watch.

Category: Labor and Employment Law, 2021 and 2022.

Publications

He has written various articles published by Garrigues and on the Garrigues Labor and Employment Blog