



Juan Pascual Caballero

Senior associate

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Labor and Employment

Juan has been a lawyer in the Labor and Employment Department since 2021, having provided labor law advisory services at other firms since 2016.

Lawyer specializing in the provision of advice on labor, social security and occupational risk prevention matters to Spanish and international companies in a range of sectors, including food, banking and finance, consulting, insurance, telecommunications and engineering.

Recognized by Best Lawyers as One to Watch in the area of Labor and Employment Law.

Lecturer on the Master's Degree for Access to the Legal Profession at Universidad Rey Juan Carlos.

He has taught on several courses and seminars run by the Madrid Bar Association and Centro de Estudios Garrigues.

Author of several articles in specialist publications.

Juan has volunteered with Fundación Integra since 2021.

Experience

Juan has been a lawyer in the Labor and Employment Department since 2021, having provided labor law advisory services at other firms since 2016. He specializes in providing advice on labor, social security and occupational risk prevention matters to Spanish and international companies.

His areas of expertise include, among others:

- Legal assistance and representation of companies in all types of court proceedings (individual and collective) in the labor jurisdiction, and at all stages and instances.
- Technical assistance and advice on the following matters: Collective processes (collective dismissals, collective labor agreements, etc.), including analysis of the legal requirements, conduct of the proceedings, advice on and participation in negotiations, design of relations with union representatives, dispute resolution, etc.

- Contracts, senior management matters, working hours, pay, disciplinary rules, material modifications to working conditions, contractual terminations and leaves of absence, among others.
- Labor law implications of acquisitions, mergers, absorptions, spin-offs and business succession processes. Labor law due diligence reviews.

Academic background

- Law Degree, Universidad de Valladolid (2015).
- Dual Master's Degree in Access to the Legal Profession and Labor Law Practice, Centro de Estudios Garrigues (2016).

Teaching activity

- Lecturer on the Master's Degree for Access to the Legal Profession at Universidad Rey Juan Carlos.
- He has taught on several courses and seminars run by the Madrid Bar Association and Centro de Estudios Garrigues.

Memberships

Member of the Madrid Bar Association.

Distinctions

Juan has been recognized by legal directory Best Lawyers in 2021, 2022 and 2023 as One to Watch in the area of Labor and Employment Law.

Publications

- "López Ribalda II, la utilización de cámaras de videovigilancia en las relaciones laborales: ¿se puede prescindir del deber de información?" (López Ribalda II, the use of surveillance cameras in labor relations: can the duty of information be dispensed with?). Diario La Ley, No. 9555, Sección Tribuna, January 17, 2020, Wolters Kluwer.
- "El futuro del trabajo en España: impacto de las nuevas tendencias" (The future of employment in Spain: impact of new trends). Part 3, Chapter 2. Fundación Fide. La Ley. Wolters Kluwer, 2019.
- "Doctrina del caso Diego Porras: ¿Es aplicable al contrato de relevo?" (The Diego Porras doctrine: does it apply to hand-over contracts?). Revista Capital Humano, Wolters Kluwer, no. 328, February 2018.
- Co-author of «La negociación colectiva en el sector de la moda y el lujo» (Collective bargaining in the fashion and luxury industry). Chapter 2, Fashion law (Derecho de la moda). Aranzadi, 2018.