



## Javier Velasco Lozano

Senior associate

Madrid

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## Labor and Employment

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Javier has been a lawyer in the Labor and Employment Department since 2018, 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.

Labor law coach on the Master's Degree for Access to the Legal Profession at Universidad de Navarra since 2021.

Lecturer at Centro de Estudios Garrigues since 2023.

Author of several articles in specialist publications such as Aranzadi and vLex.

Javier has volunteered with Fundación Integra since 2018.

## Experience

Javier joined the firm in 2018 and has been a senior associate in the Labor and Employment Department since 2024.

He specializes in providing advice on labor, social security and occupational risk prevention matters to Spanish and international companies.

His areas of expertise include 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.

He also provides technical assistance and consulting services in areas such as collective processes (collective dismissals, collective bargaining 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.

Javier has broad experience in advising on contracts, senior management matters, working hours, pay, disciplinary rules, material modifications to working conditions, contractual terminations and leaves of absence, among others.

He has participated in transactions for the purchase, merger, absorption, spin-off and transfer of undertakings, advising on the labor implications and conducting numerous labor due diligence reviews.

He is fluent in Spanish and English.

Javier has volunteered with Fundación Integra since 2018.

## Academic background

- Degree in Law, with Diploma in Economic Law in collaboration with IESE Business School, Universidad de Navarra (2015).
- Double Master's Degree in Business Law and Access to the Legal Profession, Universidad de Navarra (2016).
- Course on Labor Litigation Practice, Madrid Bar Association (2017).

## Teaching activity

- Labor law coach on the Master's Degree for Access to the Legal Profession at Universidad de Navarra since 2021.
- Lecturer at Centro de Estudios Garrigues since 2023.

## Memberships

Member of the Madrid Bar Association.

## Distinctions

Javier 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

- “Desconexión digital: más allá de la (escasa) normativa española. Propuesta de directiva del parlamento europeo e instrucciones prácticas para el respeto de este derecho” (Digital disconnection: beyond the (scant) Spanish legislation. Proposed directive of the European Parliament and practical instructions for observance of this right). Revista de Derecho Laboral vLex, 2021.
- “Contratación laboral y mercantil en el sector de la moda y el lujo” (Employment contracts and contracts for services in the fashion and luxury industry), in Fashion law (Derecho de la moda), E. Ortega Burgos. Madrid. Aranzadi, 2018.

Author of several articles in other specialized publications.