GARRIGUES

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Labor and Employment

Javier Navarro Arias is a partner in the labour law department of Garrigues in Murcia, where he has developed his professional career since joining the firm.

As a labour lawyer, he is an expert in corporate restructuring, collective bargaining, employment contracts, senior management, equality plans, international secondment of workers, and occupational risk prevention, among other fields, having participated in major transactions during his professional career.

He holds a degree in Law from the Carlos III University of Madrid, and a Master's Degree in Occupational Risk Prevention, 3 specialities: Safety, Health and Industrial Hygiene, Ergonomics and Applied Psychosociology, from the University of Oviedo.

Associate Professor at the University of Murcia from 2015 to 2022 in the Department of Labour Law. He also teaches at the European Business School MBA in HR Management. He has given lectures for different public and private organisations: University of Murcia, Murcia Bar Association, as well as various business associations.

He is a member of the Murcia Bar Association.

Experience

Javier Navarro has been a partner in Garrigues' Employment Department since 2023, where he has spent his entire professional career since joining the firm in 2004.

In his professional activity he has participated in highly complex processes in different sectors, including:

Highly complex collective dismissals due to the number of people affected and the circumstances involved.

Proceedings for temporary employment regulations.

Negotiation in the context of strike calls.

Procedures for non-application of agreements, substantial modifications of working conditions and transfers.

Negotiation of sectoral and company collective agreements, as well as other types of collective agreements.

Litigation arising from collective disputes and individual claims.

Development and implementation of equality plans.

Procedures for expatriation and impatriation of workers both within the EU and outside the European Union.

Development of all types of company protocols: maps of responsibility in preventive matters, protocols for the use of telematic media, teleworking, digital disconnection, ethical codes, etc.

In addition to this advice on strategic operations, it also provides recurring employment advice to clients, both Spanish and foreign, as well as on senior management and international employee secondment processes.

He is a member of various multidisciplinary teams specialising in matters such as: Expatriation and impatriation of workers, occupational accidents and corporate liability arising from an accident at work and Agribussines.

Finally, he has provided employment advice in the field of Sports Law to sports entities in the Region of Murcia.

Academic background

- Graduated in Law at the Universidad Carlos III de Madrid (1998-2002), being the second best student in his class.
- Academic internship, in 2002, in the Legal Advice Section of the Supreme Court.
- Master's Degree in Occupational Risk Prevention, 3 specialities: Safety, Health and Industrial Hygiene, Ergonomics and Applied Psychosociology, from the University of Oviedo.
- Specialist in Equality accredited by the Ministry of the Presidency, Relations with the Courts and Equality, since December 2019.

Teaching activity

- 2007 (present) Tutor-Collaborator of the Practicum of the Faculty of Law of the University of Murcia.
- 2015 - 2022 Associate Professor Department of Labour Law and Social Security University of Murcia.
- 2019 (currently) Lecturer on the European Business School MBA in Human Resources Management.
- 2018 - 2019 Lecturer on the Master's Degree in Human Resources Management, University of Murcia.
- 2022 Lecturer on the Master's Degree in Occupational Risk Prevention, University of Murcia.
- 2019 - 2022 Terra Próspera-University of Murcia Chair in Gender Equality.
- 2019 - 2022 Terra Próspera-University of Murcia Chair in Occupational Risk Prevention.

Memberships

He is a member of the Murcia Bar Association.

Publications

- Co-author of the "Libro Blanco sobre Prácticas de Flexiseguridad Laboral en las empresas de la Región de Murcia" published by Diego Marín (2008).
- Co-author of the "Manual preguntas y respuestas Test Examen Acceso a la Abogacía", published by the University of Murcia (2021).
- Publications, among which the following stand out in the journal Aranzadi Social: "Are workers liable to pay court fees in the social order?"; "The duty of good faith in negotiation during the consultation period of Employment Regulation Files"; "The burden of proof in proceedings for the protection of trade union freedom and other fundamental rights".

Regular contributor to the press on current labour issues, among others:

- January 2023 Protocol on sexual and workplace harassment, La Opinión de Murcia newspaper.
- January 2022 A real Labour Reform? La Opinión de Murcia newspaper.
- April 2021 Companies without an equality plan and possible sanctions. La Verdad de Murcia Newspaper.
- March 2021 Consequences of not having an Equality Plan. Newspaper La Voz de Almería.
- July 2020 Teleworking and working hours on demand: a new point of conflict. La Verdad de Murcia Newspaper.
- May 2019 Workday Register. La Verdad de Murcia Newspaper.
- April 2014 Part-time contract to make the labour market more flexible. La Verdad de Murcia Newspaper.
- May 2013 "No one is clear" with the ERES after the Labour Reform. La Verdad de Murcia Newspaper.
- October 2012 Labour flexibility: "Medicine" for companies. La Verdad de Murcia Newspaper.
- February 2012 Dismissal as a last option. La Verdad de Murcia Newspaper.
- February 2011 Pension Reform: lights and shadows. La Verdad de Murcia Newspaper.
- June 2010 Dismissals at 33 days. La Verdad de Murcia Newspaper.
- August 2009 Some labour alternatives in the face of the crisis. Specialised magazine Empresa y Finanzas.
- March 2006 Use of Telematic Media in the Company: Position of the employer. La Verdad de Murcia newspaper.
- April 2005 Fraud of law in labour contracting. La Verdad de Murcia Newspaper.
- December 2004 Teamwork and prevention of accidents at work. La Verdad de Murcia Newspaper.