



## Juan Antonio López De Carvajal

Counsel

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### Labor and Employment

Sports

Agribusiness and Food

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Juan Antonio López de Carvajal is a counsel in the Labor and Employment Law Department of Garrigues, where he has pursued his professional career since 2001. He specializes in the areas of restructurings, strategic labor law advice and collective bargaining. He advises senior management teams and HR departments on these matters, with experience across a range of sectors (industrial, services, technology, third sector, among others), and in relation to multinationals in particular. He holds a Degree in Law and Business Administration from ICADE and a Diploma in Senior Management from San Telmo. He is a regular contributor to various publications and teaches classes at Universidad de Loyola, Centro de Estudios Cajasol and other business schools. Spanish and English

### Experience

Juan Antonio López de Carvajal has been a counsel of the Labor and Employment Law practice of Garrigues since 2019. He has spent his entire professional career at the firm since joining in 2001.

He specializes in labor and employment law and, in particular, on strategic aspects of labor law and human resource management.

He has broad experience in advising on strategic labor matters and on labor restructuring and reorganization processes, advising both in the strategy and preparation phase and in negotiations with unions and workers' representatives until the relevant projects have been implemented. He has been involved in labor aspects of corporate restructuring processes, outsourcing, mergers and acquisitions and processes to standardize working conditions, preparing reports and providing labor law advice on the planning of such processes and the strategy to be followed as regards procedures, time frame and communication, as well as directly assisting with the execution of such processes, including negotiations with union representatives, where necessary.

He has participated in numerous projects over his professional career at Garrigues and is currently an expert legal adviser on compensation systems, remuneration and employee benefits, employee welfare, collective

bargaining and social security matters, as well as on senior management and executive contracts. He has advised private Spanish and multinational companies from all sectors of activity (industry, services, technology, third sector, etc.) on these matters.

## **Academic background**

- Degree in Law and Business Administration, Universidad Pontificia Comillas (ICADE).
- Diploma in Senior Management (AD-1), Instituto Internacional San Telmo, Seville.

## **Teaching activity**

He has lectured on various Master's Degree programs and expert courses in human resources (Labor Sciences, Law and Business Administration at Universidad de Sevilla and Universidad Pablo de Olavide, Instituto de Estudios Cajasol, Escuela de Organización Industrial (EOI)). He is also a regular speaker at leading specialist forums such as APD.

## **Memberships**

Member of the Madrid Bar Association.

## **Publications**

Numerous articles and publications, notably including those published in Economía y Empleo and ABC.