GARRIGUES



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Labor and Employment
Sustainability

Ignacio Esteban Ros is a partner in the Labor and Employment Law practice in Garrigues, where he advises on labor relations, human resources, social security and occupational health and safety, standing out for his technical quality, strategic vision, agility in response and innovative approach. He has extensive experience in all areas of labour and social security law.

Expert in restructuring, collective layoffs & collective negotiation.

He holds a degree in Law from the University of Zaragoza and a Master's Degree in Labour and Employment Law and Business Law from the Centro de Estudios Garrigues, in collaboration with Harvard Law School.

He has international experience in Holland and Malaysia and has been recognised as Elite Lawyer, Key Lawyer y Leading Practitioner by Chambers & Partners, The Legal 500, Who's Who Legal and Best Lawyers. He is a member of the Board of Directors of CUMPLEN and a lecturer and speaker at various universities and forums, as well as the author of numerous publications.

Experience

Ignacio Esteban Ros has been a partner in the Labor and Employment Law practice in Garrigues since 2020, joining the firm in 2007.

He provides advice on strategic and particularly complex aspects of labor relations, human resources, social security and occupational health and safety to both domestic and multinational companies in a wide range of sectors: technology, food, retail, consulting, industrial, financial, energy, automotive, pharmaceuticals, etc.

In his advice, he always seeks the maximum possible alignment with the objectives and needs of each client, guaranteeing a personalised and direct approach, standing out for his technical quality, strategic and business vision, agility in response and innovative approach.

Throughout his professional career, he has participated in numerous projects, with extensive experience in the following areas, among others:

- Litigation practice.
- Collective labour relations: collective bargaining.
- Restructuring, collective layoffs and ERTEs.
- Labour compliance.
- Corporate policies and Codes of Ethics.
- Equality, diversity and work-life balance.
- Remote work, digital disconnection and new technologies.
- Remuneration and compensation.
- Working time and time recording.
- Trade union elections.
- Outsourcing and insourcing processes.
- Mergers and acquisitions.
- Due diligence processes and labour audits.
- Labour and social aspects of sustainability, corporate social responsibility and non-financial reporting obligations.
- Senior management.
- Social security and complementary social security (pension plans and insurance).
- Expatriation.
- International and EU social law.
- Specific training for managers and employees.
- Labour aspects of data protection, information security and company control.
- Occupational risk prevention and occupational health and safety.

Additionally, in 2010 and 2011, he collaborated with NautaDutilh in Rotterdam (Holland) and Shearn Delamore & Co in Kuala Lumpur (Malaysia), where he had the opportunity to learn about other legal systems and the practice of law abroad, enriching his advice in Spain.

Excellent command of Spanish and English.

Academic background

- Master’s Degree in Labor and Employment Law, Centro de Estudios Garrigues. Received the Aranzadi Award for best graduate.
- Master’s Degree in Business Law, Centro de Estudios Garrigues in collaboration with Harvard Law School.
- Certified by the Women's Institute (Ministry of Equality) in the Programme for the implementation of equality plans and measures in companies.
- Certified in Anglo-American Law and International Legal English (ILEC) by Centro de Estudios Garrigues, with the advice of the European Legal Studies Center of Columbia Law School, New York.

- Degree in Law, Universidad de Zaragoza.

Teaching activity

Ignacio is a lecturer on the Master's Degree in Compliance Officer and the Advanced Course in Whistleblower Channel Manager at the School of Legal Practice at Universidad Complutense de Madrid.

In addition, as a lecturer at Centro de Estudios Garrigues, he has been teaching on various subjects related to labour and social security law, in the Master's Degree in Labour Law, the Master's Degree in Human Resources and the Corporate Compliance Programme, as well as in the "Aula Permanente" Programme, at the Summa University (Ferrovial) and in Orange training courses.

He is also a regular speaker at other universities and specialised national and international forums, such as CEPYME (Spanish Confederation of Small and Medium Enterprises), the Institute of Internal Auditors of Spain, the Institute of Family Business (IEF), the Real Madrid School of Studies of the European University of Madrid, the International Compliance Week, the Compliance Forum, One Day Compliance Barcelona, etc.

Memberships

- Madrid Bar Association (ICAM).
- Member of the International Bar Association (IBA)
- Member of the Board of Directors of CUMPLEN (Association of Compliance Professionals).
- Member of the National Association of Labour Lawyers (ASNALA).
- Member of the Spanish Forum of Labour Lawyers (FORELAB).

Distinctions

- **Chambers & Partners:** Europe Guide: Elite. "Ignacio Esteban has enormous technical brilliance and extensive experience". "He is absolutely excellent". "Ignacio Esteban is an extraordinary professional. He has technical skill, strategic vision, a capacity for influence and empathy, integrity and good leadership in managing his team".
- **Who's Who Legal:** Labour, Employment & Benefits: Leading practitioner.
- **The Legal 500:** Key Lawyer: “Ignacio Esteban Ros is adept in cross-border matters, having completed international secondments early in his career.” “Tireless worker, absolute mastery of the subject, good public speaking, didactic (simple explanation for those of us who are not experts in the legal field), tenacity, ambition to win”. "Ignacio Esteban is an outstanding example of the qualities of Garrigues as a firm. In addition to impeccable technical brilliance, he offers a broad global strategic vision to implement and address legal initiatives. I would also like to highlight his orientation towards diversity and his spirit of collaboration with internal and external professionals."
- **Best Lawyers in Spain:** Labor and Employment Law category.

Publications

- "Manual for Access to the Legal Profession. Labor Specialty". Collective Work. Tirant lo Blanch. 2025

- 250 Questions and Answers on the Whistleblower Protection Act. Law 2/2023, of February 20. Collective Book. Aranzadi. 2024
- The countdown to implement a complaints channel catches companies off guard. El Confidencial. 2023.
- How will companies adapt to the new ERTEs of the labour reform? Capital. 2022.
- Variable severance payments will create legal uncertainty for companies. Economist & Jurist. 2022.
- Digital desconexion fails in Spain. Confilegal. 2022.
- Technology and artificial intelligence bring new criminal risks to companies. El Economista. 2022.
- Labour reform: New temporary contracts. CEPYME. 2022.
- Chaos in companies before the end of ERTE. El Mundo. 2022.
- The latest labour reform imbroglio that could clog up the courts. Business Insider. 2022.
- Keys to the labour reform: Resolving doubts. CEPYME. 2022.
- The new ERTE, baptised by the Government as the RED mechanism. Confilegal. 2022.
- Labour compliance programmes help companies to manage their risks. Confilegal. 2022.
- Companies finalise their strategic plans for 2022 in anticipation of a more rigid labour framework. El Mundo. 2022.
- Labour law and internal investigations. "Internal investigations in criminal compliance. Key factors for their effectiveness". Thomson Reuters Aranzadi. 2021.
- Towards the standardisation of labour compliance. Garrigues Labour Blog. 2021.
- The UNE Standard on labour compliance. Lefebvre. 2021.
- Risk prevention and compliance in the labour sphere. "Corporate Defence and Compliance". Thomson Reuters Aranzadi. 2019.
- Kisses that lead to dismissals. El País. 2019.
- Entrepreneurship needs a new labour framework. Blog Laboral Garrigues. 2019.
- Equality, the unfinished business. El País. 2018.
- Crime prevention (or compliance) and labour relations. Garrigues Labour Blog. 2017.
- The future labour legislative framework: 55 proposals. Garrigues Labour Blog. 2017.
- Advantages and disadvantages of the so-called "Austrian model" of severance pay. Garrigues Labour Blog. 2016.
- What does the so-called "Austrian model" of severance pay consist of? Garrigues Labour Blog. 2016.
- Don't let the unemployment paperwork scare you. Expansión y empleo. 2013.
- Five answers on unemployment. Expansión y empleo. 2013.