

# Ramón y Cajal

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## experience

Gloria Raich de Castro is Partner in the Employment Law Practice of our Barcelona office and has over twelve years of experience in the area of Employment and Social Security Law. She joined the firm in February 2013, after having worked at the law firm Uría Menéndez Abogados.

She advises on matters relating to hiring procedures and employment contracts, senior executive employment agreements, terminations, disciplinary proceedings and implementation of policies relating to staff management (use of technologies in the workplace, equal opportunities and non-discrimination, staff time management, pay policies, etc.). She also has extensive experience both in advising on collective workforce restructuring proceedings (collective redundancies, temporary redundancy proceedings and/or procedures for the reduction of working hours, geographical occupational mobility or substantial changes in terms and conditions of employment) and in the management of employment disputes. She has participated in the negotiation of collective bargaining agreements and has extensive experience in advising on employment-related matters arising from business transactions. A large part of her time is focused on acting as defence lawyer in legal proceedings before the employment courts and tribunals.

## education

- Degree in Law from the Universitat Pompeu Fabra (2007).
- Degree in Business Administration and Management from the Universitat Pompeu Fabra (2009).
- Masters in Human Resource Management from the EAE Business School (2014).

## teaching

Associate professor on the Masters for Admission to the Bar of the Universitat Oberta de Catalunya.

## languages

English.

## associations

Member of the Barcelona Bar Association (*Ilustre Colegio de la Abogacía de Barcelona*).