

# GARRIGUES



## Gracia María Mateos Ruiz

Principal associate

Madrid

[gracia.maria.mateos@garrigues.com](mailto:gracia.maria.mateos@garrigues.com)

Abogado colegiado nº 77804

I. Colegio de la Abogacía de Madrid

Hermosilla, 3

28001 Madrid (Spain)

Tel: +34 91 514 52 00

Fax: +34 91 399 24 08

---

## Labor and Employment

---

Gracia María Mateos Ruiz is a Principal Associate in the Labor and Social Security practice. She is specialized in litigation and conflict mediation. He advises on procedures of all kinds, whether individual or collective, and on all types of matters, including specialties such as Social Security and Occupational Risk Prevention. She participates recurrently in collective bargaining negotiations, restructuring and due diligence processes. She completes her professional activity with training to Companies, in Master´s degrees and Pro-bono projects.

## Experience

Gracia María Mateos Ruiz is a Principal Associate in the Labor and Social Security practice.

She has long experience in litigation, in all instances and before labor and contentious-administrative judicial bodies. She advises on procedures of all kinds, whether individual or collective, and on all types of matters, including specialties such as Social Security and Occupational Risk Prevention. She also assists and advises in proceedings before the Labor Inspectorate in relation to claims of Social Security contributions, infringements of Labor Law, or any other administrative action in the labor field.

She participates recurrently in collective bargaining negotiations, restructuring and due diligence processes.

She also regularly advises in ordinary labor contracts; senior management; special agreements, golden parachute and non-compete clauses; remuneration and compensation systems (variable remuneration systems, flexible remuneration, equity participation, etc.); disciplinary regime; Social Security contributions; protective action of Social Security and complementary social security; geographical and functional mobility and substantial changes in individual working conditions; development of business policies and internal protocols; international posting of workers; suspensions and terminations of contracts, both on objective and disciplinary grounds; prevention of occupational risks; collective dismissals, labor audits and advice on restructuring processes; contracts and temporary employment agencies.

## Academic background

- Degree in Law, Universidad Pontificia de Comillas (1997-2002)

- Degree in Business Administration, Universidad Pontificia de Comillas (1997-2003)
- Training for the implementation of Equality plans and measures in Companies, eLearning / On line -Issued by the Institute for Women and Equal Opportunities, From 01/12/2019 to 09/01/2020.

## Teaching activity

- Provides training sessions in Companies, Master and Pro-bono projects.
- Public Administration Laws, Bachelor's Degree - Centro de Estudios Garrigues, Academic year 2019-2020.

## Memberships

Member of Madrid Bar Association.

## Publications

*Actualidad Jurídica Aranzadi*. No. 866

Garrigues blog