

**J AUSAS has a distinguished practice area of labour law with widely experienced lawyers advising businesses and their management on labour matters. The professional expertise of our lawyers and their proven capacity for the leadership and co-ordination of specialised legal teams has allowed them to intervene in many of the most important labour projects in Spain and in the large-scale restructurings that have taken place in the recent decades.**

The principal services offered by this practice area include:

- Workforce restructuring: negotiation and execution of workforce regulation programmes (collective dismissals, suspension of contracts).
- Due diligence regarding the labour issues in mergers and acquisitions.
- Advice for the management in labour issues.
- Drafting of different kinds of work contracts.
- Collective bargaining.
- Prevention of risks at work.
- Early retirement studies.
- Advice on social security.
- Obtaining work and residence permits for foreign executives and their families in Spain.
- Design and implementation of private social security plans for the personnel.
- Design of special award schemes for employee loyalty.
- Labour contingencies derived from special contracts.
- Legal advice and negotiation in matters of individual and collective removals.
- Collective modification of working conditions.
- Displaced workers.
- Legal assistance before the labour authorities and union representatives.
- Assistance and legal defence before administrations and courts.