

Luis Enrique De la Villa

Partner

Madrid

Biography

Luis Enrique de la Villa is the Head of the Hogan Lovells Employment Practice Group in Spain. Located in the Madrid office, Luis Enrique has more than 25 years of experience in labor law. He is recognized for his pragmatism and take-charge style and has designed, negotiated, and implemented every possible type of restructuring measure. These include substantial changes in individual and collective modifications of work conditions, harmonization of working conditions in merged companies, and individual and collective dismissals.

He also has extensive experience in employment litigation and labor proceedings before the Social Courts, Social Chambers of the Higher Courts of Justice and the National Courts.

Much of his work is focused on companies in the telecommunications, health, beverage and large multinational industrial corporations, and the public sector. He also provides ongoing support to the nation's two largest telemarketing companies on call center disputes including illegal transfer of staff.

Luis Enrique is the author of multiple articles in the field of employment law and has taught many seminars and courses at the Instituto de Empresa and the Universidad Pontificia de Comillas. He is a professor of labor law at the Universidad Autónoma de Madrid.

Representative experience



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Languages

English
Spanish

Practices

Employment

Industries

Education
Life Sciences and Health Care

Areas of focus

International Programs

Education and admissions

Judicial defense before the employment tribunals on several complex legal procedures.

Advising on the collective redundancy process for large real estate and beverage companies and financial institutions, among others.

Conducting court proceedings representing a leading agency staff company.

Ongoing advice to the two largest telemarketing companies on call center disputes including illegal transfer of staff.

Advice on modification of work conditions, equality plans and working control time systems for leading multinational companies.

Negotiation of Collective Dismissal procedures for multinational manufacturing corporations in Spain.

Awards and rankings

- Recommended Lawyer for Employment, *Chambers Europe*, 2012-2021
- Recommended for Employment, *Legal 500 EMEA*, 2014, 2015 and 2017-2021
- Ranked in Employment, *Chambers Europe*, 2022-2023

Latest thinking and events

- News
 - The Start-ups Law: Visas and residence permits in Spain for international teleworking foreign nationals
- News
 - Illness as cause of discrimination. Legal protection of victims of sexual violence in the workplace
- News
 - European information and consultation in business sales: comparative guide
- Webinar
 - Hogan Lovells Remote Work Webinar: Working around the Globe

Education

General course on legal practice, Complutense University of Madrid School of Legal Practice

Law Degree, Universidad Autónoma de Madrid

Legal Master on Financing Institutions, Centro de Estudios de las Cajas de Ahorro (CECA), Madrid

Ph.D., Universidad Autónoma de Madrid

- Insights and Analysis
 - Practical Implications of the Whistleblowing Directive: Compliance, Data Protection and Employment
- Hogan Lovells Publications
 - Royal Decree-law 2/2021 of 26 January