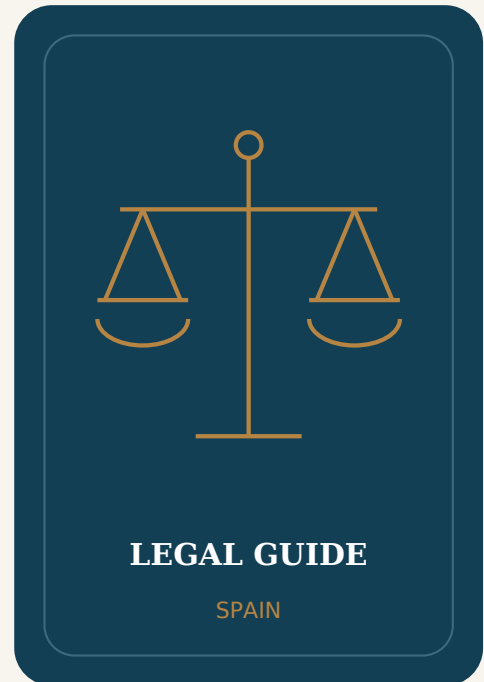


EMPLOYMENT LAW

A practical guide for clients in Spain

Practical support on employment contracts, salary issues, dismissals, workplace disputes and Social Security matters in Spain.

2026 professional guide



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Contracts and obligations

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Labour rights and Social Security



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HOW THE PROCESS USUALLY WORKS

Practical support on employment contracts, salary issues, dismissals, workplace disputes and Social Security matters in Spain.

1

1. Initial review

Clarify your objectives, timeline and the main legal issue.

2

2. Document assessment

Review the paperwork and identify any gaps or risks.

3

3. Strategy and action

Agree practical next steps and the most suitable route.

4

4. Follow-through

Support implementation, communication and final formalities.

A clear chronology and complete documents usually make legal advice faster and more precise.

KEY CONSIDERATIONS

Employment documents

The contract, payslips, emails and internal policies are often central to the analysis.

Procedural deadlines

Many labour claims are subject to short limitation or conciliation deadlines.

Negotiation strategy

A structured settlement discussion can sometimes resolve disputes more efficiently.

● International perspective

● Clear communication

Evidence

Collecting a clear chronology and supporting records strengthens your position.

● Practical advice

● Professional support

- Employment contract and annexes
- Recent payslips and payroll records
- Dismissal / warning letters if any
- Relevant messages or email correspondence
- Timeline of key workplace events

Should I sign a termination document?

Only after understanding the legal effect and whether it limits future claims.

Is mediation or conciliation mandatory?

In many disputes a preliminary conciliation step is required before court proceedings.

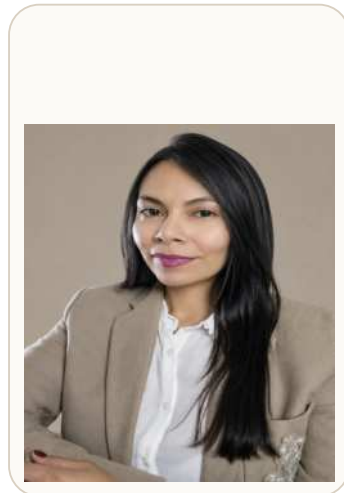
Can an issue be resolved without litigation?

Often yes, depending on the facts, leverage and the employer's approach.

If you would like tailored advice on your situation, you can book an initial meeting or get in touch directly.

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Service available in English, Español and Català.

Book an initial meeting



Instagram



Website