

## Sonia Cortés

Partner

Carrer de Pedro i Pons 9-11  
Barcelona, B 08034 Spain  
main: +34 93 209 29 67  
direct: +34 93 209 29 67  
scortes@littler.com



---

## Practice Areas

International Employment Law  
Executive Compensation  
Business Restructuring and M&A  
HR Advice and Counsel  
Retail  
Hospitality

## Overview

Sonia Cortés is an experienced employment lawyer with particular experience advising on and addressing senior executive and boardroom disputes, recruitment practices, terms and conditions of employment, discrimination and harassment, termination of contracts and dismissals, the enforcement of post-termination obligations, transfer of undertakings on acquisition and disposal of businesses, restructuring projects and redundancies.

Sonia has close to 20 years of experience in managing large projects which are often of an international nature and encompass complex and highly sensitive business issues. She regularly provides strategic advice on restructuring situations.

Sonia advises on employment issues with a business-oriented approach and is noted for finding solutions to complex issues, often for multinational companies. With a history of acting for manufacturers and retailers, as well as companies in the IT, chemical and metal sectors, she is accomplished at providing commercial and pragmatic advice.

Sonia is recognized for her work in the field of Spanish Employment and Labour Law by leading international legal guides, including *Chambers Europe*, *Expert Guides*, *Who's Who Legal* and *Best Lawyers in Employment*.

## Events & Speaking Engagements

### **Supporting Employees with the Four Ms: Menstruation, Miscarriage, Maternity and Menopause**

Littler Executive Employer Conference, Phoenix, AZ  
May 11, 2023

## Recognition

- Named, The Best Lawyers in Spain™ , 2021-2025
- Recommended, Labour & Employment *Who's Who Legal*, 2024

## Education

Law Degree, University of Barcelona Faculty of Law, 1988

M.B.A., International Business School of Madrid, 1997

## Bar Admissions

Spain

## Languages

English

French

Spanish

## Publications & Press

### **Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions**

*Press Release*

November 14, 2024

### **The Global Guide Quarterly (Quarter 3, 2024)**

*Littler Global Guide Quarterly*

October 23, 2024

### **2024 Summer Olympics Series: Spain**

*Littler ASAP*

July 29, 2024

### **The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

### **Littler Global Guide - Spain - Q1 2024**

*Littler Global Guide Quarterly*

April 17, 2024

### **Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain**

*Press Release*

November 16, 2023

**Littler Global Guide - Spain - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

**Littler Global Guide - Spain - Q1 2023**

*Littler Global Guide Quarterly*

April 12, 2023

**Littler Global Guide - Spain - Q4 2022**

*Littler Global Guide Quarterly*

January 26, 2023

**Littler World Cup Matchups Part 4: Drug and Alcohol Testing**

*Littler ASAP*

November 23, 2022

**Littler World Cup Matchups Part 3: Workplace Safety**

*Littler ASAP*

November 21, 2022

**Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Littler ASAP*

November 17, 2022

**Littler Global Guide - Spain - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Littler Global Guide - Spain - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**Littler Global Guide - Spain - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Littler Global Guide - Spain - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**Littler Attorneys in Three Countries Named to 2022 Best Lawyers™ Lists**

*Press Release*

December 6, 2021

**Littler Global Guide - Spain - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**AI's Potential Role in Employee Discipline Draws Attention in Europe**

*In the News*

June 15, 2021

**Littler Global Guide - Spain - Q4 2020**

*Littler Global Guide Quarterly*

February 26, 2021

**Antonio Pedrajas and Sonia Cortés: “The current client profile demands that law firms be digitized since they want telematic access to their files through intranets or apps”**

*In the News*

February 3, 2021

**Littler Attorneys in Four Countries Named to 2021 Best Lawyers™ List**

*Press Release*

November 20, 2020