

## Victoria Villanueva Gimeno

Partner

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### Practice Areas

International Employment Law  
Labor Management Relations  
Executive Compensation  
HR Advice and Counsel  
Higher Education  
Healthcare

### Overview

Victoria Villanueva is an experienced lawyer who advises and represents clients on labor and employment matters in Spain. Her practice includes traditional labor litigation and counseling.

Victoria provides employment advice in all phases of a company's life, whether a family business, group or international enterprise. She has extensive experience in the expatriation processes.

Victoria has represented employers in litigation matters before National Audience and Supreme Court. She participates in strategic counseling in complex and conflictive situations like collective negotiation and corporate restructuring processes. Her work includes both mergers and acquisitions insofar as they affect employees, as well as internal resizing of the workforce. Victoria has participated in the planning and negotiation of measures to make labour relations more flexible in companies in the industrial and service sectors, with a particular focus in the health sector.

Additionally, Victoria's litigation practice and her past experience as tax lawyer inform her practical advice to clients. She offers extensive experience advising on hiring, senior management and compensation and benefits policies, and the implementation of other remuneration systems, such as productivity incentives, flexible remuneration or stock options.

Victoria is a frequent speaker on global workplace topics, with an interest in AI development in the workplace and its implications in labor relations.

She has been recommended by various legal directories, including *Best Lawyers*<sup>®</sup> for Labour and Employment practice. She was highlighted by *Best Lawyers*<sup>®</sup> as Labor and Employment Lawyer of the Year in 2020.

## Professional and Community Affiliations

- Member, European Employment Lawyers Association (EELA)
- Member, Asociación Nacional de Laboralistas (ASNALA)

## Events & Speaking Engagements

### From Myth to Reality: Addressing the Strategies for Consistency in Handbooks Globally

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

## Recognition

- Named, Labor and Employment Lawyer of the Year, Spain, *Best Lawyers*<sup>®</sup>, 2020

## Education

Law Degree, University of Valencia, 1997

M.B.A., Valencia Polytechnic University, 2012

## Bar Admissions

Spain

## Languages

Spanish

English

Catalán

## Publications & Press

### The Global Guide Quarterly (Quarter 4, 2024)

*Littler Global Guide Quarterly*

January 23, 2025

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

*Littler Global Guide Quarterly*

October 23, 2024

### EU Elections Tracker

*Littler ASAP*

July 3, 2024