



### Pilar Menor

Senior Partner  
GLOBAL CO-CHAIR, EMPLOYMENT SERVICE

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#### Madrid

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Pilar Menor is DLA Piper Global Co Chair of the Employment group at DLA Piper and Senior Partner of the Madrid office. Between 2012 and 2020 she held the position of Managing Partner of the firm. From 2006 to 2022, she was the head of Employment group in Madrid.

She has extensive experience in dealing with all aspects of Employment and Social Security law including business restructuring operations, employment litigation, collective negotiations and negotiation of senior management agreements.

- Employment
- Immigration

Spanish English French

## LANGUAGES SPOKEN

- Spanish
- English
- French

## Professional Qualifications

- Abogada registered with Ilustre Colegio de Abogados de Madrid

## Prior Experience

- May 2020 – Present: Global Co Chair Employment, Senior Partner Spain
- 2012 – April 2020: DLA Piper Spain, Country Managing Partner
- 2006 - 2022: Head of the Employment department in Spain
- 2000 - 2006: international law firm - Head of the Employment and Social Security Law department
- 1997 - 2000: Landwell (a member firm of Price Waterhouse Coopers) lawyer in the Employment department, formerly Estudio Legal

Abogados that merged with PWC in 1998

- 1995 - 1996: Spanish law firm - Lawyer in the Litigation and Employment department

## Recognitions

- Chambers Europe - recognized continuously from 2006 to 2022 in the higher bands in the Employment practice. Eminent Practitioner – Employment.
- Legal 500 - recognized continuously from 2006 to 2022 in the Employment practice, currently as a leading individual.
- The Best Lawyers - recognized over the last years, 2008-2022, as one of the best lawyers in Spain for Labour and Employment Law and Employee Benefits Law.
- Iberian Lawyer: Pilar Menor recognised as Labour Lawyer of the Year from 2020, for three years running.
- Iberian Lawyer: Pilar Menor and her team recognised as Law Firm of the Year - Social security in 2021.
- Iberian Lawyer: InspiraLaw 2018 - 2021 - Pilar Menor among the 60 most outstanding female lawyers in Iberia.
- Recognised for the fifth consecutive year in Iberian Lawyer's InspiraLaw awards among the 50 most influential and inspiring women in the legal sector in Iberia.
- El Mundo/YoDona - recognized among the 500 most influential women in Spain. Ed. 2015 – 2019.
- The Best Lawyers in Spain 2017 - Lawyer of the Year in the area of Employee and Benefits.
- Top 100 Women Leaders in Spain by the ranking of Mujeres & Cía.

## Education

- Universidad a Distancia de Madrid, Spain (UDIMA), degree in Labour relations and Human Resources management
- Harvard Law School, DLA leadership program, 2015
- Harvard Law School, Law and Economics seminar organized by Fundación Rafael del Pino, 2011
- Harvard Business School, DLA leadership program, 2010
- Universidad Complutense de Madrid, Spain, PH studies in the Employment and Social Security Law Department, 1999-2004
- Fundación Universidad-Empresa-UNED, Spain, master in Human Resources Management Specialist, 1996-1997
- Tribunal de la Rota, Rota Lawyer, 1993-1997
- CEU San Pablo (Universidad Complutense de Madrid, Spain), Law Degree, 1990-1995

## Memberships

- Madrid Bar Association (Ilustre Colegio de Abogados de Madrid)
- Founder and a member of the executive board, Spanish Forum of Employment Lawyers (FORELAB)
- Member of International Bar Association
- Member of European Employment Lawyers Association
- Member of Women in a Legal World
- Member of Woman Forward Think Tank
- Board Member in the Consejo de Colegios de la Comunidad de Madrid (Council for the Madrid region Lawyers Bar Associations)
- Jury of the annual award for female leader of the year awarded by Aliter Business School in the past, currently by The Madrid Chamber of Commerce and Industry
- DLA Piper representative in the Probono España Foundation and in the Foundation of the Royal Academy of Legislation and Jurisprudence
- Member of the Club Financiero Génova

## DLA Piper memberships

- Member of the Diversity and Inclusion Council

- Chair of EMEA working group on Diversity and Inclusion
- Vice Chair of LAW - leadership alliance for women
- Member of the Mental Health and Wellbeing Steering group

## Lecturer

Pilar is a lecturer for the Employment Law Master Degree at the Garrigues Studies Centre (Universidad de Nebrija) and teacher for the Business Law Master and master for the access to the legal profession at the ICADE university.

## INSIGHTS

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### Publications

#### **EU Whistleblower Directive: Implementation Tracker - Whistleblowing Laws in Europe: An international guide**

April 2022

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#### **Whistleblowing Laws in Europe: An international guide**

February 2022

On September 25, 2019, the EU formally adopted the new EU Whistleblower Protection Directive (the Directive) designed to enhance protection for whistleblowers within the EU. The Directive is designed to provide common minimum standards across the Union and requires Member States to transpose it into national law by October 2021.

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#### **EU Whistleblower Directive: Key provisions, SOX comparison and Actions for business**

December 2021

Recent scandals such as the Luxembourg Leaks financial scandal and the Panama Papers have highlighted the important role that whistleblowers can play in exposing breaches of EU law.

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#### **Spain - Whistleblowing Laws in Europe: An international guide**

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#### **Gender pay: Why it is a business critical issue for employers**

28 April 2021

Employers and governments around the world are increasingly focused on workplace pay and, in particular, the gender pay gap. Our 2021 Gender Pay Transparency International Survey highlights recent developments in this area across 35 jurisdictions.

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- *Chambers Employment Guide 2019* – Spanish chapter
- *Annual review of employment cases for lawyers*, Editorial la Ley, Wolters Kluwer (Years from 2007 to 2020 continuously)

## Events

### Previous

#### European Dinner

10 May 2022

Webinar

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#### Looking ahead: global changes and employment challenges

8 February 2022 | 3:00 - 5:00 pm

Webinar

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#### Global Employment Webinar: 2021 Review and 2022 Preview

18 January 2022 | 8 AM - 9:30 AM PST | 11 AM - 12:30 PM EST | 12 AM - 1:30 AM HKT

Webinar

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Pilar Menor is a regular speaker at conferences and seminars in Employment-related matters.