



Javier Galperin

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Experience

Javier is a lawyer who graduated from the Universidad de Montevideo, where he also completed a postgraduate program in Digital Transformation and Law.

He develops his practice within the Labor and Litigation Departments, with a specialization in Labor Law. He advises domestic and multinational companies in litigation and administrative proceedings, as well as on employment contracting, dismissals and terminations, working time, and labor obligations in general.

He also has extensive experience in corporate labor advisory work in mergers and acquisitions, with a particular focus on the Software and Information Technology sector, where he regularly leads the labor aspects of due diligence.

He frequently represents companies in the retail, financial, and banking sectors, among others, in collective bargaining at both bipartite and tripartite levels before the National Labor Directorate of the Ministry of Labor and Social Security (Dirección Nacional del Trabajo del Ministerio de Trabajo y Seguridad Social). He also took part in the drafting of the bill that led to Uruguay's Teleworking Law (Ley de Teletrabajo).

On the academic side, he has served for more than five years as a professor in the Labor Law I and II courses at the Universidad de Montevideo. He has also participated, on behalf of the university, as a coach in the Willem C. Vis International Commercial Arbitration Moot (Vienna), the Latin American Commercial Arbitration Competition, and the Foreign Direct Investment International Arbitration Moot.

Representative work

Provides ongoing advice on labor, collective bargaining, and social security matters to companies of significant national and international standing, such as OCA, Sodimac Homecenter, DIVINO, Roche International, and Puerta del Sur. Successfully represented BBVA, Citi Asesores de Inversión, and Motor Haus, among others, in highly complex litigation claims.

Regularly leads the labor aspects of due diligence for multiple companies in M&A transactions.

Publications and speaking engagements

Publications

He has published numerous articles and spoken at various conferences. His most recent contributions include:

- "El derecho de información en hipótesis de tercerizaciones: ¿cómo se logra mutar la responsabilidad solidaria en subsidiaria?" (The right to information in outsourcing scenarios: how joint and several liability becomes subsidiary liability), XXXIV Uruguayan Conference on Labor and Social Security Law (co-author: Italo Raymondo).
- "El derecho de retracto en la ley de teletrabajo" (The right of withdrawal under the Teleworking Law), XXXI Uruguayan Conference on Labor and Social Security Law, in honor of Dr. Eduardo Ameglio.
- XXVIII International Human Resources Management Congress, panel "Where is the limit? Generative AI, Ethics, and Organizational Decision-Making."