

## Estefania Rueda Garcia

Shareholder

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### Overview

Estefania Rueda Garcia advises international and national companies in a range of employment and labor matters in Mexico. Her work includes performing labor and employment audits, analysis of provision of subcontracted and specialized services in order to comply with the laws in force, leading and conducting investigation processes to determine corrective and preventive actions in the workplace, developing and implementing strategies for terminations of employment with and without cause, and adapting global policies to the national legal framework.

Estefania leads the data protection area in Mexico, in which she counsels employers regarding privacy data matters and compliance with the respective laws. Likewise, Estefania addresses and develops strategies to solve discrimination claims before the National Council to Prevent Discrimination (CONAPRED), and provides training sessions on antidiscrimination, antiharassment and prevention of psychosocial factors.

Estefania worked in the development of the NOM-035 Littler Survey Tool for implementing the mandatory surveys of psychosocial risk factors at work. She interned in Littler's New York office, where she participated in investigation processes and attended workers' compensation and arbitration hearings. Estefania has participated as speaker in trainings provided to Judges and staff of Labor Courts in the State of Mexico.

### Professional and Community Affiliations

- Miembro, del Ilustre y Nacional Colegio de Abogados de México

### Events & Speaking Engagements

#### 2024 Conferencia Anual de Littler México - Ciudad de México

Ciudad de México, CMX  
November 6, 2024

#### 2024 Mexico Employer Conference

Ciudad de México, CMX  
November 6, 2024

**2023 Conferencia Anual de Littler México - Ciudad de México**

Ciudad de México, CMX

October 11, 2023

**2023 Conferencia Anual de Littler México - Monterrey**

San Pedro Garza García, NLE

October 10, 2023

**Perspectivas y consejos legales laborales para empresas con operaciones en Iberoamérica**

January 24, 2023

**México: Preparándonos para el reparto de utilidades 2022**

March 15, 2022

**México: ¿En qué nos quedamos? Cumplimiento de la NOM-035 sobre factores de riesgo psicosocial**

Ciudad de México, CMX

February 1, 2022

**Trabajo de las mujeres: Evolución, derechos y retos, para garantizar igualdad salarial y un ambiente laboral libre de acoso y discriminación**

March 8, 2021

**Reforma de teletrabajo en México**

January 19, 2021

**Contratación de personal temporal y terminaciones laborales por medios virtuales**

October 21, 2020

**Nuevas obligaciones derivadas de la NOM-035**

September 22, 2020

**Administración de la seguridad de los empleados en el nuevo entorno laboral (bioseguridad)**

June 4, 2020

**Employment Law in Telework**

Tirant Lo Blanch

April 17, 2020

**Fifth Annual Conference in Monterrey**

San Pedro Garza García, NLE

October 3, 2019

**5a Conferencia Anual en Monterrey**

October 3, 2019

**5a Conferencia Anual en Ciudad de México**

October 2, 2019

**Fifth Annual Conference in Mexico City**

Ciudad de México, CMX

October 2, 2019

**International #MeToo, #StandUp and Transformative Technologies in the Workplace**

Seattle, WA

December 4, 2018

**Cuarta Conferencia Anual en Monterrey**

San Pedro Garza García, NLE

November 15, 2018

**Fourth Annual Conference in Monterrey**

San Pedro Garza García, NLE

November 15, 2018

**Cuarta Conferencia Anual en Ciudad de México**

Ciudad de México, CMX

November 14, 2018

**Fourth Annual Conference in Mexico City**

Ciudad de México, CMX

November 14, 2018

**Second Annual Mexico Conference - Mexico City**

Ciudad de México, CMX

October 5, 2016

**Segunda Conferencia Anual en México - Ciudad de México**

Ciudad de México, CMX

October 5, 2016

**Books & Book Chapters**

, *La necesidad de la regulación específica del teletrabajo como trabajo especial dentro de la ley federal del trabajo*,  
Tesis profesional, mayo 2014

## Recognition

- Named, Ones to Watch *The Best Lawyers in Mexico™*, 2024-2025
- Awarded, First Place *Octavio Paz National Contest*, 2009
- Reconocida, Ones to Watch *The Best Lawyers in Mexico™*, 2024-2025
- 1er lugar en el Concurso Nacional Octavio Paz de expresión oral y escrita , 2009

## Education

Law Degree, Universidad Anáhuac México Norte, MX, 2014, *Honors*

LL.M., University of Edinburgh, 2022, *with honors*

Licenciatura en Derecho, Universidad Anáhuac México Norte, MX, 2014, *Con honores*

Maestría en Derecho de la Tecnología de la Información, Universidad de Edimburgo, Reino Unido, 2022, *Con honores*

## Bar Admissions

Mexico

## Languages

Spanish

English

## Publications & Press

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

*Press Release*

November 14, 2024

### **Littler Attorneys Named to 2024 Best Lawyers™ List in Mexico**

*Press Release*

December 7, 2023

### **Littler Nombra Como Socia a Estefania Rueda Garcia**

*Press Release*

January 9, 2023

### **Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder**

*Press Release*

January 4, 2023

## Fundamental Labor Rights

*Tirant Lo Blanch*

June 20, 2022

**Littler Mexico Launches NOM-035 Survey Tool to Assist Employers with Compliance**

*Press Release*

July 27, 2020

**Littler México Lanza La Herramienta Littler | Encuesta NOM-035 Para Ayudar A Los Empleadores En El Cumplimiento De Obligaciones**

*Press Release*

July 27, 2020

**Employment Law in Telework**

*Tirant Lo Blanch*

April 17, 2020

**Restricciones de la Frontera de México-Estados Unidos Ante el COVID-19**

*Littler ASAP*

March 21, 2020

**U.S.-Mexico Border Crossing Restrictions Amid the COVID-19 Crisis**

*Littler ASAP*

March 21, 2020

**Federal Labor Law with Comments**

*Tirant Lo Blanch*

October 1, 2019