

## ECIJA promotes a new partner in its Employment Law and Human Rights practice in Costa Rica

### Daniel Valverde also plays the role of Chief Diversity Officer in ECIJA Costa Rica.

After 2 years of having assumed the direction of the Employment Law practice, and later complementing it with an innovative Human Rights practice with a corporate approach, Daniel Valverde has been invited to become the 127th partner of the firm worldwide.

Daniel, with a decade of experience in corporate employment consultancy, enhanced with the completion of a master's degree in International Law and Human Rights from the United Nations-mandated University for Peace (UPEACE), has helped turn the labour practice into one of the fastest-growing in Costa Rica. His background has allowed him to match the application of traditional employment law with interpretations stemming from international Human Rights instruments, translating them for a corporate world, advising Fortune 500 companies in the application of best practices to avoid discrimination, workplace and sexual harassment, in addition to implementing the best standards on diversity issues to avoid contingencies in these areas.

Precisely, in 2020 he was appointed Chief Diversity Officer (CDO) of ECIJA Costa Rica, assuming the responsibility of cultivating a work environment that encourages and respects diversity and inclusion and compliance with non-discrimination standards, as well as ensuring a diverse workforce.

Mauricio Paris, ECIJA Latin America regional manager says: "Daniel assumes his new role precisely as a result of his impeccable work directing two strategic practice areas for the firm, which have grown in number of clients, in billing and in complexity of the matters we attend. He is also an ambassador of our principles as a firm, especially our commitment with diversity and inclusion."

Daniel says, his promotion as a partner means "a recognition of the effort and dedication that I have tried to give to both my peers and our clients. At the same time, it is a great professional opportunity granted by this prestigious law firm, which opened its doors to me in an environment of total inclusion and acceptance for diversity. In addition, this promotion allows me to enhance the service I provide to our clients, always with a particular focus on technology and its application in employment law and human rights."

**About ECIJA:** *With over 20 years of experience, we have positioned ourselves as one of the **best multidisciplinary and independent firms in the Ibero-american market**, as accredited by the most prestigious international directories, offering comprehensive legal services regarding regulatory compliance and information security.*

*With headquarters in **Spain, Portugal, USA, Chile, Panamá, Costa Rica, Honduras, Dominican Republic, Guatemala, El Salvador, Mexico, Ecuador, Brazil and Puerto Rico**, ECIJA has a multidisciplinary team of over **600 professionals**.*

*In addition, in 2019, the Firm signed the largest strategic agreement between a Spanish firm and a Chinese firm, through a joint venture with the fourth largest law firm in **China, Grandall Law Firm**, resulting in the creation of its own **China Desk** in its Madrid headquarters and the consolidation of a hub between Asia, Iberia and Latin America bringing together more than 3,500 lawyers in 18 countries in a total of 57 offices.*



**About Daniel Valverde:** Daniel has focused his professional experience in corporate employment advisory, locally and in the region. He has proven capabilities in handling regional project of varied legal subjects, always maintaining a high-quality standard in the final product delivered to the client.

He acquired experience for more than six years in the Employment Law practice in a specialized firm, where he learned ample knowledge of this area of law, from the creation of compensation schemes, review of workdays and work shifts, handling of labor and sexual harassment, among others that may arise from the day-to-day activity of a company.

He also has relevant experience in the area of Human Rights. He has been an active member of the InterAmerican system of human rights, being an intern of the Inter-American Commission on Human Rights. He focuses his knowledge in its application in corporations, based on compliance with international standards in 5 axes: gender, age, functional diversity, social origin, and diversity of sexual orientation and gender identity.

Likewise, his development in these two areas of law makes him an important counselor in the implementation of employment human rights. Mainly, the fulfillment of core labor standards established by the ILO, the OECD and the 2030 Agenda for Sustainable Development of the United Nations.

He also garnishes experience in employment litigation, focused in the handling of the expedited processes of discrimination, and handling international litigation before the Inter-American Court of Human Rights.

Starting in 2020, he assumed the position of Chief Diversity Officer (CDO), responsible at ECIJA Costa Rica for cultivating a work environment that fosters and respects diversity and inclusion. CDO develops initiatives for inclusion, such as giving training or managing activities. Also, it must assist in the recruitment processes, in order to verify compliance with non-discrimination standards, as well as ensure that a diverse workforce is hired.

The CDO identifies the areas in which the organization can improve on issues of diversity and inclusion. You can investigate or request rectification if a discriminatory act is reported, and you can support (or be part of) the Office's Investigative Committee to investigate sexual harassment at work.

### **More information:**

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