

press release

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ECIJA strengthens its Labor and Employment area with the arrival of Tania Ávila as a new partner

Tania Ávila Morfín will lead the Labor and Employment practice at ECIJA Mexico, a firm that now boasts a total of eight partners within its legal practice in the country.

Amidst its continuous expansion strategy in Mexico for 2023, ECIJA has announced its fourth corporate initiative of the year, marking a significant milestone not only in growth but also in its commitment to gender equality. With the addition of **Tania Ávila Morfín** as a new partner in the Mexico City office, the Ibero-American firm — which commands the largest presence in Latin America — not only bolsters its expertise in Labor Law but also celebrates a notable step forward in female representation in leadership roles. Ávila, who will helm the labor department, solidifies ECIJA Mexico's pursuit to be a full-service firm championed by a diverse and equitable team. With her joining, the number of women in the partnership increases to three, reinforcing female representation within a collective of eight partners in the country. This move is a concrete manifestation of ECIJA's policy to promote inclusion and gender equity at every level of the corporation.

The new partner brings over 20 years of experience to the firm. Her expertise includes corporate restructurings, mergers and acquisitions, social security litigation, and close collaboration with federal authorities. She has played a pivotal role as a member of the Advisory Committee of the Business Coordinating Council in Mexico, influencing the reforms to the Social Security Law regarding outsourcing.

Tania Ávila has provided counsel to numerous national and international clients, particularly in the healthcare, food, automotive, logistics, and hotel industries. She has implemented strategies for corporate restructuring and cost optimization in benefits schemes. The partner is highly skilled in administrative and judicial processes related to social security, specializing in employee transfers, compliance investigations, and labor outsourcing strategies. Her notable achievements include securing favorable rulings in high-profile cases, effective employer substitution strategies, and leading due diligence for international transactions.

She has authored several articles for publications, including RH Magazine. Additionally, throughout her career, she has worked with prestigious international firms, spearheading initiatives in her areas of expertise.

In the words of **Ricardo Chacón**, Managing Partner of ECIJA Mexico and Coordinator for North America, Central America, and the Caribbean: "The arrival of Tania represents a significant reinforcement for our labor practice area, marking a decisive step in its consolidation. Our goal is to continue integrating talent, betting on professionals who not only have outstanding experience and prestige in the sector but also share the values and vision of our firm. It is a pleasure to welcome Tania at this strategic moment, which coincides with the global strengthening of ECIJA, evidenced by the recent acquisitions and international alliances we have established."



For **Tania Ávila**, the new partner at ECIJA Mexico: “Joining ECIJA, a leading law firm both in Mexico and internationally, represents a privilege and an extraordinary opportunity. I am excited to bring my experience and knowledge to the labor practice, thus contributing to the strengthening and expansion of this area within the firm. My commitment is to work toward establishing ECIJA as an undisputed reference in the Mexican labor landscape, facing the challenges this entails and celebrating the successes that I am confident are yet to come.”

Joaquín Rodríguez, member of the Executive Committee of ECIJA Mexico, highlights that Tania's incorporation is key, as labor practice is crucial for most companies operating in Mexico, as well as for the many others currently interested in establishing themselves in our country to take advantage of the nearshoring momentum.

The recent integration of Tania Ávila to ECIJA Mexico was announced following significant developments made by the firm in June, April, and February: the addition of Mike Margáin, the launch of its new Financial Advisory division, and the creation of its Environment and Sustainability department, respectively. Earlier this year, the firm also announced a strategic alliance with the Anglo-German law firm **Taylor Wessing**, a leader in the Technology, Media, and Telecommunications (TMT) and Intellectual Property sectors in Europe. These initiatives are part of ECIJA's expansion and strengthening strategy, aiming to establish the firm as a full-service entity in Mexico and to assume a leadership role in LATAM.

About ECIJA

ECIJA, with more than 28 years of international professional experience, is one of the leading firms in the global market, as recognized by international directories such as Chambers & Partners and The Legal 500. It has been recognized by The Lawyer as the best TMT firm in Europe and by the Financial Times as the most innovative firm in continental Europe in 2022. ECIJA has the largest presence in Latin America of any Latin American firm and has offices in Spain, Portugal, Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Puerto Rico, the Dominican Republic, and Uruguay.

About the strategic alliance with Taylor Wessing

In addition to its direct presence in Iberia and Latin America, since March 2023, ECIJA has provided legal services globally through its strategic alliance with the Anglo-German firm, Taylor Wessing. Taylor Wessing, one of Europe's leading multidisciplinary law firms, is recognized for its leadership in various sectors by international directories such as Chambers & Partners and The Legal 500. It boasts more than 1,200 lawyers across 29 offices in a total of 17 jurisdictions throughout Europe, the Middle East, Asia, and the United States.

The strategic alliance of both firms results in a combined presence in 32 countries and 62 offices, with over 500 partners and more than 3,000 lawyers globally.

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