

Juan Carlos Varela

Office Managing Shareholder, Caracas

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Focus Areas

International Employment Law

Overview

Juan Carlos Varela is an international attorney licensed and admitted to practice before the courts in Venezuela, Colombia and Florida. He focuses his practice on representing and advising global clients on matters throughout Latin America and the Caribbean, involving:

- Labor and employment law
- Litigation
- International arbitration and alternative dispute resolution
- Global investigations and audits

He focuses in traditional labor law, employment law, and maritime law, with master's degrees in maritime, international and comparative law.

Juan Carlos is the office managing shareholder of Littler Mendelson's Venezuela offices in Caracas and Valencia, and he also works out of the Miami office. He supports the interests of clients throughout the entire Latin America region and is actively involved in the firm's International Employment Practice Group.

Juan Carlos has written numerous articles on labor-related issues and is regarded as one of the best labor lawyers in Venezuela.

Recognition

- Named, The Best Lawyers in America®, 2018-2019
- Named, Best Lawyers in Venezuela®, 2014-2020

- Named, Labour and Employment, *Chambers Latin America*, 2014-2017
- Named, Leading Lawyer in Venezuela, *Legal 500 Latin America*, 2015-2016
- Named, Latin America's Top 100 Lawyers, *Latinvex*, 2016-2017
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2015
- Named, World's Leading Business Lawyers, Corporate/M&A, Venezuela, *Chambers Global*, 2014
- Named, Excellence in Client Service, *Client Choice International*, 2013
- LACCA Approved, Labour, *Latin America Corporate Counsel Association*, 2020-2021

Education

J.D., University of Miami, 2019

LL.M., University of Miami, 2019

LL.M., University of Miami, 2011

LL.M., University of Illinois, 1995, *summa cum laude*

J.D., Universidad Católica Andrés Bello, VZ, 1992, *cum laude*

Bar Admissions

Venezuela

Colombia

Florida

Courts

Supreme Tribunal of Justice of Venezuela

Supreme Court of Justice of Colombia

Languages

Spanish

English

Portuguese

Publications & Press

A Global Vision and the American Dream

Littler Podcast

October 4, 2021

Littler's APAC Employment & Labor Law 2021 Series: Remote Workers in Asia versus Latin America

Littler Podcast

March 11, 2021

Littler's APAC Employment & Labor Law 2021 Series: Asia's Focus on LATAM and Putting Workers On the Ground

Littler Podcast

March 9, 2021

Littler Attorneys in Venezuela Earn Best Lawyers® Recognition

Littler Press Release

December 6, 2019

Littler Lightbulb: Highlighting Five Recent Developments in Latin America

Littler Insight

September 17, 2019

Littler Attorneys in Mexico and Venezuela Named to 2019 Best Lawyers® List

Littler Press Release

December 5, 2018

Best Lawyers in America® 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

Some Big Law Firms Hang On in Turbulent Venezuela

The American Lawyer

May 21, 2018

Littler Global Guide - Venezuela - Q1 2018

Littler Global Guide Quarterly

April 23, 2018

Littler Attorneys in Mexico and Venezuela Earn Best Lawyers® Recognition

Littler Press Release

December 1, 2017

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

Littler Ranks in The Legal 500 Latin America 2017 and Chambers and Partners Latin America 2018 Guides

Littler Press Release

September 22, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Best Lawyers® Recognizes Littler Mexico and Venezuela Attorneys

Littler Press Release

December 12, 2016

Pensions & Retirement Plans 2016

Getting the Deal Through

May 1, 2016

Latin America's Top 100 Lawyers

Latinvex

January 13, 2016

Littler Attorneys Recognized in Best Lawyers Mexico© and Best Lawyers Venezuela©

Littler Press Release

October 21, 2015

Approach to Employment and Labour Issues Must Suit Jurisdiction, Say Panellists

Latin Lawyer

September 14, 2015

Littler Attorneys Included in Best Lawyers in Mexico, Venezuela and Colombia© 2015 Editions

Littler Press Release

October 6, 2014

HR Americas: Trends, tips and discussion on managing talent in the Americas

WorldCity

November 16, 2013

Littler Earns Top Rankings From U.S. News and Best Lawyers

Littler Press Release

November 5, 2013

Venezuela: Useful online resources on employment law

XpertHR

November 2013

Brazil's New Anti-Corruption Law: What Every Multinational Employer Should Know

Littler Insight

August 22, 2013

Nueva Ley Contra la Corrupción de Brasil: Todo lo que un Empleador Multinacional Debe Saber

Littler Insight

August 22, 2013

Colombia Adopts Regulations to Implement its Data Protection Laws

Littler Insight

July 29, 2013

Colombia Adopta Normas Sobre la Protección de Datos Personales

Littler Insight

July 29, 2013

Venezuela Employers Beware: New Regulations Establish Additional Wage and Hour Requirements

Littler Insight

May 24, 2013

Alerta a los Empleadores Venezolanos: Nuevo Reglamento Establece Requisitos Adicionales a la Jornada Laboral y Días de Descanso

Littler Insight

May 24, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Outsourcing in Latin America

Latin American Law & Business Report

July 1, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

Reforma Parcial del Reglamento de la Ley de Alimentación para los Trabajadores y Trabajadoras

Littler Insight

July 18, 2011

Littler Mendelson Opens First International Office in Venezuela

Littler Press Release

October 18, 2010

Speaking Engagements

International Wandering Workers: Avoiding the Legal Pitfalls for Multinational Employers

April 8, 2021

Not All Who Wander Are Lost: Managing Employee Relocation in the Era of Remote Work

March 11, 2021

Sexto Foro Regional de Derecho Laboral

Panama City

September 20, 2019

Venezuela: Political, Economic and Legal Outlook

Boleita, Caracas

April 2, 2019

Venezuela Overview: New Financial Reforms

Boleita, Caracas

October 3, 2018

Visión General de Venezuela: Nuevas Reformas Financieras

Boleita, Caracas

October 3, 2018

Labor and Employment Outlook 2017: Companies of Today for the Venezuela of Tomorrow

Boleita, Caracas

February 23, 2017

Perspectivas Laborales 2017: Empresas del presente para la Venezuela del futuro

Boleita, Caracas

February 23, 2017

Inaugural Europe Conference - Germany

Berlin

November 10, 2016

Mandatory Transitory Labor Regime in Venezuela

August 22, 2016

Régimen Laboral Transitorio y Obligatorio en Venezuela

August 22, 2016

The Art of Global Restructuring and Global Workforce Integration

May 5, 2016

Brazil: Country Outlook for 2016

February 26, 2016

Perspectivas Laborales 2016 - Venezuela

Boleita, Caracas

February 24, 2016

Venezuela Labor Outlook 2016

Boleita, Caracas

February 24, 2016

Latin America HR Challenges and Solutions

Latin America Employee Relations Group, Miami, FL

February 25-26, 2016

Venezuela: Country Outlook for 2016

January 28, 2016

Littler Global Mexico Conference

W Mexico CityCalle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 Mexico City, D.F., Mexico

November 11, 2015

Littler Global Primera Conferencia en México y Monterrey

W Ciudad de MéxicoCalle Campos Elíseos 252, Miguel Hidalgo, Polanco, 11560 México, Distrito Federal

November 11, 2015

Littler Global Mexico Conference

NH Collection Monterrey Av Jose Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, Mexico
November 10, 2015

Littler Global Primera Conferencia en México y Monterrey

NH Collection Monterrey Av. José Vasconcelos 402, Valle de Santa Engracia, 66268 San Pedro Garza García, NL, México
November 10, 2015

Littler Global Colombia Conference

Bogotá
September 10, 2015

Labor Update

Boleita, Caracas
May 27, 2015

Latin America Labor & Employment Law Update

April 29, 2015

Labor Market and Global Mobility

Rio de Janeiro, Brazil
February 27, 2015

Perspectivas Laborales 2015

Boleita, Caracas
February 24, 2015

Labor & Employment Issues: Three Things an Employer Should Master for Success in Latin America

Miami, FL
November 13, 2014

Hiring and firing: Save your multinational millions by taking precautions and avoiding “rookie” mistakes

Miami, FL
November 7, 2014

Compliance and Liability Fundamentals

Association of Corporate Counsel, South Florida Chapter
May 2, 2014

Critical Changes to the Labor Landscape in Latin America and the Implications for U.S. Employers

Dallas, TX

April 4, 2013

Employment Agreements, Restrictive Covenants, and Trade Secrets: A Review for Multinational Employers

March 28, 2013

Critical Changes to Mexico and Venezuela's Labor Landscape and the Implications for U.S. Employers

Houston, TX

January 29, 2013

Out & About: LGBT Issues and the Globally Mobile Workforce

Littler Mendelson, Washington D.C.

November 9, 2012

Sustainable Innovations for a Changing Global Workforce

Littler Mendelson, Washington D.C.

November 8, 2012

Protecting Your Operations in Latin America: Risks and Opportunities in the Region's Current Legal Landscape

Littler Mendelson, Washington D.C.

November 8, 2012

Nueva Ley del Trabajo en Venezuela

Boleita, Caracas

July 17, 2012

New Labor Law In Venezuela

Boleita, Caracas

June 29, 2012

Doing Business South of the Border

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Books & Book Chapters

- Pensions & Retirement Plans - Venezuela, *Getting the Deal Through*, Law Business Research Ltd., chapter author, 2013 and 2014