

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

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

México Tiene Nueva Ley en Materia de Protección de Datos Personales

Littler ASAP

April 3, 2025

Mexico Has a New Law on Personal Data Protection

Littler ASAP

April 3, 2025

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

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