

Francisco Salas Chaves

Partner

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Overview

Francisco Salas Chaves is a founding member of BDS Asesores and co-chairs the firm's consulting practice. He has extensive experience in preventive and corrective labor counseling for numerous national and multinational companies. He is also experienced in the field of labor law focused on public administration.

Francisco has been legal counsel for the Colegio de Licenciados y Profesores en Letras, Filosofía, Ciencias y Artes, as well as of the Pension and Retirement Board of the Magisterio Nacional. He has been a professor of labor law at the Universidad de Costa Rica. He has written articles on labor law for several publications and contributes to the Empleo.com Section of the *Periódico La Nación*. He is a frequent presenter of seminars on labor, employment and privacy law.

Recognition

- Named, Labour and Employment, *Chambers Latin America*, 2014, 2025-2026
- Recommended, Labour & Employment, *Who's Who Legal*, 2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Costa Rica, *Business Today*, 2023
- Named, Who's Who Legal Central America, Labour, Employment & Immigration, *Who's Who Legal*, 2018
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2014

Education

M.A., Universidad Estatal a Distancia, Costa Rica, 2013

M.A., Universidad para la Cooperación Internacional, Costa Rica, 2003

Law Degree, University of Costa Rica, Costa Rica, 1995

Bar Admissions

Costa Rica

Languages

Spanish

English

Publications & Press

Littler Featured in 2026 Chambers Latin America Guide

Press Release

August 21, 2025

Littler Recognized in 2025 Chambers Latin America Guide

Press Release

August 22, 2024

Littler Ranked in Chambers Latin America Guide 2023

Press Release

August 26, 2022

Littler Lightbulb: Highlighting Five Recent Developments in Latin America

Littler ASAP

September 17, 2019

Littler's Costa Rica Attorneys Named in 2018 Who's Who Legal Central America Labour, Employment & Immigration Guide

Press Release

August 9, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Press Release

September 28, 2017

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

Press Release

September 22, 2017

Littler Global Guide - Central America - Q2 2017

Littler Global Guide Quarterly

July 11, 2017

Costa Rica: Aumento Salarial Aprobado para el Sector Privado para el Segundo Semestre 2016

Littler ASAP

June 23, 2016

Costa Rica: Salary Increase Approved for the Private Sector for Second Semester of 2016

Littler ASAP

June 23, 2016

Top 10 Tips for Hiring Outsourcing Services in Central America and the Dominican Republic

Association of Corporate Counsel (ACC)

October 1, 2014

Costa Rica: Business Shutdown and Mass Layoffs

Littler ASAP

May 5, 2014

Events & Speaking Engagements

Reestructuración de costos sin terminar contratos de trabajo

May 22, 2020

5ta Conferencia Anual en Colombia

Bogotá, DC

September 6, 2019

4a Conferencia Anual en Colombia

Bogotá, DC

September 26, 2018

Employment Law Update: Outsourcing in Brazil and Selected Central and South American Jurisdictions

October 17, 2017

Classifying Your Sales Staff Working in the Americas: Are They Exempt Employees?

June 14, 2017

Latin America Conference

Miami, FL

October 28, 2016

Second Annual Peru Conference

September 28, 2016

Segunda Conferencia Anual en Perú

September 28, 2016

Littler Global Primera Conferencia en México y Monterrey

Ciudad de México, CMX

November 11, 2015

Littler Global Mexico Conference

Ciudad de México, CMX

November 11, 2015

Littler Global Primera Conferencia en México y Monterrey

San Pedro Garza García, NLE

November 10, 2015

Littler Global Mexico Conference

San Pedro Garza García, NLE

November 10, 2015

Littler Global Primera Conferencia en Centroamérica

San José, SJ

October 29, 2015

Littler Global Central America Conference

San José, SJ

October 29, 2015

Latin America Labor & Employment Law Update

April 29, 2015

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

Miami, FL

November 13, 2014