

## Marco Durante Calvo

Office Managing Shareholder

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## Overview

Marco Durante Calvo has experience in diverse legal fields ranging from labor and constitutional practice to labor law in both a collective and individual domain.

Marco is a frequent speaker at seminars and conferences regarding current labor issues in the national and international spheres. He regularly contributes articles on advocacy and legal issues affecting labor and employment for publications such as Página 15 of the *Periódico La Nación* and *El Financiero*.

Marco has been a member of the law faculty of the University of Costa Rica since 1998 and a professor in the Labor and Social Security Law Master's Program at the Universidad Estatal a Distancia since 2004. Since 2011, he has taught a certified course in management and labor legislation at INCAE Business School.

## Professional and Community Affiliations

- Director, National Wages Council
- Member, Commission on Human Capital Development, Chamber of Industries
- Director, Consejo Nacional de Salarios
- Miembro, Comisión de Desarrollo de Capital Humano, Cámara de Industrias

## Recognition

- Recommended, Labour & Employment, Pensions & Benefits, *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, Leading Lawyer in Costa Rica, *Legal 500 Latin America*, 2016
- Named, Lawyer of the Year, Labor and Employment Law - San José, *The Best Lawyers in Costa Rica*®, 2015
- Named, Labour and Employment, *Chambers Latin America*, 2014, 2025
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2014

- LACCA Approved, Labour, *Latin America Corporate Counsel Association*, 2021
- Recommended, Labour & Employment, Pensions & Benefits, *Who's Who Legal*, 2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Costa Rica, *Business Today*, 2023
- Reconocido sección de Abogados Laborales del Sector Empleador, *Who's Who Legal*, 2018
- Reconocido, Derecho Laboral, *Chambers Latin America*, 2014, 2025
- Reconocido, La Sección Internacional de Abogados Laborales del Sector Empleador, *Who's Who Legal*, 2014
- Reconocido, Líder en Derecho Laboral, Costa Rica, *Legal 500 Latin America*, 2016
- LACCA Approved, Labour, *Latin America Corporate Counsel Association*, 2021

## Education

M.A., University of Castilla-La Mancha, Spain, 2010

M.A., Universidad Estatal a Distancia, Costa Rica, 2004

M.A., University of Castilla-La Mancha, Spain, 2010

M.A., Universidad Estatal a Distancia, Costa Rica, 2004

## Bar Admissions

Costa Rica

## Languages

Spanish

English

Italian

## Publications & Press

### **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'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 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Press Release*

June 5, 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

**Costa Rica: IVM Contributions to Increase as of July 1, 2017**

*Littler ASAP*

June 15, 2017

**Littler Global Guide - Central America - Q1 2017**

*Littler Global Guide Quarterly*

March 31, 2017

**Dealing with global mobility**

*Latin Lawyer*

November 26, 2014

**End of the year and holiday contracts**

*Teletica*

November 5, 2014

**Littler Receives Top Rankings from U.S. News – Best Lawyers in 2015 “Best Law Firms” list**

*Press Release*

November 3, 2014

**Global mobility is high risk for employers, say Labour & Employment panelists**

*Latin Lawyer*

September 17, 2014

**Temporary Work**

*Teletica.com*

November 12, 2013

**Littler Mendelson Combines with Firms in Colombia and Costa Rica**

*Press Release*

October 1, 2013

**Littler Mendelson Se Asocia con Firmas en Colombia y Costa Rica**

*Press Release*

October 1, 2013

**Telecommuting is gaining ground in the country**

*Teletica.com*

July 15, 2013

**Employment rights of woman who are expecting and lactating**

*Teletica.com*

June 24, 2013

**Events & Speaking Engagements**

**Sexto Foro Regional de Derecho Laboral**

Panama City

September 20, 2019

**Tercera Conferencia Anual en Colombia**

Bogotá, DC

November 10, 2017

**Third Annual Conference in Colombia**

Bogotá, DC

November 10, 2017

**Second Annual Colombia Conference**

Bogotá, DC

October 19, 2016

**Segunda Conferencia Anual en Colombia**

Bogotá, DC

October 19, 2016

**Second Annual Conference in Central America**

Panama City

October 12, 2016

**Segunda Conferencia Anual en México - Ciudad de México**

Ciudad de México, CMX

October 5, 2016

**Second Annual Mexico Conference - Mexico City**

Ciudad de México, CMX

October 5, 2016

**Segunda Conferencia Anual en México - Monterrey**

San Pedro Garza García, NLE

October 4, 2016

**Second Annual Mexico Conference - Monterrey**

San Pedro Garza García, NLE

October 4, 2016

**Programa en Solución de Conflictos y Negociación Laboral**

San José, SJ

August 24, 2016

**Workplace Negotiations and Collective Bargaining in Costa Rica**

San Jose, CA

August 24, 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 Central America Conference**

San José, SJ

October 29, 2015

**Littler Global Primera Conferencia en Centroamérica**

San José, SJ

October 29, 2015

**Littler Global Colombia Conference**

Bogotá, DC

September 10, 2015

**Global Mobility – Defining the Employer-Employee Relationship in a Globalised World**

Miami, FL

September 11, 2014

**First Regional Forum: Proper Use of Technology Under Labour Law**

November 14, 2013

**Books & Book Chapters**

- *Telework*, 2003
- *Collective Labor Rights in the Public Sector*, 1999
- *All a Manager Needs to Know About Costa Rican Labor Law*, 2008
- *101 Frequently Asked Questions on Labor*, 2004