

Marco Esteban Arias

Partner

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Practice Areas

Wage and Hour

Discrimination and Harassment

International Employment Law

Labor Management Relations

Overview

Marco Esteban Arias is a member of the BDS Asesores' Private Labor and Employment Law Practice, where he provides daily advice to clients on a broad range of topics, including disciplinary measures and terminations of employment, planning for strategic decisions, workforce reductions, internal investigations for sexual or labor harassment, and other matters of their day-to-day operations. Marco also has experience in helping international companies understand and navigate Costa Rican legislation.

Additionally, Marco concentrates in drafting, reviewing, and translating legal documents from Spanish to English and vice versa, as well as in facilitating in-house training in labor and employment law in Costa Rica, in Spanish or English.

Since 2020, Marco leads the regional practice for Littler Global's offices in Central America and the Dominican Republic, serving as point of contact for clients with regional needs, coordinating advice and streamlining the consulting process.

Marco graduated with honors from Northwestern University Pritzker School of Law in Chicago, Illinois in the Master's Program for International Attorneys (LLM), in 2016. He worked as a summer associate in Littler's New York City office in 2016. In 2017, Marco passed the New York State Bar Exam and formally joined the bar in June of 2021.

Education

LL.M., Northwestern University Pritzker School of Law, 2016, *with honors*

Law Degree, Universidad de Costa Rica, Costa Rica, 2014

Licenciatura en Derecho, Universidad de Costa Rica, Costa Rica, 2014

LL.M., Northwestern University Pritzker School of Law, 2016, *Con Honores*

Bar Admissions

Costa Rica

New York

Languages

Spanish

English

Publications & Press

The Global Guide Quarterly (Quarter 2, 2024)

Littler Global Guide Quarterly

July 24, 2024

Littler Global Guide - Costa Rica - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

Littler Global Guide - Costa Rica - Q4 2023

Littler Global Guide Quarterly

January 16, 2024

Littler Global Guide - Guatemala - Q4 2023

Littler Global Guide Quarterly

January 16, 2024

Costa Rica Passes First “Whistleblower Law” to Protect Complainants and Witnesses of Possible Acts of Corruption

Littler ASAP

December 22, 2023

Littler Global Guide - Costa Rica - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

Littler Global Guide - Costa Rica - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

Littler Global Guide - Costa Rica - Q1 2023

Littler Global Guide Quarterly

April 12, 2023

Littler Global Guide - Costa Rica - Q4 2022

Littler Global Guide Quarterly

January 26, 2023

Littler World Cup Matchups Part 4: Drug and Alcohol Testing

Littler ASAP

November 23, 2022

Littler World Cup Matchups Part 3: Workplace Safety

Littler ASAP

November 21, 2022

Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave

Littler ASAP

November 17, 2022

Littler Global Guide - Costa Rica - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

Littler Global Guide - Costa Rica - Q2 2022

Littler Global Guide Quarterly

July 18, 2022

Littler Global Guide - Costa Rica - Q1 2022

Littler Global Guide Quarterly

April 18, 2022

Littler Global Guide - Costa Rica - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

Littler Global Guide - Costa Rica - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Littler Global Guide - Costa Rica - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Littler Global Guide - Costa Rica - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Littler Global Guide - Costa Rica - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

Littler Global Guide - Central America - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Littler Global Guide - Central America - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

Littler Global Guide - Central America - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

Littler Global Guide - Central America - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

Littler Global Guide - Central America - Q2 2018

Littler Global Guide Quarterly

July 20, 2018

Costa Rica's New Labor Reform in Force as of July 25, 2017

Littler ASAP

August 8, 2017

Costa Rica Adopts New Methodology for Adjustments to Wage Increase

Littler ASAP

November 23, 2016

Events & Speaking Engagements

El ABC del poder disciplinario aplicado a trabajadores remotos

August 27, 2020

Administración de la seguridad de los empleados en el nuevo entorno laboral (bioseguridad)

June 4, 2020