GARRIGUES



Hugo Gutiérrez Flores

Principal associate

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Labor and Employment

Hugo forms part of the Labor and Employment practice. He has the necessary knowledge and skills to be able to offer clients a service they can trust, striving at all times to provide added value by being proactive and willing to find a solution to every situation.

He mainly provides advice in the area of labor litigation and is skilled in advising clients from a preventive standpoint with a view to avoiding complex and costly disputes.

He also advises clients on individual dismissals and collective layoffs, even providing support in relation to layoffs in cases of closure of operations in various parts of the country.

Experience

Hugo Gutiérrez is a principal associate in the Labor and Employment practice.

He participates in due diligence processes, providing advice and assessing potential risks from the standpoint of labor and social security law for companies across a wide range of industries in Mexico.

He has worked on startup processes for recently-created Mexican companies, providing support for the implementation of documentation related to the hiring of employees, and also in preparing and implementing collective labor agreements and internal labor regulations, ensuring compliance with labor and employment legislation.

Hugo has provided training to companies in various industrial sectors, focusing on their management teams and addressing key matters such as: (i) hiring processes, (ii) methods and procedures for dismissals and layoffs, and (iii) prevention and raising awareness of workplace harassment.

He is fluent in Spanish and English.

Academic background

- Degree in Law, Universidad de Monterrey

Distinctions

- Best Lawyers 2025
  Ones to Watch