GARRIGUES



Paulina Rivera Leighton

Principal associate

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Labor and Employment

Paulina Rivera is a principal associate in the Labor and Employment area of Garrigues' Santiago de Chile office. Her practice focuses on providing labor law advice to domestic and multinational companies on individual and collective employment matters. She assists clients in the day-to-day management of human resources, lawsuits and administrative procedures before the Directorate-General of Labor and in the design and implementation of internal policies. She has experience in labor due diligence processes in the context of corporate transactions, harassment investigations, tax matters related to remuneration and benefits and the establishment of foreign companies in Chile. She previously worked at law firms specialized in labor law.

Experience

She has extensive experience in providing comprehensive labor law advice to domestic and multinational companies, including the management of labor relations, hiring processes, terminations, the design and implementation of internal policies and compensation systems, labor investigations and tax matters linked to remuneration and benefits.

She also advises on collective bargaining processes and labor union relations, participating in the design of negotiation strategies, regulated collective bargaining processes, and providing assistance in mediation procedures.

Her practice also includes complex labor law litigation, as well as labor due diligence processes and structuring the labor aspects of corporate transactions, including reorganization processes and post-transaction integration.

Before joining Garrigues, Paulina was a senior associate at Barros Silva Varela & Vigil (2022–2026), which she joined as an associate (2020–2022). She previously worked as an associate at Abdala y Cía. Abogados (2016–2020) and at Cleveland & Inostroza Abogados (2015–2016).

She is fluent in Spanish and English.

Academic background

- Degree in Law, Universidad Diego Portales (2014)
- Admitted to practice law by the Supreme Court of Chile (2015)
- Postgraduate diploma in Corporate Labor Law, Universidad de Los Andes (2016)
- Course in Collective Bargaining Skills, Universidad Adolfo Ibáñez (2019)
- Postgraduate diploma in Tax Applied to Business, Universidad Adolfo Ibáñez (2023)

Distinctions

- **Best Lawyers**: Recognized since 2023, Labour and Employment | Immigration Law.