GARRIGUES



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Senior associate

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Labor and Employment
Human Capital Services
Dispute Resolution: Litigation and Arbitration
Technology, Communications and Digital

Mariana Ubidia is a senior associate with experience in Labor and Employment, Immigration, and Data Privacy Law that has been in the firm since the beginning of her practice. She has experience in providing advice to Peruvian and foreign companies regarding national and foreign personnel recruitment, designing salaries structures and executing employee's termination, and specific advice on data privacy matters, as well as implementing a compliance syste on data privacy matters. Mariana also provides recurring advice on labor and employment, and data protection matters in acquisition, merger and financing transactions and the restructuring of companies and participates directly in preparing due diligence reports on such transactions. Lawyer by the Universidad de Lima, and expert certified in personal data protection by the Institute of Audit & IT-Governance.

Experience

Mariana is a senior associate of the Labor and Employment Department and the Data privacy practice, that has been in the firm since the beginning of her professional life.

She has experience in providing advice to Peruvian and foreign companies regarding national and foreign personnel recruitment, designing salaries structures and executing employee's termination. She also provides advisory services in relation to the implementation of labor obligations, health and safety in the workplace and social security, as well as representing clients in labor judicial procedures, and administrative labor proceedings before Administrative Labor Authority.

Mariana also has experience in advising Peruvian and foreign companies on data protection matters, including reviewing compliance with formal obligations before National Data Privacy Authority, and executing audit procedures and the implementation of data privacy systems to comply with the regulation.

She also provides recurring advice on labor and employment, and data protection matters in acquisition, merger and financing transactions and the restructuring of companies and participates directly in preparing

due diligence reports on such transactions.

Academic background

Degree in law, Universidad de Lima (Lima - Peru, 2019).

Memberships

- Member of the Lima Bar Association (2020).
- Certified expert in personal data protection by the Institute of Audit & IT-Governance (2020).