

## Marco Esteban Arias

Partner

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## Focus 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

## 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 - Guatemala - Q4 2023**

*Littler Global Guide Quarterly*

January 16, 2024

### **Littler Global Guide - Costa Rica - 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 Insight*

November 23, 2022

**Littler World Cup Matchups Part 3: Workplace Safety**

*Littler Insight*

November 21, 2022

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

*Littler Insight*

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

**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