



**Cecilia Guzmán-Barrón**

**Partner**

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Cecilia Guzmán-Barrón has over 15 years of experience advising companies, national and international organizations on all aspects of labor law, immigration and human resources. She concentrates on hiring, reorganizing and managing complex layoffs; adapting corporate policies to local laws; implementing changes in organizations; inspections and labor procedures; inductions for critical conversations; and the prevention and resolution of conflicts.

Likewise, Cecilia leads focused labor audits and due diligence and advises on issues in labor compliance and occupational health and safety. In addition, she offers clients advice on hiring foreign personnel; global mobility of Peruvians abroad and migration procedures.

#### RELATED SERVICES

- Employment

#### LANGUAGES SPOKEN

English German  
Spanish

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- English
- German
- Spanish

#### CREDENTIALS

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##### Education

- Doctor of Law, Labor and Social Security Law, Universidad de Salamanca 2016  
*cum laude*
- Law Degree, Pontificia Universidad Católica del Perú 1999
- Bachelor's degree, Law, Pontificia Universidad Católica del Perú 1998

##### Memberships

- Women in the Legal Profession (WIP – Peru)
- International Organization of Women in Business (OWIT – Peru)
- Peruvian Society of Labor Law and Social Security
- Lima Bar Association

## Teaching Experience

- Leadership, Strategy and Human Resources Professor, CENTRUM Católica (2003 – Present)
- Professor of diverse courses in the Labor Department, Pontificia Universidad Católica del Perú (2002 – 2017)

## INSIGHTS

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### Publications

- "Special compensations: when can they be granted?" ("Compensaciones especiales: ¿cuándo se pueden otorgar?"), *Infocapitalhuman.pe*, January 18, 2018
- "Letter from a labor worker to Santa Claus" ("Carta de una laboralista a Papá Noel"), *Infocapitalhuman.pe*, December 20, 2017
- "Our old age and Pension Reform" ("Nuestra vejez y la Reforma de Pensiones"), *Infocapitalhumano.pe*, November 15, 2017
- "The time allocated to the work uniform" ("El tiempo destinado al uniforme de trabajo"), *Infocapitalhuman.pe*, November 14, 2016
- "Present and future of the exercise of the ius variandi against the vicissitudes of the labor relationship in Peru," Book of papers of the Seventh National Congress of Labor and Social Security Law
- Peru Chapter, *Getting the Deal Through - Corporate Immigration 2017*
- Co-author, "Equality, non-discrimination and conciliation in Peru," IUSLabor 2/2016, *Electronic Journal of Labor Law and Social Security*, University of Pompeu Fabra, in collaboration with María Katia García Landaburu
- "Time flexibility: Tool to attract and retain collaborators" ("Flexibilidad horaria: Herramienta para atraer y retener a los colaboradores"), *Infocapitalhuman.pe*, April 26, 2016

## NEWS

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### DLA Piper lawyers and practices ranked in *Chambers Latin America 2022*

30 August 2021

DLA Piper today announced that the firm received 38 individual lawyer rankings and 15 firm rankings in the *Chambers Latin America 2022* guide.

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