

# Estudio Ehecopar.

Member Firm of Baker & McKenzie International



## Karen Bustamante Arce

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Senior Associate

Lima, Peru

+51 (1) 618 8416

[karen.bustamante@bakermckenzie.com](mailto:karen.bustamante@bakermckenzie.com)

### Local Practice

Employment & Compensation

### Related Legal Services

Day to Day HR Management

Employee Benefits & Equity Services

Employment Litigation

Health and Safety at Work

Global Immigration & Mobility

### Languages

Spanish

English

### Estudio Ehecopar

Av. La Floresta 497

Piso 5 San Borja

Lima 41

Peru

### Biography

Karen is specialist in labor law, safety and health at work, labor litigation, administrative procedures and immigration law.

She has extensive experience in matters related to the implementation and compliance of health and safety at work systems; as well as assisting clients concerning the application of local labor standards.

### Education

- International Training Centre – ITC of the International Labor Organization (ILO), Health and Safety at Work Management, Turin 2017.
- Business School ESAN, Labor Corporate Law Postgraduate Degree (PEE), Lima, 2015.
- Pontificia Universidad Catolica, Lawyer, Lima, 2014. (summa cum laude).

### Admission

- Lima Bar Association, 2014.

### Experience

- Senior Associate at Estudio Ehecopar Law firm, 2017.
- Associate at Estudio Benites, Forno & Ugaz, 2013 – 2017.
- Trainee at Estudio Miranda & Amado, 2012.
- Trainee at Estudio Rodrigo, Elías & Medrano, 2010 – 2012.

### Representative legal matters

- Legal consultation in administrative procedures at the Peruvian Ministry of Labor and at the National Superintendence of Labor Audit for important companies of main economic sectors such as construction, mining, hydrocarbons, telecommunications, among others; in order to face inspective diligences and avoid economics contingences.
- Legal consultation in the implementation and legal compliance of Health and Safety at work Systems. She has participated in the execution of Health and Safety at work Systems of important

companies of main economic sectors such as construction, mining, hydrocarbons, telecommunications, electricity, among others.

- Legal consulting on individual workers claims, disciplinary procedures, layoffs, individual and collective dismissals.
- Legal consulting in matters related to outsourcing and labor intermediation, such as contract preparation and review, hiring, among others.
- Legal consulting on the defense of judicial processes for important corporations, from the design of the defense strategy, the preparation of resources and the continuous follow up, until the ending of the process.
- Legal consulting in matters related to the hiring of local and foreign employees, as well as the design of the salary structure and reduction policies.