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## Balado Bevilacqua, Mercedes

### **“We are particularly interested in social matters”**

*IJ Profesional has interviewed Mercedes Balado Bevilacqua, partner of the law firm bearing her name and member of several corporate chambers and the International Bar Association Employment Law and Discrimination Committees*



[Interview with MERCEDES BALADO BEVILAQUA - IJPROFESIONAL]

Balado Bevilacqua Law Firm is a boutique firm focusing its practise on providing consultancy services in the areas of labor, social security, corporate and human resources. It is acknowledged for providing its clients with a preventive focus on red-hot issues, thus making them more versatile. The firm considers itself an “strategic partner” of its clients, which gives them another perspective when doing business.



Mercedes Balado Bevilacqua, the firm’s managing partner, explains this: “At MBB Balado Bevilacqua Abogados we take pride in being a law firm whose members are young, honest and dynamic professionals, fully committed to contributing to our development. I have more than 14 years of experience in the law business and every member of our staff is committed to being part of the firm’s ongoing expansion.

“Our lawyers speak Spanish, English, French and Portuguese, we are academically proactive and we actively contribute with several local and foreign publications, in addition to giving lectures on the latest issues”, Mercedes Balado Bevilacqua adds.

***“It is important to optimize the workplace and minimize corporate exposure”***

Providing consultancy and drafting policies tending to prevent labor abuse, violence and discrimination situations are within the firm’s core business.

“I have been singled out by Chambers & Partners Latin America as a leading employment lawyer, with emphasis on our particular interest in social matters such as handling situations of labor violence and discrimination, including mobbing, bullying, sexual harrassment and current problematic issues, such as burn-out and bore-out, the employer’s duty of safety and handling addictions in the workplace”.

“At MBB Abogados we are always up to date and take the initiative, and our clients are aware of this because they repeatedly require us to give in-company lectures and workshops on labor discrimination, violence and addictions. For example, during the last few months we have given several in-house training sessions on these issues. Our main purpose consists in raising awareness, that is, informing our clients that the problem exists and that it may occur,

and also training human resources employees so that they know what to do when the problem actually occurs in order to draft corporate policies and rules of procedure according to the company's working policy and culture. We are particularly careful and focused on encouraging our clients to actively implement these policies and not just leave them on the paper with a double purpose: on the one hand, to optimize the workplace, which directly impacts on the employees' wellbeing and, on the other, to minimize corporate exposure, which directly translates in the reduction of the employer's contingencies", she concludes.