



Daniela Risso

Lawyer – Associate

Office

Montevideo

Tel

(598) 2 902 1515 Ext. 162

Email

daniela.risso@guyer.com.uy

Linkedin

linkedin.com/in/Daniela-risso-b30861121

Experience

Daniela, lawyer and notary public, mainly concentrates his activities in the Labour and Litigation Departments. Her practice includes advising on labor matters, which includes issues of health, safety and hygiene at work, hiring of employees, audits, companies reorganizations, as well as negotiations with unions in conflictive collective cases and social security issues.

Additionally, she specializes in litigation before Courts and alternative forms of settlement of labor disputes. She has participated in some of the most significant labour disputes in Uruguay, regularly advises on labour audits in the context of due diligence processes, and is frequently engaged by clients to deliver training sessions on labour, occupational safety and health, and workplace compliance matters.

Master of Laws LL.M. by the University of Montevideo and she has attended several postgraduate courses on Labour Law and for improvement in occupational safety and health..

Daniela is also actively involved in academia. From 2022 to 2024, she was a lecturer in Social Security in the Human Resource Management programme at Universidad Católica del Uruguay. From 2019 to 2022, she served as a teaching assistant candidate in Labour Law and Social Security II at the School of Law of Universidad de la República. Since 2023, she has also collaborated as a lecturer in Safety, Health and Prevention in the Labour Relations programme at Universidad de la República.

Work highlights

- Daniela represented Instituto Botánico La Selva and employers in the negotiation at the Council of Salaries.
- Daniela advised The World Bank staff in conducting the Overview Assessment of Uruguay legal and institutional framework (including implementation and enforcement track record and capacity)
- Daniela advised Magna Motors (BMW motors) in the acquisition of Uruguayan company Motor Haus, the exclusive distributor of BMW in Uruguay in all labour aspects related to its operations in Uruguay.
- Daniela rendered advice to S4 Capital in the acquisition of Uruguayan company Farzul S.A., which is Jam 3's group company in all labour aspects related to its operations in Uruguay.
- Daniela successfully rendered advice to Axion Comercialización de Combustibles y Lubricantes S.A. in a claim filed by a transportation employee, and his family, due to a work accident suffered at the Ancap fuel plant.
- Daniela successfully rendered advice to Iguanafix in a claim filed by an individual who rendered services by means of an electronic application.
- Daniela advised KAR Global in the acquisition of the operations of BacklotCars in Uruguay, an online platform of vehicle sales in all labor aspects related to its operations in Uruguay
- Daniela advised British group Inchcape in the acquisition of Uruguayan company Autolider, the exclusive distributor of Mercedes Benz in Uruguay.
- Daniela represented AFP in the negotiation of collective bargaining agreements with salary adjustments.
- Daniela represented GNLS in the negotiations with the Construction Employees Union regarding the closure of the works in the Liquefied Natural Gas Regasification Terminal "GNL del Plata".

Publications

Daniela has authored and co-authored more than 70 publications in leading Uruguayan labour law and business publications, including the books of the Uruguayan Conference on Labour and Social Security Law, Revista de Derecho del Trabajo, CADE Profesionales & Empresas, and Guyer & Regules' website. Her most notable publications include: A) Incidencia de la Ley penal de responsabilidad penal del empleador (Ley N° 19.196) en el cumplimiento de la normativa SYSO y siniestralidad laboral", co-authored with Santiago Madalena and Juan Felipe Orticochea. LLM Master's thesis, Universidad de Montevideo. Published in 2020. B) "Estabilidad del trabajador ante cambios en su aptitud laboral durante la relación de trabajo", in Memoria y vigencia del pensamiento jurídico de Oscar Ermida Uriarte. Estudios en su homenaje, FCU, September 2022. C) "Negociación colectiva y cláusulas transaccionales: desafíos entre la irrenunciabilidad de derechos y la legitimidad sindical", in Revista de Derecho del Trabajo, La Ley Uruguay, Year XVII, No. 45, October/December 2024. D) "Aspectos claves de la reforma de la caja de jubilaciones y pensiones de profesionales universitarios", in Revista de Derecho del Trabajo, La Ley Uruguay, Year XIV, No. 50, January/March 2026.

Her academic work has been cited as Uruguayan legal doctrine by case law, including in Judgment No. 161/2025, dated August 6, 2025, issued by the Labour Court of Appeals, 4th Panel.

Conferences

She has participated as speakers in various seminars and conferences on Constitutional Law and Human Rights in Argentina, Brazil, Chile and Uruguay.

She is a frequent speaker at Uruguay's leading labour law, occupational safety and health, and human resources forums, including events organised by universities, professional associations, and business chambers.

She has participated as a speaker in numerous labour law update workshops and client training sessions at Guyer & Regules, as well as in several editions of the Uruguayan Conference on Labour and Social Security Law. Her most representative speaking engagements include: A) III Conference of the Bachelor's Degree in Labour Relations, as part of the panel on "Interdisciplinarity in Organisations in Matters of Safety and Health", organised by Universidad de la República, June 2026. B) Workshop on inclusion, current regulations and applicable requirements, organised by DERES, May 2026. C) II Conference on Corporate Labour Law, as part of the panel on "The Role of Companies before the IGTSS: Prevention and Action", organised by Universidad de Montevideo, March 2026. D) "Labour Perspectives: Approaches for Success and Sustainability", organised by Asociación de Gestión Humana. E) International module on Labour Law in Uruguay: new strategies to ensure workers' physical and psychological integrity, organised by the Instituto Iberoamericano de Estudios Jurídicos and Universidad Católica del Uruguay. F) Conference on

contributions to occupational safety and health in the commerce and services sector, focused on employers' obligations and responsibilities, organised by the National Chamber of Commerce and Services of Uruguay.

Languages

Spanish, English, Portuguese.