



Gloria Estolano

Strategic Partner/Head of Employment Desk

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Areas of Practice

- UAE Labor Law, DIFC and ADGM Employment Law, earnings, compensation, workplace environment, Emiratisation, termination and benefits schemes plans.
- Training and drafting Employer workplace policies and procedures

Education

- Bar Admission, Hawaii (1989)
- Juris Doctor University of San Francisco School of Law, San Francisco, CA (May, 1986)
- Bachelor of Arts, Political Science and Specialization in Women's Studies University of California, Los Angeles (1983)

Languages

- English
- Conversational Spanish

Summary Profile

Gloria is a Strategic Partner and Head of the Employment desk at M&CO Legal. She is a specialist in all matters involving employment in the UAE. An American lawyer she has extensive experience advising onshore and offshore companies and individual clients regarding UAE Labor Law, DIFC and ADGM Employment Laws. Her advisory includes legal advice cover the entire life cycle of employment. From recruitment practices, Emiratisation, offer letters, contracts, employee incentives, workplace environment policies and procedures (anti-discrimination, bullying, discipline), workplace disputes, pensions, termination, restrictive covenants (non-compete, non-solicitation and non-poaching), employee data protection, and regulatory issues.

Gloria provides in-house counsel and training for corporate, commercial and individual clients regarding workplace compliance, and the development of work environment policies and procedures. With over 20 years of experience and a background in US Civil Rights enforcement, she is highly regarded for her work in training clients on compliance issues and on company best practices.

M&CO Legal has strengthened its corporate practice with the arrival of Gloria Estolano as its employment law specialist and now Head of the Employment desk.