

Renzo Vito Salvador Florian

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Bachelor's Degree in Law and Teaching Assistant at the Pontifical Catholic University of Peru (PUCP). Researcher on labor human rights issues, protection against dismissal, and the links between politics and labor. Former legal advisor of the Telefonica Workers Union.

EDUCATION

2012-2019 **PONTIFICIA UNIVERSIDAD CATÓLICA DEL PERÚ – Law School**

Working on a thesis on the protection against dismissal in the Inter-American human rights system and its application in the Peruvian legal system.

2000-2011 **COLEGIO DE LA INMACULADA JESUITS - LIMA**

LABOR EXPERIENCE

4/2018 – 09/2021 **TELEFONICA WORKERS UNION (SUTTP)**

A legal advisor in charge of the drafting of legal reports, lawsuits, workers' releases in disciplinary proceedings for unionized workers, and other legal documents.

10/2017 – 09/2020 **RESEARCH ASSISTANT**

In charge of the compilation of bibliographic sources, as well as in the planning and execution of projects.

ADDITIONAL INFORMATION

Member of the **Group of Studies of the Social Organization and Employment – GEOSE**. (2019 - 2021). GEOSE is an organization dedicated to the dissemination of labor employment issues, through the strengthening of the link between workers and students at PUCP. I was a member of the "Workshops and Research" commission. I was in charge of advising the members in the design and planning of research, as well as in the elaboration of training workshops.

Founding member of the **National Network of Labor Law Study Groups - RENAGELSS (2019 - Currently)**. RENAGELSS is an organization that gathers different groups of labor students in Peru. Annually, a national student congress is held annually to discuss current issues in the field.

Volunteer in the Program "RSDerecho" of the **Academic Office of Social Responsibility of the PUCP Law School** (2020). As a member of the volunteer team I was in charge of answering queries and giving legal advice to people in vulnerable situations regarding their labor rights.

Teaching Assistant in various labor law courses, such as trade union law (2019 - currently), public labor law (2019-2020), and film and labor law (2020 - currently). In each one, I have actively participated in the design of the syllabus, evaluations, and grading. I have also participated in classes with the teacher.

PUBLICATIONS¹

2020. "Reflections on the protection of workers from corporate power: a look at constructive dismissal". In: *Libro del IX Congreso Nacional de Derecho del Trabajo y de la Seguridad Social de la SPDTSS*.

https://www.researchgate.net/publication/345986626_Reflexiones_en_torno_a_la_tutela_del_trabajador_frente_al_poder_empresarial_una_mirada_a_los_actos_de_hostilidad

- This publication was reviewed and approved by the congress experts committee.

2019. "Notes for a discussion on the redefinition of the scope of labor law". *Paper submitted to the XI American Regional Congress of Labor and Social Security Law, September 4-6, 2019, Córdoba - Argentina*.

- This publication was reviewed and approved by the congress experts committee.

¹ Article's names are translated from Spanish to English.

2019. "On the constitutionality of post-contractual non-compete agreements in employment relationships". In: *Anuario de Investigación del CICAJ 2018-2019*.

<http://repositorio.pucp.edu.pe/index/handle/123456789/169817>

- This publication was double-blind peer-reviewed by professors of the Law School.

LANGUAGES

ENGLISH Advance Level

ITALIAN Basic Level