

Pérez-Llorca



Luis Santa Cruz

Contact

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Practices and Sectors

- Labor

Profile

Luis Santa Cruz joined the firm in 2013 as an associate, was appointed senior counsel in 2019 and has been a partner since 2024. His practice focuses on employment law, covering individual and collective labour relations, collective bargaining, direct and indirect employment arrangements, disciplinary proceedings, health and safety at work, employment taxation and labour inspection proceedings.

Studies:

- Master's Degree in Labor Legal Advisory, Centro de Estudios Garrigues (2013).
- Lawyer, Pontificia Universidad Católica del Perú (2009).
- Diploma in Labor Law and Social Security, Pontificia Universidad Católica del Perú (2007).
- Postgraduate Certificate in Labor Law, Pontificia Universidad Católica del Perú (2006).
- Specialization in Management, Strategy, and Human Resources, CENTRUM - Business School of the Pontificia Universidad Católica del Perú (2006).

He speaks Spanish and English.

Experience

Luis has extensive experience in providing employment law advice to companies across various sectors. Previously, he worked at leading local law firms and at companies in the industrial and consumer goods sectors. He is a regular speaker at seminars and conferences in his field, for organisations such as the Ministry of Labour and Employment Promotion, the ILO and the Lima Chamber of Commerce. He has taught on the Advanced Specialisation Course in Labour Law at the Pontifical Catholic University of Peru and is a lecturer on the postgraduate Executive Education programmes at ESAN Graduate School of Business.

Academic and Publishing Collaborations

He is a lecturer in the postgraduate programs of Executive Education at ESAN Graduate School of

Business. He has also served as a lecturer in the Advanced Specialization Program in Labor Law at Pontificia Universidad Católica del Perú.

Professional Organisations

- International Bar Association (IBA).
- Lima Bar Association (CAL).

Awards and Recognitions

- Chambers Latin America 2027, Labour & Employment.
- Legal 500 Latin America, Labour & Employment.
- Best Lawyers, Labour & Employment.