

# JOSÉ PABLO HERNÁNDEZ

LABOR ADVISOR, LAWYER  
AND ACADEMIC

## CONTACT

+52 5543811089

JPPIN1080@HOTMAIL.COM

JOSEPABLOHERNANDEZR.WORDPRES  
S.COM

## PROFILE

Specialist on labor law, in particular topics such as law's relations to labor markets, social security, the future of work, gender gaps in labor, atypical forms of work, non-standard forms of employment and international labor legislation, among others. I have experience in the implementation of projects for securing collective labor rights and improving labor justice, alongside skills for the employability of youth. Added to this, I also have a wide experience in the field of academia.

## EXPERIENCE

### CONSULTANT ON LABOR MARKETS AND SOCIAL SECURITY

INTER-AMERICAN DEVELOPMENT BANK | DEC 2020 - ONGOING

- Under the supervision of Dr. David S. Kaplan.
- Accompanying and participating alongside the government, academic institutions and other international multilateral organizations in project execution and implementation on: the Mexican labor reform, labor procedures digitalization, training for labor officials, reducing procedural lags for the closure of CABs, training for the employability of youth, etc.
- Organization of Regional Policy Dialogue.
- Certification of bank processes and abilities related to loans.
- Revision of knowledge materials.
- Guidance for the Mexican government on diverse labor matters.

### CONSULTANT ON OUTSOURCING MATTERS

AESA/CEPNA | OCT 2019 - FEB 2020

- Developed a study on outsourcing and proposals for the reform on outsourcing matters.
- Monitored the media and legislative process on the matter.

### RESEARCH ASSISTANT

CONACYT-SNI/IIJ-UNAM | AUG 2014 - JUL-2020

- Under the supervision of Dr. Alfredo Sánchez Castañeda
- Revision, edition and translation of academic texts
- Dictamination of papers
- Organization of academic events.
- The coordination of the elaboration of the profiles for Mexico, Panama, El Salvador, Honduras, Guatemala and Costa Rica for the ILO'S Industrial Relations Legal Database (IRLEX)

## EDUCATION

### LAW DEGREE

UNAM | 2012 - 2017

THESIS ON FEMALE MIGRANT DOMESTIC WORKERS IN CHIAPAS (SOUTHERN STATE OF MEXICO)- HONORARY MENTION

### MASTER IN PHILOSOPHY OF LAW

UNAM | 2021 - 2022 (ONGOING)

THESIS ON THE EFICACY OF LABOR NORMS IN RELATION TO THE LABOR INSPECTION

## SKILLS

- Basic Data and Web and Analytics on Python- (IIJ-UNAM)
- English 110 TOEFL iBT
- French, Portuguese, Russian at intermediate level
- Japanese, basic language.
- Risk Management for Development Projects (IDB)
- Social and Environmental Monitoring (IDB)

# JOSÉ PABLO HERNÁNDEZ

LABOR ADVISOR, LAWYER  
AND ACADEMIC

## CONTACT

+52 5543811089

JPPIN1080@HOTMAIL.COM

JOSEPABLOHERNANDEZR.WORDPRES  
S.COM

## PUBLICATIONS AND ACADEMIC ACITIVITY

Hernández Ramírez, José Pablo. "La Cogestión de las Empresas: Una Forma de Participación de los Trabajadores en las Empresas". Boletín ADAPT, no.3. Italy, 2015.

<http://adapt.it/boletinespanol/wp/wp-content/uploads/2015/02/Jos%C3%A9-Pablo-Hern%C3%A1ndez-Ram%C3%ADrez-.pdf>

Hernández Ramírez, José Pablo. Review of "Jansen, Marion y Uexkull, Erik von, Trade and Employment in the Global Crisis". Revista Latinoamericana de Derecho Social, no. 21. México, 2015.

<https://revistas.juridicas.unam.mx/index.php/derecho-social/article/view/9772/11800>

Hernández Ramírez, José Pablo. Review of "Panorama Laboral Temático. Pequeñas empresas, grandes brechas". Noticias Cielo. No. 3. Spain, 2017.

[http://www.cielolaboral.com/wp-content/uploads/2017/03/hernandez\\_noticias\\_cielo\\_n3\\_2017.pdf](http://www.cielolaboral.com/wp-content/uploads/2017/03/hernandez_noticias_cielo_n3_2017.pdf)

Hernández Ramírez José Pablo. Review of "La globalización en el mundo del trabajo". Revista Latinoamericana de Derecho Social. No Mexico, 2018.

<https://revistas.juridicas.unam.mx/index.php/derecho-social/article/view/11866/13642>

Hernández Ramírez, José Pablo. Review of "La globalización desde abajo". Boletín Mexicano de Derecho Comparado. No. 152. Mexico, 2018.

<https://revistas.juridicas.unam.mx/index.php/derecho-comparado/article/view/12932/14471>

Hernández Ramírez José Pablo. Review of "Labour in the Global South". Revista Internacional y Comparada de Relaciones Laborales y Derecho del Empleo. Vol. No.2. Italy, 2018.

<https://dialnet.unirioja.es/servlet/articulo?codigo=6483471&orden=0&info=link>

Hernández Ramírez, José Pablo. "Las trabajadoras domésticas migrantes en Chiapas". Facultad de Derecho UNAM. Mexico, 2019.

<http://132.248.67.65:8080/bitacoras/bitacoras.jsp?recurso=tesiunam&url=http%3A%2F%2F132.248.9.195%2Fptd2019%2Fnoviembre%2F0798009%2FIndex.html>

Hernández Ramírez, José Pablo. Review of "Participación Laboral Femenina. ¿Qué explica la brecha entre países?". Revista Latinoamericana de Derecho Social. No. 30. Mexico, 2020.

<https://revistas.juridicas.unam.mx/index.php/derecho-social/article/view/14075/15298>

Hernández Ramírez, José Pablo. "Los factores psicosociales de riesgo laboral en México". Contribuciones Más seguridad y menos riesgos de trabajo en México, CIELO. México, 2020.

[http://www.cielolaboral.com/wp-content/uploads/2020/01/hernandez\\_noticias\\_cielo\\_n1\\_2020.pdf](http://www.cielolaboral.com/wp-content/uploads/2020/01/hernandez_noticias_cielo_n1_2020.pdf)

Hernández Ramírez, José Pablo. Review of "The Regulation of Remote Work in the Context of Digitalization". Remoter Web Blog. February 6th, 2020.

<https://www.remoter.com/the-regulation-of-remote-work-in-the-context-of-digitalization>

# JOSÉ PABLO HERNÁNDEZ

LABOR ADVISOR, LAWYER  
AND ACADEMIC

## CONTACT

+52 5543811089

JPPIN1080@HOTMAIL.COM

JOSEPABLOHERNANDEZR.WORDPRES  
S.COM

Sánchez Castañeda, Alfredo; Hernández Ramírez, José Pablo. "La legislación laboral mexicana ante el COVID-19". Emergencia sanitaria del COVID-19: reflexiones desde el derecho (I). IJ.UNAM. Mexico, 2020.

<https://www.juridicas.unam.mx/publicaciones/detalle-publicacion/151>

Sánchez Castañeda, Alfredo; Hernández Ramírez, José Pablo. "La legislación laboral mexicana ante el COVID-19". Cielo Laboral: COVID-19 y relaciones de trabajo: escenario mundial de una pandemia. Spain, 2020.

[http://www.cielolaboral.com/wp-](http://www.cielolaboral.com/wp-content/uploads/2020/04/mexico_noticias_cielo_coronavirus.pdf)

[content/uploads/2020/04/mexico\\_noticias\\_cielo\\_coronavirus.pdf](http://www.cielolaboral.com/wp-content/uploads/2020/04/mexico_noticias_cielo_coronavirus.pdf)

Sánchez Castañeda, Alfredo; Hernández Ramírez, José Pablo. COVID-19 and Labour Law: Mexico". Italian Labour Law e-Journal. Vol. 13, No. 1S. Italy, 2020.

<https://illeg.unibo.it/article/view/10796>

Hernández Ramírez, José Pablo. "Una inspección biométrica del trabajo". Noticias Cielo Laboral: Contribuciones individuales. Spain, 24-25 septiembre. 2020.

<https://mailchi.mp/cielolaboral/noticias-cielo-no-531540>

Hernández Ramírez, José Pablo. "La importancia de la aplicación efectiva de las reglas laborales para la competencia económica: Implicaciones del T-MEC y las normas internacionales del trabajo". Puntos Finos/Reuters. México, 2020.

[Publicación física](#)

Kaplan, David S.; Hernández Ramírez, José Pablo. "'Prohibir' el outsourcing". Animal Político, noviembre de 2020

<https://www.animalpolitico.com/mexico-como-vamos/prohibir-el-outsourcing/>