



EMPLOYMENT & SOCIAL SECURITY

SRS Advogados is a full-service, multi-practice law firm advising clients on all aspects of domestic, as well as international law.

Our lawyers are focused on their clients' business and have gained knowledge and experience advising large national and international corporate groups, financial institutions, as well as local and national authorities.

We are organised by specialist practice areas and sector groups. This dynamic structure allows the firm to combine a diverse range of legal experts within a group, all of whom have relevant sector knowledge and experience. Sector groups have an extensive understanding of areas in which our clients operate and assist clients in fulfilling their objectives. We know our clients' business and regard ourselves as an active and dynamic part of it.

SRS Advogados' Employment team provides legal assistance in all areas of employment law, as well as social security.

Our lawyers have extensive experience in providing legal assistance on a wide range of market sectors, particularly the following: civil construction, commerce and distribution, energy, finance and insurance, industry, pharmaceutical, services and telecommunications.

We provide our services in alignment with our clients' human resources departments and/or management, with a view to:

- > assisting our clients in the definition and implementation of their human resources policies and practices
- > ensuring our clients' full compliance with labour law
- > preventing the occurrence of labour disputes or ensuring their swift and effective resolution

The team differentiates itself by presenting a high level of sub-specialisation in various areas, such as corporate restructuring, definition of remuneration policies and contractual models, employment litigation and disciplinary action, due diligence and collective dispute management.

Through the creation of SRS Global (Angola, Brazil, Macau, Malta, Mozambique, Portugal and Singapore), as well the creation of a strong network of international relationships with third parties, we aim to extend our experience, expertise and services globally so as to ensure that we can respond efficiently to complex issues with global implications.

AREAS OF FOCUS

- > Collective bargaining disputes and collective dispute management
- > Collective immigration and international assignments/secondments
- > Definition of employee remuneration and benefit plans and policies
- > Disciplinary processes
- > Drafting of employment contracts and other contract types for the hiring of human resources
- > Employment issues arising from corporate acquisitions, mergers and de-mergers, concentrations, business transfers and other types of corporate restructurings
- > Employment litigation
- > Establishment and set-up of employee collective representation structures, including European works councils and local work councils
- > Individual and collective redundancy procedures, including collective and individual unilateral dismissals
- > Legal and procedural due diligence
- > Organisation of working time, including adaptability regimes, hours banks and exemption from normal working hours regimes
- > Social Security, including early retirement and pre-retirement regimes
- > Temporary and definite transfer of workplace, both individual and collective

CONTACTS

The Curricula of the contacts can be seen in www.srslegal.pt



CÉSAR SÁ ESTEVES
RESPONSIBLE PARTNER

E: cesar.esteves@srslegal.pt



ANA LUÍSA BEIRÃO
PARTNER

E: ana.beirao@srslegal.pt



CLÁUDIA VARELA
PARTNER

E: claudia.varela@srslegal.pt



MARIA DE LANCASTRE VALENTE
PARTNER

E: maria.valente@srslegal.pt



MARIANA CALDEIRA SARÁVIA
PARTNER

E: mariana.saravia@srslegal.pt



DORA JOANA
MANAGING ASSOCIATE

E: dora.joana@srslegal.com



FRANÇOISE LE QUER
MANAGING ASSOCIATE

E: francoise.lequer@srslegal.pt



JOANA BRISSON LOPES
MANAGING ASSOCIATE

E: joana.brisson@srslegal.pt



LEONOR FRANCISCO
MANAGING ASSOCIATE

E: leonor.francisco@srslegal.pt



SARA MILHEIRO TAVARES
MANAGING ASSOCIATE

E: sara.tavares@srslegal.pt



ANA MARGARIDA HENRIQUES
ASSOCIATE

E: ana.henriques@srslegal.pt



GONÇALO GAGO DA CÂMARA
ASSOCIATE

E: goncalo.camara@srslegal.pt



INÊS LALANDA
ASSOCIATE

E: ines.lalanda@srslegal.pt



INÊS PESSOA JORGE
ASSOCIATE

E: ines.jorge@srslegal.pt



JOANA CORREIA DA FONSECA
ASSOCIATE

E: joana.fonseca@srslegal.pt



JOANA FERNANDES BERNARDO
ASSOCIATE

E: joana.bernardo@srslegal.pt



LARA PESTANA VIEIRA
ASSOCIATE

E: lara.vieira@srslegal.pt



MANUEL GOUVEIA ROQUE
ASSOCIATE

E: manuelroque@srslegal.pt



MARIANA AZEVEDO MENDES
ASSOCIATE

E: mariana.mendes@srslegal.pt



MARTA COSTA BELO
ASSOCIATE

E: marta.belo@srslegal.pt



NATACHA ARAGÃO
ASSOCIATE

E: natacha.aragao@prs-porto.com



JOSÉ CARVALHOSA
CONSULTANT

E: jose.carvalhosa@srslegal.pt

SRS Global
[Angola](#) | [Brazil](#) | [Macau](#) | [Malta](#) | [Mozambique](#) | [Portugal](#) | [Singapore](#)

www.srslegal.pt

> Lisbon

R. Dom Francisco Manuel de Melo 21
1070-085
T +351 21 313 2000

> Funchal

> Oporto

