

Labour 2025

SPAIN & PORTUGAL

The leading law guide
in LATAM and Southern Europe

By LC Publishing Group



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LABOUR MARKET TRENDS IN SPAIN AND PORTUGAL: A YEAR IN REVIEW

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Spain: Recovery and challenges

In Spain, 2024 marked a year of recovery after the pandemic's economic strain. Spain's labour market witnessed a strong rebound, with unemployment rates decreasing to the lowest level in over a decade. According to the latest data, Spain's unemployment rate stands at approximately 12.5%, representing a significant decline from previous years, though it still lags behind the EU average. The country has seen a rise in temporary contracts, especially in sectors such as tourism, hospitality, and agriculture, which continue to recover post-pandemic.

The Spanish government has focused on improving labour policies by promoting digital transformation and green energy initiatives, with a strong push for more sustainable industries. These efforts are expected to drive long-term employment in renewable energy, digital services, and technology. However, challenges remain for younger workers and women, with a focus on reducing youth unemployment and improving job quality.

Additionally, the gig economy has continued to expand, with many individuals engaging in freelance or short-term employment, particularly in urban areas. While this offers flexibility, concerns about job security and working conditions persist.

Portugal: Steady growth amid challenges

In Portugal, the labour market also showed signs of recovery, but at a more moderate pace compared to Spain. The unemployment rate in Portugal has been relatively stable, hovering around 6.5%, one of the lowest in Europe. This reflects strong demand for labour, particularly in sectors such as technology, tourism, and real estate. The tech sector, in particular, has seen significant growth, with a rising number of start-ups and international companies choosing Lisbon and Porto as hubs for innovation and development.

Portugal's government has implemented a range of measures to support employment, particularly for younger and older workers, who have traditionally faced higher unemployment rates. There has been a concerted effort to modernize education systems and improve vocational training to better align the workforce with the needs of an increasingly digital and automated economy.

The country has also benefited from an influx of foreign workers, particularly in Lisbon, as multinational companies look to take advantage of Portugal's attractive business environment, cost-effective labour, and strategic location. However, rising housing costs and inflation have put pressure on wages, and many workers are facing stagnant salary growth despite low unemployment.

Looking Ahead: The Road to a resilient future

As we look toward the future, both Spain and Portugal face challenges but also significant opportunities. The ongoing digitalization of the labour market, alongside efforts to transition to greener economies, will be key factors in shaping future employment trends. For both countries, investing in education, vocational training, and sustainable industries will be critical in ensuring that the labour market remains competitive and resilient.

While both nations have seen positive trends, their economies must navigate global uncertainties, inflationary pressures, and demographic shifts in the coming years. Yet, with strong policy support, investments in innovation, and a focus on improving job quality, Spain and Portugal are poised to continue their path to a more sustainable and inclusive labour market.

MARKET OVERVIEW SPAIN & PORTUGAL

TEAM AND GENDER EQUALITY

NUMBER OF PROFESSIONALS	FEMALE PROFESSIONALS	PERCENTAGE OF FEMALE PROFESSIONALS	NUMBER OF PARTNERS	FEMALE PARTNERS	PERCENTAGE OF FEMALE PARTNERS
255	155	60,78%	39	32	82,05%

REVENUES

REVENUE DURING LAST FISCAL YEAR	PERCENTAGE OF LABOR ACTIVITIES REVENUE COMPARED TO THE TOTAL REVENUE	PERCENTUAL VARIATION OF REVENUE COMPARED TO LAST YEAR
56,92	20%	32,65%

PERCENTAGE OF LABOR ACTIVITIES ASSOCIATED WITH ENTERPRISES

SMALL ENTERPRISES	MEDIUM ENTERPRISES	BIG ENTERPRISES
22,14%	46,29%	30,86%

PERCENTAGE OF LABOR ACTIVITIES RELATED TO THE AREAS OF EXPERTISE

INDUSTRIAL/TRADE UNION RELATIONS	LITIGATION	NON-CONTENTIOUS ADVISORY	AGENCY RELATIONSHIPS	TOP MANAGEMENT	RESTRUCTURING/ REORGANISATIONS
10,96%	18,94%	17,89%	2,28%	10,11%	12,99%
M&A AND EMPLOYMENT-RELATED ISSUES	SOCIAL SECURITY	PUBLIC SECTOR EMPLOYMENT	EQUALITY PLAN	SPORTS LAW	CRIMINAL EMPLOYMENT LAW
10,89%	7,78%	2,68%	2,27%	1,33%	1,87%

MOST IMPORTANT LATERAL HIRES IN LABOR MARKET IN THE LAST YEAR

NAME OF THE PROFESSIONAL	ROLE	PREVIOUS FIRM	NEW FIRM	DATE
Inês Arruda	Partner	Vasconcelos, Arruda & Associados	Pérez-Llorca	January 2024
Madalena Caldeira	Partner	Abreu Advogados	Gómez-Acebo & Pombo	January 2024
Albert Martínez Rodríguez	Partner	Vázquez Advocats	RocaJunyent	January 2024
Rui Andrade	Partner	VdA Vieira de Almeida	Melo Alves	February 2024
Elena Esparza	Partner	CMS Albiñana & Suárez de Lezo	Andersen in Spain	March 2024
Iván Gayarre Conde	Partner	Sagardoy Abogados	Pérez-Llorca	March 2024
Marta Salamanca	Senior Manager	Pérez-Llorca	KPMG ABOGADOS	July 2024
Maria Cavaleiro Brandão	Partner	VdA Vieira de Almeida	PRA – Raposo, Sá Miranda & Associados	July 2024
José Ignacio Gelpí Jorba	Partner	Prime Legal Abogados	Andersen in Spain	July 2024
Pablo Gutiérrez	Partner	Garrido Law Firm	CMS Albiñana & Suárez de Lezo	July 2024
María Royo Codesal	Partner	Maroy Legal	AGM Abogados	September 2024
Eduardo Gómez de Enterría	Co-Lead Partner	Fieldfisher	RSM	November 2024
Pablo Santos Serrano	Partner	EY	Gómez-Acebo & Pombo	December 2024
Concha Martín	Partner	Baker McKenzie	MAIO Legal	January 2025
Ana Rita Nascimento	Associate Lawyer	Pinto Ribeiro Advogados	André Miranda Associados	January 2025
Marta Afonso Pereira	Partner	Linklaters	Eversheds Sutherland Portugal	February 2025
Concep Espinás Martínez-Tassis	Partner	PwC Tax & Legal	BROSETA	February 2025
Pedro Rodríguez de Rivera	Director of Labor	Andersen	Grant Thornton	February 2025
Sílvia Bauzá	Partner	A&O Shearman	EY	March 2025
Jesús Sánchez	Counsel	DLA Piper	Hogan Lovells	March 2025

"All data were collected and aggregated based on a selection of law firms active in the relevant practice area, as estimated by LC Publishing's research centre"

LABOUR
2025



LABOUR

RESEARCH PERIOD 2025

This report is the first publication from the Research Center of **LC Publishing Group**, which focuses on the Labour sector in the Iberian market. The methodology involves analysing three macro-elements, which researchers have used to compile this report:

- Reading and studying submissions and self-applications that report on the main deals and consultations carried out in the last 12 months.
- Conducting market intelligence.
- Collecting feedback and opinions from clients and peers.

This allowed us to identify the true excellence of the sector beyond individual areas of specialization. By using this methodology, we aim to provide a comprehensive and accurate overview of the Labour market in Spain and Portugal. We believe that this report will be a valuable resource for companies, organizations, and individuals who are interested in gaining a better understanding of this sector.

LEGEND

MARKET LEADER

The firm/professional has a widespread recognition and a high reputation highlighted by their clients, the counterparts, and, in general, by all industry operators surveyed by the research center, including competitors.

ELITE

The firm/professional has a well-established presence in the market with a considerable number of mandates obtained. It has been mentioned by numerous operators (clients and some competitors), demonstrating widespread recognition and reputation.

EXCELLENT

The firm/professional has been indicated by prestigious market operators as an excellence in the market. Active in all specializations of the practice, it has widespread recognition and a reputation highlighted by its clients and some counterparts.

HIGHLY RECOMMENDED

The firm/professional is present and active in the market; the expertise has peaks of excellence focused on one or more sub-specializations of the practice; recognition primarily obtained from its own clients.

RECOMMENDED

The firm/professional is present and active in the market; the expertise has focused excellence in specific areas of the practice; it has a consolidated and partially widespread recognition, obtained from its own clients.

LABOUR SPAIN

LAW FIRMS

MARKET LEADER

CECA MAGÁN ABOGADOS

Garrigues

Sagardoy Abogados

Uría Menéndez

ELITE

Abdón Pedrajas | Littler

Addleshaw Goddard

Baker McKenzie

Cuatrecasas

DLA Piper

Pérez-Llorca

EXCELLENT

CMS

Eversheds Sutherland

EY

Grant Thornton

Linklaters

RocaJunyent

Simmons & Simmons

Squire Patton Boggs

HIGHLY RECOMMENDED

A&O SHEARMAN

Andersen

Augusta Abogados

BROSETA

Gómez-Acebo & Pombo

Jones Day

KPMG Abogados

Labormatters Abogados

MAIO Legal

Watson Farley & Williams

RECOMMENDED

Auren

AGM Abogados

Araoz & Rueda

Devesa

MIRALLES ABOGADOS

ECIJA

Ontier

Toda & Nel-lo

LAWYERS

MARKET LEADER

Martín Godino - Sagardoy Abogados

ELITE

Mario Barros García - Uría Menéndez

Silvia Bauzá - EY

Enrique Ceca Gómez-Arevalillo - Ceca Magán Abogados

Daniel Cifuentes - Pérez-Llorca

Román Gil Alburquerque - Sagardoy Abogados

Carlos Gil-Iglesias - Addleshaw Goddard

Pilar Menor - DLA Piper

Rosa Zarza - Garrigues

EXCELLENT

Francisco Conde - Cuatrecasas

David Díaz - Baker McKenzie

Adriano Gómez García-Bernal - Garrigues

Iván López García de la Riva - Abdón Pedrajas | Littler

Jacobo Martínez Pérez-Espinosa - Eversheds Sutherland

Eduardo Peñacoba - Simmons & Simmons

Ignacio Regojo - Squire Patton Boggs

Aurora Sanz - Grant Thornton

HIGHLY RECOMMENDED

Marta Alamán Calabuig - BROSETA

Paz de la Iglesia - DLA Piper

Ignacio del Fraile - Gómez-Acebo & Pombo

Alberto Fernández Irizar - BROSETA

Vidal Galindo - Jones Day

Ana Gómez Hernández - Ceca Magán Abogados

Maira Guitart - Linklaters

Javier Hervás Martínez - KPMG Abogados

Juan José Hita Fernández - Augusta Abogados

César Navarro - CMS

Albert Rodríguez - RocaJunyent

Maria Royo Codesal - AGM Abogados

Angela Toro - Maio Legal

Victoria Truchuelo Puertas - Watson Farley & Williams

Fernando Vizcaíno de Sas - ECIJA

RECOMMENDED

Alfredo Aspra Rodríguez - Labormatters Abogados

Francisco Fernandez Diez - KPMG Abogados

Elena Esparza - Andersen

Alberto Gilarranz - Auren

Blanca Liñan Hernandez - Ceca Magán Abogados

Clara Mañoso - Araoz & Rueda

Carlos Miralles Miravet - MIRALLES ABOGADOS

Inés Molero Navarro - Abdón Pedrajas | Littler

Omar Molina - Augusta Abogados

José María Fernández Mota - Ontier

Carlos Piera - Toda & Nel-lo

Jose Antonio Segovia - A&O SHEARMAN

José Luis Valverde Moreno - Manzanaro - Devesa

LABOUR PORTUGAL

LAW FIRMS

MARKET LEADER

CMS Portugal
Morais Leitão
PLMJ
SRS Legal

ELITE

Abreu Advogados
CS'Associados
DLA Piper
Garrigues
pbbr
Sérvulo & Associados

EXCELLENT

Antas da Cunha Ecija & Associados
BAS – Sociedade de Advogados
Eversheds Sutherland Portugal
PRA-Raposo, Sá Miranda & Associados
Uría Menéndez
VdA

HIGHLY RECOMMENDED

Cerejeira Namora, Marinho Falcão
CRS Advogados
MACEDO VITORINO
Miranda & Associados
Pérez-Llorca
SPS ADVOGADOS
TELLES

RECOMMENDED

André Miranda Associados
Linklaters
Lopes Barata & Associados

LAWYERS

MARKET LEADER

Susana Afonso - CMS Portugal
Benjamim Mendes - DLA Piper
Luís Miguel Monteiro - Morais Leitão
Cesar Sá Esteves - SRS Legal
Rui Valente - Garrigues

ELITE

Rita Canas da Silva - Sérvulo & Associados
Tiago Cortes - PLMJ
Nuno Ferreira Morgado - PLMJ
Pedro Furtado Martins - CS'Associados
Pedro Pardal Goulão - Morais Leitão
André Pestana Nascimento - Uría Menéndez
Inês Reis - pbbr
Carmo Sousa Machado - Abreu Advogados

EXCELLENT

Marta Afonso Pereira - Eversheds Sutherland Portugal
Ana Luísa Beirão - SRS Legal
Nuno Cerejeira Namora - Cerejeira Namora, Marinho Falcão
Pedro da Quitéria Faria - Antas da Cunha Ecija & Associados
Joana de Sá - PRA - Raposo, Sá Miranda & Associados
Diogo Leote Nobre - Miranda & Associados
Pedro Madeira de Brito - BAS - Sociedade de Advogados
Tiago Piló - VdA

HIGHLY RECOMMENDED

Inês Albuquerque e Castro - Eversheds Sutherland Portugal
Alexandra Almeida Mota - BAS - Sociedade de Advogados
Ines Arruda - Pérez-Llorca
Guilherme Dray - MACEDO VITORINO
Manuel Gibert Prates - SPS ADVOGADOS
Telmo Guerreiro Semião - CRS Advogados
Gonçalo Pinto Ferreira - TELLES
Bárbara Ribeiro Damas - SPS ADVOGADOS

RECOMMENDED

Catarina Correia Soares - Lopes Barata & Associados
Ana Rita Nascimento - André Miranda Associados
Sílvia Pinheiro Esteve - Linklaters

LAW FIRMS' PROFILES

RANKED IN LABOUR TAB

SPAIN

CECA MAGÁN ABOGADOS - MARKET LEADER

A distinguished leader in employment law, the firm is celebrated for its deep expertise, "strong team of well-regarded lawyers, and active presence in employment law circles". The team is highly skilled in navigating complex labour disputes, collective dismissals, negotiations, and associated litigation.

KEY LAWYERS:

- **ENRIQUE CECA GÓMEZ-AREVALILLO** (*Partner / Head of the practice*)

RANKED: ELITE

With extensive practical experience and an attention to detail, the lawyer is widely respected for his expertise in labour law across Spain, specializing in temporary layoffs, dismissals, and corporate employment law matters. .

- **ANA GÓMEZ HERNÁNDEZ** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer brings extensive experience with a strong focus on social security matters, providing strategic advice to both domestic and international companies.

- **BLANCA LIÑAN HERNANDEZ** (*Partner*)

RANKED: RECOMMENDED

The professional combines strong business acumen with expertise in navigating complex transactions, specializing in public sector employment.

GARRIGUES - MARKET LEADER

The law firm is recognized for its commitment to quality, maintaining a strong foundation of technical expertise. The team is renowned for its outstanding work in broad spectrum of employment matters, serving a diverse array of clients.

KEY LAWYERS:

- **ROSA ZARZA** (*Senior Partner*)

RANKED: ELITE

The lawyer offers strategic labour law advice to large corporations and multinational groups, specializing in a wide range of labour issues, particularly complex restructurings and senior management matters.

- **ADRIANO GÓMEZ GARCÍA-BERNAL** (*Partner*)

RANKED: EXCELLENT

The lawyer is known for his expertise in complex employment issues, including corporate reorganizations, employee transfers, and collective bargaining agreements, backed by strong technical skills.

SAGARDOY ABOGADOS - MARKET LEADER

The law firm is widely recognized as one of Spain's top firms for comprehensive labour law advice, it offers strategic insight and effective solutions in collective bargaining, complex company restructurings and negotiations.

KEY LAWYERS:

- **MARTÍN GODINO** (*Managing Partner*)

RANKED: MARKET LEADER

"The lawyer is widely regarded as a leading expert in the field, he frequently handles high-profile labour disputes" and provides strategic counsel to top clients on employee restructurings and corporate reorganizations.

- **ROMÁN GIL ALBURQUERQUE** (*Partner*)

RANKED: ELITE

The lawyer is highly regarded for his strategic expertise in complex employment litigation. He excels in managing intricate collective dismissal negotiations and restructurings.

URÍA MENÉNDEZ - MARKET LEADER

The team is consistently focused on the client, offering solutions tailored to unique needs. The law firm is trusted for its expertise in collective redundancy procedures, negotiating bargaining agreements, and managing restructurings.

KEY LAWYERS:

- **MARIO BARROS GARCÍA** (*Partner / Head of the practice*)

RANKED: ELITE

The highly respected lawyer excels in complex employment matters, including collective claims, redundancies, and bargaining agreements, offering deep expertise and a strong understanding of the labour market.

ABDÓN PEDRAJAS | LITTLER - ELITE

The team delivers expert guidance on intricate employment matters, specializing in collective and individual dismissals, trade union claims, employee transfers, social security, tax law, criminal law.

KEY LAWYERS:

- **IVÁN LÓPEZ GARCÍA DE LA RIVA** (*Partner*)

RANKED: EXCELLENT

The professional is known for his “strong client-focused approach”, providing expert advice on both contentious and non-contentious employment matters, including collective bargaining agreements.

- **INÉS MOLERO NAVARRO** (*Partner*)

RANKED: RECOMMENDED

The lawyer has extensive experience and is highly skilled in drafting and negotiating sale contracts with labour guarantees, as well as managing collective disputes and labour lawsuits.

ADDLESHAW GODDARD - ELITE

The dynamic team excels in providing top-tier employment advice to top management, delivering tailored legal solutions across a broad spectrum of industries, including financial services, energy, infrastructure, industrial, retail, pharmaceuticals, and sports.

KEY LAWYERS:

- **CARLOS GIL-IGLESIAS** (*Partner / Head of the practice*)

RANKED: ELITE

With over 25 years of experience, the lawyer specializes in employment law for top management, covering areas such as benefits, compensation, executive relations, terminations, restrictive covenants, and corporate transactions, transfers, and collective bargaining agreements, backed by strong technical skills.

BAKER MCKENZIE - ELITE

The team is highly regarded for its expertise in handling complex collective dismissals, bargaining agreements, and related litigation. Its extensive international network is a major advantage, providing essential support to Spanish companies with global operations.

KEY LAWYERS:

- **DAVID DÍAZ** (*Partner / Head of the practice*)

RANKED: EXCELLENT

"A trusted advisor for clients facing complex employment law issues", he frequently provides counsel to both Spanish and international clubs on legal matters, including contract negotiations, transfers, and compensation structures for professional athletes.

CUATRECASAS - ELITE

"The law firm is esteemed for its large employment law department", offering expert guidance on salary reduction programs, collective bargaining agreements, and overseeing the implementation of redundancy plans resulting from the loss of commercial contracts.

KEY LAWYERS:

- **FRANCISCO CONDE** (*Partner*)

RANKED: EXCELLENT

The lawyer is a highly experienced expert, well-regarded in the Spanish labour market for his vast practical experience and strategic approach in labour reorganizations and handling contentious cases.

DLA PIPER - ELITE

Renowned for its expertise in complex employment issues, the employment team provides comprehensive advice to leading national and international companies, regularly assisting clients across various industries. "They have played an active role in the most significant issues in Spain".

KEY LAWYERS:

- **PILAR MENOR** (*Senior Partner, Spain Global Co-chair*)

RANKED: ELITE

The lawyer brings over 20 years of experience advising multinational clients with both contentious and non-contentious matters in employment and social security law. She is highly regarded in Spain and internationally for her "exceptional achievements in employment law and her prominent role as a leading female figure".

- **PAZ DE LA IGLESIA** (*Partner / Head of the practice, Co-Head of ESG practice*)

RANKED: HIGHLY RECOMMENDED

The lawyer is an experienced professional in employment and social security law, known for her hands-on work in high-impact restructurings, disputes, executive contracts, collective layoffs, and M&A strategy.

PÉREZ-LLORCA - ELITE

Renowned in the Spanish market, the employment team provides precise, customized legal support and expertly manages even the most challenging disputes, backed by a solid and experienced group of lawyers.

KEY LAWYERS:

- **DANIEL CIFUENTES** (*Partner*)

RANKED: ELITE

The professional is a leading expert in law, with a strong focus on collective dismissals, industrial disputes, and business litigation. "He has an impressive career path, combining exceptional technical expertise with a highly practical approach to legal practice".

CMS - EXCELLENT

The team is composed of top-tier professionals and delivers solutions with a strong practical focus. They advise leading clients across diverse sectors—such as energy, manufacturing, and transportation—on employment law matters throughout Spain.

KEY LAWYERS:

- **CÉSAR NAVARRO** (*Partner / Head of the Employment and Pensions department*)

RANKED: HIGHLY RECOMMENDED

The lawyer is an experienced professional in and social security law, with deep expertise in the employment aspects of mergers, acquisitions, and corporate restructurings. His experience also includes advising on executive employment matters, negotiating collective agreements, and managing collective dismissals.

EVERSHEDS SUTHERLAND - EXCELLENT

Throughout this period, the law firm's professionals played a crucial role in managing the employment aspects of significant M&A transactions. The team consists of skilled lawyers known for their responsiveness and expertise.

KEY LAWYERS:

- **JACOBO MARTÍNEZ PÉREZ-ESPINOSA** (*Partner / Head of the practice*)

RANKED: EXCELLENT

"The professional is a persuasive and articulate lawyer, a trusted advisor to clients" with extensive experience in all areas of employment law, including complex compensation systems, employment aspects of M&A, workforce restructuring, collective bargaining, and court disputes.

EY - EXCELLENT

With deep expertise in collective issues, M&A transactions, and advisory services, the employment law team advises top clients in the retail, banking, finance, and energy sectors.

KEY LAWYERS:

- **SILVIA BAUZÁ** (*Partner / Head of the practice*)

RANKED: ELITE

The lawyer, who recently joined the team, is a trusted advisor due to her expertise in terminations, trade union negotiations, and employment-related litigation and legal proceedings.

GRANT THORNTON - EXCELLENT

Focused on delivering pragmatic advice to clients and fostering relationships built on mutual trust, the team has achieved remarkable success in defending clients' interests in court across various sectors, including retail, call centers, and the automotive industry.

KEY LAWYERS:

- **AURORA SANZ** (*Head of Employment Services*)

RANKED: EXCELLENT

"The professional is highly practical, decisive" and stands out in offering strategic advisory services. Her skill in creating action plans that combine legal, HR, and safety aspects further solidifies her reputation as a reliable partner in compliance and risk management.

LINKLATERS - EXCELLENT

The team manages a diverse array of employment matters, from remuneration and HR issues to internal investigations, earning recognition for its expertise in the banking and finance sectors.

KEY LAWYERS:

- **MOIRA GUITART** (*Counsel / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

Boasting over 30 years of experience, she provides guidance to prominent corporations and financial institutions, including their boards, on their most intricate and sensitive employment-related matters, both contentious and non-contentious.

ROCAJUNYENT - EXCELLENT

The team is consistently focused on the client, offering solutions tailored to unique needs. The law firm is trusted for its expertise in collective redundancy procedures, negotiating bargaining agreements, and managing restructurings.

TEAM NUMBERS*

Total number of partners	5
Total number of counsel and/or of counsel	0
Total number of associates	15
Total number of trainees	6

*data provided by law firm

KEY LAWYERS:

- **ALBERT RODRÍGUEZ** (*Partner / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

Ther lawyer thoroughly analyzes all issues, while offering innovative solutions and proactively anticipating potential challenges. Highly skilled in restructuring, collective bargaining, and negotiating collective agreements, he consistently provides strategic and effective guidance.

SIMMONS & SIMMONS - EXCELLENT

The team provides comprehensive support in negotiations, legal proceedings, executive appointments, employee benefits, collective bargaining, and corporate restructuring, offering innovative, tailored solutions to meet each client's unique needs.

KEY LAWYERS:

- **EDUARDO PEÑACOBÁ** (*Partner, Country Head / Head of the practice*)

RANKED: EXCELLENT

The lawyer is recognized as a leading expert and a trusted advisor, known for his broad knowledge of employment law. "With extensive skills, experience, and dedication, confidence can be placed in his ability to provide effective representation".

SQUIRE PATTON BOGGS - EXCELLENT

The team offers top-tier advice on both contentious and non-contentious matters across all areas of and employment law, including immigration, social security, and health & safety.

TEAM NUMBERS*

Total number of fee earners	5
Total number of partners	1
Total number of counsel and/or of counsel	1
Total number of associates	2
Total number of trainees	1

*data provided by law firm

KEY LAWYERS:

- **IGNACIO REGOJO** (*Partner / Head of the practice*)

RANKED: EXCELLENT

A respected lawyer in industrial and trade union relations, he provides strategic advice on complex negotiations, collective bargaining, and workplace disputes. "He demonstrates extensive market knowledge and possesses strong technical skills".

A&O SHEARMAN - HIGHLY RECOMMENDED

Throughout the research period, the law firm's team managed several employment-related cases, effectively coordinating lawyers in complex collective dismissals, even when dealing with them simultaneously. The firm offered strategic advice and crafted tailored solutions for each situation.

TEAM NUMBERS*	
Total number of partners	0
Total number of counsel and/or of counsel	1
Total number of associates	5
Total number of trainees	0

*data provided by law firm

KEY LAWYERS:

- **JOSE ANTONIO SEGOVIA** (*Counsel*)

RANKED: RECOMMENDED

Known for his sharp attention to detail and strategic problem-solving skills, this lawyer consistently provides practical solutions aligned with his clients' goals. Backed by over 12 years of experience, he brings a wealth of knowledge and insight.

ANDERSEN - HIGHLY RECOMMENDED

The employment team is skilled in litigation, restructuring, and collective bargaining, with strong experience in the financial and industrial sectors, including policy development, collective layoffs, and M&A employment matters.

KEY LAWYERS:

- **ELENA ESPARZA** (*Partner*)

RANKED: RECOMMENDED

With over 25 years of experience in employment law, the lawyer advises on cross-border M&A, executive contracts, employment audits, and the design of corporate policies, including working hours and equality.

AUGUSTA ABOGADOS - HIGHLY RECOMMENDED

The law firm remains actively engaged in the market and, this year, successfully led the negotiation of a collective bargaining agreement for employees of a major aviation company in Spain, followed by litigation with other unions.

TEAM NUMBERS*	
Total number of fee earners	18
Total number of partners	1
Total number of counsel and/or of counsel	1
Total number of associates	14
Total number of trainees	2

*data provided by law firm

KEY LAWYERS:

- **JUAN JOSÉ HITA FERNÁNDEZ** (Partner)

RANKED: HIGHLY RECOMMENDED

He advise on a wide range of employment law matters, with particular expertise in restructuring, collective bargaining, and labour court litigation.

- **OMAR MOLINA** (Director)

RANKED: RECOMMENDED

The lawyer is highly engaged in the market and is regarded as a key authority in employment-related matters, regularly influencing industry practices and guiding strategic decisions.

BROSETA - HIGHLY RECOMMENDED

The employment law department covers all aspects of employment and social security, including litigation, executive contracts, restructuring, union negotiations, equal opportunities, compensation systems, and individual employment issues.

TEAM NUMBERS*	
Total number of partners	3
Total number of counsel and/or of counsel	0
Total number of associates	8
Total number of trainees	9

*data provided by law firm

KEY LAWYERS:

- **MARTA ALAMÁN CALABUIG** (Partner / Head of the Employment Area in Madrid)

RANKED: HIGHLY RECOMMENDED

With over 20 years of experience in and social security law, she has become a specialized expert, focusing on agency relationships, collective agreement negotiations, work time regulations, and advising on executive and senior management matters.

- **ALBERTO FERNÁNDEZ IRÍZAR** (Partner)

RANKED: HIGHLY RECOMMENDED

Throughout the research period, the professional played a pivotal role in the firm's practice, guiding clients through highly complex public procedures and disputes with excellent results.

GÓMEZ-ACEBO & POMBO - HIGHLY RECOMMENDED

The employment team is highly proficient in managing collective bargaining, employment aspects of M&A transactions, recruitment processes, and the drafting and negotiation of employment contracts.

KEY LAWYERS:

- **IGNACIO DEL FRAILE** (*Partner / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

The lawyer specializes in labour and social security law, bringing not only deep expertise in employment matters related to M&A, restructuring, and labour litigation, but also strong negotiation skills, strategic thinking, and a client-focused approach.

JONES DAY - HIGHLY RECOMMENDED

The firm's professionals are involved in transactions that hold significant strategic and economic importance. Renowned for their extensive expertise, the team consistently delivers high-value legal guidance in diverse sectors.

KEY LAWYERS:

- **VIDAL GALINDO** (*Partner / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

The lawyer is an experienced legal expert with a focus on advising multinational clients on employment matters, especially in relation to cross-border corporate and financial transactions. "He possesses a strong and comprehensive understanding of Spanish labour law".

KPMG ABOGADOS - HIGHLY RECOMMENDED

The law firm has guided a wide range of companies across multiple industries in adapting to evolving equality regulations. By providing strategic advice and support in negotiations, its professionals have played a key role in promoting gender equality and reinforcing ESG commitments.

TEAM NUMBERS*	
Total number of partners	2
Total number of Senior Managers, Directors, counsel and/or of counsel	15
Total number of associates	16
Total number of trainees	4

*data provided by law firm

KEY LAWYERS:

- **JAVIER HERVAS MARTINEZ** (Partner / Co-Head of the practice)

RANKED: HIGHLY RECOMMENDED

With a wealth of expertise, the lawyer delivers dependable and effective guidance, helping clients implement customized strategies that support gender equality and align with their specific organizational goals.

- **FRANCISCO FERNANDEZ DIEZ** (Partner / Co-Head of the practice)

RANKED: RECOMMENDED

The lawyer brings strategic insight and regularly advises prominent clients in Spain on intricate employment issues, corporate transactions, and restructuring efforts.

LABOURMATTERS ABOGADOS - HIGHLY RECOMMENDED

The team offers comprehensive advisory services covering all aspects of the employment relationship, maintaining dynamic communication while ensuring technical excellence and a strategic business-oriented approach..

TEAM NUMBERS*	
Total number of partners	7
Total number of counsel and/or of counsel	4
Total number of associates	19
Total number of trainees	8

*data provided by law firm

KEY LAWYERS:

- **ALFREDO ASPRA RODRÍGUEZ** (Managing Partner / Head of the practice)

RANKED: RECOMMENDED

The lawyer is a well-respected professional in the field of law. With 23 years of experience, he has become the go-to expert for handling the most challenging and complex issues faced by leading Spanish companies.

MAIO LEGAL - HIGHLY RECOMMENDED

The team has extensive experience in all aspects of this area of law. The professionals frequently engage in negotiating, drafting, and terminating employment contracts, as well as in collective bargaining and business restructuring processes.

KEY LAWYERS:

- **ANGELA TORO** (*Partner*)

RANKED: HIGHLY RECOMMENDED

"The lawyer has a well-established career in law and is highly persuasive in defending her clients' interests", particularly in matters involving senior management, collective bargaining, and corporate restructuring.

WATSON FARLEY & WILLIAMS - HIGHLY RECOMMENDED

The team delivers tailored guidance and offers expert support in both advisory and contentious employment and immigration matters. Known for their hands-on approach, they also provide practical, day-to-day operational assistance, ensuring clients receive comprehensive and reliable solutions at every stage.

KEY LAWYERS:

- **VICTORIA TRUCHUELO PUERTAS** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer has successfully led the firm's team in handling various issues related to M&A transactions. She is regarded as a dependable expert and a key point of reference for many companies on employment matters.

AUREN - RECOMMENDED

The firm's professionals have advised high-profile clients on complex dispute resolution matters, demonstrating their ability to handle and successfully resolve even the most sensitive and challenging cases.

KEY LAWYERS:

- **ALBERTO GILARRANZ** (*Partner*)

RANKED: RECOMMENDED

The lawyer has worked at leading national and international law firms, building a strong client base of prestigious companies. He frequently publishes on emerging and complex labour law topics.

AGM ABOGADOS - RECOMMENDED

The team advises national and international companies on a wide range of matters, including collective bargaining, executive hiring, equality plans, labour audits and due diligence, as well as corporate restructurings.

KEY LAWYERS:

- **MARIA ROYO CODESAL** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The professional is widely recognized in the market for her skill in managing the legal complexities of sensitive terminations. Her meticulous attention to detail and solution-oriented mindset make her a valued advisor in the field.

ARAOZ & RUEDA - RECOMMENDED

The team provides comprehensive support across senior executive contracts, individual and collective dismissals, restructuring processes, employment disputes, and collective bargaining agreements. The professionals are skilled to manage both domestic and international employment matters.

TEAM NUMBERS*	
Total number of fee earners	4
Total number of partners	1
Total number of counsel and/or of counsel	0
Total number of associates	3
Total number of trainees	1

*data provided by law firm

KEY LAWYERS:

- **CLARA MAÑOSO** (*Partner*)

RANKED: RECOMMENDED

Over the past year, the lawyer has handled more than 50 labour-related matters, primarily linked to corporate restructurings, executive-level employment issues, and labour disputes.

DEVESA - RECOMMENDED

The team provides comprehensive labour law services, including support in dismissals, recruitment, and labour audits—especially during corporate due diligence. The professionals assist with labour inspections, collective bargaining, equality plans, and special labour relations.

KEY LAWYERS:

- **JOSÉ LUIS VALVERDE MORENO – MANZANARO** (*Partner / Head of the practice*)

RANKED: RECOMMENDED

The lawyer has broad experience in delivering ongoing support to companies across various industries. His work spans both private enterprises and public or semi-public organizations, assisting with labour-related matters.

MIRALLES ABOGADOS - RECOMMENDED

The professionals are highly regarded for their expertise in labour issues, such as collective procedures, reorganizations, union negotiations, and complex litigation. The team specializes in major industries in Spain, including pharmaceuticals, healthcare, chemicals, food & beverage.

TEAM NUMBERS*	
Total number of fee earners	12
Total number of partners	4
Total number of counsel and/or of counsel	0
Total number of associates	6
Total number of trainees	2

*data provided by law firm

KEY LAWYERS:

- **CARLOS MIRALLES MIRAVET** (*Managing Partner / Head of the practice*)

RANKED: RECOMMENDED

The lawyer provides assistance with major corporate restructurings, temporary redundancy agreements, and executive-level terminations. He also has extensive experience in developing equality plans and employment regulations.

ECIJA - RECOMMENDED

Professionals set themselves apart from competitors through their successful handling of complex operations. The team shows exceptional unity and effectiveness, emphasizing problem-solving and meticulous attention to detail.

KEY LAWYERS:

- **FERNANDO VIZCAÍNO DE SAS** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer has more than 35 years of expertise in employment-matters and is focused on delivering exceptional service and support to his clients. "He always offers practical legal solutions tailored to address specific needs".

ONTIER - RECOMMENDED

Leveraging extensive expertise in employment law, the team provides comprehensive support to help clients achieve their business objectives. The professionals specialize in employment contracts and agreements, dispute resolution, and workplace mediation.

KEY LAWYERS:

- **JOSÉ MARÍA FERNÁNDEZ MOTA** (*Partner*)

RANKED: RECOMMENDED

The lawyer has two decades of experience in labour law, covering all aspects, including strategic legal advice, collective bargaining, labour litigation, and training companies on labour relations and employment law.

TODA & NEL-LO - RECOMMENDED

The team possess in-depth expertise in the various legal aspects of employment relationships. The firm offers comprehensive legal guidance on drafting and preparing various types of employment contracts, agreements, and working condition provisions.

KEY LAWYERS:

- **CARLOS PIERA** (*Partner*)

RANKED: RECOMMENDED

With over 25 years of experience, the lawyer specializes in collective bargaining, corporate restructuring, employment contract termination procedures, civil liability, and various types of litigation within the social jurisdiction.

LAW FIRMS' PROFILES

RANKED IN LABOUR TAB
PORTUGAL

CMS PORTUGAL - MARKET LEADER

The firm has a leading Employment & Pensions practice in Portugal, advising national and international clients on major restructurings across sectors like finance, insurance, construction, aviation, retail, and pharmaceuticals.

KEY LAWYERS:

- **SUSANA AFONSO** (*Partner / Head of the practice*)

RANKED: MARKET LEADER

The lawyer has shown outstanding skill in handling restructuring processes, leading major redundancy plans and collective bargaining across multiple sectors. Widely recognized, she is a prominent figure in the Portuguese legal market.

MORAIS LEITÃO - MARKET LEADER

The team supports multinationals, startups, and SMEs in all areas of labor relations, offering both advisory and litigation services. It also advises on business transfers via mergers, acquisitions, and outsourcing, and is closely involved in restructuring processes, including collective lay-offs and redundancies.

KEY LAWYERS:

- **LUÍS MIGUEL MONTEIRO** (*Partner / Co-Coordinator of the department*)

RANKED: MARKET LEADER

The lawyer is active in corporate restructuring and collective dismissals, offering expertise across all aspects of employment and social security law. Widely respected in the market, "he is known for an outstanding track record".

- **PEDRO PARDAL GOULÃO** (*Partner / Co-Coordinator of the department*)

RANKED: ELITE

The lawyer offers comprehensive legal advice across all areas of labour law, covering both individual and collective employment matters, and also advises on sports-related issues and social security law.

PLMJ - MARKET LEADER

The team brings extensive expertise in collective bargaining, dismissals, and restructurings, and is also highly skilled in managing discrimination claims and complex contentious matters.

KEY LAWYERS:

- **TIAGO CORTES** (*Partner / Co-Head of the practice*)

RANKED: ELITE

With 30 years' experience, the lawyer is a respected labour law expert known for combining technical precision with a practical, solution-focused approach. His work covers everything from individual disputes to complex international restructurings.

- **NUNO FERREIRA MORGADO** (*Partner / Co-Head of the practice*)

RANKED: ELITE

With nearly 20 years of experience, the lawyer focuses on employment, labour, and social security law. He is known for advising on employment aspects of privatisations, major mergers, disputes, and large-scale restructurings.

SRS LEGAL - MARKET LEADER

Known for its comprehensive expertise and technical proficiency, the team provides counsel to both international and domestic clients on a wide range of labor-related issues across sectors including banking, insurance, aviation, and more.

KEY LAWYERS:

- **CÉSAR SÁ ESTEVES** (*Managing Partner*)

RANKED: MARKET LEADER

The lawyer is widely respected for his expertise in corporate restructurings and employment issues tied to M&A transactions. With over 25 years of experience, the professional brings extensive knowledge in collective bargaining, dispute resolution, and strategic HR and employment advisory services.

- **ANA LUÍSA BEIRÃO** (*Partner / Head of the practice*)

RANKED: EXCELLENT

The lawyer has vast experience advising global and domestic companies across various sectors, especially in managing and executing administrative employment procedures, disciplinary actions, and collective dismissals.

ABREU ADVOGADOS - ELITE

The team provides expert support in restructurings, collective dismissals, transactional matters, and employment disputes. The professionals are also well-versed in social security issues and disciplinary actions.

KEY LAWYERS:

- **CARMO SOUSA MACHADO** (*Partner / Head of the practice*)

RANKED: ELITE

The lawyer specializes in labour and civil law, handling litigation, M&A transactions, restructurings, and business transfers. She advises on senior-level hiring and terminations, collective redundancies, disciplinary actions, and manages both pre-litigation and litigation processes.

CS'ASSOCIADOS - ELITE

The team is highly experienced in handling all aspects of employment law, offering both advisory and litigation support. Their work covers recruitment, employment contracts, internal policies, retirement and health plans, restructurings, business transfers, terminations collective bargaining, and social security matters.

KEY LAWYERS:

- **PEDRO FURTADO MARTINS** (*Partner*)

RANKED: ELITE

The lawyer garners particular praise for his expertise in collective labour matters, post-M&A employment advice, and restructuring implementation, complemented by a deep understanding of the issues and a strong ability to build effective relationships.

DLA PIPER - ELITE

The team handles a wide range of employment law matters, both contentious and non-contentious. The professionals represent clients in individual and collective dismissals, as well as in social inspections and disputes related to social security.

KEY LAWYERS:

- **BENJAMIM MENDES** (*Partner*)

RANKED: MARKET LEADER

The lawyer specializes in individual and collective dismissal procedures, collective bargaining agreements, and contentious employment issues. He brings a comprehensive, 360-degree perspective to his work.

GARRIGUES - ELITE

The team excels at understanding complex management issues and business challenges, offering innovative solutions. They provide guidance on restructuring, collective bargaining agreements, and business transfers, with a strong focus on employment matters related to M&A transactions.

KEY LAWYERS:

- **RUI VALENTE** (*Partner / Head of the practice*)

RANKED: MARKET LEADER

The lawyer brings a strategic approach with expertise in restructuring, labor negotiations, disciplinary proceedings, and general labor and social security advice. The lawyer is highly regarded by the market "for expertise in non-litigation and advisory matters as well as in the top management issues".

PBBR - ELITE

The team has extensive expertise in advising companies on employment and social security matters, including recruitment, HR policies, restructurings, dismissals, business transfers, collective bargaining, and employment litigation.

KEY LAWYERS:

- **INÊS REIS** (*Partner / Head of the practice*)

RANKED: ELITE

The lawyer has comprehensive expertise in restructuring, collective dismissals, and disputes involving discrimination and pension rights. Recognized for a practical, solution-focused approach, the expert delivers advice tailored to business needs.

SÉRVULO & ASSOCIADOS - ELITE

The team is skilled in managing high-stakes disputes and disciplinary actions. Their strategic handling of extensive litigation portfolios solidifies their reputation for delivering precise, high-quality legal defense in demanding employment issues.

TEAM NUMBERS*	
Total number of partners	1
Total number of counsel and/or of counsel	3
Total number of associates	2
Total number of trainees	2

*data provided by law firm

KEY LAWYERS:

- **RITA CANAS DA SILVA** (*Partner / Head of the practice*)

RANKED: ELITE

The lawyer has broad expertise in employment and social security law. Her work includes labor negotiations, complex restructurings, due diligence, individual and collective dismissals, collective bargaining, labor litigation, and public sector employment issues.

ANTAS DA CUNHA ECIJA & ASSOCIADOS - EXCELLENT

The team is well-versed in both regulatory and routine employment matters. The highly skilled professionals are adept at handling disciplinary processes, redundancies, dismissals, and social security issues.

TEAM NUMBERS*	
Total number of fee earners	2
Total number of partners	1
Total number of counsel and/or of counsel	2
Total number of associates	6
Total number of trainees	1

*data provided by law firm

KEY LAWYERS:

- **PEDRO DA QUITÉRIA FARIA** (Partner / Head of the practice)

RANKED: EXCELLENT

The lawyer advises clients on collective bargaining, collective dismissals, and disciplinary actions, and "is widely recognized as one of Portugal's leading labour lawyers", earning consistent distinction year after year.

BAS – SOCIEDADE DE ADVOGADOS - EXCELLENT

The team demonstrates strong expertise in labour law and offers insightful guidance on challenging and sensitive issues. The professionals routinely assist clients with restructurings, employment contracts, managing collective dismissals, negotiating collective agreements.

TEAM NUMBERS*	
Total number of partners	1
Total number of counsel and/or of counsel	3
Total number of associates	2
Total number of trainees	2

*data provided by law firm

KEY LAWYERS:

- **PEDRO MADEIRA DE BRITO** (Partner / Head of the practice)

RANKED: EXCELLENT

The lawyer possesses deep expertise, particularly in collective labour agreements and negotiations with trade unions. His practice is strongly focused on advising HR departments and managing legal proceedings.

- **ALEXANDRA ALMEIDA MOTA** (Senior Associate)

RANKED: HIGHLY RECOMMENDED

The lawyer brings strong expertise in collective dismissals, employee terminations, and lay-off procedures, and also offers valuable guidance on TUPE processes and compliance.

EVERSHEDS SUTHERLAND PORTUGAL - EXCELLENT

The team of highly skilled professionals advises on employment issues in corporate transactions, redundancies, and daily HR matters, with a strong focus on telecom, tech, and retail sectors.

KEY LAWYERS:

- **MARTA AFONSO PEREIRA** (*Partner / Head of the practice*)

RANKED: EXCELLENT

With over two decades of experience, the lawyer recently joined the team, advising local and international clients on labour and social security matters, including restructuring, staff movements, executive hiring and termination, and related disputes.

- **INÊS ALBUQUERQUE E CASTRO** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer has extensive expertise in employment and social security law, supporting legal and HR teams of various national and international companies across multiple industries.

PRA-RAPOSO, SÁ MIRANDA & ASSOCIADOS, SOCIEDADE DE ADVOGADOS EXCELLENT

Over the past year, the team successfully handled a sensitive case involving the departure of a senior executive from a major company, showcasing its ability to manage complex negotiations and their wider implications.

TEAM NUMBERS*

Total number of fee earners	23
Total number of partners	5
Total number of counsel and/or of counsel	0
Total number of associates	14
Total number of trainees	4

*data provided by law firm

KEY LAWYERS:

- **JOANA DE SÁ**

(*Partner / National Head of the practice*)

RANKED: EXCELLENT

The lawyer is a leading figure in labour law, known for strategic leadership and team collaboration. As managing director of the Azores office, she has built key partnerships and contributes to the firm's growth through her role on the board and sustainability committee.

URÍA MENÉNDEZ - EXCELLENT

The team is well-recognized for its expertise in employment matters related to major M&A deals and restructurings. The professionals advise on collective bargaining, dismissals, social security, and lay-offs, and represent clients in a wide range of litigation.

KEY LAWYERS:

- **ANDRÉ PESTANA NASCIMENTO** (*Partner / National Head of the practice*)

RANKED: ELITE

Focusing strategically on employment-related matters, the lawyer advises on litigation, collective bargaining, data protection, as well as pensions and social security law.

VDA - EXCELLENT

The team stays ahead of employment law developments, keeping clients well-informed and prepared. The professionals provide expert support on a wide range of matters, from managing collective redundancies to addressing labour considerations in corporate transactions.

KEY LAWYERS:

- **TIAGO PILO** (*Of Counsel / Co-Head of the practice*)

RANKED: EXCELLENT

Recognized for his strategic insight and expertise, the lawyer is a trusted and highly skilled adviser. He brings extensive experience in managing collective redundancies and providing guidance on employment law issues related to M&A deals and workforce restructuring.

CEREJEIRA NAMORA, MARINHO FALCÃO - HIGHLY RECOMMENDED

The team delivers strategic, forward-looking employment law advice, helping clients navigate compliance, minimize legal risks, and strengthen HR practices across sectors. The firm prioritizes defending clients' rights and ensuring effective handling of labour-related matters.

TEAM NUMBERS*

Total number of partners	2
Total number of counsel and/or of counsel	1
Total number of associates	13
Total number of trainees	2

*data provided by law firm

KEY LAWYERS:

- **NUNO CEREJEIRA NAMORA** (*Founding Partner / Head of the practice*)

RANKED: EXCELLENT

Beyond managing teams and clients, the lawyer leads high-profile litigation and advises top-tier clients, setting a standard of excellence through research, innovative strategies, and staying current with legal trends.

CRS ADVOGADOS - HIGHLY RECOMMENDED

The team expertly manages all employment matters, offering comprehensive legal advice and handling complex employment litigation. Known for their strategic approach and deep expertise, they are dedicated to delivering tailored solutions that align with clients' goals.

KEY LAWYERS:

- **TELMO GUERREIRO SEMIÃO** (*Founding Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer has established himself as a reliable advisor in labour law, guiding the team through complex matters, including sensitive cases involving infractions and contract validation. The lawyer is widely recognized in the market "for his expertise in social security law".

MACEDO VITORINO - HIGHLY RECOMMENDED

Throughout the last year, the team has played a key role in landmark collective bargaining and industrial & trade union initiatives, alongside providing expert advice on a wide range of employment issues.

TEAM NUMBERS*	
Total number of partners	1
Total number of counsel and/or of counsel	1
Total number of associates	5
Total number of trainees	2

*data provided by law firm

KEY LAWYERS:

- **GUILHERME DRAY** (*Partner / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

The lawyer is regarded as a highly credible advisor, having led the firm's team to negotiate new collective agreements for a prominent state-owned company, as part of a labour restructuring initiative, impacting over 7,000 employees.

MIRANDA & ASSOCIADOS - HIGHLY RECOMMENDED

The consolidated team has extensive expertise across all areas of labour law, including HR management, restructurings, due diligence, collective bargaining, and disciplinary actions..

KEY LAWYERS:

- **DIOGO LEOTE NOBRE** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer is highly skilled in his field and highly aware of his clients' needs, particularly adept at managing unfair dismissal and termination cases, disciplinary actions, and both collective and individual labour agreements.

PÉREZ-LLORCA - HIGHLY RECOMMENDED

The professionals established a strong reputation as a skilled and adaptable team, proficient in managing diverse matters such as collective bargaining, litigation, corporate transactions, executive agreements.

KEY LAWYERS:

- **INES ARRUDA** (*Partner*)

RANKED: HIGHLY RECOMMENDED

The lawyer brings over 20 years of experience advising national and international companies on a broad spectrum of labour law matters. She is widely recognized in the market "for her proven track record in top management field".

SPS ADVOGADOS - HIGHLY RECOMMENDED

The professionals provide strategic advice on social security issues, collaborating seamlessly to deliver top-tier legal support within Portugal's employment law framework.

KEY LAWYERS:

- **MANUEL GIBERT PRATES** (*Partner, Co-Founder / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

The lawyer is a key figure in the labour department, advising clients on a wide range of complex labour matters, particularly in industrial and trade union relations, as well as M&A and employment-related issues.

- **BÁRBARA RIBEIRO DAMAS** (*Partner*)

RANKED: HIGHLY RECOMMENDED

With a clear management vision and a dedication to excellence, the lawyer consistently attracts new clients to the firm annually while fostering strong, long-term relationships built on trust and expertise.

TELLES - HIGHLY RECOMMENDED

The team specializes in workforce restructuring, labour due diligence, collective bargaining, and employment disputes. They provide corporate clients with ongoing advice on employment contracts, compensation, pension schemes, and social security issues.

KEY LAWYERS:

- **GONÇALO PINTO FERREIRA** (*Partner / Head of the practice*)

RANKED: HIGHLY RECOMMENDED

The lawyer leads the team, with a strong focus on overseeing large-scale restructurings for a diverse range of clients, both in Portugal and abroad.

ANDRÉ MIRANDA ASSOCIADOS - RECOMMENDED

The team delivers expert legal advice across all facets of labour law, from counselling and negotiation to managing the complexities of employment relationships. The professionals support clients in labour litigation and provide guidance on social security issues and access to social rights.

KEY LAWYERS:

- **ANA RITA NASCIMENTO** (*Coordinator of the Labour and Social Security Department*)

RANKED: RECOMMENDED

The lawyer recently joined the team and brings a wealth of experience in guiding both corporate and individual clients through all areas of labour and social security law, with a strong track record in handling complex employment litigation.

LINKLATERS - RECOMMENDED

The team utilizes its in-depth corporate and employment expertise to assist clients with both local and global transactions. They are also deeply engaged in labour disputes, restructuring efforts, and collective bargaining negotiations.

KEY LAWYERS:

- **SÍLVIA PINHEIRO ESTEVE** (*Managing Associate*)

RANKED: RECOMMENDED

The lawyer advises clients in the private and public sectors on all aspects of labour law and social security, handling both advisory and contentious matters with strong problem-solving approach.

LOPES BARATA & ASSOCIADOS - RECOMMENDED

In the past year, the firm's team has further enhanced its capacity to manage intricate matters with accuracy and efficiency. The lawyers have delivered strategic advice on a range of non-contentious issues for major clients across the Iberian market.

TEAM NUMBERS*	
Total number of partners	0
Total number of counsel and/or of counsel	1
Total number of associates	2
Total number of trainees	1

*data provided by law firm

KEY LAWYERS:

- **CATARINA CORREIA SOARES** (*Coordinator of the Labour Team / Head of the practice*)

RANKED: RECOMMENDED

The lawyer brings extensive experience in labour law and relations, particularly in labour litigation. She also offers counsel on non-contentious issues, such as hybrid work models, compensation and benefits, and employment considerations in M&A deals.



Labour 2025

SPAIN & PORTUGAL

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