

## CURRICULUM VITAE – short version



### PERSONAL DATA

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### ACADEMIC BACKGROUND

JUNE 2017 Visiting Researcher at the University of Edinburgh with Prof. David Cabrelli researching on employment non-competes in UK.

APRIL 2016 Visiting Researcher at ADAPT - *Associazione per gli studi internazionali e comparati sul diritto del lavoro e sulle relazioni industriali*, in Rome, researching on employment non-competes in Italy;

2015 TO PRESENT DATE PhD Candidate in Labour Law at the University of Santiago de Compostela, supervised by Prof. Lourdes Mella Mendéz, developing a thesis about *“The New Challenges for employment non-competition agreements”*;

OCTOBER 2015 Course *“How to write an essay”*, University of California, Berkeley, through edX platform;

JULY 2015 Course *“International Law”*, Université Catholique de Lovain, through edX platform;

2014 Course *“Business”*, Porto Business School;

2013 Course for Professional Training, Sonae Learning Center, graduated with *“excellent”*;

2011 TO 2013 Master in Law (LLM), Faculty of Law, University of Oporto, graduated with 17 (0-20), with the defence of the thesis "*Employee breach of employment contract in a non-disciplinary perspective*" supervised by Prof. Francisco Liberal Fernandes;

2009 TO 2010 Postgraduate course in Labour Law, Oporto's School of Law, Portuguese Catholic University, graduated with 17 (0-20);

2004 TO 2005 Postgraduate course in Tax Law, Faculty of Law, University of Oporto, graduated with 17 (0-20);

1998 TO 2003 Degree in Law, Faculty of Law, University of Oporto, graduated with an average of 14 (0-20);

## **PROFESSIONAL EXPERIENCE**

2005 TO PRESENT DATE **Senior In-house Corporate Counsel** in the SONAE's Employment Law Team [Lawyer and Legal Counsel on labour and employment law and social security law with **13 years' experience** on all legal issues related to employees in a context of an international company, such as dismissals, collective bargaining, disciplinary action, litigation, M&A, restructuring, support to new businesses and expansion projects, due diligences, privacy and data protection, regulatory compliance, expatriation services, administrative offences and any other matters regarding employment or social security law. Also, provides regular professional training on employment law for the companies' staff and pro-bono services to non-profit organizations (e.g., Red Cross and AMI). Experienced in litigation not only in before Portuguese courts but also before ECJ - European Court of Justice (was the leading lawyer in the following cases: C-342/12, C-343/13 and C-683/13)]. More than 12 years dedicated to SONAE as Senior Corporate Counsel for Employment, which is the **leading retail Portuguese group** with more than 30.000 employees in Portugal and several others all over the world. This way, SONAE's Employment Law team was recently awarded the best in Europe by the International Law Office and Association of Corporate Counsel (2015) and is the only Employment Team recognized by the Legal 500's GC Powerlist: Iberia Teams (2017).

2013 TO PRESENT DATE **Researcher** at the Centre for Legal and Economic Research of the Faculty of Law, University of Porto. Presently working on a project about the labour effects of sharing economy and preparing an international congress in October.

2017 TO PRESENT DATE **Portuguese National Expert** of ETUI (European Trade Union Institute) for the Posting of Workers project supported by the European Union where a

multinational team is analysing each countries' court decisions in order to provide a book and a conference to enlighten the future of this subject.

2017 TO PRESENT DATE **Review Panel Member** (Social Sciences – Portugal) at COST – European Cooperation in Science & Technology.

2014 TO PRESENT DATE **Invited lecturer** in the Postgraduate Course of the Faculty of Law, New University of Lisbon about Labour and Employment Law.

2015 TO PRESENT DATE **Member of the Executive Committee** of CIELO Laboral (<http://www.cielolaboral.com/>) – An academic labour research network for Spanish, Italian, French and Portuguese native language speakers with 450 members. Accumulated experience of organizing the 1<sup>st</sup> Congress of the Network about the future of work for more than 250 scholars and professionals in 2016.

2015 TO PRESENT DATE **Coordinator and trainer** in the Employment litigation course in the Portuguese Bar Association;

2017 TO PRESENT DATE **Member of the Scientific Committee** of the Collection of Monographs on Social and Company Law of the Spanish Publisher Dykinson;

2003 TO 2005 Trainee Lawyer at Vellozo Ferreira, Cavaleiro Brandão, Pinheiro Torres e Associados;

## **PRIZES**

MARCH 2015 Prize for **best team in Europe** in the category of **Employment** given by International Law Office and Association of Corporate Counsel. Final shortlist included Royal Mail, Intel Corporation and Oesterreichische Nationalbank. The prize was announced in London, UK;

JUNE 2015 Member of the team **nominated** for the **best team in the World** in the category of **Employment** by International Law Office e pela Association of Corporate Counsel. Final shortlist included HP, Pfizer, Ingersoll and MB Financial Bank. The prize was announced in NYC, USA;

JUNE 2017 Member of the only Employment Team **recognized** in the **Legal 500's GC Powerlist: Iberia teams**;

## AFFILIATIONS

- Portuguese Bar Association (since 2005);
- CIELO – Comunidad para la Investigación y el Estudio Laboral y Ocupacional;
- BUIRA – British Universities Industrial Relations Association;
- ILERA – International Labour and Employment Relations Association;
- AJJ – Associação de Jovens Juslaboralistas (Young Labour Lawyers Association) - Founding member and president of the board of general meeting;
- APODIT – Associação Portuguesa de Direito do Trabalho (Portuguese Labour Law Association);
- EELA – European Employment Lawyers Association;
- Law Academy – Founding member and president of the board of general meeting

## PUBLICATIONS

Author of several articles about Labour Law in the Economic Newspaper OJE (presently Jornal Económico).

*A Tributação do Factoring – uma abordagem crítica numa perspetiva nacional e internacional*, "Estudos de Direito Fiscal: Teses seleccionadas do I curso de Pós-Graduação em Direito Fiscal", coordinated by Prof. Glória Teixeira, Almedina, 2006, p. 187-289, **Portugal**;

*O Código contributivo como instrumento de recuperação económica*, "A Fiscalidade como Instrumento de Recuperação Económica", coordinated by Sónia Monteiro, Suzana Costa e Liliana Pereira, Vida Económica, 2011, p. 351-365, **Portugal**;

*O Incumprimento do Contrato de Trabalho Imputável ao Trabalhador numa Perspetiva não Disciplinar*, 2013, available at <http://repositorio-aberto.up.pt/handle/10216/6807/browse?type=author&order=ASC&rpp=20&value=Lu%C3%A9lio+Duarte+Gomes+Abrunhosa+e+Sousa>; **Portugal**;

*Portuguese Labor Austerity Measures and the Principle of Freedom of Association*, International Labor Rights Case Law, 2, 2016, p. 136-141, **Netherlands**;

*Non-competition agreements – impacts of social networks*, publication organized by International Network for Doctoral Studies in Law (University of Vilnius, University of

Lodz, University of Frankfurt and University of Paris Nanterre Quest) regarding 4th International conference of PhD Students and Young researchers, July 2016 (<http://www.tf.vu.lt/dokumentai/PhdNET/PhDConference-VU-Papers-Edition2016Vilnius.pdf>),

**Lithuania;**

Os critérios de seleção no despedimento por extinção de posto de trabalho, organized by Transformações recentes do Direito do Trabalho Ibérico - Biblioteca RED, co-author with David Carvalho Martins, July 2016, p. 141-164 (<http://www.cije.up.pt/publications/transforma%C3%A7%C3%B5es-recentes-do-direito-do-trabalho-ib%C3%A9rico-%E2%80%94-livro-raz%C3%A3o>), **Portugal;**

*Redes Sociais e impactos nas cláusulas contratuais de não concorrência laboral*, Direito e Informação em sociedade em rede – Atas, publication organized by Faculty of Law, University of Oporto and Universidade Federal Fluminense (Brazil), regarding the IV Colóquio Luso-Brasileiro de Direito e Informação, p. 178-195, <https://www.joomag.com/magazine/direito-e-informa%C3%A7%C3%A3o-na-sociedade-em-rede-atas-direito-e-informa%C3%A7%C3%A3o-na-sociedade-em-rede-atas/0242499001470686892>, **Portugal;**

*“O enquadramento legal do teletrabalho em Portugal*, Revista Derecho social y empresa, 2016, n. 6, p. 136-153, **Spain;**

*“Pactos de não concorrência laborais como instrumento de (des)incentivo da economia – o case study do Estado da Califórnia”*, Los actuales cambios sociales y laborales: nuevos retos para el mundo del trabajo – Vol. IV, 2017, Peter Lang, 295-317 **Switzerland** (author and volume coordinator);

*Book review: ‘Work-Life Balance and the Economic Crisis. Some Insights from the Perspective of Comparative Law (Volume I: The Spanish Scenario and Volume II: The International Scenario)*, European Labour Law Journal, Vol 8, Issue 1, 2017, SAGE, p. 105 – 106, **Netherlands;**

*Teleworking and Labor Conditions in Portugal*, Iuslabor 2/2017, 2017, Universitat Pompeu Fabra, **Spain;**

## **FUTURE PUBLICATIONS**

*Efectos de los contratos de prácticas y de formación profesional precontractuales en el período de prueba de un contrato de trabajo – el caso jurisprudencial portugués*, Revista de Derecho del Trabajo y Seguridad Social (in press), **Peru**;

As portarias de extensão como mecanismo de (des)incentivo da negociação coletiva em Portugal, Vida Económica (in press), **Portugal**;

*O direito à reintegração do trabalhador e o poder de oposição do empregador: em busca de equilíbrios*, Prontuário do Direito do Trabalho, Almedina 2017, p. 269-291, co-author with David Carvalho Martins (in press), **Portugal**;

*Registo dos tempos de trabalho e proteção de dados pessoais*, Estudos APODIT (in press), **Portugal**;

*The Impact of Social Network in the Breach of Post-Contractual Employment NonCompetition Clauses*, ADAPT Studies (in Press), **Italy**;

*The right to Social Security in the Portuguese Constitution*, The Right to Social Security in the Constitutions of the World: Broadening the moral and legal space for social justice, Vol. 2: Europe, ILO Global Study (in workin process), **Switzerland**;

*Role of employment clauses not compete in a global economy*, book colletion with best papers of the Labour 2030 congress (working in progress), **UK**;

*Posting of workers in the Portuguese Case Law*, Posting before National Courts, ETUI (working in progress), **Belgium**;

*Impactos da Economia Colaborativa nas relações de trabalho - um processo em crescimento ou em rutura?*, Sociedade de Permutas e Combinações: Problemas Jurídicos da Economia Colaborativa (work in progress), **Portugal**.

## **QUOTES IN COURTS**

Decision of the Tribunal da Relação de Coimbra (Regional High Court) in the case n.º 1598/14.1T8LRA.C1, of 16 March 2016, available in [www.dgsi.pt](http://www.dgsi.pt), with a relevant quote of “*O incumprimento do contrato de trabalho imputável ao trabalhador numa perspetiva não disciplinar*”.

## CONFERENCE/CONGRESS PRESENTATIONS

13 TO 14 JULY 2017 Presentation "*Role of employment clauses not compete in a global economy*", in the international conference Labour 2030 organized by Law Academy, CIELO Laboral and AJJ, **(Porto, Portugal)**;

8 TO 10 JUNE 2017 Presentation "*ILO Conventions and Recommendations on child labour – a comparative intercultural overview between Portugal and Mozambique*", in the Colloquium 2017 Nanterre Network, Law and Interculturalism / Law and Cultural Conflicts, organized by Nanterre Network and Portuguese Catholic University, **(Porto, Portugal)**;

27 MARCH 2017 Presentation "*Impactos legais da "uberização" nas relações de trabalho*", in the conference about new challenges organized by Oporto's Law Association and Portuguese Bar Association, **(Porto, Portugal)**;

11 TO 12 NOVEMBER 2016 Paper presentation "*Restrictive covenants in the future of work*", in International Conference "*The future of work: a matter of sustainability*", organized by ADAPT in **(Bergamo, Italy)**;

30 SETEMBER TO 1 OCTOBER 2016 Paper presentation "*Employment non-competition agreements as an instrument to boost the economy – the case study of California*" in the 1<sup>st</sup> Congress of CIELO Laboral, organized in Oporto's Law School, Portuguese Catholic University, **(Porto, Portugal)**;

29 JUNE TO 1 JULY 2016 Paper presentation "*Portuguese Labor Austerity Measures and the Principle of Freedom of Association*" in the 66th BUIRA (British Universities Industrial Relations Association), organized by University of Leeds, **(Leeds, UK)**;

17 JUNE 2016 Paper presentation about "*Working time register and the protection of personal data*" in the Conference "*National working time regulation in the light of European and International Law*", invited by Prof. Maria do Rosário Palma Ramalho, organized by APODIT in Oporto's School of Law, Portuguese Catholic University, **(Porto, Portugal)**;

13 AND 14 JUNE 2016 Paper presentation "*Restrictive covenants as an instrument to the increase of vulnerability in work*" in the Fifth International Conference on Precarious

Work and Vulnerable Workers, organized by University of Middlesex (London), ADAPTE Center for Occupational Health & Safety Research – Auckland University of Technology, **(London, UK)**;

21 AND 22 APRIL 2016 Paper presentation “*Non-competition agreements – impacts of social networks*”, at the 4th International conference of PhD Students and Young researchers organized by International Network for Doctoral Studies in Law in the University of Vilnius, **(Vilnius, Lithuania)**;

14 AND 15 APRIL 2016 Poster presentation “*Telework – Portuguese legal framework*” in the International Congress “*New technologies and new forms of employment in Spanish and comparative law*”, organized by the University of Santiago of Compostela, **(Santiago de Compostela, Spain)**;

7 APRIL 2016 Paper presentation with co-author David Carvalho Martins “*The selection criteria in the dismissal due to elimination of position*” (paper presented by David Carvalho Martins) in the conference “*Recent Transformations in Iberia Labour Law*” organized by Faculty Law, University of Oporto and University Rey Juan Carlos, **(Porto, Portugal)**;

18 MARCH 2016 Paper presentation “*Social network and impacts in non-competition agreements*” in IV Seminar Brazilian and Portuguese of Law and Information organized by Faculty of Law, University of Oporto and Universidade Federal Fluminense (Brazil), **(Porto, Portugal)**;

31 OCTOBER 2013 Speaker in Conference about “*Fundos de Compensação*” debating with Gregório Rocha Novo, organized by Associação de Jovens Juslaboralistas and Portuguese Bar Association, **(Porto, Portugal)**;

31 OCTOBER 2012 Paper presentation in the Conference about “*Portuguese Labour Reform*” debating with José Paulo Carvalho, organized by ISVOUGA **(Santa Maria da Feira, Portugal)**;

19 MARCH 2012 Presentation about professional experience to future Law degrees in the Faculty of Law, University of Oporto **(Porto, Portugal)**;



9 APRIL 2010 Paper presentation in the 1st International Tax Conference organized by IPCA – Instituto Politécnico do Cávado e do Ave, with the subject “*The Social Security Code as an important instrument for economic recovery*” (**Barcelos, Portugal**);

17 MAY 2006 Speaker in “*Employability conference cycle*”, organized by Faculty of law, University of Oporto, about the activity of in-house counsel (**Porto, Portugal**);

### **SCHEDULED CONFERENCE/CONGRESS PRESENTATIONS**

6 TO 7 OCTOBER 2017 Speaker in the Sociedade de Permutas e Combinações: Problemas Jurídicos da Economia Colaborativa congress, organized by Faculty of law, University of Oporto, with the paper “*Impactos da Economia Colaborativa nas relações de trabalho - um processo em crescimento ou em rutura?*” (**Porto, Portugal**);

11 TO 13 OCTOBER 2017 Speaker in the IX Congreso Regional de las Américas, organized by ILERA and UCA – Argentinian Catholic University, with the paper “*Impacto laboral de las redes sociales. Un concepto global para el caso portugués*” (**Buenos Aires, Argentina**);

### **ACTIVITIES AS AN ACADEMIC LECTURER AND RESEARCHER**

3 NOVEMBER 2016 Workshop about administrative offences procedure in an event organized by Oporto’s Law School, Portuguese Catholic University (**Porto, Portugal**);

2 DECEMBER 2016 Invited lecturer in the Master Programme in Innovation and Technological Entrepreneurship organized by both Faculty of Engineer and Faculty of Economics of the University of Oporto, with 2 hours teaching in English about Portuguese Labour Law (**Porto, Portugal**);

9 JANUARY 2017 Invited lecturer in the advance course of labour law at the International University of Andalusia, with 4 hours teaching in Spanish about “International labour law and contract termination” (**Seville, Spain**);

JANUARY AND FEBRUARY 2017 Invited lecturer in the Master of Social Law at the University Eduardo Mondlane, with 15 hours of teaching about “*Labour and Social Security International Law*”, (**Maputo, Mozambique**);

1 JUNE 2017 Invited lecturer in the Human Rights Course at University “Tor Vergata”, with a 2-hour lecture about International Labour Law (**Rome, Italy**);

JANUARY 2017 TO PRESENT Researcher on a project about Sharing Economy headed by Professor Maria Regina Redinha in the Centre for Legal and Economic Research – University of Porto (**Porto, Portugal**);

MARCH 2016 TO PRESENT Researcher on a project about new technologies and new forms of work headed by Professor Lourdes Mella Méndez in the University of Santiago de Compostela, (**Santiago de Compostela, Spain**);

MARCH 2017 TO PRESENT Researcher on a project about posting of workers' directive conducted by ETUI, (**Brussels, Belgium**);

### **LANGUAGES**

Portuguese – Native speaker

English – Professional working proficiency

Spanish – Working proficiency

Italian – Elementary proficiency

### **PERSONAL INTERESTS**

Traveling, spending time with family and playing sports (running and golf).