

## David Carvalho Martins

Office Managing Shareholder

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## Practice Areas

Labor Management Relations  
International Employment Law  
Handbooks and Policies  
Business Restructuring and M&A  
Litigation and Trials  
Immigration and Global Mobility  
Investigations

## Overview

David Carvalho Martins is the founding partner and leads the firm's presence in Portugal as managing partner. He has focused on labor and employment law for over 16 years, advising national and multinational companies on HR issues. David's clients represent a range of business sectors, including tourism, aquaculture, fishing and agriculture, culture and art, distribution, trade and food service, information technology, health, telecommunications, public administration, and public sector companies. He provides strategic, practical, and thorough legal advice; represents companies in labor and employment law and industrial relations matters; and brings creative solutions to business-critical decisions.

David has considerable experience in collective bargaining, where working time regulations are an important topic. He provides legal advice to companies regarding ways to revise their working time systems and flexible schemes (e.g. bank of hours, working time exemptions, adaptability, flexible work schedules). David takes into consideration the place of work (telework, work at distance, mobile workers, workers on board fishing vessels), as well as applicable law and data protection and privacy matters (either in public or in the private sector). He also handles labor and employment litigation.

David is experienced in counseling clients based in Portugal regarding labor and employment matters in the Portuguese-speaking nations of Africa, as well as companies based in those nations that operate in Portugal. When needed, he collaborates

with top working partner firms in Africa and in Macau to provide clients with a single point of contact for assistance with multinational projects across those markets. He has also been a guest lecturer at African Universities.

David is guest lecturer at the University of Lisbon – Faculty of Law, on topics such as Introduction to the Study of Law, General Theory of Civil Law, Contracts Law, Rights in Rem Law, Succession Law, Civil Procedure Law, Commercial Law, Economy Law, European Union Law, Private International Law and Labor Law. In 2021, David was appointed as global coordinator of the young scholars section of the International Society for Labor and Social Security Law (ISLSSL).

David is a PhD candidate at the University of Lisbon, Faculty of Law, and University of Murcia (Spain). He is also a partner in the São Paulo, Brazil office.

## Professional and Community Affiliations

- Guest Lecturer, University of Lisbon, Faculty of Law
- Member, Portuguese Bar Association
- Member, Board of Directors, Portuguese Labor Law Association (APODIT)
- Member, Spanish Labor Law Association

## Recognition

- Named, The Best Lawyers in Portugal™, 2021, 2024-2025

## Education

Law Degree, University of Lisbon, Faculty of Law, 2005

Master in Law, University of Lisbon, Faculty of Law, 2010

## Bar Admissions

Portugal

Brazil

## Languages

Portuguese

Spanish

English

## Publications & Press

### The Global Guide Quarterly (Quarter 1, 2025)

*Littler Global Guide Quarterly*

April 23, 2025

**The Global Guide Quarterly (Quarter 4, 2024)**

*Littler Global Guide Quarterly*

January 23, 2025

**Littler Attorneys in Brazil, Colombia, Mexico, Portugal, Puerto Rico and Spain Recognized in 2025 Best Lawyers™ Editions**

*Press Release*

November 14, 2024

**The Global Guide Quarterly (Quarter 3, 2024)**

*Littler Global Guide Quarterly*

October 23, 2024

**The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

**Littler Global Guide - Portugal - Q1 2024**

*Littler Global Guide Quarterly*

April 17, 2024

**Littler Global Guide - Portugal - Q4 2023**

*Littler Global Guide Quarterly*

January 16, 2024

**Littler Attorneys Named in 2024 Best Lawyers™ for Colombia, Portugal, Puerto Rico and Spain**

*Press Release*

November 16, 2023

**Another Job on Slack and Confusing Labor Issues: What's the B-Side of the 4-Day Shift?**

*InfoMoney*

October 22, 2023

**Littler Global Guide - Portugal - Q3 2023**

*Littler Global Guide Quarterly*

October 17, 2023

**Littler Global Guide - Portugal - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

**Littler Global Guide - Portugal - Q1 2023**

*Littler Global Guide Quarterly*

April 12, 2023

**Littler World Cup Matchups Part 4: Drug and Alcohol Testing**

*Littler ASAP*

November 23, 2022

**Littler Global Guide - Portugal - Q3 2022**

*Littler Global Guide Quarterly*

October 25, 2022

**Can I pay workers in cryptocurrencies?**

*Human Resources Portugal*

August 4, 2022

**Littler Global Guide - Portugal - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**Littler Global Guide - Portugal - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Littler Global Guide - Portugal - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**Can the boss come home? What are extra expenses? 10 questions and answers about the new telework regime**

*O Jornal Económico*

January 6, 2022

**The New Telework Regime in Portugal: 50 Questions & Answers**

*Littler Report*

January 5, 2022

**Portugal Implements New Remote Work Law**

*WorldatWork*

November 15, 2021

**Littler Continues Global Growth and Deepens European Presence with Expansion into Portugal**

*Press Release*

November 2, 2021

**Sexual Harassment and Mobbing: Recent Amendments in Portuguese Law**

*European Labour Law Journal*, vol. 10(2)

2019

**Transfer of an Economic Unit in Portugal: New Regulation**

*European Labour Law Journal*, Vol. 9

2018

**Transfer of an Economic Unit: Requirements, Effects and Recent CJEU Ruling**

*European Labour Law Journal*, I

2018

**Whistleblowing and the ECHR Case Heinisch v. Germany: Polish and Portuguese Perspectives**

2017

**Labour Effects of Corporate Groups in Portugal**

*IusLabor*

March 2017

**Labour Law in Portugal between 2011 and 2014**

*International Society for Labour and Social Security Law*

August 2014

**Events & Speaking Engagements**

**Salary Transparency: How to Get Ready (or Fight Back) on Mandatory Disclosure Requirements in Europe and Brazil**

February 20, 2024

**Retos laborales para empresas 2022 con operaciones en Iberoamérica**

February 24, 2022