

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

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

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 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?

In the News

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?

External Publication

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

In the News

January 6, 2022

The New Telework Regime in Portugal: 50 Questions & Answers

Littler Report

January 5, 2022

Portugal Implements New Remote Work Law

In the News

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