

Rita Canas da Silva

Equity Partner

rcs@servulo.com

Personal Assistant: Vera Malta Reis

(+351) 210 933 000

vre@servulo.com

<https://www.servulo.com>



PROFILE

At **SÉRVULO** since 2015, Rita Canas da Silva is a partner in the Employment department. She has a PhD in Private Law from the Faculty of Law of the Nova University of Lisbon (2016), having written a thesis on the suspension of the employment contract. Professor at the Faculty of Law of the Catholic University of Portugal (Lisbon School), she is a guest speaker at conferences and seminars on Employment Law and Sports Law, and has authored several publications on her areas of specialisation. Founding member of the Portuguese Employment Law Association (APODIT - Associação Portuguesa de Direito do Trabalho) and a founding member of the Association of Young Labour Jurists (AJJ - Associação de Jovens Juslaboralistas). Between 2011 and 2015 she was Aide to the Office of the Secretary of State for Employment (Ministry of Solidarity, Employment and Social Security), and Advisor to the Office of the Assistant Secretary of State of the Prime Minister, integrating the Memorandums Monitoring Structure (ESAME - Estrutura de Acompanhamento dos Memorandos), team that monitored the meeting of the obligations towards the IMF, the EC and the ECB. Between 2002 and 2006 she was a lawyer at «Morais Leitão, Soares da Silva e Associados». She joined the Bar Association in 2004.

RELEVANT EXPERIENCE

Transversal legal advice on all matters relating to individual and collective employment law, including extensive experience in the management of labor relations subject to special regimes, particularly employment contract of sports practitioners and the settlement of disputes arising therefrom, at a national and international level.

Legal assistance in terms of individual working relations, from the phase of recruitment and of selection of contractual models, to the day-to-day management of companies, including in terms of defining policies for

increasing flexible working time and promotion and relocation, to the structuring of remuneration policies, to representation in disciplinary processes or assistance in cases of company restructuring or termination of employment.

Advice on structuring plans for the international relocation of employees, especially for multinationals.

Experience in the implementation of policies and metrics of retributive parity and reconciliation of private and professional life.

Elaboration of certified training plans adapted to the reality and needs of clients and their organizations, in different areas of Labor Law.

EXPERTISE

- Agri-food
- Commerce, Manufacturing and Distribution
- Compliance
- COVID-19: Legal Support to Companies
- Employment Law
- Immigration, Relocation and Remote Work
- Insurance
- Liability in Healthcare
- Mobility
- Pay Gap
- Private Clients / Wealth Management
- Remuneration
- Sports
- Sports Law
- Task Force Ukraine
- Whistleblowing

RECOGNITION

Chambers Europe 2024

Employment - TIER 3

She is an exceptional lawyer who is very competent and extremely dedicated and available. Rita has the ability to solve complex issues with simple and pragmatic solutions.

Chambers Europe 2023

Employment - TIER 3

She has a very deep knowledge of labour legislation and all its surroundings, as well as a remarkable capacity of delivering services in time and with impeccable quality.

Chambers Europe 2022

Employment - TIER 4

Rita Canas da Silva is highlighted for being 'extremely focused on achieving the best solutions, weighing up all the risks and the pros and cons involved', while another client praises her 'strong communication skills and in-depth knowledge'.

Chambers Europe 2021

Employment - TIER 4

One client describes Rita Canas da Silva as 'super available and pragmatic', and another client adds: 'She is very competent and knowledgeable'. She regularly advises on restructurings, collective bargaining agreements and redundancy procedures.

Chambers Europe 2020

Employment - TIER Recognised Practitioner

Chambers Europe 2019

Employment - TIER Recognised Practitioner

Best Lawyers 2024

Labor and Employment Law - TIER Recommended

Best Lawyers 2023

Labor and Employment Law - TIER Recommended



Best Lawyers 2022

Labor and Employment Law - TIER Recommended

Best Lawyers 2021

Labor and Employment Law - TIER Recommended

Best Lawyers 2020 Global Business Edition

Labor and Employment Law - TIER Recommended

Best Lawyers 2020

Labor and Employment Law - TIER Recommended

Legal 500 2024

Employment - TIER Next Generation Partner

Rita Canas da Silva has solid knowledge of the subjects, is solution-oriented, and conveys a lot of confidence in the legal positions she defends.

Legal 500 2023

Employment - TIER Next Generation Partner

Rita Canas da Silva demonstrates vast knowledge on all labour matters and an extraordinary ability to work and deliver services. Her responsiveness and availability are brilliant.

Legal 500 2022

Employment - TIER Recommended

Rita Canas da Silva is very available and knowledgeable about all subjects.

Legal 500 2021

Employment - TIER Recommended

Rita Canas da Silva stands out for her resilience, technical competence and strategic vision.

Legal 500 2020

Employment - TIER Recommended

Rita Canas da Silva is an exceptional professional who is able to combine deep academic insight and practical expertise.

Leaders League 2024

Labour Law - TIER Highly Recommended

Leaders League 2023

Labour & Employment - TIER Highly Recommended

Leaders League 2022

Labour & Employment - TIER Highly Recommended

Leaders League 2021

Labor & Employment - TIER Recommended

BOOKS AND ACADEMIC ARTICLES

2023

The Sports Law Review: Portugal

27 Sep 2023 | in The Law Reviews

Pay transparency

2023 | in CLS Quarterly Outlook

Digital Business 2024 | Portugal

2023 | in Lexology GTDT

2022

The Sports Law Review: Portugal

12 Oct 2022 | in The Law Reviews

Dismissal protection: The Position in Portugal

2022 | in Restatement of Labour Law in Europe: Volume III

2021

Despedimento coletivo: Sindicabilidade judicial da motivação empresarial

2021 | in Revista de Direito e de Estudos Sociais, Janeiro/Dezembro - Ano 2021 N 1-4.

2019

Transfer of Undertaking in the context of European Union Law: Fundamental Concepts

2019 | in Boletim Ordem dos Advogados, Abril 2019

Atypical Employment Relationships: The Position in Portugal

2019 | in Restatement of Labour Law in Europe: Volume II

2018

The National Legal Regime concerning working time in light of the European and International law

2018 | in Tempo de Trabalho e Tempos de Não Trabalho

A "Suspensão do contrato de Trabalho"

2018

2017

Labour Suspension

2017 | Coimbra: Edições Almedina

The Concept of "Employee": The position in Portugal

2017 | in Restatement of Labour Law in Europe, Vol I: The Concept of Employee, Hart Publishing UK, pp. 543-556

Comentário aos artigos 300.º a 327.º e 1152.º do Código Civil Anotado

2017 | in Código Civil: Anotado, Vol. I, Coimbra: Edições Almedina, pp. 373-399 e pp. 1421-1426

Outsourcing e Transmissão de Estabelecimento

2017 | in Anuário de Direito Internacional 2017

2016

The Employment Law Review 2016

2016 | in The Employment Law Review

New Forms of Employment and EU Law

2016 | Kluwer International B.N., The Netherlands

I Conferência Luso-Espanhola de Direito do Trabalho - A Reforma Laboral em Portugal e Espanha

2016 | Coimbra: Edições Almedina

2015

Breves notas ao Acórdão do Supremo Tribunal de Justiça, de 30.4.2014: ausências justificadas e prestação efectiva do trabalho

2015 | in Estudos Dedicados ao Professor Doutor Bernardo da Gama Lobo Xavier, Volume III, Universidade Católica Editora

2012

Discriminação Laboral em Função da Idade

2012 | in Congresso Europeu de Direito do Trabalho, Faculdade de Direito da Universidade Nova de Lisboa,

Edições Almedina

2011

Employees' Duty of Loyalty and Management Levels

2011 | in Estudos em Homenagem ao Professor Doutor Carlos Ferreira de Almeida, Coimbra, Edições Almedina

2004

The Non-Competition Pact

2004 | in Revista de Direito e de Estudos Sociais, Outubro-Dezembro, Anno XLV (XVIII da 2.ª Série) - N.º 4