

# Mariana Pinto Ramos

**Principal Associate**

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## PROFILE

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At **SÉRVULO** since 2023, Mariana Pinto Ramos is a principal associate in the Employment Law department. She is currently a PhD candidate in Legal and Business Sciences at the Faculty of Law of the University of Lisbon. Mariana Pinto Ramos holds a Master's degree in Legal and Business Sciences from the Faculty of Law of the University of Lisbon, in 2014, a postgraduate degree in Business Law from the Faculty of Law of the University of Lisbon, 2013, and in Public Procurement Law and Practice from the Faculty of Law of the Catholic University of Lisbon, 2012. She graduated in Law from the Faculty of Law of the University of Lisbon, in 2010. She was an associate at the law firm «Vieira de Almeida & Associados» between 2017 and 2023, at the law firm « PLMJ Advogados, SP, RL», between 2015 and 2017, and began her professional experience at law firm «Correia, Seara, Caldas, Simões e Associados - Sociedade de Advogados», as a trainee lawyer, between 2011 and 2014. Mariana Pinto Ramos is also a Young Scholar in the International Society for Labour and Social Security Law (ISLSSL), a member of the governing bodies of Association of Young Labour Jurists (AJJ - Associação de Jovens Juslaboralistas) and a member and Young Scholar of the Portuguese Employment Law Association (APODIT - Associação Portuguesa de Direito do Trabalho). Author of scientific articles in the area of Labour Law and Data Protection and participant in several conferences on Labour Law. She joined the Bar Association in 2014.

## RELEVANT EXPERIENCE

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Legal assistance in labour, social security and pension fund matters to large domestic and foreign companies, particularly in connection with the recruitment of employees and members of statutory bodies (including international contracts and secondments) and termination of employment contracts (negotiated or otherwise),



monitoring of disciplinary procedures in all their phases, as well as collective dismissal and redundancy procedures, drafting of internal regulations and labour compliance (whistleblowing and ESG), flexible benefits policies, as well as monitoring of restructuring and labour litigation procedures.

## EXPERTISE

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- Arts
- Banking
- Compliance
- Employment Law
- ESG (Environment, Social and Governance)
- Healthcare and Pharmaceuticals
- Immigration, Relocation and Remote Work
- Industry
- Information Technology and Outsourcing
- Media and Telecommunications
- Pay Gap
- Remuneration
- Whistleblowing

## MOST RECENT RECOGNITIONS

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### Legal 500 2025

Employment - TIER Other Key Lawyers

### Legal 500 2024

Employment - TIER Other key lawyers

Mariana Pinto Ramos is very good, especially in litigation.



## BOOKS AND ACADEMIC ARTICLES

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**2024**

Manifestações do Direito Penal no Direito do Trabalho

2024 | in Revista do CEJ