

LUÍS ALMEIDA CARNEIRO

PARTNER

PRACTICE AREAS

Labour and Social Security Law

LANGUAGES

Portuguese, English, Spanish, French

EMAIL

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Luís has been practising law without interruption since 1996, with a consolidated practice in Employment Law, Labour Litigation, Collective Bargaining and Social Security Law.

He has experience across all areas of Employment Law, advising the human resources departments of national and international companies in a wide range of sectors, including tourism, hospitality and food service, fitness, food, banking, real estate, medical services and information technology, notably in restructuring processes, collective dismissals, internal policies, labour compliance and litigation involving senior executives.

He holds a PhD in Law from the University of A Coruña, specialising in Employment Law, and is an Invited Assistant Professor at Universidade Aberta (the Portuguese Open University), where he teaches Employment Law.

CAREER PATH

- Partner at Pares (since September 2026)
- Lawyer and Partner at Unit LEGAL - Sociedade de Advogados, SP, RL (formerly Espanha e Associados), head of the Employment Law department (2004-2026)
- Invited Assistant Professor, Department of Social Sciences and Management, Universidade Aberta (2021-present; Invited Lecturer, 2016-2021)
- Associate Researcher at DINÂMIA'CET-Iscte, "Innovation and Labour" Research Group (2023-present)

- Associate Lawyer at Correia Afonso & Archer - Sociedade de Advogados, RL (2000-2004)
- Lawyer at the office of Dr. José Santos (1998-2000)
- Trainee Lawyer at Moura-Carvalho e Associados (1996-1998)

ACADEMIC TRAINING

- PhD in Law, with International Mention, specialising in Employment Law, Universidade da Corunha, Spain (2020) - degree recognised in Portugal by Universidade Nova de Lisboa
- Master's degree in Business Law, Employment Law track, ISCTE - Instituto Universitário de Lisboa (2010)
- Postgraduate degree in Employment Law, Instituto do Direito do Trabalho, Faculdade de Direito, Universidade de Lisboa (2006)
- Law degree, Faculdade de Direito, Universidade de Lisboa (1996)