GARRIGUES



Francisco Rodrigues

Senior associate
Oporto
francisco.rodrigues.pereira@garrigues.com

Av. da Boavista, 3433, 9º
4100-138 Porto (Portugal)
Tel: +351 226 158 860
Fax: +351 226 160 019

Labor and Employment

Francisco Rodrigues Pereira is a Senior Associate in the Labor and Social Security department at Garrigues, where he has been working since January 2018. With close to a decade of experience advising on employment matters, he offers clients rigorous but pragmatic counsel across a broad range of sectors, being recognized for his ability to deliver strategic legal solutions tailored to the operational realities of sophisticated domestic and international clients.

Francisco has significant expertise in employment law, routinely advising on hiring and termination processes, disciplinary procedures, internal policies, and employment-related litigation. His practice also encompasses due diligence exercises, equality and non-discrimination matters, and harassment investigations, where he is known for his technically sound and commercially oriented advice.

He has developed a particular strength in labor data privacy, including remote surveillance practices (such as video and GPS monitoring), biometric data processing, and workplace policies on psychoactive substance use. His academic background includes a dissertation on employer monitoring of electronic communications.

Experience

Francisco Rodrigues Pereira has vast experience on employment and social security matters across a broad range of sectors, with a particular focus on the technology and tourism industries. Among others, he has been advising both domestic and international clients on matters of:

- Employee hiring and termination;
- Contracts;
- Disciplinary procedures;
- Due diligence;
- Internal policies;
- Discrimination and harassment investigation and prosecution;

- Litigation;
- Representation before public authorities (Labor Authorities, Social Security, among others);
- Lay-off procedures;
- Work time and flexibility solutions;
- Restructuring;
- Collective representation (trade unions).

Academic background

- Law Degree from the Portuguese Catholic University (2016)
- Master's degree in Labor Law and Social Security from the Portuguese Catholic University (2018). Master's dissertation supervised by Professor Sofia Oliveira Pais (PhD), entitled "The Control of Electronic Communications at Work – Analysis of the Case Bărbulescu v. Romania, ECHR, 5 September 2017."

Memberships

Member of the Portuguese Bar Association (Ordem dos Advogados).