

Award for Outstanding Social Contribution

Aside from the Awards, *Fundación Lex Nova* would like to highlight the social contribution of lawyers. They have selected the following 40 under Forty winners to receive a special mention and will be making a financial contribution to their chosen charities:



Carlos Gil
SJ Berwin

As a Partner and Head of the Labour and Social Security Law Practice at SJ Berwin in Spain, Carlos leads the employment team as well as having oversight of the firm's HR, training and development programmes.

For more than 15 years he has also been involved in University academics as a Professor of Labour and Social Security Law at Universidad Pontificia de

Comillas (ICADE), as well as at various international business schools including ESCP School and IE Law School.

He is a member of the SJ Berwin International Diversity Committee but has also always worked with Non-Governmental Organisations, he says. "It is important that as lawyers we use the skills and experiences we acquire not only for the benefit of our clients but for society as a whole."

The past year has also seen him take the lead in a pro bono project that has itself prompted changes to Spain's employment and social security legislation.

Carlos has been involved with the *Mujer Familia y Trabajo* Foundation in a project aimed at helping to reconcile family and work commitments for parents of children with cancer and other serious illnesses. It has meant working not only with the Foundation but also with the Ministry of Labour and the Secretary of State for Social Security, to create a new social security benefit.

"The project required technical analysis from a legal, medical and social security viewpoint on its viability. With the goal being to design a new benefit that compensates the time parents are required to reduce their working hours, and salary, to care for their sick child."

Such a process has meant having to ascertain not only the scope of the illnesses covered, but also what the maximum and minimum reduction of working hours should be, whether the right should be vested in only one or both parents, and when the right ends.

The new benefit was finally introduced in January 2011, creating what is in effect a remunerated leave of absence, requiring changes to both Spain's Labour Law and Workers' Statute, he explains. "And now we have the prospect of further changes being introduced that reflect other aspects of the Foundation's work."



Tiago Duarte
PLMJ

Considered one of PLMJ's brightest young Public and Administrative Law lawyers, Tiago Duarte was elected Partner in 2008 and is now Deputy Head of the firm's Public Law – Projects department.

"In areas such as administrative and public law it is crucial to be able to take a full view of the issues at stake and who are the interested parties. And if you are to build a

successful strategy, particularly where there is litigation or arbitration, to fully understand the impact on a client's own business."

His practice to date has focused on complex infrastructure contracts, public-private partnerships and procurement issues. In light of the ongoing economic pressures facing Portugal, and the Government's desire to renegotiate many public contracts, these are areas that are more than ever seeing financial and legal scrutiny.

He also sits as an arbitrator and acts as counsel in national and international arbitrations.

"One particularly significant deal, which perhaps reflects the new Portuguese reality, was our representation of the Ascendi Group in the renegotiation of road concessions valued at €3.5bn involving the conversion of the existing shadow toll arrangements to real electronic tolls."

But alongside his public law practice Tiago is also considered a prominent academic authority. A graduate of the Law Faculty of the Universidade de Lisboa, he holds a PhD in Public Law and is a Professor of Constitutional and Administrative Law – regularly elected "best Professor" by students.

A former Legal Adviser to the Portuguese Ministers' Council and Chief of Staff to the Secretary of State for the Economy, he is currently a Visiting Fellow at the University of Cambridge (Lauterpacht Centre for International Law and Wolfson College) where he is undertaking research on Investment Protection Arbitration and Public Contracts.

"As well as having a significant impact on the way business looks at the investment potential of a country, public and administrative law has a real impact on people's every day lives – in this sense it also offers a mechanism to question both the ways in which Government decisions are made and the outcomes of the policies they propose."