



## Gimina Luís Mahumana Langa

Sócio, SAL & Caldeira Advogados, Lda.  
[gimina.langa@salc.dlapiper africa.com](mailto:gimina.langa@salc.dlapiper africa.com)

### Maputo

T +258 21 241 400  
F +258 21 494 710  
M +258 84 274 8611

 [LinkedIn profile](#)

**Gimina Mahumana Langa** is a Lawyer and Partner leading the Labour and Immigration Practice Group. She advises on a wide range of employment matters, including compliance with labor laws, drafting internal policies and benefit plans, and negotiating collective bargaining agreements.

Gimina has extensive experience supporting clients through disciplinary procedures, large-scale retrenchments, and labor inspections. She regularly conducts workplace investigations into harassment, fraud, and other misconduct, and delivers training sessions on employment topics such as harassment prevention, dispute resolution, and labor relations.

She also provides guidance to employers, managers, employees, and union members through tailored training programs and strategic legal advice.

### Related services

[Employment](#)

[Litigation, Arbitration and Regulatory](#)

### Related sectors

[Consumer Goods and Retail](#)

[Financial Services](#)

[Energy and Natural Resources](#)

### Languages spoken

Português, Inglês, Ronga

## Experience

### Professional Qualifications

- Extensive experience in providing legal advice on labor and immigration area;
- Extensive experience in conducting workplace investigations into harassment allegations, fraud, and other misconduct;
- Extensive experience in conducting disciplinary proceedings, drafting of internal regulations, labor contracts, internal policies of employers, among other documents relevant to the fulfilment of labor obligations, as well as for the smooth progress of labor relations in companies;
- Providing training on employment-related topics, including workplace harassment (with a focus on sexual harassment), prevention strategies and remedies, alternative dispute resolution mechanisms, an overview of employment law in Mozambique, collective labor relations, and other relevant subjects;
- Expert advice and support throughout various negotiation processes, including individual negotiations with employees, collective bargaining with unions, and discussions with labor authorities;
- Supporting clients during labor inspections, including the preparation of complaints and appeals against imposed fines;
- Assisting clients in labor mediation processes.
- Participation in negotiating minimum salaries approved for 2014 and 2015, relating to the sector 7 - extractive industry.
- Worked in human resources management, including conducting hiring processes, Mapping of working hours and shift plans, preparation of holiday plans, attendance control, among others.
- Contributing to Doing Business reports from 2011- 2025.

## Credentials

### Prior Experience

- 2011 - Present, SAL & Caldeira Advogados, Lda.
- 2010 - 2011, SMEC Internacional - Legal Advisor and Secretary of the Project: Contract for Technical Services and Dam Safety Consultancy.
- 2009 - 2010, S-Graphics, Lda. - Responsible for the Legal and Human Resources Department and the Administrative area.
- 2008, Grupo DHD and Grupo Soico (cumulatively) - Assistant of the Legal Department.
- 2008, Grupo SOICO - Assistant of the Legal Department.

### Education

- University of South Africa (UNISA), Program in Human Resource Management (2018).
- UDIMA University, Master's Degree in Labor Risks Prevention (2016).
- Technical University of Mozambique (UDM), Degree in Legal Forensic Science (2010).
- Technical University of Mozambique (UDM), Degree Course in Legal Sciences (2005 to 2008).

### Recognition

- Commended as Next Generation Lawyer in Legal 500, 2025.
- Employment Team of the Year, by African Legal Awards – 2022.

### Memberships

- Member of the Mozambique Bar Association.

## Insights

### [Pandemia do COVID-19 em Moçambique: será a suspensão de contratos de trabalho uma alternativa viável?](#)

3 abril 2020

Sendo o COVID-19 já uma realidade em Moçambique, com a confirmação do 8º caso no Domingo, dia 29 de Março de 2020, torna-se cada vez mais urgente a tomada de decisões sobre como as relações laborais devem ser estruturadas e reguladas.

---

### [Newsletter 2019](#)

18 fevereiro 2019

In this edition you can read "Alcohol and Drugs at the Workplace", "Suspension of Employment Contracts" and "New procedures for Submission of the Employees' List Sheet".

---

### [Newsletter 2018](#)

18 junho 2018

In this number you can read "Special rights of Female Employees", "Termination of Employment Contracts Due to Cessation of Activities or Extinction of Legal Person" and "The legality of Discounts upon the Termination of Employment Contract".

---

### [Newsletter 2018](#)

18 abril 2018

In this number you can read: "Prohibition on the issuance of short-term work communications for NGOs", "The entry and exit Regime of Foreign Citizens in Mozambique: the lack of issuance of the new Visa modalities and the incorrect issuance of the work Visa" and "Individual Companies as an Alternative for Hiring Foreign Employees".