



## Rafael Neves Banguine

Senior Lead Lawyer, SAL & Caldeira Advogados, Lda.

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### Maputo

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Rafael Neves Banguine is a Lawyer, Manager of the Litigation & Dispute Resolution Practice Group. As such he provides legal assistance in the area of civil, labor and administrative litigation, including the resolution of conflicts in the arbitration forum. He provides legal assistance in the area of insolvency and judicial recovery of commercial entrepreneurs and has extensive experience in the areas of energy and procurement and contracting within the scope of Public-Private Partnerships, with experience in the energy sector.

### Related services

[Employment](#)

[Litigation, Arbitration and Regulatory](#)

[Corporate](#)

### Related sectors

[Consumer Goods and Retail](#)

### Languages spoken

Português, Inglês

## Experience

# Professional Qualifications

### Litigation

- Processing of Civil Proceedings (Cautionary Measures, Embargoes, Initial Petitions, Answers, Participations, Claims, Appeals and Executions);
- Processing Criminal Proceedings (Criminal Complaints, Accusations, Challenge to Prosecution and Pronouncement Orders, Request for Provisional Release and Appeals);
- Assistance in Credit Recovery Processes;
- Technical Assistance and Conduct of Insolvency and Judicial Recovery processes for Commercial Entrepreneurs;
- Assistance in Arbitration Proceedings (ad hoc and institutionalized arbitration through the CACM); and
- Handling arbitration proceedings, including client representation.

### Labour

- Assisting clients in various labour matter including drafting contracts, providing legal advice in respect of disciplinary proceedings, strikes, retrenchments, among other matters;
- Labour audits and legal assistance to national and foreign investors in ensuring compliance with the labour laws;
- Preparing models of employment contracts and commercial contracts for Private Employment Agencies;
- Obtaining work permits and respective visas for foreign employees of various companies working in different fields;

- Legal Assistance in the Labor Area, including Mediation and Labor Litigation; and
- Instituting Disciplinary Proceedings.

## Other

- Provision of Legal Advice in the Energy Sector;
- Drafting and Negotiation of Works contracts, Supply of Goods and Provision of Services;
- Assistance with processes for the acquisition of licenses (concession of production, transport, distribution and commercialization of electric energy);
- Drafting Power Purchase Agreements (PPA); and
- Legal Assistance with Public-Private Partnership Contracts.

Contracting and development of projects in Public-Private Partnership

## Credentials

### Prior Experience

- 2019-present, SAL & Caldeira Advogados, Lda. – Manager at the Litigation and Conflict Resolution Practice Group
- 2015-19, SAL & Caldeira Advogados, Lda. – Senior Consultant at the Labor Practice Group
- 2003-2015, FUNAE - Fundo de Energia (Energy Fund) – Legal Advisor and Secretary of the Board of Directors
- 2001-03, Liga Moçambicana de Direitos Humanos – LDH (Human's Right League) – Legal Assistant
- 2002-03, Escola de Formação Média da Polícia, Matalane (Polisse School) - Lecturer - Criminal Law
- 1998-2001, Empresa Aeroportos de Moçambique – Air Traffic Controller

### Education

- Eduardo Mondlane University, Degree in Law

### Memberships

- Member of the Mozambique Bar Association

## Insights

### Implicações jurídicas para os actos processuais no decurso do Estado de Emergência

17 abril 2020

Por Decreto Presidencial nº 11/2020, de 30 de Março, o Presidente da República de Moçambique decretou o Estado de Emergência, por razões de calamidade pública, em todo o território nacional, com a duração de 30 dias, com início às 0.00 horas do dia 01 de Abril de 2020 e termo às 24 horas do dia 30 de Abril de 2020.

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### Newletter 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".

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### 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".