*CURRICULUM VITAE*



Gilda Figueiredo Ferraz de Andrade

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Registered with the Brazilian Bar Association, São Paulo Section: No. 67.415

Administrative and judicial litigation, exclusively in the area of Labor Law.

Languages: French - English - Spanish - Italian.

# Higher education and degrees

* - Law School of the University of São Paulo (USP). Specialization: Business Law. Completion: December 1981.
* - Specialization in Labor Law - USP Law School. Resolution 12 of the Federal Education Council in 1983. Obtained 1st place in the entrance exams in January 1988. Completion: December 1989.
* - Completed all the credits of the Master's Degree (without presentation of dissertation) at USP Law School, in the area of concentration in Labor Law, under the guidance of Professor Octávio Bueno Magano.

***Courses***

- French language diploma obtained at the Lycée Français de Annemasse, France, with the title of "Mention très Honorable".

- Certificate of French language studies issued by the École Valmont - Lausanne, Switzerland.

- Lower Cambridge", Diploma No. 514212157, Course "Exports", given by the University of London, Birkbeck College, January 1979.

- Le droit du travail en pratique. 2022

***Professional activities***

* *Bonfiglioli Corporation, São Paulo, SP - March 1982 to June 1983.*
	+ Consejo Jurídico - Abogado Junior. Immediate superior: Dr. Alcedo Ferreira Mendes.
* *Government of the Federal District, Brasilia, DF - June 1983 to December 1985.*
	+ Civil Office and Legal and Institutional Counsel of Governor José Aparecido de Oliveira
* *Bueno Magano Advocacia, São Paulo, SP - diciembre de 1989 a agosto de 1992.*
	+ Senior attorney working on all preventive labor litigation activities, with extensive client advisory services and day-to-day monitoring of preventive and litigation activities.
* *Demarest e Almeida Advogados, São Paulo, SP - September 1992 to December 1994*
	+ Senior attorney acting in all activities of the preventive labor litigation. Immediate superior: Dr. Antonio Carlos Vianna de Barros.
* *Figueiredo Ferraz Advocacia, São Paulo, SP - started its activities in December 1994. Founding, majority and managing partner.*
	+ Specialty: Labor Law in general (contentious and preventive).
	+ Structure totally directed to the differentiated and personalized attention to clients throughout the national territory, in preventive matters, individual and collective rights issues, and in contentious administrative and judicial matters in first and second instance and Superior Courts.

# Class associations, entities and institutions

* Elected Counselor of the Brazilian Bar Association - São Paulo Section (OAB-SP) in the triennia 1995/1997, 2001/2003, 2010/2012, 2013/2015, 2016/2018 and 2025/2027.
* Counselor of the 1st Judging Class of the Prerogatives Council of OAB-SP since 2011.
* Regular Counselor appointed by President Paulo Skaf, of FIESP, to integrate the CONJUR - FIESP - Superior Council of Legal Studies since 2009. Re-elected for the fifth term.
* Full member appointed by President Paulo Skaf, of CORT - Labor Relations Council - re-elected for the third term, from February 19, 2020 to December 31, 2020.
* Full member and Director of the Deliberative and Advisory Council of the Museum of Arts of São Paulo (MASP), elected in 2009 and re-elected for the second term.
* Member of the Lawyers Institute of São Paulo (IASP) since 1992.
* Advisor to the IASP appointed by the President, Prof. Dr. Ivette Senise Ferreira, during her term of office, to advise on issues related to the labor area, such as Courses, Seminars, Symposiums and other events of the IASP Law School.
* Member of the São Paulo Bar Association (AASP) - No. 13.265, since 1982.
* Member of the Paulista Academy of Legal Letters, chair no. 75, whose patron was Professor Esther de Figueiredo Ferraz.Elegida Consejera de la Orden de los Abogados de Brasil - Sección de São Paulo (OAB-SP) en los trienios 1995/1997, 2001/2003, 2010/2012, 2013/2015 y 2016/2018.
* Member of several boards, since 1995, of the Examining Committee of the Board of Examiners of the oral examination of numerous "Competitions for Admission to the Labor Magistracy" in the Regional Labor Courts of the 2nd Region and 15th Region, appointed by OAB-SP.
* In 2014 and 2016 she integrated the Delegation of the Brazilian Association of Labor Lawyers (ABRAAT) to the 103rd and 105th Annual Assembly of the International Labor Organization, respectively, representing, by invitation, OAB-SP and AASP.
* Member of the Brazilian Arbitration Committee – CBAr
* Full member of the São Paulo Institute of Lawyers (IASP) – Elected for the 2025–2027 term. The election took place in October 2024, and she is among the 12 members who make up the Institute's new Deliberative Council.
* Elected member of the Deliberative Council of the Center for Business-School Integration (CIEE) in São Paulo, serving a second term.
* In 2014/2015, she was elected as a Board Member of the Alliance Française of São Paulo and served as Vice President of the institution, also elected, until September 2019.
* Board Member of the São Paulo Labor Lawyers Association (AAT-SP), elected for the terms 2015/2016, 2016/2018, and 2025/2027.
* Permanent arbitrator at the International Court of Arbitration (CCI) in Paris.

***Distinctions and honors***

* On August 13, 2002, he received the decoration and medal of the Collar of Merit of the Labor Magistracy in the rank of "Commander", granted by the Plenary of the Superior Labor Court (TST), by indication of Judge Ives Gandra Martins Filho.
* Since January 2010, he has been a member of the Fourth Appeals Chamber of the OAB-SP, which judges in the final instance in ethics and disciplinary Sectional proceedings.
* He was a member, by invitation, from February 2010 to December 2019, of the Fifth Constitutional Commission of the OAB-SP.
* In 2013, he received the Grand Collar of Merit of Labor Justice in the rank of "Commander", by unanimous indication of the Plenary of the Regional Labor Court of the 2nd Region, under the Presidency of Judge Maria Doralice Novaes.
* In 2014, he received the Grand Collar of Merit of Labor Justice in the grade of "Commander", by unanimous indication of the Plenary of the Regional Labor Court of the 15th Region, under the Presidency of Judge Dr. Flávio Allegretti de Campos Cooper.
* He has been a member of the Corporate Labor Law Committee of the Brazilian Bar Association of São Paulo (OAB-SP) since 2014.
* On December 25, 2016, he received the Comenda Professor José Cabral for merit, upon recommendation of the Associação Mineira de Advogados (AMAT), chaired by Dr. Isabel Dorado
* Chevalier de la Légion d'Honneur - National Order of the Legion of Honor - Honor of the Fatherland, appointed by decree of the President of the French Republic, Grand Master of the National Order of the Legion of Honor, on September 3, 2019.

***Courses, seminars and events***

* Intervention at the event "50 Ans École Française Valmont", on October 4, 2013, in Lausanne, Switzerland.
* Participation in the seminar "Data Protection and the current challenges of the LGPD", on February 26, 2019, Hotel Tivoli, São Paulo.-SP.
* IV AIAF Congress on Football Law, in Lausanne, Switzerland, on September 18 and 19, 2018.
* Congress of the Association of Labor Lawyers of São Paulo, in August 2019, in the auditorium of the Labor Forum Ruy Barbosa, chairing the table in the panel: "Can the work of the high "performance" athlete be considered a risk profession in the labor and social security field? Objective and subjective liability of the employer".
* 10th Annual Meeting of the AASP - in Campos do Jordão, August 29-31, 2019.
* VI Law Course of the São José do Rio Preto Campus, August 14 to 16, 2019. São José do Rio Preto Campus Law Course. Lecture on the topic "Labor Reform".
* Participation in the course "Update in Labor Law - 2 years of Labor Reform", from September 3, 2019 to October 22, 2019, at IASP.
* Speaker at the "Jornada Trabalhista" event organized by the IASP Labour Law Commission in February 2024.

***Publications***

He has been publishing a series of technical articles on Labor Law in the main newspapers and legal portals in the country, addressing current issues such as Outsourcing, Labor Reform, the Federal Supreme Court and labor legislation, the future of the labor market, and has participated in the preparation of a joint book on the consequences of the pandemic, etc.

* ***O Estado de São Paulo*** [http://opiniao.estadao.com.br/noticias/geral,minirreforma-e-novas-relacoes-no-](http://opiniao.estadao.com.br/noticias/geral%2Cminirreforma-e-novas-relacoes-no-) trabalho,70001635008

## Consultor Jurídico

[https://www.conjur.com.br/2017-out-20/gilda-figueiredo-polemicas-nao-impedirao-reforma-](http://www.conjur.com.br/2017-out-20/gilda-figueiredo-polemicas-nao-impedirao-reforma-) trabalhista

[https://www.conjur.com.br/2017-jul-11/gilda-andrade-reforma-trabalhista-derrubar-tabus](http://www.conjur.com.br/2017-jul-11/gilda-andrade-reforma-trabalhista-derrubar-tabus)

[https://www.conjur.com.br/2017-jan-21/gilda-andrade-flexibilizacao-trabalhista-realidade-mundial](http://www.conjur.com.br/2017-jan-21/gilda-andrade-flexibilizacao-trabalhista-realidade-mundial)

https://www.conjur.com.br/2021-jul-05/gilda-andrade-decano-soube-divergir

## JOTA

[https://www.jota.info/paywall?redirect\_to=//www.jota.info/opiniao-e-analise/artigos/nova-lei-](http://www.jota.info/opiniao-e-analise/artigos/nova-lei-) vence-resistencias-a-arbitragem-trabalhista-06122017

[https://www.jota.info/opiniao-e-analise/artigos/novo-ciclo-para-o-sindicalismo-brasileiro-17042017](http://www.jota.info/opiniao-e-analise/artigos/novo-ciclo-para-o-sindicalismo-brasileiro-17042017)

## Portal do Estadão/Fausto Macedo

https://politica.estadao.com.br/blogs/fausto-macedo/instituto-do-whistleblower-no-direito-do- trabalho/

https://politica.estadao.com.br/blogs/fausto-macedo/o-direito-de-nao-ser-digital/

https://politica.estadao.com.br/blogs/fausto-macedo/contribuicoes-da-reforma-trabalhista/

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https://politica.estadao.com.br/blogs/fausto-macedo/impactos-da-extincao-do-ministerio-do- trabalho/

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https://politica.estadao.com.br/blogs/fausto-macedo/indicacao-da-ministra-do-trabalho-e-escarnio- contra-a-sociedade-brasileira/

<http://politica.estadao.com.br/blogs/fausto-macedo/a-construcao-da-terceirizacao-a-brasileira/>

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https://politica.estadao.com.br/blogs/fausto-macedo/a-evolucao-doutrinaria-e-cultural-do-assedio-sexual-no-ambiente-de-trabalho/

## Site da Revista Exame

https://exame.abril.com.br/carreira/mp-da-reforma-trabalhista-pode-perder-valor-veja-que-o-muda- na-sua-vida/

## G1 - O Globo

https://g1.globo.com/politica/noticia/mp-que-faz-ajustes-na-nova-legislacao-trabalhista-corre-risco- de-perder-validade-avaliam-parlamentares.ghtml

## OAB-SP

[www.oabsp.org.br/noticias/2017/01/minirreforma-e-novas-relacoes-no-trabalho](http://www.oabsp.org.br/noticias/2017/01/minirreforma-e-novas-relacoes-no-trabalho)

<http://www.oabsp.org.br/noticias/2017/08/mudancas-na-legislacao-trabalhista-exigem-debate-para-> aprimoramentos-3

<https://esaoabsp.edu.br/Artigo?Art=149>

<http://www.oabsp.org.br/noticias/2013/03/15/8604>

https://www2.oabsp.org.br/jornal/Edicao429/pubData/source/Jornal429\_online.pdf

## Aliança Francesa

A importância da língua e da cultura francesa no mundo jurídico <https://www.aliancafrancesa.com.br/af/a-importancia-da-lingua-francesa/>

## Obra conjunta sob a coordenação de Antonio Carlos Aguiar: Sentimentos na pandemia, pensamentos da academia. Ed. Mizuno.2021

## Migalhas

Por que o trabalho remoto deve sobreviver à pandemia?

<https://www.migalhas.com.br/depeso/343694/por-que-o-trabalho-remoto-deve-sobreviver-a-pandemia>

As prerrogativas da advocacia e o impacto das sessões remotas <https://www.migalhas.com.br/depeso/375865/as-prerrogativas-da-advocacia-e-o-impacto-das-sessoes-remotas>

Quinto constitucional amplia o pluralismo no judiciário <https://www.migalhas.com.br/depeso/377393/quinto-constitucional-amplia-o-pluralismo-no-judiciario>

Responsabilidades do Estado na lei de cotas e gênero-implicações laborais e familiares <https://www.migalhas.com.br/depeso/389447/responsabilidades-na-lei-de-cotas-e-genero-laborais-e-familiares>

Importância da liturgia para o cargo de magistrado <https://www.migalhas.com.br/depeso/399683/importancia-da-liturgia-para-o-cargo-de-magistrado>

Advocacia, ética e litigância de má fé <https://www.migalhas.com.br/depeso/407180/advocacia-etica-e-litigancia-de-ma-fe>

A internacionalização do direito brasileiro do trabalho <https://www.migalhas.com.br/depeso/407807/a-internacionalizacao-do-direito-brasileiro-do-trabalho>

Reflexões acerca da implementação de eleições diretas para o Conselho Federal da OAB <https://www.migalhas.com.br/depeso/410818/implementacao-de-eleicoes-diretas-para-o-conselho-federal-da-oab>

Tendências mundiais do emprego jovem 2024 <https://www.migalhas.com.br/depeso/422330/tendencias-mundiais-do-emprego-jovem-2024>

A inclusão da terceira idade no mercado de trabalho: Uma análise jurídica e social <https://www.migalhas.com.br/depeso/422388/terceira-idade-no-mercado-de-trabalho-analise-juridica-e-social>

Direito ao trabalho: O trabalho é um direito? - Análise sob perspectiva jurídica e social

<https://www.migalhas.com.br/depeso/422750/trabalho-e-um-direito--analise-sob-perspectiva-juridica-e-social>

Impactos socioeconômicos da redução da jornada de trabalho <https://www.migalhas.com.br/depeso/423406/impactos-socioeconomicos-da-reducao-da-jornada-de-trabalho>

O controle das condições de trabalho pelos parceiros e players sociais <https://www.migalhas.com.br/depeso/423458/o-controle-das-condicoes-de-trabalho-pelos-parceiros-e-players-sociais>

A advocacia mudou? <https://www.migalhas.com.br/depeso/423519/a-advocacia-mudou>

Reflexões acerca do impacto da transformação digital na advocacia da atualidade <https://www.migalhas.com.br/depeso/423612/reflexoes-sobre-o-impacto-da-transformacao-digital-na-advocacia-atual>

A importância do advogado no mundo atual e digital <https://www.migalhas.com.br/depeso/423670/a-importancia-do-advogado-no-mundo-atual-e-digital>

A indispensabilidade do advogado na administração da justiça <https://www.migalhas.com.br/depeso/423920/a-indispensabilidade-do-advogado-na-administracao-da-justica>

A importância da língua e da cultura francesa no mundo jurídico <https://www.migalhas.com.br/depeso/423980/a-importancia-da-lingua-e-da-cultura-francesa-no-mundo-juridico>

A participação das pessoas empregadas no contexto da inteligência artificial

https://www.migalhas.com.br/depeso/425142/a-participacao-das-pessoas-empregadas-no-contexto-da-ia

A Justiça deve ser célere? Reflexões acerca da eficiência e garantias processuais

https://www.migalhas.com.br/depeso/425312/justica-deve-ser-celere-reflexoes-da-eficiencia-e-garantia-processual

A essência da democracia: A importância da livre opinião

https://www.migalhas.com.br/depeso/426683/a-essencia-da-democracia-a-importancia-da-livre-opiniao

Impactos das decisões vinculantes do STF no Direito do Trabalho: Uniformização versus princípios protetivos

https://www.migalhas.com.br/depeso/429503/impacto-da-decisao-vinculante-do-stf-no-direito-do-trabalho?\_SMSL=3E5066&s=WA

Ainda sobre a importância da figura do "Lanceur d'Alerte" no universo da ética corporativa

https://www.migalhas.com.br/depeso/430193/importancia-do-lanceur-d-alerte-no-universo-da-etica-corporativa

* ***Editora Tirant***

*Honorários e Prerrogativas: Pilares da Advocacia - Autora: Gilda Figueiredo Ferraz. Lançado em 2024 pela Editora Tirant Brasil.*

São Paulo