

## Raoul Parekh

Partner

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## Focus Areas

Employee Benefits  
Hiring, Performance Management and Termination  
International Employment Law  
Litigation and Trials  
Training - Compliance, Ethics, Leadership  
Financial Services

## Overview

Raoul Parekh leads the London office's international practice. He works across all areas of employment law, including advisory, litigation and transactional support. He has a particular focus on assisting international clients with their UK and EMEA employment law challenges.

Raoul has significant employment tribunal litigation experience, as well as High Court employee competition matters. He is also experienced in day-to-day HR support, including dealing with employee grievances and consultation processes, terminations and drafting contracts and policies. Raoul acts for several “professional employer organisations” (or PEOs) and “employers of record” (or EORs), advising them on their UK and international employment compliance strategy and other issues. He has been invited to speak to the UK and European Employment Lawyers Associations about the employment law issues raised by these innovative sectors.

Raoul Parekh was a founding co-chair of ELA’s Race Equality Committee. He also leads our internal Pro Bono and CSR programme and volunteers at the University House Legal Advice Centre’s employment law clinic.

Raoul is recognised as a leading practitioner in Chambers and Partners (2024). The guide states: 'Raoul co-leads the international practice at GQ|Littler. He stands out for his ability to advise clients on all manner of workplace issues

including internal investigations and team moves. Parekh's client base is varied and includes employers operating in the financial services and technology sectors.' Clients say "he is very strong on tactical issues in litigation."

Clients in the Legal 500 (2023) say "Raoul Parekh is a superstar. One of the best solicitors in employment law around. His meteoric rise to partnership is well-deserved."

Prior to joining GQ|Littler in June 2015, Raoul worked in Baker McKenzie's London employment team, where he coordinated employment advice for international clients across EMEA and globally, as well as advising on UK matters. During this time, he also completed secondments to the in-house employment law teams at Lloyds Banking Group and Standard Chartered Bank.

## Professional and Community Affiliations

- Member, Employment Lawyers Association

## Recognition

- Ranked, *Chambers and Partners*, 2023-2024
- Named, Up and Coming, *Chambers and Partners*, 2021-2022
- Named, Recommended Lawyer, *Legal 500*, 2022-2023
- Named, IEL Elite, *International Employment Lawyer*, 2024
- Named, Tomorrow's Leaders, *International Employment Lawyer*, 2022

## Bar Admissions

United Kingdom (England and Wales)

## Publications & Press

**We are considering layoffs in the UK. How should we plan our approach to these dismissals?**

*Littler 2 the Point Video*

February 15, 2024

**Littler Global Guide - United Kingdom - Q4 2023**

*Littler Global Guide Quarterly*

January 16, 2024

**Just Half of In-House Lawyers Say Company Employees Follow In-Person Work Requirements**

*Law.com International*

November 9, 2023

**European firms navigate AI adoption, divisive social issues, and flexible working**

*International Employment Lawyer*

November 9, 2023

**Half of European employers say employees complying with in-person work policies: survey**

*Benefits Canada*

November 9, 2023

**The Littler 2023 European Employer Survey Report**

*Littler Report*

November 8, 2023

**Hybrid Working 'Here To Stay,' Littler Survey Shows**

*Law360*

November 8, 2023

**European Employers Navigate New Pressures Around Flexible Work Models, AI Adoption and Divisive Social Issues, Littler Survey Finds**

*Littler Press Release*

November 8, 2023

**European Employers Navigate New Pressures Around Flexible Work Models, AI Adoption and Divisive Social Issues**

*European Business Magazine*

November 8, 2023

**Enforcing office attendance challenging across Europe, report finds**

*The Business Post*

November 8, 2023

**Littler Global Guide - United Kingdom - Q2 2023**

*Littler Global Guide Quarterly*

July 21, 2023

**Littler Global Guide - United Kingdom - Q4 2022**

*Littler Global Guide Quarterly*

January 26, 2023

**Employment tribunals in England and Wales suffer severe delays post-Covid**

*Financial Times*

December 28, 2022

**Littler World Cup Matchups Part 6: Harassment**

*Littler Insight*

December 7, 2022

**Littler World Cup Matchups Part 3: Workplace Safety**

*Littler Insight*

November 21, 2022

**Littler World Cup Matchups Part 2: Short-Term Sick Pay**

*Littler Insight*

November 18, 2022

**Post-Covid, European firms are still struggling with workplace transformation**

*International Employment Lawyer*

November 18, 2022

**Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave**

*Littler Insight*

November 17, 2022

**Flexible Work Faces Obstacles Among European Employers, Survey Finds**

*Law.com International*

October 21, 2022

**'Wandering workers' a specific legal risk for UK businesses**

*Personnel Today*

October 18, 2022

**The Littler 2022 European Employer Survey Report**

*Littler Report*

October 18, 2022

**European Employers Caught Between Desire for In-Person Work and Need to Provide Flexibility, Littler Survey Finds**

*Littler Press Release*

October 18, 2022

**Littler Global Guide - United Kingdom - Q2 2022**

*Littler Global Guide Quarterly*

July 18, 2022

**COVID-19: EMEA Lockdown Restrictions (June Update)**

*Littler Report*

June 30, 2022

**How HR can mitigate the risks and reap the rewards of AI at work**

*Personnel Today*

June 10, 2022

**Planned redundancies up 60 per cent as firms feel pressure of interest rate rise and borrowing costs**

*City A.M.*

May 16, 2022

**Littler Global Guide - United Kingdom - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**Littler Global Guide - European Union - Q1 2022**

*Littler Global Guide Quarterly*

April 18, 2022

**U.K. Firms Double Planned Redundancies on Ukraine, Study Says**

*Bloomberg Tax*

April 10, 2022

**Planned redundancies drop 86 percent from COVID peak, data shows**

*People Management*

January 24, 2022

**Littler Global Guide - United Kingdom - Q4 2021**

*Littler Global Guide Quarterly*

January 19, 2022

**Littler Survey: Most European Employers Reopening Offices, But Disconnect Emerges with Employees on Hybrid Work Models**

*Littler Press Release*

November 10, 2021

**The Littler 2021 European Employer Survey Report**

*Littler Report*

November 10, 2021

**Positive discrimination: the case for legal reform**

*The Law Society Gazette*

August 5, 2021

**Littler Global Guide - United Kingdom - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**Littler Global Guide - European Union - Q2 2021**

*Littler Global Guide Quarterly*

July 19, 2021

**Lorry driver sacked for refusing to wear face mask was not unfairly dismissed, landmark ruling shows**

*People Management Magazine*

February 26, 2021

**Fewer planned redundancies in November as furlough extension kicked in**

*Personnel Today*

December 23, 2020

**Discrimination cases may take up to 14 months in tribunal**

*RealBusiness*

November 11, 2020

**Employment tribunals have almost ground to a halt**

*Personnel Today*

November 9, 2020

**Employment tribunals backlog could trigger more settlements**

*Drapers*

September 29, 2020

**Employment tribunals backlog could trigger more settlements**

*Financial Times*

September 21, 2020

**Average wait time for tribunal stands at nine months, claim lawyers**

*Personnel Today*

September 21, 2020

**UK: Final Furlough FAQs**

*Littler Insight*

August 31, 2020

**GDPR: Business needs Europe-wide track and trace cohesion**

*Personnel Today*

August 6, 2020

**Labour Pains**

*The Law Society Gazette*

July 27, 2020

**UK: It's Not Me, It's You – Passing the Liability Buck While Working from Home**

*Littler Insight*

May 26, 2020

**Lessons from Asia in Unlocking Lockdown**

*People Management*

May 21, 2020

**Littler Global Guide - United Kingdom - Q1 2020**

*Littler Global Guide Quarterly*

April 15, 2020

**Judges failing to use powers to dismiss claims as tribunal backlog worsens**

*People Management*

February 18, 2020

**Judges accused of not using powers to cut employment tribunal backlog**

*City A.M.*

February 17, 2020

**“Ethical veganism” is a protected belief in the UK – what does that mean for employers?**

*Littler Insight*

February 10, 2020

**Littler Global Guide - United Kingdom - Q4 2019**

*Littler Global Guide Quarterly*

January 22, 2020

**From Food to Staff Uniforms, Ruling Will Be Felt**

*The Telegraph*

January 4, 2020

**Littler Global Guide - United Kingdom - Q3 2019**

*Littler Global Guide Quarterly*

October 16, 2019

**Handling Harassment Allegations in Europe: Critical Do's and Don'ts**

*Littler Podcast*

September 9, 2019

**Mandatory Procedures for Employee Dismissals for Misconduct or Work Performance in Japan, Colombia, the Netherlands, and the UK**

*Littler Podcast*

August 29, 2019

**Employment tribunal claimants are waiting 18 months before their case is being heard due to backlog, lawyers**

*The Telegraph*

July 29, 2019

**Employers dodge a bullet as Supreme Court rules in favour of upholding restrictive covenant**

*HR News*

July 3, 2019

**Brokers May Find It Harder to Quit for Rivals After U.K. Ruling**

*Bloomberg*

July 3, 2019

**Landmark Supreme Court ruling finds non-compete clause was not too wide to be enforced**

*People Management*

July 3, 2019

**12 Months Since GDPR - What Do Employers Really Need to Know?**

*Littler Insight*

June 13, 2019

**UK Gender pay gap – where are we now?**

*Littler ASAP*

May 1, 2019



**UK: Can a Suspension Amount to Forced Resignation?**

*Littler Insight*

April 16, 2019

**Littler Global Guide - United Kingdom - Q1 2019**

*Littler Global Guide Quarterly*

April 15, 2019

**UK: Can a Suspension Amount to Forced Resignation?**

*SHRM Online*

April 11, 2019

**#M&Atoo**

*Today's General Counsel*

April 1, 2019

**Embrace or Rage Against the Machine? The HR Costs and Benefits of Automation**

*Littler Podcast*

November 28, 2018

**Ireland Set to Embrace Shared Parental Leave After False Start in the UK**

*Littler ASAP*

October 15, 2018

**Speaking Engagements**

**Putting Global Trends to Work**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**A Practical Primer on Inclusion, Equity & Diversity Programs**

Littler Executive Employer Conference

May 4, 2022

**Pay Equity Goes Global: How U.S. employers can tackle EMEA gender pay laws**

May 29, 2019

**You're Fired! An Apples-to-Apples Comparison of the Employee Dismissal Process Across Key International Jurisdictions**

February 27, 2018