

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 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 experience of employment tribunal litigation, 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), advising them on their UK and international employment compliance strategy and other issues.

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

- Named, Up and Coming, *Chambers & Partners*, 2021-2022

Bar Admissions

United Kingdom (England and Wales)

Publications & Press

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

COVID-19: EMEA Lockdown Restrictions

Littler Report

October 22, 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

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

Bloomberg

July 3, 2019

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

HR News

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

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