

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