



### Gurpreet Duhra

**Partner**

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Gurpreet Duhra is an experienced employment lawyer who advises employers in the Technology, Hospitality & Leisure, FMCG and Manufacturing sectors on a range of people issues.

Gurpreet's practice covers employment disputes, workplace restructuring, senior executive issues, investigations, diversity and inclusion, collective employment issues and compliance. He also regularly supports clients on protecting their businesses against unlawful competition and misuse of confidential information by employees and ex-employees.

Gurpreet is particularly experienced in supporting multi-national companies on international people related projects including on global workforce restructuring, contract and policy reviews, hybrid working and reward. He offers a global managed employment law service to clients, ensuring that they receive a seamless "one stop shop" solution for all of their international HR legal needs.

- Employment

- Technology
- Consumer Goods, Food and Retail

Punjabi

## LANGUAGES SPOKEN

- Punjabi

- Advising a key hospitality sector client on the restructuring and outsourcing of several key central functions and its approach to TUPE consultations.
- Representing a key leisure sector client in complex High Court and Employment Tribunal litigation with its former general manager relating to breach of contract, breach of fiduciary duties, discrimination and harassment claims.
- Advising a technology client on the global restructuring of its finance function including planning and execution of the information and consultation process with the EWC, national works councils and trade unions.
- Representing a global technology company on landmark employee commission litigation and successfully defending claims at trial.
- Representing a leading rail company in defending one of the largest class action claims in the Employment Tribunal for alleged breach of collective redundancy and TUPE laws, following the collapse of Jarvis Rail.
- Advising a major retailer on a statutory trade union recognition request and representing the company before the Central Arbitration

Committee.

- Handling a sensitive investigation on behalf of a consumer goods client relating to serious allegations of breaches of code of conduct, anti-bribery and corruption policies, harassment and bullying.
- Advising multiple global clients on COVID-19 related matters including wage subsidy schemes, vaccination and testing policies and hybrid working arrangements.

## CREDENTIALS

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### Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

### Prior Experience

- 2012 to date, Partner, DLA Piper
- 2008 to 2012, Associate, DLA Piper
- 2003 to 2007, Solicitor, DLA Piper
- 2001 to 2003, Trainee Solicitor, DLA Piper

### Recognitions

“The group benefits from being able to leverage its international network in cross-border matters and has notable expertise in the technology, manufacturing, financial services and retail sectors. Duhra is highlighted for his expertise in collective employment issues.”  
*Legal 500 UK 2019*

### Education

- University of Sheffield, LLB (Hons); LPC

### Memberships

- Employment Lawyers Association
- Law Society

### Additional Qualifications

- Mentor on DLA Piper's Break into Law Programme
- Member of the Equality, Inclusion and Diversity Committee, University of Sheffield

## INSIGHTS

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### Publications

## Episode 1 - Race and sport and the litigation pitfalls

7 June 2022

The Media Sport and Entertainment Law Podcast

Sohail Ali (Partner, Litigation & Regulatory, Leeds) and Gurpreet Duhra (Partner, Employment, Sheffield) discuss the status of race-related issues within the sports industry. What are potential litigatory challenges that organisations might face within the current climate? How should businesses avoid or respond to these pitfalls?

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## DLA Piper's Diversity and inclusion index

14 February 2022

DLA Piper's Employment group is pleased to launch a 15 minute D&I index survey. Our index will assist your organisation in identifying the key areas of focus for the social aspects of its ESG framework whilst also flagging critical matters impacting on compliance with legal obligations in the UK.

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## Events

### Previous

#### Employment law compliance: Taking stock in 2020 and looking ahead to 2021

21 Oct 2020

Webinar

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- Regular speaker at Annual DLA Piper International Employment Law Conference.
- Contributor to DLA Piper Techlaw Podcasts Series.

## NEWS

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#### DLA Piper launches indexing product for businesses to score against D&I best practice

10 February 2022

DLA Piper has launched its D&I Index to help employers benchmark themselves against best practice on diversity and inclusion (D&I).

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