

## Marmare Barekati

**Director**

**London**

T +44 207 655 1279

**marmare.barekati@squirepb.com**

### About Marmare

Marmare Barekati has over a decade of experience advising on complex employment law matters, both contentious and noncontentious. She has particular expertise in leading investigations into serious allegations of workplace misconduct, discrimination, and bullying and harassment; advising on equality and whistleblowing matters; and supporting clients in navigating sensitive and reputationally critical employee and partner disputes. Marmare regularly works at the intersection of employment law, regulatory risk and workplace culture, helping clients to promote workplace fairness and compliance, as well as reduce legal and reputational risk.

Marmare is described by clients as giving “first class advice”, “an exceptional partner”, “a highly skilled and effective professional” and someone “who puts in the time and effort to really get to know and understand her clients”.

She has worked across multiple sectors, including retail, hospitality, financial services, media, technology and transport, and for a wide range of clients, including global corporates, listed entities, regulated organisations, government bodies and partnerships.

### Experience

- Conducting a large-scale review of workplace behaviours for a client with a workforce of over 100,000 following publicised allegations of workplace misconduct.
- Defending a global organisation on a high-value and sensitive race and age discrimination claim.
- Conducting a cross-jurisdictional investigation across the UK and the Middle East relating to workplace misconduct.
- Advising a business on a complex grievance relating to serious allegations of sex and disability discrimination spanning a period of 10 years.
- Conducting a sensitive behavioural investigation of bullying and harassment at a regulator.
- Providing strategic support to a listed company relating to a sensitive board-level termination.
- Supporting a financial services firm on a large-scale workforce transformation, including a reorganisation and redundancies.
- Working with a retailer on a cost reduction exercise relating to the exit of a significant proportion of its 3,000-strong workforce.
- Advising a company on a cross-border restructuring, including Transfer of Undertakings (Protection of Employment) Regulations (TUPE) and collective consultation requirements.

- Undertaking a global pay equity review for a technology company across over 70 countries.
- Conducting a global data collection exercise for a listed client, advising on legal and cultural considerations.
- Carrying out an HR and employment law compliance review across multiple territories for a global company.
- Delivering “speak up” training and guidance on whistleblowing procedures to a sports body.
- Undertaking a workplace culture review for a governmental body following complaints of bullying and harassment.

## Credentials

### Education

- College of Law, Manchester, L.P.C., 2012
- University of Manchester, LL.B. (Hons.), 2011

### Admissions

- England and Wales, 2015

## Expertise

### Services

- Labor & Employment

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