Deborah Margolis

Senior Counsel

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Practice Areas

Litigation and Trials
Handbooks and Policies
Hospitality
Retail
Privacy and Data Security
AI and Technology

Overview

Deborah Margolis is one of Littler's workplace data privacy attorneys and practices both contentious and non-contentious employment law for businesses. She advises clients on a wide of range of matters, from employee relations matters to terminations and large-scale projects, often with an international element.

She has become one of Littler's European attorneys focused on Artificial Intelligence (AI), its use in the workplace and its future regulation in both the EU and UK and frequently speaks as a thought leader on AI at international conferences, including Littler's flagship client conference and AI summit. Deborah is also focused on workplace data privacy, having acted as data privacy counsel for one of Littler UK's technology clients, during which she led their GDPR implementation and compliance project. She advises both UK and Irish clients on data privacy compliance (often with an international angle), complex data privacy issues, subject access requests and data breaches.

Professional and Community Affiliations

- Member, Employment Lawyers Association
- Member, Institute of Advanced Privacy Professionals (IAPP)

Recognition

- Named, Recommended Lawyer, *Legal 500*, 2024-2026
- Named, Leading Associate, *Legal 500*, 2027
- Named, Tomorrow's Leaders, *International Employment Lawyer*, 2023
- Recognised, IEL Elite, *International Employment Lawyer*, 2024

Bar Admissions

United Kingdom (England and Wales)
Ireland

Publications & Press

A Journey From Data Privacy to Pay Transparency – The Legal Odyssey Unfolding Across Europe
Littler ASAP
August 27, 2026

UK Government Consults on Workplace Monitoring Technologies
Littler ASAP
July 31, 2026

UK Data Protection Update – the New "Right to Complain"
Littler ASAP
May 29, 2026

UK: Key Provisions of the Data (Use and Access) Act 2025 Are Now in Force – What's Coming Next?
Littler ASAP
February 26, 2026

European employers risk €35 million by overlooking AI compliance
HR Executive
December 4, 2025

EU AI Act Compliance Deadlines, Pay Transparency Rules, DEI Regulations, Create More Work for European Employment Lawyers
Law.com International
November 23, 2025

EU reforms set to collide with low employer readiness
International Employment Lawyer
November 21, 2025

European employers unprepared for pay transparency and AI reforms
Human Resources Director
November 20, 2025

The Littler 2025 European Employer Survey Report
Littler Report
November 19, 2025

European Employers Face Renewed Uncertainty Amid Looming Compliance Deadlines and U.S. Policy Shifts, Littler Survey Shows
Press Release
November 19, 2025

The Global Guide Quarterly (Quarter 2, 2025)
Littler Global Guide Quarterly
July 23, 2025

New data protection law to loosen regulatory burden, ease AI restrictions
International Employment Lawyer
June 26, 2025

One in Five UK Bosses to Cut Parental Leave After Labour's Tax Hikes
Bloomberg
February 16, 2025

What to Expect from the UK's New Data (Use and Access) Bill
Littler ASAP
January 30, 2025

The Global Guide Quarterly (Quarter 4, 2024)
Littler Global Guide Quarterly
January 23, 2025

The First Requirements of the EU AI Act Come into Force in February 2025
Littler ASAP
December 13, 2024

The Global Guide Quarterly (Quarter 3, 2024)
Littler Global Guide Quarterly
October 23, 2024

Nearly 3 in 4 European employers using AI in HR function – but risks a concern
Human Resources Director America
October 11, 2024

Economic concerns, AI top list of European employer concerns, study finds
The Global Legal Post
October 10, 2024

The Littler 2024 European Employer Survey Report
Littler Report
October 9, 2024

Election Outcomes, AI Adoption, and ESG Issues Pose New Challenges for European Employers, Littler Survey Finds
Press Release
October 9, 2024

Geopolitics, AI adoption, climate risk worrying European firms
International Employment Lawyer
October 9, 2024

Gotta tip 'em all? Understanding the UK's new gratuity rules
Littler ASAP
September 26, 2024

UK Legislation Round-up: What Was Passed in the Parliamentary Wash-up?
Littler ASAP
August 13, 2024

The Global Guide Quarterly (Quarter 2, 2024)
Littler Global Guide Quarterly
July 24, 2024

EU AI Act Will Formally Become Law and Provisions Will Start to Apply on a Staged Basis
Littler ASAP
July 15, 2024

EU AI Act Implications for US Employers
Bloomberg Law
July 3, 2024

GDPR Day 2024: A Look at Past, Present and Future Developments in the UK
Littler ASAP

May 30, 2024

Divergent Paths on Regulating Artificial Intelligence
Littler ASAP
April 1, 2024

European Parliament Adopts the World's First Comprehensive AI Law
Littler ASAP
March 18, 2024

Back to the Future? UK Government Consults on the Potential Reintroduction of Tribunal Fees
Littler ASAP
March 4, 2024

Questions Linger Over UK Plans To Resurrect Tribunal Fees
Law360
February 2, 2024

Data Privacy and AI: What Should UK and EU Employers Look out for in 2024?
Littler ASAP
February 2, 2024

Gov't Floats Return of Fees for Employment Tribunals
Law360
January 29, 2024

Artificial intelligence risks dominate Davos discussions
International Employment Lawyer
January 18, 2024

Littler Global Guide - United Kingdom - Q3 2023
Littler Global Guide Quarterly
October 17, 2023

Littler Global Guide - United Kingdom - Q2 2023
Littler Global Guide Quarterly
July 21, 2023

UK Information Commissioner's Office Publishes New Guidance on Data Subject Access Requests
Littler ASAP
July 10, 2023

European AI Act Progresses to the Next Stage of the Legislative Process
Littler ASAP
June 22, 2023

Court of Justice of the European Union Case on DSARs: Summary of Information Is Not Enough!
Littler ASAP
May 30, 2023

An Overview of the Employment Law Issues Posed by Generative AI in the Workplace
Littler Report
May 11, 2023

Empower Talks: Deborah Margolis, Senior Associate at GQ Littler
Empower Talks
March 1, 2023

UK: New Year's Data Privacy Resolutions
Littler ASAP
January 30, 2023

Women's health, the workplace and 'big data' – what's the connection?
Personnel Today
August 19, 2022

Irish Court Rules on Lawfulness of Use of CCTV in Disciplinary Proceedings
Littler ASAP
July 28, 2022

UK to Shift Away From GDPR: Government Consultation Confirms Plans to Change UK Data Privacy Regime
Littler ASAP
June 30, 2022

"One Size Fits All" Data Retention Policies: A Unicorn for International Employers?
Littler ASAP
May 26, 2022

Data Transfer to the US: Is Privacy Shield 2.0 in the Making?
Littler ASAP
April 28, 2022

UK Data Privacy Regulator Publishes Guidance Following Relaxation of COVID Measures
Littler ASAP

April 28, 2022

Littler Global Guide - United Kingdom - Q1 2022
Littler Global Guide Quarterly
April 18, 2022

Littler Global Guide - United Kingdom - Q4 2021
Littler Global Guide Quarterly
January 19, 2022

UK Considers Changes to Data Protection Law
SHRM Online
November 15, 2021

Is the UK about to scrap GDPR?
Littler ASAP
October 1, 2021

UK: What are the risks of mandatory vaccination policies in the workplace?
Littler ASAP
September 30, 2021

Littler Global Guide - European Union - Q2 2021
Littler Global Guide Quarterly
July 19, 2021

EU Expected to Approve UK's Data Privacy Regime
Littler ASAP
April 30, 2021

UK: Mandatory vaccines for the workplace – worth a shot?
Littler ASAP
April 1, 2021

High Court of England & Wales Considers Territorial Scope of GDPR for the First Time
Littler ASAP
March 31, 2021

UK: Furlough Extended to Include Parents with Childcare Responsibilities
Littler ASAP
January 28, 2021

UK: Five Bits of Good News for Employers from the New DSAR Guidance
Littler ASAP
December 1, 2020

UK: Data Protection Issues of Employee Health Screenings, Testing, Tracing Apps, etc.
Littler ASAP
August 13, 2020

UK: It's Not Me, It's You – Passing the Liability Buck While Working from Home
Littler ASAP
May 26, 2020

Littler Global Guide - United Kingdom - Q4 2019
Littler Global Guide Quarterly
January 22, 2020

12 Months Since GDPR - What Do Employers Really Need to Know?
Littler ASAP
June 13, 2019

Littler Global Guide - United Kingdom - Q4 2018
Littler Global Guide Quarterly
January 16, 2019

Data Breach in the UK: Can a Rogue Employee Leave You on the Hook?
Littler ASAP
December 11, 2018

Littler Global Guide - United Kingdom - Q3 2018
Littler Global Guide Quarterly
October 11, 2018

Littler Global Guide - United Kingdom - Q2 2018
Littler Global Guide Quarterly
July 20, 2018

Events & Speaking Engagements

2024 Littler AI Summit
Washington, DC
September 23, 2024

AI & U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect
Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

How to Scale Your U.S. IE&D Data Collection to a Global Workforce While Considering the Data Privacy, Culture, and Local Laws
Littler Executive Employer Conference, Phoenix, AZ
May 9, 2024

2023 Philadelphia Regional Employer Conference
Philadelphia, PA
October 27, 2023

2023 Littler AI Summit
Washington, DC
September 21, 2023

Business Transactions in Europe: Moving Employees Around
April 2, 2020

Pay Equity Goes Global: How U.S. employers can tackle EMEA gender pay laws
May 29, 2019