Dónall Breen

Senior Associate

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Practice Areas

Discrimination and Harassment
Leave and Accommodation
Handbooks and Policies
Wage and Hour
Emerging Companies and Venture Capital

Overview

Dónall Breen is a strategic, cross-disciplinary, employment lawyer who advises on the full range of employment law issues, with a focus on providing commercial, practical advice and regularly acting on cross-border, high-profile matters.

Having worked in both top ranked private practice employment teams and major high-profile organisations as an in-house lawyer, Dónall has first-hand experience in managing complex and sensitive matters at the most senior level.

He has advised on a front-page employment litigation claim, numerous cross-border reduction-in-force projects, and an international transaction exceeding $1billion. Qualified to practice in both the UK and Ireland, Dónall has developed a particular skill in advising on organisations' pay equity obligations. He has spoken at the ELA Annual Conference on ethnic and disability pay gap reporting and led the Pay Transparency Directive panel at Littler's European Executive Employer in London. Dónall regularly assists clients on navigating the real-world implications of evolving pay transparency legislation and is a member of Littler's practice group on the Pay Transparency Directive.

Having advised several companies on the lawfulness of their IE&D strategies and spoken at Littler's European Executive Employer Conference in Dublin on the subject of intergenerational IE&D issues, Dónall has a particular interest in advising clients on positive discrimination risks with equality strategies.

Prior to re-joining Littler, Dónall worked as in-house employment counsel for Improbable Worlds Limited and the Premier League. He is a member of the Employment Lawyers Association and Employment Lawyers Association of Ireland.

Professional and Community Affiliations

- Member, London Irish Lawyers Association
- Member, Employment Lawyers Association
- Member, Employment Lawyers Association of Ireland

Bar Admissions

United Kingdom (England and Wales)
Ireland

Languages

English
Irish (Gaeilge)

Publications & Press

Firms Tackle EU Pay Transparency Law Ahead Of UK Reforms
Law360
September 10, 2026

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

'Employers must prepare for biggest changes in equal pay for years'
Personnel Today
July 17, 2026

In the Eleventh Hour: Implementation Status of the EU Pay Transparency Directive
Littler ASAP
May 6, 2026

The Global Guide Quarterly (Quarter 1, 2026)
Littler Global Guide Quarterly
April 22, 2026

UK Government Confirms Commitment to Introduce Mandatory Ethnicity and Disability Pay Gap Reporting for Large Employers
Littler ASAP
April 6, 2026

Gender-Neutral Job Evaluation in the EU: Assessment of the Utility of the New EU Toolkit
Littler ASAP
April 1, 2026

UK Government Launches Guidance on Pay Gap and Menopause Action Plans
Littler ASAP
March 11, 2026

12% rise in Britons working past the state retirement - is this leading to an increase in age discrimination claims?
IFA Magazine
January 17, 2026

EU Pay Transparency Directive: Early Transposition Trends to Watch
Littler ASAP
October 30, 2025

Businesses could be forced to tell workers what colleagues earn
The Times
June 16, 2025

How can HR enforce boundaries around workplace banter?
HR Magazine
February 20, 2025

Workplace 'banter' cause of 57 tribunal claims in 2024
Personnel Today
February 18, 2025

UK Employment Law Wrapped 2024
Littler ASAP
December 12, 2024

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

Republic of Labour Law - Irish HR Updates in March
Littler ASAP
March 31, 2021

United Kingdom: IR35 – Six Key Questions, Answered
Littler ASAP

February 26, 2021

Republic of Labour Law – Irish HR Updates in February
Littler ASAP
February 26, 2021

Republic of Labour Law – Irish HR Updates in January
Littler ASAP
January 28, 2021

Republic of Labour Law – Irish HR Updates
Littler ASAP
December 17, 2020

Republic of Labour Law – Irish HR Updates
Littler ASAP
October 30, 2020

Ireland: Updated COVID-19 Employer FAQs
Littler ASAP
September 24, 2020

Littler Global Guide - United Kingdom - Q1 2020
Littler Global Guide Quarterly
April 15, 2020

Republic of Labour Law – Irish HR Updates
Littler ASAP
March 5, 2020

Littler Global Guide - European Union - Q4 2019
Littler Global Guide Quarterly
January 22, 2020

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award
Press Release
January 22, 2020

Littler Global Guide - United Kingdom - Q3 2019
Littler Global Guide Quarterly
October 16, 2019

Deal or No Deal, How Will Brexit Affect Employee Work Authorizations in the UK?
Littler ASAP
September 11, 2019

UK: Court of Appeal Holds Men on Shared Parental Leave Can Be Paid Less than Women on Maternity Leave
Littler ASAP
July 11, 2019

Littler Global Guide - United Kingdom - Q1 2019
Littler Global Guide Quarterly
April 15, 2019

Littler Global Guide - European Union - Q4 2018
Littler Global Guide Quarterly
January 16, 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

Littler Global Guide - European Union - Q3 2018
Littler Global Guide Quarterly
October 11, 2018

Do Flexible Working Arrangements Breach Europe's Working Time Regulations?
Littler ASAP
September 28, 2018

Gender Pay Gap Reporting Crosses the Irish Sea
Littler ASAP
September 20, 2018

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

U.K. Court of Appeal Addresses Disability Discrimination Based on Long Working Hours
Littler ASAP

May 9, 2018

Events & Speaking Engagements

UK Employment Rights Act 2025: Preparing for January 2027
October 6, 2026

Practical Preparation for the EU Pay Transparency Directive: Managing the HOW (and WHEN)
March 26, 2026

Managing Multigenerational Workplaces
Littler European Employer Conference
October 2022

Preventing and Defending Employment Claims in Ireland
April 13, 2021

Managing Large-Scale Workforce Reductions in the UK During COVID-19
June 12, 2020

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

Brexit: The Final Countdown - A Littler International Webinar
January 30, 2020