

Deborah Margolis

Senior Counsel

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Focus Areas

General Data Protection Regulation (GDPR)

Litigation and Trials

Policies, Procedures and Handbooks

Hospitality

Retail

Privacy and Data Security

AI and Technology

Overview

Deborah Margolis is qualified to practice in both the UK and Ireland. In the UK, Deborah practices both contentious and non-contentious employment law for businesses, advising clients on a wide of range of matters, from employee relations matters to terminations and large-scale projects, often with an international element.

Deborah has considerable experience in the area of workplace data privacy. She acted as data privacy counsel for one of GQ|Littler's technology clients in 2017 and 2018, leading 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.

Deborah also focuses her practice on Artificial Intelligence (AI), its use in the workplace and its future regulation in both the EU and UK. She frequently speaks as a thought leader on AI at international conferences, including Littler's flagship client conference and AI summit.

Deborah has been recognized as a future global employment leader by International Employment Lawyer in the 2023 Tomorrow's Leaders thought-leadership survey; a showcase of 40 rising stars from across the world who will be at the forefront of addressing future workplace challenges.

Deborah is recognised as a key lawyer in the Legal 500 (2024 - 25) guide. Clients say, "in particular, Deborah Margolis has proven an outstanding advisor and confidant. She is bright, highly competent and yet pragmatic and business-focused." Others say, "Deborah is an absolute pleasure to work with. She provides practical, thoughtful and comprehensive guidance and is available to assist whenever needed. Deborah and the team have done an incredible job coordinating representation in multiple countries and digesting and organising the guidance from different counsel in a practical and accessible format."

Deborah joined GQ|Littler in January 2016, having trained at a boutique employment law firm and worked in the employment department of an international firm.

Professional and Community Affiliations

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

Recognition

- Ranked, Leading Individual, *Legal 500*, 2025
- Named, Recommended Lawyer, *Legal 500*, 2024
- 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

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

Geopolitics, AI adoption, climate risk worrying European firms

International Employment Lawyer

October 9, 2024

Election Outcomes, AI Adoption, and ESG Issues Pose New Challenges for European Employers, Littler Survey Finds

Littler Press Release

October 9, 2024

The Littler 2024 European Employer Survey Report

Littler Report

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 Insight

April 1, 2024

European Parliament Adopts the World's First Comprehensive AI Law

Littler Insight

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 Insight

June 30, 2022

"One Size Fits All" Data Retention Policies: A Unicorn for International Employers?

Littler Insight

May 26, 2022

UK Data Privacy Regulator Publishes Guidance Following Relaxation of COVID Measures

Littler ASAP

April 28, 2022

Data Transfer to the US: Is Privacy Shield 2.0 in the Making?

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 Insight

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 Insight

April 1, 2021

High Court of England & Wales Considers Territorial Scope of GDPR for the First Time

Littler Insight

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 Insight

August 13, 2020

UK: It's Not Me, It's You – Passing the Liability Buck While Working from Home

Littler Insight

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 Insight

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 Insight

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

Speaking Engagements

2024 Littler AI Summit

Washington, DC

September 23, 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

AI & U: The Gameshow Where Digital Dilemmas and Practical Advice Intersect

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