










# Ireland

*Women, Business and the Law 2022* (WBL2022) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Dublin). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Ireland scores 100 out of 100**. The overall score for Ireland is higher than the regional average observed across OECD high-income economies (95.2). Within the OECD high-income region, there are 12 economies that score 100 out of 100.

## Ireland - Scores for Women, Business and the Law 2022

								
Mobility	Workplace	Pay	Marriage	Parenthood	Entrepreneurship	Assets	Pension	WBL 2022 Index Score
<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

### Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Ireland gets a perfect score.

### Areas for Improvement

Ireland attains a perfect score on all of the WBL2022 indicators.

### Recent Reforms

No reforms were observed during the past year (October 2nd, 2020 – October 1st, 2021).



Further data details for Ireland are available at:  
<https://wbl.worldbank.org/en/data/exploreeconomies/ireland/2022>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Domicile and Recognition of Foreign Divorces Act, Art. 1
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Passports Act, Arts. 6-7; Passport application procedures
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Employment Equality Act 1998, Secs. 2, 6, 8 and 22
	Is there legislation on sexual harassment in employment?	Yes	Employment Equality Act 1998 (as amended), Sec. 14A; Equality Act 2004, Sec. 8(14A)
	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Employment Equality Act 1998 (as amended), Sec. 100 <i>Civil:</i> Employment Equality Act 1998 (as amended), Sec. 82
Pay	Does the law mandate equal remuneration for work of equal value?	Yes	Employment Equality Act 1998, Secs. 7 and 19
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
Marriage	Is there no legal provision that requires a married woman to obey her husband?	Yes	No applicable provisions could be located
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Domestic Violence Act 2018
	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law Act 1995, Sec. 23(2)
Parenthood	Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
	Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection (Amendment) Act 2004, Secs. 4 and 5
	Does the government pay 100% of maternity leave benefits?	Yes	Social Welfare Consolidation Act 2005, Sec. 6
	Is paid leave available to fathers?	Yes	Paternity Leave and Benefit Act 2016, Sec. 6
	Is there paid parental leave?	Yes	Parent's Leave and Benefit Act 2019, Art. 5 (1); Parent's Leave and Benefit Act 2019, Art. 5
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Maternity Protection (Amendment) Act 2004, Sec. 23
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Status Act, Secs. 2, 3(2), and 5(1)
	Can a woman sign a contract in the same way as a man?	Yes	Married Women's Status Act, Sec. 2(1)(b)
	Can a woman register a business in the same way as a man?	Yes	Registration of Business Act, Secs. 3 and 4
Assets	Can a woman open a bank account in the same way as a man?	Yes	Married Women's Status Act, Sec. 2(1)(a)
	Do men and women have equal ownership rights to immovable property?	Yes	Married Women's Status Act, Secs. 2-4
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Succession Act, Sec. 67(2)(b)
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Succession Act, Sec. 67(1)
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Married Women's Status Act, Secs. 3 and 4
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law (Divorce) Act, Sec. 20(2)(f)
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Women: Social Welfare and Pensions Act, Sec. 7. Men: Social Welfare and Pensions Act 2011, Sec. 7
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Women: Social Welfare Consolidation Act, Secs. 2, 18(1) and 19(1)(8)(9). Men: Social Welfare Consolidation Act, Secs. 2, 18(1) and 19(1)(8)(9)
	Is the mandatory retirement age for men and women the same?	Yes	Women: No applicable provisions could be located. Men: No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Social Welfare Consolidation Act, Sec. 33