









Ireland

WBL 2.0 legal frameworks score	WBL 2.0 supportive frameworks score	WBL 2.0 expert opinions score
85.0	81.7	89.4

Women, Business and the Law 2024 (WBL 2024) identifies barriers for women’s economic empowerment in three areas: women’s legal rights, policy instruments designed to support the implementation of these rights, and how these rights are realized in practice. For that purpose, three new *Women, Business and the Law 2.0* indexes are presented for ten indicators: (1) legal frameworks, (2) supportive frameworks, and (3) expert opinions. For the WBL 2.0 legal frameworks index, 40 questions are scored across the ten indicators for 190 economies. For the WBL 2.0 supportive frameworks index, 30 questions are scored across the ten indicators for 190 economies. Overall economy level legal and supportive frameworks scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. The WBL 2.0 expert opinions index is created for a total of 164 economies. Expert opinion scores are not available for 26 economies due to an insufficient number of responses received from those economies during data collection. Individual responses at the economy level for 15 expert opinions questions across the ten indicators are scored by taking the median value of all responses per question. The economy level expert opinions index is equal to the simple unweighted average of the ten indicator scores.

For Ireland, data refer to the legal frameworks, supportive frameworks, and expert opinions that are applicable to the main business city (Dublin). The scores for Ireland are shown in the table below.

Women, Business and the Law 2024 2.0 indicator scores

										
WBL 2.0	Safety	Mobility	Workplace	Pay	Marriage	Parenthood	Childcare	Entrepreneurship	Assets	Pension
Legal frameworks score	50.0	100.0	75.0	100.0	100.0	100.0	75.0	50.0	100.0	100.0
Supportive frameworks score	100.0	66.7	100.0	100.0	100.0	66.7	100.0	66.7	66.7	50.0
Expert opinions score	75.0	100.0	87.5	75.0	100.0	93.8	62.5	100.0	100.0	100.0

In summary, the **WBL 2.0 legal frameworks score** for Ireland (85.0 out of 100.0) is higher than the global average (64.2) and higher than the High income: OECD regional average (84.9). When it comes to constraints on freedom of movement, laws affecting women’s pay, constraints related to marriage, laws affecting women’s work after having children, laws affecting women’s property and inheritance and laws affecting the size of a woman’s pension, Ireland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ireland is on the indicator measuring laws affecting women’s safety. To improve on the Safety indicator, Ireland may wish to consider putting in place legislation on domestic violence and introducing legislation on femicide.

The **WBL 2.0 supportive frameworks score** for Ireland (81.7 out of 100.0) is higher than the global average (39.5) and higher than the High income: OECD regional average (68.1). When it comes to supportive frameworks affecting women’s safety, supportive frameworks affecting women’s decisions to work, supportive frameworks affecting women’s pay, supportive frameworks related to marriage and supportive frameworks affecting childcare, Ireland obtains a perfect score

(100.0 out of 100.0). As an example, one of the lowest scores for Ireland is on the indicator measuring supportive frameworks affecting the size of a woman's pension. To improve on the Pension indicator, Ireland may wish to consider putting incentives in place to increase women's retirement benefits.

The **WBL 2.0 expert opinions score** for Ireland (89.4 out of 100.0) is higher than the global average (65.7) and higher than the High income: OECD regional average (82.9). When it comes to expert opinions on freedom of movement, expert opinions on marriage, expert opinions on women starting and running a business, expert opinions on women's property and inheritance and expert opinions on women's pensions, Ireland obtains a perfect score (100.0 out of 100.0). As an example, one of the lowest scores for Ireland is on the indicator measuring expert opinions on childcare.

WBL 2.0 legal frameworks data

QUESTION	ANSWER	LEGAL BASIS
Safety		
Is there legislation on domestic violence?	No	No applicable provisions could be located
Is there legislation on femicide?	No	No applicable provisions could be located
Is there comprehensive legislation on sexual harassment?	Yes	Equality Act 2004, Sec. 8(14A); Employment Equality Act 1998 (as amended), Secs. 14A, 82 and 100; Equal Status Act 2000 (as amended), Secs. 11(1)(b-c) and 11(2), 27 and 43
Is there legislation on child marriage?	Yes	Family Law Act (1995), Secs. 31(1)(a)(i) and 31(4)
Mobility		
Can a woman travel internationally in the same way as a man?	Yes	Passports Act, Sec. 6 and 7
Can a woman choose where to live in the same way as a man?	Yes	Domicile and Recognition of Foreign Divorces Act, Sec. 1(1)
Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
Do women and men have equal rights to confer citizenship to their spouses and their children?	Yes	Irish Nationality and Citizenship Act, Secs. 6 and 15A
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
Does the law prohibit discrimination in recruitment based on marital status, parental status, and age?	Yes	Employment Equality Act, Sec. 6(2) and 8
Does the law allow employees to request flexible work?	No	No applicable provisions could be located
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 an industrial job 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
Marriage		
Can a woman be "head of household" or "head of family" in the same way as a man?	Yes	No restrictions could be located
Is the law free of legal provisions that require a married woman to obey her husband?	Yes	No applicable provisions could be located
Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Family Law Act, Sec. 23(2)
Does a woman have the same rights to remarry as a man?	Yes	No restrictions could be located
Parenthood		

Is paid leave of at least 14 weeks available to mothers?	Yes	Maternity Protection (Amendment) Act 2004, Secs. 4 and 5; Parent's Leave and Benefit Act 2019, Art. 5; Parent's Leave and Benefit Act 2019 (Extension of Periods of Leave) Order 2022
Are leave benefits for mothers paid solely by the government?	Yes	Social Welfare Consolidation Act 2005, Sec. 6
Is there paid leave available to fathers?	Yes	Paternity Leave and Benefit Act 2016, Sec. 6; Parent's Leave and Benefit Act 2019, Art. 5; Parent's Leave and Benefit Act 2019 (Extension of Periods of Leave) Order 2022
Is dismissal of pregnant workers prohibited?	Yes	Maternity Protection (Amendment) Act 2004, Sec. 23
Childcare		
Does the law establish provision of childcare services in center-based settings?	Yes	Child Care Act 1991 (Early Years Services) Regulations 2016, Secs. 2 and 6; Childcare Support Act 2018, Secs. 1 and 8; Child and Family Agency Act 2013, Sec. 92; Official Government Website
Does the law establish any form of support to families for childcare services?	Yes	Childcare Support Act, 2018, Secs. 1, 2, 7, 8 and 15; Official Website of National Childcare Scheme
Does the law establish any form of support to non-state childcare providers?	Yes	Child and Family Agency Act, Sec. 56; Official Government Together for Better Program Website; Finance Act 2018, Parts 9 and 36; Taxes Consolidation Act, Secs. 285B and 843B
Does the law establish quality standards for the provision of childcare services in center-based settings?	No	No applicable provisions could be located
Entrepreneurship		
Can a woman undertake entrepreneurial activities in the same way as a man?	Yes	Married Women's Status Act, Sec. 2(1); Registration of Business Act, Secs. 3 and 4
Does the law prohibit discrimination in access to credit based on gender?	Yes	Equal Status Act, Secs. 2, 3(2) and 5(1)
Does the law prescribe a gender quota on corporate boards?	No	No applicable provisions could be located
Does the law include gender-sensitive procurement provisions for public procurement processes?	No	No applicable provisions could be located
Assets		
Do men and women have equal administrative power and ownership rights to immovable property, including land?	Yes	Married Women's Status Act, Sec. 2-4
Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Succession Act, Sec. 67(2)(b)
Do male and female surviving spouses have equal rights to inherit assets?	Yes	Succession Act, Sec. 67(1)
Does the law provide for the valuation of nonmonetary contributions?	Yes	Family Law (Divorce) Act, Sec. 20(2)(f)
Pension		
Are the ages at which men and women can retire with full pension benefits equal?	Yes	Social Welfare and Pensions Act, Sec. 7
Are the ages at which men and women can retire with partial pension benefits equal?	Yes	Social Welfare Consolidation Act 2005, Secs. 2, 18(1) and 19(1)(8)(9)
Is the mandatory retirement age for men and women equal?	Yes	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

WBL 2.0 supportive frameworks data

QUESTION	ANSWER	SOURCE
Safety		
Has the government developed comprehensive mechanisms to address violence against women?	Yes	Code of Practice on Sexual Harassment and Harassment at Work; Legal Aid; Sexual Assault Treatment Unit; Training on Sexual Crimes
Are there special procedures for cases of sexual harassment?	Yes	Employment Equality Act 1998 (as amended), Sec. 14A; Equality Act 2004, Sec. 8(14A); Equal Status Act 2000 (as amended), Sec. 21



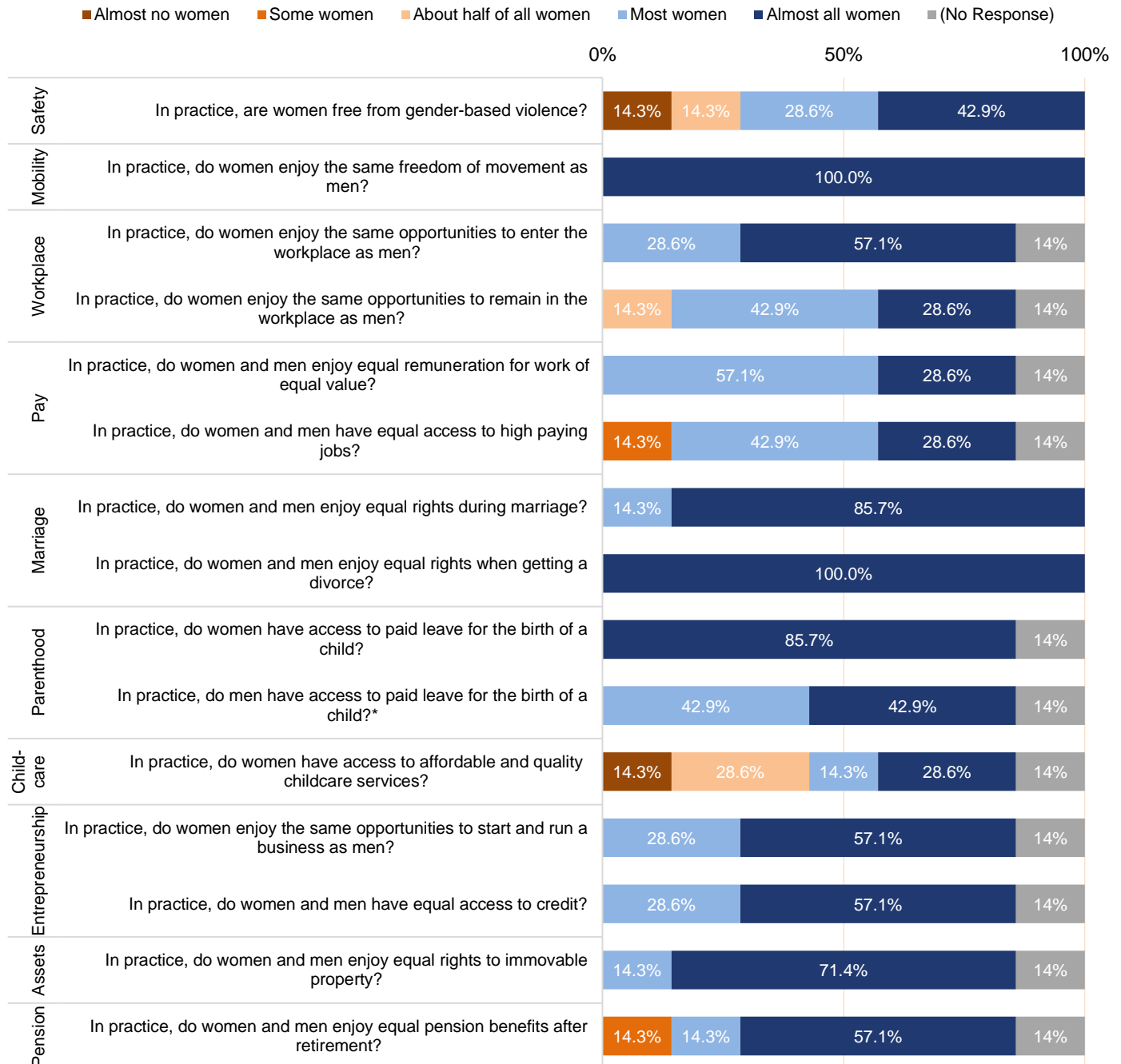
Is there a government entity responsible for the monitoring and implementation of national services, plans and programmes addressing violence against women?	Yes	Department of Justice
Is there an annual budgetary allocation towards violence against women risk mitigation, prevention and response programs?	Yes	Budget 2023
Mobility		
Are passport application processes the same for women and men?	Yes	Passport application procedures
Are the application processes for official identity documents the same for women and men?	Yes	ID application procedures
Is there a current policy or plan that explicitly considers the specific mobility needs of women in public transportation?	No	Insufficient evidence located
Workplace		
Has the government published guidelines on non-discrimination based on gender in recruitment?	Yes	Irish Human Rights and Equality Commission: Guidelines for Employment Equality Policies in Enterprises
Has the government published guidelines on flexible work arrangements?	Yes	Irish Human rights and Equality Commission: Guidelines on Work-Life Balance
Is there a specialized body that receives complaints about gender discrimination in employment?	Yes	Workplace Relations Act 2015, Sec. 10
Pay		
Are there pay transparency measures or enforcement mechanisms to address the gender pay gap?	Yes	Gender Pay Gap Information Act 2021, Sec. 3
Is sex-disaggregated data on employment in different industries or sectors published at least on an annual basis?	Yes	Central Statistics Office: Labour Force Survey Quarterly Series - Persons aged 15-89 years in employment; Central Statistics Office: Irish Agriculture Labor Force and Organic Farming
Marriage		
Is there a fast-track process or procedure for family law disputes?	Yes	High Court Practice Direction, Sec. 1
Are there specialized family courts?	Yes	Dublin District Family Law Office
Is legal aid available for family law disputes?	Yes	Legal Aid Board Family Law Procedures
Parenthood		
Is it possible to apply for maternity benefits through a single government application process?	Yes	Maternity Protection Act, 1994, Sec. 9
Are incentives in place to encourage fathers to take paternity leave on the birth of a child?	Yes	Paternity Leave and Benefit Act 2016, Sec. 22
Has sex-disaggregated data on unpaid care work been published?	No	Insufficient evidence located
Childcare		
Is there a publicly available registry or database of childcare providers?	Yes	Official Website of the Dublin City Childcare Committee; Official Website of the Child and Family Agency- Tusla
Is there a clearly outlined application procedure to request financial support from the government for childcare services by parents?	Yes	Official Website of National Childcare Scheme
Is there a clearly outlined application procedure to request financial support from the government for childcare services by non-state childcare providers?	Yes	Official Government Together for Better Program Website
Has the government published any reports on quality of childcare services within the last 3 years?	Yes	Official Website of the The Child and Family Agency (TUSLA); Official Website of the Department of Education
Entrepreneurship		
Is sex-disaggregated data on business activities, entrepreneurship, or women-owned businesses published on a regular basis?	No	Insufficient evidence located
Are there government-led programs that provide support to female entrepreneurs such as access to finance or regarding agency and empowerment?	Yes	Enterprise Ireland Program on Female Entrepreneurship; Initiatives by Department of Enterprise, Trade and Employment; Enterprise Ireland, Competitive Start Fund; Going for Growth Initiative
Is there a current national government plan or strategy with a focus on women's access to financial services?	Yes	Enterprise Ireland 2020-2026 Action Plan for Women in Business
Assets		



Are there mechanisms or incentives to encourage women to register immovable property?	Yes	Registration of Title Act, Sec. 91
Are there awareness measures in place to improve women's access to information about marital and inheritance rights?	No	Insufficient evidence located
Is anonymized sex-disaggregated data on property ownership published on a regular basis?	Yes	Central Statistics Office
Pension		
Are there incentives in place to increase women's retirement benefits?	No	Insufficient evidence located
Is there a procedure in place for pension beneficiaries to challenge the decisions of the competent authority regarding their benefits?	Yes	Social Welfare Consolidation Act 2005, Secs. 299 and 300



WBL 2.0 distribution of expert opinion responses



*Note: The response options for the second Parenthood question above are formatted as almost no men, some men, about half of all men, most men, almost all men.