



Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission

**CEDAW
Report
2025**

Employment

Issues

Gender Pay and Pension Gap

Women are still paid less than men. The gender pay gap is currently 11.2%. The gender pension gap is 36%.

Access to Decent Work

Older women, women seeking asylum, ethnic minority women and disabled women face additional barriers to decent work. These include inadequate supports, tokenism, international qualifications not being recognised, language requirements and zero-hour contracts.

Childcare

Women continue to be disproportionately responsible for childcare. Ireland has a persistently poor track record on providing affordable public childcare, resulting in an overreliance on private providers to deliver care. Only a quarter of fathers take Parent's Leave, compared to two-thirds of mothers.

Sexual Harassment and Discrimination At Work

Women face sexual harassment and gender and pregnancy-based discrimination at work which can have a devastating effect on the health, confidence, morale and performance of women affected by it.

IHREC Recommendations



Ambitiously transpose the EU Pay Transparency Directive, broaden the gender pay gap legislation and mandate workplaces to publish disaggregated equality data on the gender pay gap.



Introduce a Universal State Pension.



Proactively address institutional discrimination and structural barriers impacting women's access to decent work.



Transition to a public model of childcare by 2030.



Expand statutory parental entitlements and encourage take-up by men.