

Gender Pay and Pensions Gap

Persistent gender pay and pensions gaps reflect structural inequalities, the systemic undervaluing of women's labour, and the cultural expectations and impact of unpaid care. Women face structural barriers affecting their economic security throughout their working lives and into retirement. The new auto-enrolment pension scheme risks reinforcing disparities, as it undervalues the societal benefit of unpaid care performed in the home, most of which is performed by women.



Key Issues

- > Ireland's Gender Pay Gap was 11.2% in 2024. Evidence shows that it is wider for Black women, Traveller women, disabled women, non-Irish women and other structurally vulnerable groups.
- > Ireland's Gender Pension Gap was 36% in 2023. The pension gap is linked to the gender pay gap, care inequality, and the male breadwinner model of welfare.
- > The Gender Pay Gap Information Act 2021 does not obligate employers to disaggregate data across multiple equality grounds, despite the gender pay gap disproportionately affecting structurally vulnerable groups of women.





What actions are required by the State?

The CEDAW Committee and IHREC have made recommendations with actions that the State needs to take.



CEDAW recommendations

- › Regularly review wages in female-dominated sectors and ensure gender-neutral job classification and evaluation, regular pay surveys, sanction non-compliance by employers and enforce the minimum wage.
- › Ensure alignment with the EU Pay Transparency Directive by June 2026.
- › Recognise and compute the value of unpaid care work performed by women as contributions towards pension benefits.



IHREC recommendations

- › Extend gender pay gap reporting to more organisations and mandate disaggregated data reporting across the discrimination grounds covered by the Employment Equality Acts.
- › Ambitious transposition of the EU Pay Transparency Directive by exceeding its minimum requirements, particularly on intersectional discrimination.
- › Urgently introduce a Universal State Pension system.

