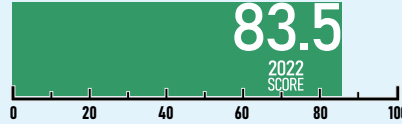


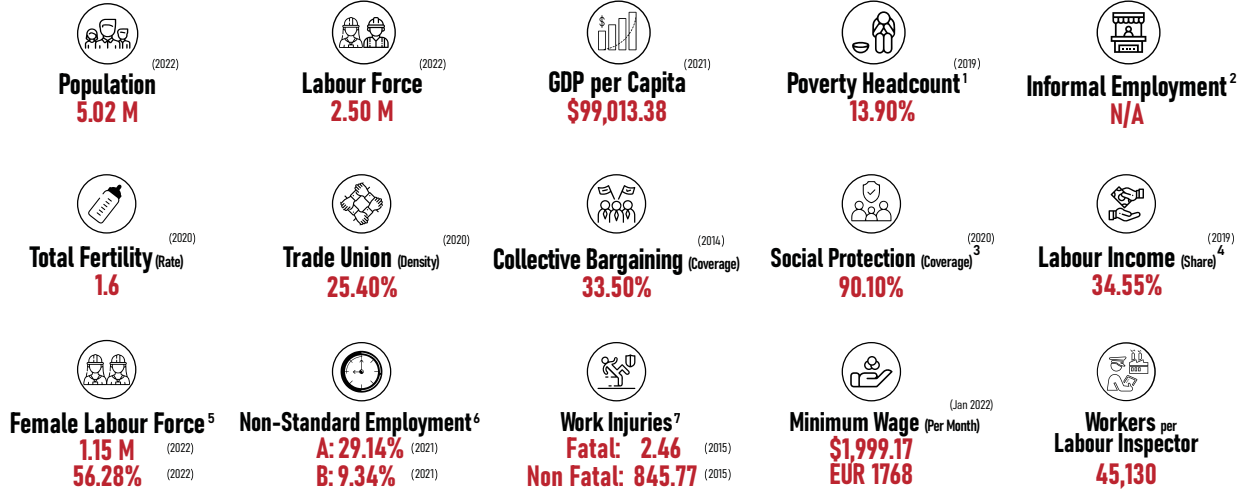


Ireland



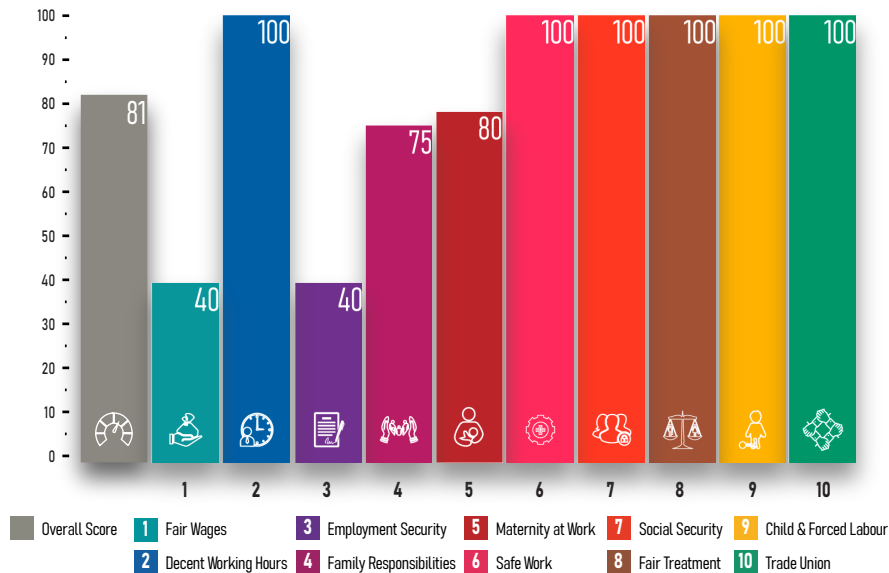
81 2020 SCORE
Western Europe
High Income
Approaching Decent Work
LRI RATING

Contextual Indicators



Sources: World Bank
International Labour Organization
WageIndicator Minimum Wages and Living Wages Database
M = Million

Legislative Performance Indicators



Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Ireland's overall score is 81 out of 100. The overall score for Ireland is lower than the regional average observed across Western Europe (89). Within the Western European region, the highest score is observed for Belgium (96).

¹ Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

² Share of informal employment in total employment (%), as measured under SDG 8.3.1

³ Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

⁴ Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

⁵ The female labour force is shown in absolute number along with the female labour force participation rate

⁶ Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

⁷ Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

LABOUR RIGHTS INDEX 2022

	Question ⁹	Answer	Legal Basis	Trend ¹²
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§14-17 of National Minimum Wage Act 2000	●
	Does the law require regular payment of wages?	Yes	Payment of Wages Act 1991	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	No	§18 of the Organization of Working Time Act, 1997	●
	Does the law require additional compensation for working on a weekly rest day?	No	§14(1) of Organization of Working Time Act, 1997	●
	Does the law require additional compensation for night work?	No	§16 of the Organization of Working Time Act, 1997	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§4(5), 5, 15(1) and 18 of the Organization of Working Time Act, 1997	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§15(1) of the Organization of Working Time Act, 1997	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§13 & 35(2) of the Organization of Working Time Act, 1997; §6 of the Protection of Young Persons Act, 1996	●
	Does the law require paid public holidays?	Yes	§21-22 of the Organization of Working Time Act, 1997	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§19-20 of the Organization of Working Time Act, 1997	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§15, 16, of the Employment (Miscellaneous Provision) Act 2018; §3 of the Terms of Employment (Information) Act, 1994	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§9-10 of the Protection of Employees (Fixed Term) Work Act, 2003	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	No	§2 of the Unfair Dismissals Act 1997	●
	Does the law require a 30-day notice before contract termination?	No	§4-8 of the Minimum Notice and Terms of Employment Act, 1973	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	No	§11 of the Redundancy Payments Acts of 1967-2007	●
4. Family Responsibilities	Does the law require parental leave for parents?	Yes	§6-9, Parental Leave Act 1998; §5, Parent's Leave & Benefit Act 2019; Family Leave & Misc. Provis. Act 2021	●
	Does the law require at least one week of paid paternity leave for fathers?	Yes	§6 of the Social Welfare Act 2017; Paternity Leave & Benefit Act 2016	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No applicable legal provisions could be located	●
	Does the law require paid nursing breaks?	Yes	§15B of the Maternity Protection amendment Act 2004; §3-4 of the S.I. No. 654/2004	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§8 - 16 of the Maternity Protection Act 1994	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§4 of the Social Welfare Act 2017; §6(1), 47-49 of the Social Welfare Consolidation Act, 2005	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§4 of the Social Welfare Act 2017; §6(1), 47-49 of the Social Welfare Consolidation Act, 2005	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§23-24 of the Maternity Protection Act; §6 of the Unfair Dismissals Act, 1977	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§8 of the Safety Health and Welfare at Work Act 2005; S.I. No. 299/2007 on OSH	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§10 of the Safety Health and Welfare at Work Act, 1993	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	Yes	Maternity Protection Acts 1994; Safety, Health and Welfare at Work (Pregnant Employees etc.) Regulations S.I. No. 218/2000	●
	Does the law provide for employment injury benefit?	Yes	§69-98 of the Social Welfare Consolidation Act 2005	●
	Does the law provide for an old age pension?	Yes	§108-117 & 152-160 of the Social Welfare Consolidation Act 2005	●
7. Social Security	Does the law provide for a dependants/survivors' pension?	Yes	§108-117 & 152-160 of the Social Welfare Consolidation Act 2005	●
	Does the law provide for unemployment benefit?	Yes	§62-68 of the Social Welfare Consolidation Act 2005	●
	Does the law require paid sick leave for the first 6 months of sickness?	Yes	Social Welfare Consolidation Act 2005	●
	Does the law provide for invalidity benefit?	Yes	§40-46 of the Social Welfare Consolidation Act 2005	●
	Does the law require equal remuneration for work of equal value?	Yes	§6, 8, 19, 26 and 82 of the Employment Equality Act 1998-2015	●
8. Fair Treatment	Does the law prohibit sexual harassment in employment?	Yes	§14A, 15, and 82 of the Employment Equality Acts, 1980-2015; §78 of the Health, Safety and Welfare at Work Act 2005	●
	Does the law prohibit discrimination in employment matters? ¹⁰	Yes	§6, 8, 26 and 82 of the Employment Equality Acts, 1980-2015	●
	Does the law allow women to do the same jobs as men?	Yes	No restrictive legal provisions could be located	●
	Does the law guarantee basic labour protections for gig economy workers?	Yes	Social Welfare Consolidation Act 2005	●
	Does the law prohibit employment of children?	Yes	§3-6 of the Protection of Young Persons (Employment) Act 1996	●
9. Child and Forced Labour	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§2 & Part III of Education Welfare Act, 2000	●
	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§5-10 of the Protection of (Protection of Young Persons (Employment) Act 1996	●
	Does the law prohibit forced labour?	Yes	Criminal Law (Human Trafficking) Act 2008	●
10. Trade Union	Does the law allow workers to form and join unions of their own choice?	Yes	§40 of the Irish Constitution 1937	●
	Does the law allow workers to bargain collectively with employers through their representative unions?	Yes	Sectoral Employment Orders under Industrial Relations (Amendment) Act 2015; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	Yes	Part 2 of the Industrial Relations Act 1990; §5 of Unfair Dismissals Act 1977	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	§5 of Unfair Dismissals Act 1977; S.I. No. 463/2015 - Industrial Relations Act 1990 (Code of Practice on Victimisation) Order 2015	●

Covid 19 and Labour Market in Ireland*

Total Covid Cases	1.63 Million
Total Covid Deaths	7,571
Partial Vaccinated	83.0%
Fully Vaccinated	82.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✗
Paid Sick Leave	✓
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✓

⁹ The Index has 10 indicators and 46 evaluation criteria or questions.

¹⁰ The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

¹¹ A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Ireland on SDG 8.8.2 is 0 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

¹² In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change