

Ireland's Gender Pay Gap Information Act 2021

Gender Equality · Good practice · Ireland

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

Ireland's 2021 Act mandates annual gender pay gap reporting; in the first cycle (December 2022) 500+ companies disclosed figures showing a mean gap of 12.6% and median of 8.37%, creating the country's first legally binding pay equity evidence base.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[Department of Children, Equality, Disability, Integration and Youth \(DCEDIY\)](#) — accessed 2026-06-21

[Irish Statute Book — Gender Pay Gap Information Act 2021](#) — accessed 2026-06-21

[PwC Ireland — Gender Pay Gap Reporting Analysis 2023](#) — accessed 2026-06-21

[KPMG Law Ireland — Gender Pay Gap Reporting](#) — accessed 2026-06-21

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