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**An Bille um Chothromaíocht Oibre agus Saoil (Ceart Chun Cianoibre), 2026**  
**Work Life Balance (Right to Remote Work) Bill 2026**

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*Mar a tionscnaíodh*

*As initiated*

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**AN BILLE UM CHOTHROMAÍOCHT OIBRE AGUS SAOIL (CEART CHUN  
CIANOIBRE), 2026  
WORK LIFE BALANCE (RIGHT TO REMOTE WORK) BILL 2026**

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*Mar a tionscnaíodh*

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**CONTENTS**

**Section**

1. Interpretation
2. Amendment of section 20 of Act of 2023
3. Amendment of section 21 of Act of 2023
4. Amendment of section 27 of Act of 2023
5. Short title, collective citation, construction and commencement

ACT REFERRED TO

Work Life Balance and Miscellaneous Provisions Act 2023 (No. 8)



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**AN BILLE UM CHOTHROMAÍOCHT OIBRE AGUS SAOIL (CEART CHUN  
CIANOIBRE), 2026  
WORK LIFE BALANCE (RIGHT TO REMOTE WORK) BILL 2026**

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# Bill

*entitled*

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An Act to provide for an entitlement of an employee to remote working arrangements where reasonably practicable, for this purpose to amend the Work Life Balance and Miscellaneous Provisions Act 2023, and to provide for related matters.

WHEREAS it is necessary to make provision in the public interest, and in so far as is reasonably practicable, to achieve or to facilitate:

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- (A) the enjoyment by employees of an appropriate work life balance, with due regard to the rights of employers to manage an effective and efficient workforce;
- (B) the promotion of access to employment, particularly for persons who face particular difficulties in taking up employment; 15
- (C) a reduction in traffic congestion and in carbon emissions arising from the number of employees commuting between home and their workplaces;
- (D) a rebalancing of the population and of amenities and resources between more densely and less densely populated regions in the State; and
- (E) the economic and social development of the State as a whole, having regard to the policy of the Government on proper planning and sustainable development; 20

**Be it enacted by the Oireachtas as follows:**

## **Interpretation**

1. In this Act, “Act of 2023” means the Work Life Balance and Miscellaneous Provisions Act 2023. 25

## **Amendment of section 20 of Act of 2023**

2. Section 20 of the Act of 2023 is amended by the deletion of subsection (2).

### **Amendment of section 21 of Act of 2023**

3. Section 21 of the Act of 2023 is amended by the insertion of the following subsection after subsection (1):

“(1A) An employer may refuse a request under subsection (1) if the arrangement requested is not reasonably practicable, on one or more of the following objective grounds: 5

- (a) the nature of the employee’s work does not permit that it be done at a remote location;
- (b) it is not reasonably practicable for the employer to reorganise the work done by his or her employees amongst them, so as to facilitate the proposed arrangement; 10
- (c) the proposed arrangement is reasonably likely, notwithstanding any remedial measures or safeguards that are reasonably available, adversely to affect—
  - (i) the quality of the employer’s product or service, or 15
  - (ii) the quality of the work of the employee;
- (d) the workspace at the proposed work location, notwithstanding any remedial measures or safeguards that are reasonably available, is not a suitable workspace for the employee to work in, due to concerns relating to— 20
  - (i) the need to protect business confidentiality or intellectual property and to comply with enactments relating to data protection,
  - (ii) the health and safety of the employee at work, or
  - (iii) internet connectivity and other infrastructural resources at the proposed remote location; 25
- (e) the proposed arrangement conflicts with the provisions of an applicable collective agreement.”.

### **Amendment of section 27 of Act of 2023**

4. Part 3 of the Act of 2023 is amended by the substitution of the following for section 27: 30

#### **“Decision under section 41 or 44 of Act of 2015**

27. (1) A decision of an adjudication officer under section 41 of the Act of 2015 in relation to a complaint of a contravention of this Part shall do one or more of the following, namely—
- (a) declare whether the complaint was or was not well founded, 35
  - (b) require the employer to comply with the relevant provision, or
  - (c) require the employer to pay to the employee compensation of such amount (if any) as the adjudication officer considers just and equitable having regard to all of the circumstances, but not

exceeding 4 weeks' remuneration (including allowances in the nature of pay and benefits in lieu of or in addition to pay) in respect of the employee's employment.

- (2) A decision of the Labour Court under section 44 of the Act of 2015, on appeal from a decision of an adjudication officer referred to in section 14, shall affirm, vary or set aside the decision of the adjudication officer.”. 5

**Short title, collective citation, construction and commencement**

5. (1) This Act may be cited as the Work Life Balance (Right to Remote Work) Act 2026.
- (2) Part 3 of the Act of 2023 and this Act may be cited together as the Work Life Balance (Right to Remote Work) Acts 2023 and 2026 and shall be construed together as one Act. 10
- (3) This Act comes into operation on such day or days as the Minister for Enterprise, Tourism and Employment may by order or orders appoint either generally or with reference to any particular purpose or provision and different days may be so appointed for different purposes or different provisions. 15

An Bille um Chothromaíocht Oibre agus  
Saoil (Ceart Chun Cianoibre), 2026

# BILLE

(mar a tionscnaíodh)

dá ngairtear

Acht do dhéanamh socrú maidir le teidlíocht a bheith ag fostaí chun socrúithe cianoibre i gcás gurb indéanta sin le réasún, chun na críche sin do leasú an Achta um Chothromaíocht Oibre agus Saoil agus Forálacha Ilghnéitheacha, 2023, agus do dhéanamh socrú i dtaobh nithe gaolmhara.

An Teachta George Lawlor a thug isteach,  
4 Feabhra, 2026

Work Life Balance (Right to Remote Work)  
Bill 2026

# BILL

(as initiated)

entitled

An Act to provide for an entitlement of an employee to remote working arrangements where reasonably practicable, for this purpose to amend the Work Life Balance and Miscellaneous Provisions Act 2023, and to provide for related matters.

Introduced by Deputy George Lawlor,  
4th February, 2026

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