



Data Protection Statement

Public Consultation on the Statutory Review of the Right to Request Remote Working Legislation

Your privacy is important to us and we are fully committed to keeping your personal information safe. This data protection statement is intended to provide you with information about the personal information we collect about you and how that information is used and shared. It also sets out your privacy rights. Please take a moment to familiarise yourself with our privacy practices so that you are fully aware of how and why we are using your personal data.

1. Data Controller

The [Minister for Enterprise, Tourism and Employment \(the “Department”\)](#) is the **Data Controller** for the public consultation on the review of the operation of the remote working provisions (Part 3) of the Work Life Balance and Miscellaneous Provisions Act 2023.

This means that we have certain responsibilities when we process or “use” your personal data. Part of these responsibilities include that we provide you with information about your personal data. This information is set out in this Data Protection Statement.

2. Our Data Protection Officer

We have appointed a **Data Protection Officer**, Ms. Celyna Coughlan for you to contact if you have any questions regarding this data protection statement, our privacy practices or if you wish to exercise your data rights. Our Data Protection Officer can be reached by e-mail at: dataprotection@enterprise.gov.ie. We value your opinions. Should you have any questions or comments related to this data protection statement, please contact us at: dataprotection@enterprise.gov.ie.

3. What is the public consultation on the review of the operation of the remote working provisions of the Work Life Balance and Miscellaneous Provisions Act 2023?

The right to request a remote working arrangement is provided for in Part 3 of the Work Life Balance and Miscellaneous Provisions Act 2023 (Work Life Balance Act). This right was commenced for all employees on 6 March 2024.

Section 29 of the Act requires that the operation of the remote work provisions of the Act are reviewed not earlier than one and not later than two years after the commencement of the legislation. Specifically, Section 29 of the Act requires that the Minister:

“shall, not earlier than one year and not later than 2 years after the commencement of this section, after consultation with the Minister for Children, Equality, Disability, Integration and Youth, the Commission, persons whom he or she considers to be representative of employers generally and persons whom he or she considers to be representative of employees generally, conduct a review of the operation of this Part and shall prepare a report in writing of the findings of the review and shall cause copies of the report to be laid before each House of the Oireachtas.”

As part of this review, we are conducting a public consultation to gather views on the effectiveness of the legislation in providing the new entitlements, to evaluate the clarity of the legislation and to identify any unintended consequences of the legislation. The public consultation will be hosted on our website and will be live for 3 weeks.

4. Information we may receive in relation to the Public Consultation.

In the context of the Public Consultation, we will receive information that has been provided by you as part of your response to the Consultation. This information may contain your personal data such as your name, contact details, age, gender, e-mail address, job title, work location and the name of your employer.

Further information we may receive will centre on your views and opinions regarding the effectiveness of the legislation in providing the right to request remote working, to

evaluate the clarity of the legislation and to identify an unintended consequences of the legislation.

The reason for receiving this information is set out in Paragraph 5 below.

By submitting your personal data to the public consultation, you have acknowledged that your personal data will be shared with us and Ipsos B&A our research partner for this exercise, and may also be shared by us with third parties to meet our legal obligations, applicable regulation or other lawful requests.

5. Why are we using your personal data?

We will use your personal data in order to facilitate us in carrying out the statutory review of the right to request remote working via the public consultation.

The purpose of the review project, as described in Section 3, is to fulfil the legislative requirement to conduct a review of the operation of the remote working provisions of the Work Life Balance Miscellaneous Provisions Act 2023, which are set out in Part 3 of the Act.

It is for this purpose that we will process or “use” your personal data.

6. What is our legal basis for using your personal data?

We are required by data protection law to indicate to you the legal basis which relates to our use of your personal data. These are (as relevant):

1. Article 6(1)(a) [GDPR](#) - the data subject **has given consent** to the processing of his or her personal data **for one or more specific purposes**.

It is important to note that you can withdraw your consent at any time by e-mailing us at: employmentrights@enterprise.gov.ie.

7. Who has access to the data?

Staff in the Department with responsibility for assisting the Minister to complete the statutory review of the remote working provisions of the Work Life Balance Act will have access to your data.

We have also engaged a research partner (consulting firm), Ipsos B&A, to assist us in conducting the review, including analysing the responses to the public consultation. As part of this work, Ipsos B&A will have access to the data obtained in the public consultation. Ipsos B&A will use its internal Ipsos Facto platform for the analysis of qualitative data. Prior to any such analysis, Ipsos B&A will implement a robust redaction process to ensure that only fully anonymised data are submitted for processing.

Completion of the review will consist of a report which will be laid before the Houses of the Oireachtas. No personal data will be published in the Report.

Your personal data may be shared by us with third parties to meet our legal obligations, applicable regulation or other lawful requests.

8. Data storage and retention

We will store your personal data securely and will not retain or use your personal information for any longer than is necessary.

9. International transfers

We do not transfer your personal data outside the [European Economic Area \(EEA\)](#).

10. Your data rights

You have certain rights under data-protection law in relation to how we use your personal information. You have the right, free of charge, to:

- Request a **copy** of the personal information we hold about you. You can do this by completing a [Subject Access Request](#) (SAR) form. A copy of the form is available [here](#).

- ***Rectify** any **inaccurate** personal information we hold about you. If your personal data is incomplete, you have the right to have data completed, including by means of providing supplementary information.
- **Restrict** processing of your personal information in certain limited circumstances (e.g. if you have contested the accuracy of your personal data, for a period enabling us to verify accuracy).
- Not be subject to a decision which is based solely on **automated processing** where that decision produces a legal effect on you or otherwise significantly affects you. We do not make automated decisions of this nature.

We may take measures to verify your identity. We will do this by reference to copies of acceptable identification documentation supplied by you.

11. Making a complaint

In the first instance, we would ask you to **contact us directly** if you have concerns about how we process your personal data. You can do this by e-mailing us at: dataprotection@enterprise.gov.ie.

You can also [Make a Complaint](#) with the [Data Protection Commission \(DPC\)](#) if you have concerns about how we process your personal data.

12. Changes to this data protection statement

We may update this data protection statement from time to time. If we make changes, we will notify you prior to the changes taking effect by posting a statement on our website.

17 November 2025