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TikTok Ireland slashes paternity leave, orders some staff back to office five days a week

Donal MacNamee

4–5 minutes

TikTok. Picture: Bloomberg

TikTok has slashed paternity leave benefits for Irish-based workers, and ordered hundreds of staff back to the office five days a week, internal documents show.

The Chinese-owned tech giant, which employs roughly 3,000 people in Ireland, has told its Irish workforce it is cutting paid paternity leave from eight weeks to four weeks from May 2026, and removing Good Friday as a paid company holiday.

Meanwhile, hundreds of trust and safety workers in Ireland have been told they will soon have to start attending the office five days a week – further evidence that major employers in Ireland are pushing back against remote working.

The developments, outlined in company memos seen by the *Business Post*, come as TikTok has imposed multiple rounds of redundancies in 2025.

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The company has been accused of conducting “stealth layoffs” – cutting staff in small cohorts to avoid laws that require it to officially notify the government of collective redundancy plans. TikTok has denied these claims.

The company was contacted for comment in advance of publication.

On paternity leave, the firm told staff it was reducing its allowances on the basis that they were “significantly above both local and global industry averages”.

“Even with this change, four weeks of paid paternity leave remains above the market average in Ireland and in the top 20 per cent globally,” it said in a memo.

The decision to remove Good Friday as a paid day of company leave was made to ensure its approach to paid public holiday leave was globally consistent, TikTok said in the document.

It added: “Following a detailed review, we’ve found that Good Friday is neither a statutory holiday nor offered as paid leave by the majority of companies in Ireland.”

Separately, hundreds of staff working at TikTok’s trust and safety operation in Ireland have been told they will soon have to start attending the office five days a week.

Staff working at the firm’s AI data service and operations (ADSO) team – part of its broader trust and safety operation – will have to work from the office five days a week from November 10, according to a memo circulated to impacted employees.

TikTok said its clampdown on remote work, which is not limited to workers based in Ireland, aims to bring “greater consistency” to its ADSO team and added: “We recognise that this is an adjustment, and we are committed to supporting you through the transition.”

ADSO staff working for TikTok in China, Indonesia, India and Korea have already been working from the office five days a week, TikTok said.

“Working side by side allows us to learn and grow, strengthen our team, collaborate and deliver more effectively,” it said.

The moves have angered some staff, and have been criticised by the Communications Workers Union, which has an unknown number of members who work at TikTok.

John Bohan, an organiser at the CWU, said the union was “extremely concerned” about what he called “a race to the bottom” in the area of trust and safety.

“These are the workers that protect users, particularly vulnerable users such as children,” he told the Business Post.

“Recent decisions made by TikTok, in our view, constitute a tangible risk to the safety of users.

“Current job displacement – either through worsening conditions or disguised as AI innovation – leaves platforms substantially less safe and negatively impact staff. As an industry leader, TikTok has a responsibility to set a high bar for platform safety and good working conditions.”

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