



Question 1 - 2019 Q18 (a) (iii)

(iii) Mary enjoys her job with Ryanair but is concerned about industrial relations issues.



**Ryanair pilot strikes see
hundreds of flights cancelled.**

The Irish Times, August 2018

Outline **two** rights and **two** responsibilities Ryanair has as an employer.

Rights as an employer:

1.
2.

Responsibilities as an employer:

1.
2.





Question 2 - 2022 Q16 (a)(i)(ii)

Industrial Relations

- (a) Lohan Ltd, a large fashion retailer, recently closed its stores and moved all its business to online only, leaving employees without jobs or redundancy packages. This has led to a bitter industrial relations dispute between the business and its former employees.

- (i) Explain the term industrial relations.

- (ii) Use your knowledge of industrial relations to match the following sentences to the correct terms by placing a tick (✓) in the box.

	Shop Steward	Labour Court	Trade Union
An organisation that represents workers and protects their rights			
An employee selected by workers to represent them in dealing with the employer			
It investigates disputes and recommends a solution in a process known as arbitration			





Question 3 - 2022 Q16 (a)(iii)

- (iii) If employer/employee relations breakdown, industrial action may be taken by employees. Explain **two** types of industrial action that employees may take.

1.
2.

Question 4 - 2022 Q18 (b)(iii)

Marks: 6

- (b) Kevin started a new job as a trainee accountant. His salary is €32,000 per annum. He gets paid via Paypath, once a month directly into his current bank account.

- (iii) Kevin works from home, identify **two** responsibilities he has to his employer.

1.
2.





Question 5 - 2023 Q11

Marks: 6

Explain **two** advantages to a business of recycling.

1.
2.





Question 6 - 2023 Q16 (a)(i)

Marks: 9

(a) Martin Ryan is 18 years old and has just completed his Leaving Certificate. In September he hopes to go to college to study Accounting.

He has a part time job in his local supermarket. He wants to save money to help with college expenses.

(i) Explain **two** rights and **one** responsibility Martin has as an employee.

Rights
1.
2.
Responsibility





Question 7 - 2024 Q8

Marks: 6

Using the information below differentiate between the rights and responsibilities of an **employee**.
Place a tick (✓) in the correct box.

	Right	Responsibility
To follow all health and safety procedures in the workplace		
To be paid at least the minimum wage		
To join a trade union		

Question 8 - 2025 Q7

Marks: 6

Abbey Moran has recently started a job as an Accountant with K&K Windows Ltd in Co. Wexford.
Outline **one** right that Abbey has as an employee and **one** responsibility she has to her employer.

Right:
Responsibility:





Question 9 - 2026 Q18 (b) (ii) & (iii)

(ii) Paula has trade union membership deducted directly from her wages.

Name **one** trade union operating in Ireland.

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(iii) Explain **two** advantages to Paula of being a member of a trade union.

1.
2.

Question 10 - 2026 Q13

Marks: 6

Since March 2024, employees have a new legal right to request remote working.

Explain **two** advantages of remote working for the employee.

1.
2.





Solution Question 1 - 2019 Q18 (a) (iii)

(iii) Outline **two** rights and **two** responsibilities Ryanair has as an employer.

Rights as an employer:

2 rights @ 3m

1.	To run a business as they see fit within employment legislation.
2.	To hire the most suitable and qualified people to fill the vacancies that may arise.
3.	To dismiss or take other appropriate action against employees due to their conduct or standard of work.
4.	To expect employees to behave in an environmentally friendly way.
5.	To expect that their employees will be loyal.
6.	To expect that their employees will respect the property of the employer.

Responsibilities as an employer:

2 responsibilities @ 3m

1.	To pay a fair day's pay for a fair day's work.
2.	To treat all employees equally and not to discriminate in any way.
3.	To operate a healthy and safe working environment.
4.	To give all their employees a written contract of employment.
5.	To promote policies for sustainable developments.
6.	To pay a fair price for materials and to pay suppliers on time.





Solution Question 2 - 2022 Q16 (a)(i)(ii)

Industrial Relations

- (a) Lohan Ltd, a large fashion retailer, recently closed its stores and moved all its business to online only, leaving employees without jobs or redundancy packages. This has led to a bitter industrial relations dispute between the business and its former employees.

- (i) Explain the term industrial relations. (3m)

Industrial relations refer to the relationship that exists between employers and their employees in the workplace.

Good Industrial Relations leads to high morale/ poor Industrial Relations leads to less productivity.

- (ii) Use your knowledge of industrial relations to match the following sentences to the correct terms by placing a tick (✓) in the box. (9m)

	Shop Steward	Labour Court	Trade Union
An organisation that represents workers and protects their rights.			✓
An employee selected by workers to represent them in dealing with the employer.	✓		
It investigates disputes and recommends a solution in a process known as arbitration.		✓	





Solution Question 3 - 2022 Q16 (a)(iii)

- (iii) If employer/employee relations breakdown, industrial action may be taken by employees. Explain **two** types of industrial action that employees may take. (2 x 3m)

An official strike- employees refuse to work for their employer. The trade union must hold a secret ballot/ give at least one weeks' notice of strike action/ to make it an official strike.
Unofficial strike- these strikes are not supported by the Trade Union- no notice is given to the employer. Workers will not receive strike pay from the union in the event of an unofficial strike.
Wildcat/ Lightning strike- This is an unofficial strike where workers suddenly call a strike and walk out of work usually a reaction to an unexpected event.
Work to rule- Workers only do exactly what is in their job description and refuse to anything outside of this.
Go-slow- Workers still do their job but at a much slower pace.
Overtime bans- Workers refuse to do overtime.
Token stoppage- Workers stop working for a short period of time e.g., 4 hours. This will disrupt the flow of work on the day it happens.
Sympathetic strike- A strike in support of other striking workers. For example, doctors may go on strike in support of nurses.

Solution Question 4 - 2022 Q18 (b)(iii)

- (iii) Kevin works from home, identify **two** responsibilities he has to his employer. (2 x 3m)

Kevin must carry out his duties as stated in his contract of employment.
Kevin must show respect to coworkers and customers/ not discriminate against or bully other employees.
Kevin must obey health and safety laws/ follow workplace rules.
Kevin must follow GDPR regulations / not disclose confidential business/customer information
Kevin must begin work on time/ complete the number of hours required daily in his contract.
Kevin must attend training provided by the business.
Kevin must do a fair day's work for a fair day's pay.





Solution Question 5 - 2023 Q11

Explain **two** advantages to a business of recycling.

1. Reduces raw material costs which maximizes profitability.
2. Can help create a positive workplace culture which leads to better staff morale.
3. Get/access to grants off the Government for having a recycling/eco-friendly policy.
4. The company could reuse their recycled products which will reduce business costs.

Solution Question 6 - 2023 Q16 (a)(i)

- (a) Martin Ryan is 18 years old and has just completed his Leaving Certificate. In September he hopes to go to college to study Accounting.

He has a part time job in his local supermarket. He wants to save money to help with college expenses.

- (i) Explain **two** rights and **one** responsibility Martin has as an employee. (9m)

Rights
1. Right to a contract of employment.
2. Right to receive a fair day's pay for a fair day's work.
3. To receive at least the minimum wage.
4. Right to work in a safe and healthy environment.
5. To join a trade union.
6. To be treated equally, with respect and dignity.
7. Breaks during work hours/leave entitlements.
8. Under GDPR- Martin has the right for his personal data to be secure.
Responsibility
1. To be honest when applying for a job.
2. To cooperate with fellow employees.
3. To comply with company policies and follow agreed procedures before taking industrial action.
4. To respect the employer's property.
5. To do a fair day's work for a fair day's pay.
6. Not to disclose confidential information.





Solution Question 7 - 2024 Q8

Using the information below differentiate between the rights and responsibilities of an **employee**. Place a tick (✓) in the correct box.

	Right	Responsibility
To follow all health and safety procedures in the workplace		✓
To be paid at least the minimum wage	✓	
To join a trade union	✓	

Solution Question 8 - 2025 Q7

Abbey Moran has recently started a job as an Accountant with K&K Windows Ltd in Co. Wexford. Outline **one** right that Abbey has as an employee and **one** responsibility she has to her employer.

Right:
A fair day's pay for a fair day's work.
Not be discriminated against i.e., religious belief, sexual orientation
To have safe working conditions i.e., ergonomic furniture.
To get a contract of employment i.e., written or oral.
To join a trade union to protect their rights.
To be paid at least the minimum wage.
Responsibility:
To do an honest day's work for their pay.
To be loyal to the employer/ employer's property.
To complete what is in their contract of employment.
To follow health and safety procedures in the workplace.
To attend work on time/ Be punctual to work at all times.

