



Solution Question 1 - 2025 Q15

It is estimated there are 4,300 social enterprises operating in Ireland.

Adapted from *Gov.ie* July 2024

(i) Explain what is meant by a social enterprise.

A business set up to provide essential services to its local community or to address social, economic or environmental issues affecting the local community.

Social enterprises do not operate like a charity relying on donations to survive, but instead generate income from their social activity.

Put people and community ahead of private and personal gain plus example.

(ii) Describe **one** challenge facing social enterprises.

Attracting funding can be challenging since investors often prioritise financial returns.

While they aim to address social, environmental, or community needs, social enterprises still need to generate sufficient revenue to cover costs and fund their initiatives

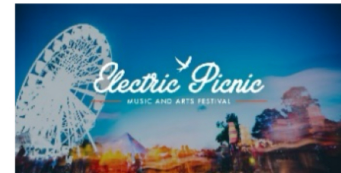
Lack of employees with certain skills which could force social enterprise to close.

Solution Question 2 - 2024 Q10

Electric Picnic is an annual music and arts festival held in Ireland.

It is an example of a cultural enterprise.

What role does a **cultural** enterprise play in society?



Promote culture and the arts, locally and nationally, which enhances wellbeing in Ireland.

Promote local tourism by encouraging visitors to come to Ireland on their holidays, to spend money in Ireland.

Provide local entertainment outlets for people through concerts, festivals, sporting events which will give a sense of pride to the community.

Create employment opportunities locally which will increase taxation income/revenue for the government/ increase standard of living.





Solution Question 3 - 2023 Q8

The Galway Arts Festival is an example of a cultural enterprise and is held in July. The festival programme includes Irish and international work of the highest quality, featuring theatre, music, comedy, visual arts, opera, street spectacle, dance, discussion and comedy.



Outline **two** reasons why cultural enterprise is important in society.

1.Sense of community pride which enhances/increases wellbeing
2.Attract tourists to local area which increases cash flow
3.Create employment to local area which increases the standard of living of locals.
4.Provides entertainment in local area which increases community spirit
5.Helps promote culture/traditions (past)/sponsor local event i.e., Galway Arts Festival

Solution Question 4 - 2019 Q7

	Financial	Social
Intel Ireland	✓	
Focus Ireland		✓
Bank of Ireland	✓	

Solution Question 5 - 2022 Q5

Meals on Wheels is an example of a social enterprise.



NATIONAL
MEALS on
WHEELS
NETWORK

Discuss **two** roles that a social enterprise plays in society.

Social enterprises raise/tackle awareness of social issues- homelessness etc.
Social enterprises offer a platform for people to volunteer and develop new skills.
Social enterprises put people and the community ahead of private gain e.g., meals on wheels.
Social enterprises often offer services that are not provided by the government or private sector e.g., FoodCloud.
Social enterprises provide employment, particularly in local communities.





Solution Question 6 - 2025 Q17 (b)(i)

(b) Ted works as a chef. Recently, he has noticed that more people are looking for healthy food options. He opened his own healthy takeaway business in Mullingar, Co. Westmeath called Healthy Ted Ltd.

(i) Explain **one** risk for Ted in setting up his own business. **3m**

May lose his investment if the business fails.
Not being able to get suitable staff which could affect sales/profits.
Reputation may be damaged which could hinder future projects.
Will have to work long hours which impacts work/home balance.

Solution Question 7 - 2023 Q4

Question 4

Ed O'Donnell is an entrepreneur from Tipperary. Since 2007 he makes crisps from potatoes grown on his farm.



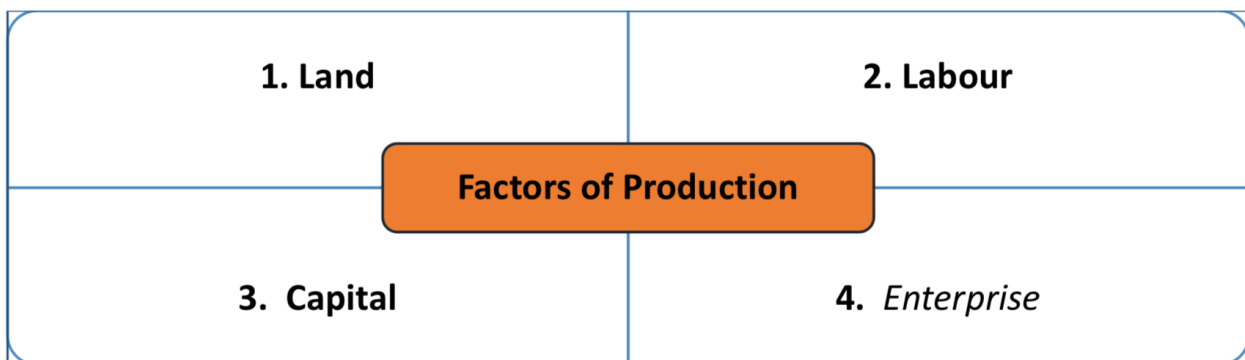
Explain the term entrepreneur.

A person who takes the initiative, sets up a business, sees a gap in a market and exploits it, taking a personal and financial risk in the hope of making a profit.

e.g., Ed O'Donnell is an entrepreneur making crisps in Tipperary.

Solution Question 8 - 2019 Q10

(i) Fill in the missing factors of production below:



(ii) **One** skill of an entrepreneur.

1. Human Relations: Entrepreneurs are good with people.
2. Time Management: Entrepreneurs use their time carefully to achieve their goals
3. Strategic Thinking: Entrepreneurs apply this process to arrive at key decisions.





Solution Question 9 - 2023 Q16 (b)(ii)(iii)

Martin volunteers for his local GAA club for the summer months.

- (ii) Identify **three** benefits to Martin of volunteering with his local GAA Club Mount Rangers. (6m)



1. Helps to integrate him into the community and potentially make friends.
2. Helps Martin to develop new skills/experience.
3. Something he can include in his CV.
4. Gives a sense of personal/wellbeing satisfaction.
5. Strengthen his ties in the community.

- (iii) Differentiate between employment **and** volunteerism for Martin. (2m)

Employment involves getting paid for work done. Volunteers do not receive payment.
There are differences also with regard to Time/Contract/Motivation/Profit.





Industrial Relations

Solution Question 10 - 2022 Q16 (a)(i)(ii)

(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 11 - 2019 Q18 (a) (ii)

(ii) Outline the **benefits** of volunteering for John.

2 @ 3m

It will boost John's personal satisfaction/ morale/ wellbeing.

John could create a better C.V. which could improve his job prospects in the future.

John can gain valuable experience and learn new skills.

John can develop new friendships from this experience.

By working with people from different cultures and backgrounds

It could help John become more respectful and tolerant of other beliefs.





Solution Question 12 - 2019 Q18 (a) (i)

(a) (i) Differentiate between **volunteering** and **employment** by answering true or false to each of the following statements. Place a tick (✓) in the correct box.

4 @ 3m each

	True	False
An employee is entitled to a fair days pay.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A volunteer gets paid.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
An employee has legal rights.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
A volunteer must have a third level qualification	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Solution Question 13 - 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.

Solution Question 14 - 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 15 - 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 16 - 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 17 - 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 18 - 2022 Q17 (c)(i)

(c)

(i) Cadden Ltd are planning to install Solar Panels.

Outline the environmental benefit of Cadden Ltd using Solar Panels to generate electricity for their business.



(6m)

By generating their own electricity, it will reduce carbon emissions.
Reduced air pollution. Electricity from fossil fuels can generate harmful carbon dioxide and methane gases which results in poor air quality.
Reduced reliance on fossil fuels / renewable energy which results in a more stable future/ doesn't damage the environment.
Helps to slow climate change. Solar energy does not contribute to climate change.





Solution Question 19 - 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 20 - 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 21 - 2025 Q17 (b)(ii)

- (b) Ted works as a chef. Recently, he has noticed that more people are looking for healthy food options. He opened his own healthy takeaway business in Mullingar, Co. Westmeath called Healthy Ted Ltd.
- (ii) Healthy Ted Ltd has an impact on the local area in which it operates. Describe **two** impacts Healthy Ted Ltd could have on the local area. **6m**

Create local employment which will increase disposable income for local families.
Sponsor local events which create a community spirit in the local area.
Multiplier effect: The additional economic benefit accrued to an area from money being spent in the local economy (Spin-off effects) which could boost local employment.
By selling a healthy takeaway, local people will be encouraged to purchase the healthy option which will reduce the strain on the local health services.
By having a healthy takeaway, Healthy Ted Ltd will bring people into the local area which will increase expenditure/spending in the local area.

Solution Question 22 - 2023 Q17 (c)(iii)

- (iii) “Corporate Social Responsibility is a concept whereby businesses and other organisations integrate their social and environmental responsibilities into their mainstream business operations, and business decisions are made with reference to wider sustainability issues.” - The Department of Enterprise, Trade and Employment, January 2023.



Outline **two** social responsibilities Cupán Eco Ltd has to the local community. **(6m)**

1. Support local charities with financial contributions/Support charities which may have been chosen by the company’s employees.
2. Sponsor a local event/community group.
3. Employ locally where possible or use local suppliers.
4. Not to pollute/ congestion / Play a part for the climate in local area.





Solution Question 23 - 2023 Q17 (c)(ii)

- (ii) Outline **two** economic benefits for the Irish government of the success of companies like 'Cupán Eco Ltd'. **(6m)**

1. Generates more employment which leads to less Social Protection Payments and more income tax collected from workers.
2. More Corporation Tax/ V.A.T collected which increases Government Revenue.
3. Creates a culture of enterprise in the Irish Economy which increases start-up companies. This will lead to increased government revenue.
4. More Spin off benefits which generates employment that leads to increased revenue.

Solution Question 24 - 2019 Q17 (b) (i)

- (b) (i) Outline **two** contributions Food2Go Ltd makes to the area.

2 @ 2m

1. Provides employment/jobs in their local area.
2. Likelihood of increased sales in neighbouring businesses.
3. Pays local rent and rates which are then used in their locality.
4. Gives sponsorship to local teams e.g. local GAA teams.
5. Can sponsor certain local amenities/events e.g. local playground/ tidy towns.

Solution Question 25 - 2025 Q4

Businesses are increasingly using technology to help them to drive success.

Describe **one** social cost and **one** environmental cost of the advances in technology in recent years.

Social Cost:
Less of a sense of community as people may work from home/ less social interaction with fellow employees.
Can affect work life balance as it may be difficult for employees to switch off.
Fewer job opportunities may be available which will increase/ extend the unemployment figures as existing jobs are being replaced with AI or alternative IT platforms.
Regular training for updates in technology may lead to increased stress levels for employees.
Environmental Cost:
Increased carbon footprint/air pollution due to increased emissions to power this technology which has a long- lasting detrimental effect on climate.
Increased e-waste produced when these items become obsolete quickly, this waste is hard to dispose of and will have an adverse effect on ozone depletion/deforestation/soil and water.





Solution Question 26 - 2024 Q17 (c)(i)

- (c) (i) One of the expenses of Clean Cosmetics Ltd is telephone & broadband. Outline **two** benefits of reliable and high-speed broadband to Clean Cosmetics Ltd. (6m)

Clean Cosmetics Ltd can increase sales/profits when they use the internet to sell their products on a global market.
Clean Cosmetics Ltd can improve communication when they use email to contact customers and suppliers.
Banking and payments can all be done electronically which saves time.
Clean Cosmetics Ltd could improve speed of work completion when they conduct detailed online market research to easily research new customers/ideas.
Improved efficiency across the business as tasks such as ordering, stock control etc. can be done in a speedier fashion/ safer method of business.
Clean Cosmetics will boost morale by allowing remote working which allows staff to work offsite using platforms such as zoom/Microsoft teams.

Solution Question 27 - 2022 Q16 (b)(i)

- (b) While Lohan Ltd have closed all their stores, they continue to sell goods online.
- (i) Discuss **two** costs that have been reduced because of Lohan Ltd moving their business to online only. (2 x 3m)



Reduced fixed costs: will no longer have to pay rent/rates/insurance/salaries to store managers/owners.
Reduced variable costs: decreased wage bill/decrease light and heat etc.





Solution Question 28 - 2019 Q16 (c) (iii)

- (iii) Outline one advantage and one disadvantage to the consumer of using contactless payments.

Advantage: 1 @ 3m
It is safer as it eliminates the need to carry cash.
Quicker/more convenient than going to an ATM or using cash.
Easier, just tap your card against the reader to pay in seconds.
Disadvantage: 1 @ 3m
There is a risk if the card is stolen as it can be used without a PIN.
Only a €30 spending limit.
Cost of each transaction.

Solution Question 29 - 2019 Q16 (a) (v) (vi)

- (v) Illustrate how the business could use technology to its advantage.

2 @ 3m

1. E-mail: Speed of communication to consumers
2. Website: Creation of New Chapter's website to support sales online.
3. Social media: To help advertising.
4. EPOS/EFTPOS: To help with payment options.
5. EDI: To help with invoicing and ordering.
6. E-readers: To show customers different methods of reading.

- (vi) Outline **two** possible costs for New Chapter associated with investing in ICT.

2 @ 3m

1. Physical Hardware costs: Buying new computers.
2. Training: Cost of training staff in ICT procedures.
3. Maintenance: Running costs.
4. Software costs: Licenses and computer programs.

