

Past Paper Questions for Chapter 3**Resolution of Industrial Conflict****2011 Q1 (C)**

Describe how conflict between an employer and an employee could be resolved in a non-legislative manner. (15 marks)

MS: 15 marks (5+5+5). Only 3 points required from the 4 given below. Don't discuss legal avenues like the WRC or Labour Court in your answer.

2017 Q1 (B)

Evaluate negotiation, conciliation and arbitration as methods to resolve industrial conflict in the workplace.

MS: 3@6(3+3) + 2m for evaluation

Negotiation

Conciliation

Arbitration

Evaluation: In my opinion

2018 Q1 (B)

Illustrate the impact of trade disputes on any three stakeholders in a business. (15 marks)

MS: 3@5(2+3)

Stakeholder: _____

E.g. _____

Stakeholder: _____

E.g. _____

Stakeholder: _____

E.g. _____

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2019 Q1 (B)

Read the information supplied and answer the questions which follow.

Nurses belonging to the Irish Nurses and Midwives Organisation (INMO) are to begin industrial action on 30 January in an escalation of their pay dispute – www.rte.ie

- (i) Outline **three** reasons, **other than pay**, for an industrial dispute.
(ii) Discuss the procedures which must be followed before official industrial action can take place. (25 marks)

MS: (i) 3 @ 5 (2+3); (ii) 4,3,3

(i) _____

(ii) _____

2014 Q1 (A)

- (i) Outline three factors that can lead to industrial disputes in business.
(ii) Discuss two types of official industrial action available to employees involved in an industrial dispute with their employers. (25 marks)

MS: (i) 3 @ 4 (2+2) (ii) 7(4+3) + 6(4+2).

(i)

(ii)

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2021 Q4 (A) Read the information supplied and answer the questions which follow.

The ASTI conducted a ballot for industrial action in October 2020.

- (i) Outline **two** causes of industrial relations disputes.
(ii) Discuss **two** types of official industrial action available to employees involved in an industrial dispute with their employer. (20)

MS: 2 x 10m (2 x 5m (2 + 3))

(i)

(ii)

2015 Q9 Short

Distinguish between *primary picketing* and *secondary picketing* as types of industrial action available to employees.

MS: 6m (3+3) + 4m. Best point is given 6 marks; second is for 4 marks.

Primary:

Secondary:

2011 Q7 Short

Outline two types of industrial action that employees could take in an attempt to get employers to meet their demands MS: 5m x 2 (3m + 2m)

1.

2.

2016 Q2 Short

(a) Define the term Trade Dispute

(b) Outline two types of official industrial action available to employees involved in an industrial dispute with employers

MS: (a) 4m (2+2) (b) 2 x 3m (2+1)

(a)

(b)

1.

2.

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Workplace Relations Commission and Labour Court

Note: The Labour Relations Commission is now known as the Workplace Relations Commission: <https://www.workplacerelations.ie> and past answers should be updated to reflect current legislation.

2014 Q8 Short

Outline two functions of the Labour Relations Commission. (Now the WRC)
MS: 10m (5m x 2 (3m + 2m))

<p>1. _____</p> <p>_____</p> <p>_____</p> <p>2. _____</p> <p>_____</p> <p>_____</p>

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2020 Q1 (C)

Discuss the services provided by the Workplace Relations Commission (WRC).

MS: 4 x 5m (2+3)

2008 Q1 (C)

Evaluate the role of the Labour Court in dealing with industrial disputes. (20 marks)

MS: 4 x 5m (2m + 3m) – This is more likely to be 3 x 6m (3+3) + 2m evaluation in recent times

Evaluation: In my opinion

Unfair Dismissals Act 1977/2007

2013 Q7 Short

Explain the term 'Constructive Dismissal'.

MS: 10m (6m + 4m)

2010 Q9 Short

Outline three grounds for fair dismissal under the terms of Unfair Dismissals Act 1977/93.

MS: 1@ 4 marks (2+2) 2@3 marks (1+2)

1.

2.

3.

2020 Short Q8

Distinguish between **fair dismissal** and **constructive dismissal**.

MS: 2 x 5m (3m + 2m)

2018 Q1 (C)

Under the terms of the Unfair Dismissals Acts 1977 to 2007, explain the grounds for dismissal that are deemed to be fair (20 marks)

MS: 2@7(4+3) 1@6(3+3)

2012 Q1 (A)

Outline the procedures an employer should follow under the Unfair Dismissals Acts of 1977/2007, before dismissing an employee. (20 marks).

MS: 7 +7+ 6 marks (4+3), (4+3) and (3+3) (it could be 4 points if asked again).

2016 Q1 (A)

- (i) Outline two reasons for fair dismissal, as set out under the Unfair Dismissals Acts 1977-2007.
- (ii) Explain the term constructive dismissal, providing an example to support your answer.

MS: (i) 2 x 6m (3 + 3) (ii) 8m (4 + 4)

(i)

(ii)

E.g.

2021 Q1 (C)

Outline **three** types of redress available to employees who have been unfairly dismissed under the Unfair Dismissals Act 1977/2015. (20)

MS: 7m (3+2+2) + 7m (3+2+2) + 6m (2+2+2)

Employment Equality Act 1998 & Director Of Equality Tribunal

The Director of the Equality Tribunal (previously known as the Director of Equality Investigations) published 22 decisions during September 2013 in areas of discrimination that included gender and disability.

(ii) List three grounds other than gender and disability on which discrimination is outlawed under this Act.

MS: (i) Definition of Discrimination: 10m (7+3). (ii) List three grounds on which discrimination is outlawed: 9m (3 @ 3m). (iii) The role of the Director: 9m (3 @ 3m) + 2m evaluation.

1	2	3
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