

## People in Business/Business Environment

### People in Business

#### Question 1

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



*The band 'Stand and Deliver' officially cancelled their upcoming tour due to the death of their singer Richard Stears.*

- (i) Explain the method of terminating the legal contract referred to in the text above.
  - (ii) Outline **three** other methods for terminating a legal contract, providing an example in **each** case. (25 marks)
- (B) Illustrate the impact of trade disputes on any **three** stakeholders in a business. (15 marks)
- (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)  
**(60 marks)**

2. (a) Define the term **trade dispute**.

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

(i) \_\_\_\_\_

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(ii) \_\_\_\_\_

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

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(A)

The purpose of the Industrial Relations Act 1990 is to put in place an improved framework for the conduct of industrial relations and the resolution of disputes.

- (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 employers. (25 marks)

7. Explain the term 'Constructive Dismissal'.

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### Question 1

- (A) Outline the procedures an employer should follow under the Unfair Dismissals Acts of 1977-2007, before dismissing an employee. (20 marks)
- (B) A legal contract can be terminated by breach, frustration or agreement. Illustrate your understanding of the underlined terms. (20 marks)

*The Consumer Protection Act 2007 came into effect in Ireland on 1<sup>st</sup> May, 2007. The Act provided for the establishment of the National Consumer Agency, which replaced the Office of the Director of Consumer Affairs.*

- (C) Evaluate the role and functions of the National Consumer Agency (NCA) in protecting consumers. (20 marks)

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

(15 marks)

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7. Outline **two** types of industrial action that employees could take in an attempt to get employers to meet their demands.

(i) \_\_\_\_\_  
\_\_\_\_\_

(ii) \_\_\_\_\_  
\_\_\_\_\_

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*The purpose of the Industrial Relations Act, 1990 is to put in place an improved framework for the conduct of industrial relations and for the resolution of trade disputes.*

- (A) (i) Outline the impact on trade unions of the main provisions of the Industrial Relations Act 1990.  
(ii) Describe **two** types of official industrial action a trade union can undertake as part of a trade dispute.

(30 marks)

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

(i) \_\_\_\_\_  
\_\_\_\_\_

(ii) \_\_\_\_\_  
\_\_\_\_\_

(iii) \_\_\_\_\_  
\_\_\_\_\_

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- (C) Evaluate the role of the Labour Court in dealing with industrial disputes.

(20 marks)

9. List **five** grounds under which **employment discrimination** is outlawed in Ireland.

- (i) \_\_\_\_\_
- (ii) \_\_\_\_\_
- (iii) \_\_\_\_\_
- (iv) \_\_\_\_\_
- (v) \_\_\_\_\_

(A) Under the terms of the Industrial Relations Act 1990, (i) define a legitimate trade dispute and (ii) explain the role of the Labour Relations Commission. (20 marks)

(B) (i) Under the terms of the Unfair Dismissals Act 1977/1993, explain the grounds for dismissal that are deemed to be fair.  
(ii) Describe the different types of redress that are available to employees for unfair dismissal. Illustrate your answer with appropriate examples. (25 marks)

1. What is arbitration?

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