

**OLLSCOIL na hÉIREANN, GAILLIMH
NATIONAL UNIVERSITY OF IRELAND, GALWAY**

SEMESTER I EXAMINATIONS, 2002

THIRD YEAR B.COMM. EXAMINATION

INDUSTRIAL RELATIONS: RIGHTS AND OBLIGATIONS - MG 322

ECTS Value: 5 credits

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Ms. Mary Quinn

Answer **THREE** questions. All questions carry equal marks.

1. (a) It has been claimed that there is no legal right to strike in Ireland, as such. Explain the background to this viewpoint and clarify the position in Ireland in relation to strikes and the law.
(b) Discuss recent patterns of strike activity in Ireland. Your answer should include an indication of how strike activity is measured.

2. (a) Why have bullying and harassment gained prominence in recent years as issues of concern on the Irish industrial relations agenda?
(b) How, if at all, does Irish statute law deal with bullying and harassment.
(c) What kind of guidance or assistance is available from the Irish industrial relations institutions for managing these concerns.
3. The Employment Appeals Tribunal (EAT) purports to offer cheap, speedy and accessible justice in certain areas of industrial relations. Discuss how the EAT's structure and operation attempts to achieve this and to what extent this objective is achieved.
4. (a) If an organisation is planning to introduce a redundancy programme, what are the conditions under which a specific job or jobs may lawfully be made redundant?
(b) In introducing a redundancy programme, what are the issues and options facing employers, workers and trade unions.
5. (a) What are the main rights parents have under Irish statute law?
(b) Discuss what is meant by *force majeure* leave and some of the practical problems that have arisen in the workplace in relation to it.