

Ollscoil na hÉireann, Gaillimh
National University of Ireland, Galway

GX 1835

Semester I Examinations, 2003/2004

Exam Code(s)	3BC1 3BJ1 4BC2 4BC3 4BC4 4BC5
Exam(s)	3 rd Year B.Comm. 4 th year B.Comm. International (French) 4 th year B.Comm. International (German) 4 th year B.Comm. International (Spanish) 4 th year B.Comm. International (Italian) Management Engineering with Language
Module Code(s)	MG 322
Module(s)	Industrial Relations: Rights and Obligations
External Examiner(s)	Professor Jonathan Winterton
Internal Examiner(s)	Professor Roy Green Dr. Mary Quinn
<u>Instructions:</u>	Answer 3 Questions 1. All questions are of equal value.
Duration	2 hrs
<u>Requirements:</u>	
Exam paper and answer book	
No. of Pages <u>excluding</u> this page	2
Department	Management

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

SEMESTER I EXAMINATIONS, 2003-2004

THIRD YEAR B.COMM. EXAMINATION

**INDUSTRIAL RELATIONS: RIGHTS AND OBLIGATIONS - MG 322
ECTS Value: 5 credits**

Prof. Jonathan Winterton

Prof. Roy Green

Dr. Mary Quinn

***Time Allowed: Two Hours**

Answer THREE questions. All questions carry equal marks.

1. (a) What are the most important features of the current Irish legislation in relation to dismissal?
(b) It has been suggested that this legislation makes it impossible for an employer to dismiss an unsatisfactory worker. Discuss this viewpoint.

2.
 - (a) Explain the structure and role of the Labour Relations Commission.
 - (b) Explain how the conciliation role of the Labour Relations Commission is carried out.
 - (c) Comment on the effectiveness of the Labour Relations Commission in fulfilling its role.
3.
 - (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.
4.
 - (a) The Employment Equality Act, 1998 makes discrimination on certain grounds in certain areas of employment unlawful. In what aspects of employment is discrimination unlawful and what grounds for discrimination are unlawful under this Act?
 - (b) When a worker brings a claim of discrimination under the Act, where does the burden of proof lie? Explain the importance of this for claimants and for employers.
5.
 - (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?