**KEYWORDS**

**Employer -** This is the person or business that give someone employment in return for a wage

**Right -** This is something a person/employee is entitled to

**Responsibility -** This is something that a person should do or has a duty to do

**Industrial Relations -** This is the relationship between the employer and the employee.

**Trade Union -** This is an organisation that represent workers in a company. They protect workers rights and negotiations with the employer on thing such as pay and conditions

**Shop Steward -** This is an employee who is nominated by union members to represents them in dealing with the employer

**An official strike -** This is when workers give their employer a

week notice to inform them that they intend to go on strike. They

hope a Secret ballot first (to see if member want to go on strike)

**Work to Rule -** This is when employee just do the job that is on

their contract of employment

**Go Slow -** This is when workers do their work, but it is at a slow pace

**Overtime Ban -** This is when employees refuse to do any overtime

**Token Stoppage -**This is when employee stop works for a period of time (Lunch Time)

**Discrimination -** This is the treatment of one person in a less favourable way that another

**Conciliation -** This is when the Workplace Relation Commission (WRC) listen to both parties in a dispute and helps them to come to an agreement to resolves the dispute.

**Arbitration -** This is when the labour court listen to both parties in a dispute and then gives then a solution to resolve the dispute

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**SELF TEST QUESTIONS**

1. Explain the rights and responsibilities for and employer and employee

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2. Define the term industrial relations

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3. Explain the different types of Industrial Action and define a trade union

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4. Explain the laws that protect employees

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**EMPLOYEES AND EMPLOYER RIGHT AND RESPONSIBILITIES**

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| **Employees Rights** | **Employees Responsibilities** |
| Receives a fair days pay for a fair days work (Legal) | Arrive to work on time (Legal) |
| Receive at least the minimum wage (Legal) | Carries out duty in the contract of employment(Legal) |
| Receive a contract of employment (Legal) | Treat co – workers with respect (Social) |
| Have the correct rest breaks (Legal) | Follow safety instructions (Legal) |
| Work in a safe environment (Legal) | Attend training provide by management (Ethical) |

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| **Employers Rights** | **Employers Responsibilities** |
| To decide how the business will be run | Ensure the workplace is safe (Legal) |
| Hire staff for their business (Ethical) | Provide employees with proper training (Ethical) |
| Expect loyalty from employees (Social) | Produce sustainable product (Environmental) |
| Dismiss unsuitable and dishonest staff (Legal) | Pay agree wages (Legal) |
|  | Deduct PAYE, PRSI and USC from employees pay and send onto the Revenue Commissioners (Ethical) |

**EMPLOYEES AND EMPLOYER RIGHT AND RESPONSIBILITIES**

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| **Protection of young persons Act 1996** | **Employment Equality Act 1998 to 2011** | **Unfair dismissal Act 1977 – 2007** | **Industrial Relations Act 1990** | **Workplace Relations Act 2015** |
| This law protects young workers under the age of 18 and prevent late night working. | Discrimination includes the following  Religion Age, Gender, Race, Sexual Orientation, Family status, martial status, disability | This law set out when and employee can and can’t be dismissed. | if employees who are engaging in industrial action and have taken a secret ballot and give the employer 1 weeks’ notice of the strike can’t be sure or have legal action taken against them by the employer for loss of earning. | Its role is to improve the relations between the employer and the employee |
| There are restriction on the number of hours that they work. |  | Reason for fair dismissal include  Incompetence, Misconduct  Redundancy the qualification |  |  |
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