

**Employees Rights**  
(2.4 - Rights and Responsibilities)



Employee Rights

1. Receives a fair-days pay for a fair's day's work (Legal)
2. Receive the minimum wage. (Legal)
3. Receive as contract of employment. (Legal)
4. Have the correct time break. (Legal)
5. Work in a safe environment(Legal)

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**Employees Responsibilities**  
(2.4 - Rights and Responsibilities)



Employee Responsibilities

1. Arrive on time. (Legal)
2. Carries out duty in the contract of employment. (Legal)
3. Treat co-workers with respect.(Social)
4. Follow safety instruction. (Legal)
5. Attend training provided by management. (Ethical)

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**Employers Rights**  
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Employers Rights

1. To decide how the business will be run
2. Hire staff for their business (Ethical)
3. Expect loyalty form customers (Social)
4. Dismiss unsuitable and dishonest staff (Legal)

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**Employers Responsibilities**  
(2.4 - Rights and Responsibilities)



Employers Responsibilities

1. Ensure the workplace is safe . (Legal)
2. Provide employees with proper training (Ethical)
3. Produce a sustainable product (environmental)
4. Pay agree wages (Legal)
5. Deduct the correct PAYE, PRSI and USE from employee wages and send to revenue (Ethical)

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**Employer**  
(2.4 - Rights and Responsibilities)



Employer

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

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**Rights**  
(2.4 - Rights and Responsibilities)



Right

This is something a person/employee is entitled to

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**Responsibility**  
(2.4 - Rights and Responsibilities)



Responsibility

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

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**Industrial Relations**  
(2.4 - Rights and Responsibilities)



Industrial Relations

This is the relationship between the employer and the employee.

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**Trade Union**  
(2.4 - Rights and Responsibilities)



Trade Union

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

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## Shop Steward

(2.4 - Rights and Responsibilities)

Define

### Shop Steward

This is an employee who is nominated by union members to represent them in dealing with the employer

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## An Official Strike

(2.4 - Rights and Responsibilities)

Define

### An official strike

1. This is when workers give their employer a week notice to inform them that they intend to go on strike.
2. They hope a Secret ballot first (to see if member want to go on strike)

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## Work to Rule

(2.4 - Rights and Responsibilities)

Define

### Work to Rule

This is when employee just do the job that is on their contract of employment

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## Go Slow

(2.4 - Rights and Responsibilities)

Define

### Go Slow

This is when workers do their work, but it is at a slow pace

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## Overtime Ban

(2.4 - Rights and Responsibilities)

Define

### Overtime Ban

This is when employees refuse to do any overtime

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## Token Stoppage

(2.4 - Rights and Responsibilities)

Define

### Token Stoppage

This is when employee stop works for a period of time (Lunch Time)

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## Discrimination

(2.4 - Rights and Responsibilities)

Define

### Discrimination

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

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## Conciliation

(2.4 - Rights and Responsibilities)

Define

### 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.

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## Arbitration

(2.4 - Rights and Responsibilities)

Define

### 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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### Protection of young act (2.4 - Rights and Responsibilities)



#### Protection of young person act 1996

1. This law protects young workers under the age of 18 and prevent late night working.
2. There are restriction on the number of hours that they work.

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### Employment Equality act (2.4 - Rights and Responsibilities)



#### Employment Equality Act 1998 to 2011

Discrimination includes the following

Religion, Age, Gender, Race, Sexual Orientation, Family status, martial status, disability

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### Unfair Dismissal act (2.4 - Rights and Responsibilities)



#### Unfair dismissal Act 1977 - 2007

1. This law set out when and employee can and can't be dismissed.
2. Reason for fair dismissal include

Incompetence, Misconduct  
Redundancy the qualification

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### Industrial Relation act (2.4 - Rights and Responsibilities)



#### Industrial Relations Act 1990

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.

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### Workplace Relations (2.4 - Rights and Responsibilities)



#### Workplace Relations Act 2015

Its role is to improve the relations between the employer and the employee

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