



Chapter 19 Class Exam

Name: _____

Score: _____

Answer all questions

Suggested Exam Length: 50-60 minutes

Student Input (Pre-exam)



How confident are you about this exam?

What topic am I worried about before I look at the exam? Why?

What strategies did you use to study for this exam? What was the best one?

Which activities in class did you most enjoy for this topic?

Student Reflection (Post-exam)



How happy were you with your result?

What were the hardest questions? Why?

Is there any exam technique I should change/use again for my next exam?

What topics should I look over again?



Chapter Exam

(a)

Outline two non-legislative ways that employees are protected in the workplace..

1.
2.

(b)

Match each key term related to legislative protection for employees with the correct **description**.

Column A	Column B
A. Advisory Service	1. Reviews decisions made by the WRC and deals with unresolved industrial disputes.
B. Mediation	2. Helps both sides improve workplace procedures before problems escalate.
C. Adjudication	3. A voluntary and confidential process to resolve disputes with the help of a neutral third party.
D. Inspection and Compliance Service	4. Investigates complaints and issues legally binding decisions under employment law.
E. Labour Court	5. Monitors workplaces to ensure employers are following employment legislation.

A	B	C	D	E

Chapter Exam



(c)

Circle TRUE or FALSE for each of the following statements about employee rights under Irish employment law:

Statement	TRUE / FALSE
Employees cannot legally work more than 52 hours per week under Irish law.	TRUE / FALSE
Employers must provide employees with a written payslip each payday.	TRUE / FALSE
An employee who is dismissed has the right to request written reasons for their dismissal.	TRUE / FALSE
Employees can be required to work overtime without any additional pay in an emergency situation for the business	TRUE / FALSE

(d)

Explain two rights employees have in relation to **either** of the following:

Working conditions

Health and safety

1.
2.



Chapter Exam



(e)

(i) Can a workplace ban their employees from joining a Trade Union? YES / NO

(ii) Outline three ways trade unions support employees in the workplace.

1.
2.
3.

(f) (i) Define the term gig-based economy.

Identify two opportunities available to workers based in the gig-based economy.

1.
2.



Chapter Exam



(g)

Explain how each of the following Budget changes may impact a worker's net take-home pay:

A decrease in the level of personal tax credits received

Impact on net take-home pay: INCREASE / DECREASE

Reason:

An increase in the standard rate of PAYE charged on income from 20% to 22%

Impact on net take-home pay: INCREASE / DECREASE

Reason:

The bands used to calculate USC are widened at the lowest rate

Impact on net take-home pay: INCREASE / DECREASE

Reason:

An increase in the rate of PRSI charged

Impact on net take-home pay: INCREASE / DECREASE

Reason:





Chapter 19 Marking Scheme – 84 Total marks

(a)

Outline two non-legislative ways that employees are protected in the workplace..

MS: 8 marks - 2 @ 4 marks (2 + 2)

Grievance Procedure

Employees can use the formal grievance procedure within the workplace to raise complaints about issues such as unfair treatment or working conditions. This protects employees by ensuring complaints are dealt with internally in a structured and transparent way before escalating to an external body.

Trade Union Representation

Employees may seek support from a shop steward or trade union official during disputes with management. This protects employees by ensuring they are represented in meetings and supported during disciplinary or pay-related discussions.

Other acceptable textbook points (any two could earn marks):

Meet and Talk

Employees may resolve issues informally through direct discussion with their employer, helping prevent disputes from escalating.

Shop Steward Support

A workplace representative can support an employee in raising concerns with management.



Chapter Exam



(b)

Match each key term related to legislative protection for employees with the correct description.

MS: 10 marks - 5 @ 2 marks

A – 2

B – 3

C – 4

D – 5

E – 1

(c)

Circle TRUE or FALSE for each of the following statements about employee rights under Irish employment law:

MS: 8 marks - 4 @ 2 marks

Employees cannot legally work more than 52 hours per week under Irish law. **FALSE**
(48-hour average limit)

Employers must provide employees with a written payslip each payday. **TRUE**

An employee who is dismissed has the right to request written reasons for their dismissal. **TRUE**

Employees can be required to work overtime without any additional pay in an emergency situation for the business. **FALSE**

(Overtime pay depends on contract; emergency does not remove pay rights.)





(d)

Explain two rights employees have in relation to either of the following:

Working conditions

Health and safety

MS: 10 marks - 2 @ 5 marks (3 + 2)

Working Conditions

Right to Limited Working Hours

Under the *Organisation of Working Time Act 1997*, employees cannot work more than an average of 48 hours per week. This protects employees from excessive working hours and supports work–life balance.

Right to Rest Breaks and Daily Rest

Employees are entitled to statutory rest breaks during the working day and 11 consecutive hours of rest in each 24-hour period. This protects employee wellbeing and prevents fatigue.

Right to Paid Annual Leave and Public Holidays

Employees are entitled to paid annual leave and public holiday benefits under the *Organisation of Working Time Act 1997*. This ensures employees receive adequate time off for rest and recovery.

Working Conditions

Right to Limited Working Hours

Under the *Organisation of Working Time Act 1997*, employees cannot work more than an average of 48 hours per week. This protects employees from excessive working hours and supports work–life balance.

Right to Rest Breaks and Daily Rest

Employees are entitled to statutory rest breaks during the working day and 11 consecutive hours of rest in each 24-hour period. This protects employee wellbeing and prevents fatigue.

Right to Paid Annual Leave and Public Holidays

Employees are entitled to paid annual leave and public holiday benefits under the *Organisation of Working Time Act 1997*. This ensures employees receive adequate time off for rest and recovery.





(e)

(i) Can a workplace ban their employees from joining a Trade Union? YES / NO

(ii) Outline three ways trade unions support employees in the workplace.

MS: (i) 4m (ii) 12 marks - 3 @ 4 marks (2 + 2)

(i) NO

Representation in Talks

Trade unions represent employees in disputes with management over issues such as pay, working hours or disciplinary action. A shop steward or union official can attend meetings and speak on behalf of the employee to ensure fair procedures are followed.

Collective Bargaining

Trade unions negotiate with employers to improve wages and working conditions for groups of workers. These negotiations can result in a collective agreement that sets out agreed terms for employees.

Legal and Practical Support

Trade unions provide advice and legal assistance to members. They can support employees in bringing cases to the Workplace Relations Commission or Labour Court if their employment rights have been breached.

Other acceptable textbook points (any three acceptable):

- Campaigning for improved employment laws
- Protecting job security during redundancies or restructuring



Chapter Exam



(f)

(i) Define the term gig-based economy.

(ii) Identify two opportunities available to workers based in the gig-based economy.

MS: 12m (i) 6m (ii) 6 marks - 2 @ 3 marks

(i) The gig-based economy refers to work that is temporary, freelance or task-based, often arranged through digital platforms. Workers are usually self-employed and are paid per task or project rather than receiving a fixed salary.

(ii) **Greater Flexibility** Workers can choose when and how much they work, allowing them to balance work with study or other commitments.

Multiple Income Streams Gig workers can work for several clients at the same time, increasing earning potential and independence.

Work from Anywhere Many gig roles, such as freelance design or coding, can be carried out remotely, allowing access to national or international clients.



Chapter Exam

(g)

Explain how each of the following Budget changes may impact a worker's net take-home pay:

MS: 20 marks – 4 @ 5m - 2m increase/decrease correct, 3m reason

A decrease in the level of personal tax credits received

Impact on net take-home pay: **DECREASE**

Reason: Tax credits reduce the amount of income tax owed. If tax credits decrease, the worker must pay more income tax, reducing their net take-home pay.

An increase in the standard rate of PAYE charged on income from 20% to 22%

Impact on net take-home pay: **DECREASE**

Reason: A higher standard rate means a greater percentage of income is deducted as tax, leaving the worker with less take-home pay.

The bands used to calculate USC are widened at the lowest rate

Impact on net take-home pay: **INCREASE**

Reason: More income is taxed at the lower USC rate, reducing the total USC payable and increasing take-home pay.

An increase in the rate of PRSI charged

Impact on net take-home pay: **DECREASE**

Reason: A higher PRSI rate results in greater deductions from wages, reducing the worker's net pay.