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Chapter 19

Being an informed employee





19.2 Investigate how the rights and responsibilities of both employees and employers are set out in current relevant employment legislation.

HL Paper 2 Q4 (a)

(a)



Nurse wins €56,000 for maternity related discrimination.

Pregnancy-related discrimination is discrimination on the grounds of gender. List **three** grounds, apart from gender, on which discrimination is illegal.

1
2
3

OL Paper 1 Q3 (d)

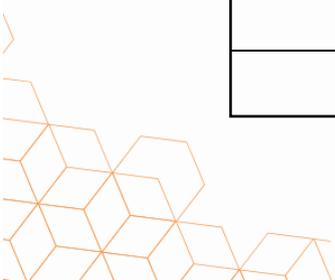
(d)



84% of businesses plan to increase pay in 2025 according to a survey carried out by IBEC.

Based on current legislation, explain **two** rights of employees that are related to pay.

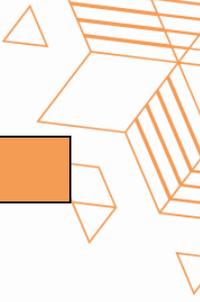
1
2



OL Paper 2 Q2 (f)

(f) Based on current employment legislation, list **four** grounds under which discrimination is illegal.

1
2
3
4



19.3 Describe the role of trade unions in the workplace.

OL Paper 2 Q3 (c)

- (c) In April 2024, RTE News reported that the Communications Workers' Union (CWU) threatened industrial action at the courier company DPD Ireland.

“The union has accused the company of refusing to engage with workers at its Clare depot regarding union recognition.”

CWU threatens industrial action at DPD Ireland



By Brian O'Donovan
Work & Technology Correspondent RTE NEWS

- (i) Do employees in Ireland have the right to join a trade union?
Indicate your answer by putting a tick (✓) in the correct box.

Yes

No

- (ii) Outline **two** ways that trade unions support employees in the workplace.

1
2





19.4 Discuss the role of the gig-based economy* and identify the associated opportunities and challenges for workers.

HL Paper 1 Q5 (a)

- (a) New EU law means gig economy workers must get better working conditions.

The number of workers in the gig economy within the EU is expected to rise to 43 million by 2025.

- (i) Explain the term gig economy.

- (ii) Identify **three** challenges faced by workers in the gig economy.

1
2
3



Sample Papers - Workpack



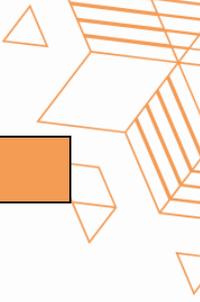
OL Paper 1 Q1 (e)

- (e) *To support its growth, the business will hire freelance content creators to promote its products to new audiences.*

Identify **two** advantages and **two** disadvantages for a worker engaging in freelance work.

Advantages
1
2
Disadvantages
1
2





19.5 Investigate how the annual government budget impacts on workers.

OL Paper 2 Q4 (b)

- (b) A staff member at the Lakeview Inn shows you their weekly payslip. They are concerned that changes in the national budget announcement by the government will affect their net pay. Advise the staff member on how the following changes may impact their net pay. Give a reason for your answer.

Budget Measure	Impact on Net Pay
Increase in personal tax credits	Impact:
	Reason:
Increase in USC rate	Impact:
	Reason:





Chapter 19

Being an informed employee solutions



19.2 Investigate how the rights and responsibilities of both employees and employers are set out in current relevant employment legislation.

HL Paper 2 Q4 (a)

(a)



Pregnancy-related discrimination is discrimination on the grounds of gender. List **three** grounds, apart from gender, on which discrimination is illegal.

Answer: Gender, Civil Status, Family Status, Age, Disability, Sexual Orientation, Race, Religion, Membership of the Traveller Community

OL Paper 1 Q3 (d)

(d)



84% of businesses plan to increase pay in 2025 according to a survey carried out by IBEC.

Based on current legislation, explain **two** rights of employees that are related to pay.

Right to the National Minimum Wage

Employees are entitled to be paid at least the statutory hourly rate under the *National Minimum Wage Act 2000 (as amended)*. This means an employer cannot legally pay a worker below the minimum rate set by the Government.

Right to a Payslip

Employees are entitled to receive a written payslip under the *Payment of Wages Act 1991 (as amended)*. This ensures transparency by showing gross pay, deductions and net pay so employees can check that they are paid correctly.

Sample Papers - Workpack



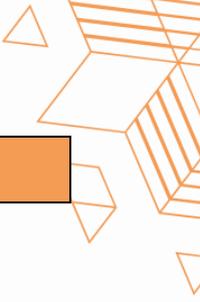
OL Paper 2 Q2 (f)

- (f) Based on current employment legislation, list **four** grounds under which discrimination is illegal.

1
2
3
4

Answer: Gender, Civil Status, Family Status, Age, Disability, Sexual Orientation, Race, Religion, Membership of the Traveller Community





19.3 Describe the role of trade unions in the workplace.

OL Paper 2 Q3 (c)

- (i) Do employees in Ireland have the right to join a trade union?
Indicate your answer by putting a tick (✓) in the correct box.

Yes

No

- (ii) Outline **two** ways that trade unions support employees in the workplace.

Campaigning

Trade unions campaign to improve national employment laws and worker protections.

They use **lobbying, public pressure and media engagement** to influence government decisions, and have helped bring about changes such as increases in the minimum wage and improvements in leave entitlements.

Representation in Talks

Trade unions **represent employees in disputes** with management about issues like pay, working hours or disciplinary action.

A shop steward or union official can attend meetings and speak on behalf of the worker, ensuring their rights are protected.

Collective Bargaining

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

Legal and Practical Support

Trade unions **provide advice and legal assistance** to members.

They can support employees in bringing a case to the Workplace Relations Commission or Labour Court if their rights have been breached.

Protecting Job Security

Trade unions support workers during redundancies, restructuring or outsourcing. They ensure fair procedures are followed and may negotiate better redundancy packages or alternatives to job losses.





19.4 Discuss the role of the gig-based economy* and identify the associated opportunities and challenges for workers.

HL Paper 1 Q5 (a)

- (a) New EU law means gig economy workers must get better working conditions.

The number of workers in the gig economy within the EU is expected to rise to 43 million by 2025.

- (i) Explain the term gig economy.

The gig economy refers to work that is temporary or freelance, often organised through digital platforms. Many gig workers are classified as self-employed and are paid per task rather than receiving a fixed salary.

- (ii) Identify **three** challenges faced by workers in the gig economy.

Lack of employment rights, as many gig workers are classified as self-employed and may not receive paid holidays, sick pay or pension contributions.

Unpredictable income, because earnings depend on demand and the number of tasks available.

Limited job security, as there are usually no guaranteed hours and workers may lose access to the platform with little notice.





OL Paper 1 Q1 (e)

(e) *To support its growth, the business will hire freelance content creators to promote its products to new audiences.*

Identify **two** advantages and **two** disadvantages for a worker engaging in freelance work.

Advantages

Greater flexibility, as freelancers can choose their own working hours and decide which projects to accept.

Opportunity to work for multiple clients, allowing freelancers to increase income and gain varied experience.

Independence and control, as freelancers are their own boss and can make decisions about pricing, workload and type of work undertaken.

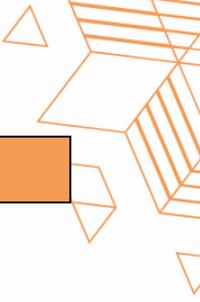
Disadvantages

Lack of employment rights, as freelancers are usually self-employed and may not receive paid holidays, sick pay or pension contributions.

Unpredictable income, because work is not guaranteed and earnings can vary from month to month.

Limited job security, as there are no guaranteed hours and contracts may end at short notice.





19.5 Investigate how the annual government budget impacts on workers.

OL Paper 2 Q4 (b)

- (b) A staff member at the Lakeview Inn shows you their weekly payslip. They are concerned that changes in the national budget announcement by the government will affect their net pay.

Advise the staff member on how the following changes may impact their net pay. Give a reason for your answer.

(i) Increase in Personal Tax Credits

Impact on Net Pay: Net pay increases.

Reason: Tax credits reduce the amount of income tax owed. If personal tax credits increase, the total tax payable decreases, meaning the employee keeps more of their earnings.

(ii) Increase in USC Rate

Impact on Net Pay: Net pay decreases.

Reason: USC (Universal Social Charge) is deducted from gross pay. If the USC rate increases, more money is deducted from wages, reducing take-home pay.

