

Unit 1

8. Outline **two** functions of the Labour Relations Commission.

- (i) _____

- (ii) _____

2. (a) What do the letters NCA stand for? Write the answer in the space provided.

NCA	
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(b) Outline **two** functions of the NCA:

- (i) _____

- (ii) _____

7. Explain the term 'Constructive Dismissal'.

2. Column 1 is a list of business terms. Column 2 is a list of explanations for these terms.
(One explanation does not refer to any of the terms)

Column 1 – Terms	Column 2 – Explanation
1. Stakeholder	A. A party acting beyond its legal powers.
2. Ultra Vires	B. A quick, inexpensive way for dealing with consumer complaints.
3. Lobbying	C. The manner in which a contract is drawn up.
4. Legality of Form	D. A party that can affect or be affected by business decisions.
5. Labour Court	E. Using an organised campaign to influence a decision maker.
	F. Establishes Joint Labour Committees.

Match the two lists by placing the letter of the correct explanation under the relevant number below:

1.	2.	3.	4.	5.

7. Outline **two** types of industrial action that employees could take in an attempt to get employers to meet their demands.

(i) _____

(ii) _____

9. Outline **three** grounds for **fair** dismissal under the terms of Unfair Dismissals Act 1977/93.

(i) _____

(ii) _____

(iii) _____

8. (a) Explain the legal term 'consideration'.

(b) Outline **two** other elements of a legally binding contract.

(i) _____

(ii) _____

2. In relation to the law of contract distinguish between the terms 'offer' and 'invitation to treat'.

9. List **five** grounds under which **employment discrimination** is outlawed in Ireland.

(i) _____

(ii) _____

(iii) _____

(iv) _____

(v) _____

1. **Column 1** is a list of business terms. **Column 2** is a list of possible explanations for these terms. (*One explanation does not refer to any of the terms.*)

Column 1 - Terms	Column 2 - Explanations
1. Arbitration	A. Protection against an event that might happen
2. Agenda	B. A review of an employee's job performance
3. Assurance	C. One enterprise purchases another enterprise
4. Acquisition	D. The referral of a dispute to an independent body for settlement
5. Appraisal	E. The details of business to be transacted at a meeting
	F. Protection against an event that will happen

Match the two lists by placing the letter of the correct explanation under the relevant number below:

1.	2.	3.	4.	5.

5. In a legal context, consideration means _____
- _____
- _____
- _____

8. Identify **two** parties in business and describe a competitive relationship between them:
- _____
- _____
- _____
- _____
- _____

1. Explain the legal term 'capacity to contract'.

Give **TWO** examples of situations where an individual or legal entity does not have capacity to contract.

(i) _____

(ii) _____

1. Distinguish between 'Arbitration' and 'Conciliation'.

(i) Arbitration _____

(ii) Conciliation _____

1. What is arbitration?

1. Column 1 is a list of Business terms. Column 2 is a list of possible explanations for these terms. Match the two lists by placing the letter of the correct explanation under the relevant number below. One explanation has no match.

Column 1.	Column 2: Explanations
1. Consumer	(a) The power of a natural or legal person, who is in a position to form a contract.
2. Consideration	(b) People working together in a joint effort to help each other.
3. Capacity	(c) A term that is important and goes to the heart of a contract.
4. Co-operation	(d) A difference that arises between individuals or groups.
5. Condition	(e) A person or organisation who purchases goods or services.
	(f) A benefit that passes from one party to another in a contract.

1	2	3	4	5

2. Illustrate your understanding of the term "Arbitration".
