

Diploma Centre Massive Open Online Course 2017
Employment Law in the digital era: Brexit, borders and offices without walls –
challenges and impacts in uncertain times



Week 1 Employment rights and industrial relations – operation and performance

1. An introduction to the Workplace Relations Commission (the WRC):

- In an interview filmed at the WRC, we meet Ms. Oonagh Buckley, who provides an introduction to the overall role and functions of the WRC.
- Brendan Cunningham describes the conciliation and mediation process at the WRC
- Aideen Collard, Adjudicator, describes in more detail the adjudication process at the WRC.
- In discussion with Pdraig Dooley, we gain an insight into the inspection and enforcement procedures applied by the WRC.

2. An Introduction to the Labour Court:

- Alan Haugh, BL, Deputy Chair of the Labour Court, provides insight into the enhanced role and functions of the Labour Court following the reforms introduced by the Workplace Relations Act, 2015.

3. The practitioners' perspective:

- Michelle Ní Longáin, Partner at ByrneWallace, discusses with Loughlin Deegan, Senior Associate, ByrneWallace their experience as practitioners of the operation and performance of our system of employment rights and industrial relations.

4. A user's/employer's perspective:

- In an interview with Alan Barry, Global HR Manager, Arvato Financial Solutions, we hear about an employer's experience of the operation and performance of our system of employment rights and industrial relations.

5. Current & emerging employment law themes:

- Duncan Inverarity, Head of Employment Law in A&L Goodbody, and Joanne Hyde, Partner, Eversheds Sutherland and Chairperson of the Employment & Equality Law Committee discuss from the practitioner's perspective new and emerging employment law themes.

Week 2 Managing the human resource – recruiting, reducing, and the rights and wrongs of the Unfair Dismissals Acts and equality legislation

1. Anatomy of an unfair dismissal:

- In an interview filmed at his offices, we meet Boyce Shubotham, Head of Employment & Benefits, William Fry, who provides a background to the introduction of the unfair dismissals legislation and sets out the main provision of that legislation.
- Boyce Shubotham and Jeffrey Greene, Associate, William Fry, discuss the practical aspects of taking and defending a claim under our unfair dismissal legislation.

2. Equality law in Ireland:

- Melanie Crowley, Head Employment Law & Benefits with Mason Hayes & Curran, discusses the background to the introduction of our employment equality legislation and sets out the main provision of that legislation.
- Melanie Crowley discusses with colleagues the practical aspects of taking and defending a claim under our employment equality legislation.

Week 3 Social media in the workplace – managing the blurring boundaries of personal and professional living and are used by both employees and organization

1. An introduction to social media:

- Christian Hughes describes the main forms of social media and how they impact our working lives, mapping out the potential benefits and risks for both employees and employers.

2. Legislation & case law applicable to the use of social media:

- Catherine O' Flynn, Partner, William Fry, describes the relevant legislation and case law that regulate our use of social media, where appropriate drawing comparisons with other jurisdictions.
- Catherine O' Flynn discusses with colleague, Louise Harrison, Associate, William Fry, the typical types of social media-related issues that they are currently advising on. Louise and Catherine also discuss related issues such as how employers are using social media at the recruitment stage and how evidence taken from social media is being used during disciplinary proceedings.

Week 4 Ireland's place in the international employment market and the global pressure on employment rights

1. The state of the union:

- Patricia King, the general secretary of the Irish Congress of Trade Unions, discusses the role of unions in a modern economy, together with emerging work practices such as the 'gig economy' and zero hours contracts, all of which have the potential to undermine our system of employment rights.

2. The state of the market:

- In an interview recorded in his offices, Kieran Donoghue, Head of International Financial Services, Corporate Strategy and Public Policy, IDA Ireland describes the outlook for the Irish labour market, in particular reflecting on the risks and opportunities presented by Brexit and why Ireland will be an attractive option for UK firms seeking to establish a base in the EU.

3. The comparative view:

- Liz Griffith, Solicitor Director of Placements, Northumbria University and Barry Walsh, Head of Employment and Benefits with McDowell Purcell provide a comparative review of employment law in Ireland and England & Wales, describing the general employment rights framework in both jurisdictions and the similarities in the types of substantive rights afforded to workers.

4. New and emerging work practices and spaces: TBC

Week 5 Live Panel Discussion