



**TOGETHER**  
*for a sustainable future*

## OCCASION

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"LABOUR RECRUITMENT, TRAINING AND INDUSTRIAL RELATIONS AND THE PLACE  
OF ADVISORY SERVICES"

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INTRODUCTION:- The object of appointing the Labour Liaison Officer for the Industrial Estate was to ensure from the beginning

- (i) That sound Labour Relations would be established in the new Industrial Estate at Shannon.
- (ii) It was essential from the outset that harmonious Relations would exist between Management, Workers and Unions.
- (iii) A reasonable uniformity of wage rates so that the conditions in one factory would equate with those in another and so eliminate harmful playing off of one set of circumstances against another.

DUTIES OF LIAISON OFFICER

Statement of

- general responsibility:-
- (a) Foster and encourage sound Labour/Management relations in the Industrial Estate by maintaining close and friendly contact between both sides
  - (b) Participate in discussions conducive towards achieving this objective and indulge in ways and means of securing their fullest co-operation in the introduction of modern productive techniques.
  - (c) Adopting the role of mediator in day to day problems of the best means of preventing serious labour disputes developing.

LABOUR RELATIONS:-

It was essential to procure copies of any union agreements already in existence in the country for Industries similar to the ones proposed for establishment at Shannon.

From the outset care was taken to avoid basing the wage rates in the Industrial Estate on the existing Airport Pattern. The wages and salary structure in the Airport had over the years prior to the founding of the Estate, attained a higher level than generally observed in Industry. American operating companies like Pan Am T.W. A. and Seaboard & Western had a strong upward influence in this respect.

The Industrial Estate was a completely new concept in which comparisons with more identical Industries would be much more appropriate. In a matter of time wages and salaries on the Estate would find its own level more in keeping with comparative Industries. It was considered more advisable therefore that the Estate should operate as a separate entity.

Establishing in a non-traditional Industrial area was conducive to adopting a fresh clean start. Located equi-distant between Ennis and Limerick was an advantage in the beginning.

Nevertheless there was a need to be in a position to advise incoming Industrialists in the matter of wages. It was decided to approach the question through the three broad categories of employment.

- (a) Skilled (Craftsmen)
- (b) Semi-skilled.
- (c) Unskilled.

Where (a) skilled craftsmen were concerned the criteria was already well established.

- (i) The hourly rates paid to craftsmen were national in character and regardless of where or in what part of the country a craftsman worked he was paid a uniform minimum hourly rate. These rates were established and maintained through negotiations between the Employers Federation and the respective Craft Unions.
- (ii) Semi-skilled rates varied considerably from factory to factory and even within the same categories of workers,
- (iii) On the lowest rung of the ladder the unskilled rates differed from job to job.

Initially job applicants were unlikely to have the skills and experience to match job requirements. Therefore the majority of jobs offering would require training. New industries bringing in new jobs, requiring skills not available in this country would have to introduce their own training Schemes.

Deciding the proper and fair wage for unskilled workers was of paramount importance and should be such as to allow a sufficient margin between skilled and unskilled to accommodate the wide variety of wage rates for semi-skilled jobs that would emerge when all training programmes were completed.

FACTORY LEGISLATION IN IRELAND (Labour Laws)

- (a) Study all Legislation in relation to INDUSTRIES and in particular all Labour Laws relative to Shannon Industrial Estate.
- (b) Procure copies of the various Factories and workshop Acts, particularly those dealing with safety regulations and amendments.
- (c) Be in a position to advise prospective Industrialists on these.
  - (i) Two different bodies of Labour Law existed and still do. One set of Laws is of Irish Origin the other body was inherited from the British system, the main acts of which are;
    - The T. U. Act 1871.
    - The Conspiracy & Protection of Property Act 1875.
    - Trade Disputes Act 1906

\* Irish Law Consists of the following;

1. Conditions of Employment Act 1936.
2. Workmens Compensation Act 1934.
3. Holidays Employees Act 1939.
4. Industrial Relations Act 1946.
5. Trade Union Act 1941.
6. Factories Act 1955.
7. Social Welfare 1952.
8. Irish Constitution (Right to join or not to join a Trade Union).

WHEN INDUSTRIES ARE ABOUT TO BE ESTABLISHED.

Advise Industrialists on;

- (i) The Constitutional Rights of workers to join or not to join a T. U.
- (ii) Advise on the drafting of Union Agreements and where necessary prepare drafts of Agreements for Employers.
- (iii) Study all restrictive practices and demarcation lines observed by the Trade Unions.
- (iv) Keep up to date on general information re employment, Wages, Hours, Conditions of employment, Fringe benefits etc.
- (v) Acquaint Foreign Firms on Labour Laws, Customs & practices.

FOLLOW-UP ON EMPLOYMENT POSITION.

- (i) Variations on Employment Conditions.
- (ii) Keep up with changes nationally by way of agreements, hours of work. Holidays etc and keep Firms advised accordingly.