Employment Law Test 1,. All Questions and answers. 22/23

Which of the following is a protected class characteristic?

- a) Religion
- b) Height
- c) Intelligence
- d) Management Status
- e) All of the above √√a) Religion

In disparate treatment cases

- a) the focus is on providing the employer's discriminatory intent
- b) the focus is on showing the discriminatory effects of the employers actions
- c) the focus is on showing that unfair treatment occurred
- d) the focus is on showing that the employer holds racist or sexist views
- e) The focus is on showing that the employer was trying to get back at the employee for something the employee did - √√a) The focus is on providing the employer's discriminatory intent

Which of the following must be shown in order to establish a prima facie case of retaliation?

- a) that the employee was replaced by someone with differing protected class characteristics.
- b) that the employee lost an employment opportunity shortly after engaging in protected activity
- c) that the employer's action was based on the employee's race, sex, or other protected class characteristic
- d) that the employer's action was based on a disagreement with a superior and that the firing was unrelated to quality of the employee's job performance
- e) all of the above √√b) that the employee lost an employment opportunity shortly after engaging in protected activity

Employment Law Question Answers

James Marson, Katy Ferris

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within Germany In this connection issues frequently arise concerning foreign assignment residency and visa law and an extremely wide range of legal provisions must be taken into account including the AGG General Non Discrimination Act BetrVG German Employees Representation Act Tarifrecht Collective Bargaining Law BUrlG German Federal Leave Act TzBfG Part Time Work and Fixed Term Employment Act A G Employee Transfer Act BDSG German Federal Data Protection Act KSchG German Protection Against Dismissal Act EntgeltfortzahlungsG Continued Remuneration Act GewO German Industrial Code and MutterschutzG Maternity Protection Act Beyond this secondary questions related to income tax law international taxation and social security law may arise Against this complex backdrop the present work intends to answer questions most frequently asked by foreigners when dealing with German employment law

Employment Law Roseanne Russell, 2021

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