

What is Employment Law?

Worksheet

Employment law regulates the relationship between employer and employee, covering wages, working conditions, discrimination, unfair dismissal and safety. It balances employee protection with employer flexibility and market needs.

Questions

1. An employee is fired for taking medical leave. This is
 - A) Legal under all circumstances
 - B) Wrongful termination - retaliation is illegal
 - C) The employer's right
 - D) A breach of contract
2. Minimum wage requirements protect
 - A) Only high-skilled workers
 - B) Only government employees
 - C) All employees
 - D) Only unionized workers
3. An employer can legally discriminate based on
 - A) Gender
 - B) Religion
 - C) Job qualification
 - D) Race
4. What is a whistleblower?
 - A) An employee who quits
 - B) An employee who reports illegal activity
 - C) A manager who fires workers
 - D) An employee on strike
5. An employer fires an employee for reporting unsafe work conditions. Is this legal?
6. An employer refuses to hire based on age. Is this discrimination?
7. A company requires unpaid overtime without consent. Can employees refuse?
8. Define: What is the main purpose of employment law?
9. Define: What is wrongful termination?
10. Define: What is discrimination in employment?

Answer Key

1. B) Wrongful termination - retaliation is illegal - Firing for taking legally protected medical leave is retaliation. Employment law forbids this and gives the employee grounds for a lawsuit.
2. C) All employees - Minimum wage laws protect all workers from exploitation, regardless of skill level, industry or union status.
3. C) Job qualification - Job qualifications (skills, education) are valid hiring criteria. Protected traits (gender, religion, race) cannot legally determine hiring.
4. B) An employee who reports illegal activity - A whistleblower reports illegal or unsafe practices. Employment law protects them from retaliation by the employer.
5. No - this is retaliation, which is illegal. Whistleblower protections forbid firing for safety complaints. The employee can sue for wrongful termination and damages.
6. Yes - age discrimination violates employment law. Protected classes (age, race, gender, religion) cannot be hiring grounds. The applicant can file a discrimination claim.
7. Depends on local law and employment type. Many jurisdictions require overtime pay (1.5 regular wage). Employees may refuse unpaid work if no contract requires it.
8. To protect workers' rights and safety while defining fair employer obligations and ensuring workplace equality.
9. Firing an employee for an illegal reason (retaliation, discrimination, refusing unsafe work) or without proper procedure.
10. Treating an employee unfairly based on protected characteristics (race, gender, age, religion, disability).

Bounlu

All cards, step-by-step solutions and an AI tutor are in the Notek app.
Promy turns exam dates into automatic reminders.