

Das Allgemeine Gleichbehandlungsgesetz (agg) - Martin Exner

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Nach heftigen Protesten aus der Wirtschaft hat der Gesetzgeber ernst gemacht. Am 18.8.2006 trat das Allgemeine Gleichbehandlungsgesetz, welches auch oft noch unter dem Namen Antidiskriminierungsgesetz bekannt ist, in Kraft. Aufbauend auf vier EU-Richtlinien wird durch das Allgemeine Gleichbehandlungsgesetz, kurz AGG, ein umfassender Diskriminierungsschutz geschaffen. Die bisherigen Benachteiligungsverbote wegen des Geschlechts, gem. Â§Â§ 611a, b und 612 Abs. 3 BGB, und wegen einer Schwerbehinderung, gem. Â§81 Abs. 2 SGB IX, werden um die Merkmale der Rasse und ethnischen Herkunft, Alter, Religion und Weltanschauung, Behinderung, sowie sexuelle IdentitÃfÃt erweitert. Der Gesetzgeber tat sich allerdings sehr schwer damit, das Gesetz in die Tat umzusetzen. UrsprÃfÃ¼nglich sollte das Gesetz einige Jahre frÃfÃ¼her in Kraft treten. Aber die Regierungsparteien konnten sich nicht darÃfÃ¼ber einigen, ob lediglich die EU-Vorgaben umgesetzt werden sollen oder ob man den Diskriminierungsschutz noch erweitern sollte. Das Gesetz enthÃfÃt zahlreiche neue Regelungen, die auf den ersten Blick recht harmlos klingen. Allerdings drohen empfindliche Schadensersatz- und EntschÃfÃdigungszahlungen, wenn der Arbeitgeber seinen Pflichten nach dem AGG nicht nachkommt und den Betriebsablauf diskriminierungsfrei gestaltet. Dadurch kommt ggf. ein erheblicher Mehraufwand auf die Arbeitgeber in Deutschland zu. Studienarbeit aus dem Jahr 2006 im Fachbereich Wirtschaft - Recht, Note: 2,00, Hochschule fÃfÃ¼r Oekonomie & Management gemeinnÃfÃtzige GmbH, Hochschulleitung Essen, Veranstaltung: Personalmanagement, 23 Quellen im Literaturverzeichnis, Sprache: Deutsch.Author: Exner, Martin Publisher: GRIN Verlag Illustration: N Language: GER Title: Das Allgemeine Gleichbehandlungsgesetz (AGG) Pages: 00028 (Encrypted PDF) On Sale: 2007-01-01 SKU-13/ISBN: 9783638624534 Category: Business & Economics : General

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