



C/2024/4839

12.8.2024

**Request for a preliminary ruling from the Bundesarbeitsgericht (Germany) lodged on 12 April 2024 –  
Katholische Schwangerschaftsberatung v JB**

**(Case C-258/24, Katholische Schwangerschaftsberatung)**

(C/2024/4839)

*Language of the case: German*

**Referring court**

Bundesarbeitsgericht

**Parties to the main proceedings**

*Applicant:* Katholische Schwangerschaftsberatung

*Defendant:* JB

**Questions referred**

1. Is it compatible with EU law, in particular Directive 2000/78/EC <sup>(1)</sup> in light of Articles 10(1) and 21(1) of the Charter of Fundamental Rights of the European Union,  
if a national provision provides that a private organisation whose ethos is based on religious principles,  
may require of its staff that they do not to leave a particular church during the employment relationship,  
or may make it a condition of the continuation of the employment relationship that a member of staff who has left a particular church during the employment relationship rejoin said church,  
if it does not also require its staff to belong to that church  
and the member of staff does not openly act in a manner that is contrary to the church?
2. If the first question is answered in the affirmative: What, if any, further requirements apply under Directive 2000/78 in light of Articles 10(1) and 21(1) of the Charter of Fundamental Rights in order to justify such a difference of treatment on grounds of religion?

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<sup>(1)</sup> Council Directive of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (OJ 2000 L 303, p. 16).