

# OUR TEAM FOR ÖPR BONN

[djv.de/dw](https://djv.de/dw)



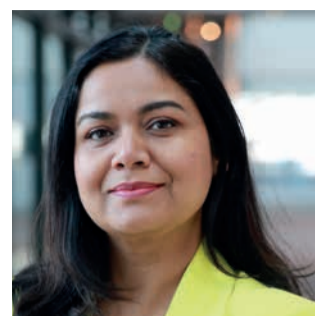
**Daniel Scheschkewitz**  
ÖPR Bonn EMPLOYEE



**Rayna Breuer**  
Culture Online EMPLOYEE



**Eugen Theise**  
Ukrainian Service EMPLOYEE



**Ritika Pandey**  
Hindi Service EMPLOYEE



**Stephanos Georgakopoulos**  
Greek Service FREELANCE



**Darya Popova-Witzel**  
Bulgarian Service EMPLOYEE



**Marco Müller**  
Content Pool FREELANCE



**Başak Demir Caffi**  
Turkish Service FREELANCE



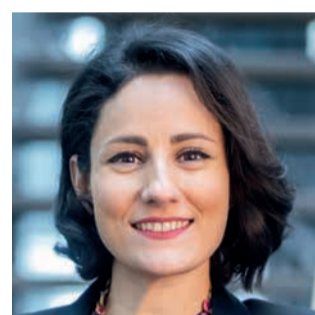
**Shahram Ahadi**  
Farsi Service EMPLOYEE



**Haiye Cao**  
Chinese Service EMPLOYEE



**Anwar Ashraf**  
Content Pool FREELANCE



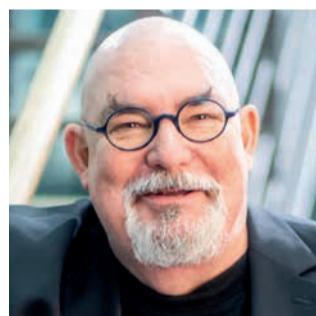
**Samira Nikaeen**  
Farsi Service EMPLOYEE



**Bob Barry**  
French for Africa FREELANCE



**Eva Höttecke**  
Programs for Asia EMPLOYEE



**Charles Penfold**  
Sports Special Teams EMPLOYEE

**Vote DJV to make DW  
a better place!**

**Staff Council Elections  
May 14 - May 16, 2024**

**DJV & FRIENDS**

AT DEUTSCHE WELLE



## X COST-CUTTING MEASURES MUST NOT LEAD TO OVERWORK!

In many DW departments, employees are complaining of a constantly increasing workload. This must stop! We stand for a good work-life balance as opposed to constant pressure and ever-increasing levels of stress. We work to ensure that working-time accounts are used and that workloads remain at an acceptable level.

## X FREELANCERS' RIGHTS MUST BE FURTHER STRENGTHENED!

Paid overtime must become the rule, not the exception for freelancers. We are also committed to ensuring that all freelancers are paid for training.

## X LESS FIXED-TERM EMPLOYMENT!

Fixed-term contracts should again be the exception as opposed to the rule. The aim for all fixed-term employment contracts must be for them to be converted into permanent employment at an early stage. Employees cannot do a good job in the long term if they are constantly worried about losing their job.

## X STRENGTHENING THE FOUNDATIONS OF THE DW ACADEMY!

The DW Academy must not be allowed to collapse like a house of cards if project funding is suddenly massively cut. The DJV will lobby the funding bodies to provide sustainable structural support for the academy. Six-month contracts are anti-social and must become a thing of the past.

## X BETTER PROTECTION AGAINST TERMINATION FOR FREELANCERS CLASSIFIED AS BEING SIMILAR TO DW STAFF MEMBERS!

There must not be a repeat of the recent staff cuts in programming and in the Academy, including to freelancers classified as being similar to DW staff members (arbeitnehmerähnlich)! Through collective bargaining we will fight for enhanced protection for such freelancers.

## X NO GERMAN - NO WAY!

The German language is an essential facet of DW's identity. There must be no further cuts to DW's German-language output.

## X ADVANCEMENT OPPORTUNITIES FOR QUALITY JOURNALISTS!

The opportunity to earn higher remuneration must not be limited to those in management positions. All employees who ensure the success of DW through their high-quality journalism and outstanding performance must have the opportunity to advance themselves.

## X BETTER SUPPORT FOR YOUNG FAMILIES!

Parents of young children should enjoy more flexibility in their working hours. The childcare allowance should be adjusted in line with inflation.

## X CO-DETERMINATION FOR LOCAL STAFF TOO!

DJV staff council members will stand up for the rights of local employees at DW's foreign facilities. We advocate good working conditions at all of DW's international offices!

## X WE ADVOCATE A TERM LIMIT FOR DW DIRECTORS GENERAL!

In a rapidly changing media world, it is vital that Deutsche Welle benefit from fresh perspectives and competition between the best journalistic concepts. Therefore, we intend to lobby for an amendment to the DW Act that would impose a two-term limit on the position of director general.

## X MORE FINANCIAL TRANSPARENCY!

In times of increased fiscal restraint DW must better allocate its budget. This means doing without some prestigious tasks and making the DW budget public.

## X CREATING TRUST - FOR A CORPORATE CULTURE WITHOUT INTRIGUE!

Denunciations, smear campaigns and scheming have been on the rise at DW. We will work towards better conflict management, good leadership, and constructive criticism in the workplace.