

FEST-FREI-FAIR

Information for freelancer at DW



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**INFORMATION FOR
FREELANCERS AT DW
PREGNANT AND
FREELANCE?**

Dear colleagues,

The next Staff Council elections will take place from May 14 to 16, 2024. Why are there elections again? Quite simply, new elections were held in 2022 due to the change in the law, which now also allows freelancers to vote. The current election will restore the statutory four-year cycle. Most freelance employees can take part in the staff council elections for the second time. Employees at DW locations abroad can now elect their representatives at their respective locations for the first time.

Exercise your right to vote and join us in making sure that we as employees make our views clear to the management. Let's make DW better together!

Our works council is a strong and diverse team, with experienced colleagues, as well as new faces. We come from a variety of editorial departments and countries. Both permanent and freelance staff are represented. In short: we are well positioned!

We would like to use the coming weeks to introduce ourselves to you.

Ute Walter & Klaus Enderle
for the DJV at Deutsche Welle

Hey, you're pregnant! That's great news and shouldn't be a cause of concern for you as a freelancer at DW. Because the "Maternity Protection Act" (Mutterschutzgesetz) applies to all expectant mothers - whether permanent staff or freelancer. In addition, there is the "collective agreement for freelancers" (Tarifvertrag Freie Mitarbeiterinnen und Mitarbeiter) for "employee-like" (arbeitnehmerähnlich) freelancers that DJV negotiated, which will make your life easier.

What rules apply for moms to be?

First, you should inform DW that you are expecting a child. If they don't know about it, they can't help you. It is up to you to decide when you want to say something. However, keep in mind that a temporary replacement may have to be found for you.

Importantly, not all work is then permitted. You are no longer allowed to do any work that could harm you or your child's health. For this reason, things like night work and Sunday work after 8 p.m. is prohibited. However, if you feel up to it and give your consent, you can work until 10 p.m. But your work must not start before 6 a.m. under any circumstances.

Maternity leave periods must be observed. You are released from work six weeks before and eight weeks after the birth of your child (twelve weeks in the case of premature and multiple births). Here, too, there is an exception: If you give your express consent, you can also work in the six weeks before the birth. You can revoke this consent at any time. After the birth, however, there is an absolute ban on working.

You must apply for maternity benefits. During maternity leave, your health insurance company pays maternity benefits. This amount is quite low, but because of the collective agreement, DW tops up the amount in such a way that you earn as much as you were paid in the last three calendar months before maternity leave.

You must however apply for this subsidy. You can find the form in the DW web-apps portal or here: https://web-apps.dw.com/dw/documents/beantragung_mutterschaftsgeld.pdf You are also entitled to parental leave. After the birth, you can take parental leave (Elternzeit). The entitlement lasts until your child is three years old. During parental leave, the government pays a parental allowance (Elterngeld) for up to fourteen months. In addition, you may not be fired during this time. Important: If you go on parental leave, you should apply to have your employee-like status at DW suspended. In this way, you secure your social entitlements and do not have to start from scratch when you return to work.

Do you have more questions?

Then get in touch. We at DJV are happy to help.

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LET'S SHAPE THE FUTURE OF DEUTSCHE
WELLE TOGETHER

DO YOU HAVE QUESTIONS? OR A REQUEST?

Talk to us! We want to use the next few weeks to get to know you better as part of our campaigns and events for the election. Even more important, however, is that you get to know us and send us your questions and demands for the future Staff Council. If we don't have the opportunity to meet at DW, you are welcome to send us an e-mail at Klaus.Enderle@dw.com, Ute.Walter@dw.com or djv@dw.com at any time. The works council will get back to you as soon as possible.



Ute Walter & Klaus Enderle