

Parental Leave in Science and Academia

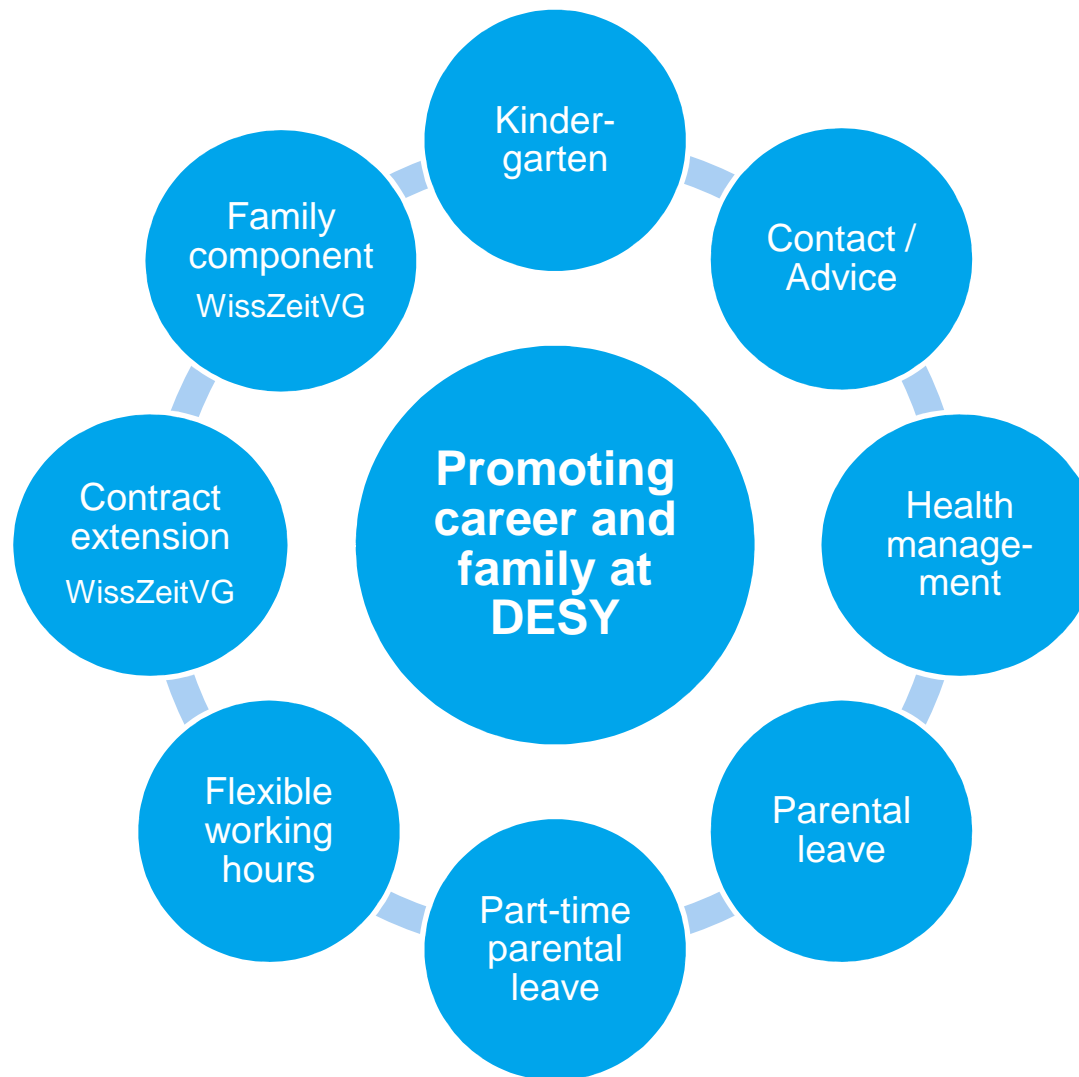
Balancing career and family at DESY



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Parental Leave in Science and Academia
Hamburg, 20th November 2014

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- **Company doctor:**
 - > Clarification whether there is a hazardous situation at work that has to be taken into account during pregnancy (e.g. working in a lab)

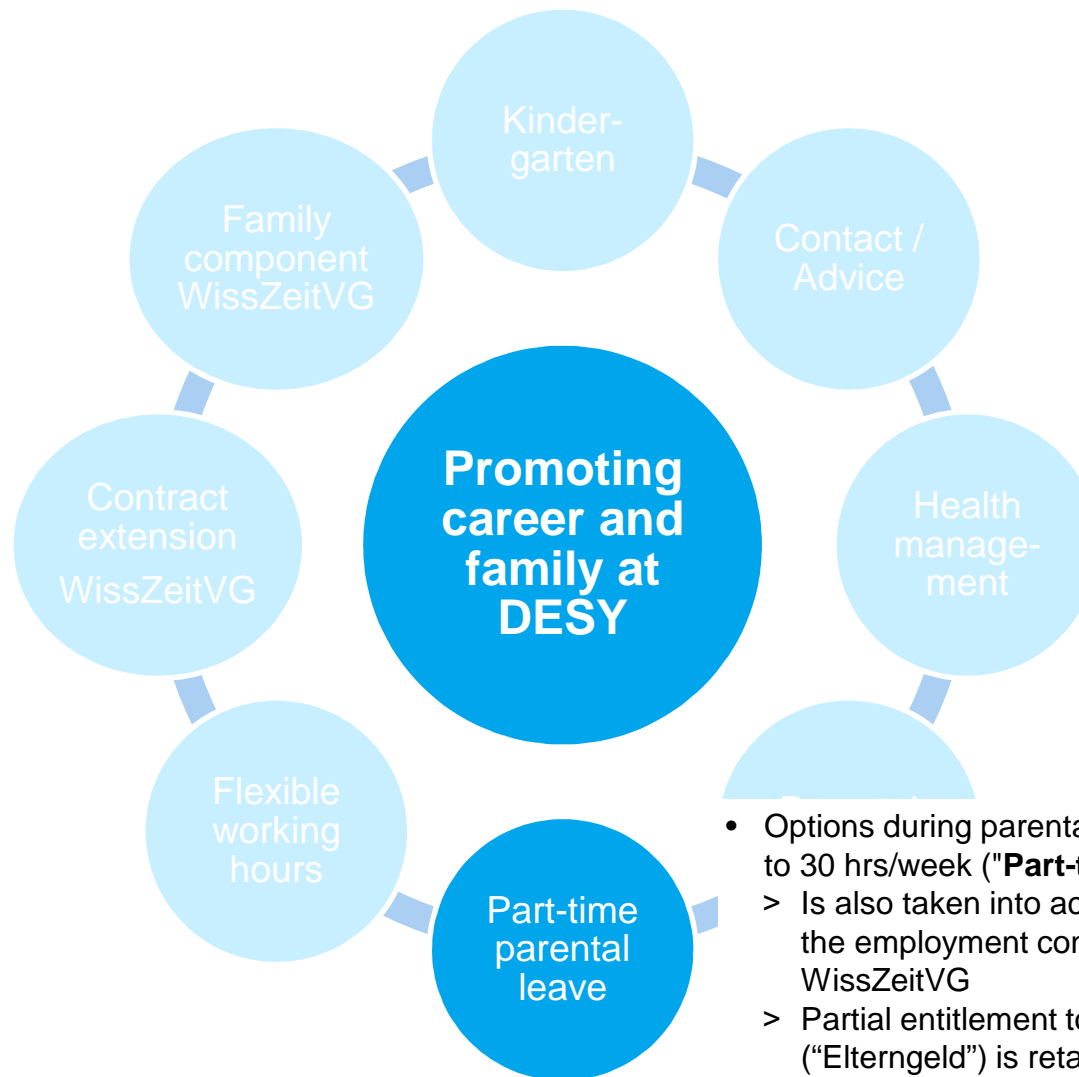
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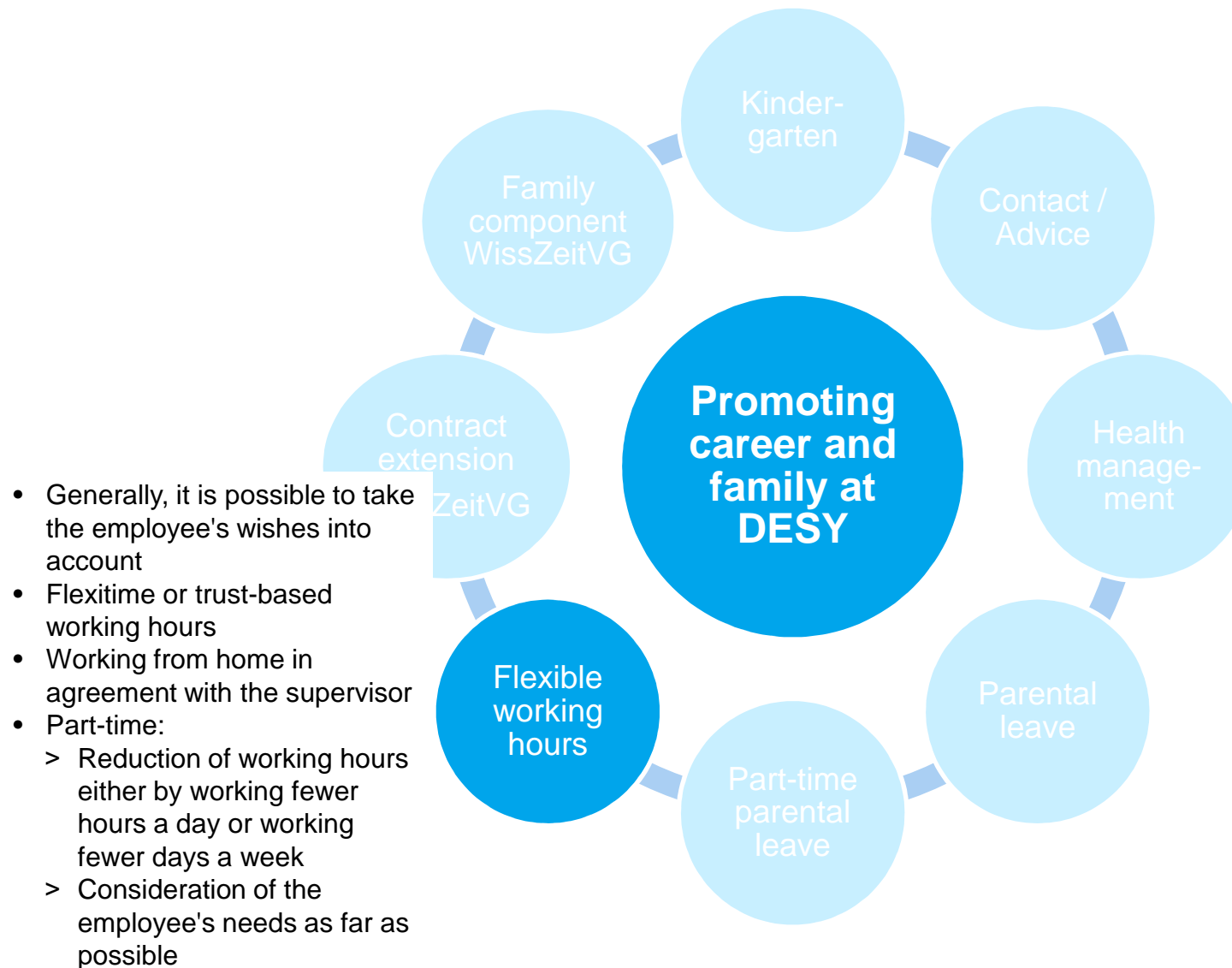
- Requires application for release from work
 - > **in writing** to be handed to your HR officer
 - > **7 weeks** prior to the parental leave
- **Up to 3 years**, 1 year can be transferred until the child turns 8.
- **Recommendation:**
 - > Decide jointly with your group leader what is best for you and also good to handle for the group
 - > If possible, think carefully how parental leave is to be taken when filling out the 1st application
 - > Advantage: **1st application must be approved**. When subsequent applications are made, the employer can make changes, if good reasons are given.



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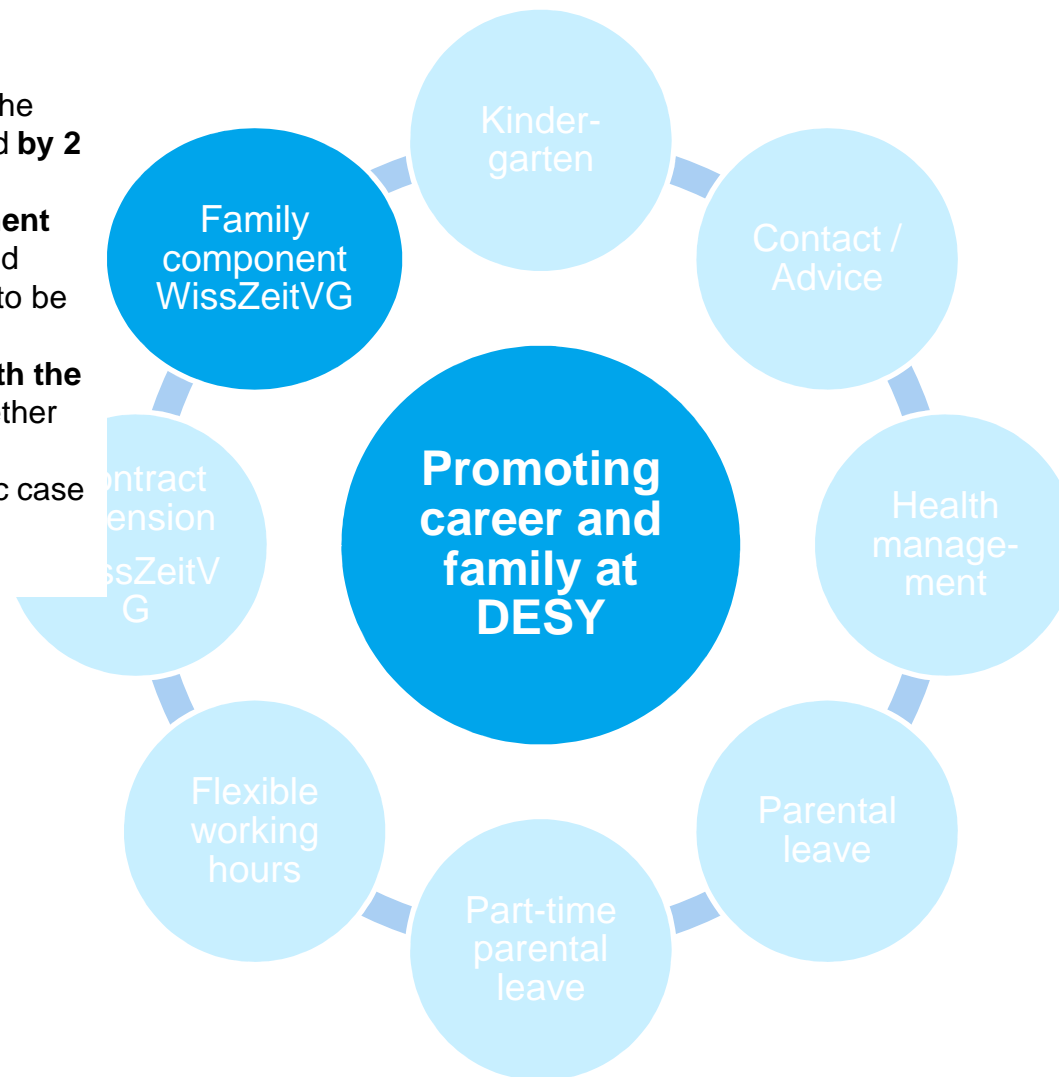
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- **Submit application** for an extension of the fixed-term contract as per WissZeitVG for the duration of parental leave and maternity leave to your HR officer
- It is best to file the application **at the same time as the application for parental leave**
 - > **Advantage:** Only ONE application procedure to go through
 - > The application must be approved by the employer.

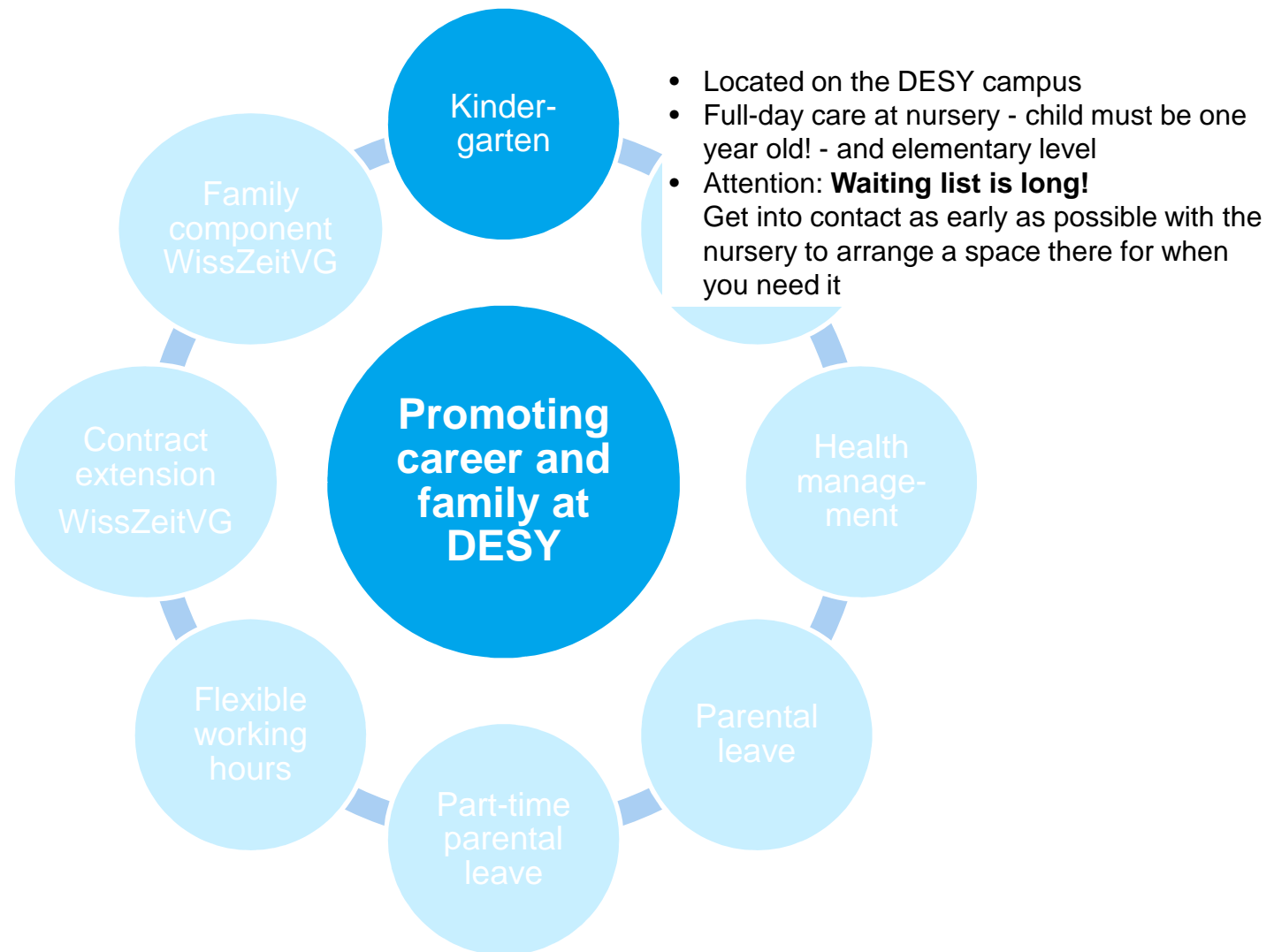


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- The total duration of the fixed term is extended **by 2 years for each child**
- Prerequisite: **Agreement** between employer and employee that this is to be claimed.
- Thus: **Agreement with the group leader** on whether this option should be claimed in the specific case



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Thank you for your attention