Parental Leave in Science and Academia

Balancing career and family at DESY

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Parental Leave in Science and Academia
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Balancing career and family at DESY

Promoting career and family at DESY

- Family component WissZeitVG
- Contract extension WissZeitVG
- Flexible working hours
- Part-time parental leave
- Parental leave
- Health management
- Contact / Advice
- Kindergarten

Yvonne Umhey | Balancing career and family at DESY | Nov.20, 2014 | Page 2
Balancing career and family at DESY

- **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.
Options during parental leave: Employment up to 30 hrs/week ("Part-time parental leave")

- Is also taken into account in the extension of the employment contract according to WissZeitVG
- Partial entitlement to parental allowance ("Elterngeld") is retained
• Generally, it is possible to take the employee's wishes into account
• Flexitime or trust-based working hours
• Working from home in agreement with the supervisor
• Part-time:
  > Reduction of working hours either by working fewer hours a day or working fewer days a week
  > Consideration of the employee's needs as far as possible
• 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.
• 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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• Located on the DESY campus
• Full-day care at nursery - child must be one year old! - and elementary level
• Attention: **Waiting list is long!**
  Get into contact as early as possible with the nursery to arrange a space there for when you need it
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Thank you for your attention