

No 4 | April 2022

# FEST-FREI-FAIR

DJV Newsletter for Freelancers at Deutsche Welle



in this issue:

**PREGNANT  
AND FREELANCE?**

## KNOW YOUR RIGHTS!

Dear Colleagues,

The DJV is your contact when it comes to the rights of freelancers. We stand up for you and are there when you need us.

If you have any questions, please feel free to contact us. We are looking forward to your concerns.

Best regards

Klaus Enderle & Daniel Scheschkewitz  
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.



## **PREGNANT AND FREELANCE?**

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](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.

**WE ARE HERE FOR YOU. DO YOU HAVE QUESTIONS? DO YOU NEED LEGAL ADVICE AND WANT TO MAKE AN APPOINTMENT? MEMBERS OF THE DJV RECEIVE FREE ASSISTANCE. THEN CONTACT US. WE AT THE DJV IN DW WILL BE HAPPY TO HELP YOU.**

Our contact details

at Berlin: Ute.Walter@dw.com ; Klaus.Enderle@dw.com

at Bonn: Helle.Jeppesen@dw.com; Daniel.Scheschkewitz@dw.com

“

**PREGNANT  
AND FREELANCE?**

