



# Compatibility of work and family

Information and advisory services



Simone Lüert (left) and Dr. Björg Pauling are the representatives of the Equal Opportunities Commission. Photo: Tilch

## Your contact persons

The Equal Opportunities Commissioner Simone Lüert and her deputy Björg Pauling are the contact persons for vocational training for women and they can advise you on childcare services during holidays. Extension -137 and -454; E-mail: [slueert@dpz.eu](mailto:slueert@dpz.eu) and [bpauling@dpz.eu](mailto:bpauling@dpz.eu)

Andrea Backhaus is head of the personnel office and part of her duties are informing on special holidays when your child takes ill. She also provides information on parental leave and nursing care. Extension -105; E-mail: [backhaus@dpz.eu](mailto:backhaus@dpz.eu)



Andrea Backhaus is the head of the personnel office at the DPZ. Photo: Schell

## Contact

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## More Information

[www.bmfsfj.de](http://www.bmfsfj.de)  
[www.berufundfamilie.de](http://www.berufundfamilie.de)  
DPZ intranet





Fathers are also entitled to the statutory parental leave.  
Photo: BlueOrange Studio/ Fotolia

## Maternity and parental leave

### Advice from the personnel office

As part of the employee-information package, mothers-to-be will receive a checklist from the personnel office or find it in the intranet for future planning.

All mothers and fathers are entitled to parental leave until the child turns three. This regulation also includes temporary employees, part-time and marginal employment. One parent may take the entire parental leave, it may also be divided between the parents or they may alternate the leave. The employees of the personnel office would be happy to give you advice on maternity and parental leave.

If you work in a laboratory area or have contact with animals, please clear with your supervisor the possibilities of other applications during the pregnancy. Our company doctor Christian Späth would be glad to give additional advice: [betriebsarzt.spaeth@dpz.eu](mailto:betriebsarzt.spaeth@dpz.eu).

### berufundfamilie (work and family)

Since November 2010, the German Primate Center is a certified member of berufundfamilie. Within the framework of this certificate, special measures to promote and facilitate the compatibility of work and family were taken.

## Childcare

### Childcare during the summer vacations

During the summer vacations, the DPZ regularly offers childcare opportunities to its employees. The vacation care costs are subsidized for up to two weeks by the DPZ and for durations of more than two weeks, a slightly higher fee must be paid. Applications can be given to a representative of the Equal Opportunities Commission.

### Flexible arrangement of working hours

The DPZ offers its employees flextime and part-time work arrangements. In addition to that, it is possible to complete part of the working hours in the form of telework.



The DPZ offers supporting measures such as holiday activities.  
Photo: Tilch



In cases where family members are in need of nursing care, the DPZ offers advice and flexible working hours. Photo: berufundfamilie gGmbH

## Nursing care for family members

### Nursing care advice

When it comes to taking care of needy family members, the DPZ provides its employees with active support in the form of comprehensive advisory services related to nursing care. The employees of the personnel office will lend a helping hand in the organization of your nursing care period. Further information can be found in the employee information folder, which can be downloaded from the intranet under <https://www.dpz.eu/employeeinformation>.

### Nursing care problems of relatives

Within the context of the tariff agreement, it is possible to get paid leave in cases of special family emergencies.

In cases where a family member is in need of nursing care, you may reduce your working hours for a period of up to two years or take advantage of flexible work arrangements similar to the arrangements for childcare. During a family-related break, you can benefit from further education with the support and advice of the DPZ.