

# FEST-FREI-FAIR

## Information for freelancer at DW



in this issue:

**FREELANCERS AND  
FAMILY**

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

Do you have young children who need care while you're on assignment for DW? You won't be left in the rain - the DJV and others are making sure of that, with support from DW.

What kinds of support are available?

DW will subsidize costs for a child that is not yet in school and being cared for in a daycare center, kindergarten or 'Tagesmutter.' The maximum subsidy is 1,000.00 euro per year per eligible child. All costs must be documented, and the subsidy may not exceed the actual costs of the care. The subsidy will be paid on top of the freelancer's normal Honoraria and is not subject to taxes or social contributions.

Who is entitled to the subsidy?

All freelancers who work for DW on an "employee-like" (arbeitnehmerähnlich) basis, i.e. those covered by the "Collective Agreement for Freelance Employees" with children who are not yet school-age. Freelancers must also have been employed by DW for at least 85 days in the current or immediately preceding calendar year to qualify for the subsidy.

How do you get the subsidy?

Eligible freelancers can send an application to Daniela Rieger in the "People" department. The relevant forms are available in German and English in the web apps portal - or here: <https://web-apps.dw.com/dw/documents/KBZ-EN.doc>

Do you have more questions?

Then contact us. The DJV is happy to help.

## 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](mailto:Klaus.Enderle@dw.com), [Ute.Walter@dw.com](mailto:Ute.Walter@dw.com) or [djv@dw.com](mailto:djv@dw.com) at any time. The works council will get back to you as soon as possible.



**Ute Walter & Klaus Enderle**