

Compatibility of Family, Care and Work

Caring for children or relatives in need of care should not force employees to give up their gainful employment. The legislator has therefore created various options for combining work and family life. Further information is provided by the **Dual Career & Family Support** of the University of Cologne. Employees of the Faculty of Medicine can also contact the **Human Resources Department** of the University Hospital.

Parental Leave

Employees covered by collective agreements and civil servants of the UoC are entitled to parental leave until their child reaches the age of 3. The entitlement is regulated in the **Federal Parental Allowance and Parental Leave Act (BEEG)** for tariff employees and in the **State Civil Servants Act (LBG)** for civil servants. The entitlement also applies to fixed-term employment contracts. In the case of a fixed-term qualification in accordance with the WissZeitVG, the contract term is extended in line with the parental leave. The extension is not counted towards the maximum permitted fixed-term period. In the case of a fixed-term contract with third-party funding or a fixed-term contract in accordance with the Part-Time and Fixed-Term Employment Act (Befristung nach Teilzeit- und Befristungsgesetz), the contract term is not extended. The BEEG does not apply to scholarship holders, as there is no employment relationship. This depends on the individual regulations of the scholarship provider. Parental allowance can be applied for to compensate for financial losses.

Care Time

The Caregiver Leave Act (PflegeZG) and the Family Caregiver Leave Act (FPfZG) provide for various leave options for caring for close relatives. In order to organise a short-term care situation, a leave of absence of up to 10 working days is possible as part of a **short-term absence from work**. **Care leave** and **family care leave** allow longer-term full or partial leave of up to a total of 24 months to organise care at home. The option of **support in the last phase of life** also provides for a maximum of 3 months' leave of absence for inpatient care. Civil servants are subject to comparable entitlements and regulations under Sections 16 and 16a of the Leave of Absence and Leave of Absence Ordinance (FrUrlV). Evidence of the need for care must be provided in the form of certificates. The care support allowance as a wage replacement benefit and interest-free loans from the Federal Office of Family Affairs and Civil Society Functions are intended to cushion financial losses. In addition to the options offered by the Caregiver Leave Act, employees can also make use of the collectively agreed leave options (TV-L §§ 11, 28 and 29). For civil servants, §33 of the FrUrlV and §64 of the LBG authorise leave of absence or part-time employment for family reasons.

For further reading:

Dual Career & Family Support of the UoC
https://verwaltung.uni-koeln.de/cfs/content/index_ger.html

Bundeselterngeld und Elternzeitgesetz BEEG
<https://www.gesetze-im-internet.de/beeg/>

Landesbeamtengesetz - LBG NRW
https://recht.nrw.de/lmi/owa/br_text_anzeigen?v_id=61020160704140450650

Wissenschaftszeitvertragsgesetz- WissZeitVG
<https://www.gesetze-im-internet.de/wisszeitvg/>

Pflegezeitgesetz - PflegeZG
<https://www.gesetze-im-internet.de/pflegezg/>

Familienpflegezeitgesetz - FPfZG
<https://www.gesetze-im-internet.de/fpfzg/>

Freistellungs- und Urlaubsverordnung - FrUrlV
https://recht.nrw.de/lmi/owa/br_text_anzeigen?v_id=3220120203171562132

TV-L
<https://www.tdl-online.de/tarifvertraege/tv-l>
<https://www.tdl-online.de/tarifvertraege/tv-aerzte>

Do you have any questions? Please feel free to contact us!