

COMPATIBILITY WITH CARE AND NURSING TASKS

ANNEX 6 TO THE EQUAL OPPORTUNITIES AND
GENDER EQUALITY PLAN
OF FILMAKADEMIE BADEN-WUERTTEMBERG GMBH
2022-2027

EQUAL OPPORTUNITIES AND GENDER EQUALITY PLAN OF FILMAKADEMIE BADEN-WUERTTEMBERG GMBH 2022-2027

MEASURES TO IMPROVE THE COMPATIBILITY OF WORK WITH CARE AND NURSING TASKS

The Filmakademie informs employees comprehensively about the legal options for making employment relationships more flexible due to care and nursing duties, e.g. to look after children and relatives in need of care, and about the relevant provisions in collective agreements. Upon request, personal counselling sessions with the persons concerned will ensure that all flexibilisation options granted by the legislator are also exhausted in favour of a better reconciliation of professional activity with care and nursing tasks for the workforce. Wherever possible, employment relationships should be structured in such a way that parenthood, education, and the care of relatives in need of care can be reconciled with the performance of official duties.

- Staff members' requests for part-time employment, leave of absence or flexible working hours to care for children or relatives in need of care should be granted as quickly and straightforwardly as possible, unless urgent official matters conflict with this. Family-oriented leave periods shall be granted as a priority; however, these must be compatible with semester times. Employees who apply for part-time employment or leave of absence will be made aware of the consequences, particularly regarding unemployment insurance, pension, and benefit entitlements, and this will be done automatically without them having to ask. Employees on leave for care and nursing duties shall be offered holiday and sick leave replacements as a matter of priority unless they themselves have ruled this out for a certain period of time.
- In the event of a shortfall due to childcare and caregiving duties, the Filmakademie shall, within the scope of its legal and actual possibilities, ensure that it has the means to compensate for this in terms of personnel. Positions that are not filled due to parental leave or special leave for care duties shall be filled immediately, considering the applicable budgetary law.
- The desire for part-time employment must not exclude the assumption of management functions. Management functions must be designed in such a way that they can also be performed by part-time employees if they so wish. This also includes the divisibility of management positions and the associated selection and appointment procedures.
- The meeting times of committees, working groups and commissions of the self-government (councils) should be scheduled as far as possible so that the interests of relatives and members with care and nursing duties in particular can be taken into account.

The company agreements "Company Agreement on Flexible Working Hours at the Filmakademie Baden-Wuerttemberg" (2017) and "Company Agreement on Mobile Working" (2021) are key components of the objectives outlined above.

The aim of the agreement in the context of mobile work is to grant employees more flexible working arrangements, considering company and economic interests. Within the framework of a family-friendly personnel policy, the Filmakademie sees this as a contribution to an improved balance between work and the individual lifestyles of employees with positive effects on the demands of work and family or care.

The creation or adaptation of the IT infrastructure when mobile working is a basic prerequisite here. The Filmakademie is committed to the principles of transparent and equal allocation of resources.

MEASURES TO IMPROVE THE COMPATIBILITY OF STUDIES WITH CARING AND NURSING RESPONSIBILITIES

Since teaching at the Filmakademie is organised with external/freelance teaching staff, individual solutions must be found as far as possible that contribute to the ability to study with a child/family/carer. In general, consideration should be given to students being prevented from taking exams due to family and care issues, and alternative dates should be offered for courses relevant to exams as well as appointments within the normal opening hours of childcare facilities.

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One possible solution is to grant students leave of absence in the following cases:

- Due to pregnancy and until the child is 3 years old. An application is required for this; leave of absence can usually be approved for a maximum of 6 semesters, whereby semesters of leave due to maternity and parental leave do not count towards these 6 semesters.
- Students who have been granted semesters of leave due to maternity or parental leave regulations or the care of relatives in need of care are entitled to attend courses and complete coursework and examinations.

In general, a review of the study and examination regulations is sought. This should work towards this:

- that pregnancy, parenthood, and the care of relatives in need of care do not have a negative impact on studies and graduation,
- that the illness of a child whose care cannot be ensured in any other way shall be considered an objective, valid reason for candidates to be absent from the examination for which he or she is not responsible. Illness and the need for care must be reported and proven immediately in accordance with the requirements of the respective examination regulations.