



## Daycare centre strike in Berlin: flexible working arrangements

The ongoing strike in Berlin's daycare centres is exceeding the capacity of many parents. Even in winter, childcare hours were often restricted due to waves of illness and staff shortages. During the pandemic, childcare was cancelled completely. In order to take this situation into account, the university management has issued the following regulations for employees affected by the childcare strike, which apply until the end of the lecture period:

Supervisors and employees can make different arrangements regarding availability and the location of actual working hours on strike days if, for example, this makes it easier to reconcile working from home with childcare obligations. The university management supports such agreements in the belief that strike days require flexibility on all sides.

Employees without teaching duties on strike days who are only able to work to a limited extent due to strike-related caring responsibilities should contact their line manager.

Employees who have teaching commitments on strike days will be given prioritised access to the emergency childcare services offered by the Family Office on these days. If the emergency care cannot be implemented due to demand, the following alternatives are available: postponement of teaching, digital asynchronous teaching or self-organised substitution.

## Assumption of additional costs in individual cases

After consultation with the Family Office, additional costs may be covered in individual cases if they are incurred due to the need to care for your non-school-age children in other daycare centres, crèches, with childminders or full-day care facilities. Unfortunately, due to the restrictions of the Income Tax Directive (R 3.33 para. 2 LStR), we cannot cover the costs of nannies, home helps or family members who provide sole care for your non-school-age children in their own household.

## Using parent-child rooms

If you need to bring your children to the HU, there are various parent-child rooms available on the Humboldt-Universität campus. The rooms are equipped with toys and books for different age groups and have nappy-changing facilities and, in some cases, a workstation.

[To get to the family office](#)



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Photo: Philipp Plum

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