

berufundfamilie audit: German Federal Institute for Risk Assessment awarded certificate for family-friendly personnel policy for the fourth time

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The German Federal Institute for Risk Assessment (BfR) has successfully completed the "berufundfamilie" (Career and Family) audit for the fourth time. With the certificate, the Institute is recognised for its family-friendly personnel policy. The goal is to enable the employees to find a work-life balance that suits their current phase of life, be it for raising children, taking care of family members or for other family reasons. This strategic alignment of the personnel policy contributes towards the long-term bonding of personnel to the BfR, as well as the acquisition of new colleagues. The offers of the BfR range from flexible working hours through various teleworking models to information offers on the topic of home care.

100 companies, institutions and universities have been awarded the *berufundfamilie* certificate this year. The certificate is awarded by *berufundfamilie Service GmbH*, an initiative of the charitable Hertie Foundation.

The BfR has been recognised as a family-friendly employer since 2009 and is one of only 26 employers to have successfully completed the audit for the fourth time. The Institute continuously implements various family-friendly personnel measures, which currently include:

- Flexible working hours
- Many different part-time models
- Family-compatible consultation times
- Further training for personnel absent for family reasons
- Guest offices and parent-child offices at both locations
- Cooperation with a family services provider in the areas of child and elderly care
- Alternating telework models
- Information offers and workshops on all aspects of care
- Social counselling services

Existing family-friendly measures and rules are to be evaluated, consolidated and optimised where necessary by the time of the next audit in 2021. This includes, for example, the evaluation of telework, the continuation of the digitalisation process, the introduction of mobile work and the further sensitisation of management to the compatibility of career and family.

About the BfR

The German Federal Institute for Risk Assessment (BfR) is a scientifically independent institution within the portfolio of the Federal Ministry of Food and Agriculture (BMEL) in Germany. It advises the Federal Government and Federal Laender on questions of food, chemical and product safety. The BfR conducts its own research on topics that are closely linked to its assessment tasks.

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