

## **“berufundfamilie” audit: German Federal Institute for Risk Assessment receives certificate for family-conscious employment policy for the fifth time**

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The German Federal Institute for Risk Assessment (BfR) received the certificate for the “berufundfamilie” audit for the fifth time at a virtual ceremony on 21 June 2022. The institute has been awarded the certificate for its family-conscious employment policy. The aim is to enable employees to achieve a work-life balance that is appropriate to their stage in life – be it for bringing up children, caring for relatives or for other family reasons. This strategic orientation of the employment policy serves to strengthen the ties between employees and the BfR in the long term, but also to attract new, qualified colleagues. Offers from the BfR range from flexible working hours and mobile working to information on the subject of care.

The web-based event was dedicated to a total of 343 employers – 158 companies, 152 institutions and 33 universities – that had successfully undergone the “berufundfamilie” audit or the “familiengerechte hochschule” audit in the previous twelve months. The certificate is awarded by berufundfamilie Service GmbH, an initiative of the non-profit Hertie Foundation.

The BfR has been recognised as a family-friendly employer since 2009 and is one of only 22 institutions that have successfully passed the audit for the fifth time. The institute always implements various benefits and options associated with family-conscious employment policy. Currently, these include:

- Flexible working hours
- Various part-time models
- Mobile working
- Family-friendly meeting times
- Further training for employees who are absent due to family reasons
- Guest offices as well as parent-child offices at both locations
- Cooperation with a family service provider for childcare services and care for relatives
- Social counselling programmes.

By the time of the next audit in 2024, the main challenge will be to define the “new normal” after the pandemic and to make collaboration and leadership both sustainable and functional with regard to task completion as well as family and life phase-conscious personnel management. Our work will also focus on maintaining the ongoing digitisation process.

### **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 German government and the States (“Laender”) on questions of food, chemicals and product safety. The BfR conducts independent research on topics that are closely linked to its assessment tasks.