



## Brief profile

### Bundesanstalt für Materialforschung und -prüfung (BAM)

Unter den Eichen 87, 12205 Berlin



The certificate for the 'work and family' audit was issued on 15.12.2015. The Bundesanstalt für Materialforschung und -prüfung (BAM) is a scientific and technical federal authority responsible to the Federal Ministry for Economic Affairs and Energy (BMWi). BAM performs national and international activities, cooperates with university and non-university research institutes and promotes young scientists. With its guideline „Safety in Technology and Chemistry“, BAM identifies challenges to technical safety for society as part of its legal and societal-political tasks and develops problem-oriented and practical action options. BAM works towards a strong safety culture and safety standards in Germany which will continue to meet the highest requirements in the future. At the time of the audit, a 1710-strong staff were employed by BAM.

#### Objective of the audit

Within the scope of its strategic objective as an attractive employer, BAM is particularly committed to the principle of work-life balance and life phases. A family- and life-phase related orientation to establish the basic conditions for daily work increases employee motivation and efficiency. It creates an indispensable competitive advantage in the labour market and attracts qualified personnel. The audit aims to provide an understanding of the work-life balance within BAM's culture, as a concern of both managers and employees. Information and communication around this focus and the available offers are a priority. The process is supplemented by measures to further develop existing framework conditions, characterised by staff involvement.

#### Available measures (Selection)

- Flexible working hours
- Various part-time models
- Teleworking
- Counselling on parental leave, care
- Reintegration
- Equal opportunities plan
- Intranet with information about work-life balance
- Health promotion offers
- Employee survey including questions on work-life balance
- Principles of management and co-operation with regard to work-life balance

#### Future measures (Selection)

- Evaluation and further development of possibilities for part-time work
- Further development of health promotion and occupational health management
- Further development of the basic conditions for the use of teleworking
- Comprehensive and ongoing information for the employees about the 'work and family' audit and the implementation process
- Communication of the auditing process to the outside world, showing BAM as a family- and life-phase aware employer and establishing them as an attractive employer
- Establishing work-life balance and life phases as a management task
- Work-life balance as part of strategic personnel development
- Care for family members as an important aspect in work-life balance
- Parent-child office