

The “audit berufundfamilie” certificate was awarded for the second time on 31 May 2014. The Leibniz Centre for Agricultural Landscape Research (ZALF) is engaged in scientific research on ecosystems in agricultural landscapes and on developing ecologically and economically acceptable land use systems. ZALF is a member of the Leibniz Association, and is domiciled in the research town of Müncheberg. In addition, ZALF operates research stations at Dedelow and Paulinenaue. ZALF is subdivided into six institutes: Land Use Systems, Landscape Systems Analysis, Landscape Hydrology, Soil Landscape Research, Landscape Biogeochemistry and Socio-Economics, in addition to central units that play a supporting role. ZALF had 388 employees at the time of the re-audit.

Objective of the re-audit

By undergoing the re-audit, ZALF wishes to consolidate and further develop the status achieved. Framework conditions are created for all employees to enable them to shape the performances expected of them in a manner that can be achieved whilst reconciling their professional and private concerns; to give employees with greater responsibilities in the family the same career opportunities; and to maintain performance capability despite having greater family responsibilities. By creating good conditions for reconciling career interests and family life, ZALF seeks to recruit highly qualified personnel; to support them in their career planning and training; and to offer them longer-term career opportunities. The potentials of the 55+ generation are actively integrated into these measures. In the future, too, the audit shall stand for the increased diversity of professional and social aspects, which create an employee-friendly and performance-based working atmosphere.

Measures implemented (a selection)

- Flexible working time and work places
- A welcome portfolio
- A check list for organising family-friendly events
- An internal agreement for 55+ employees
- A Scientific Meeting Centre and guest apartments in Müncheberg offering intense support for international families
- A hotline for external employee assistance (EAP)
- Health promotion measures (e.g. massages)
- A volleyball court
- ZALF’s intranet portal “audit berufundfamilie”

Future measures (a selection)

- Continuation of the 55+ programme and an increase in its attractiveness
- Team workshops on work/family topics and on striking a balance in the give-and-take between employees “with” and “without” family responsibilities
- Best practice examples of family-friendly flexibility options
- A presentation of ZALF’s family-friendly staff policy on the website
- Support and qualification programmes for executives and senior employees in issues concerning family-friendly staff policy
- A check list: reintegration following family-related absences

Last amended: 31 May 2014