



Certification since 2011
audit berufundfamilie

Leibniz Centre for Agricultural Landscape Research (ZALF)

Eberswalder Strasse 84, 15374 Muencheberg

The berufundfamilie audit certificate was confirmed on 31.05.2017.

The Leibniz Centre for Agricultural Landscape Research (ZALF) carries out scientific research into ecosystems in agricultural landscapes and the development of ecologically and economically viable land use systems. It is a member of the Leibniz Association and is based in the research town of Muencheberg. ZALF also manages research stations in Dedelow and Paulinenaue.

At the time of re-auditing, 296 people were employed.

This figure refers to budget or third-party funded positions.

ZALF is organized into three program areas (Landscape Functioning, Land Use and Governance, Landscape Synthesis), two research platforms (Models, Data), an experimental infrastructure platform and central support institutions.

The Objective of Re-auditing

The audit serves to promote the reconciliation of work and family life, individual lifestyles, the improvement of work quality and productivity as well as, in particular, the promotion of excellence in science and research. ZALF would therefore like to consolidate and further expand the status achieved through re-auditing.

It aims to attract highly qualified specialist staff through family-friendly science management, support them in their future career planning and training and also offer them long-term career opportunities at ZALF.

Also in the future, the audit should stand for the integration of professional and social concerns, which in turn create an employee-friendly and performance-oriented working atmosphere.

Measures Implemented (selection)

- Operating Agreement on Mobile Working adopted
- Operating Agreement and Guidelines for Appraisal Interviews with compatibility-oriented aspects adopted
- External employee counseling, also for family members
- Training courses for executives and employees with future responsibility for human resources, also on questions of family-oriented human resources policy

Future Measures (selection)

- Team workshops for working groups "with" and "without" family responsibilities
- Development of a concept for operational integration management
- Development of a concept for an operational health management system
- Improved involvement of foreign employees through special information events
- Support measures for executives to promote the development of family-oriented leadership behavior
- Checklist to systematically support executives and employees during their leave of absence, contact maintenance and return to work
- Provision of a family service

Status: 31st May 2017