

## **audit berufundfamilie**

**The Strategic Management Tool  
for the Development of a Family and Life-Phase-Conscious  
Human Resources (HR) Policy**

# Strategic Approach



## The **audit berufundfamilie** is ...

... a **management tool** to structure, develop and help controlling HR policy

... a **defined process** including consulting, knowledge transfer and ongoing support. The goal is to shape a corporate culture that meets the requirements of different life stages and lifestyles

... a **certificate** that requires annual reporting

... a recognized **seal of quality**

# Strong Partners

## Board of trustees



economy, science, politics and associations



In 1998 the **audit berufundfamilie** was initiated by



## Recommended by



## Under the patronage of



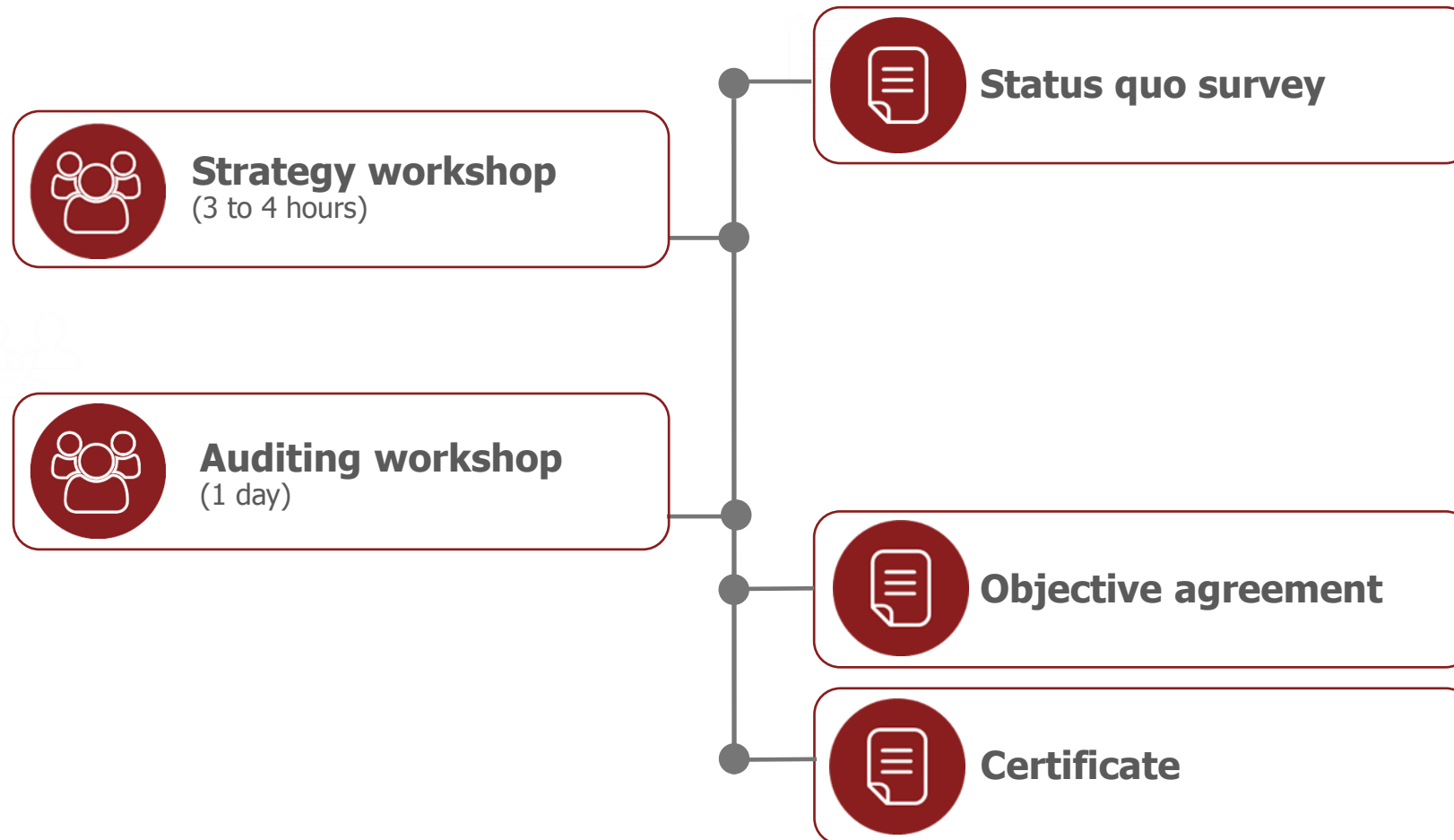
# Requirements of the audit berufundfamilie

- Integration of the family conscious developments into **corporate philosophy** and **corporate strategy**
- Systematic **anchoring** of the family conscious HR policy in **organisation, instruments** and communications
- **Establishing** family conscious HR policy in organisational **culture**
- Ensuring a high penetration. Critical **review** and – if appropriate – **adaption** of existing measures
- **Continuation** of the process by transformation from project status to function / role in the organisational structure

# Investing in HR Policy that Offers Measures to Reconcile Work & Family/Private Life

- Commitment, targets & enforcement from **top leadership**
- Clear message & solutions for **middle management**
- Measures for/ offers to **staff**
- Information & communication for the **internal** and **external public**

# The Audit Process



# The Structure of the Instrument Follows Classic HR Approaches

**1** | Working time

**2** | Work organisation

**3** | Work location

**4** | Information and  
communications

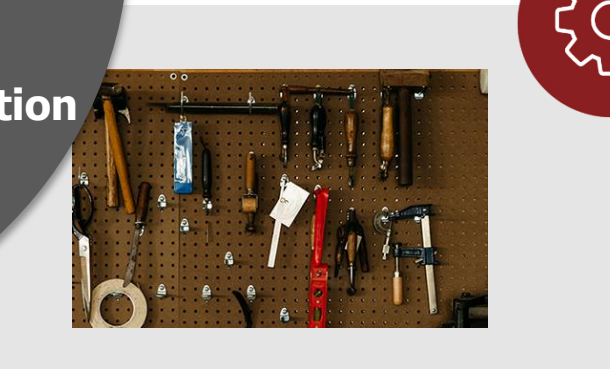
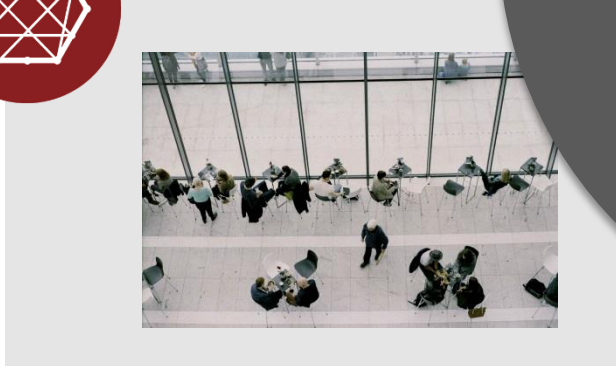
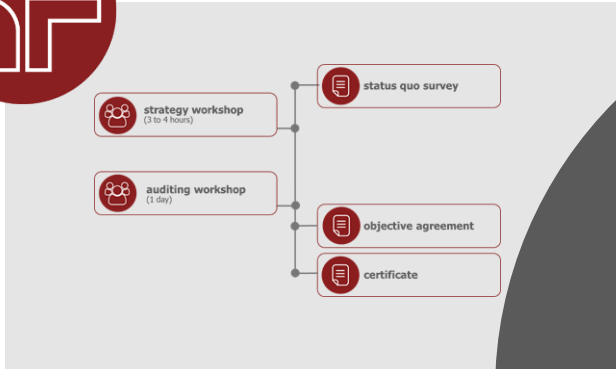
**5** | Leadership/  
management

**6** | Human resources  
development

**7** | Compensation and  
benefits

**8** | Service for families

# Sustainability through Self-Organisation, External Control and Networking





# Work and Family is More than Just Childcare

Health management

Digitalisation

Aging workforce

Generationen management

Work and care

Family and leadership

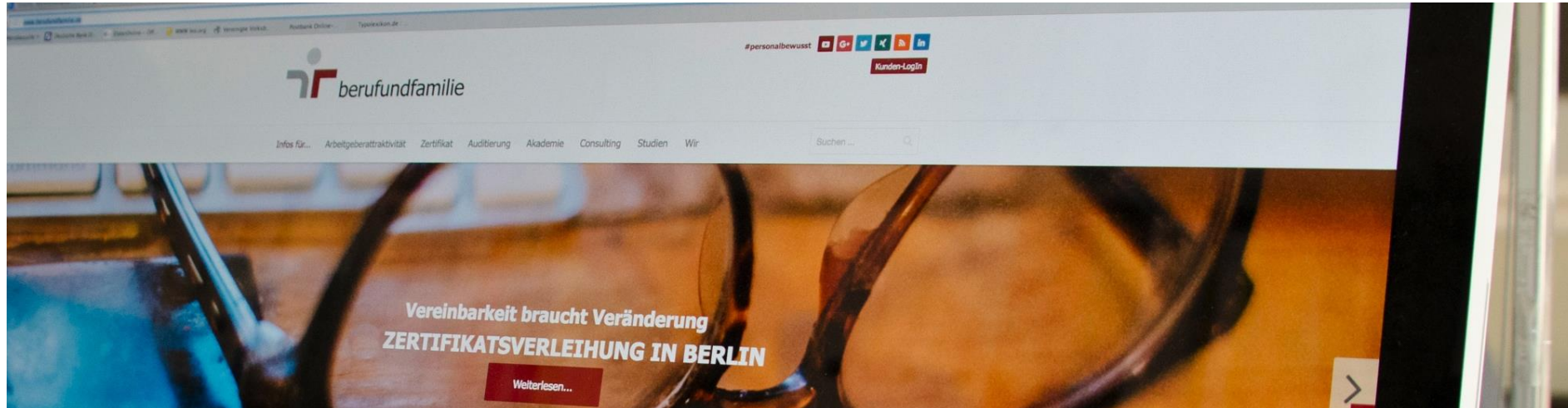
Diversity


Career stages and life phases


Internationality



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