

Brose wins family-friendly title



Brose Executive Vice-President Thomas Nösekabel (Central Administration, centre) with Kristina Schröder, Minister for Family Affairs, and Peter Hintze, Parliamentary State Secretary in the Federal Ministry of Economics and Technology.

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Berufundfamilie, part of the non-profit Hertie Foundation, has awarded Brose the title of “family-friendly company” for progressive HR concepts designed to reconcile professional and family life, and for exemplary company benefits. The certification was based on an audit conducted at the Coburg site that assessed working time, work organisation, the workplace, information and communications policy, leadership skills, HR development, pay components and perks and the family service.

Brose Executive Vice-President Thomas Nösekabel (Central Administration) and Manfred Seemann (Head of Staff and Family Support) received the certificate in Berlin from the German Minister for Family Affairs, Kristina Schröder, and the Parliamentary State Secretary in Germany’s Ministry of Economics and Technology, Peter Hintze. The audit falls under the patronage of the two ministries.

Unlike most certification processes, the berufundfamilie audit does not look for the presence of certain measures in order to assess them against a predefined standard. Instead, it sets in motion an organisational development process based on a target agreement between the company and the certifying organisation. Brose is committed to documenting its progress in implementing the defined action areas every year for the next three years.

“Our family firm places a high value on staff-oriented concepts. We even implemented some of the improvement measures agreed in the audit before the end of the evaluation phase. For instance, we opened our Kids Club, which offers afternoon and holiday childcare

for the children of our Coburg-based staff, at the beginning of 2010. Another component is the support we offer staff through our family service, which provides individual advice, information and third-party offers relating to caring for dependents,” Manfred Seemann emphasizes.

The results of the audit are also incorporated into the group-wide project entitled Working World 2.0: the Brose Working World model introduced in 2001 is currently being developed further by an interdisciplinary project team. The new developments will take account of changes to the group’s environment resulting from the internationalisation of the Brose Group and the rapidly changing, challenging market situation. One of the main aims of the project is to create better options for staff to achieve a good work-life balance.

The certification company berufundfamilie is recognized as a key national centre of expertise on issues relating to the reconciliation of professional and family life, and has certified over 800 companies and establishments in Germany. 294 companies, institutions and universities have successfully completed the audit this year.