

## Excellent Family Friendliness

KIT Is Granted “Job and Family Audit” and “Family-compatible University” Certificate



*Bringing in line career and family. (Photo: Gabi Zachmann)*

**KIT supports its employees and students in bringing their job or studies in line with their families. For this, it has now been granted the “Job and Family Audit” and “Family-compatible University” certificate. It is issued on the basis of an audit performed by berufundfamilie gGmbH, a subsidiary of the non-profit Hertie foundation. The audit is aimed at extending family-friendly offers and making them better visible as well as at harmonizing the efforts taken in the large-scale research and university sectors of KIT.**

How can professional and private tasks be balanced such that all parties involved will profit? KIT tries to fulfill its social responsibility and to make job and studies family-friendly. For this, it was granted the “Job and Family Audit” and “Family-compatible University” certificate on August 30. The certificate represents both an award and commitment. Firstly, the current situation is determined and a target agreement concluded. In the three years to come, KIT will analyze already existing offers and make them more transparent and visible.

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Additional actions will be launched. It is also aimed at coordinating the offers and measures taken by the research (Campus North) and university sectors (Campus South). "The certificate represents a major criterion in the competition for highly qualified employees and excellent students and contributes to the attractiveness of KIT," explains the head of the KIT Equal Opportunities Office, Petra Kraft.

KIT already offers a flexible working time scheme, various family-compatible part-time employment options, a mentoring program for women, comprehensive in-house health management, day care for children of employees and students, information on family home care, and an extensive parental leave program.

berufundfamilie gGmbH was founded by the non-profit Hertie foundation in 1998. It provides private enterprises and public institutions with strategic instruments to enhance the compatibility of job and family. The "Job and Family Audit" is performed under the auspices of the Federal Family Ministry and the Federal Ministry of Economics.

**Karlsruhe Institute of Technology (KIT) is a public corporation and state institution of Baden-Württemberg, Germany. It fulfills the mission of a university and the mission of a national research center of the Helmholtz Association. KIT focuses on a knowledge triangle that links the tasks of research, teaching, and innovation.**

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