

Flexible Working conditions (Working Time and Place of Work)

Description of Issues and Targets

Working conditions can be organized flexibly by individual agreement regarding working time and place of work. Aim is to optimize reconciliation of work and private life.

Description of Offer/ Action

Organization of working conditions are discussed individually and promptly implemented.

Examples for flexible working conditions are:

- Possibility of part-time work for all employees
- On behalf of the employees changes from full-time to part-time and the other way round are promptly implemented.
- Upon consultation all employees are unbureaucratically allowed to do parts of their work at home. Computers for telework are provided. Many employees work with laptops with which they can work at the institute as well as at home.

Implementation Approach

Agreement on times of absence and presence with colleagues under consideration of project-specific and individual needs. This is technically supported among other things by exchange-calendars and e-mail.

Results and Modes of Action

Eventually additional computers for telework need to be provided.

Ergebnisse und Wirkungsweisen

There are 8 employees employed at non-institute-sites. Individual forms of working time and telework are gladly used. In the employee survey of Fraunhofer in 2011 the employees of Fraunhofer MEVIS are satisfied above average with regard to reconciliation of work and private life. 92% of all employees say "the framework conditions at my institute allow for me to combine work and private life well".

Unser Angebot gehört zur Kategorie

- 1 Gender sensitive organization culture
- 2 Reconciliation of work and private life

Success Criteria and Possible Obstacles

Zufriedenheit der Beschäftigten unbürokratisch flexibel arbeiten zu können und die Arbeitszeit der jeweiligen Lebenssituation anpassen zu können.