

Brief portrait 2018

Certificate held since 2009

# Studierendenwerk Münster

Bismarckallee 5, 48151 Münster

The certificate for the audit berufundfamilie was confirmed on 10.12.2018.

Founded in 1922 as a “self-help organisation run by students for students”, Studierendenwerk Münster provides high-quality services and advice in social and economic fields for more than 55,000 students at the Universities of Münster and Steinfurt, in particular by providing five refectories, seven bistros and two cafes, maintaining 22 halls of residence with more than 5,600 places, and dealing with education funding matters. In addition, the Studierendenwerk runs a conference and information centre and three daycare facilities. An office providing advice on social issues completes the services that Studierendenwerk Münster provides to students.

It employed 600 people at the time of the re-audit.

## Objective of re-audit

The certificate for the Audit Beruf und Familie [work-life balance] was first awarded on 18.05.2009. Since this audit, Studierendenwerk Münster has developed and successfully implemented numerous measures related to work-life balance. Studierendenwerk Münster remains committed to securing and further developing its family-conscious staffing policy for the benefit of its employees. Future audits will focus on consolidating, securing and optimising the standards achieved so far through the audit; further enhancing the support available to all employees of Studierendenwerk Münster in the field of family and especially care; expanding communication structures; introducing and applying a uniform understanding of leadership in all departments based on the leadership guidelines already developed; and expanding prevention measures in the field of health.

Dated: 10<sup>th</sup> December 2018

## Measures taken (selection)

- Enhancement of internal communication through design of an intranet platform
- Creation of leadership guidelines for a uniform understanding of leadership
- Implementation of in-house health management, supported by the establishment of an in-house health promotion (BGF) team
- Execution of in-house integration management with the help of an external case manager
- Inclusion of health effects in leadership behaviour through a training day on “healthy leadership” for all managers at Studierendenwerk Münster
- Regular campaigns for employees with and without their families

- Implementation of get-to-know-you days for new employees, offering information on work-life balance

#### **Future measures (selection)**

- Expansion of internal communication through introduction of the intranet in all departments of Studierendenwerk Münster
- Sensitisation of all employees for the issues surrounding caring for relatives and paternity leave
- Adaptation and optimisation of hazard assessments with regard to psychological stress
- Offers of health promotion measures for all Studierendenwerk employees
- Manager training with regard to a uniform understanding of leadership, taking into account and applying the leadership guidelines developed for the entire Studierendenwerk Münster

AN INITIATIVE BY THE CHARITABLE Hertie Stiftung