

## PRESS RELEASE

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### **Reconciling work and care: BIKAR METALLE signs charter on reconciling work and care and promotes the qualification of care guides**

**There are currently 1.2 million people in need of care in North Rhine-Westphalia (NRW), Germany. Most of them are cared for at home by their relatives. In many cases, they are employed: An estimated 500,000 working people in NRW care for relatives, partners or friends in addition to their job. In order to support its employees during this difficult phase of their lives, BIKAR METALLE from Raumland is taking part in the state program "Reconciling work and care". The state program supports companies in establishing a successful work-care balance in order to relieve the burden on caring employees and keep them in employment.**

As a participant in the state program, BIKAR signs the charter on reconciling work and care, thus taking the next step towards becoming a comprehensively family-friendly company.

### **BIKAR continues to improve the framework conditions for a care-sensitive corporate culture**

The signatories of the charter are committed to improving the care-friendliness of their company, for example by qualifying care guides, reviewing their working time models individually and adapting them where possible or using the "company care kit" with up-to-date information and important tools.

Annalena Moll-Göbel, HR Manager at BIKAR, was the first employee in the company to qualify as a company care guide. The qualification program is offered and financed by the AOK regional health insurance funds. Annalena Moll-Göbel is now the first point of contact for caring employees in the company and facilitates access to support services.

One of the tasks of the company care guide is to work with employees to find individual solutions for reconciling work and care and to offer support in emergency situations. Providing information about care services and legal regulations as well as passing on contact persons, e.g. at care advice centers in the Siegen-Wittgenstein district, are just some of the many topics that a company care guide is responsible for.

"As an employer, we see it as our responsibility to take into account the demographic development of society on the one hand and, above all, the needs of our employees who take on caring responsibilities on the other. Taking on caring responsibilities is an important social commitment. That's why I think it's great that BIKAR wants to provide support in these areas," says Annalena Moll-Göbel about her role as company care guide at BIKAR.

"At a time when the needs of family carers are becoming increasingly urgent, the qualification of care guides in companies is of great importance," explains Managing Director Pascal Bikar, emphasizing the importance of support within the company: "We are proud that Annalena is involved as a care guide and is driving forward our initiative to promote the compatibility of work and care. She is a competent and trustworthy contact person for our colleagues in difficult care situations."

### **Supportive corporate structures for more health and family friendliness**

The fact that BIKAR cares about the health and well-being of its employees is also reflected in other areas and measures within the company. A healthy working

environment is just as important as offers for mental and physical health. Last weekend, for example, the company organized the 2nd BIKAR Health Day. Health Manager Paula Jimenéz Härtel organized a varied program of exercise, lectures and joint activities. This event is just one of many offers that the company provides for the well-being of its employees by creating supportive corporate structures and individual solutions.

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**Caption:**

By signing the charter on the compatibility of work and care, BIKAR METALLE acknowledges its responsibility for its employees with family members in need of care.

Left:

Paula Jimenez Härtel  
Health Manager

Right:

Annalena Moll-Göbel  
HR manager and company care guide