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# **Kooperationen für eine familienfreundliche Arbeitswelt**

Herausforderungen und Erfolgsfaktoren für die Zusammenarbeit  
von Unternehmen und Kommunen

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# Abstract

This study examines cooperation between companies and municipalities which aim to foster a family-friendly working environment. The data basis of this qualitative analysis is comprised of 25 case studies with projects in the fields of childcare, elderly care, local time politics and more general approaches towards a better compatibility of family and work. Several guided interviews have been conducted with the actors involved and impartial experts for every case study. The study primarily focuses on the challenges and key factors of success for these inter-sectoral collaborations. It has become clear that these are significantly influenced by the degrees of maturity and specificity of the topic with which the cooperation is concerned. In addition, the structure of the cooperation, i. e., whether it is bi- or multilateral, is also linked to these two factors in the research sample under consideration. Bilateral cooperation is regularly chosen for projects with a high degree of maturity and specificity, while multilateral cooperation is more often concerned with newer and thereby less specific topics. Distinct organizational structures and decision-making processes in the public and private sectors pose an essential challenge to all of the collaborations in the sample. However, the results of this study suggest that the integration of an intermediary institution, familiar with the particularities of both sides, into the cooperation could provide a possible remedy for this problem.