

**Abstract**

**Original Paper**

**Do Co-Operative Working Practices and Empowerment in Management Support Employees in Family Services to Reinforce Parental Empowerment?**

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**Abstract**

**Background:** Reinforcement of parental empowerment is a guiding principle in family services. It is shown that more empowered employees are more likely to empower their clients, which, in turn, produces better service system outcomes.

**Objective:** This study examined how employees reinforce parental empowerment, and how co-operative working practices in family services and empowerment in management support employees in empowering parents.

**Methods:** The study was conducted using a cross-sectional survey design. Data were gathered using postal surveys from employees working in health care, social welfare and education settings. In total, 457 employees responded.

**Results:** Employees reinforced parental empowerment rather well. We found a positive relationship between co-operative working practices, empowerment in management and employees possibilities to reinforce parents' empowerment in their work.

**Conclusions:** Empowerment in management and co-operative working practices, like well-functioning cooperation and employee awareness of available services, are key elements for supporting employees to reinforce parental empowerment.

**Keywords:** parental empowerment, co-operative working practice, empowerment in management