



Supporting the Public Services Sector  
for Establishing and Promoting EWCs

# AN ALTERNATIVE SYSTEM TO EUROPEAN WORKS COUNCILS

An alternative system to European Works Councils for employee participation in company information and consultation processes is that of Works Councils. While EWCs are a mechanism established by EU law for transnational employee participation in large multinational companies, Workers' Councils are an option that applies at the national or individual company level.

Works Councils are company employee representative bodies created through agreements or negotiations between employers and workers' representatives. Depending on the country, these councils may have different names, such as Labour Councils, Works Committees, Workers Councils or Councils of Workers' Representatives.

Works Councils aim to facilitate communication and dialogue between employers and employees, promoting workers' participation in company-related decision-making. These councils typically address issues such as working conditions, occupational health and safety, training, corporate restructuring and other matters of interest to employees.



The composition and functioning of Works Councils vary according to national legislation and company-specific arrangements. In some countries, councils are made up of representatives directly elected by the workers, while in others, they may include workers' representatives and representatives of company management.

It is important to remember that worker participation systems can vary significantly between countries and companies. Therefore, it is advisable to research the applicable labour law and collective agreements in the specific country or company for more detailed information on alternative systems to EWCs in the context of employee involvement.

