

II.

Syllabus

Workplace and Board-level Representation : European minimum standards for Labour Participation in Decision Making (Information and Consultation Rights in Member States of the European Union)

The narrow definition of corporate governance focuses on the control of management by shareholders. The broader definition looks at the role of stakeholders in making and implementing strategic decisions in the company: especially from the trade union perspective, employees should have a “voice” in the decision-making process to ensure that a reasonable balance is achieved in the goals pursued by the company, not just the maximization of shareholder profits. Corporate governance must be understood as a system in which there is an interplay of different regulations and market forces. Therefore corporate governance deals with multiple issues in the field of corporate law, securities regulation, corporate finance and industrial relations. In 17 of the 27 EU member states employees are represented in the companies' supervisory or administrative board.

Each time proposals for legislation creating company forms at the European level or for regulating cross-border company restructuring are made, the issue of *worker involvement* is raised. Significantly different provisions for information, consultation and participation rights for employees are contained in the legislation proposed or already passed. The European trade union movement has therefore raised the demand of creating a *European minimum standard* for worker involvement, which would apply to all European company legal forms and to cross-border restructurings regulated at the European level.

1. Trade Unions

1.1 Union density

1.2 Union structures

2. Collective Bargaining

2.1 Collective bargaining coverage

2.2 The level of collective bargaining

3. Workplace Representation

3.1 The formal structures

3.2 The role of unions

4. Board-level Representation

4.1 Employee representatives at board level

4.2 [Employee participation and corporate governance](#)

5. Health and Safety

6. European-level Representation - [Worker involvement and European company law](#)