Wigboldus
Consultraining
Links

Proposal for Paper Presentation

for the conference

What does co-determination do? What can we learn from research? 2nd biennial conference 11 June 2018, Wissenschaftszentrum Berlin für Sozialforschung

How to combine social and economic impact of works councils?
Lessons about opportunities of the Dutch advisory right

Codetermination traditionally is understood as an instrument for the protection and advancement of social interests on company level. In most European countries works councils have information and consultation rights regarding HR-policies, occupational health and safety, and the social consequences of decisions like restructuring, mergers and acquisition, and outsourcing.
On the other hand, works councils in most countries miss legal competences to discuss and influence business plans. And moreover, management often denies a works council the right to challenge business decisions.

The Dutch Works Councils Act invites works councils to advise on two levels: the intended business decision and the social consequences thereof.
My PhD study[1] has already revealed that a smart use of the advisory right enables a works council to have economic influence. A number of case studies in the past few years will be used to analyse how works councils can strategically use the advisory right to have both social and economic impact.
In the presentation we will address three topics: 1) which elements of the Dutch legal framework enable the combined social and economic impact, 2) which strategies do works councils apply to create economic influence, even in face of unwilling senior management, 3) which characteristics of a works council are necessary to create combined social and economic impact?

Presenter: Jan Ekke Wigboldus, PhD (independent consultant, trainer and researcher in the field of employment relations)

[1] Wigboldus, Jan Ekke, Bron van Meerwaarde. De economische effecten van de ondernemingsraad. [Source of added value. The economic effects of the works council.] Van Gorcum: 2011.