Manfred Wannöffel, Ruhr-University Bochum, Germany

Continuous qualification of workers´ representatives as a social challenge facing co-determination

Considering the complex challenges with which workers` representatives are facing, building up specialized knowledge through specific qualifications has become more essential than ever, in the broad context of deep digital transformation processes not only in business and but also in society.

However despite the broad legal and formal regulations in the German Works Councils Constitution, for their members adequate qualification is not guaranteed in the reality of business development. There are several structural and individual reasons, ranging from compatibility issues between the activities of the works council and requirements due to technological and organizational changes, inadequate exemption thresholds, employers hampering the works councils, to restrictions due to social responsibilities of individual council members outside the working environment.

The presentation intents to identify favourable and restrictive factors for the participation of works council members in qualification activities in the context of digital transformation by analyzing a representative survey comprising more than 8000 questionnaires.

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Contact: manfred.wannoeffel@rub.de