

## Registration

I hereby make a binding reservation for the EWC seminar in Dresden, 20.-23.10.2026 or Montabaur, 30.03 - 2.04.2027:

Fax: +49 40 43282263 E-mail: [info@ewc-academy.eu](mailto:info@ewc-academy.eu)

Name \_\_\_\_\_

Company / Location \_\_\_\_\_

Invoice address \_\_\_\_\_

Telephone \_\_\_\_\_

E-mail \_\_\_\_\_

Function in EWC \_\_\_\_\_

- Please book a single room at **Hilton Dresden** or **Hotel Montabaur Castle** at a price of **€ 150.- / 147.-** per night (incl. breakfast and VAT) for \_\_\_ nights

Arrival on: \_\_\_\_\_ Departure on: \_\_\_\_\_

- No hotel required. / I will make my own booking.  
 I require a global invoice incl. overnight accommodation.

Date / Signature: \_\_\_\_\_

The seminar fee is **€ 1,795.-** per person, plus VAT, accommodation, accommodation tax and breakfast. The price includes meals during the seminar, a social event and seminar documents. Overnight accommodation is to be paid directly to the hotel. Registrations will be confirmed in writing. The participation fee must be paid before the event. In the case of cancellation:

**Dresden:** after 17.08.2026 50% and after 07.09.2026 100%  
**Montabaur:** after 17.08.2026 50% and after 07.09.2026 100%  
of the participation costs will be charged as a cancellation fee.

## Additional seminars

### Hamburg Conference for European and SE Works Councils

Hamburg, 25 + 26 January 2027

As every year since 2009, our two-day conference will again take place at the Hotel Hafen Hamburg. The agenda includes current trends in the EWC landscape with practical examples.



### In-house Events

#### Individual dates on request

Many works councils organise in-house training on the same topics. We would be happy to offer this very topic as an in-house seminar for you on request.

#### Legal basis for attending the seminar:

The seminar is aimed at employee representatives from Germany or other countries who wish to familiarize themselves with the German employee representation system. German works council members can attend in accordance with Article 37 (6) of the Works Constitution Act.



# Works Constitution Act and Co-Determination in Germany

**Dresden, 20 - 23 October 2026**  
**Montabaur, 30 March - 2 April 2027**

Legal basis for participation to the seminar:  
Article 37 (6) German Works Constitution Act or Article 38 (1) of the German EWC Act i.c.w. Article 10 (4) of the EU-Directive 2009/38/ECG

Codetermination at the workplace level (betriebliche Mitbestimmung) is provided through the works council (Betriebsrat), which is a representative body directly elected by and made up of employees working in the organisation. Works councils can be established in all companies with five or more employees. The works council has extensive and clearly defined legal rights, which in some cases require the agreement of the works council before the employer can act.



Board-level codetermination (Unternehmensmitbestimmung) is provided through the presence of elected employee representatives on a company's supervisory board, the body which defines the company's strategy and monitors its progress.

These two levels are linked as the employee representatives on the supervisory board are normally works council members.



Neither works councils nor the employee representatives on supervisory boards are directly connected to trade unions. There are often links to the unions, but this is not automatic. This composition

of the works council is subject to a ballot among all employees. The elections take place simultaneously in all companies every four years, most recently from 1 March to 31 May 2026.

## Each seminar is conducted by two speakers

- The first part of the seminar (two days) by a lawyer who has experience working with works councils.
- The second part of the seminar (one day) is led by a former works council member and employee representative on the supervisory board of a US company who has practical experience working with a management team unfamiliar with the German representation system.

## Topics *(All sections refer to the Works Constitution Act.)*

### Introduction and general provisions

- Co-determination at a glance / Landscape of works councils
- Worker participation and the works council as an advocacy group
- Democracy at work / Level of establishment (sections 74 + 75)

### Works council tasks

Co-determination rights on:

- Structuring of jobs, which influences the way and manner of hiring, remuneration and development of employees (section 87)
- Information on financial matters (sections 106 - 113)
- Working environments which encompasses respect, empathy and overall understanding between employees and employers (sections 90 + 91)
- General HR policy (sections 92 - 95)
- Vocational training (sections 96 - 98)
- Approval / refusal of individual staff movements (sections 99 - 101)
- Designing of works agreements (sections 88 + 89)
- Conciliation committee (sections 76 + 77) and how to resolve disagreements in case of alterations (sections 111 - 113)

### The legislative basis for the role of the works council

- Conduct of business of the works council (sections 26 - 29)
- Internal meetings, decisions, standing orders and time-off work (sections 30 - 41)
- Financial matters and finance committee (sections 106 - 110)

### Individual employees and co-determination

- General principles (sections 74 - 75 and 78 - 80)
- Works meetings (sections 41 - 46)
- General staff policy (sections 92 - 95)
- Individual cases of dismissal (sections 102 - 105)

### Employee participation on the supervisory board

- One-third representation on the supervisory board
- Full parity co-determination on the supervisory board

### How to put rights into practice?

- The impact of co-determination at the workplace level in practice
- What is the concrete meaning of "spirit of mutual trust"
- How to achieve managements acceptance of employee participation
- How to obtain all the information required to exercise co-determination rights
- How to use legal pressure to safeguard co-determination rights
- The importance of the conciliation committee
- The importance of a works agreement and its relevant content
- The principles to apply during the negotiation process
- The importance for the works council to act as a team: organization, cooperation and communication
- Practical rules for cooperation with the employer

## Organisational matters

### Price per seminar: € 1,795.- plus VAT

The price includes seminar participation, catering and a social event. German VAT will be added. No VAT will be charged, if the invoice address is outside of Germany and you provide us with an European Union VAT Registration Number.

**Start of each seminar:** 2 p.m. (lunch before)

**End of each seminar:** 12 p.m. (followed by lunch)

**Venue and accommodation:** Hilton Hotel Dresden  
€ 150.- per night incl. breakfast

<https://www.hilton.com/en/hotels/drshitw-hilton-dresden/>

**Venue and accommodation:** Hotel Montabaur Castle  
€ 147.- per night incl. breakfast

<https://www.hotelschlossmontabaur.de/en/>