

Guide

Employee Representation

A Founder's guide to works councils and beyond

Unlocking the Potential of Employee Representation

Scaling a company comes with enough complexities—navigating employee representation doesn't need to add to them. Whether you're tackling legal obligations, managing works councils, preparing for an IPO, or exploring informal representation models, this playbook simplifies the landscape, turning challenges into actionable opportunities.

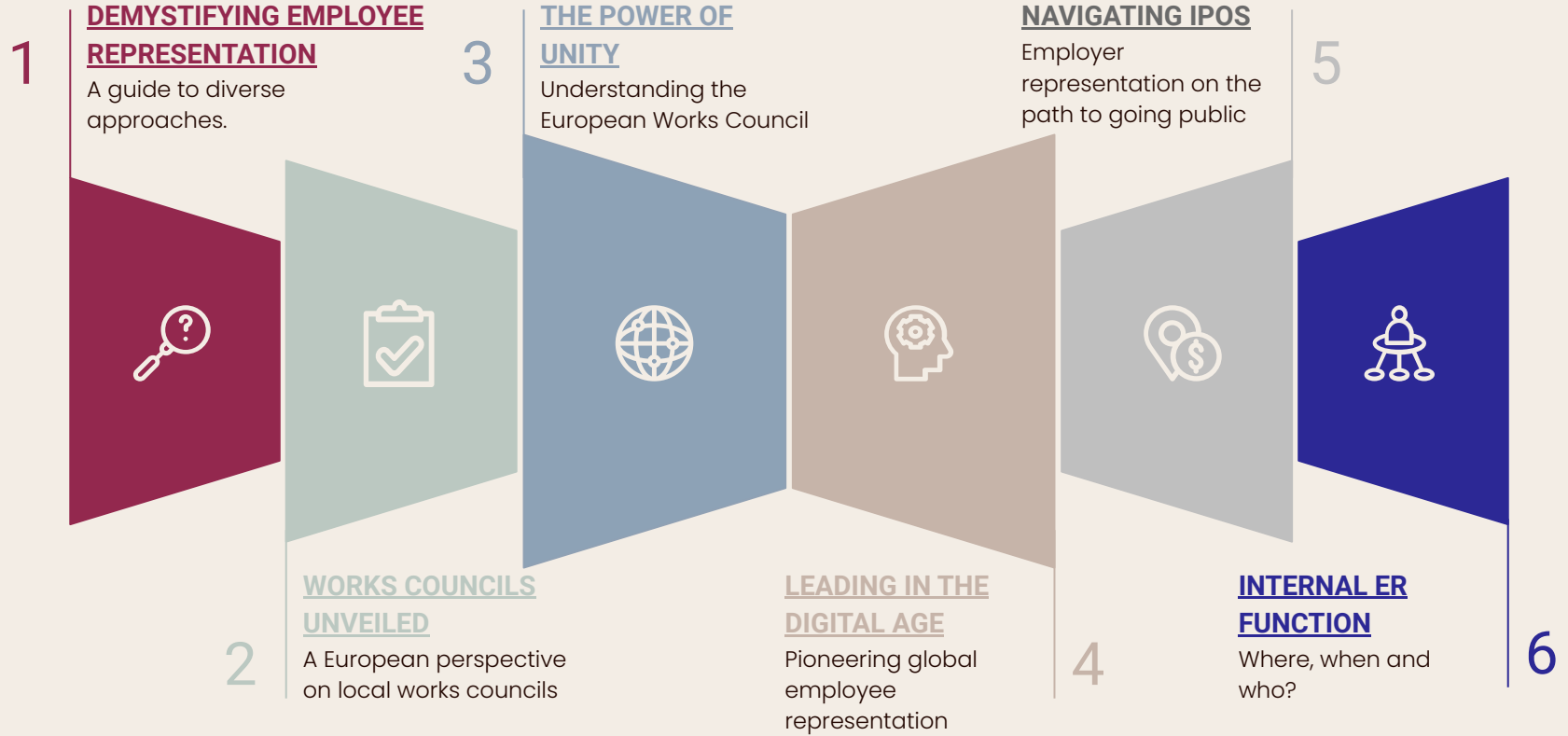
Inside, you'll find:

- A clear overview of diverse employee representation approaches, including unions, works councils, and informal groups.
- Country-specific details for key European markets (e.g., Germany, France, Netherlands), breaking down legal obligations and cultural nuances without overwhelming you with unnecessary detail.
- Guidance on establishing and managing European Works Councils to ensure compliance and alignment.
- A step-by-step guide to set up a Global Employee Representation (ER) Board—an innovative way to align global teams while staying agile.
- Insights into leveraging representation during pivotal moments like IPOs to build trust and engagement.
- Practical advice for embedding and scaling an Internal Employee Representation Function.

This playbook is packed with tools and strategies to help you align employee representation with your company's goals while maintaining flexibility and agility. Use it as your roadmap to navigate complexity, build trust, and drive growth.

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In case you have any further questions or looking for support don't hesitate to email info@invested.team



1 | Demystifying Employee Representation

A guide to diverse approaches

Getting to Grips with Employee Representation

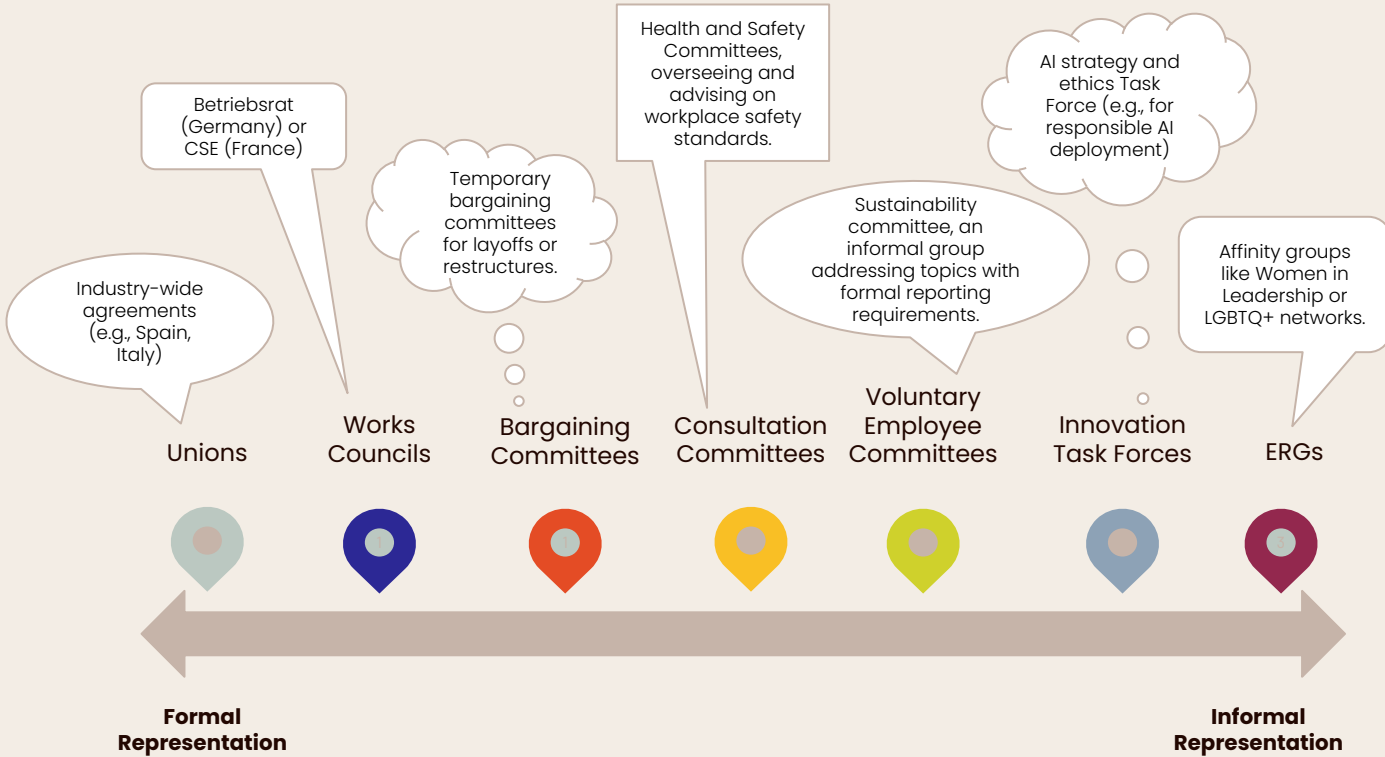
Employee representation comes in all shapes and sizes, from formal setups like works councils and unions to more informal groups like task forces or diversity committees. Across Europe, the landscape is anything but uniform—some countries require collective bargaining agreements that even cover non-union employees, while others lean more on flexible, employee-driven initiatives.

This chapter breaks down the main forms of representation so you can navigate this complexity with confidence. Whether you're dealing with compliance requirements or looking to build stronger connections with your teams, understanding these systems is a key step in aligning representation with your company's goals.

The Spectrum of Employee Representation: From Formal to Informal

Employee representation comes in many forms.

Each approach helps employees have a say in decisions that affect their work.



Unions and Collective Bargaining – Advocating for Employee Rights

Unions play a key role in negotiating fair wages and benefits through collective agreements that apply to union and non-union workers in some countries.



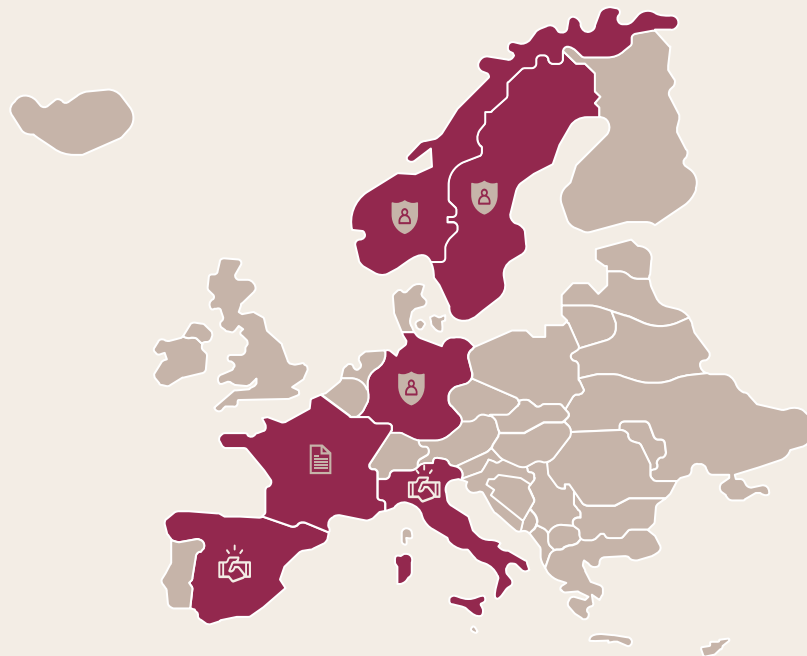
Negotiating wages and benefits: collective bargaining agreements ensure fair compensation and equitable workplace practices.



Protecting employment rights: unions safeguard against unfair dismissals and advocate for workplace fairness.



Industry-wide agreements: in countries like Spain, Italy, and France, collective agreements can cover employees who are not union members.



Countries with strong union influence

Ready to dive deeper?

You've just had a sneak peek of this guide. Designed for self-management, this guide provides clear insights and pragmatic tools to help you navigate challenges and make informed decisions—no external support required.

Get the complete guide today!