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WORKERS' VOICE IN THE TRANSFORMATION OF ESTABLISHED BUSINESS MODELS

- The economy faces a major transformation particularly with regard to digital innovations and the ecological challenge.
- Most of the companies need to adjust their business models fundamentally to remain competitive in the future.
- This transformation is only manageable when society and employees are involved in the process.
- During the financial crisis board level employee representation (BLER) has been proven to be an important asset for companies.
- Companies with BLER maintained their investments in research and development and in fixed assets at a higher level than companies without BLER during the crisis.
- Companies with BER laid off fewer employees both during and after the crisis than companies without BLER.
- During the crisis companies with BLER registered higher profits and exhibited less capital market volatility. Company valuations were subject to less drastic deterioration than in the case of companies without BLER.
- In order to manage and shape the ecological and digital transformation strong Workers' Voice is necessary as a process to involve employees.
- What is more, fair sharing of the digital dividend requires obligatory participation and inclusion of employees and the society.
- To ensure a just transition and economic, ecological and social sustainability Workers' Voice as an obligatory right needs to be strengthened on all levels: No Green deal without a social deal.
- Especially, due to the importance of global and European companies the European Commission, the European Parliament and the Council need to present a way forward for strong Workers' Voice on European level.

If you have further questions, do not hesitate to contact us?

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