

How to survive the Dutch Works Council?

A practical toolkit

‘How to survive the Dutch Works Council?’ has been compiled for non-Dutch Works Councils members looking for practical tips. This toolkit contains an overview of the rights and obligations of the Works Council, task descriptions, sample letters, practical guidelines and the most important legal articles.

Schateiland

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Preface

Congratulations on your election in the Works Council! There hardly is a better way to get to know your new or temporary home country the Netherlands. You might have noticed that the Dutch are used to give their opinion and do not have a well-developed antenna for hierarchy. Better not take decisions about them without them.

The Works Council is a unique instrument to protect the rights of employees and ensure workers participation in organisations. It is an important part of what is known as the Dutch ‘Poldermodel’. A way of consulting all stakeholders involved to come to better decisions.

As a new member to the Works Council you might approximately know how things work. But how do things work exactly? What is the Works Council entitled to, and what not? What is expected from the chairman and the secretary? How do you write a good letter? Which steps should be taken by the Works Council during a request for advice? What are your options if you cannot come to an agreement with the director?

This survival guide provides an answer to all of these questions. In this practical toolkit, you will find an overview of the rights and obligations of the Works Council, the tasks of the Works Council, sample letters, practical guidelines, and the most important articles from the Works Council Act (WOR).

Good luck surviving the Dutch Works Council!
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