

DIFFERENCES BETWEEN EMPLOYEE REPRESENTATIVE AND WORKS COUNCIL



EMPLOYEE REPRESENTATIVE

- Companies with 11–49 employees
- Individual representation
- Elected by direct vote
- Roles: mediate, negotiate, be informed

WORKS COUNCIL

- Companies with 50+ employees
- Collegial body
- Union elections every 4 years
- Represents the entire workforce
- Collective bargaining, information, consultation



UNION REPRESENTATIVE

- Elected by the union section
- Represents union members

UNION LIAISON

- Appointed by the union
- For small companies without a union section



Representative Works 1938-1985

Lingsheng Yao



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