

Works Council in Germany for employers and HR

The essentials in one day

If a company has a works council, its entrepreneurial freedom is restricted. The Works Constitution Act, which governs collaboration between the works council and the employer, is therefore a highly relevant area of law. Managers and HR professionals face a veritable jungle of legal provisions. What needs to be considered in daily practice? What are the tasks and rights of the works council? Which rules must be observed? In this seminar you will get an introduction and a substantial overview of the participation of the works council in Germany.

Content

Basic Concepts and Principles of Works Constitution Law

- What is regulated by works constitution law?
- What is the scope of the Works Constitution Act?
- Which terms need to be distinguished?
- Which principles of cooperation with the works council must be observed?
- Which participation rights need to be distinguished?

Bodies and Organization of the Works Council

- Rights, duties, and costs
- Term of office
- How is the works council managed?
- What is the legal status of works council members?
- Which other bodies exist under the works constitution?

Observing the Works Council's Participation Rights

- Which areas are subject to the participation rights of the works council?
- When and how should the works council be involved in social matters?
- Which personnel matters are relevant to the works council?
- When and how should the works council be involved in individual personnel measures, such as dismissals?
- Which participation rights does the works council have in economic matters?

Online Learning Platform

Once you have registered, you will be able to access your online learning platform, including extra materials for consolidating what you have learned.

Your benefits

- This one-day seminar provides an overview of the essential rights and obligations of the works council and the scope and limits of co-determination.
- The most important topics in works constitution law are presented in a simple and understandable way, always with reference to daily practice and case studies.
- This practical knowledge enables you to avoid pitfalls and wrong decisions, ultimately saving time and money.

Methods

Lecture, case studies and analyses, exchange of experiences.

Who should attend

HR professionals and managers with personnel responsibility who need a compact overview of German works constitution law.

Open Badges - Show what you can do digitally too.

Open Badges are recognised, digital certificates of participation. These verifiable credentials are the current standard for integration in career networks such as LinkedIn.

With them, you digitally demonstrate the competences you possess.

After successful completion, you will receive an Open Badge from us.

Read more:

<https://www.haufe-akademie.de/seminare-lehrgaenge/trending-topics/open-badges>



Instructor



Evelyn Mühlich

Rechtsanwältin - Business Coach
(dvct) - Wirtschaftsmediatorin:

„Menschen machen Unternehmen!
Mit diesem Credo verstehe ich mich
als kompetente Expertin und Partnerin,
die Sie in den Bereichen Personal,
Recht und Coaching mit "Kopf,
Verstand und Herz" umfassend,
zielführend und
nachhaltig unterstützt."



Dr. Harald Schloßmacher

Nach über 20 Jahren in leitenden
Funktionen in der Industrie mit dem
Schwerpunkt Personalmanagement
bin ich seit über 10 Jahren als
Rechtsanwalt mit Schwerpunkt
Arbeitsrecht, HR Interim Manager, HR
Berater und Wirtschaftsmediator tätig.
Durch meine langjährige Erfahrung als
Anwalt und als Manager kann ich
Theorie und Praxis des Arbeitsrechts
praxisgerecht vermitteln.

Training details

Seminar | Online

1 Tag

Start dates

10.11.2026

Live-Online

Course

zoom

Module times

Tuesday, 10.11.2026

9:00 am - 5:00 pm

04.03.2027

Live-Online

Course

zoom

Module times

Thursday, 04.03.2027

9:00 am - 5:00 pm

15.09.2027

Live-Online

Course

zoom

Module times

Wednesday, 15.09.2027

9:00 am - 5:00 pm

Current dates and further information can be found at www.haufe-akademie.de/42439

Participation fee

€ 920,- excl. VAT

€ 1.094,80 incl. VAT

Your registration options

Online: www.haufe-akademie.de/42439

E-mail: anmelden@haufe-akademie.de

Book your training course quickly and easily online. Please be sure to enter the name of the participant and the full billing address with telephone number and e-mail address.

In our Questions & Answers (FAQ) section you will find all the answers to the most frequently asked questions about our training courses:

<https://www.haufe-akademie.de/faqs>

You can also find our detailed conditions of participation on the Internet under www.haufe-akademie.de/agb or in the overall program.

You can find the complete data protection regulations at www.haufe-akademie.de/datenschutz.

Haufe Akademie GmbH & Co. KG

Munzinger Straße 9, 79111 Freiburg, www.haufe-akademie.de, Beratung: Tel.: +49 761 595339-00, service@haufe-akademie.de