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## ***Editorial***

Two years of worker participation, what does it do to you? What are my main observations about worker participation after working two years at the ETUI, now that I have started a new challenge at the Dutch trade union De Unie (which represents middle and higher level employees).

First of all, employee involvement is an essential part of Europe's social model. The influence of workers in the daily business of a company is an important benefit for both the employer and employees. And the Europeanisation of worker participation creates more understanding of each other's culture and social model.

However, one major shortcoming is the number of young people in works councils and European works councils, and as board-level employee representatives (BLERs). Unfortunately most councils and boards do not have or just have a few young representatives among them. An increase of young employees would deliver the works councils and board meetings new ideas and new ways of working. These changes could also lead to innovations such as the use of social media and other innovative methods.

That is why we should invest in attracting more young employees. Are meetings of WCs interesting enough for young workers? Are topics discussed valuable for them? And are the meetings not too long? The questions should be asked whether and when WCs actively go searching for new blood.

Innovations are necessary in WCs, without any changes the average age of its members will rise and it will become more difficult to find young employees who are interested. Now is the moment to take action and change the existing practice in your works council!

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