

Countries	Rules
<i>Germany</i>	In Germany EWC members have to be appointed by the joint works council (for AF one "main" member and one "deputy" member and the same for KL).
<i>Austria</i>	The Works Councils (Betriebsrat) appoint the representatives for the EWC.
<i>Belgium</i>	EWC members are appointed by the CPPT (committee for prevention and labour) which is elected according to Belgian law and national labour council by staff. Designated EWC members are chosen amongst the CPPT members.
<i>Denmark</i>	EWC members elected by staff
<i>Spain</i>	Nominated by the other union reps who are elected by staff. Main member and deputy are appointed by local work council representatives.
<i>France</i>	Members are appointed by unions according to the number of elected representatives, which every union obtained during the elections in works councils.
<i>United Kingdom</i>	The process here is that it should be agreed between the Union Reps as to who will take the roles. If not agreed by them, then all staff can ballot to nominate.
<i>Ireland</i>	
<i>Greece</i>	Following our lawyer's advice it is entirely up to the Union and its internal rules, but normally they have to be elected by staff, in an election organized by the Union, without management being allowed to interfere in any way whatsoever.
<i>Hungary</i>	The staff representative is to be elected by staff. We have collected all relevant legislation – no major issue or complexity. Rather measure of proper timing and communication. I'm not aware rules re EWC representative, but that could be important as in some countries- to elect a `normal` staff representative - the procedure should be initiated by staff (BUD, BUH, PRG, WAW) or Employer should have at least 50 employees (WAW) in order to meet the local legislation.
<i>Italy</i>	EWC members appointed by the Unions for AF, and by the union's colleagues for KL.
<i>Norway</i>	EWC members elected by staff
<i>Netherlands</i>	The Works Councils appoint the new EWC members and replacements.
<i>Poland</i>	See Hungary
<i>Portugal</i>	Nominated by the other union reps who are elected by staff
<i>Czech Republic</i>	See Hungary
<i>Romania</i>	See Hungary
<i>Sweden</i>	EWC members are appointed by unionized members.
<i>Switzerland</i>	Done internally within the works council and they decide who would be representatives for the EWC.