

## ***Why worker involvement is needed in the Sustainable Company***

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This contribution provides evidence on the role workers and their representatives can play in supporting sustainable companies. Evidence shows that, generally, management alone is not able to implement the policies needed for sustainable companies. In terms of sustainable human resources, management by itself – even when it is willing to participate in cooperative industrial relations and social dialogue – in most cases lacks the skills and knowledge needed to implement ‘best practice’ human resource policies. Here the involvement of empowered workers and their representatives is needed. However, this is not restricted to the social dimension of sustainability. Labour has long been interested in environmental affairs as well.