

Germany's Mitbestimmungsgesetz — What Fifty Years of Board-Level Codetermination Actually Delivered

City Innovation Library · Good practice · Germany

Quality score: 62/100

Evidence strength: Moderate

Summary

Germany's 1976 codetermination law gives workers up to half the seats on large firms' boards. Rigorous natural-experiment studies find modest effects: no significant wage/employment shift, lower market valuation under full parity, and only small productivity gains over time.

Key dimensions

Dimension	Score
Evidence of impact / measured results	2/3
Transferability / demonstrated replication	1/3
Scalability	1/3
Sustainability / continuity	3/3
Innovation	1/3
Inclusiveness / equity	2/3
Multi-stakeholder collaboration	3/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-26

[Deutscher Bundestag \(Federal Republic of Germany\)](#) — accessed 2026-09-26

[Bruegel: Codetermination in Germany – a role model for the UK and the US?](#) — accessed 2026-09-26

[NBER Working Paper 28921: What Does Codetermination Do?](#) — accessed 2026-09-26

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