

## What is a Worker Co-operative?

Worker co-operatives are businesses owned and democratically controlled by the worker-members. Multi-stakeholder co-operatives, also known as solidarity co-operatives, are a hybrid model where workers and community stakeholders share control of the board.

The main purpose of a worker co-operative is to provide employment for its members through operating an enterprise owned by its workers and that follows the Co-operative Principles and Values. The worker co-op is, in principle, designed to provide benefits not just to the founding members but also to all future employee/members.

When new employees join the business, they are encouraged to apply for membership and become member/owners. On becoming a member, each person pays a membership fee, or purchases a membership share to become a member/owner. Through the democratic governance of the co-op, all members have an opportunity to affect the way the business is run and to offer input into the decisions affecting their everyday work lives.

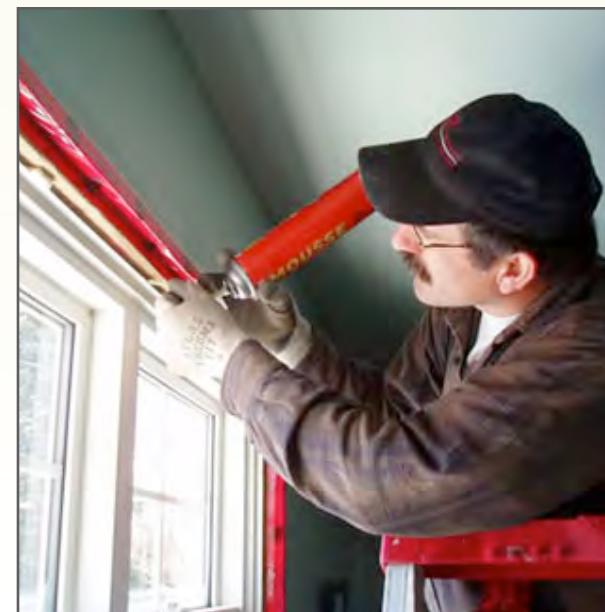
## Who is CWCF?

The Canadian Worker Co-operative Federation (CWCF) is a national, bilingual grassroots membership organization of and for worker cooperatives, related types of co-operatives (multi-stakeholder co-ops and worker-shareholder co-ops), and organizations that support the growth and development of worker cooperatives. CWCF was incorporated in 1992.

To learn more contact:

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Web site: [www.canadianworker.coop](http://www.canadianworker.coop)



The Rationale for Worker Co-operatives



Canadian Worker Cooperative Federation  
La Fédération canadienne des coopératives de travail

# Worker Co-operative Values

Create, join or patronize a worker co-operative today!



## Equality

As a rule, no single person or elite group gets all the profits in a worker co-operative, which leads to greater economic equality. Profits can instead be re-invested into the co-operative to create more jobs, to increase workers' wages, to decrease work hours or to be given to other fledgling co-operatives.



## Co-operation

Co-operation has been central in many cultures throughout human history. In particular, many Indigenous cultures around the world are based around the values of co-operation and sharing of resources for the common good. By co-operating, we can meet our greatest challenges.

## Democracy

The democratic structure provides an opportunity for worker co-operatives to be more responsible to their workers, their customers, their community and to the earth. At a time when many Canadians are searching for more meaningful work, worker co-operatives allow people to live their values at work.

