

MANIFESTO

FOR THE 2009 EUROPEAN ELECTIONS

and questions to the candidates



The policy aiming to promote employee ownership and financial participation in the European Union was defined in the European Council's Recommendation and declarations (1992, 1999), the European Parliament's Resolutions (1992, 1998, 2003), the European Commission's Pepper Reports and Communication (1991, 1996, 2002, 2004), the European Economic and Social Committee's Opinion (2003).

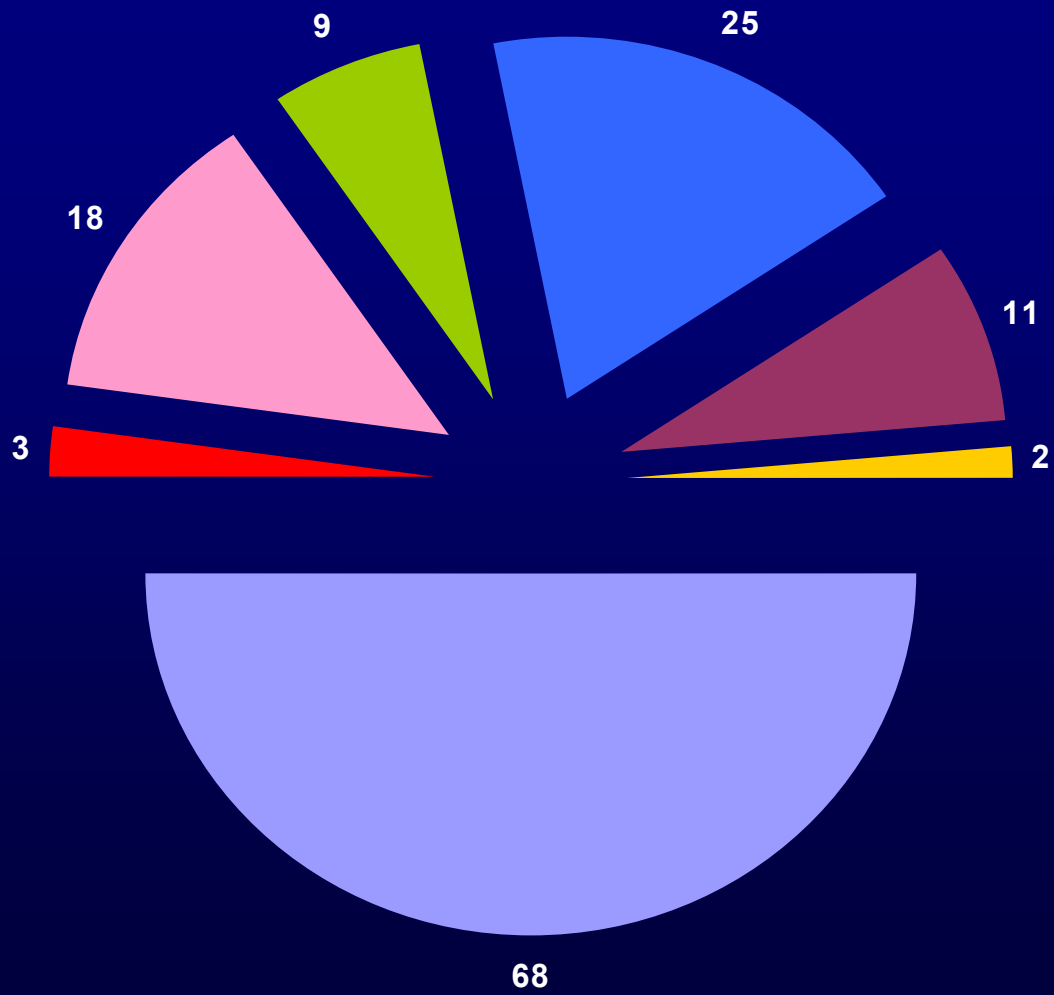
It is a fact that employee share ownership is developing quickly in most large European companies in all countries.

At the same time, many European countries don't offer adequate legislation and when considering the states, it is still everyone for himself.



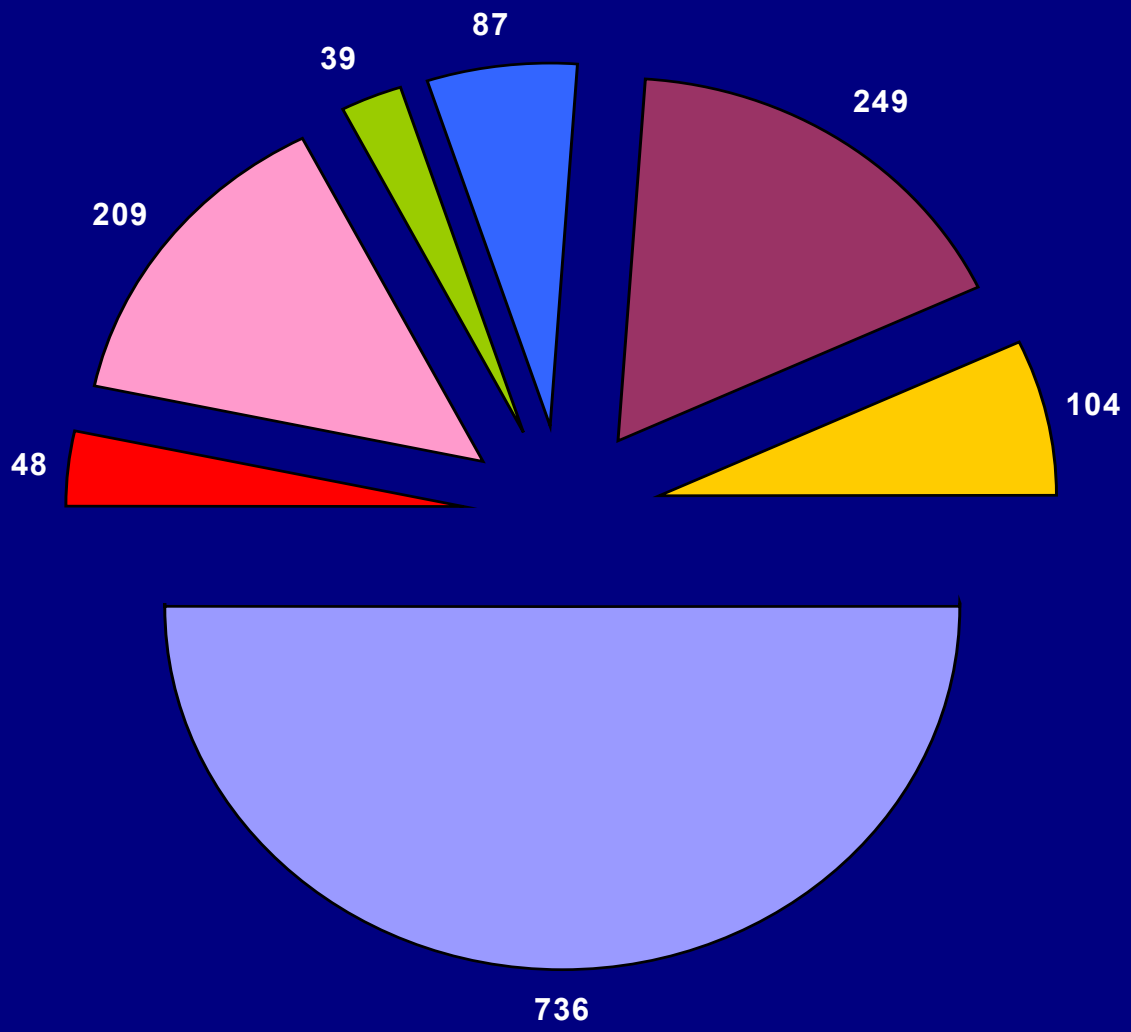
1. The development of employee ownership has to be encouraged. Europe must be given competence in the matter.
2. Employee ownership should more effectively be associated to the governance and management of European companies.
3. France and the UK which have the most complex and excellent legislations should develop ways of mutual recognition in the field...
4. Beside all excellent legislations supporting employee ownership in many countries, a single, simple, complementary, common legislation should be made available in all European countries.
5. The simple model that should be available in all countries ... purchase shares in his company, up to 5.000 €, every year, with a 20% discount free of tax and social security.
6. Considering SMEs, we encourage Europe to promote a "European ESOP". The USA had a stroke of genius 35 years ago... This model applies mainly to the transmission of businesses to employees (transmission of family-owned business, restructuring and rescue of failing businesses). Europe needs that too.





ANSWERS

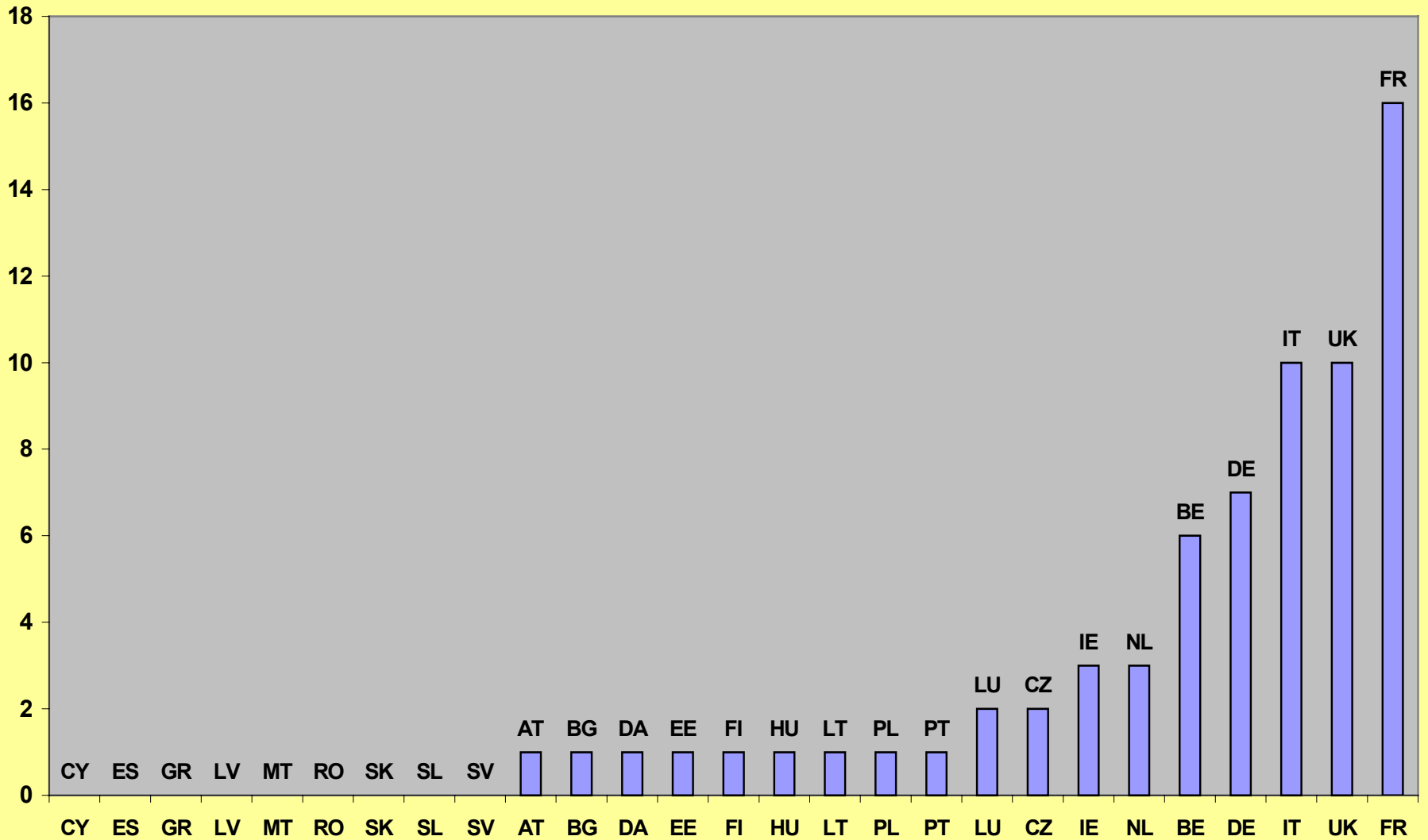




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Answers to Manifesto 2009



ALL REACTIONS

[All reactions in pdf version](#)

[Umberto Guidoni \(Membro del Parlamento Europeo, Gruppo confederale della Sinistra unitaria europea/Sinistra verde nordica, Partito dei Comunisti Italiani, Italia\)](#)

Partecipo con piacere ad un forum che solleva una questione di rilevanza e offre interessantissimi spunti. Mi sento di sostenere le vostre proposte facendo una sola considerazione. E' importante che l'Europa regoli ed intervenga in un ambito come quello dell'azionariato dipendente poiché sono convinto che la coesione fra i membri dell'UE ed il suo buon funzionamento dipendano strettamente da una loro azione armonizzata ed univoca. Andando al cuore dell'argomento mi preme però sottolineare come l'azionariato dipendente debba restare un'opzione a disposizione dei lavoratori e non debba costituire in alcun modo un vincolo. Va evitata l'assunzione obbligatoria di rischi che non spetta ad essi, qualora non lo vogliono, sostenere.

[Andreas Schwab \(Member of the European Parliament, Group of the European People's Party and European Democrats, Christlich Demokratische Union Deutschlands\)](#)

Below, please find the answers of Mr. Schwab.

1. The development of employee ownership has to be encouraged. Europe must be given competence in the matter. ---- Mr. Schwab supports the first part, but he is not of the opinion, that this should be a european competence.
2. Employee ownership should more effectively be associated to the governance and management of European companies. ---- Mr. Schwab supports this proposal.
3. France and the UK which have the most complex and excellent legislations should develop ways of mutual recognition in the field. The idea of a European construction couldn't be an obstacle to co-operations between Member States. ---- Mr. Schwab supports this proposal.
4. Beside all excellent legislations supporting employee ownership in many countries, a single, simple, complementary, common legislation should be made available in all European countries. ---- Mr. Schwab supports this proposal.
5. The simple model that should be available in all countries can be defined as following: It should be possible for an employee in each European country to purchase shares in his company, up to 5.000 €, every year, with a 20% discount free of tax and social security. ---- Mr. Schwab supports this proposal.
6. Considering SMEs, we encourage Europe to promote a "European ESOP". The USA had a stroke of genius 35 years ago when adopting the ESOP (Employee Stock Ownership Plan). This model applies mainly to the transmission of businesses to employees (transmission of family-owned business, restructuring and rescue of failing businesses). Europe needs that too. ---- Mr. Schwab supports this proposal.

[Václav Exner \(Member of the Chamber of Deputies of the Czech Parliament, Candidate for the European Parliament, Communist Party of Bohemia and Moravia, Czech Republic\)](#)

I support your proposal of the Employee share ownership Manifesto.

[Christiane Vienne \(Sénatrice, Parti Socialiste, Belgique\)](#)

La voie européenne est la seule qui puisse permettre à tous les travailleurs de l'Union de bénéficier de conditions de travail identiques. En ce sens, établir une législation européenne commune en matière d'azionariato salarié serait une bonne chose, à condition toutefois que cette législation apporte une plus-value par rapport aux législations nationales existantes.

En outre, j'ai des inquiétudes quant aux effets pervers d'un tel système.

En effet, si permettre aux salariés d'être actionnaires de l'entreprise pour laquelle ils travaillent peut entraîner une hausse de leurs revenus ; cela peut aussi provoquer une baisse de leurs revenus puisqu'ils seraient liés aux résultats de l'entreprise qui varient d'une année à l'autre.

Leur rémunération pourrait dès lors devenir instable et incertaine. Par ailleurs, l'azionariato salarié créera une différence entre les travailleurs puisque tous ne seront pas actionnaires. Certains gagneront plus/moins pour un travail fourni égal.

Cette inégalité les affaiblira inévitablement dans les négociations collectives de travail.

En résumé, je pense que ce manifeste constitue une piste de réflexion à approfondir et qu'une législation européenne en la matière est nécessaire, à condition qu'elle ait pour effet une redistribution plus équitable des profits entre tous les travailleurs de l'entreprise et non une hausse des inégalités.

