

Marc Mathieu



EUROPEAN FEDERATION OF EMPLOYEE SHAREOWNERSHIP





ETUDE

L'actionnariat salarié freiné par la crise

La Tribune.fr - 28/04/2009 à 19:00 - 241 mots

Selon une étude d'Hewitt Associates, 55 % des entreprises ne lanceront pas de plans d'actionnariat salariés en 2009.

Plus de la moitié, 55 % exactement, des grandes entreprises ne lanceront pas un plan d'actionnariat salarié pour 2009, indique la dernière étude menée par Hewitt Associates auprès de 65 groupes du CAC 40 et du SBF 120 en mars-avril 2009. C'est une inflexion



The Hewitt logo is displayed in white serif font on a dark blue square background.

L'actionnariat salarié résiste à la crise révèle l'enquête exclusive de Hewitt menée en mars 2009

Media Contacts:

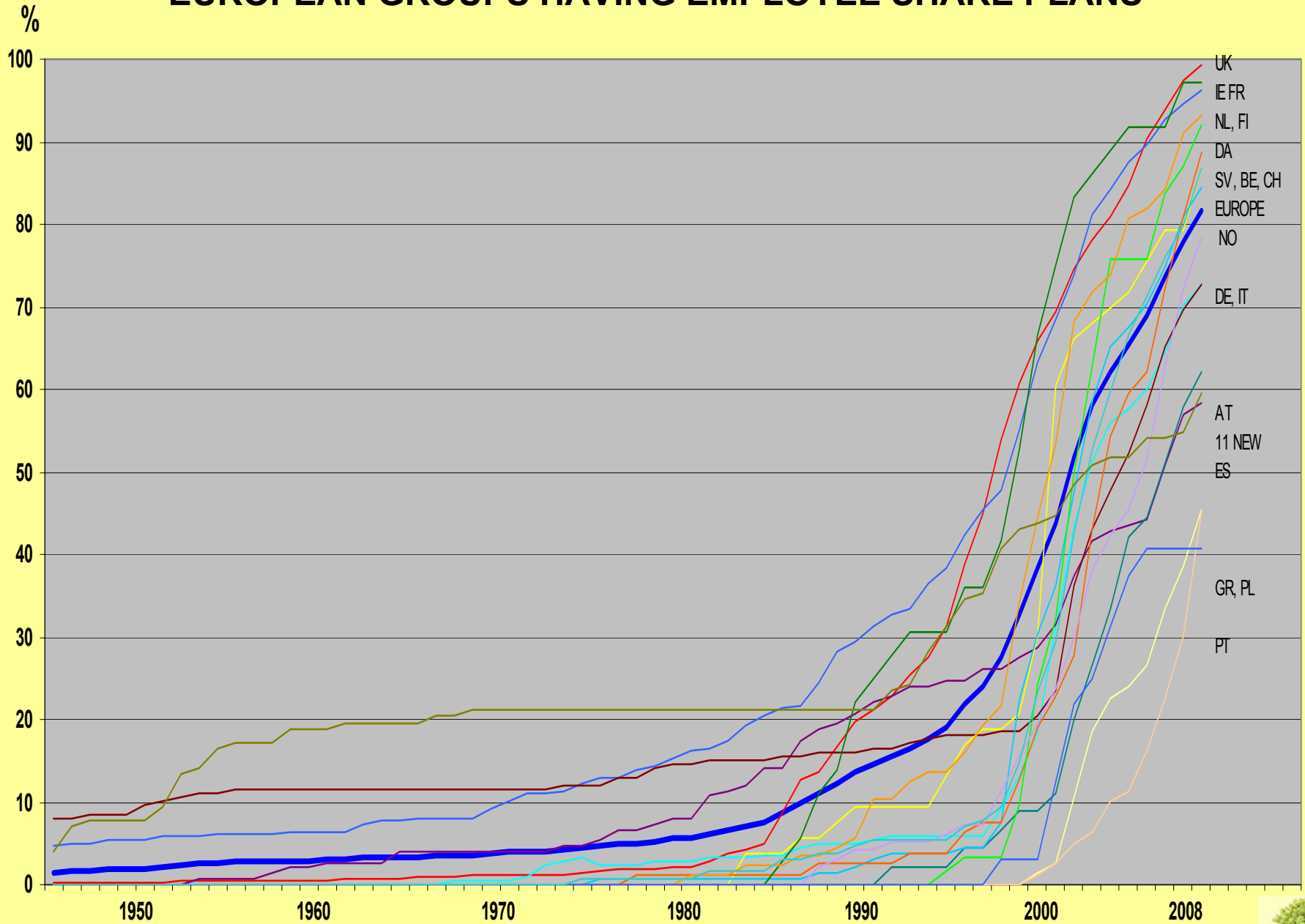
[Claire Mouillet](#), Hewitt Associates, 01 55 63 23 72

2009-04-28

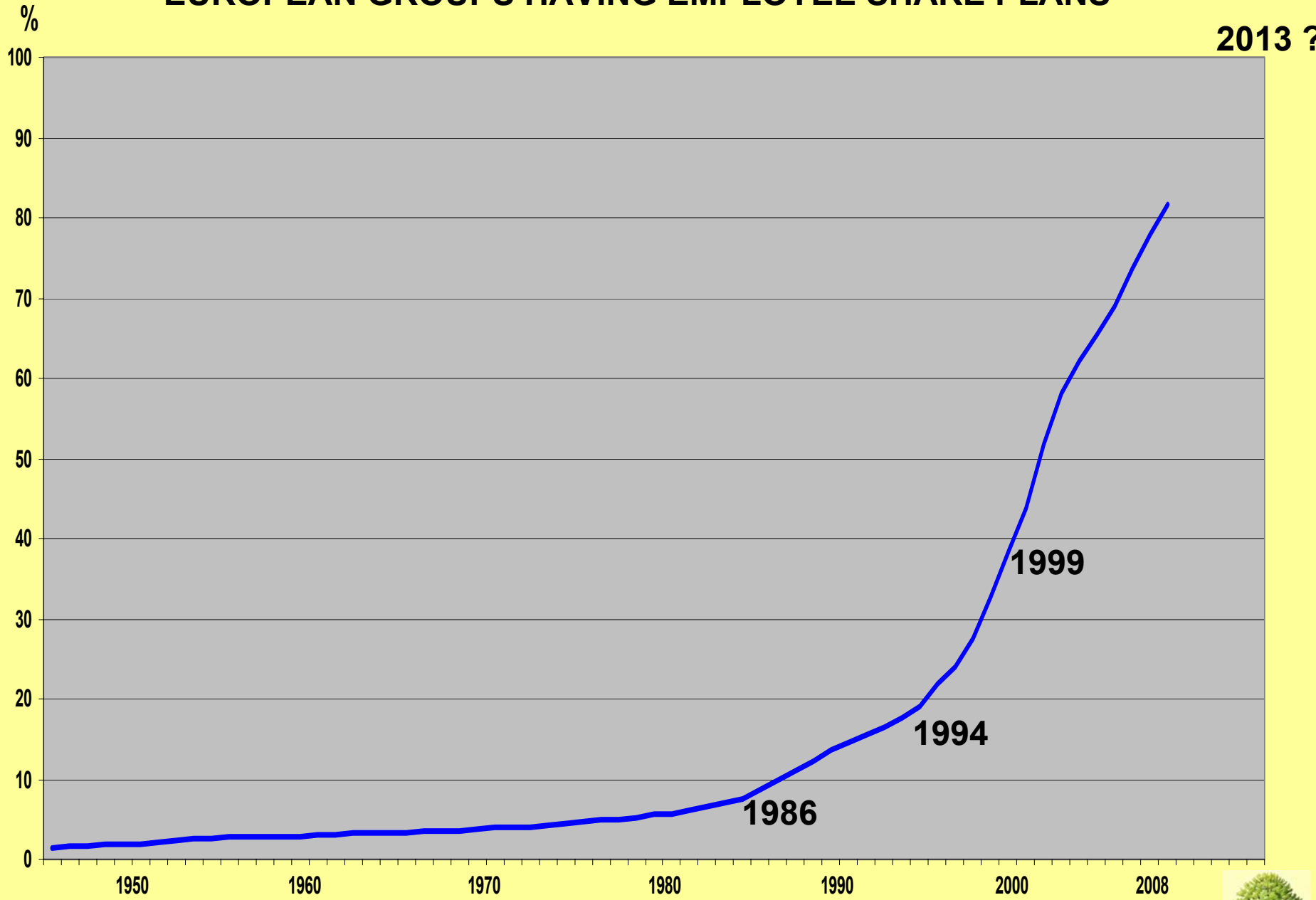
Paris—Hewitt Associates, cabinet de conseil en management des ressources humaines et des risques financiers associés, publie les résultats de sa première enquête « Les Tendances de l'Actionnariat Salarié », véritable observatoire des pratiques des entreprises françaises en matière



EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS



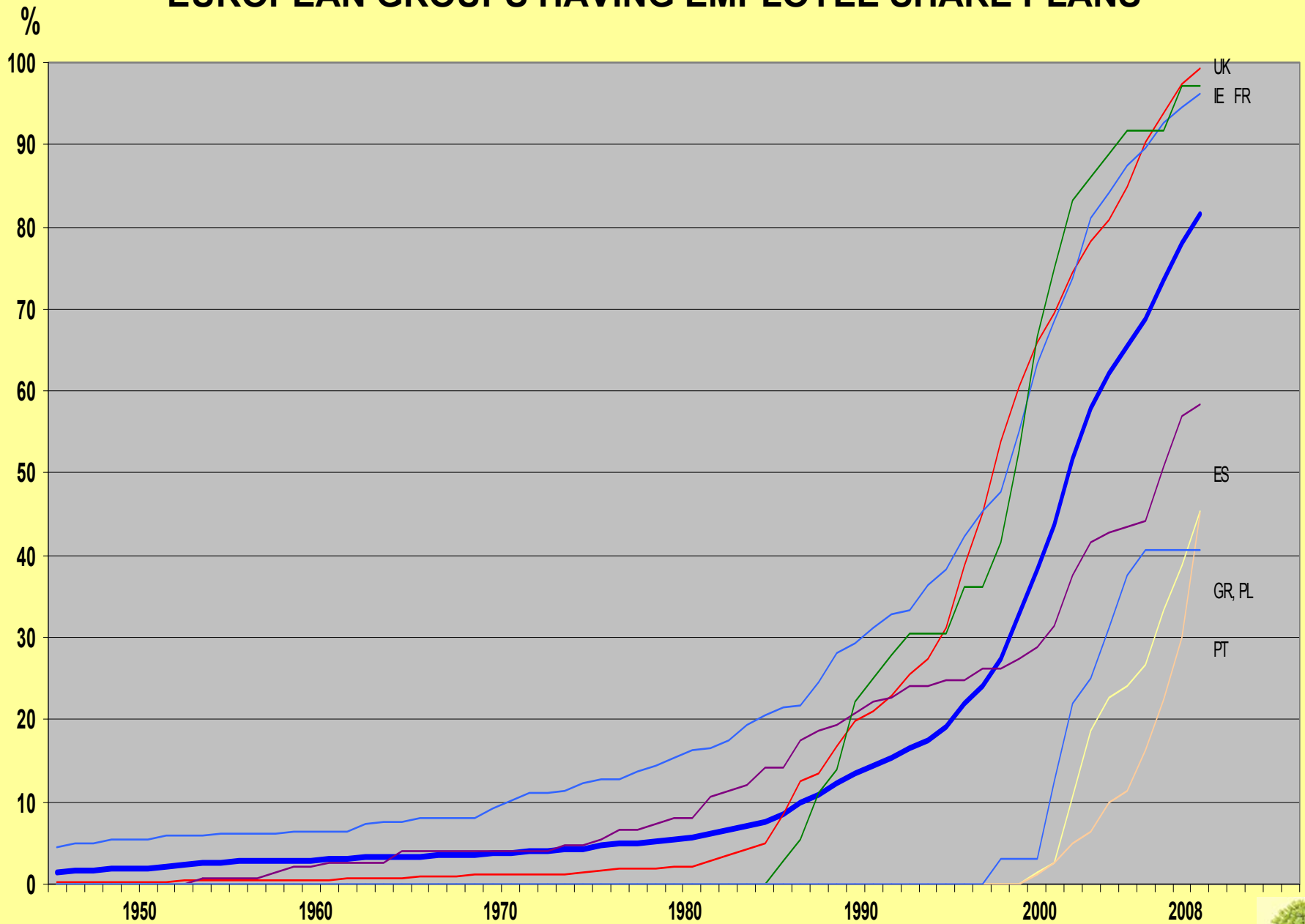
EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS



2013 ?



EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS





EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES
2008

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP





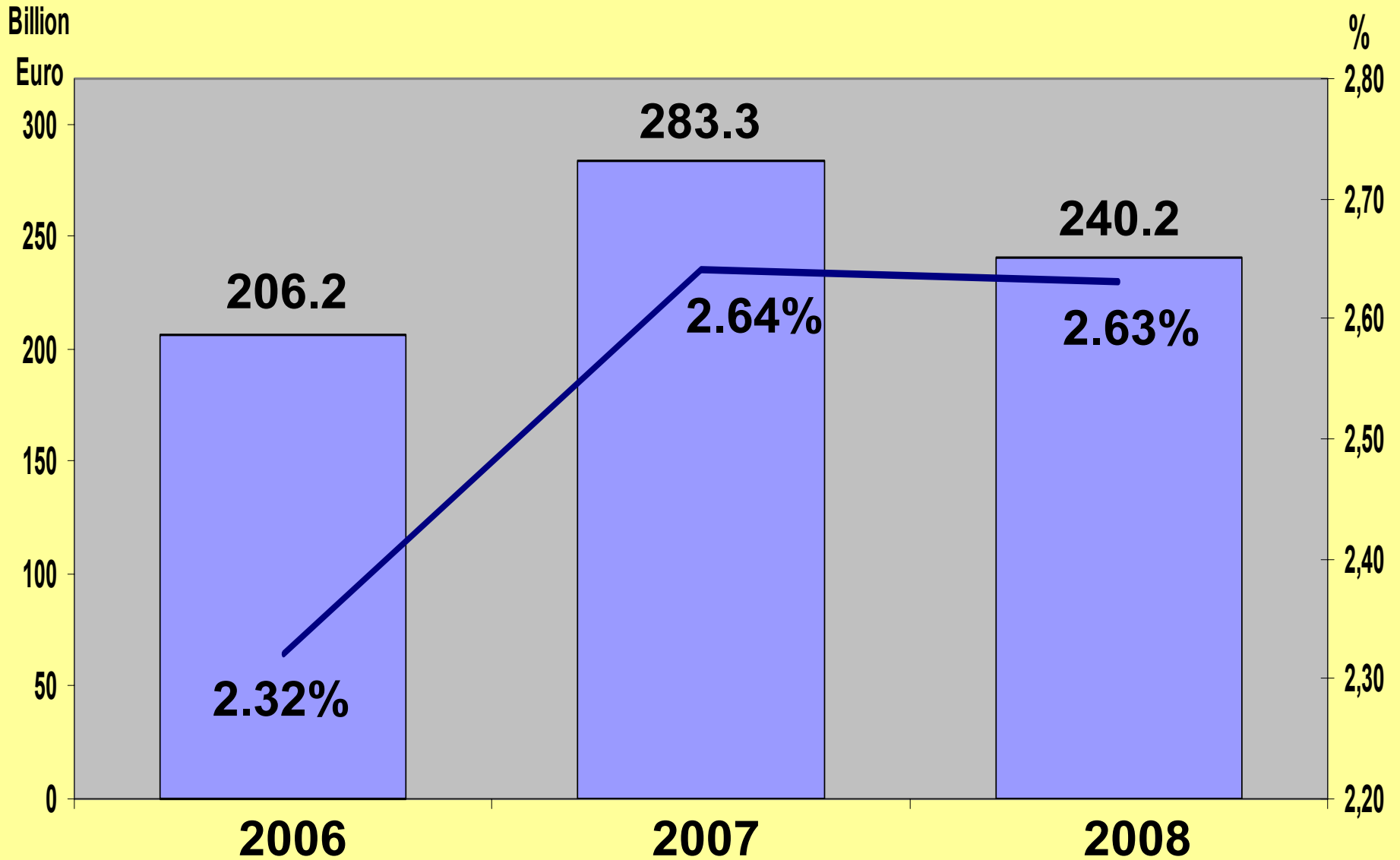
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
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2007

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CAPITAL HELD BY EMPLOYEE OWNERS IN EUROPEAN GROUPS



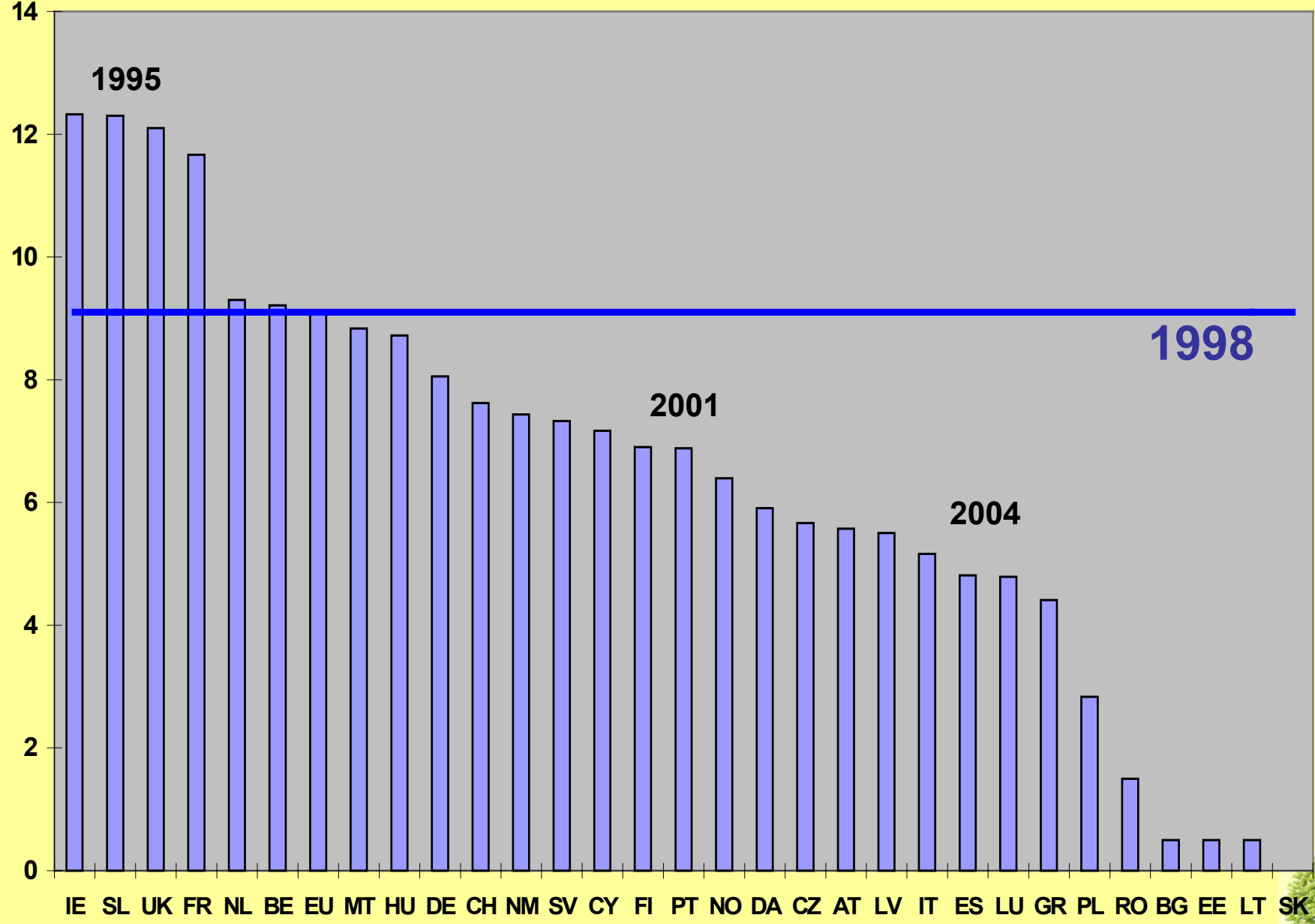
DEMOCRATISATION PROCESS

- **Number of companies**
- **Companies having share plans**
- **Companies having broad based plans**
- **Number of countries**
- **Number of employee owners**
- **% employee owners / all employees**
- **Capitalisation held by employees**



HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE

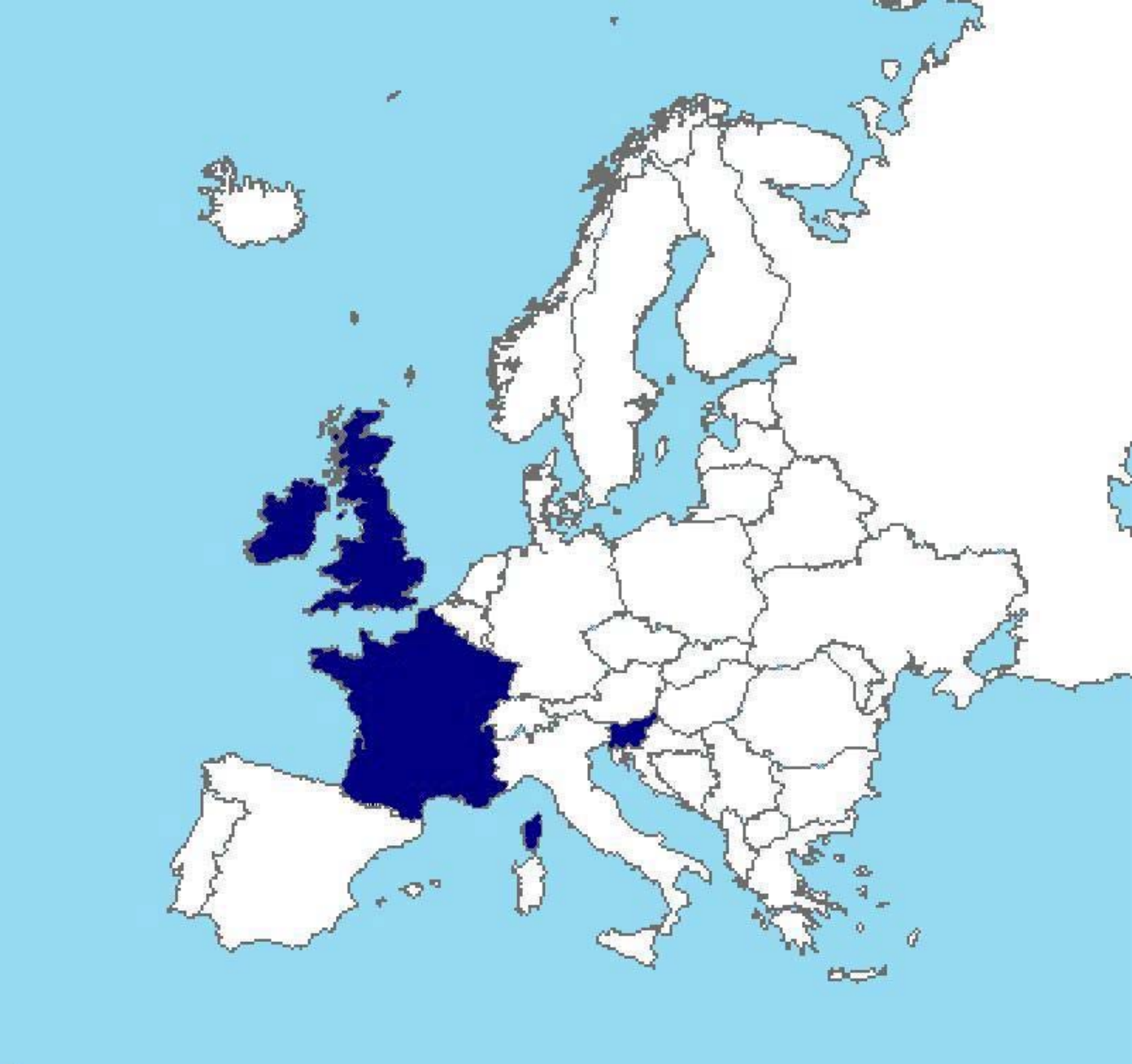
Number of years



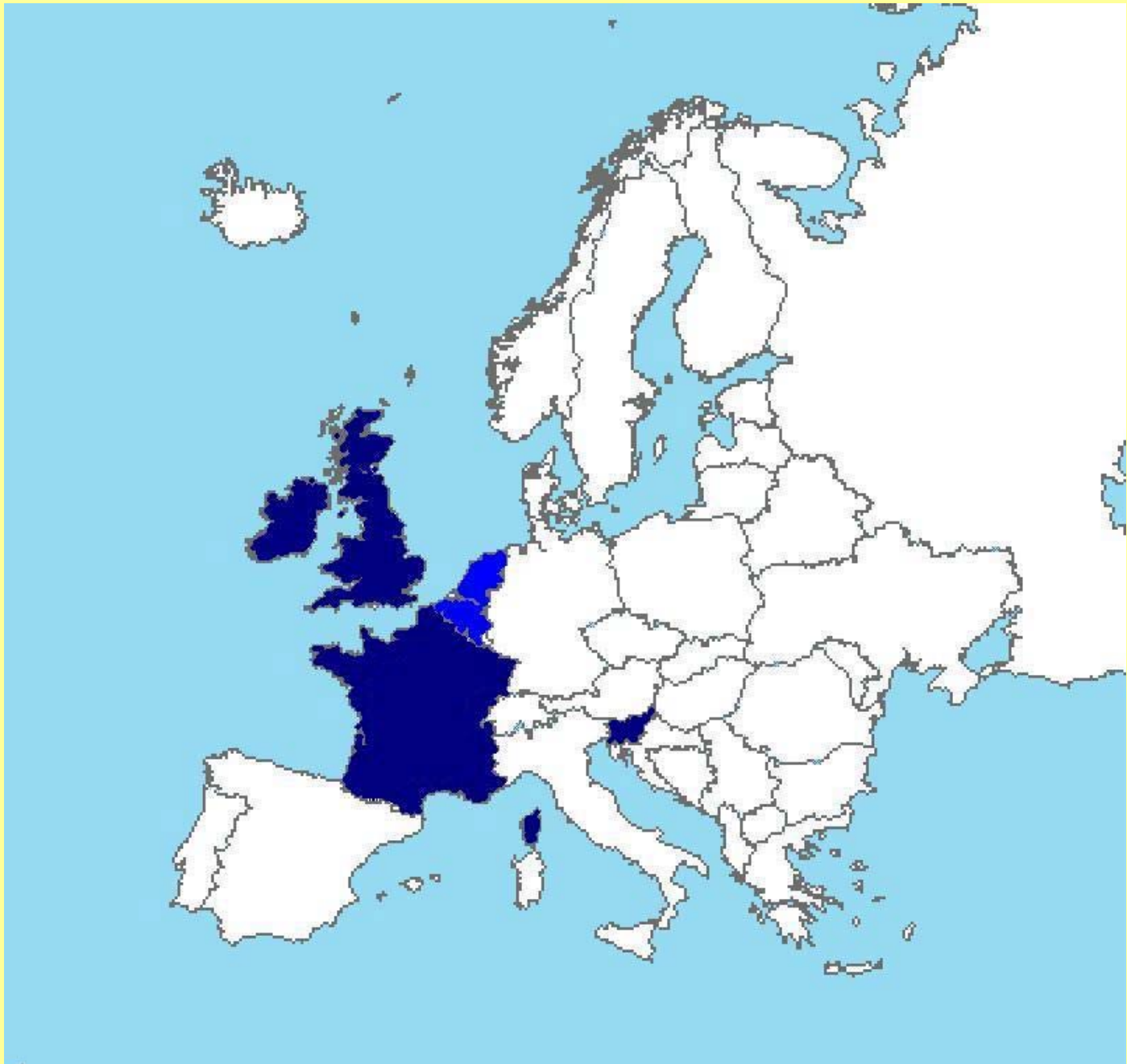
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



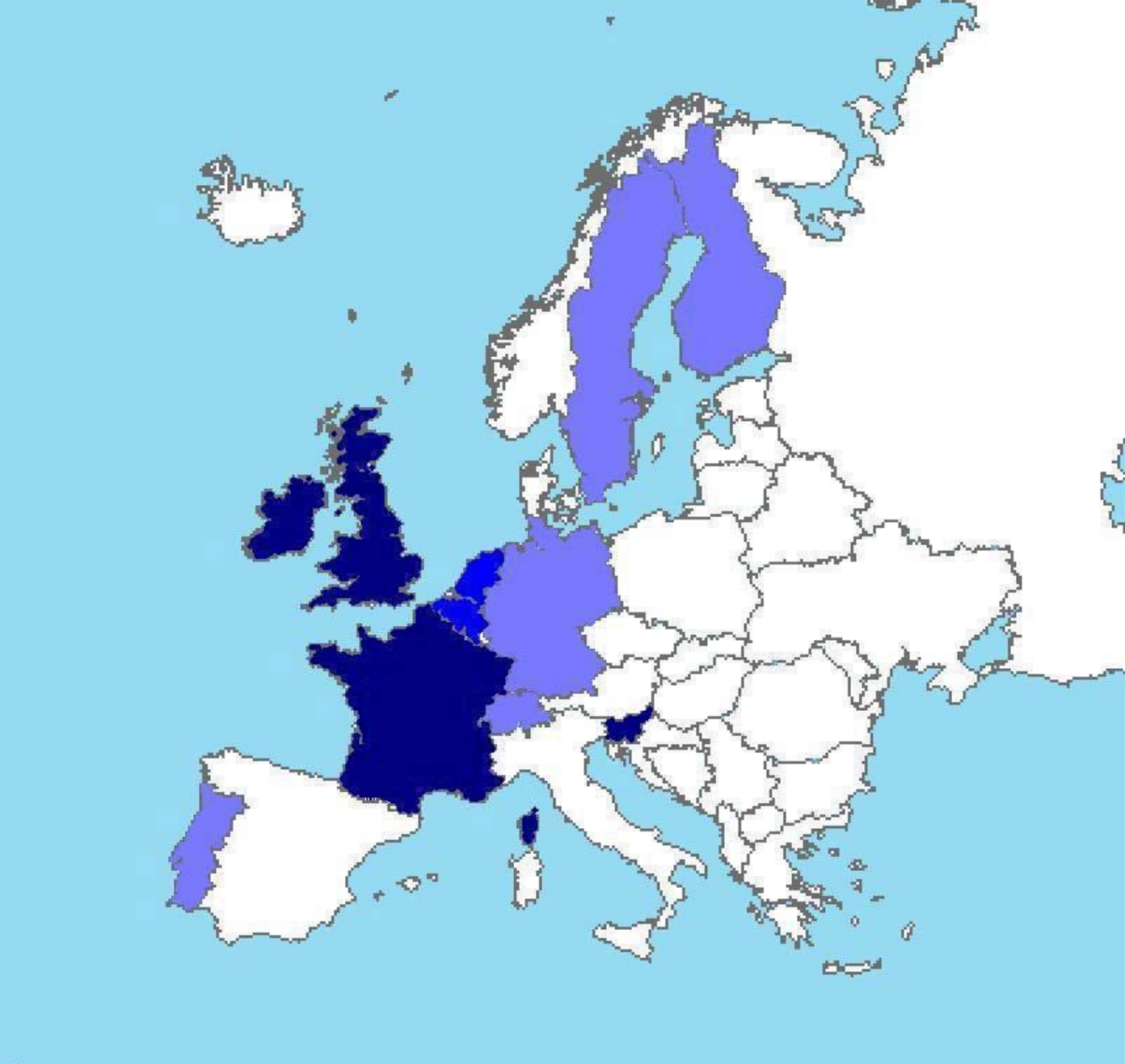
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



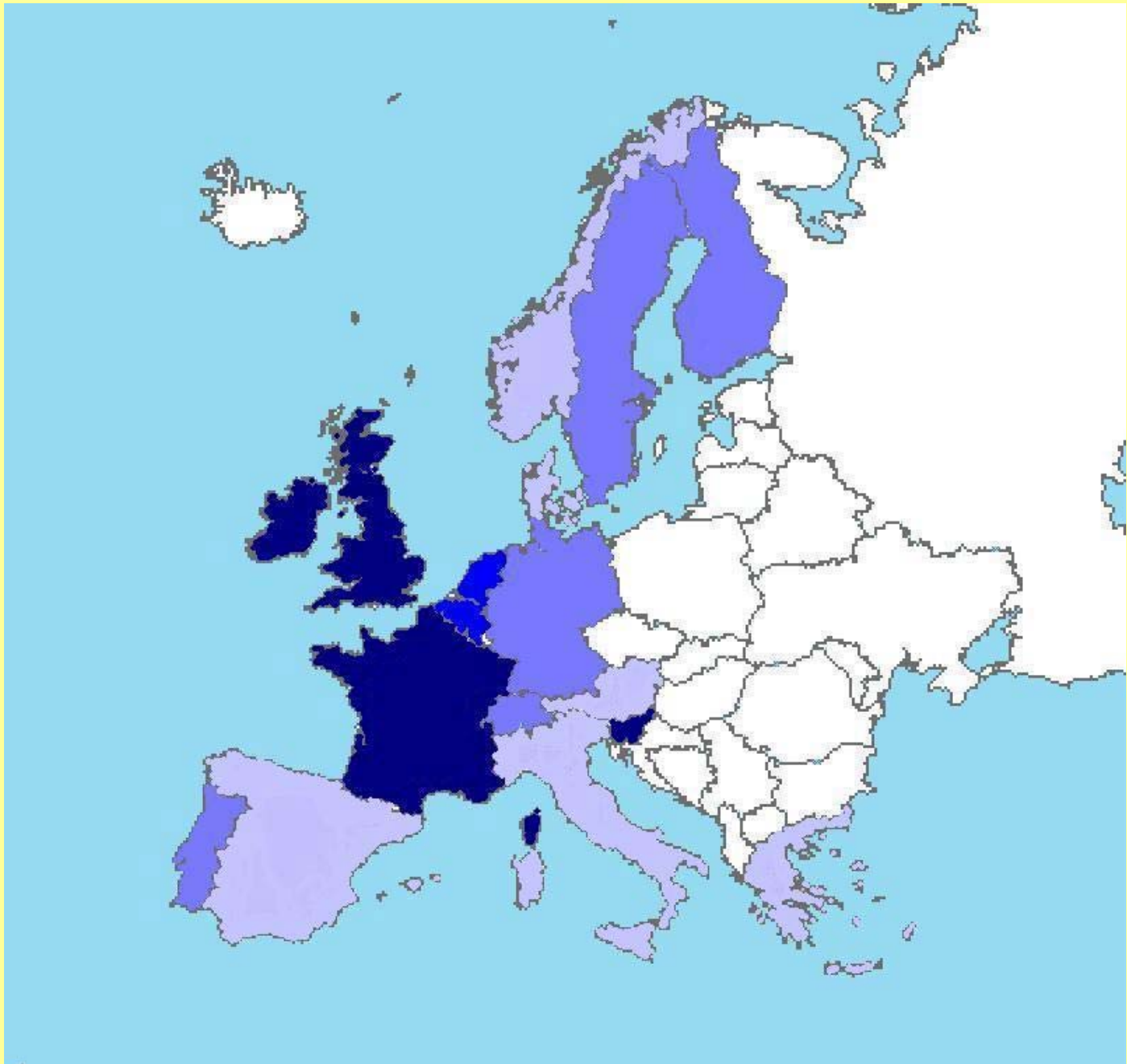
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



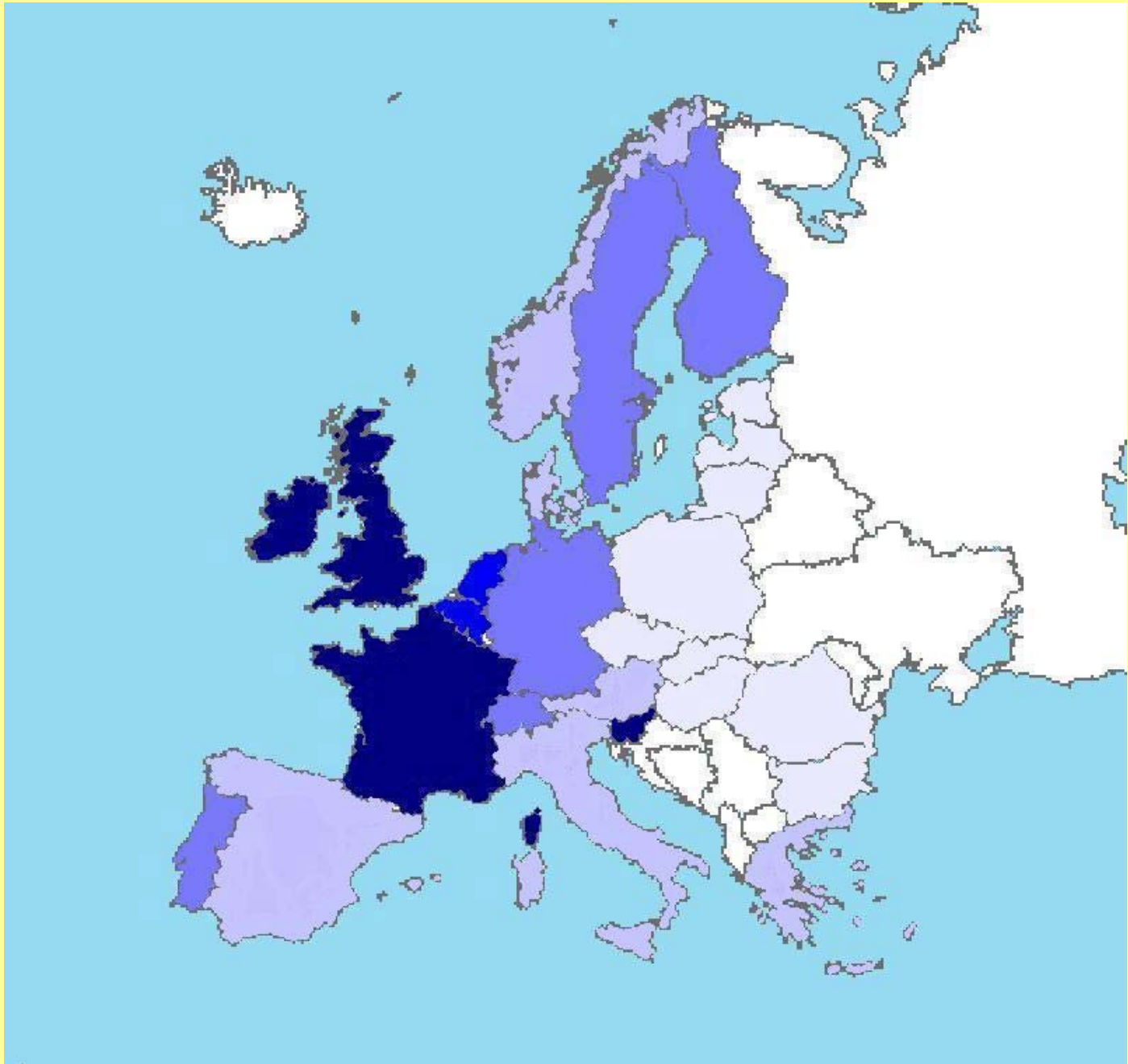
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



**TOP
EXECUTIVES**
(stock options)

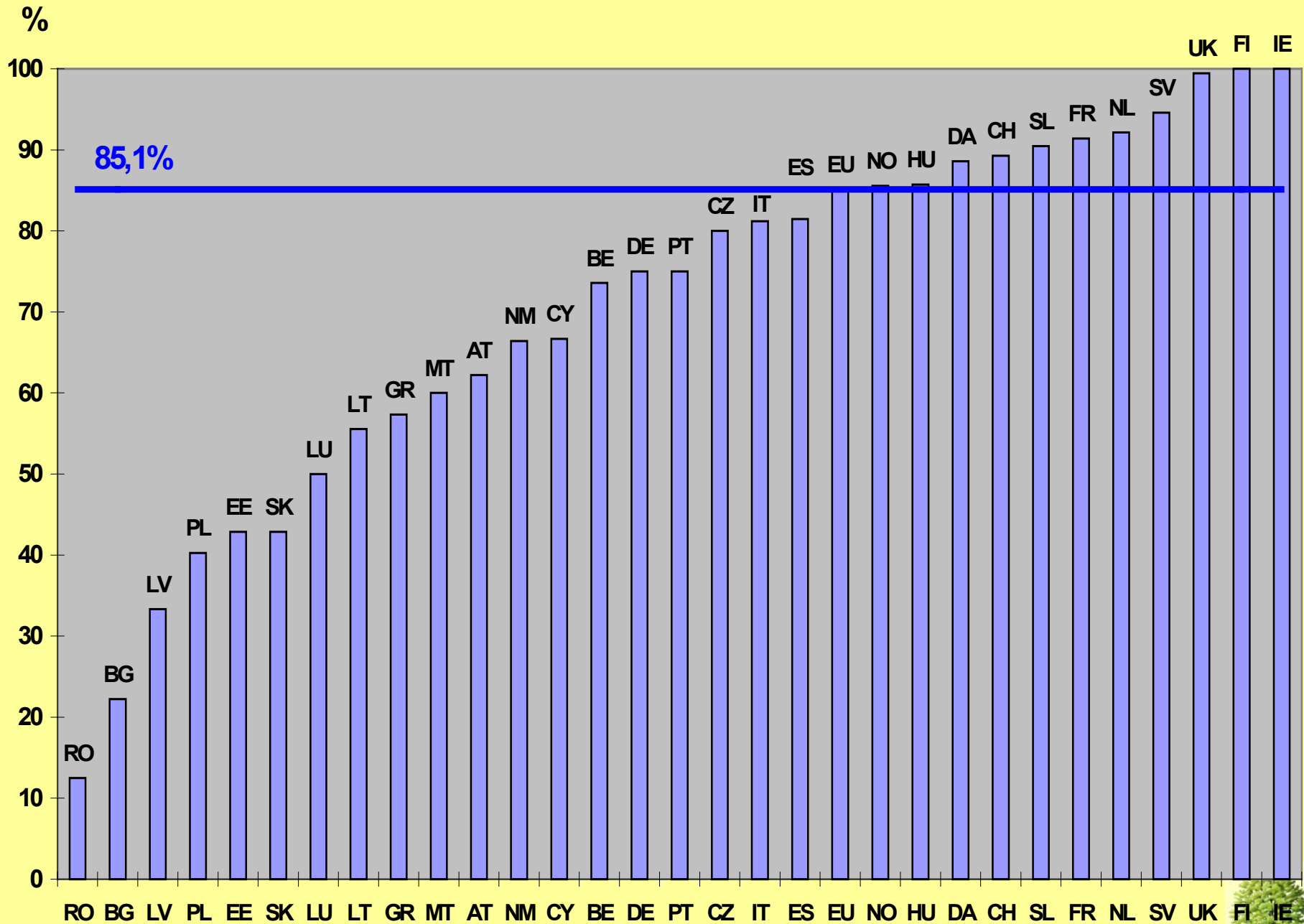
(1-2 years later)
HIGH MANAGEMENT
(1% employees)

(1-2 years later)
MIDDLE AND LOW MANAGEMENT
(10% employees)

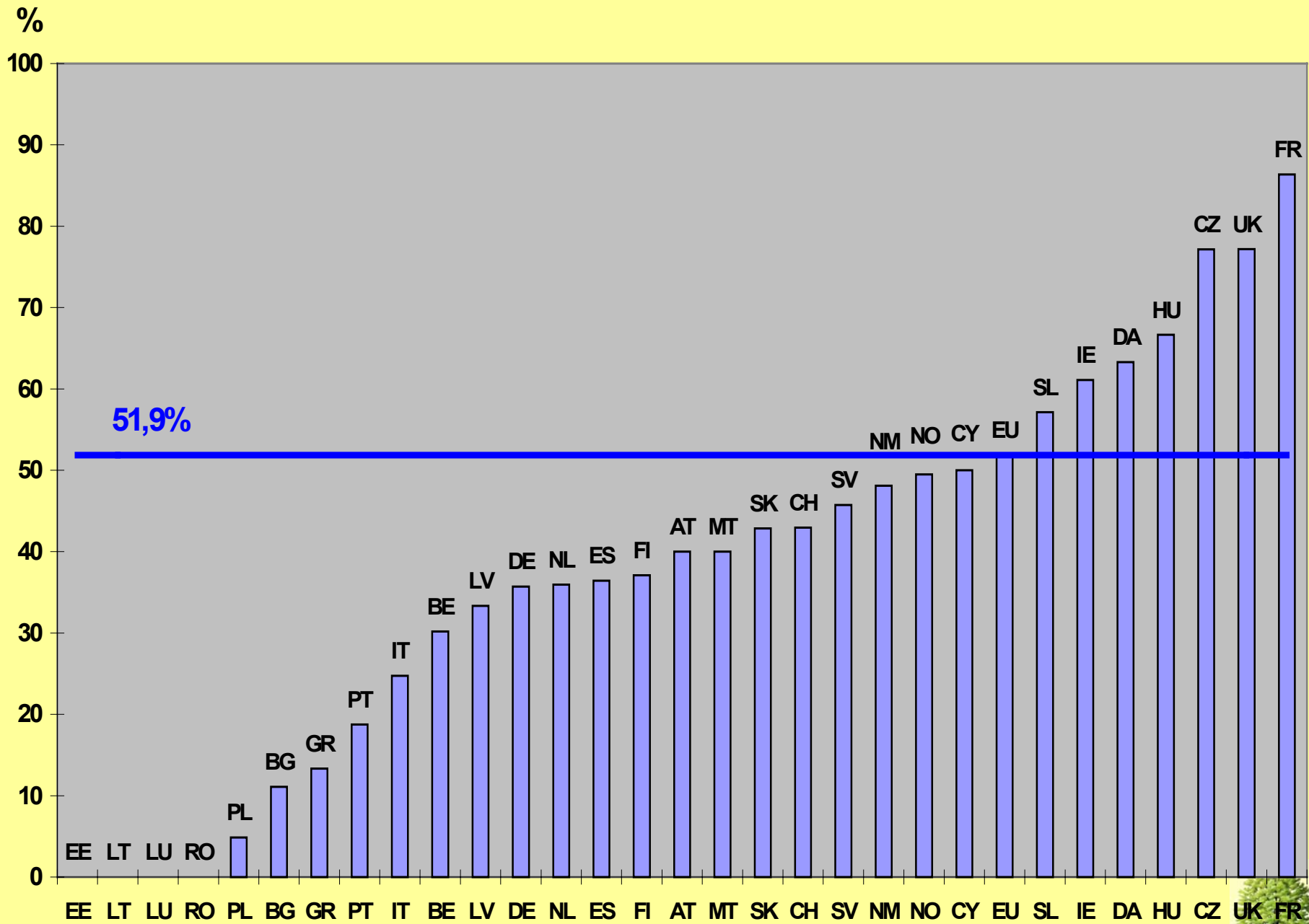
(2-3 years later)
ALL EMPLOYEE BROAD BASED SHARE PLANS
(100% employees)



EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP



EUROPEAN GROUPS HAVING BROAD BASED SHARE PLANS



DATABASE OF EMPLOYEE OWNERSHIP

**Each of all
2.533 largest European groups**

**32.4 million employees
(25-30% of all European employees)**



ANNUAL REPORTS



EMPLOYEE OWNERS IN EUROPEAN GROUPS

Numbers

3.500.000

3.000.000

2.500.000

2.000.000

1.500.000

1.000.000

500.000

0

Europe: 9.1 million employee owners

RO EE LT LV LU BG MT SK SL CY CZ HU PT PL NM GR IE DA NO AT BE FI IT ES SV NL CH DE UK FR



FR

UK

DE

CH

NL

SV

ES

FR

UK

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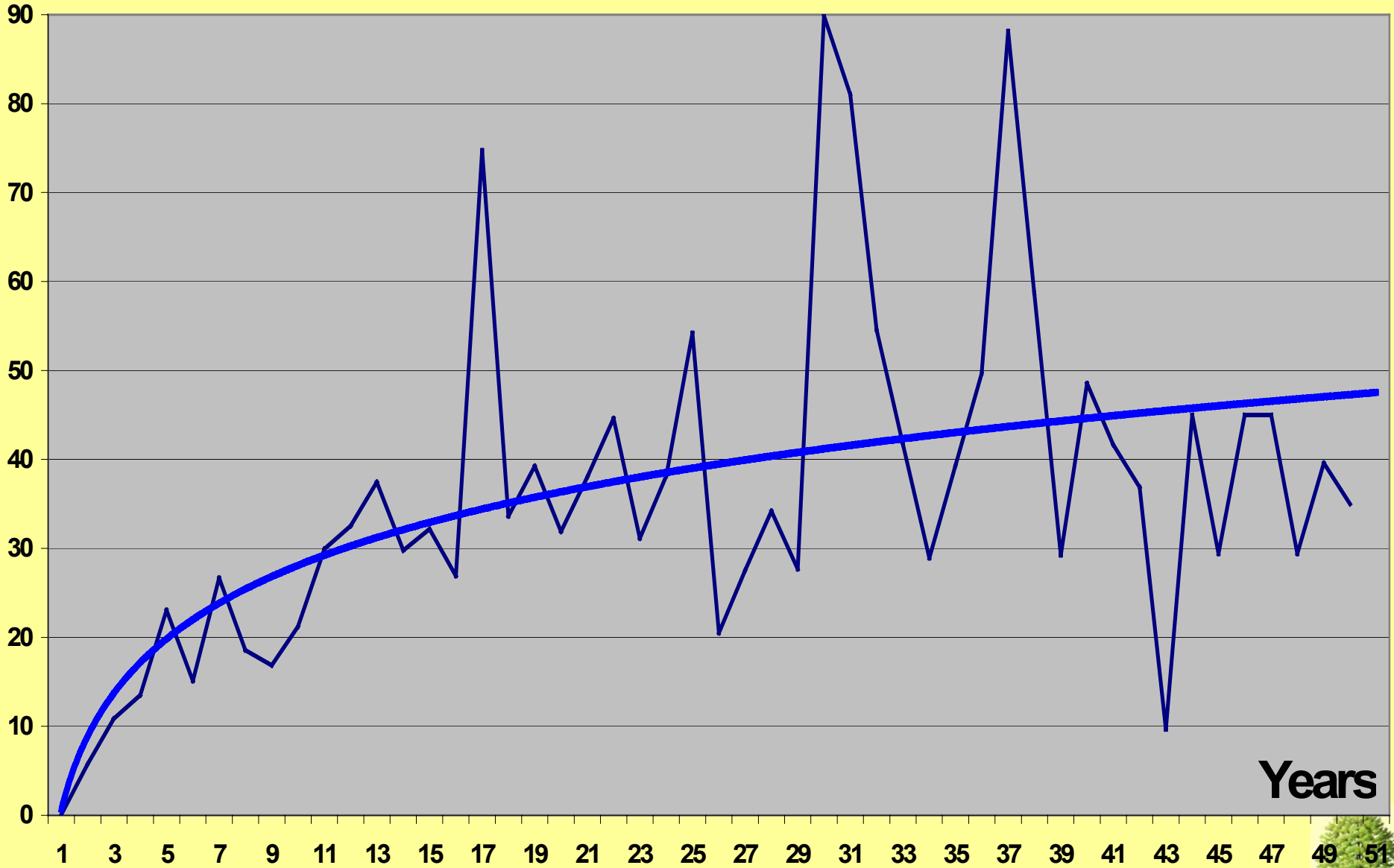
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HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE

% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES

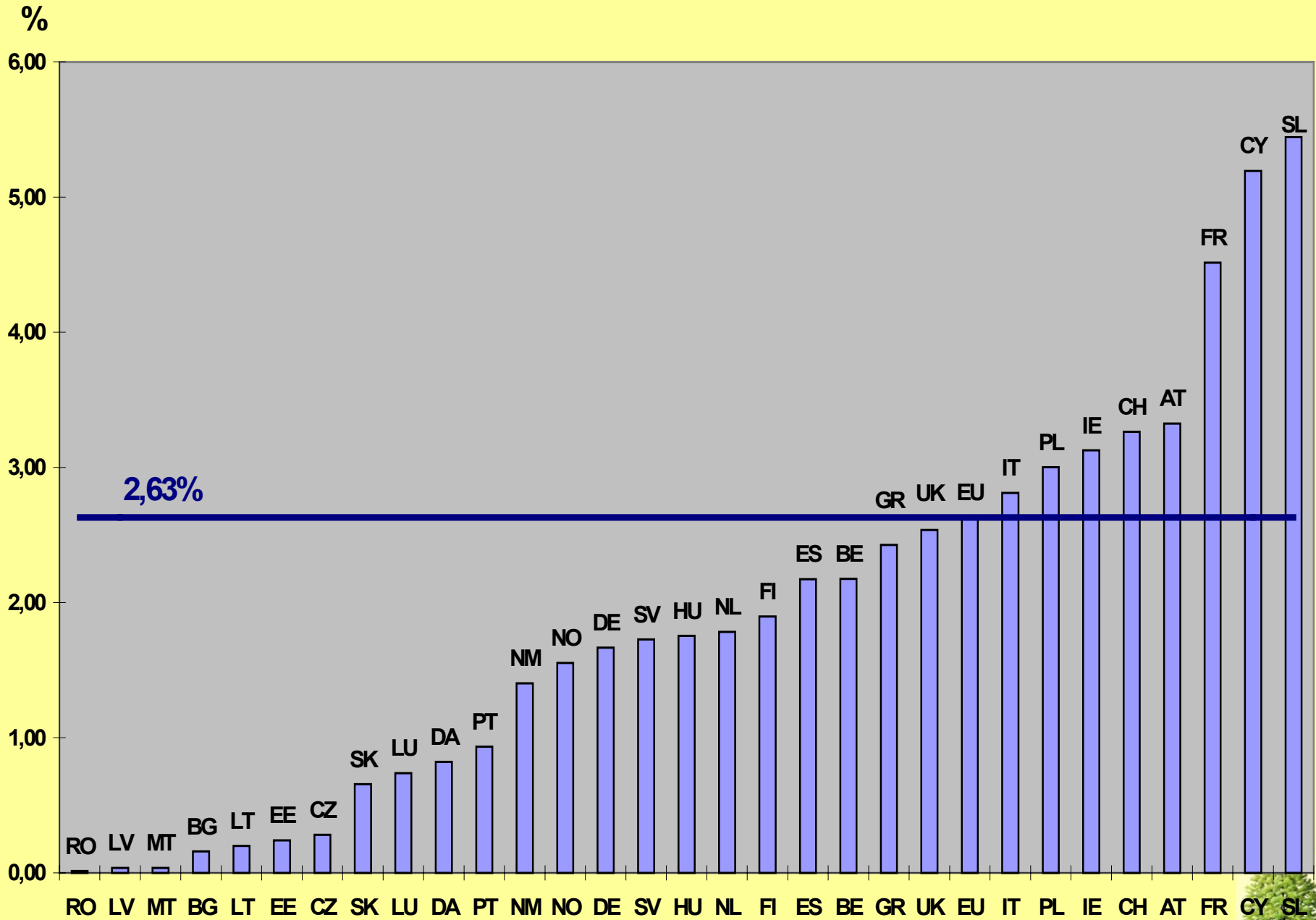
%



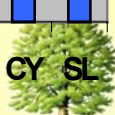
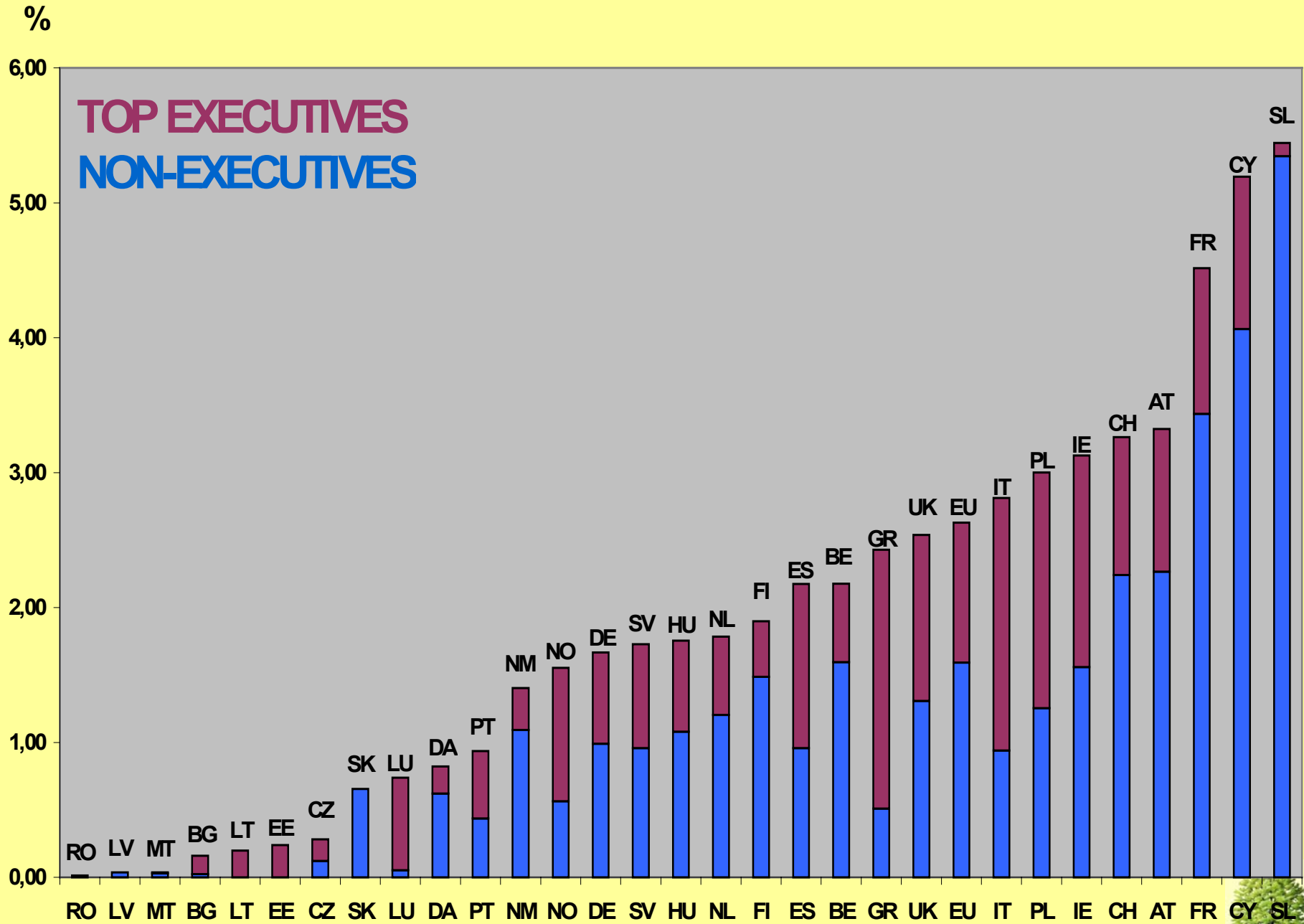
Years



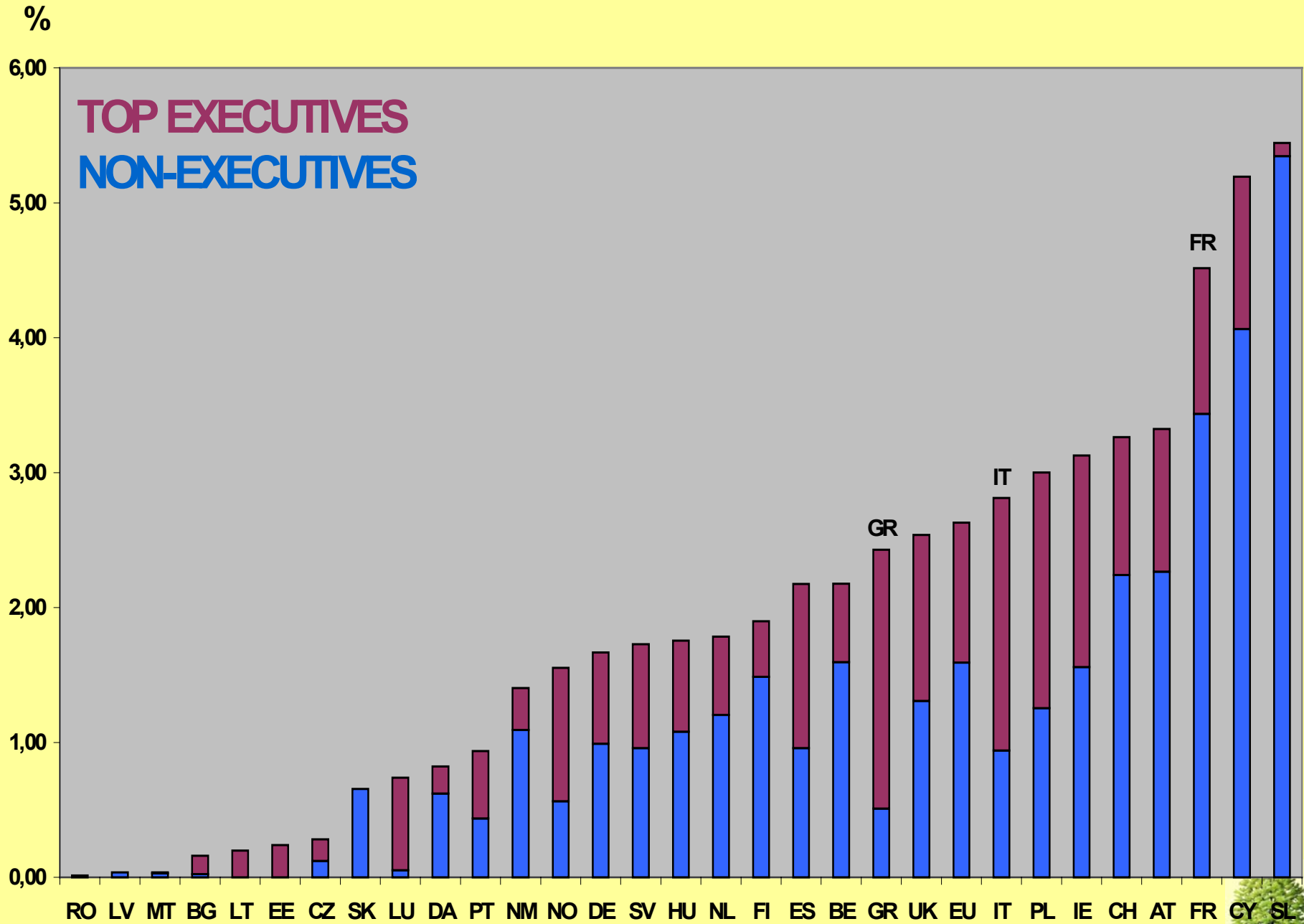
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS



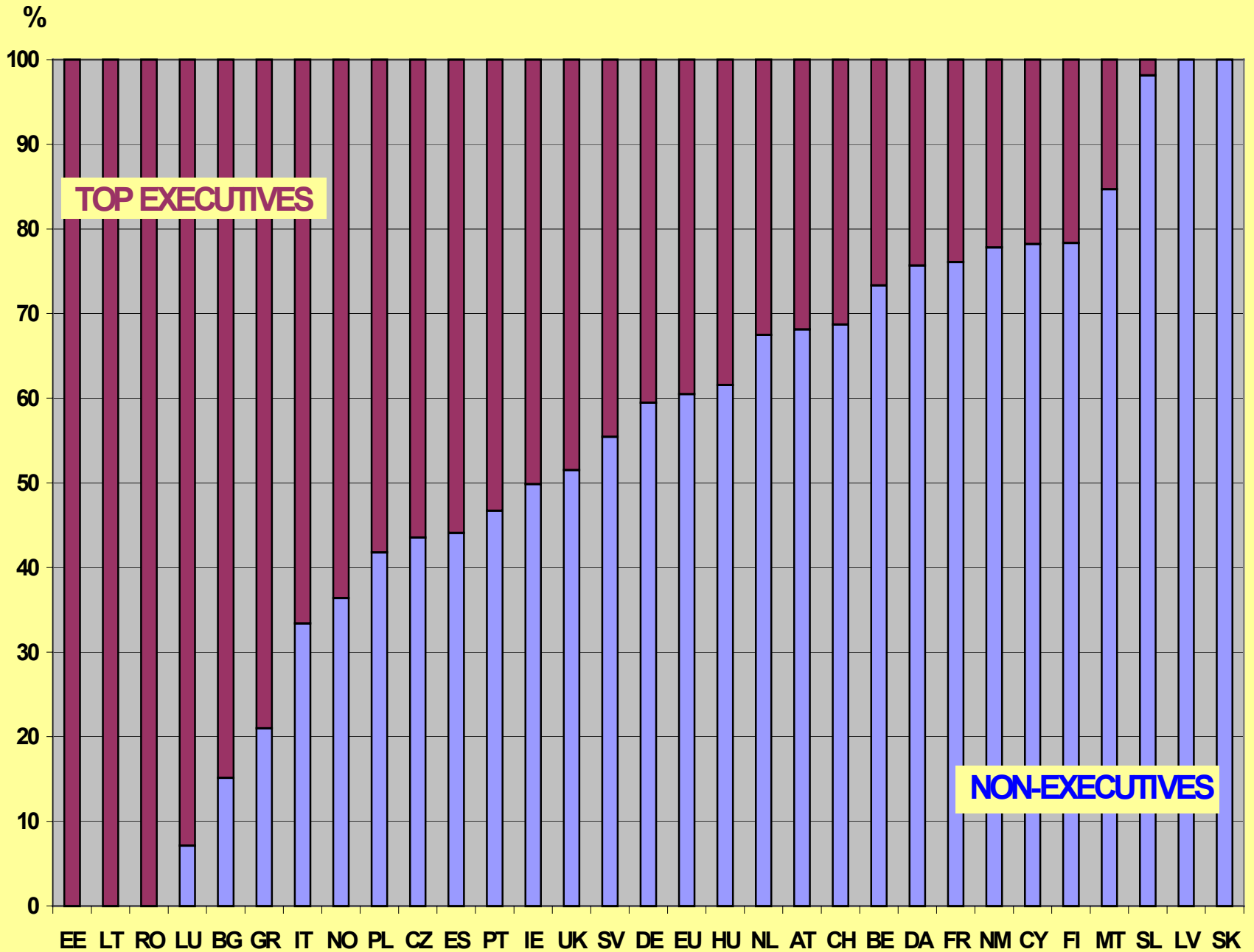
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS



% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS

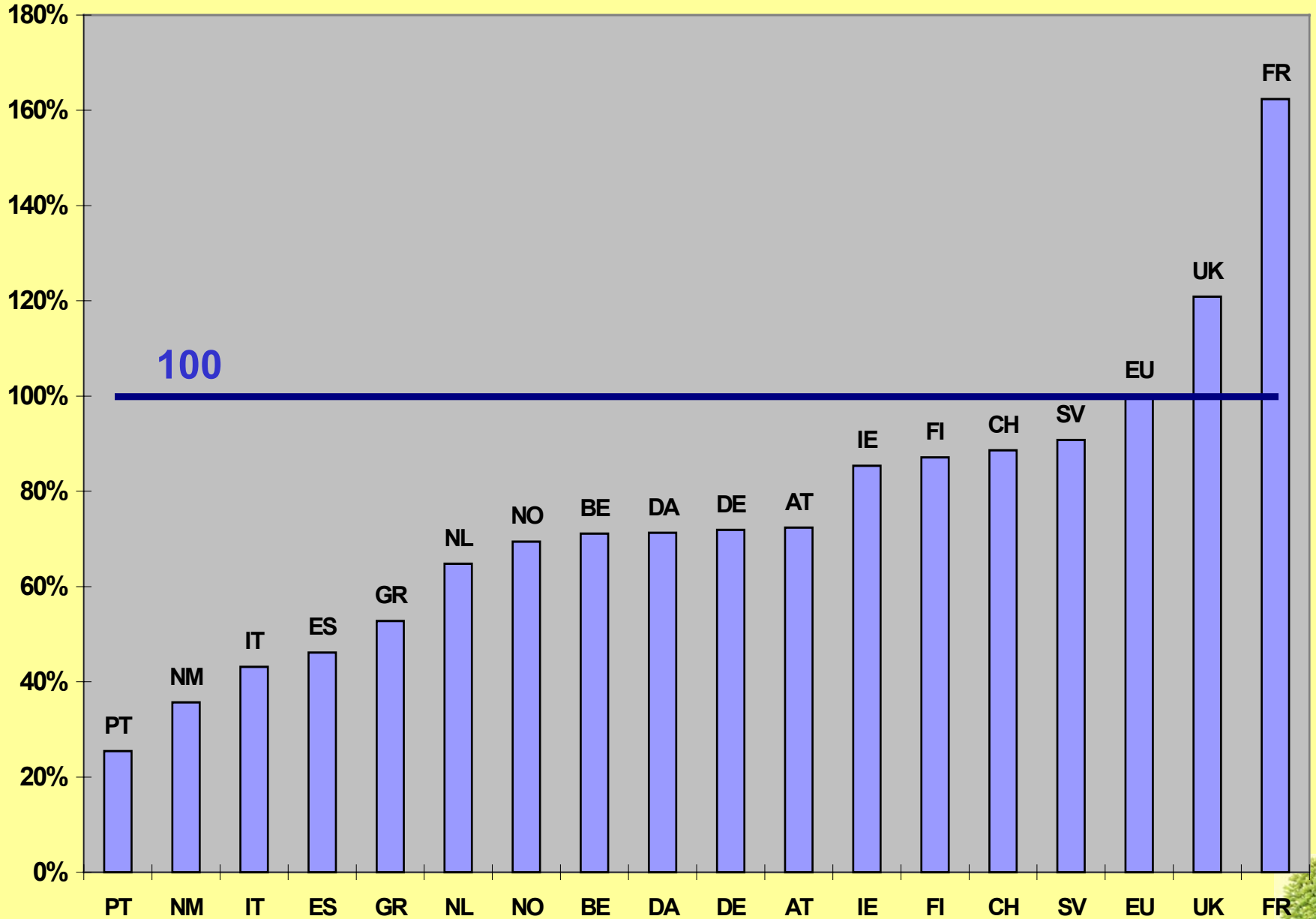


% HELD BY TOP EXECUTIVES AND OTHERS

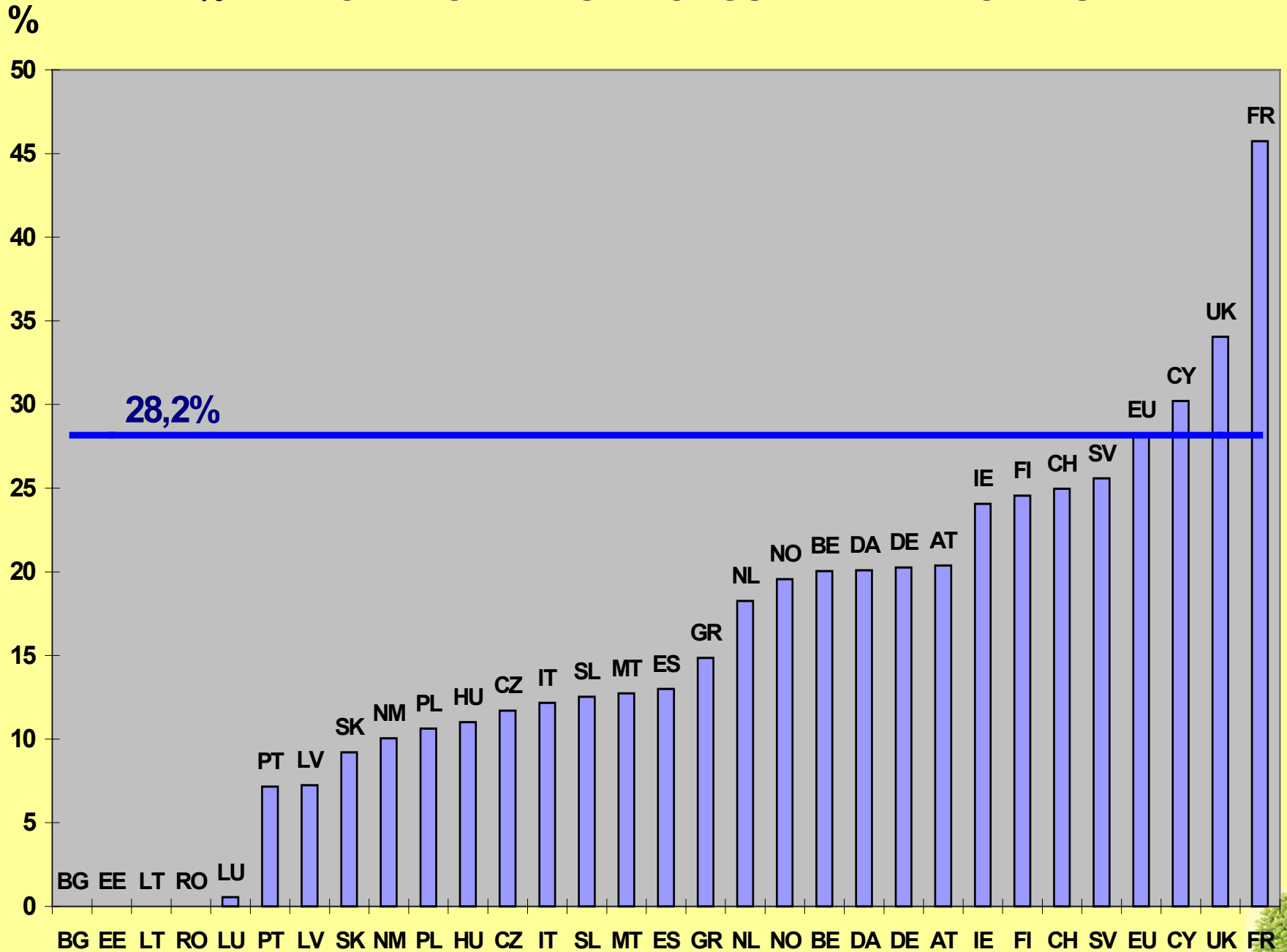


DEMOCRATISATION RATIO OF EMPLOYEE OWNERSHIP

Ratio

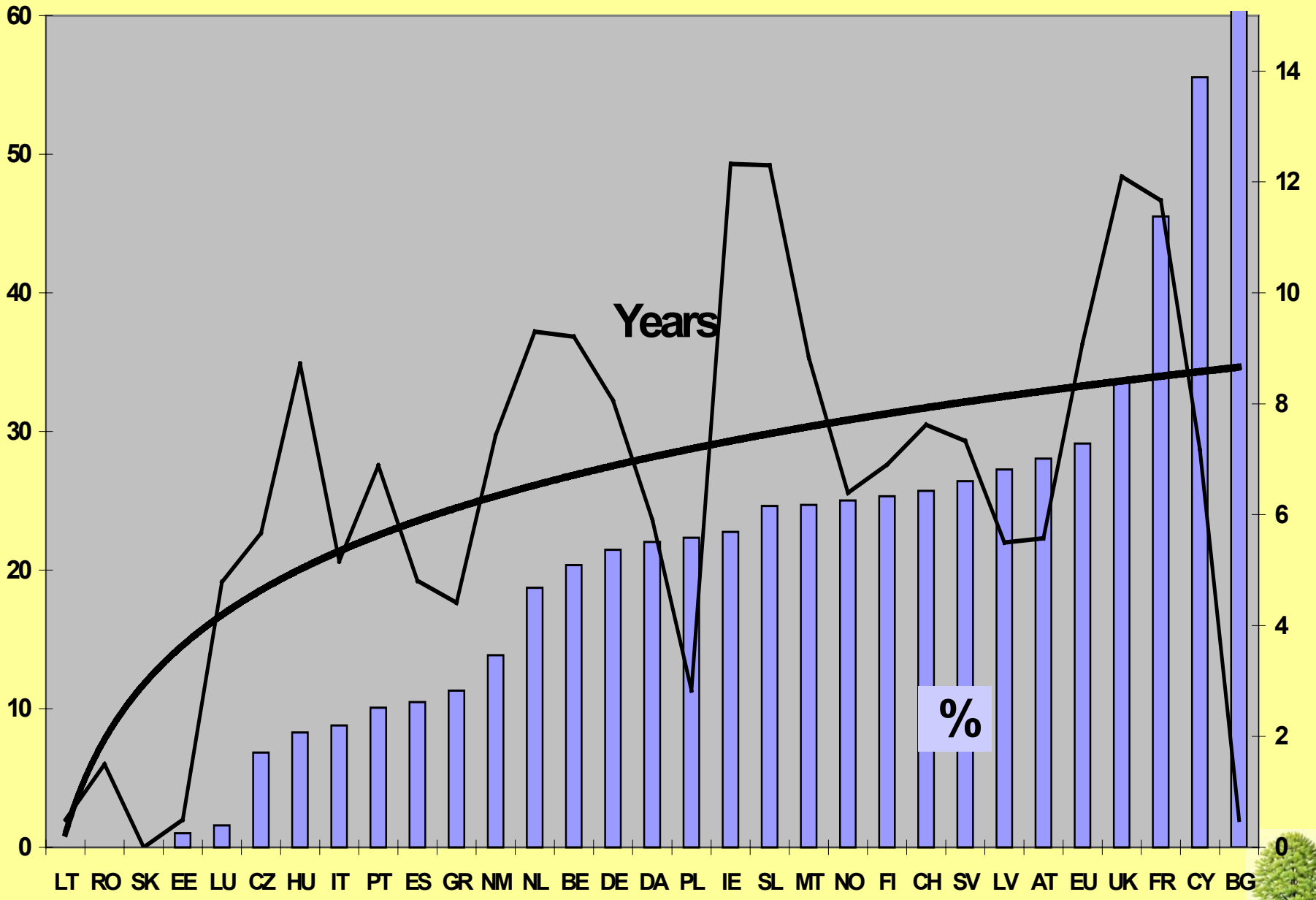


% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES

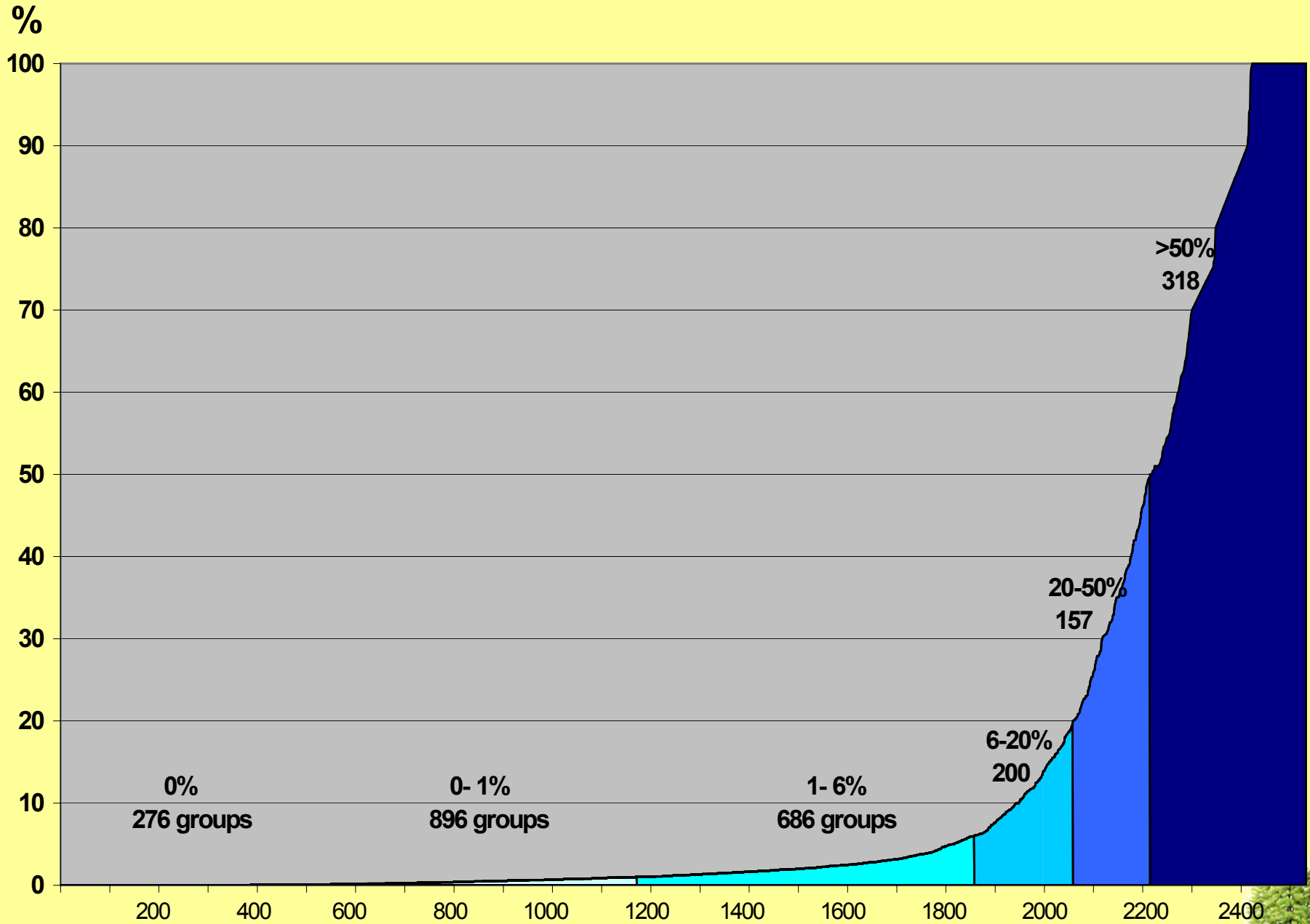


% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES

% HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE Years



% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS

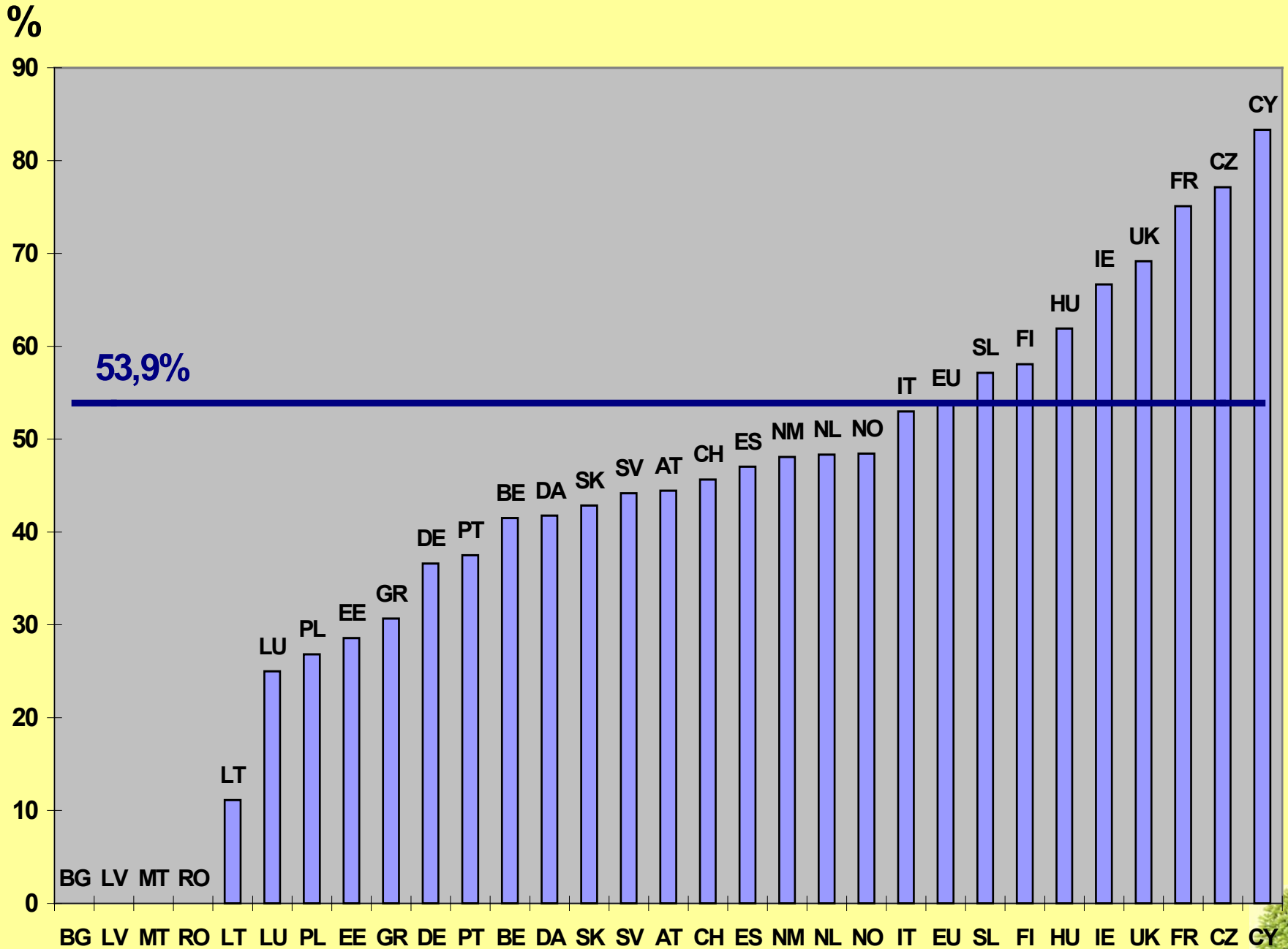


Classification

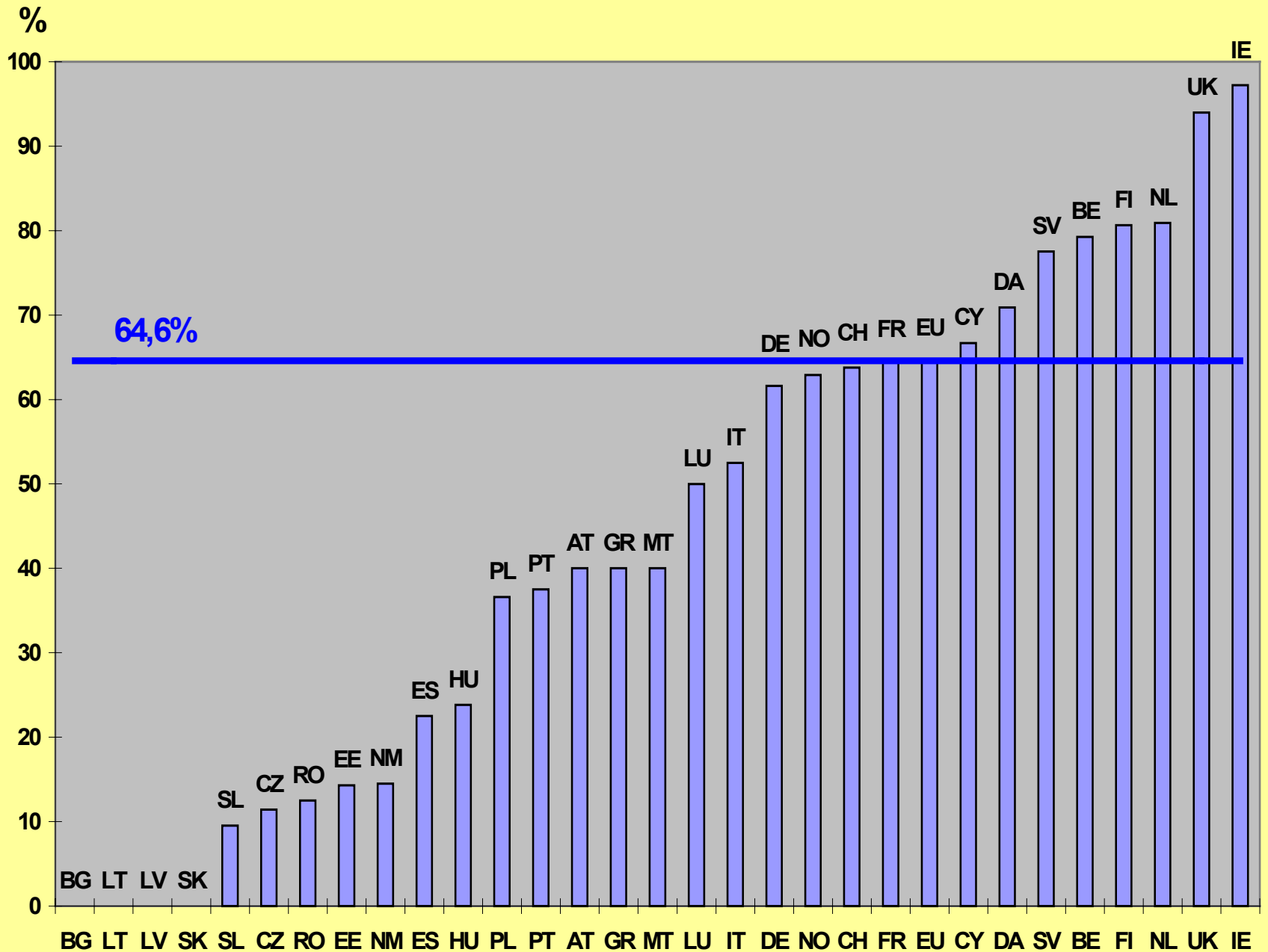
up to 1%	insignificant or embryonic
1 to 6%	significant
6 to 20%	strategic
20 to 50%	determining
more than 50%	controlling



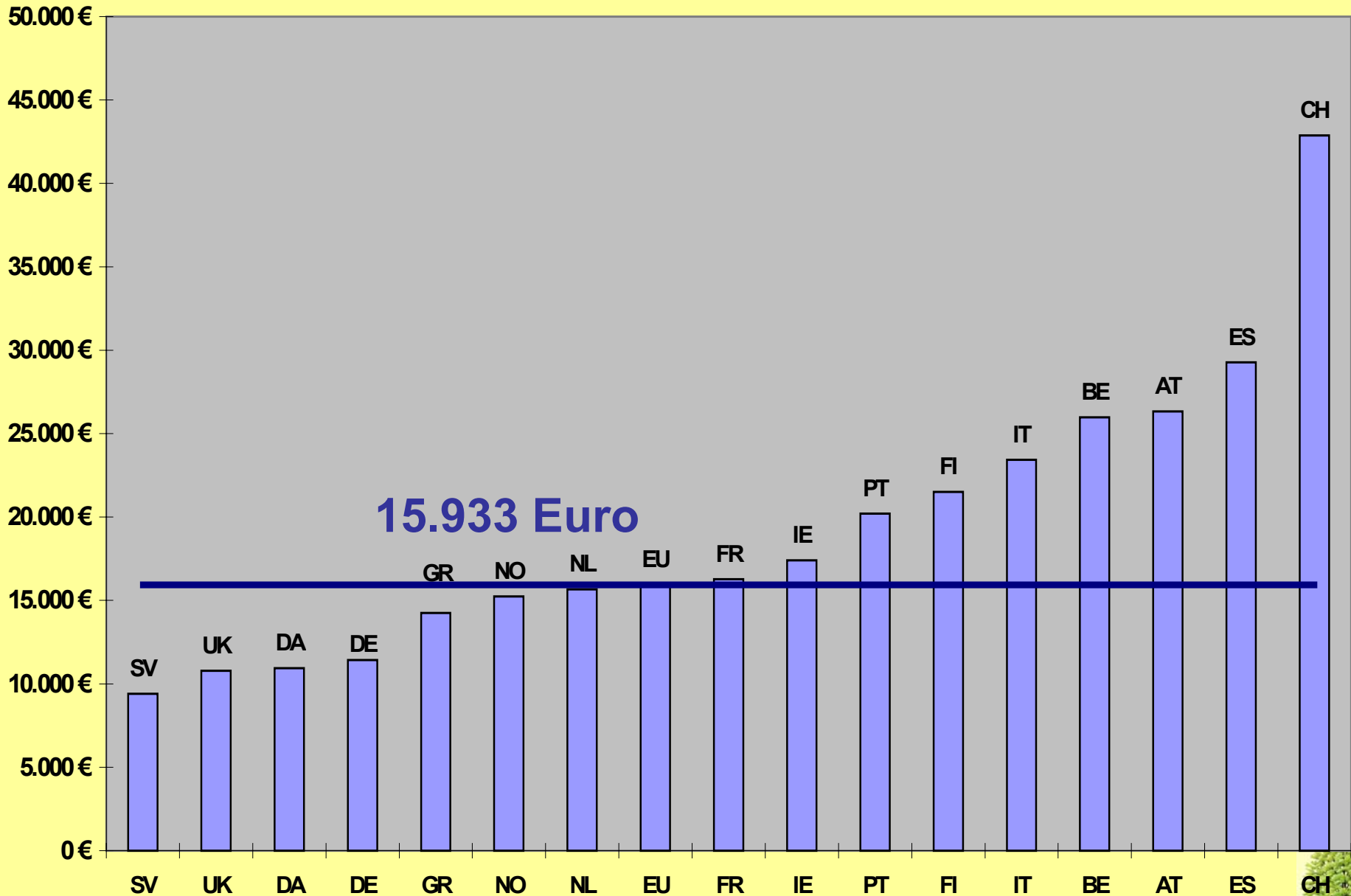
% EUROPEAN GROUPS HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP



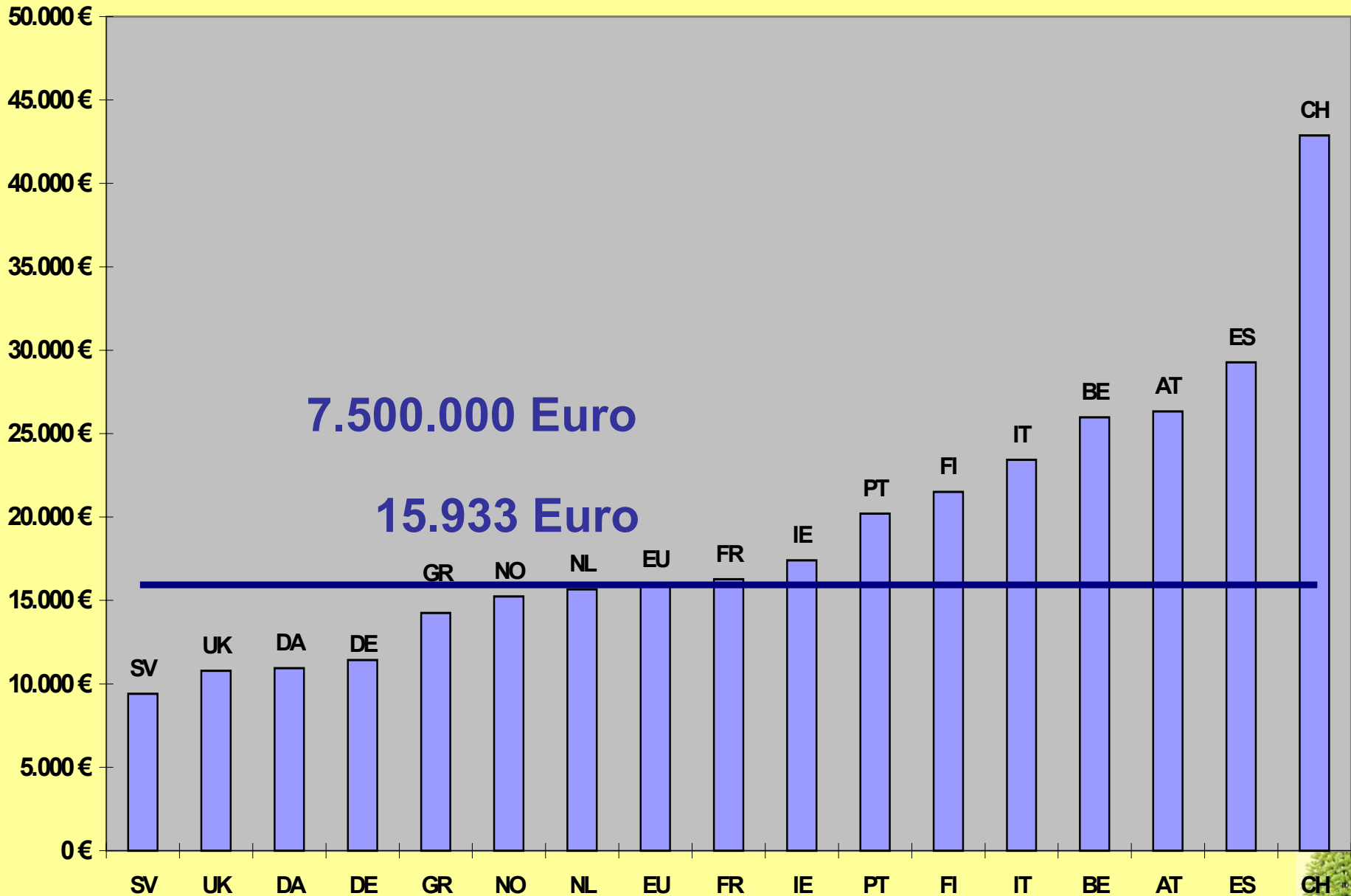
EUROPEAN GROUPS HAVING STOCK OPTION PLANS



AVERAGE CAPITALISATION HELD BY EACH EMPLOYEE OWNER (EXCLUDING TOP EXECUTIVES)



AVERAGE CAPITALISATION HELD BY EACH EMPLOYEE OWNER (EXCLUDING TOP EXECUTIVES)



TOP EXECUTIVES & OTHER EMPLOYEES

7.500.000 Euro

95 billion €

1.04%

15.933 Euro

145 billion €

1.59%

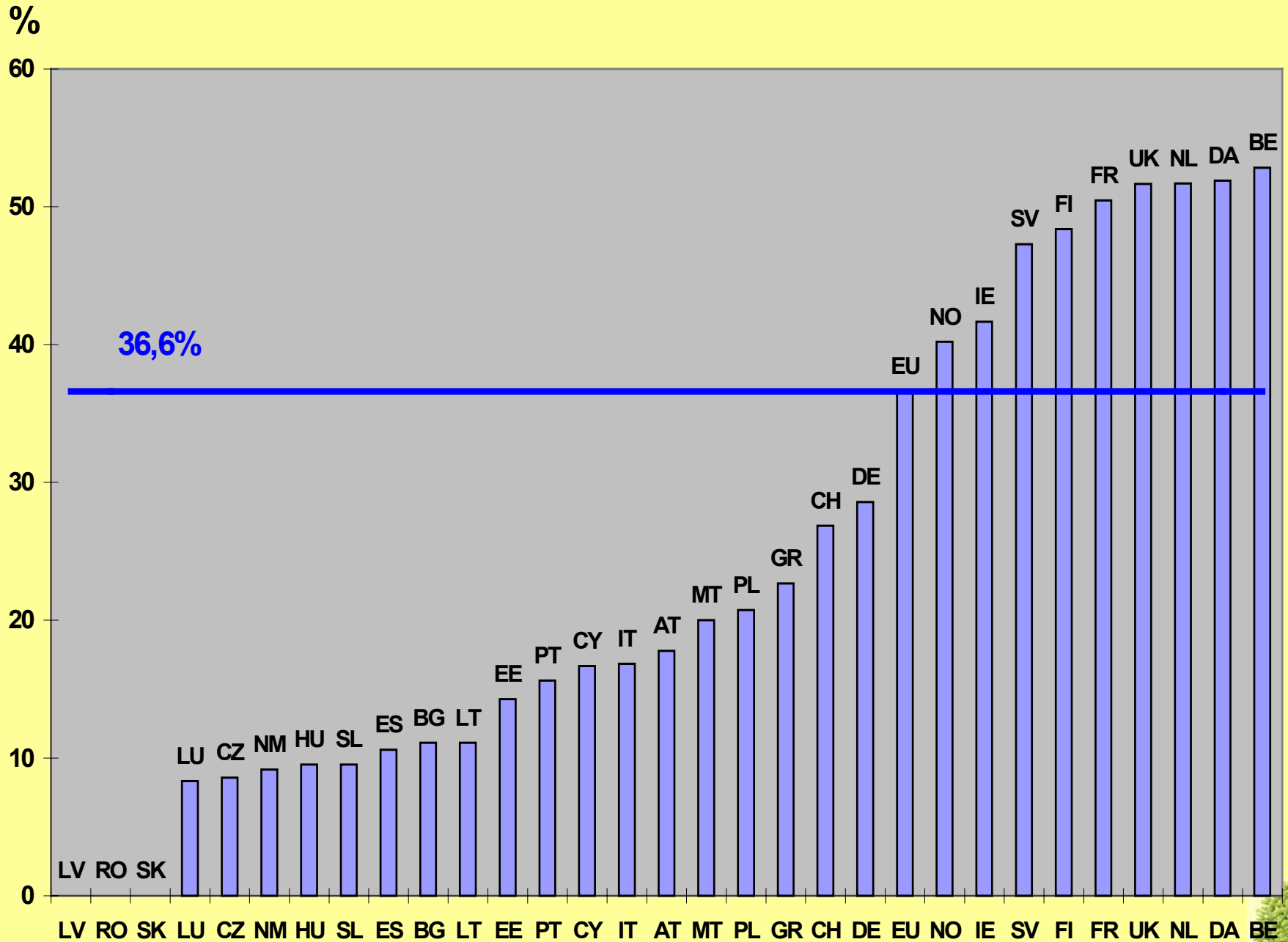
26.338 Euro

240 billion €

2.63%



EUROPEAN GROUPS HAVING LAUNCHED NEW PLANS IN 2007/8





EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY

COUNTRY FILES

2008

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP



Thank you for your attention

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