

ANNUAL ECONOMIC SURVEY OF EMPLOYEE OWNERSHIP IN EUROPE – 2007

INTRODUCTION TO COUNTRY FILES

Employee ownership is progressing faster and stronger across Europe than anyone could expect. This is a quick and recent new development in most European countries. However, some countries began earlier while others dawdled on the way (see [Graph 1](#)). Considering recent trends, employee ownership is going to double within the next 5-10 years, from 8.2 millions employee owners now to 16 millions, from 26.2% of all employees in large European companies now to 40-50%, and capitalisation held by employees going to raise from 2.35% now to 4 - 4.5%. This is the main conclusion of the economic survey of employee ownership in the European countries in year 2007. This survey is based on information about each of all large European companies – which also means a similar information for each of all European countries. Furthermore, it is based on information given by companies themselves in Annual Reports – which means a quick information and a high quality. The full version of this Annual Survey is available at the European Federation of Employee Share Ownership.

AUSTRIA (AT)

Compared to other European countries, employee ownership looks underdeveloped in Austria. Considering the global percentage of capital held by employees, Austria seems not bad ([Graph 2](#)). However, this is due to a small number of large Austrian companies having set up employee ownership foundations – quite similar to American ESOPs (Voestalpine, Flughafen Wien,...)

Beside these few groups, employee share ownership appears to be absent in many large Austrian companies. Only 61% of large Austrian companies have some employee share ownership – compared to 100% in Ireland; compared to the first 15 countries of the European Union, only Luxemburg and Greece have a lowest position ([Graph 3](#)).

Only 39% of large Austrian companies have "broad based" employee share plans (all-employee plans) - compared to 84% in France ([Graph 4](#)).

Low dynamics: Only 23% of large Austrian companies launched new employee share plans in 2006/7 – compared with 44% in Denmark ([Graph 5](#)).

When they exist, employee share plans appear to be very recent compared to many other European countries. Large Irish companies launched their first employee share plan in 1994 in average – It was only in 2001 for Austria ([Graph 6](#)).

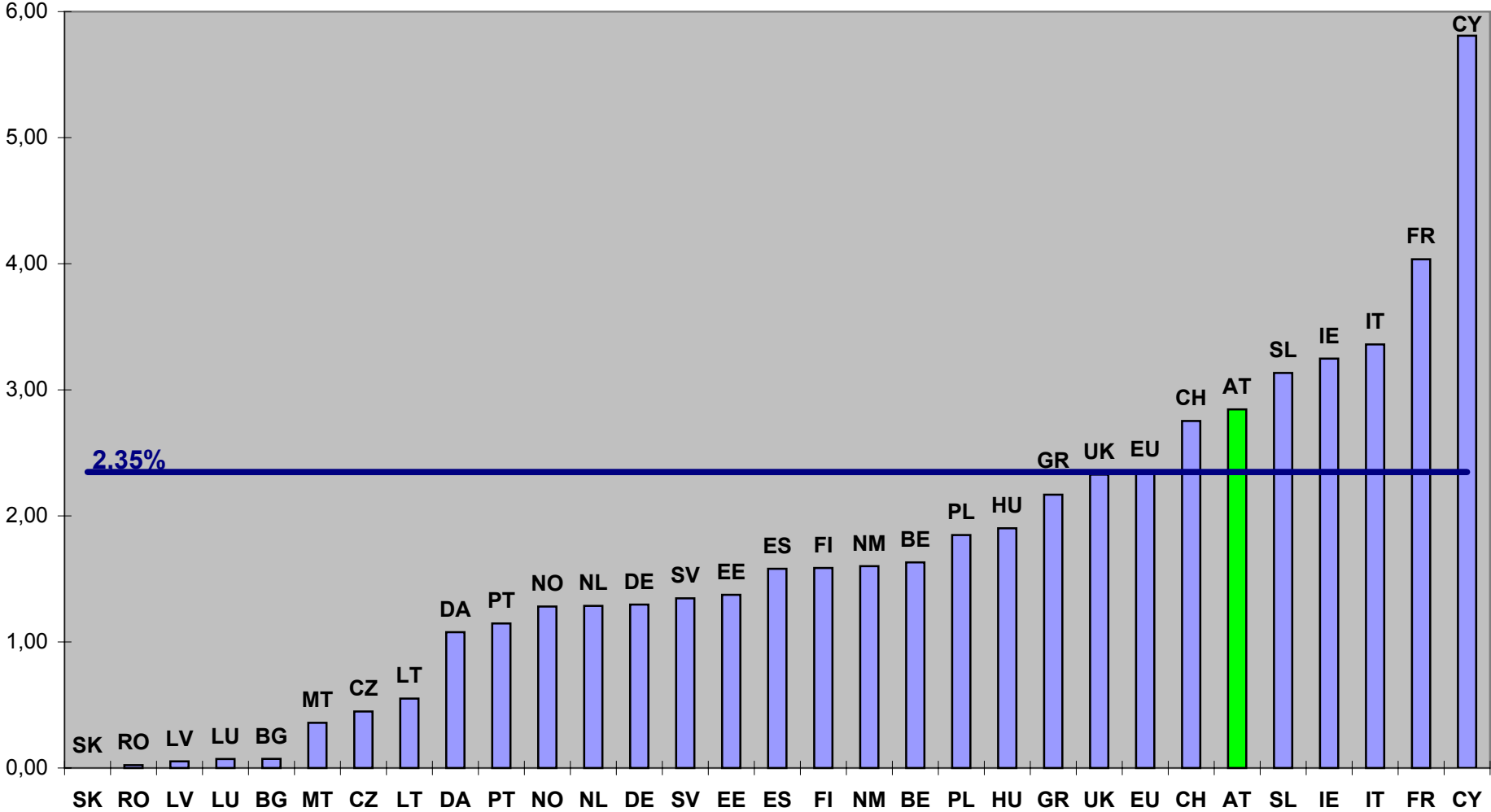
Austria seems also very low regarding stock options. Only 39% of large Austrian companies have stock option plans – compared with 97% in Ireland ([Graph 7](#)).

Employee owners amongst all employees: Austria seems not bad but here again, this is mainly due to the small number of large Austrian companies having set up employee ownership foundations, while employee share ownership appears to be absent in many large Austrian companies ([Graph 8](#)).

Austria seems quite low regarding companies having significant employee ownership, with 43% to be compared with 70% in France ([Graph 9](#)).

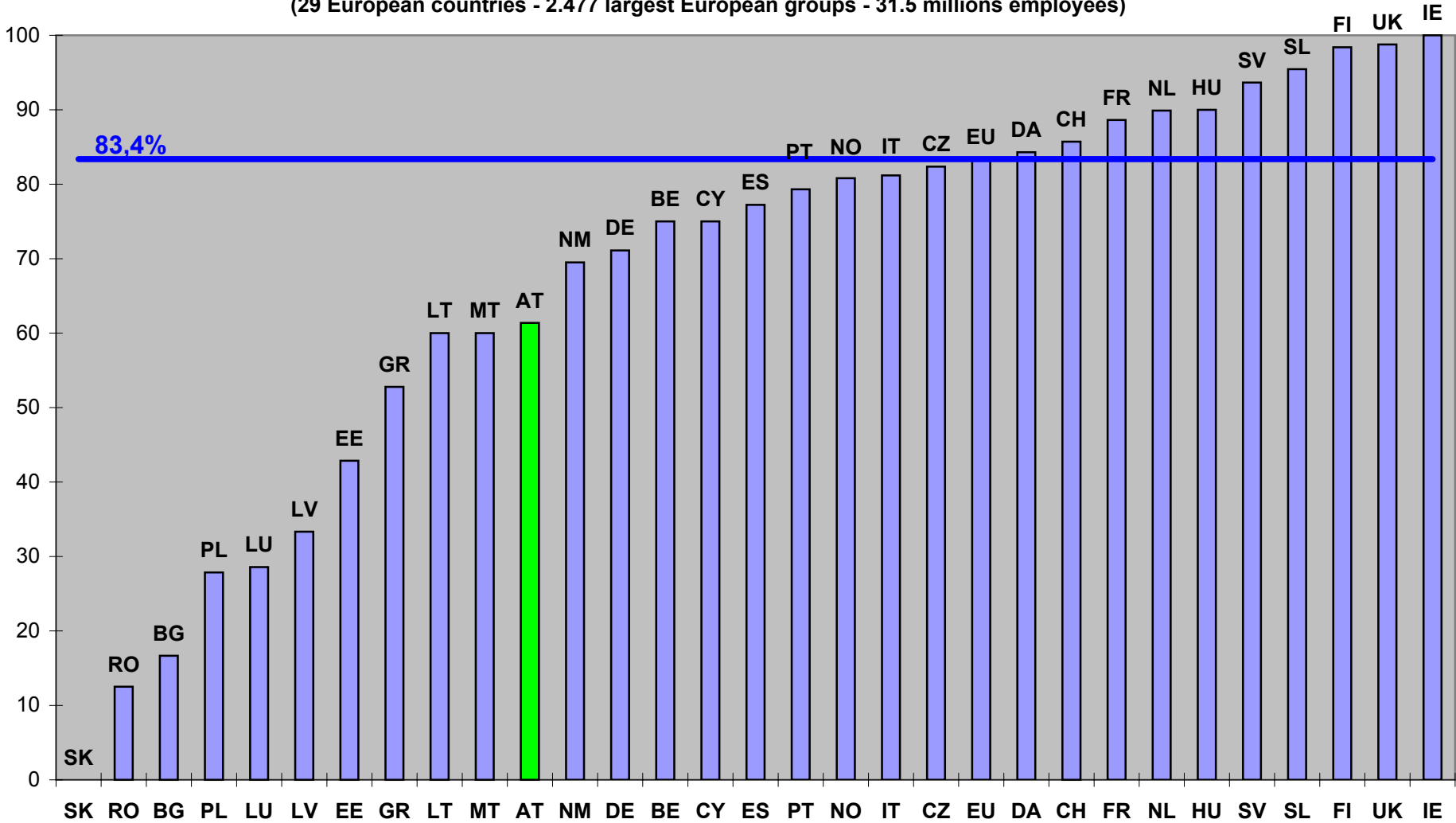
% CAPITAL HELD BY EMPLOYEES in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)



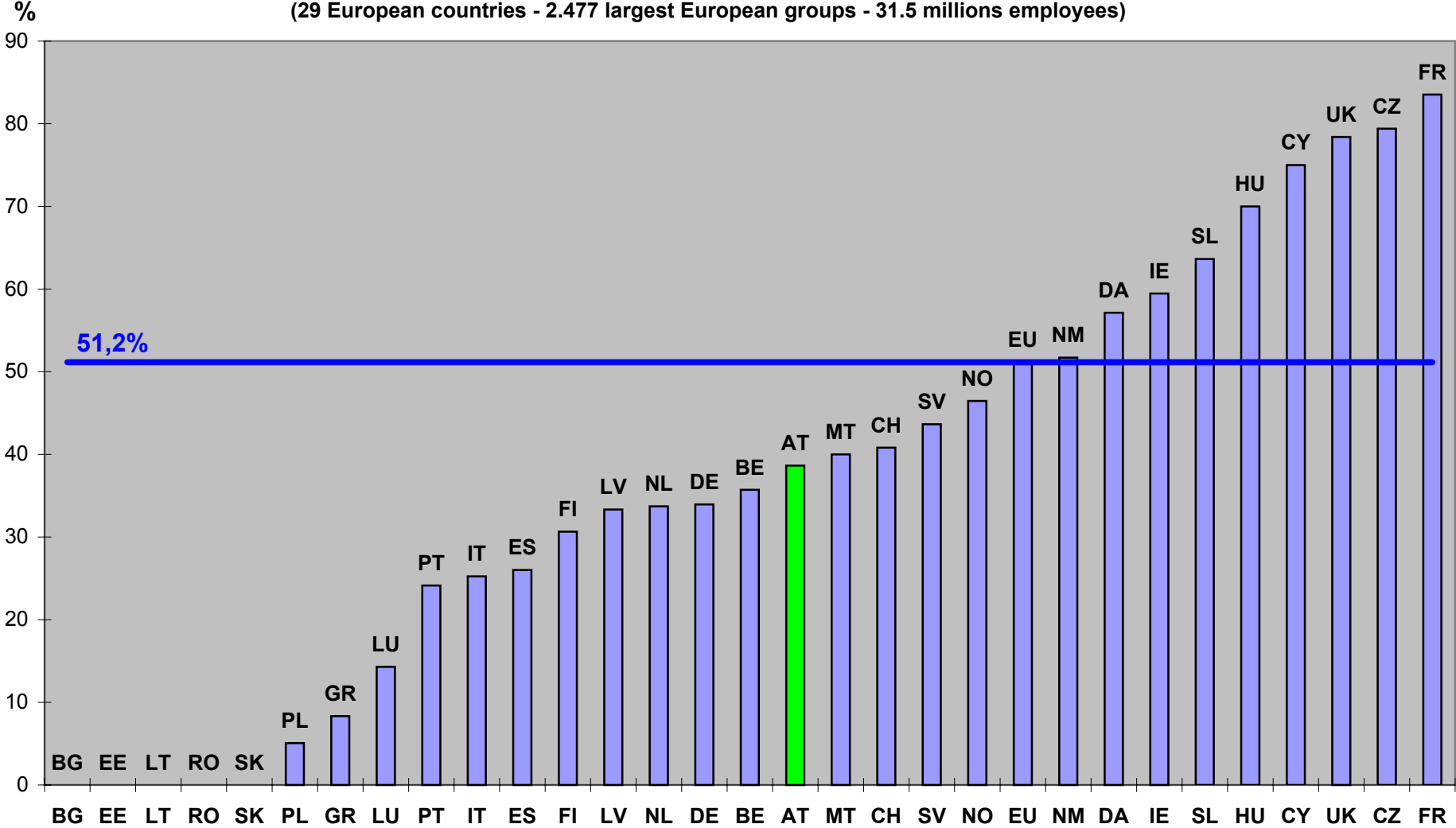
% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)



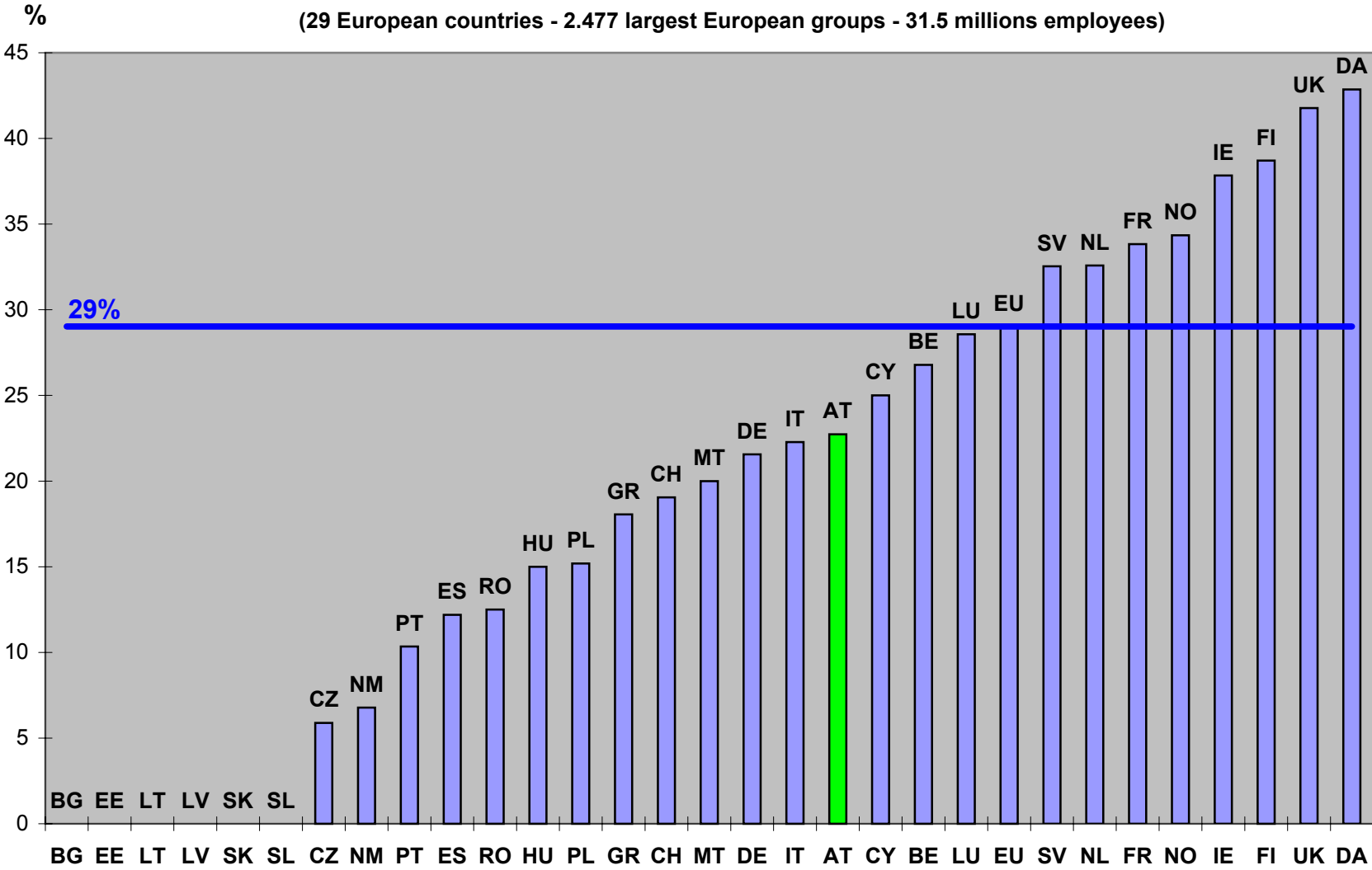
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)



% EUROPEAN GROUPS HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2006/7

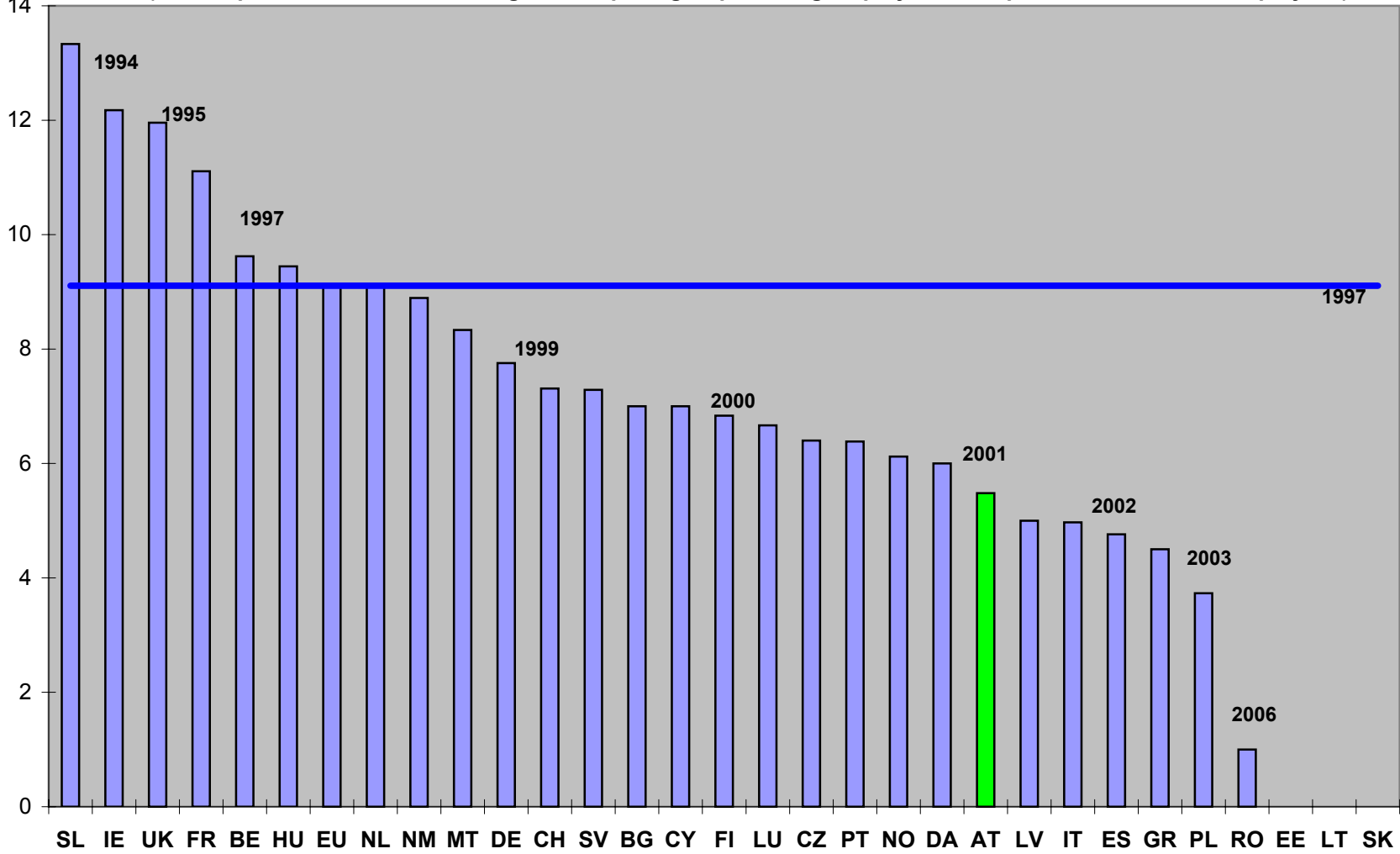
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



WHEN DID THEY LAUNCH THEIR FIRST EMPLOYEE SHARE PLAN ? (average of all listed groups)

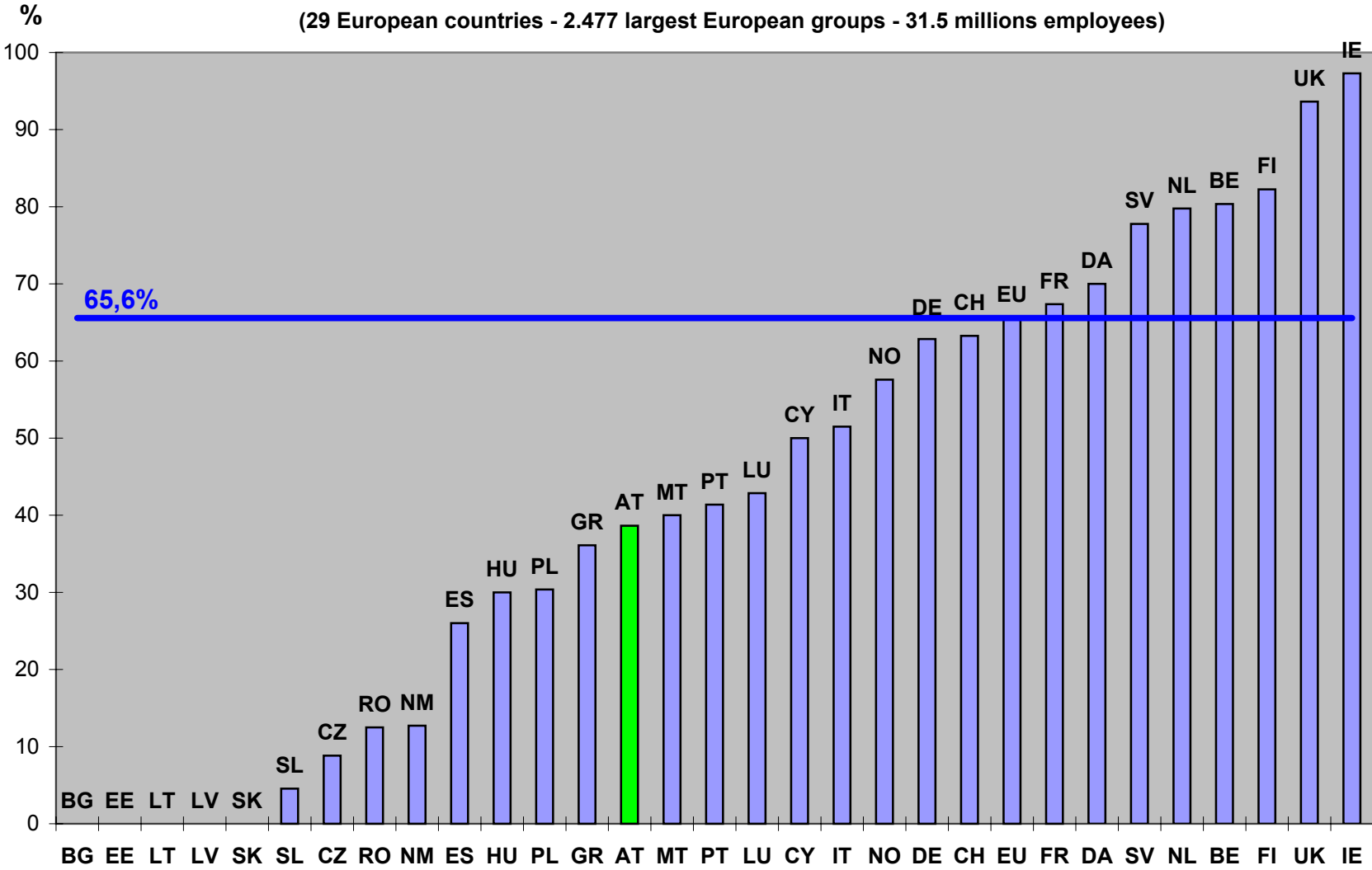
Number
of years

(29 European countries - 1.787 largest European groups having employee share plans - 28,7 millions employees)



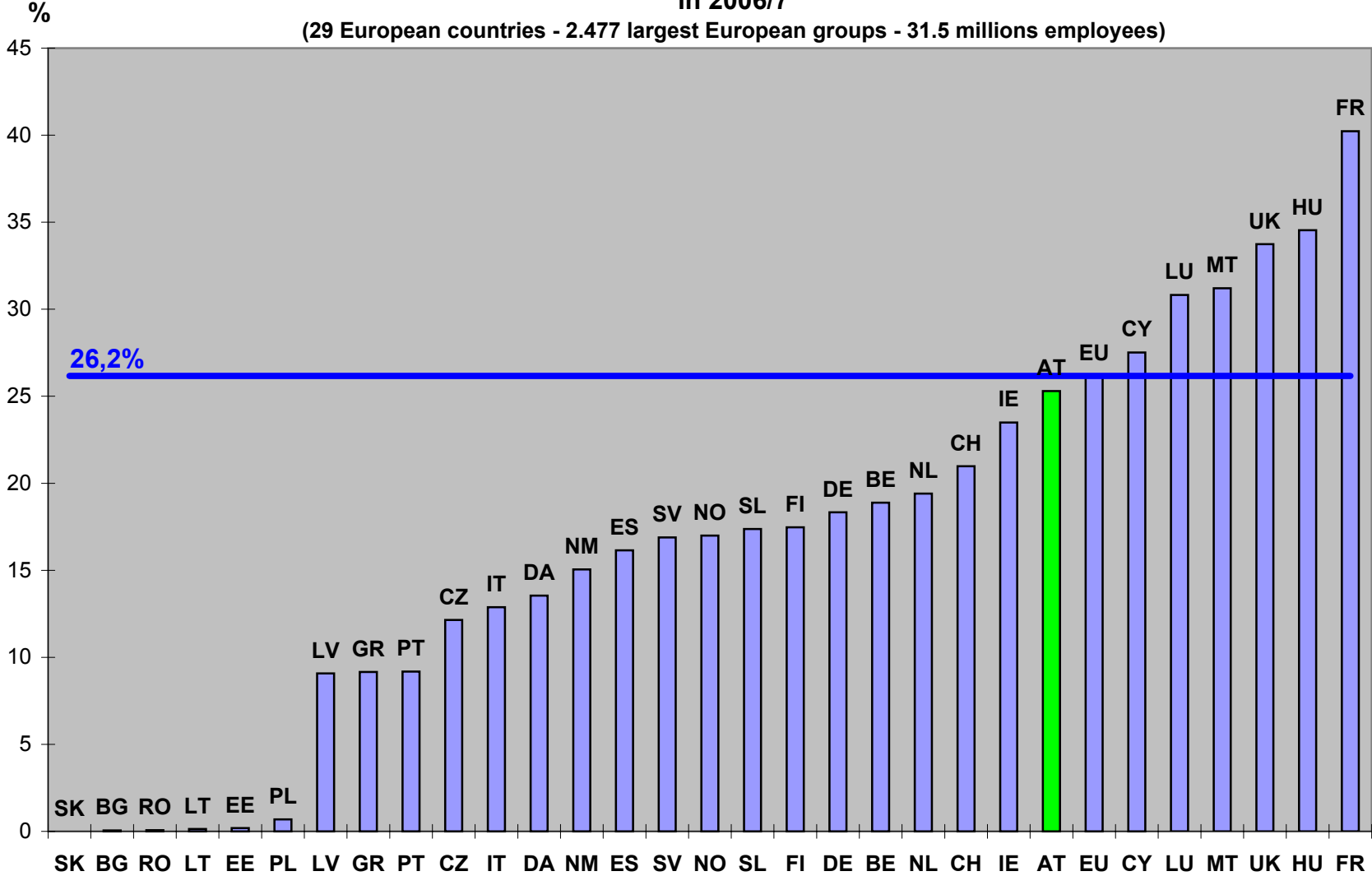
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)



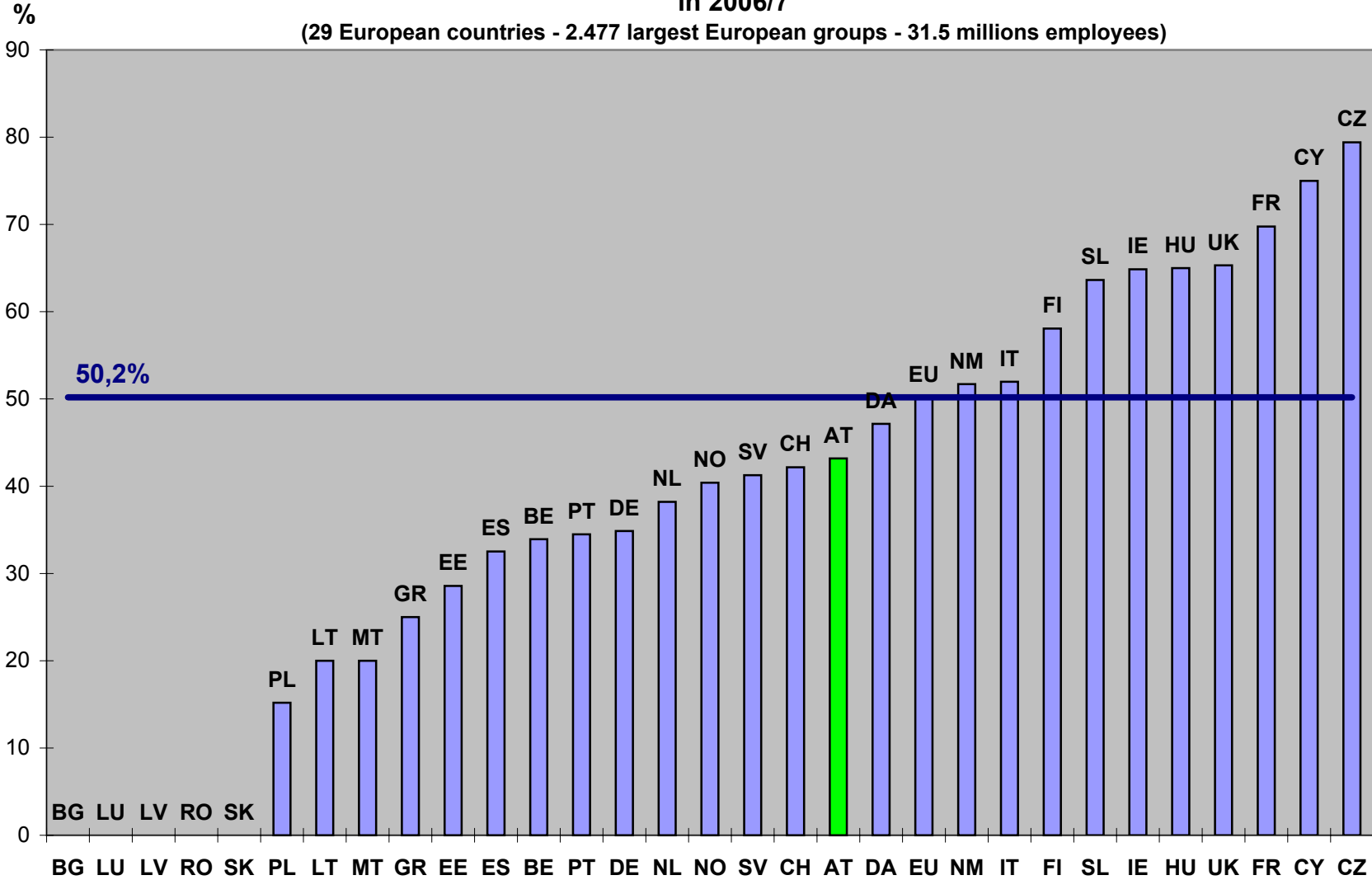
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)



% EUROPEAN GROUPS HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP (EO>1%) in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)



CAPITAL HELD BY EMPLOYEES: EXECUTIVES AND NON-EXECUTIVES SHARES in 2006/7

(29 European countries - 2.477 largest European groups - 31.5 millions employees)

