

## **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.

### **DENMARK (DA)**

Compared to other European countries, employee ownership looks very low in Denmark, but things are changing quickly.

Considering the global percentage of capital held by employees, Denmark is extremely low with 1.08% compared to 2.35% for all European countries ([Graph 2](#)).

However, 84% of Danish large companies have some employee share ownership, which is good compared to other countries (83.4% in average) ([Graph 3](#)).

Denmark seems also good for "broad based" employee share plans (all-employee plans) in large companies, with 57% - compared to 51.2% for all European countries ([Graph 4](#)).

Strong dynamics: Denmark is number 1 here in 2006/7, with 43% of Danish large companies having launched new employee share plans – compared with 29% in all European countries ([Graph 5](#)).

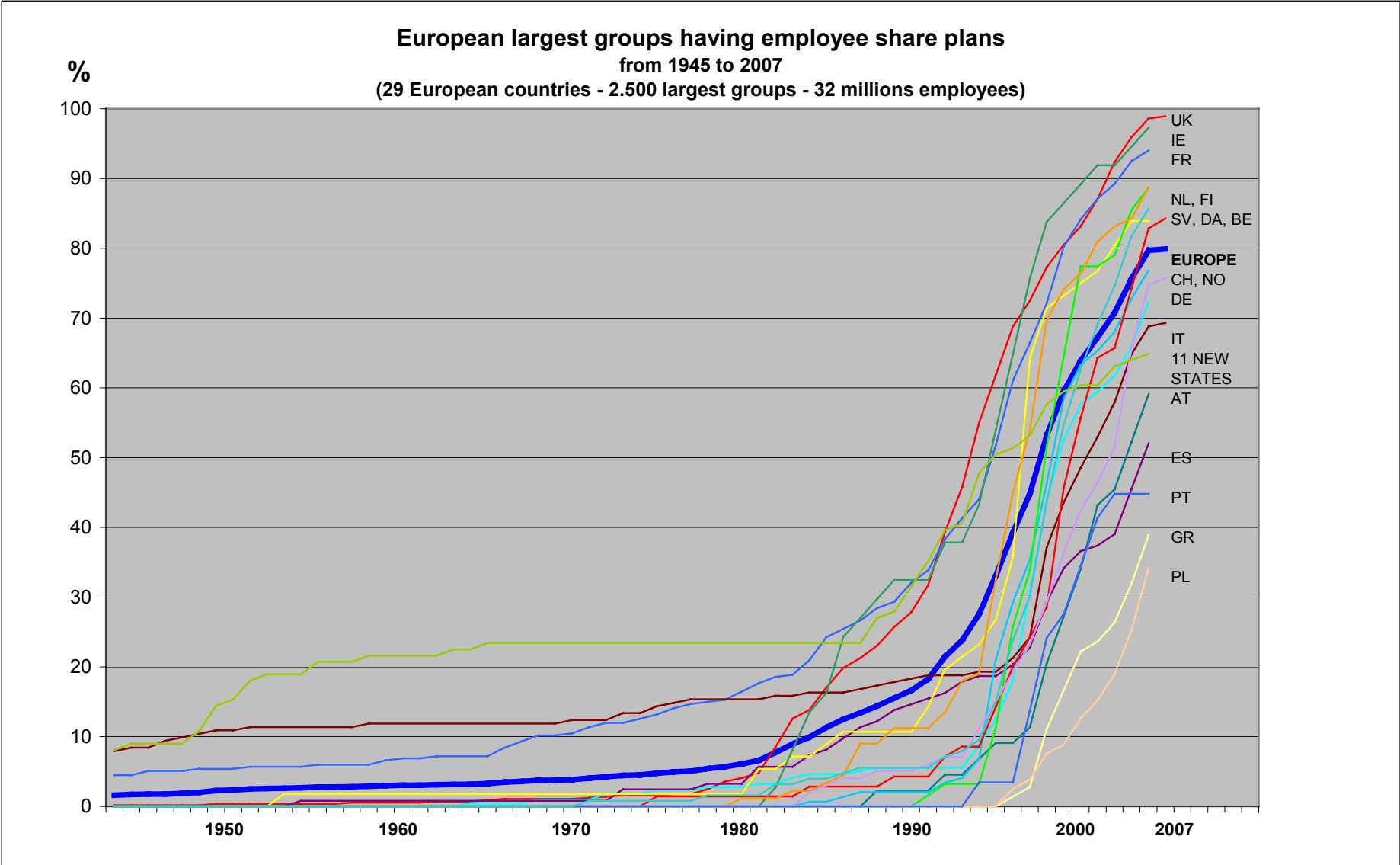
Employee share plans appear to be very recent compared to many other European countries. Large Irish companies launched their first employee share plan in 1994 in average – it was only in 2001 in Denmark ([Graph 6](#)).

Denmark seems also good regarding stock options: 70% of Danish large companies have stock option plans – compared with 65.6% in all European countries ([Graph 7](#)).

Finally employee owners are still in very small numbers amongst all employees, with 13% in Denmark compared to 26.2% in all European countries and 40% in France ([Graph 8](#)).

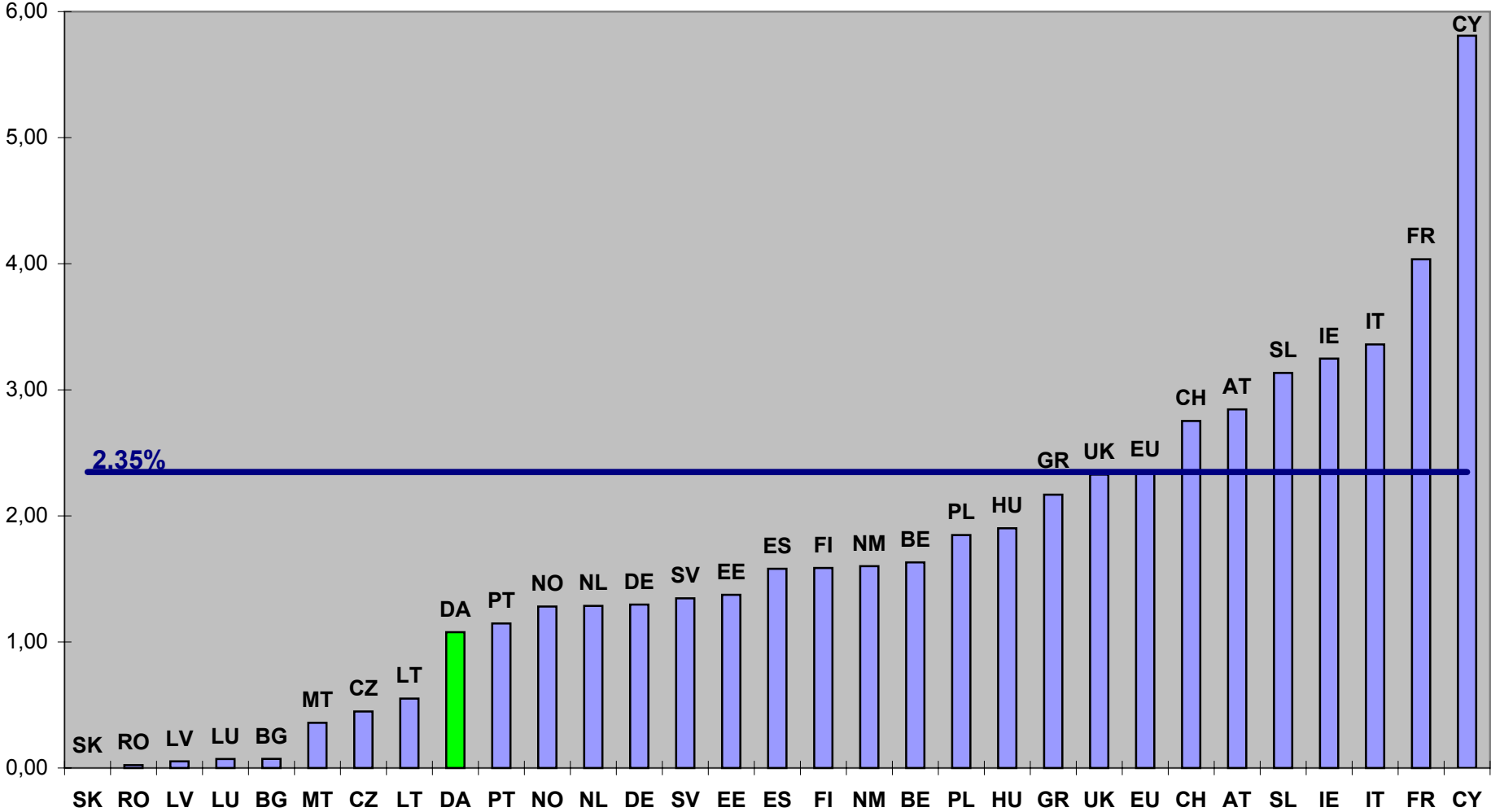
However, already 47% of Danish large companies have "significant" employee ownership, close to the average of 50.2% in Europe ([Graph 9](#)).

Graph 1

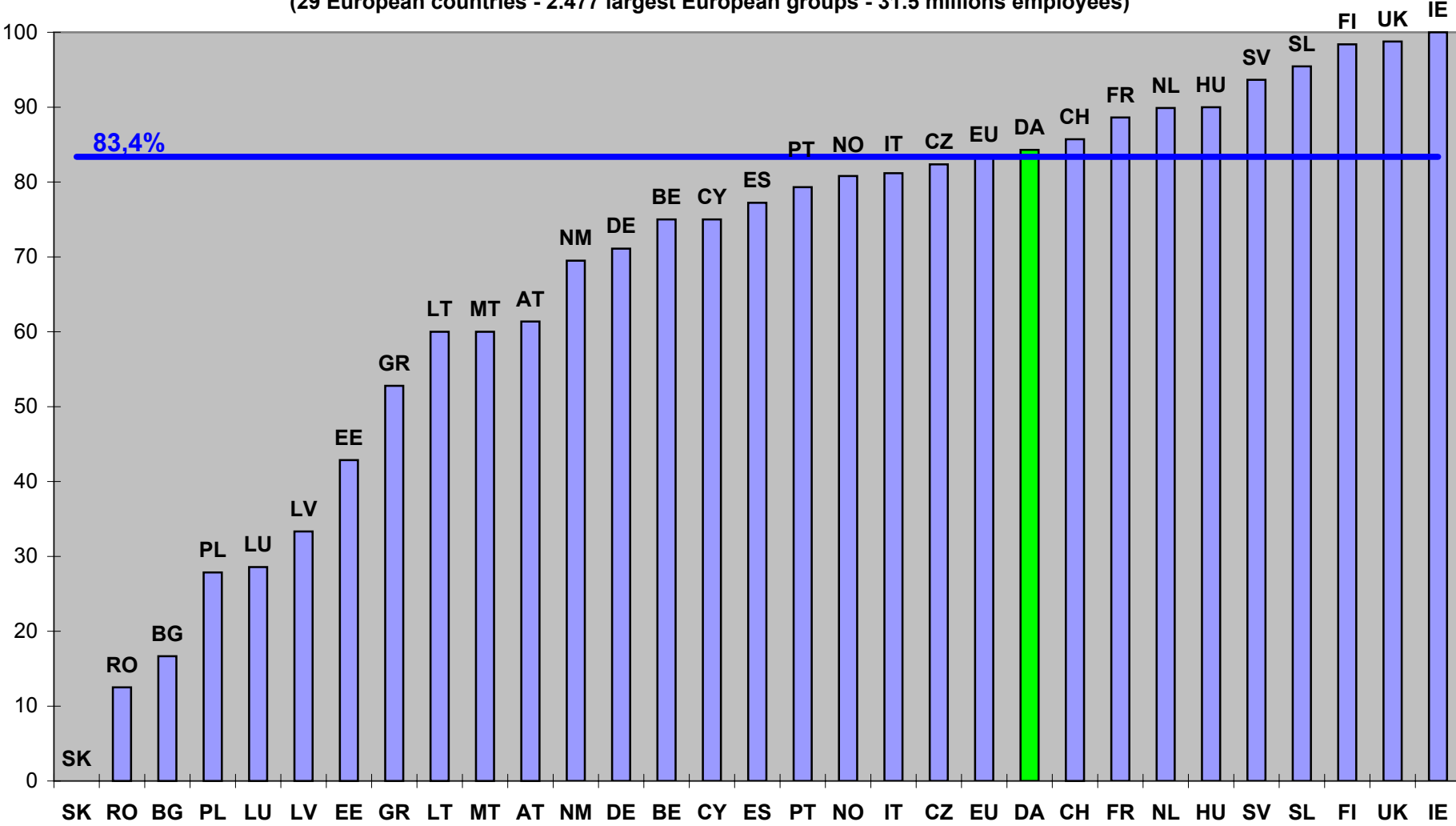


### % CAPITAL HELD BY EMPLOYEES in 2006/7

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

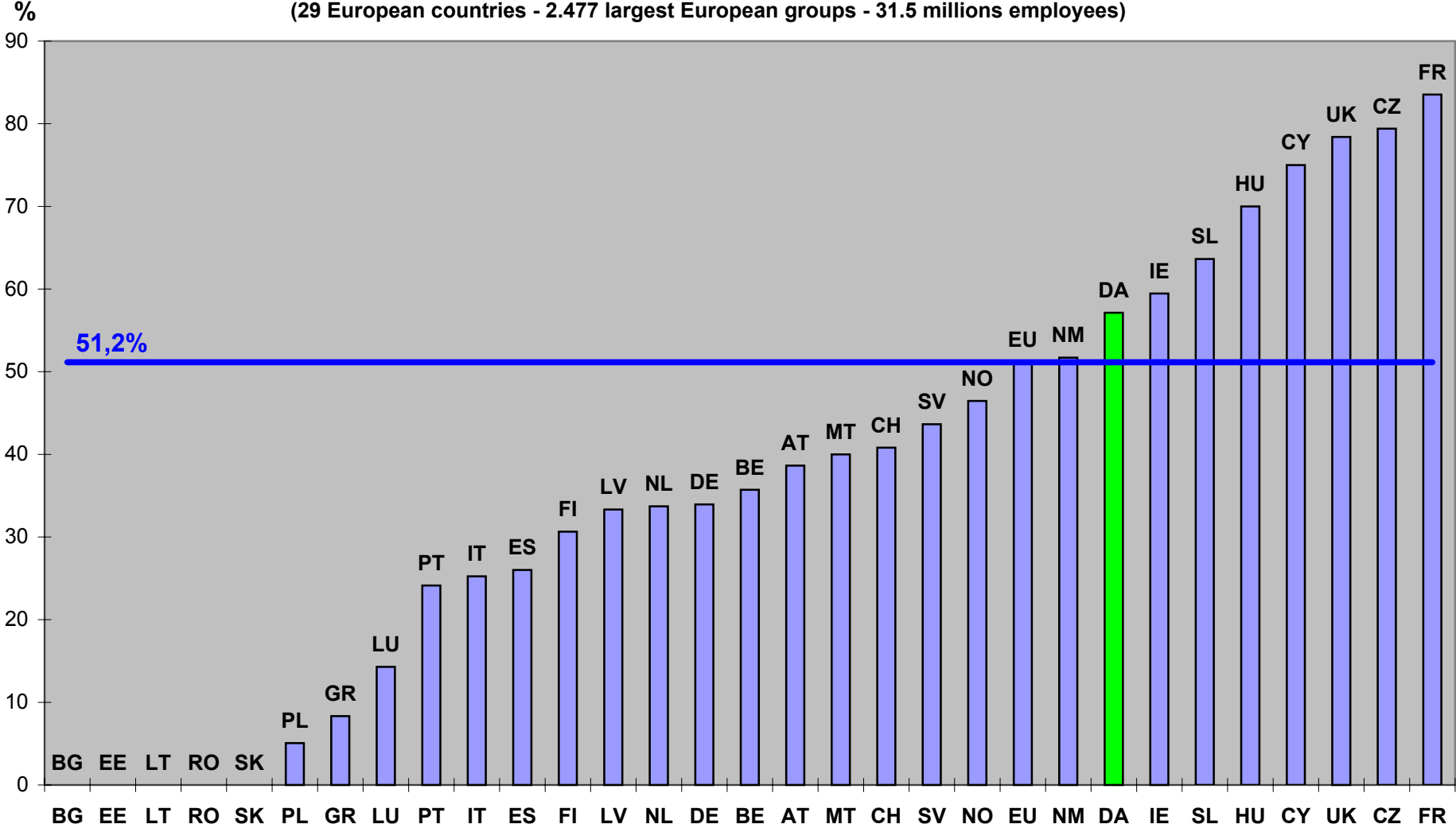


**% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP  
in 2006/7**  
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



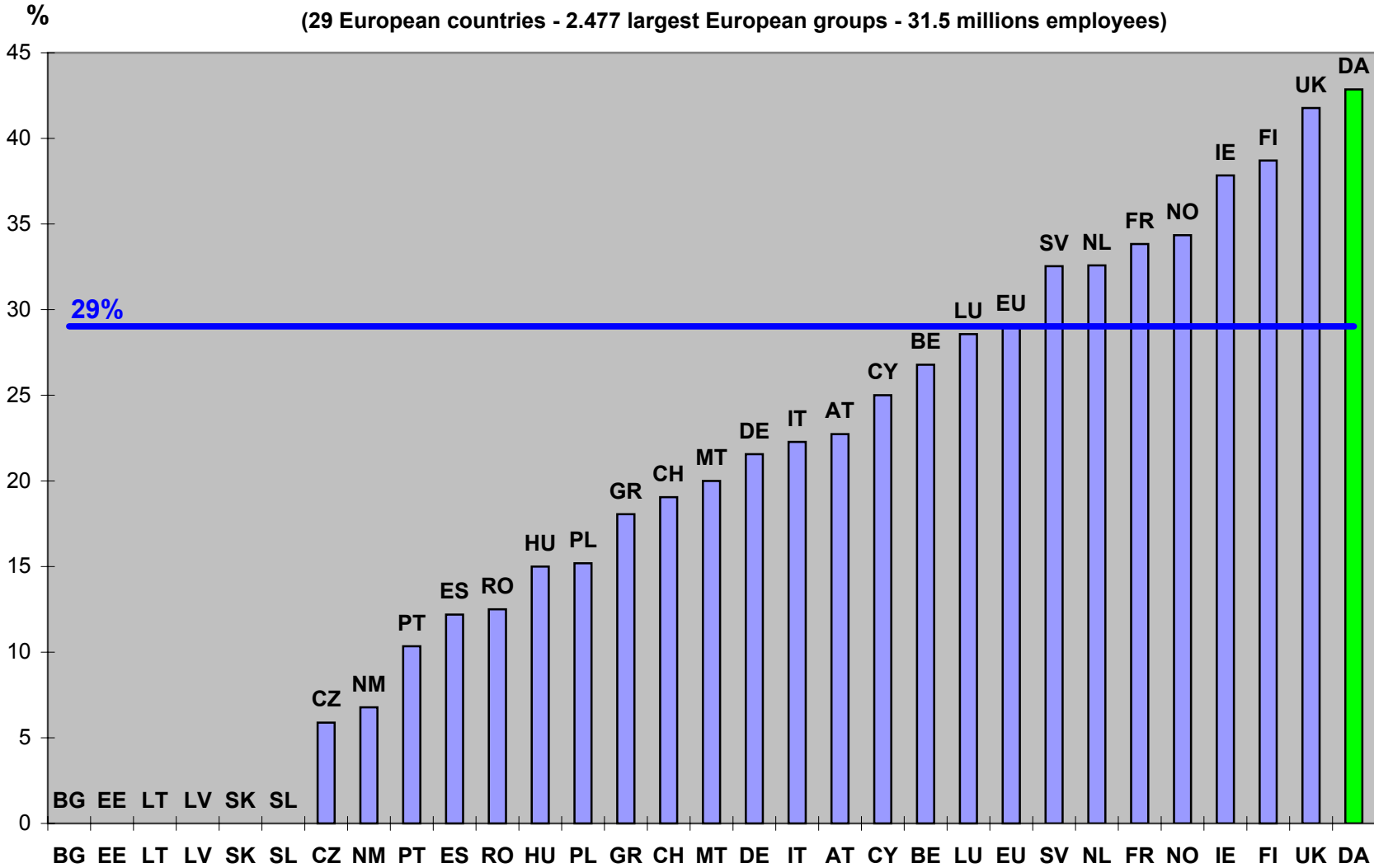
### % EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

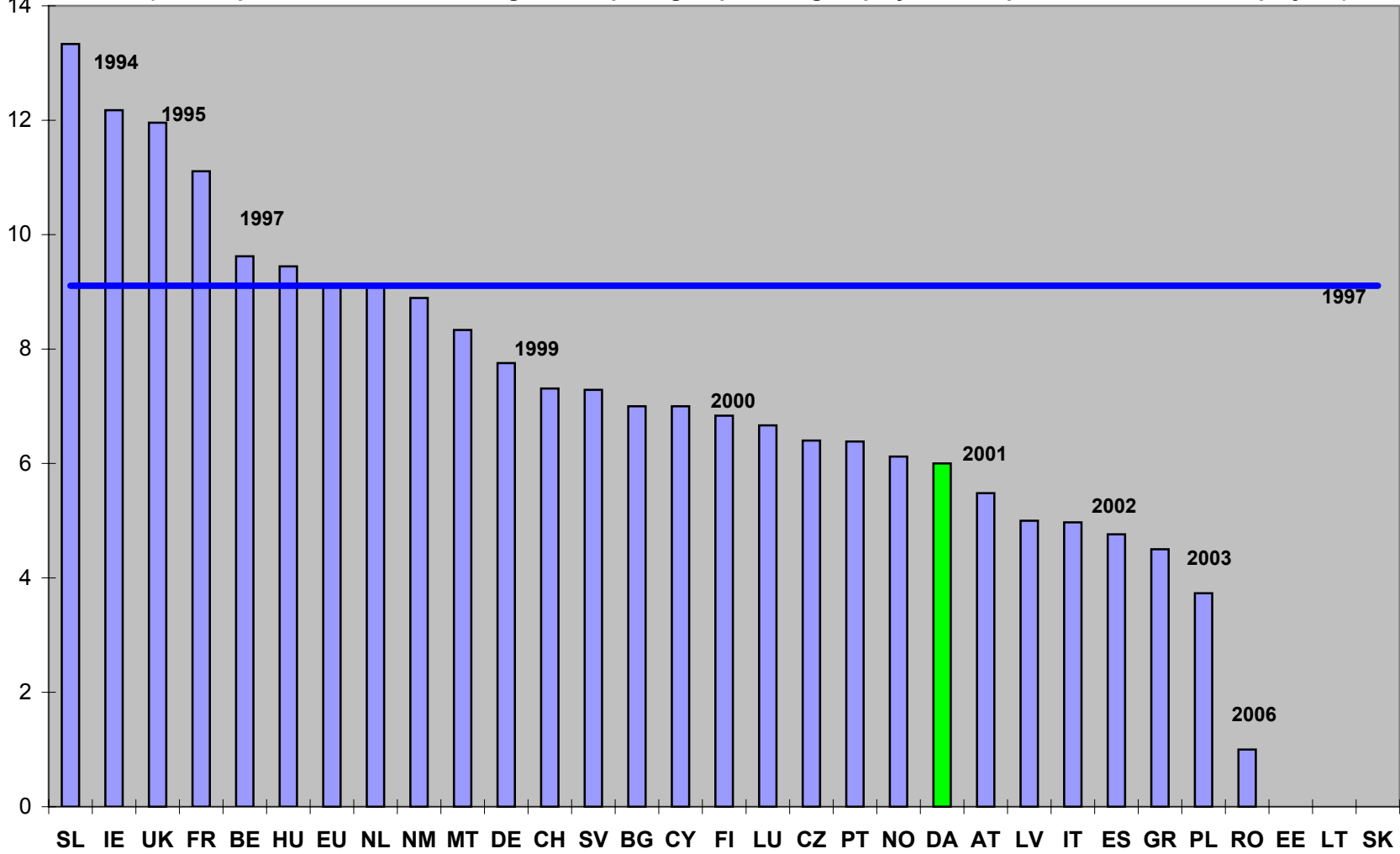
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

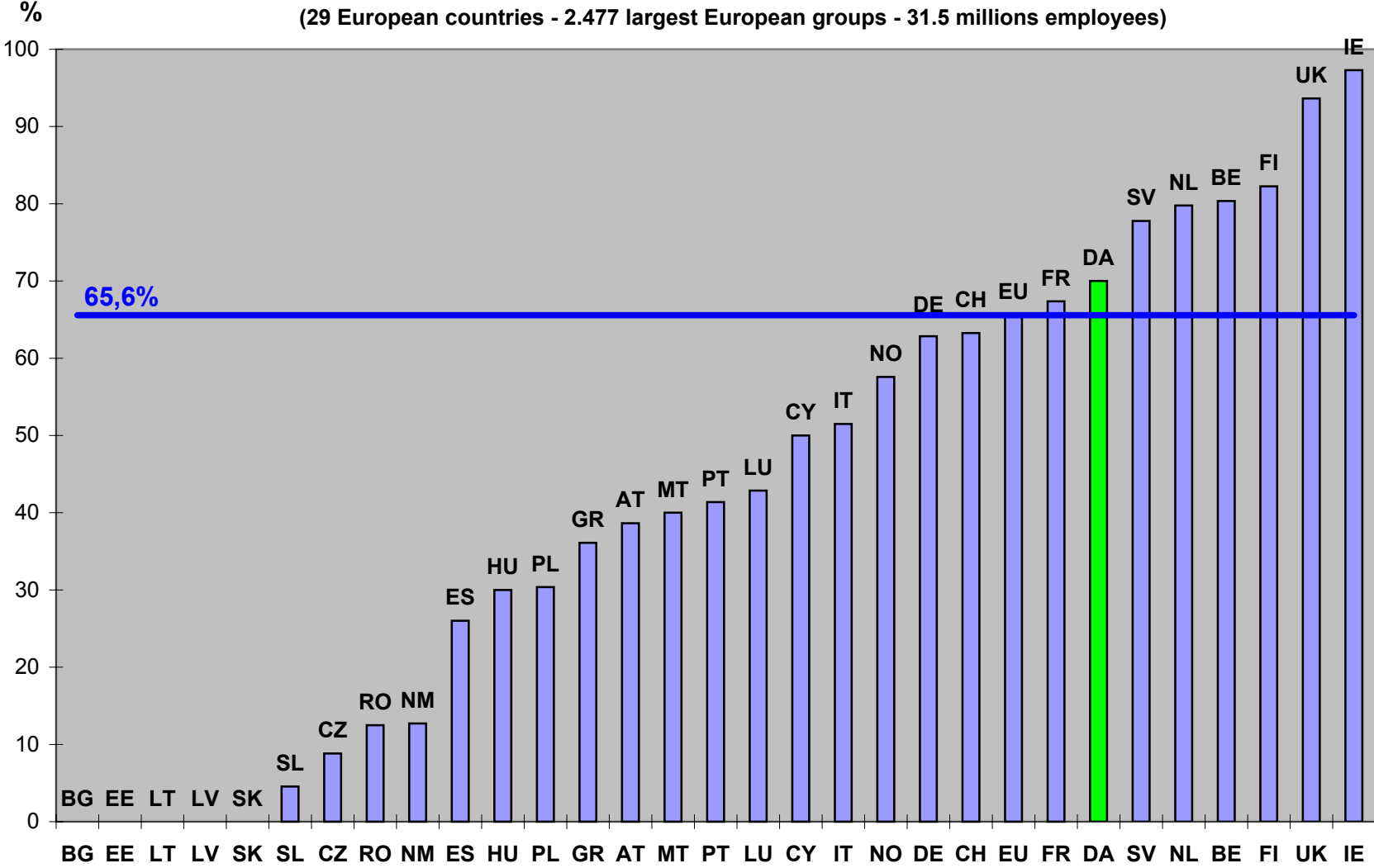
Number  
of years

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



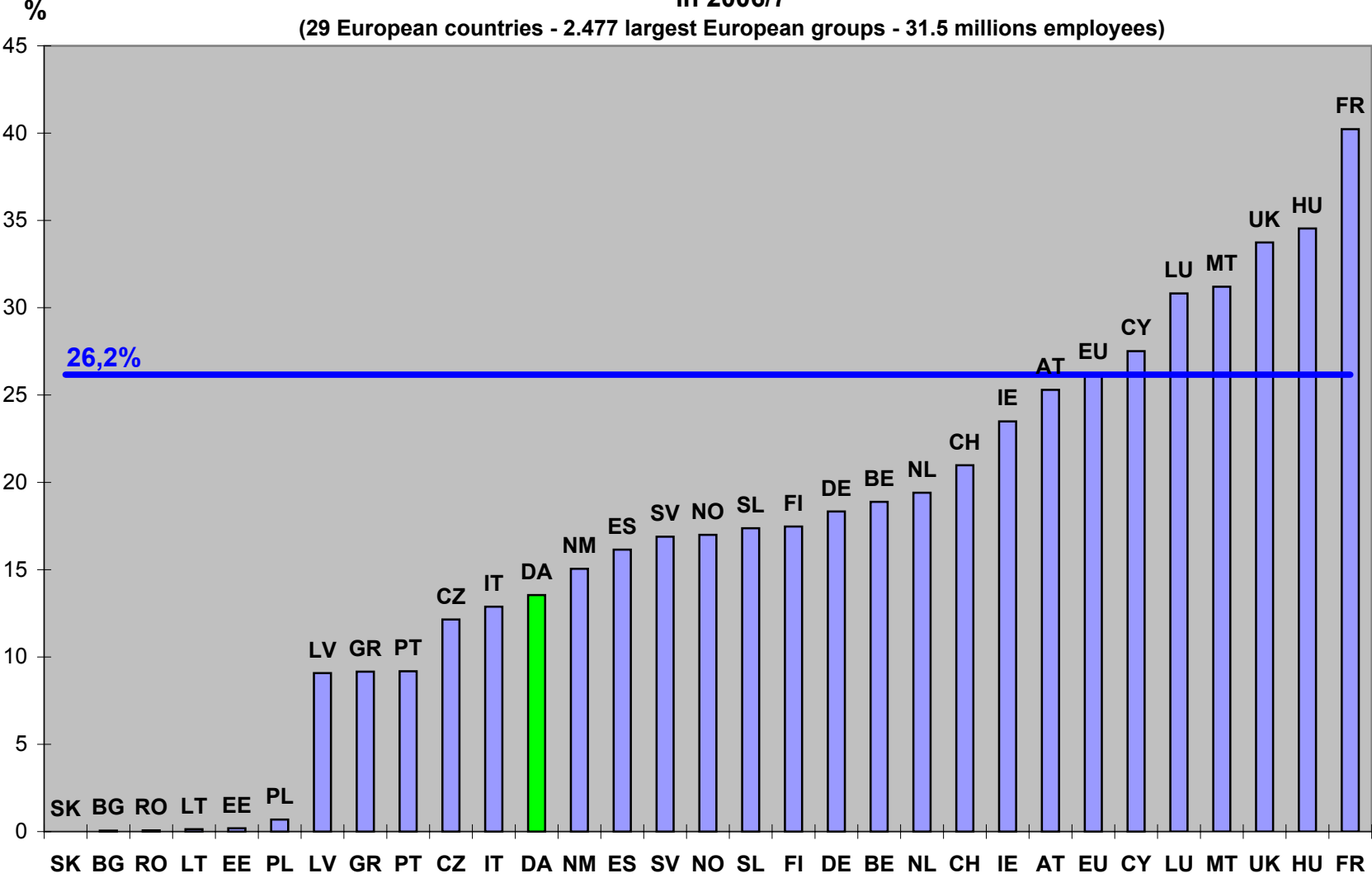
### % EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



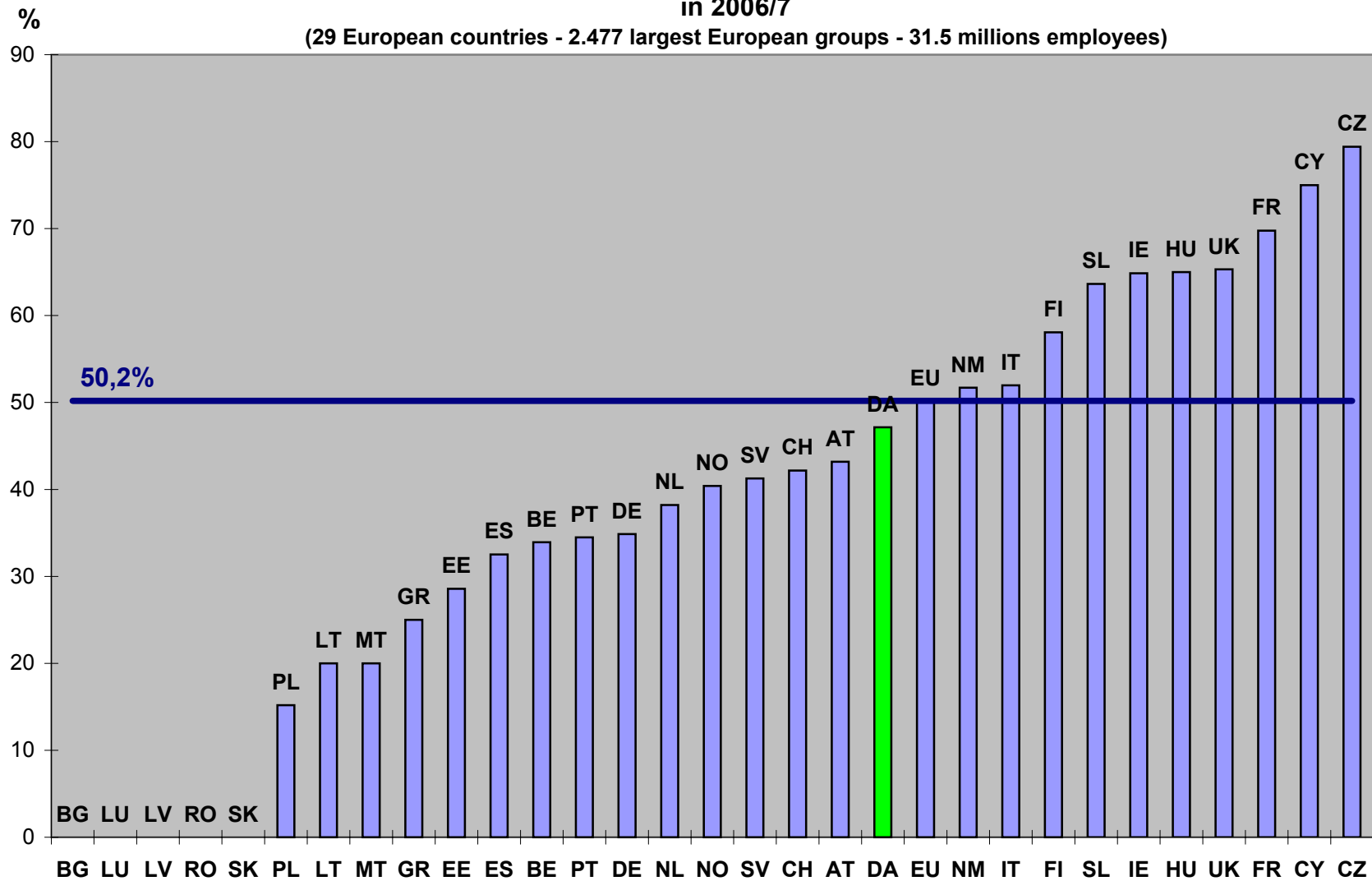
### % EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

