

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.

FINLAND (FI)

Compared to other European countries, employee ownership looks recent in Finland and still reserved to high and middle management much more than all-employees. However, Finnish dynamics looks high.

Considering the global percentage of capital held by employees in large companies, Finland seems still low with 1.59% compared to 2.35% in Europe and 4.03% in France ([Graph 2](#)).

Yet Finland is at the top for large companies having some employee share ownership; it is so for 98% of Finnish large companies, very close to the 99% in UK and 100% in Ireland ([Graph 3](#)). However, only 31% of Finnish large companies have "broad based" employee share plans (all-employee plans) - compared to 51.2% in Europe and 84% in France ([Graph 4](#)).

Maybe this is going to change. As a matter of fact, dynamics seems high: 39% of Finnish large companies launched new employee share plans in 2006/7 – much more than the 29% in Europe and not far from the 44% in Denmark ([Graph 5](#)).

When they exist, employee share plans appear also to be quite recent compared to many other European countries. Large Finnish companies launched their first employee share plan in 2000, compared to 1997 in Europe and 1994 in Ireland ([Graph 6](#)).

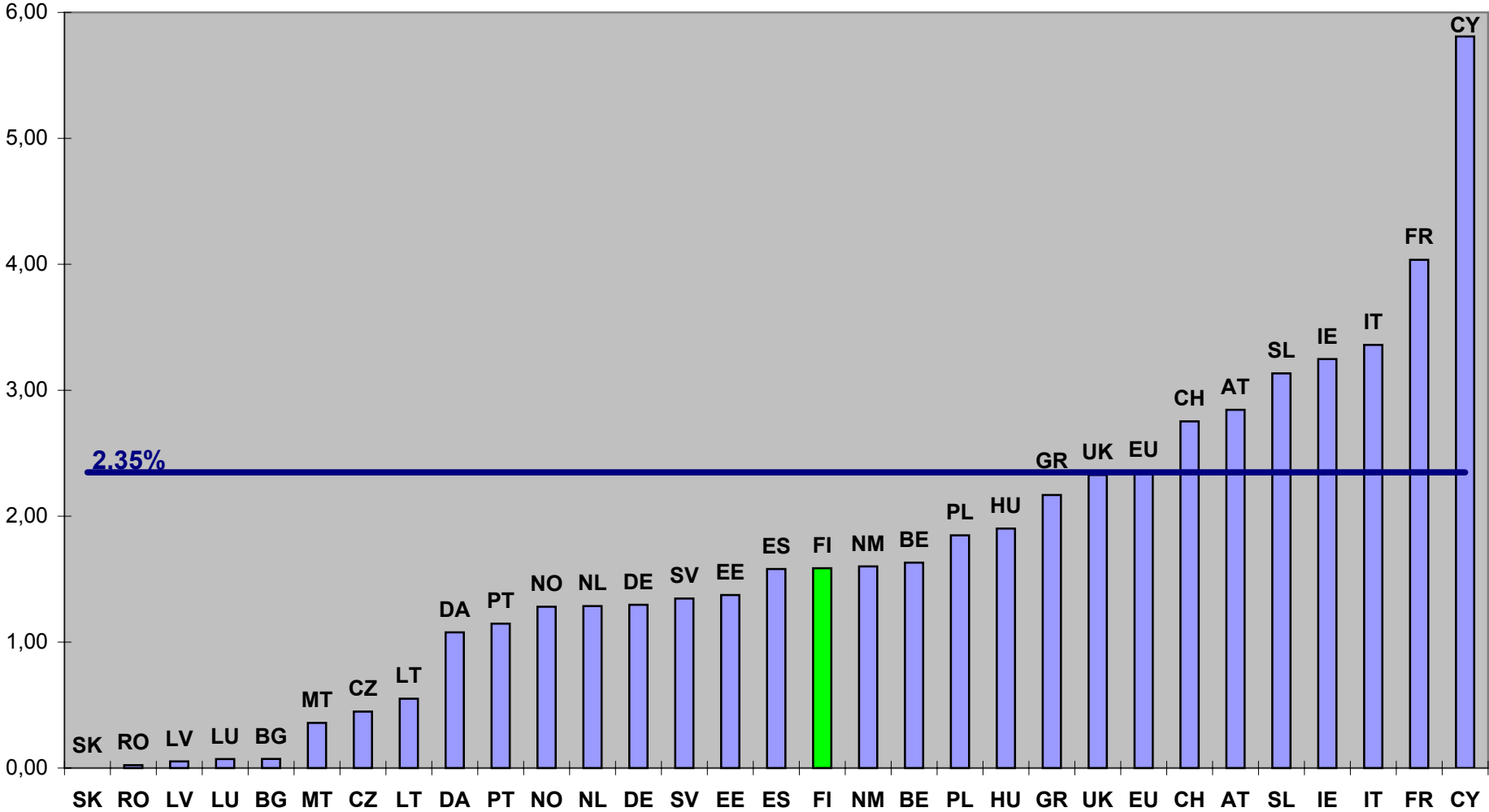
Finland looks also very high regarding stock options: 82% of Finnish large companies have stock option plans – which positions Finland as number 3 after the 94 and 97% in UK and Ireland ([Graph 7](#)).

Finally, the proportion of employee owners amongst all employees is still low, with 17% in Finnish large companies compared to 26.2% in Europe and 40% in France ([Graph 8](#)).

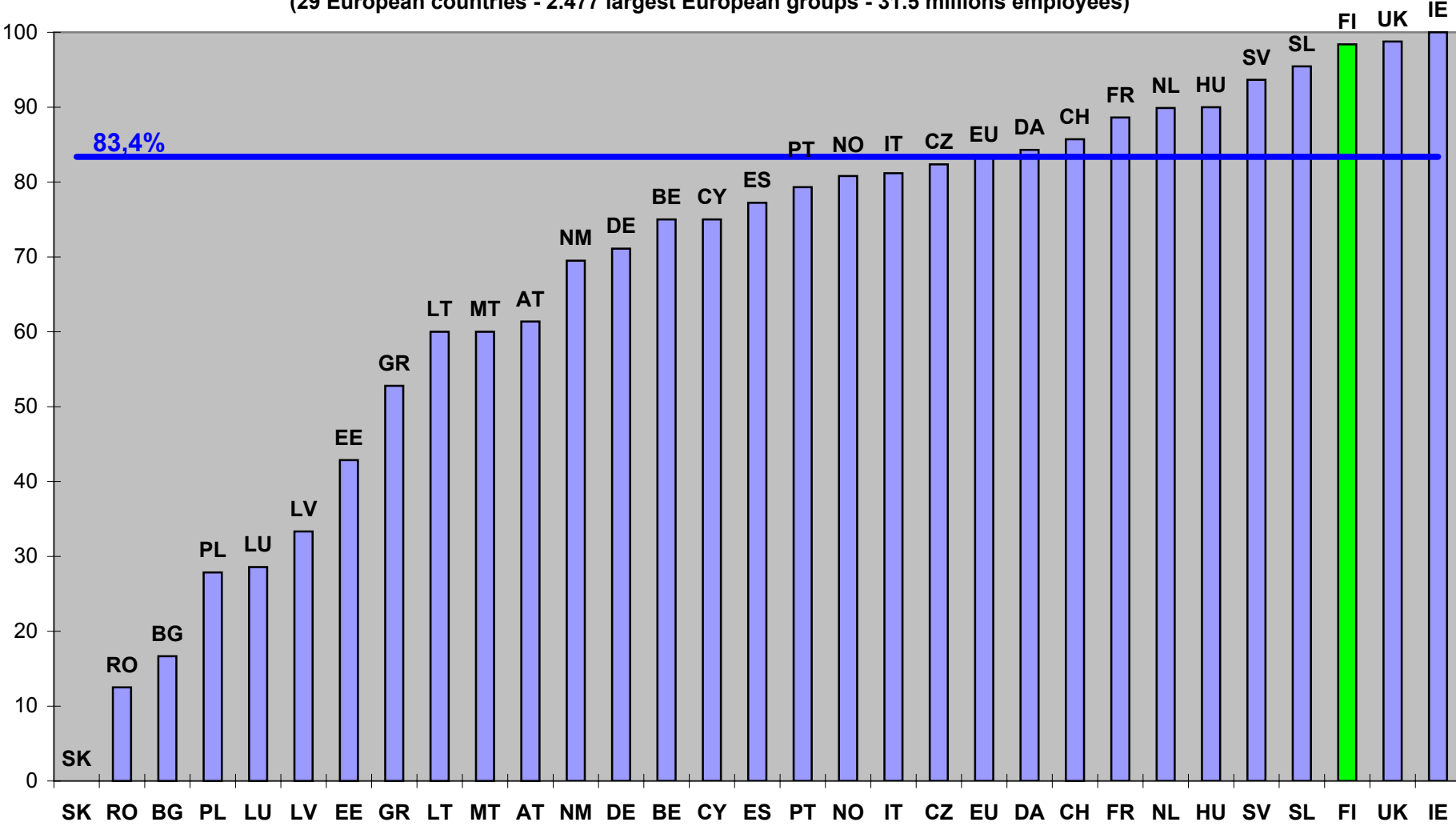
However, many Finnish large companies have "significant" employee ownership: It is 58% in Finland compared to 50.2% in Europe ([Graph 9](#)).

% CAPITAL HELD BY EMPLOYEES in 2006/7

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

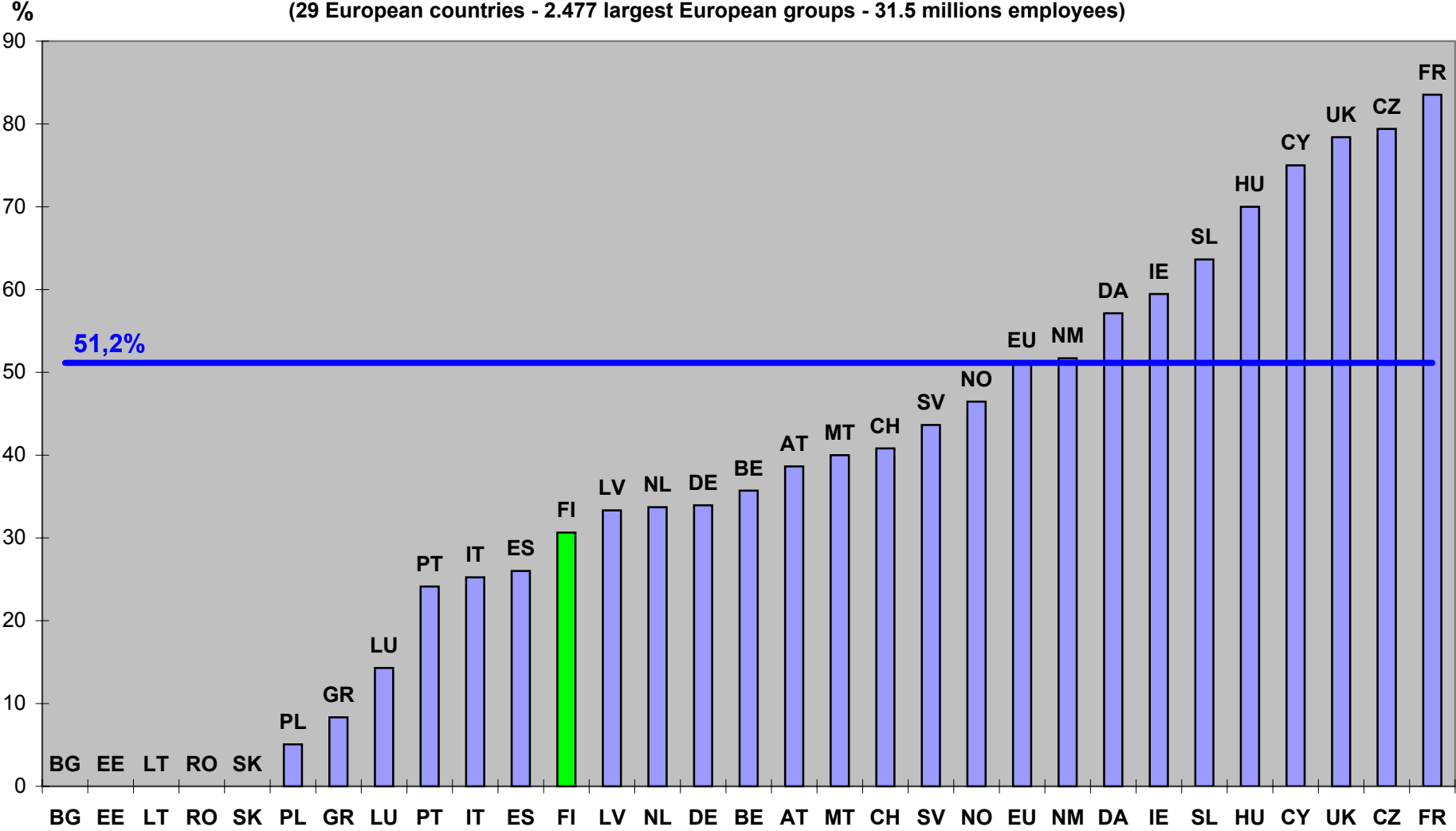


% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP
in 2006/7
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



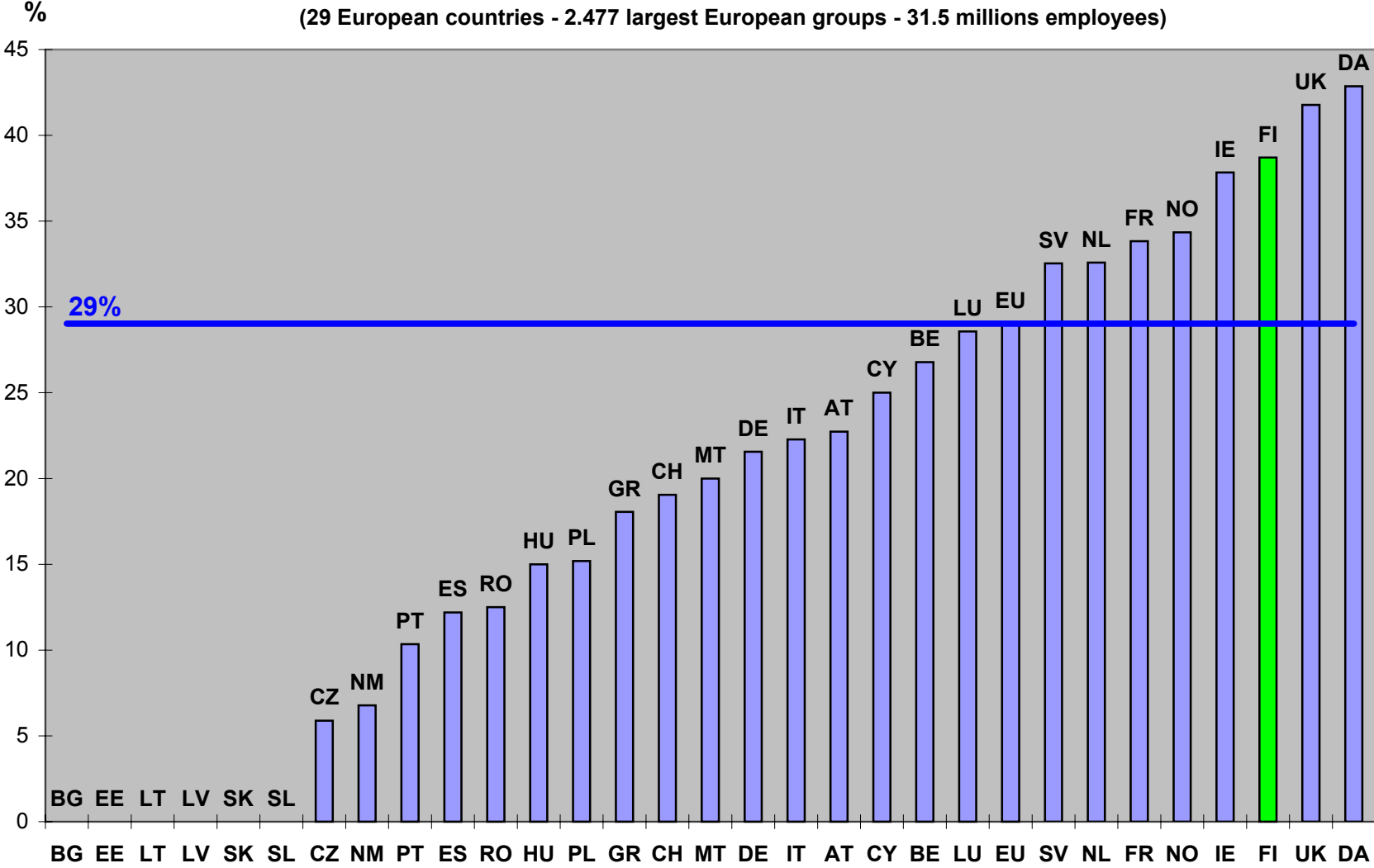
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

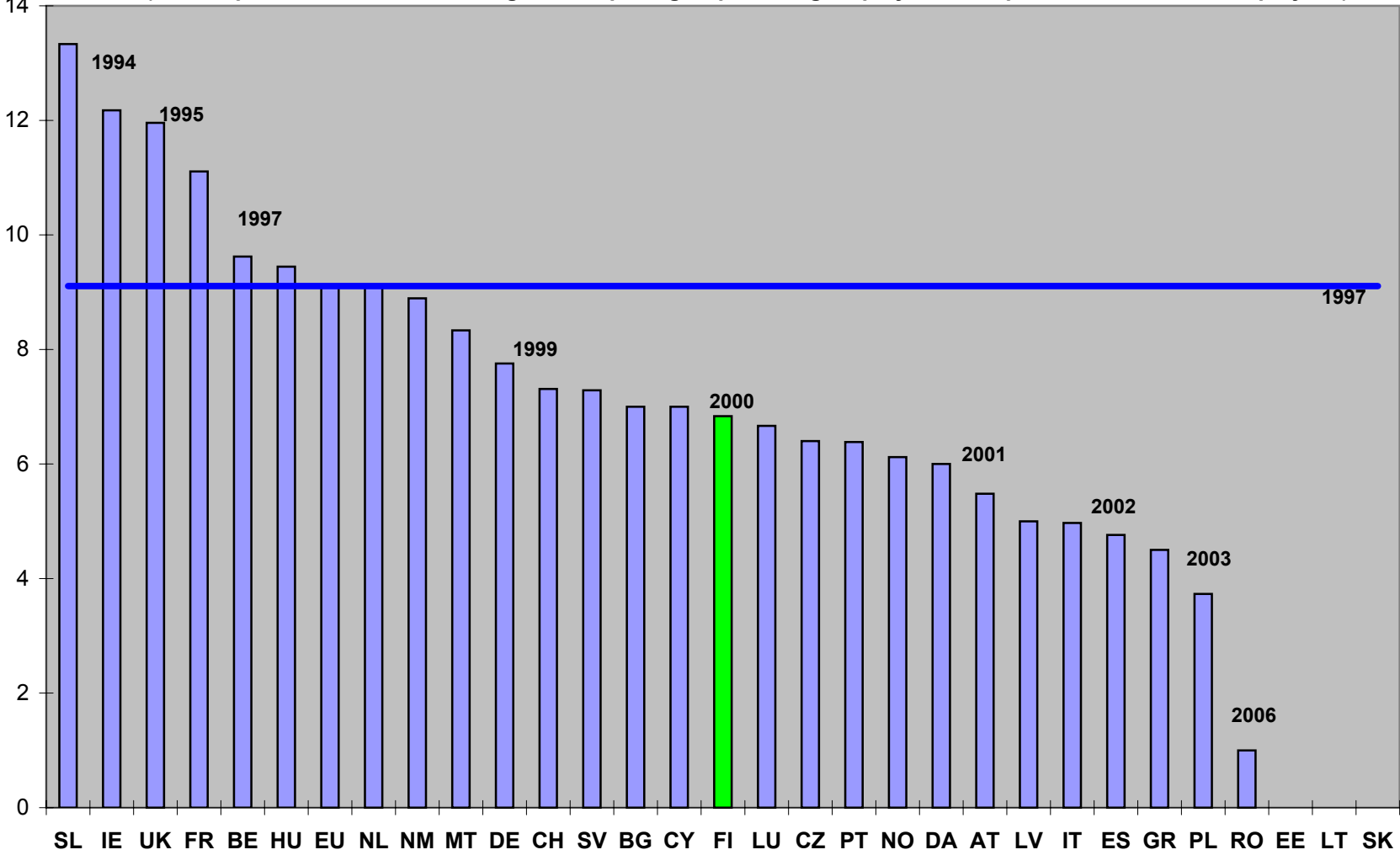
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

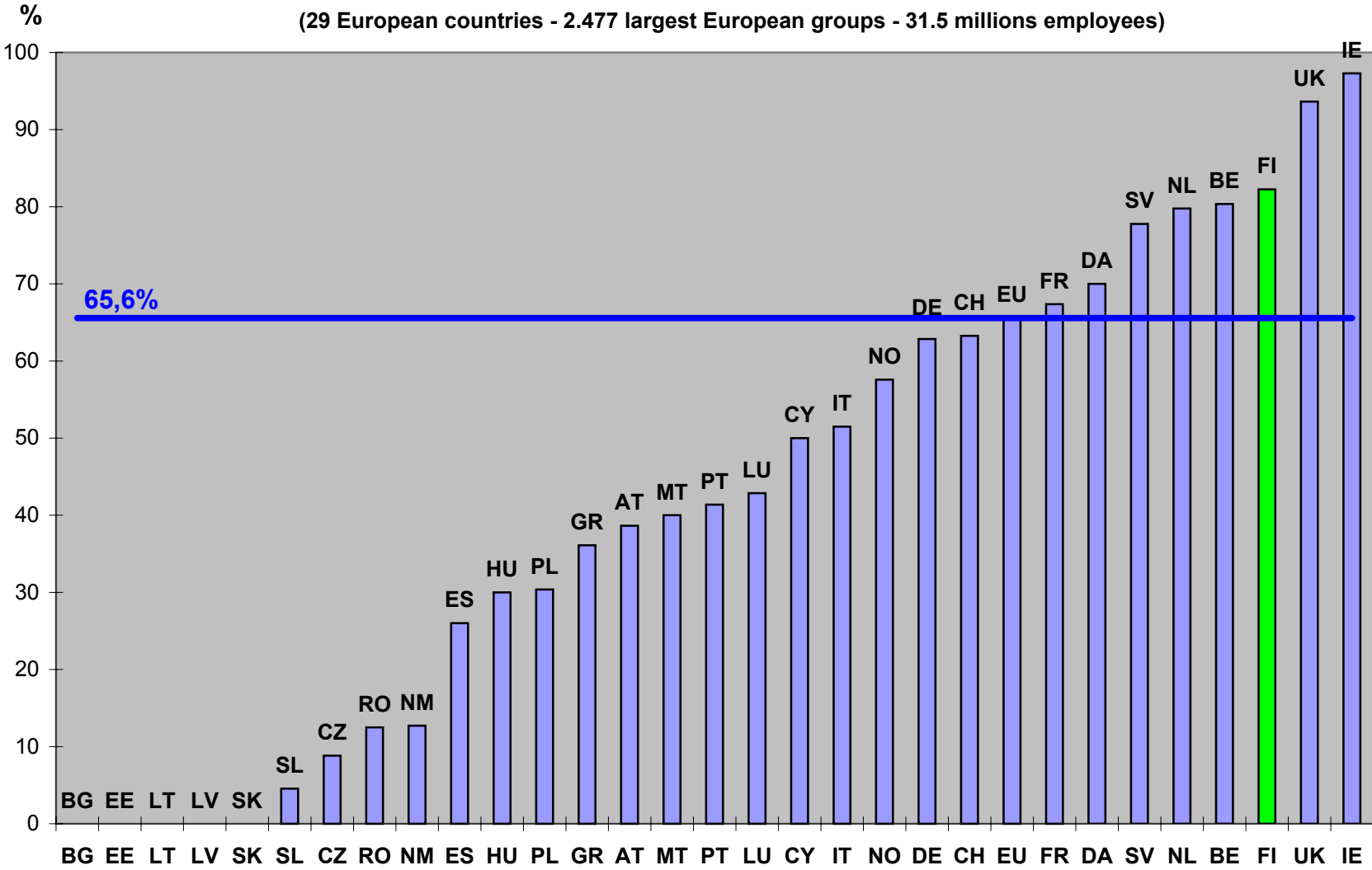
Number
of years

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



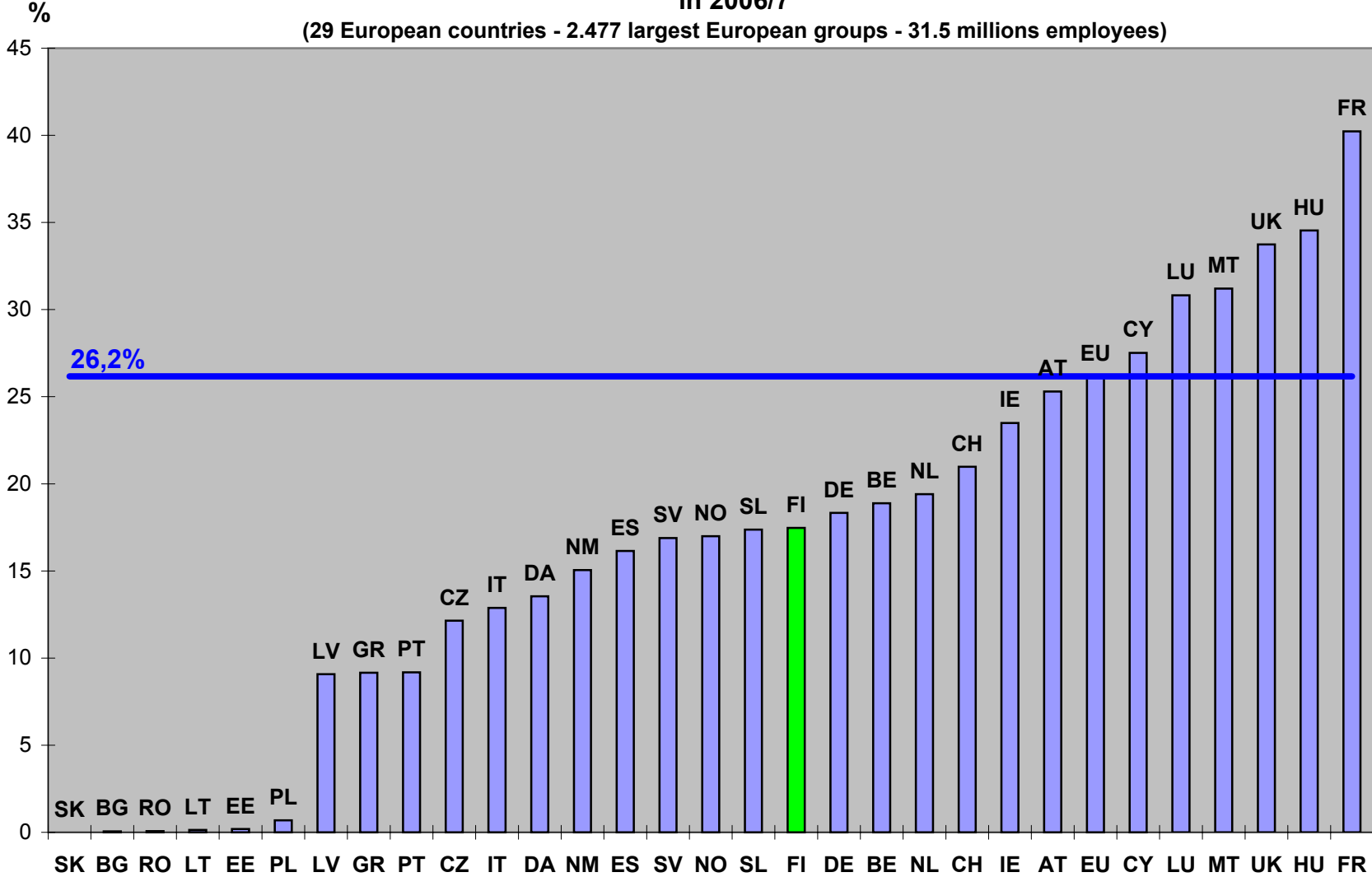
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



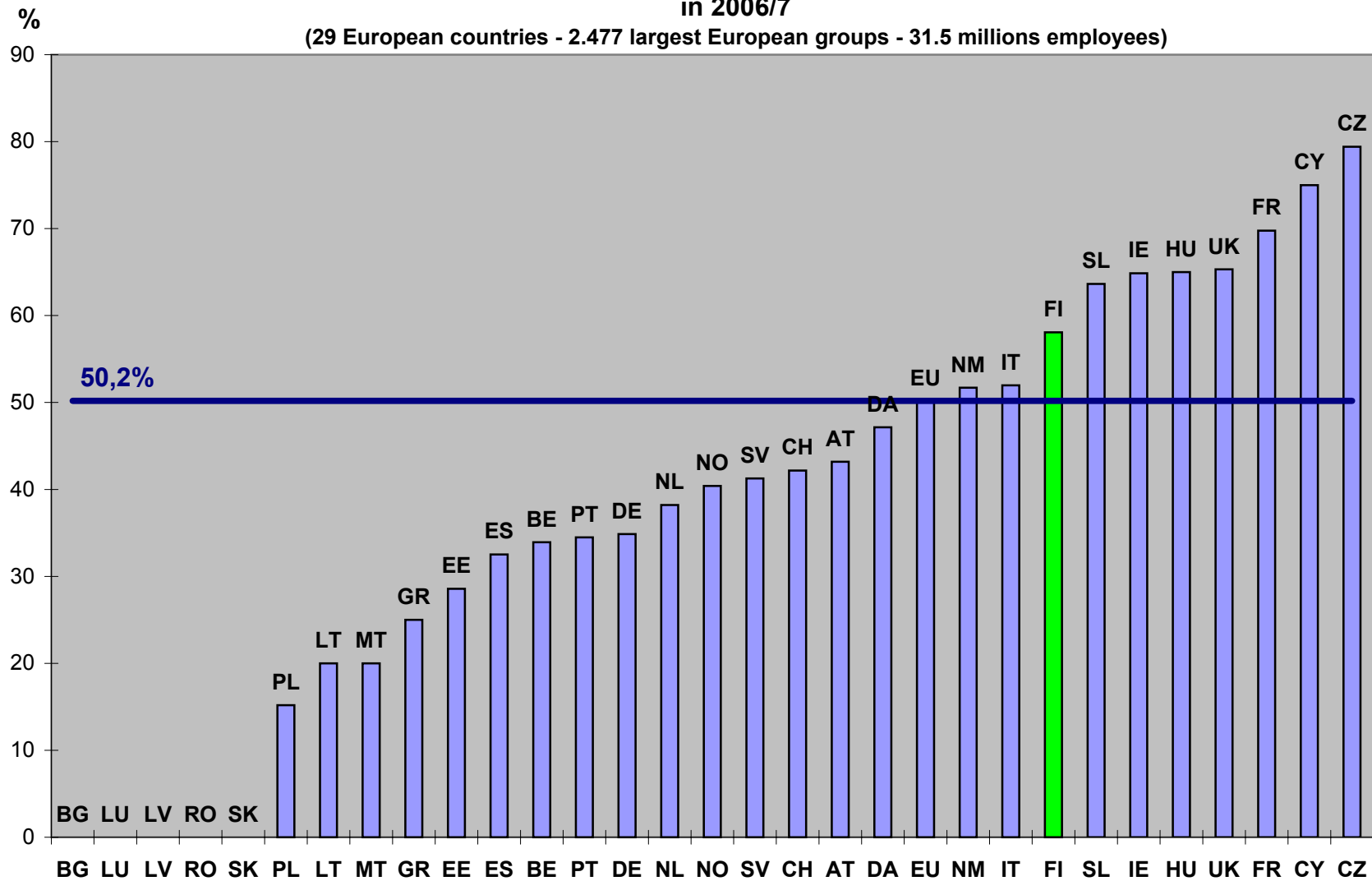
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

