

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.

FRANCE (FR)

Compared to other European countries, France is clearly number 1 for employee ownership, regarding most criteria, and being only surpassed by Ireland or UK for some of them.

Considering the global percentage of capital held by employees, French large companies are at the top with 4.03% compared to 2.35% in Europe ([Graph 2](#)). However, this percentage didn't increase in 2006/7.

89% of French large companies have some employee share ownership – compared to 83.4% in Europe and 100% in Ireland ([Graph 3](#)). Surprisingly, France is not number 1 here, being surpassed by 7 other European countries.

France is clearly number 1 considering large companies having "broad based" employee share plans (all-employee plans) – with 84% compared to 51.2% in Europe and 7% in UK ([Graph 4](#)).

Dynamics looks high, but France being not the best: 34% of French large companies launched new employee share plans in 2006/7 – which is higher than the European average of 29% but lower than the 44% in Denmark, 42% in UK, 39% in Finland, 38% in Ireland, 34% in Norway ([Graph 5](#)).

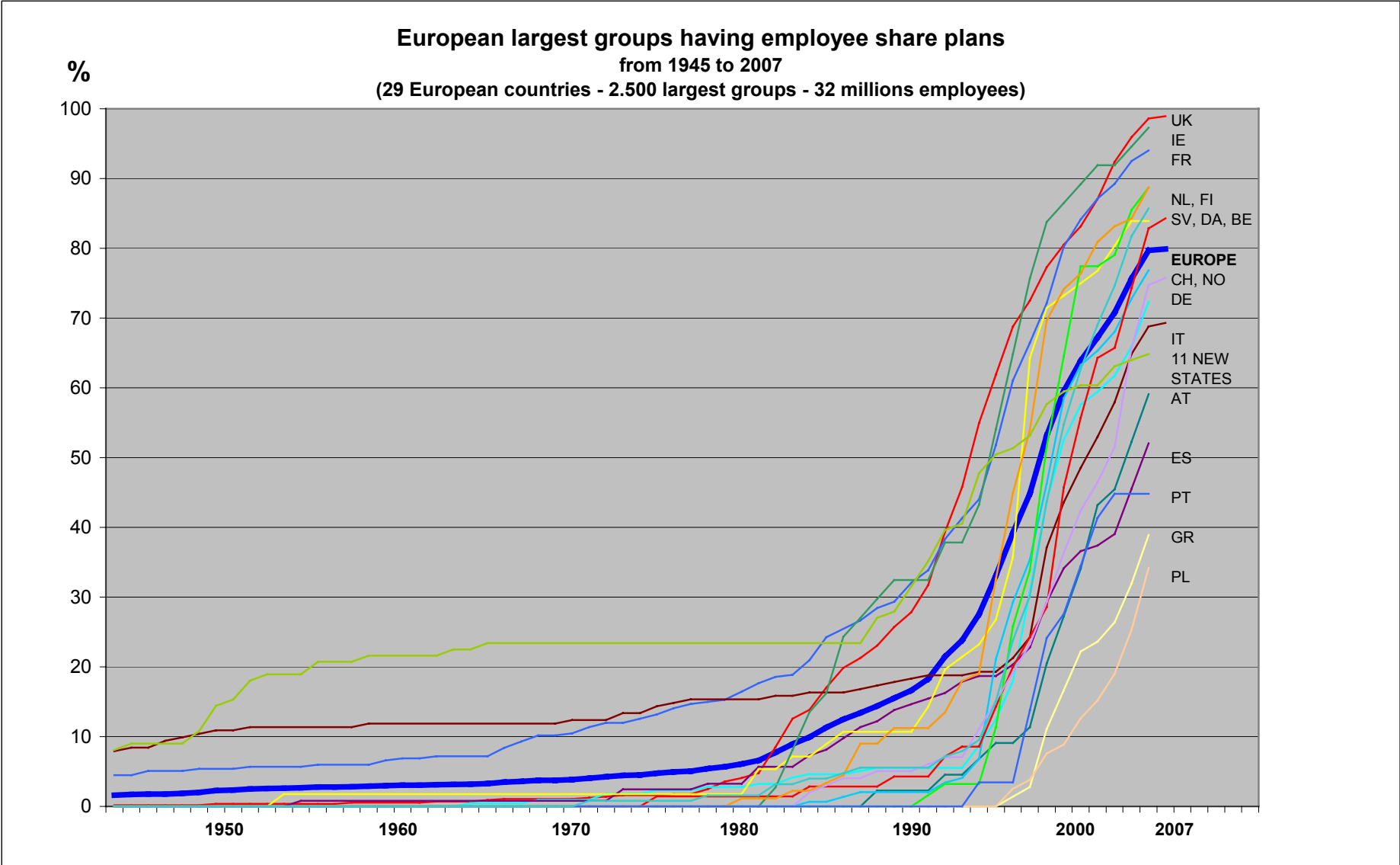
Neither was France number 1 for the average year of first employee share plans in large listed companies: 1996 in France, but 1994 and 1995 in Ireland and UK ([Graph 6](#)).

Nor is France number 1 regarding stock options. 67% of French large companies have stock option plans – compared to the European average of 65.6%, but 94% in UK and 97% in Ireland ([Graph 7](#)).

Finally, France is largely number 1 for the democratisation of employee ownership: 40% of all employees in large companies are employee owners, compared to 26.2% in Europe and 34% in UK ([Graph 8](#)).

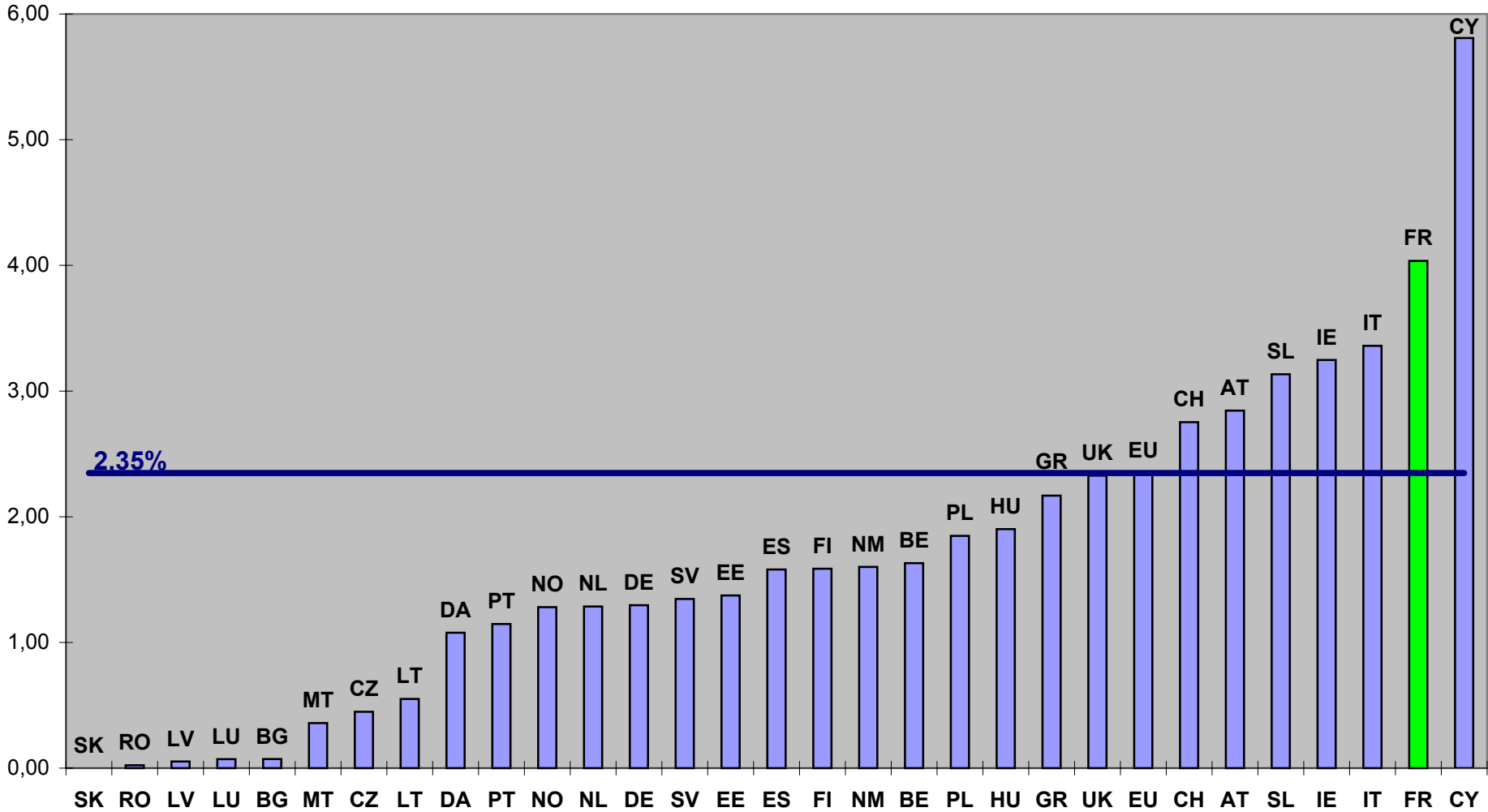
And France is also at the top for large companies having "significant" employee ownership, with 70% compared to 50.2% in Europe and 65% in UK or Ireland ([Graph 9](#)).

Graph 1



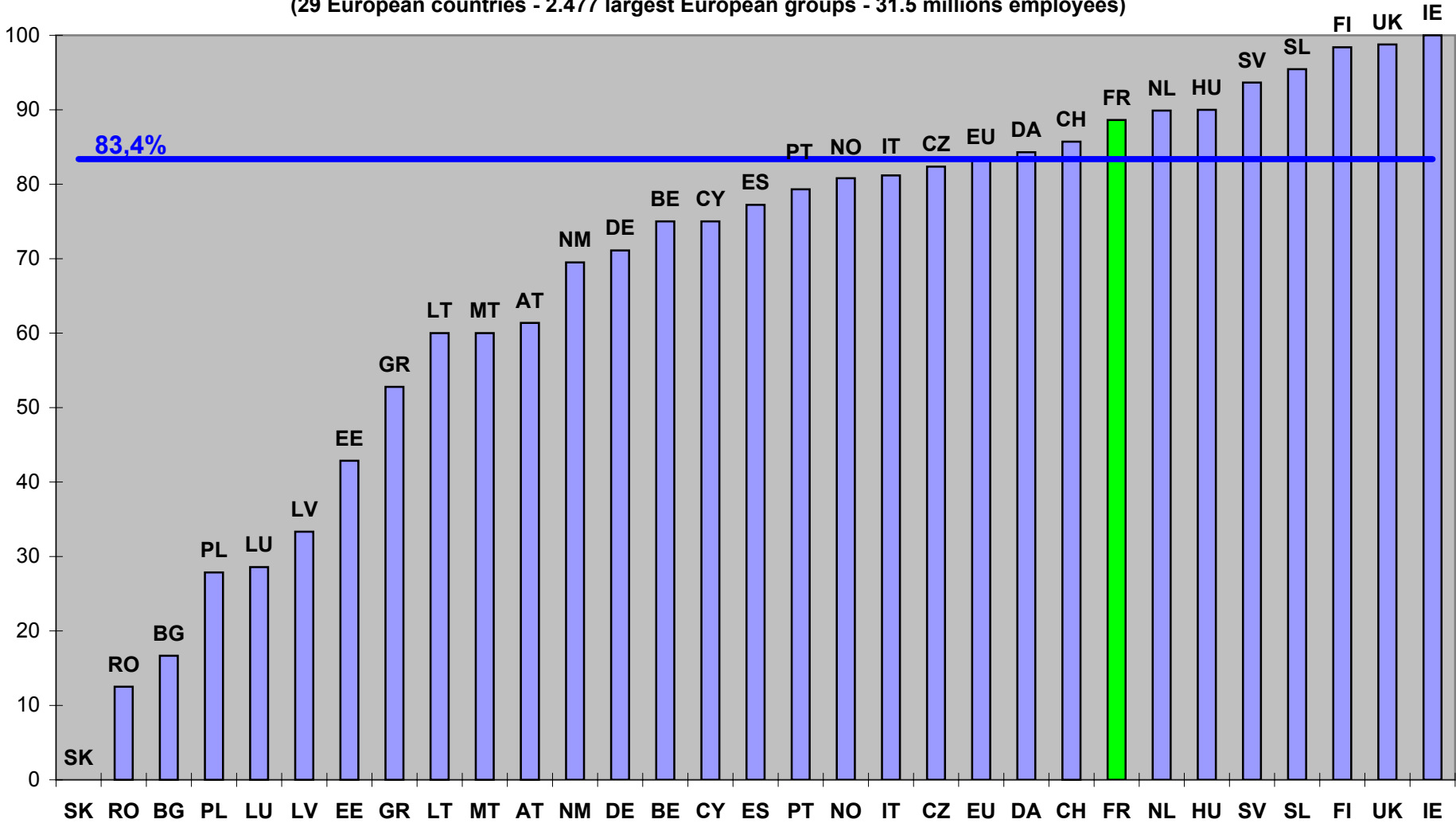
% CAPITAL HELD BY EMPLOYEES in 2006/7

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



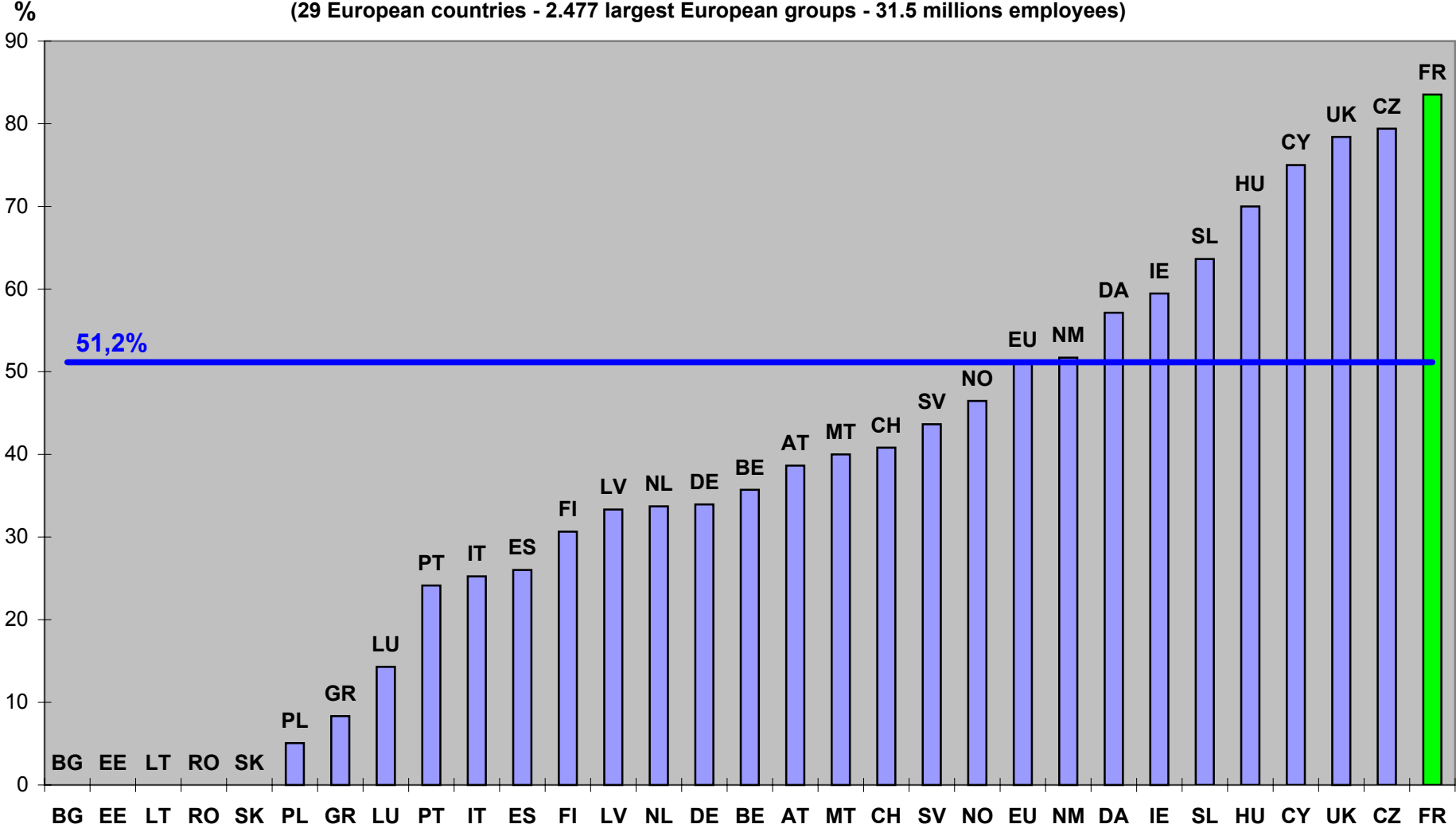
% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP in 2006/7

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



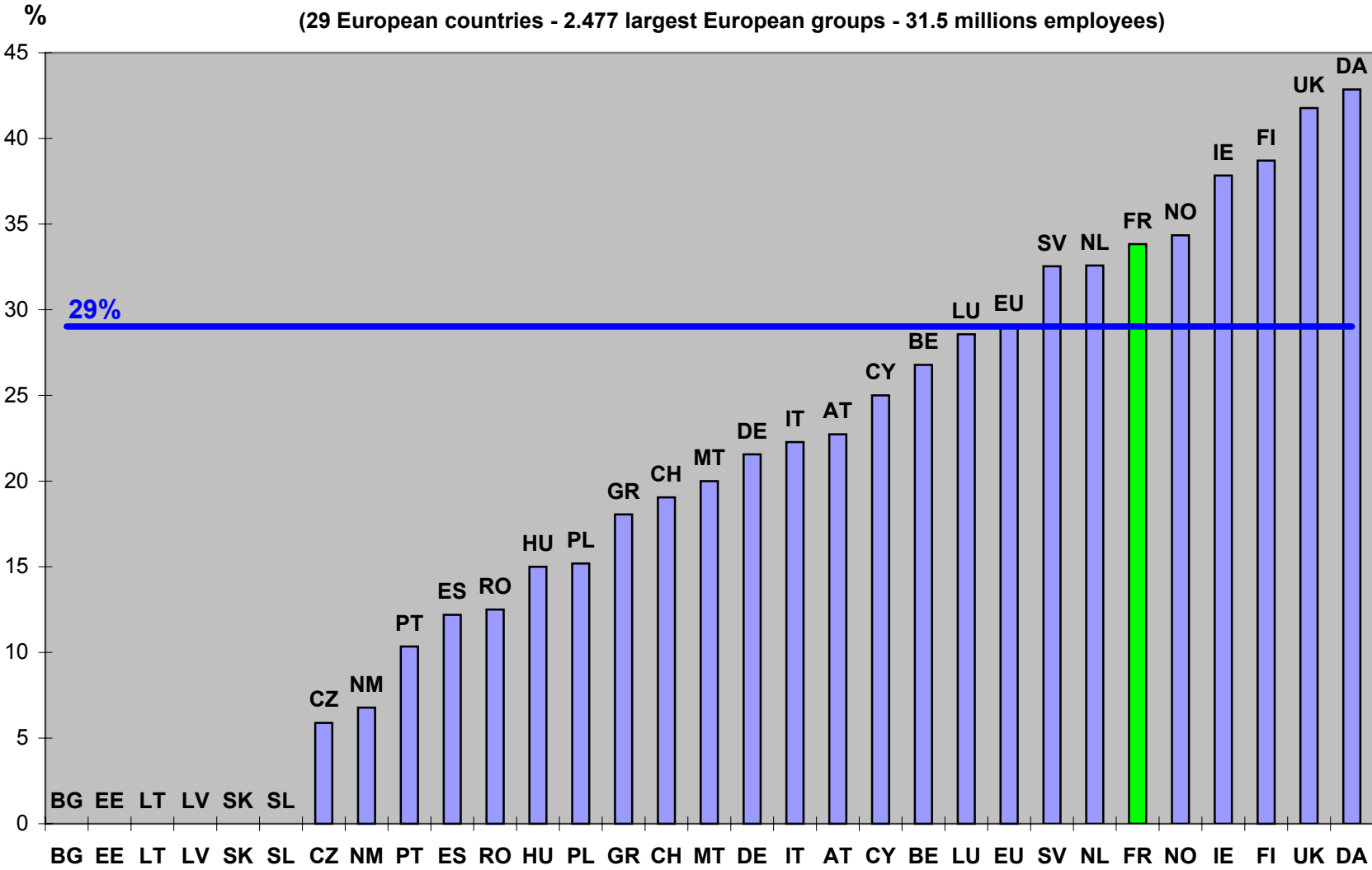
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

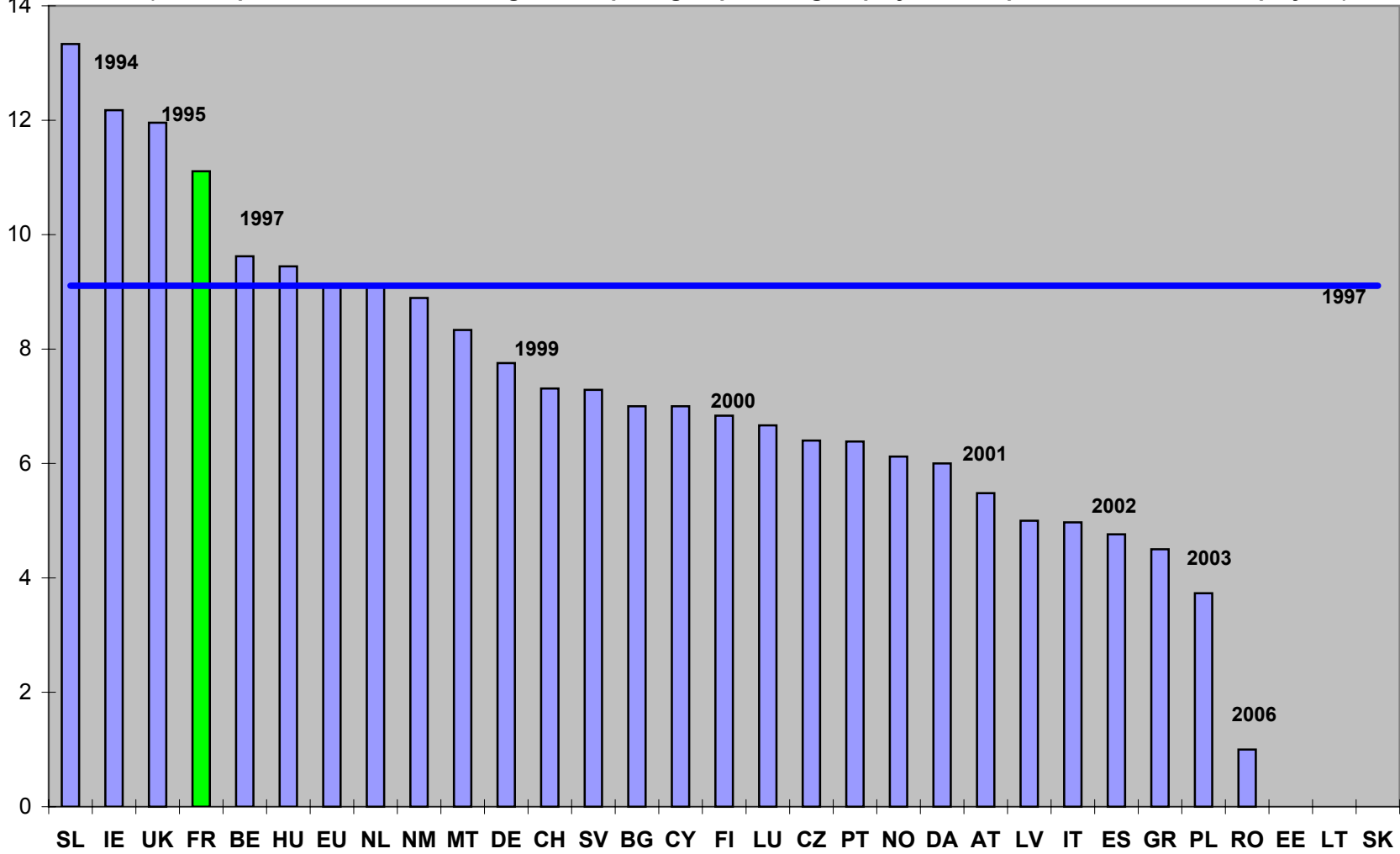
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

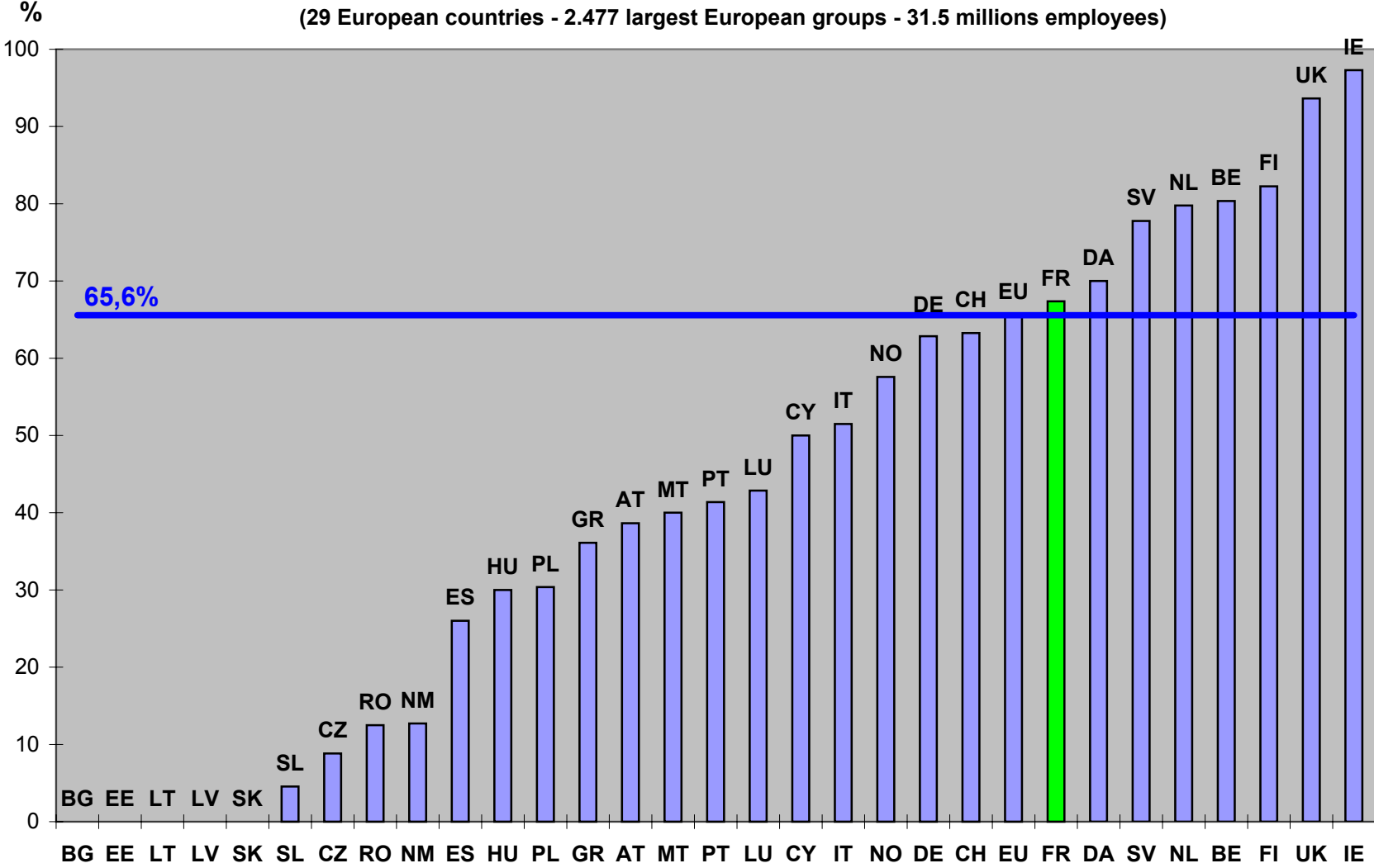
Number
of years

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



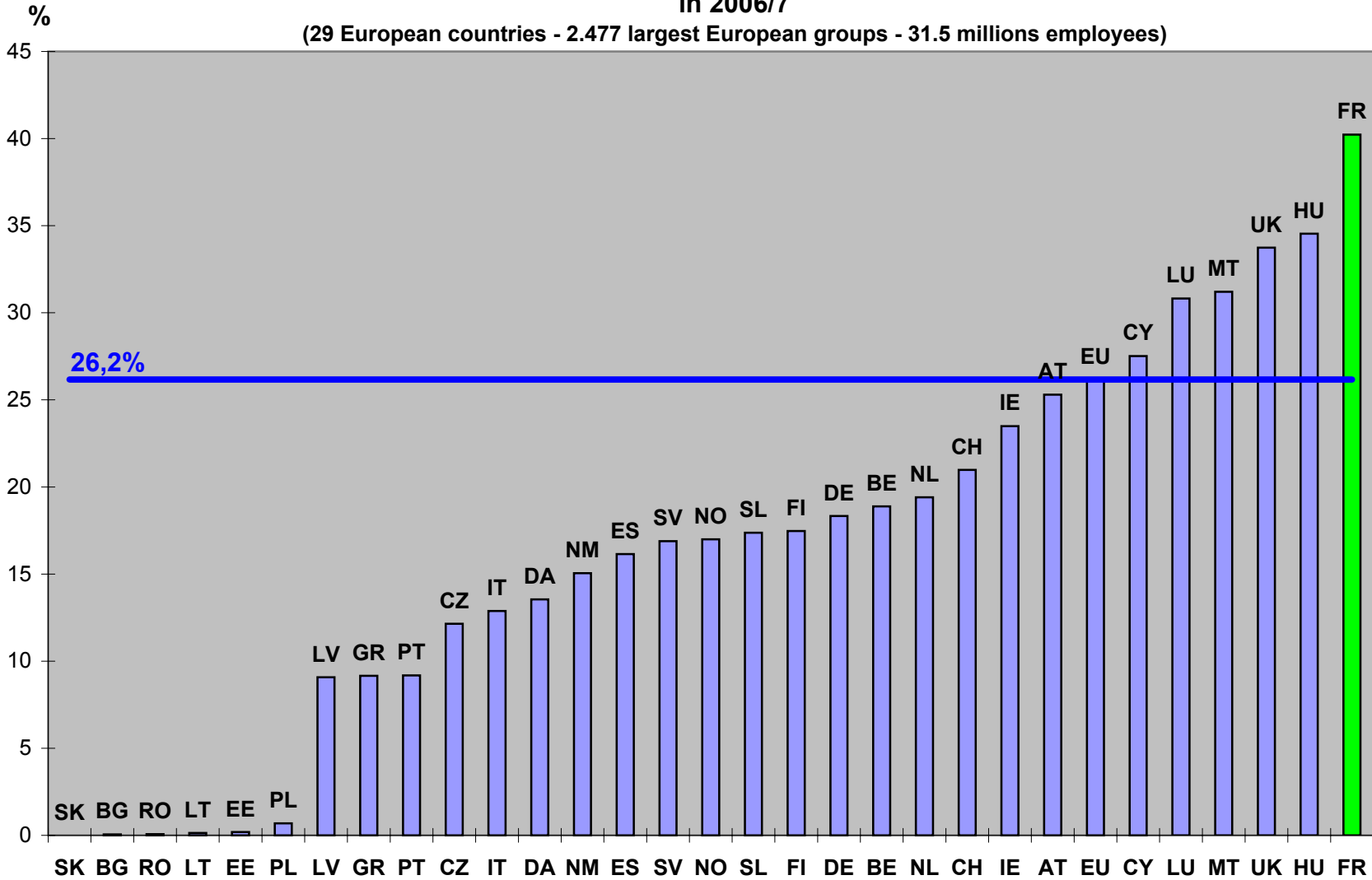
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



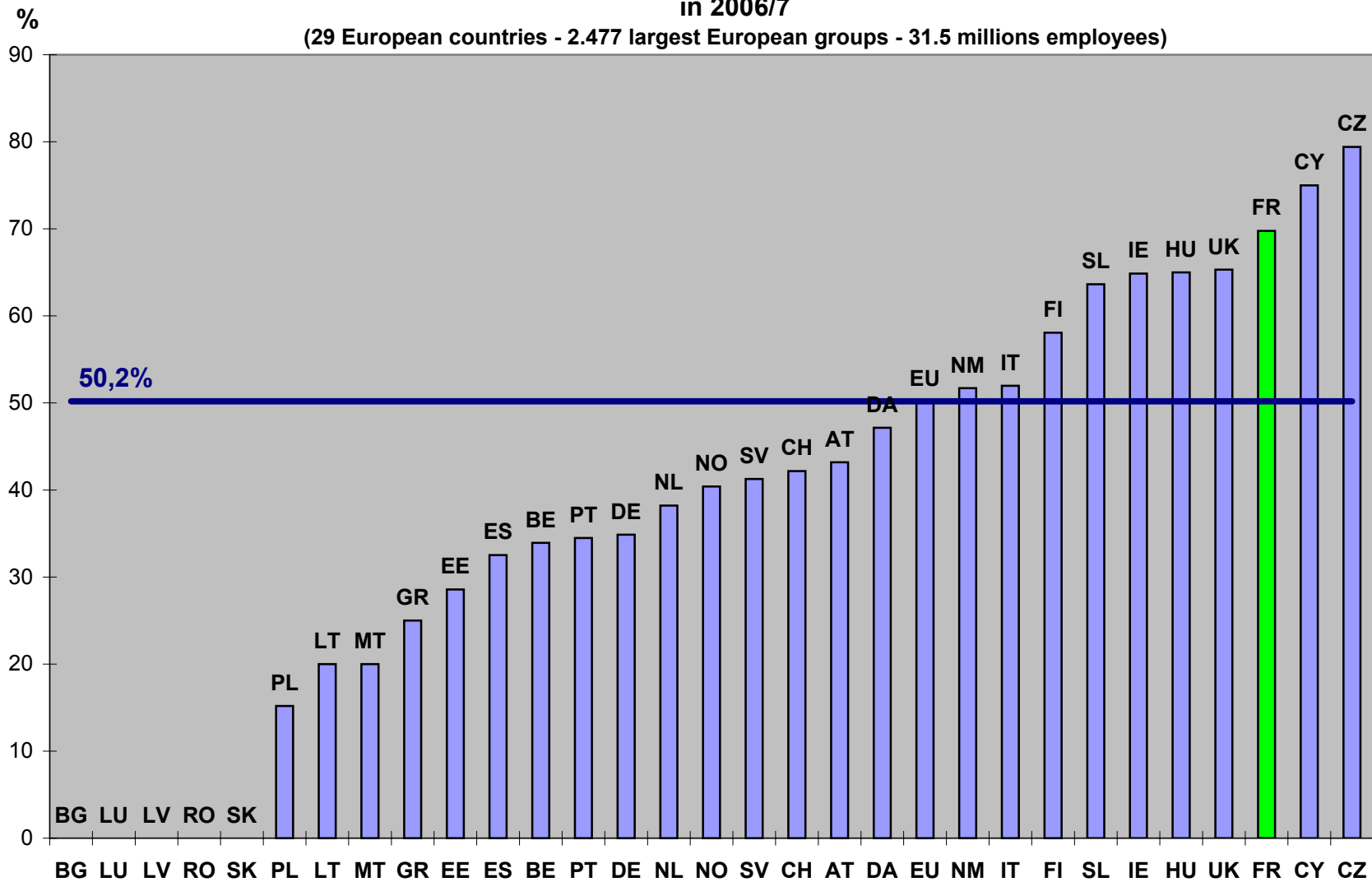
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

