

## **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.

### **GERMANY (DE)**

Compared to other European countries, employee ownership looks very low in Germany. The dynamics appears also to be very low.

Considering the global percentage of capital held by employees, Germany is very low with 1.30% of large German companies held by employees, compared to 2.35% in all European countries and 4.03% in France ([Graph 2](#)).

Only 71% of large German companies have some employee share ownership – compared to 83% in Europe and 100% in Ireland; compared to the first 15 countries of the European Union, only Luxemburg, Greece and Austria have a lowest position ([Graph 3](#)).

Only 34% of large German companies have "broad based" employee share plans (all-employee plans) - compared to 51.2% in Europe and 84% in France ([Graph 4](#)).

Low dynamics: Only 22% of large German companies launched new employee share plans in 2006/7 – compared with 29% in Europe and 44% in Denmark ([Graph 5](#)).

Yet when they exist, employee share plans don't appear to be very more recent compared to many other European countries. Large German companies launched their first employee share plan in 1999 in average – compared to 1997 in Europe, but 1994 in Ireland ([Graph 6](#)).

Germany looks well close to the average regarding stock options: 63% of large German companies have stock option plans – compared with 65.6% in Europe ([Graph 7](#)).

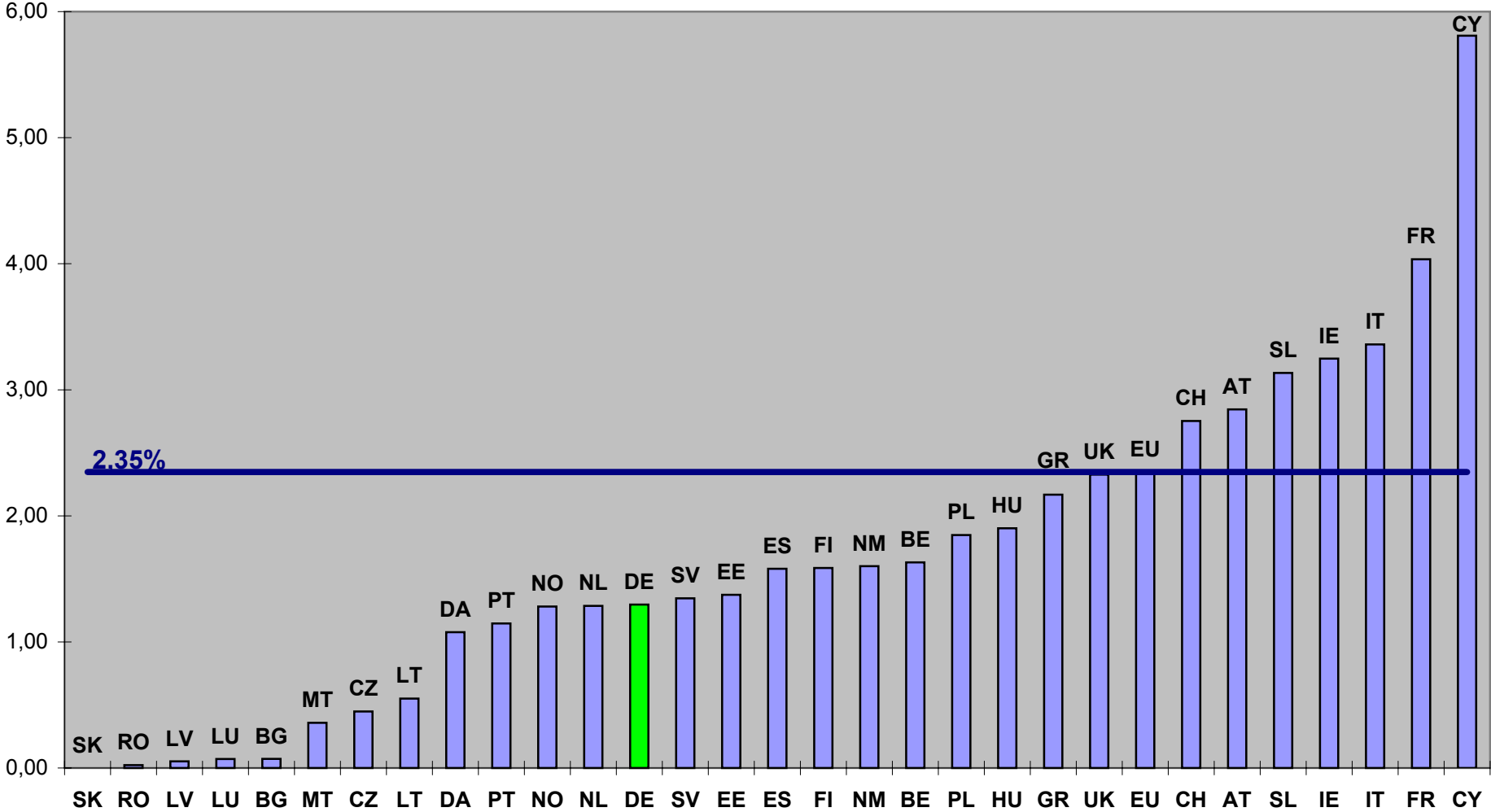
As a consequence, Germany looks very low considering the proportion of employee owners amongst all employees, with 18% compared to 26.2% in Europe and 40% in France ([Graph 8](#)).

Finally, large German companies having "significant" employee ownership are only 35% compared to 50.2% in Europe and 70% in France, 65% in UK ([Graph 9](#)).

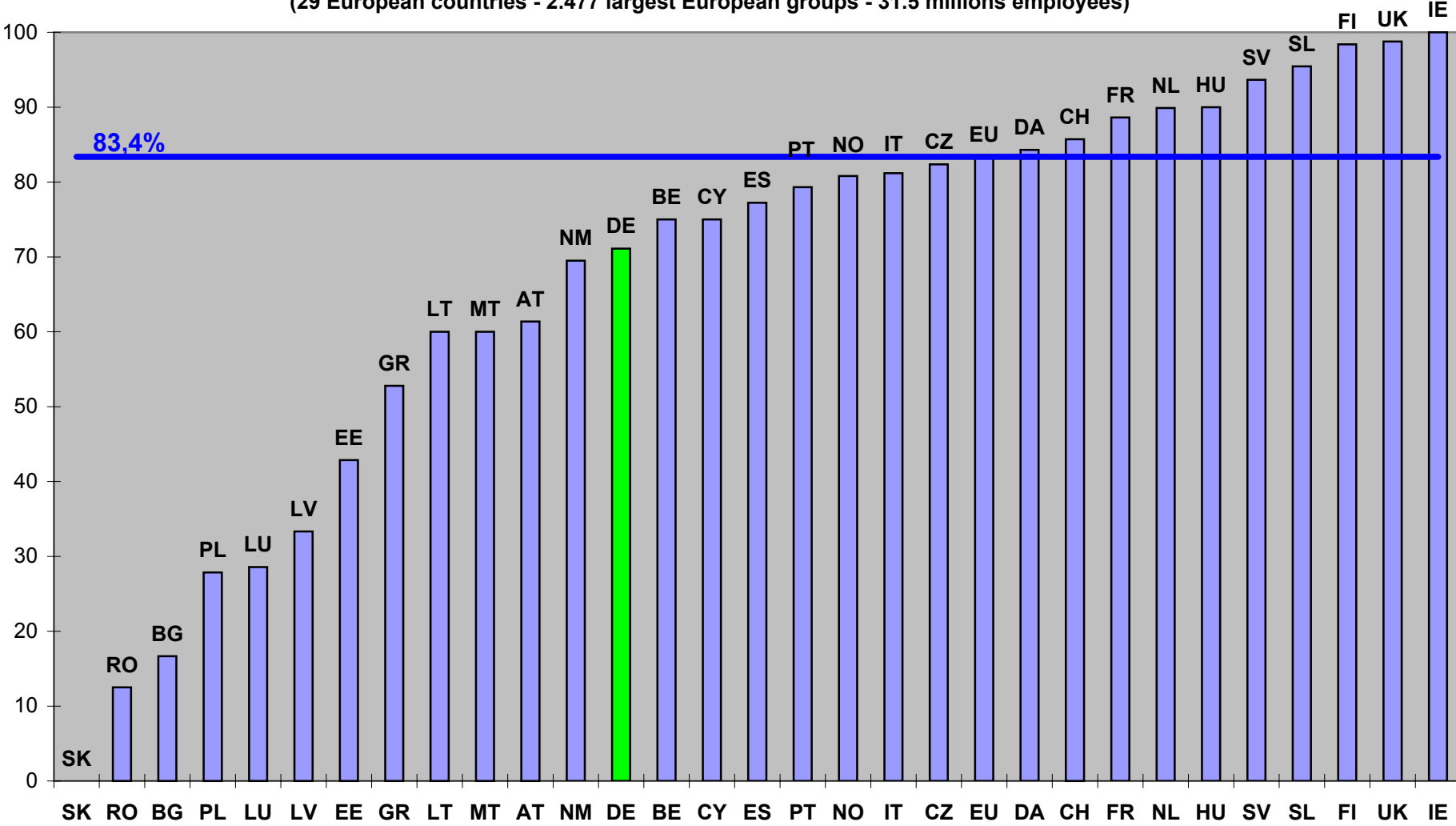


### % CAPITAL HELD BY EMPLOYEES in 2006/7

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

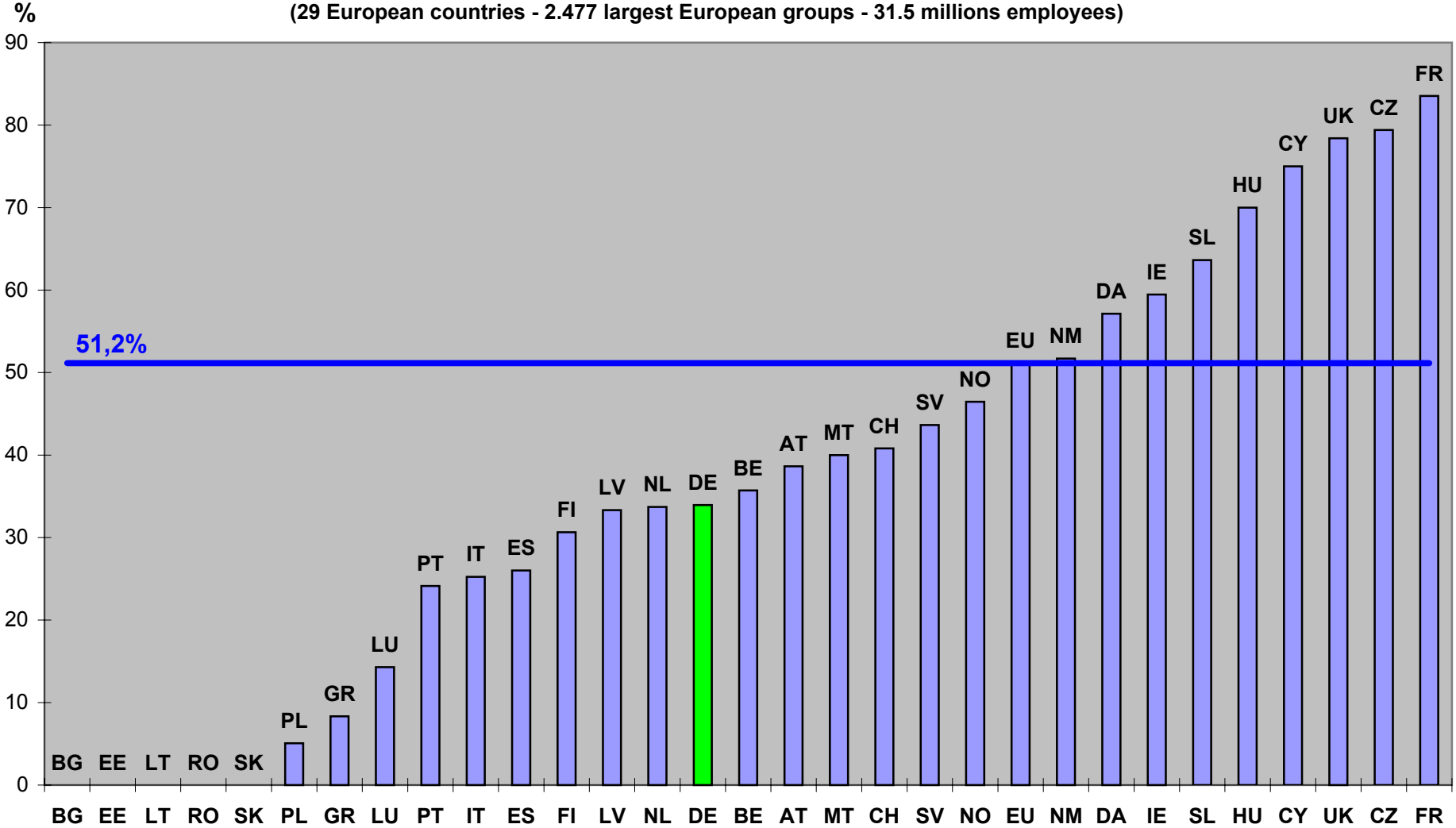


**% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP**  
**in 2006/7**  
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



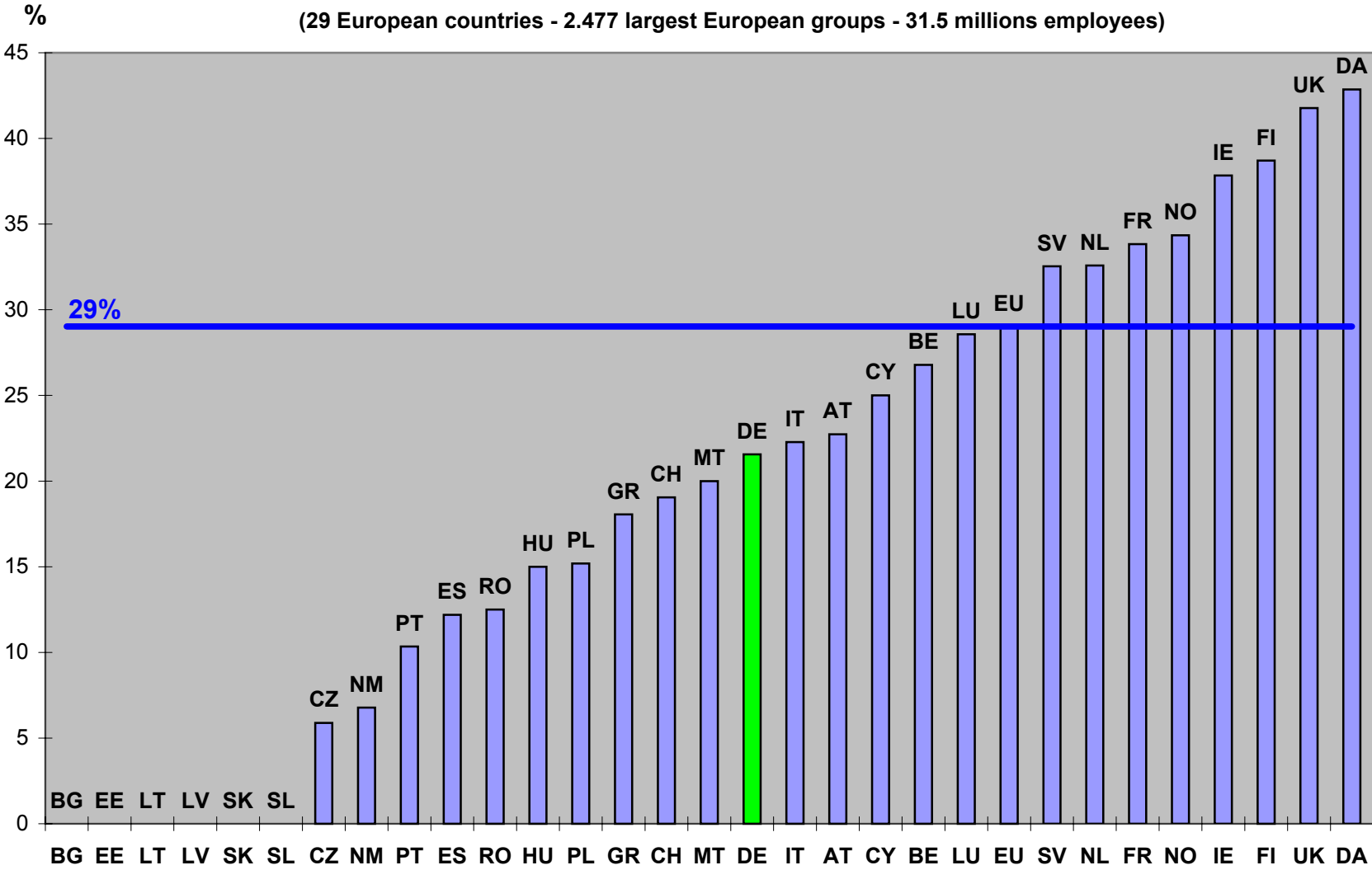
### % EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

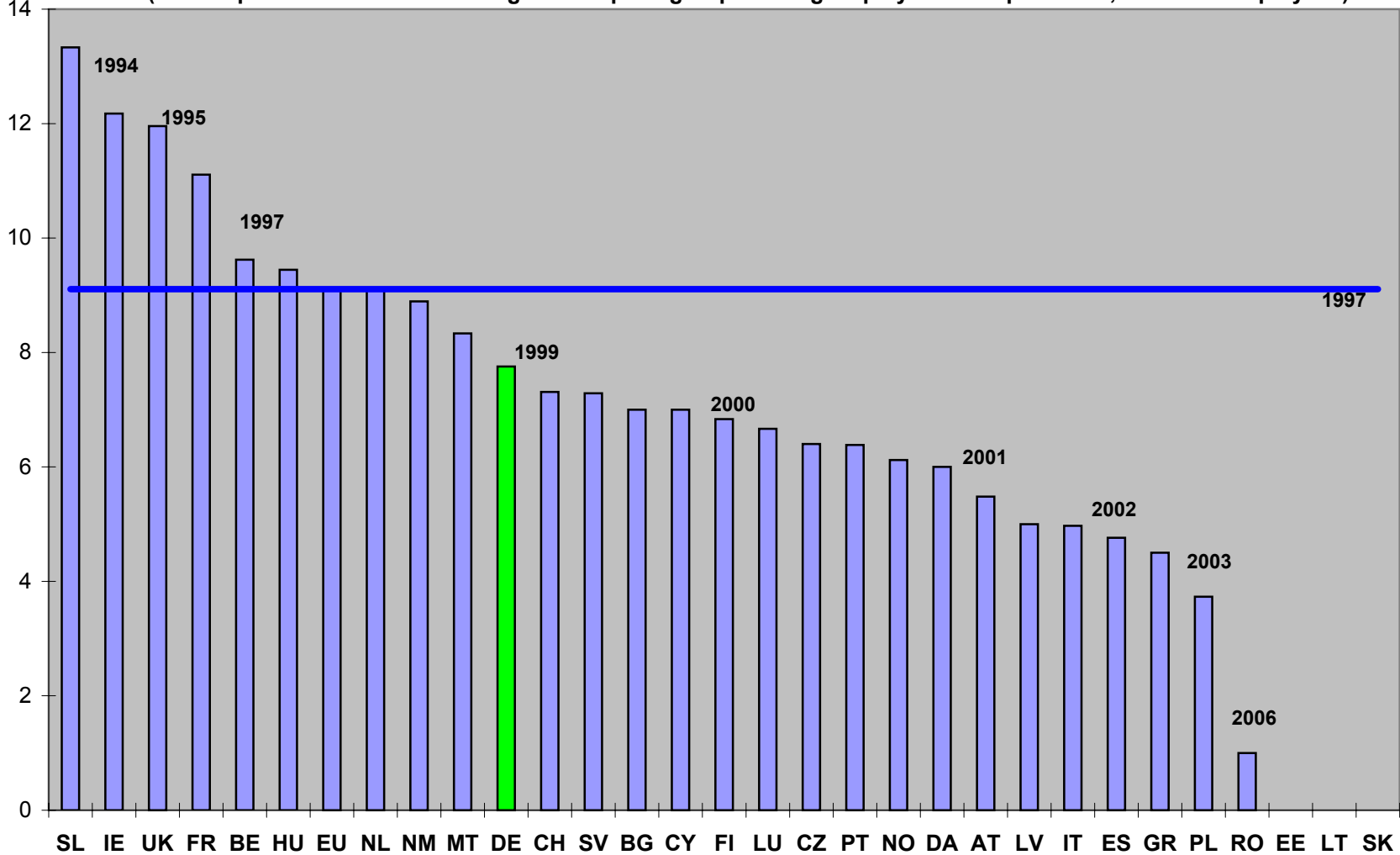
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

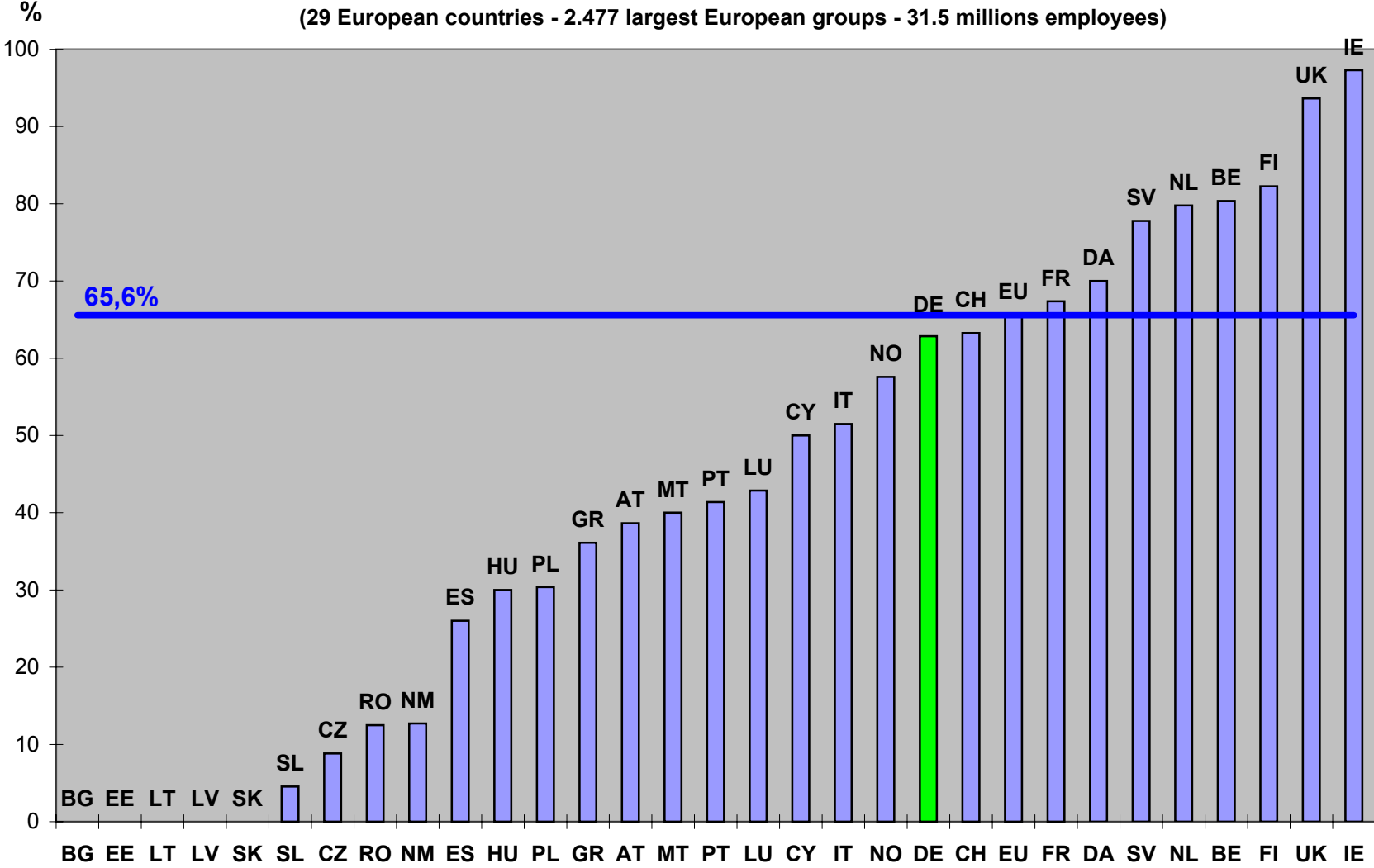
Number  
of years

(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

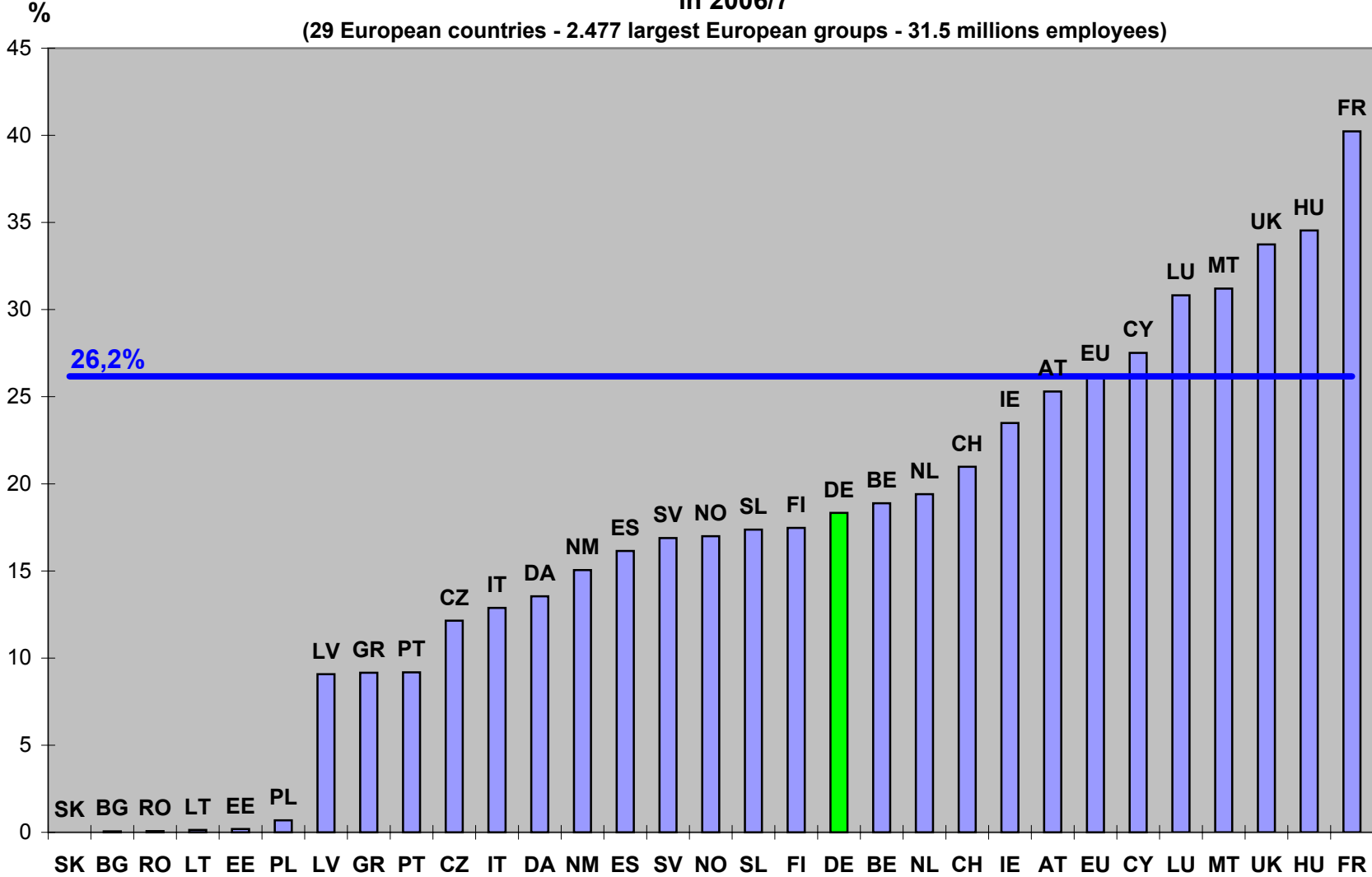
(29 European countries - 2.477 largest European groups - 31.5 millions employees)





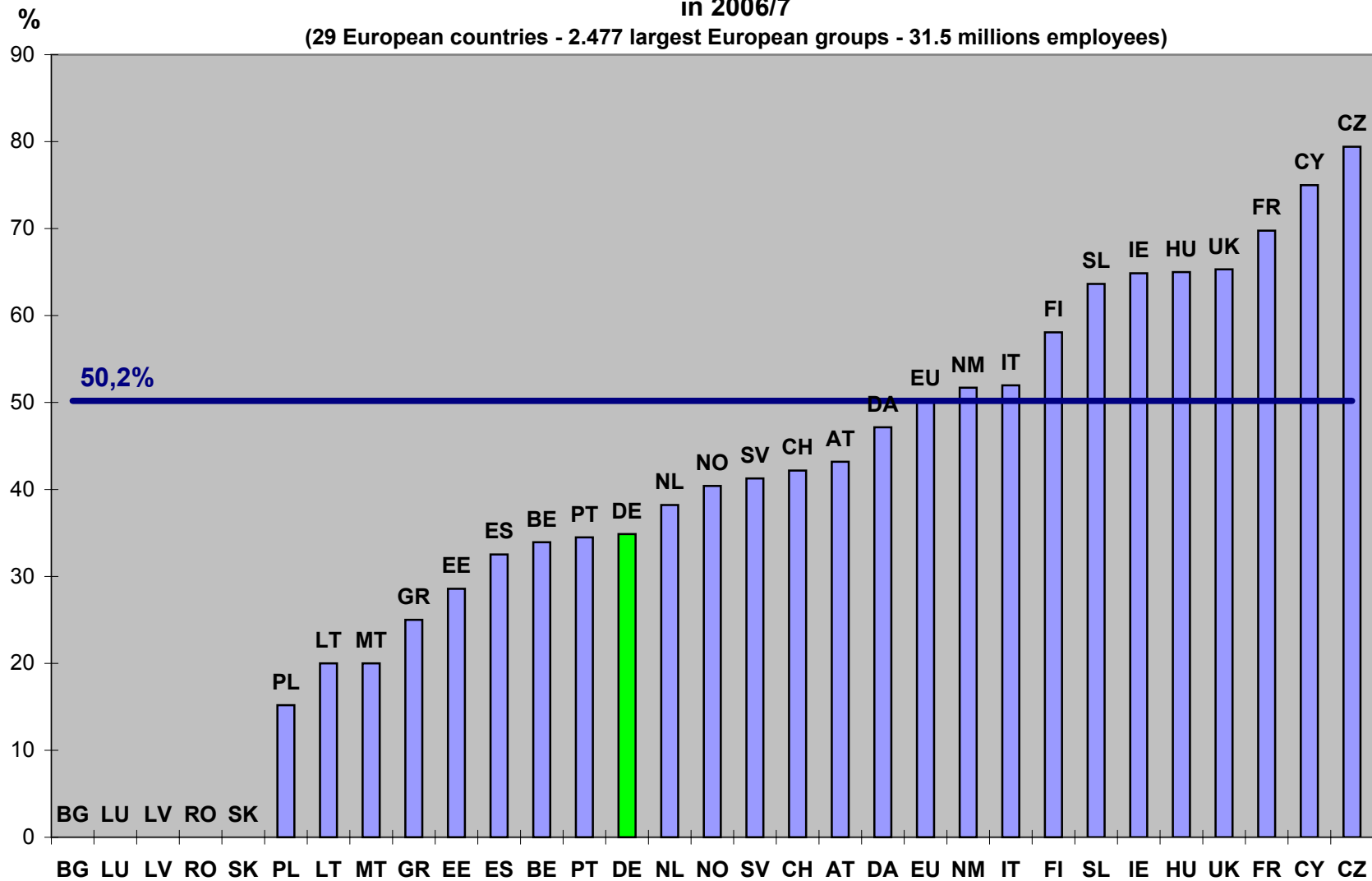
### % EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

