

## **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.

### **IRELAND (IE)**

Compared to other European countries, employee ownership looks highly developed in Irish large companies. On many points, Ireland was number 1 compared to other European countries. However, top executives take the lion's share here.

Considering the global percentage of capital held by employees, Ireland looks high with 3.25% compared with 2.35% in Europe and not so far from France (4.03%) – see [Graph 2](#). However top executives are here for 1.86%, 57% of all capital held by employees, a very high part, compared to most countries, and especially UK and France.

100% of Irish large companies have some employee share ownership – giving number 1 to Ireland ([Graph 3](#)).

Ireland appears to be higher than the average of all European countries regarding large companies having "broad based" employee share plans (all-employee plans), with 59% compared to 51.2%. However, this is far from the 78% in UK and the 84% in France ([Graph 4](#)).

High dynamics. This is remarkable: Yet being number 1 on many points, dynamics in Ireland is high. 38% of Irish large companies launched new employee share plans in 2006/7 – compared with 29% in Europe ([Graph 5](#)).

Large Irish companies launched their first employee share plan in 1994 in average – a long time before most European countries ([Graph 6](#)).

Ireland looks also very high (in fact number 1) regarding stock options. 97% of Irish large companies have stock option plans – compared with 65.6% for Europe ([Graph 7](#)).

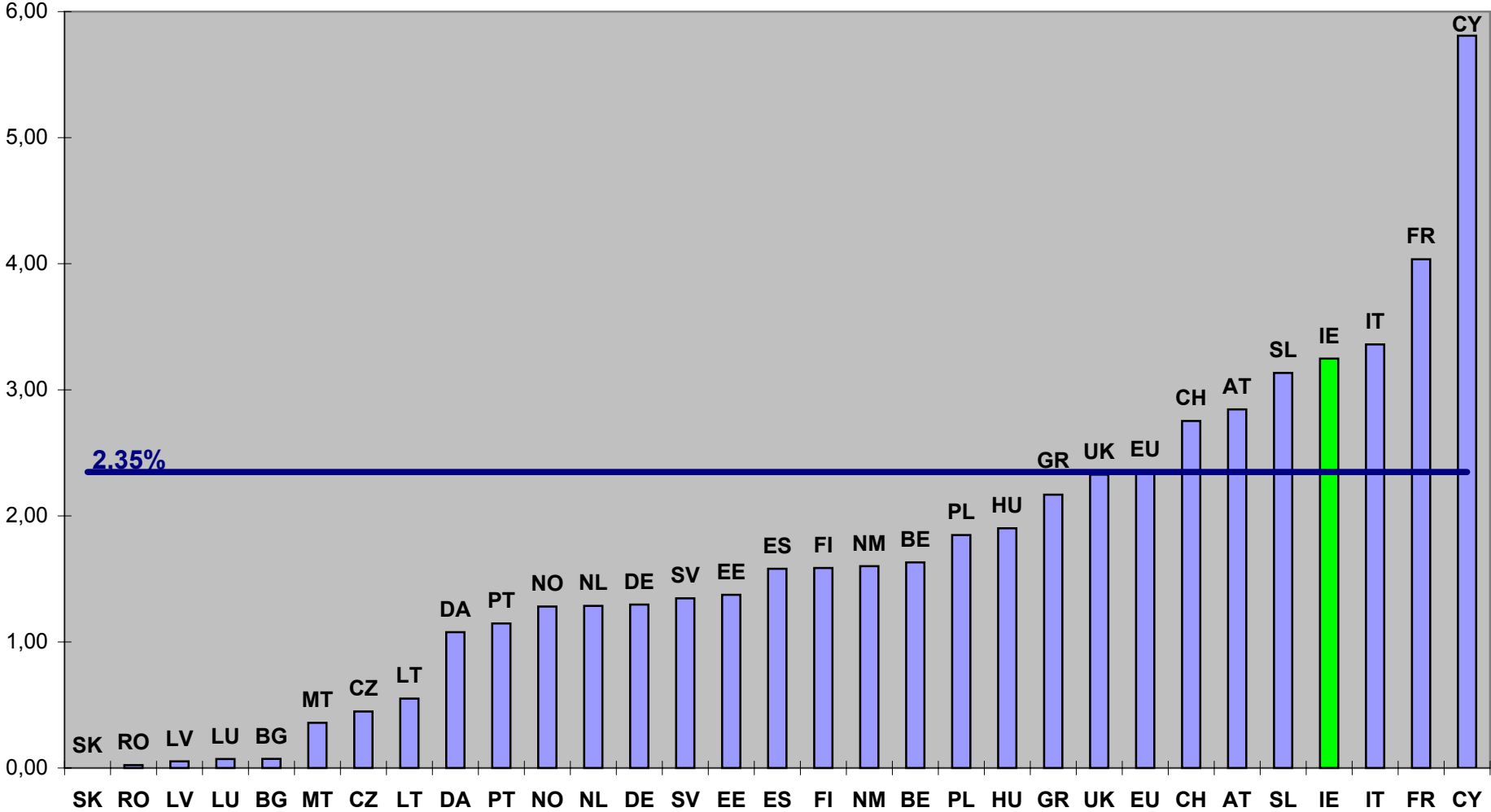
Consequently, the proportion of employee owners amongst all employees is not the best in Ireland: It is even lower than the average of all European countries with 23% compared to 26.2%, much lower than the 34% in UK and 40% in France ([Graph 8](#)).

Finally, Ireland is high for large companies having "significant" employee ownership (65% compared with 50.2% in Europe), but this is largely linked to the very high share of top executives ([Graph 9](#)).

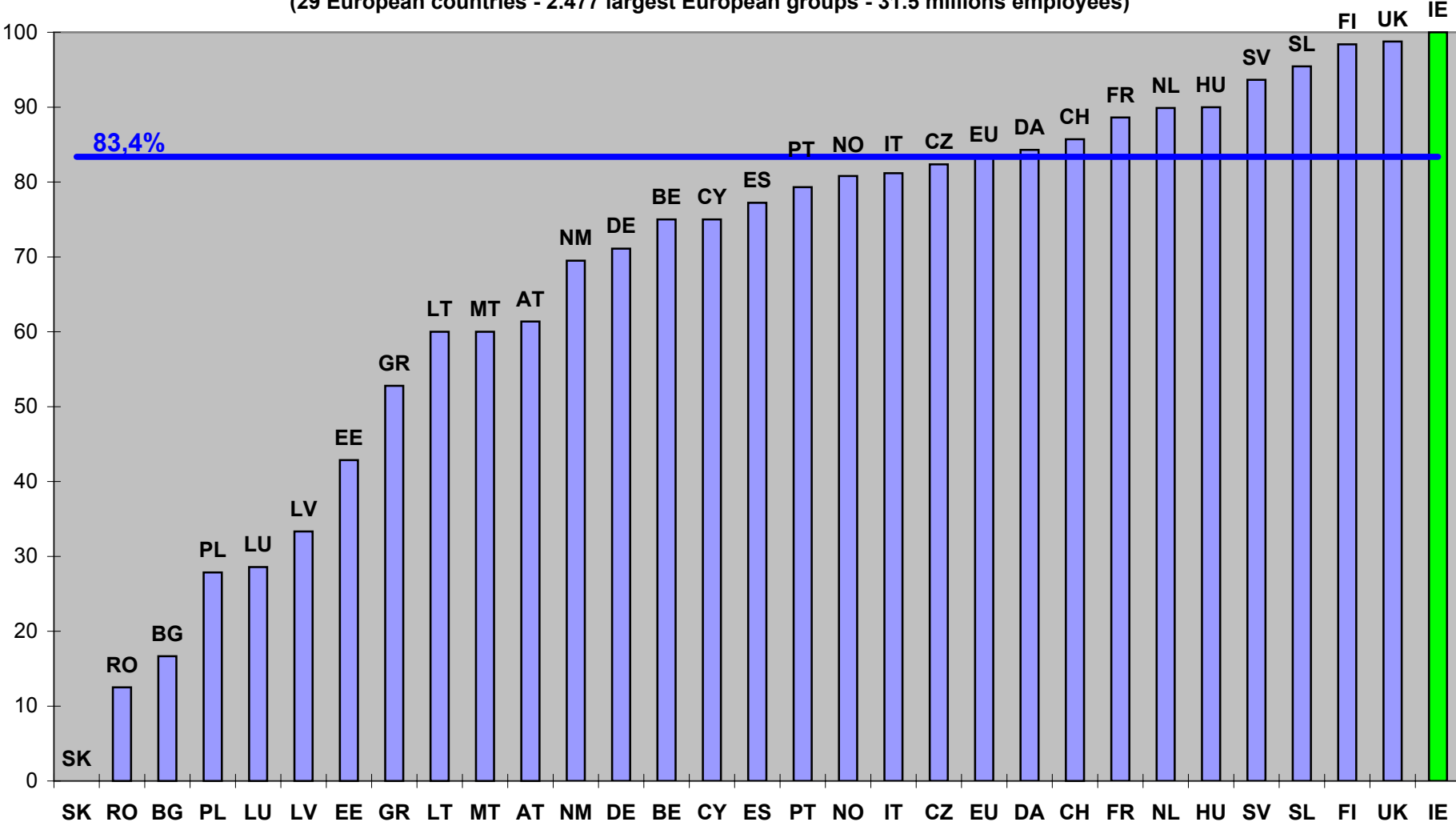


### % CAPITAL HELD BY EMPLOYEES in 2006/7

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

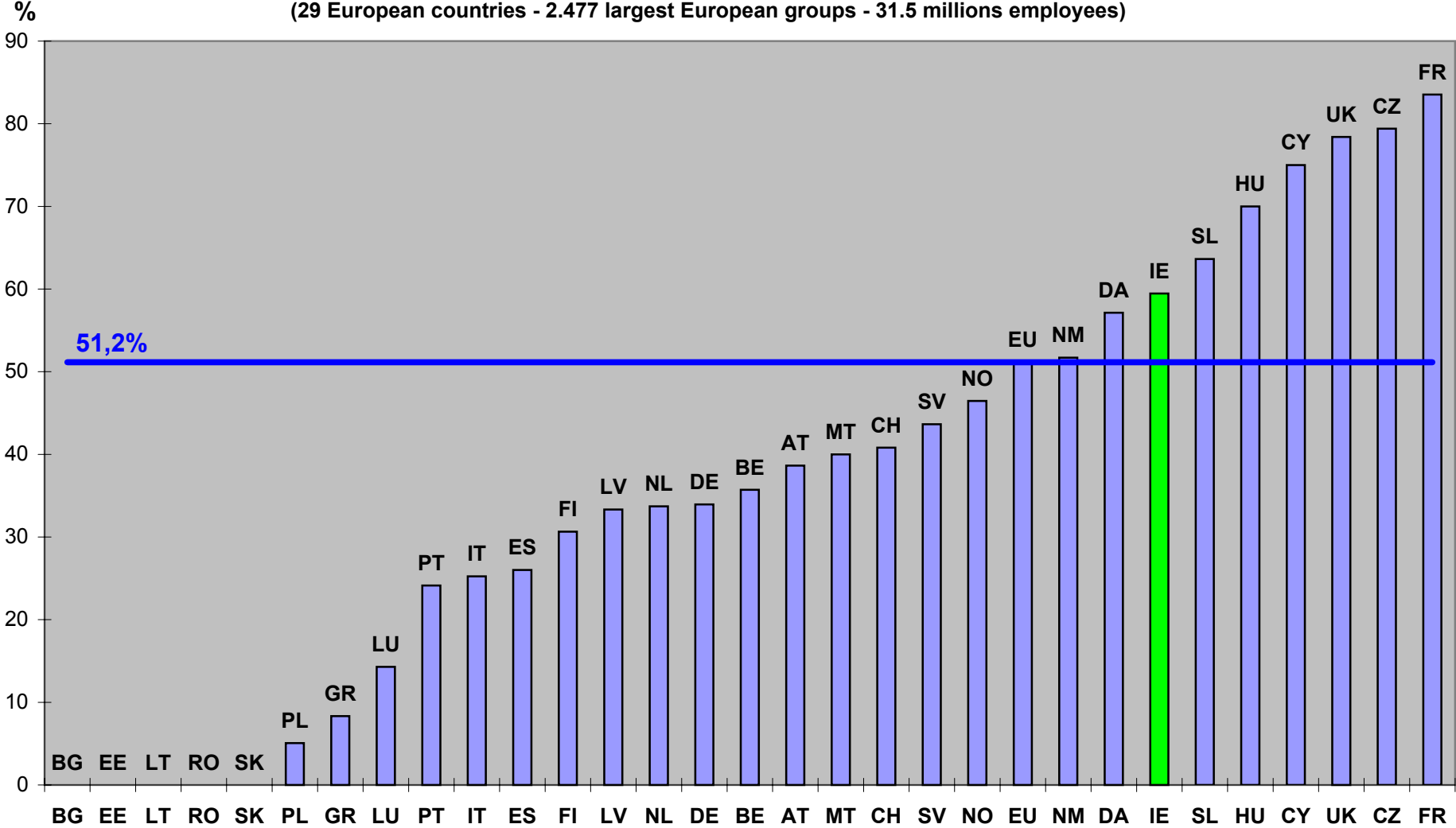


**% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP**  
**in 2006/7**  
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



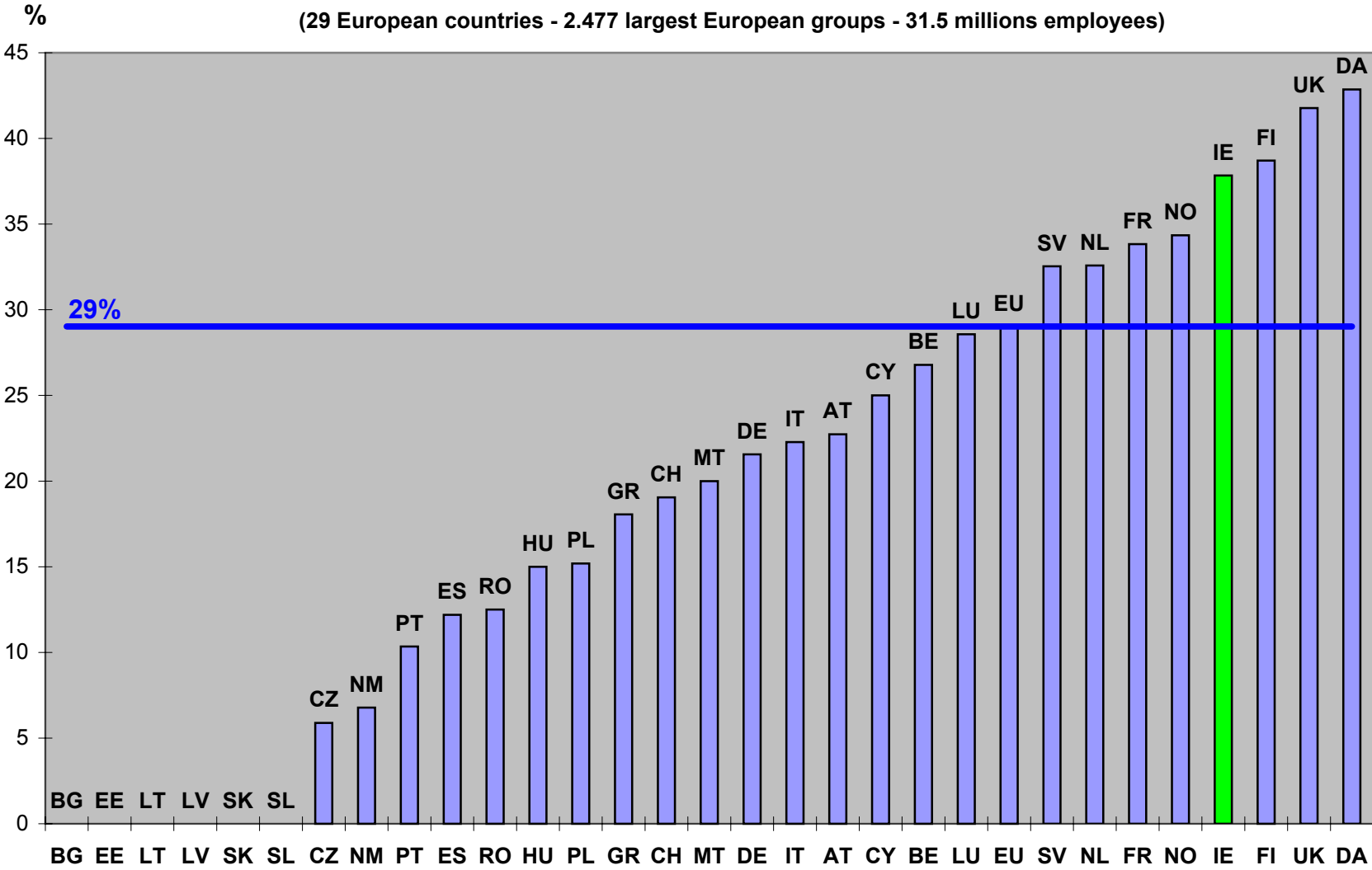
### % EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

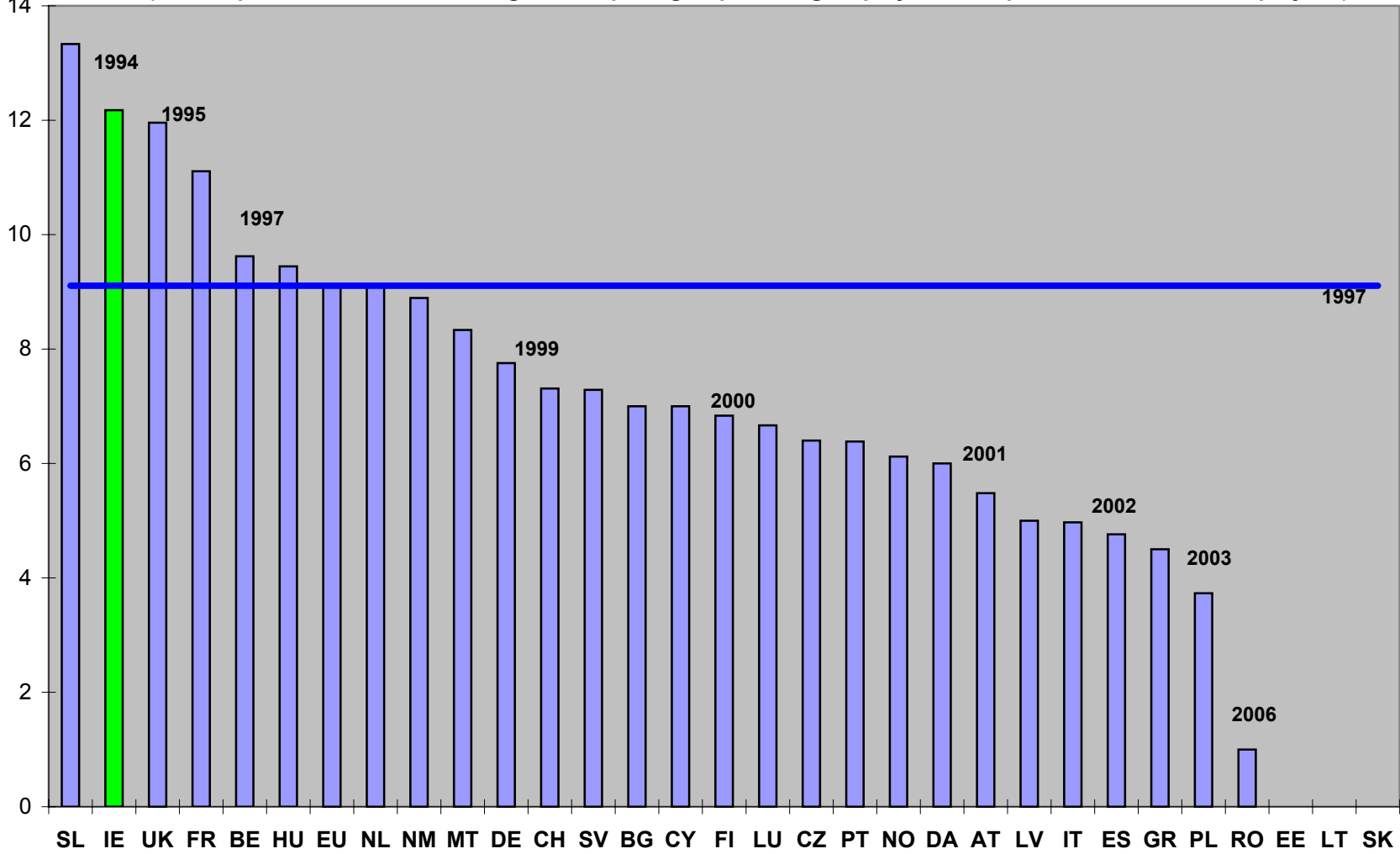
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

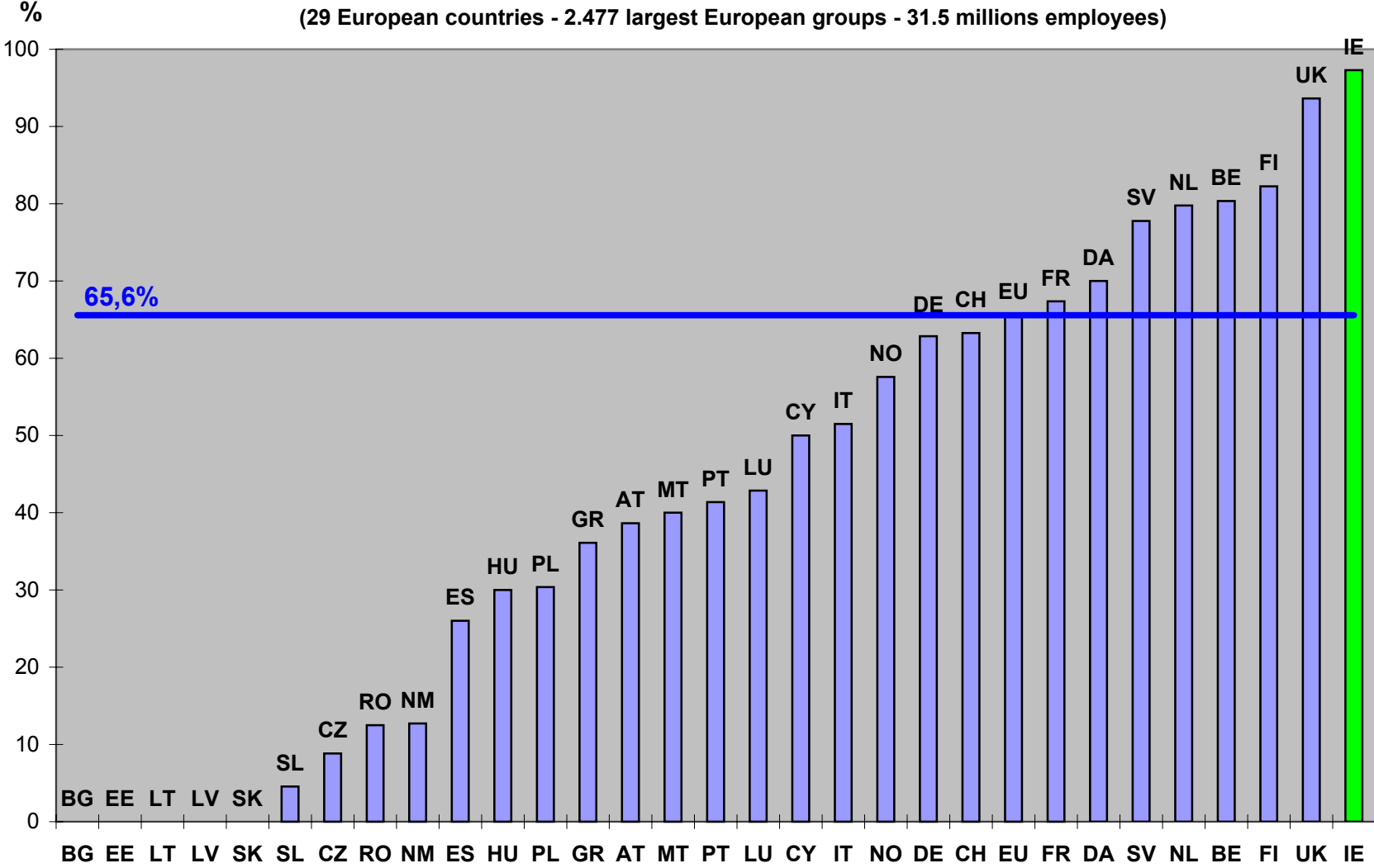
Number  
of years

(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

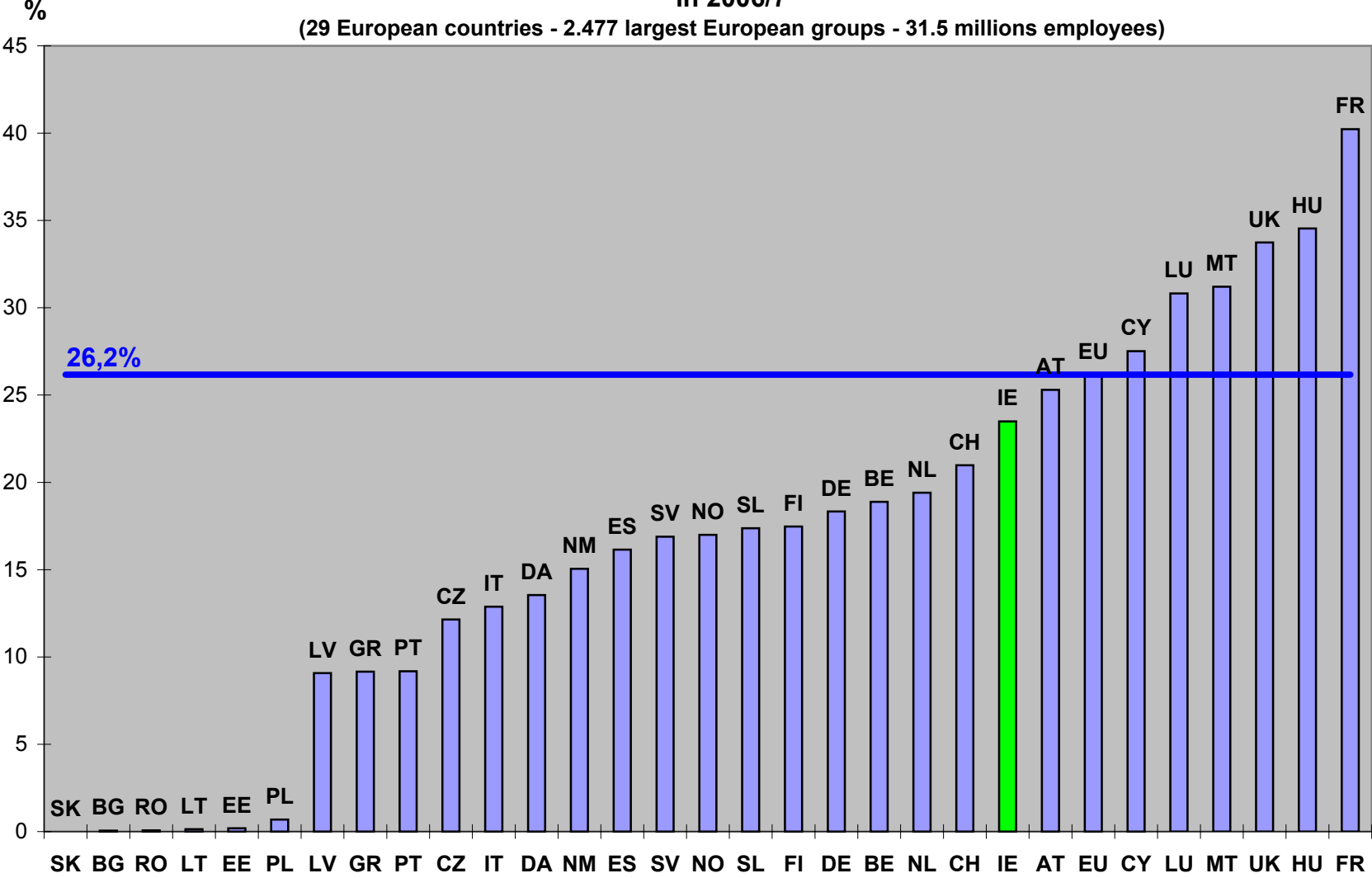
(29 European countries - 2.477 largest European groups - 31.5 millions employees)





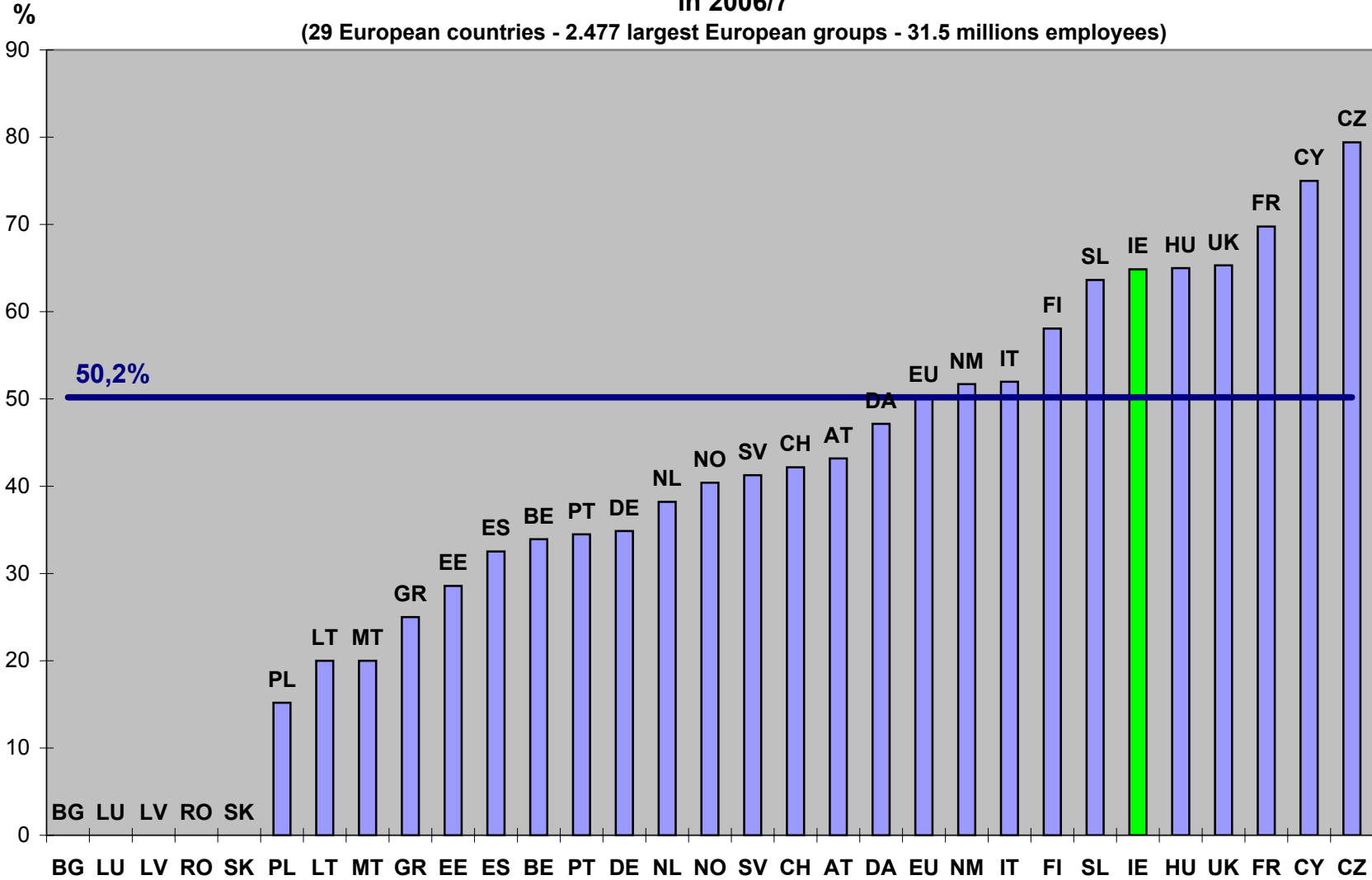
### % EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

