

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.

NETHERLANDS (NL)

Compared to other European countries, employee ownership looks very low in The Netherlands, and it is quite doubtful that things could be going to change.

Considering the global percentage of capital held by employees in large companies, Netherlands looks very low, with 1.29% compared to 2.35% in Europe and 4.03% in France ([Graph 2](#)).

Yet 90% of large companies in The Netherlands have some employee share ownership – not bad compared to the 83.4% in Europe and 100% in Ireland ([Graph 3](#)).

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

It is true that dynamics seems better: 33% of large companies in The Netherlands launched new employee share plans in 2006/7 – compared with 29% in Europe – but 44% in Denmark ([Graph 5](#)).

The Netherlands didn't had a too long delay compared to other European countries, before large companies launched their first employee share plans appear: It was in 1997, not so long after Ireland, UK, France, Belgium ([Graph 6](#)).

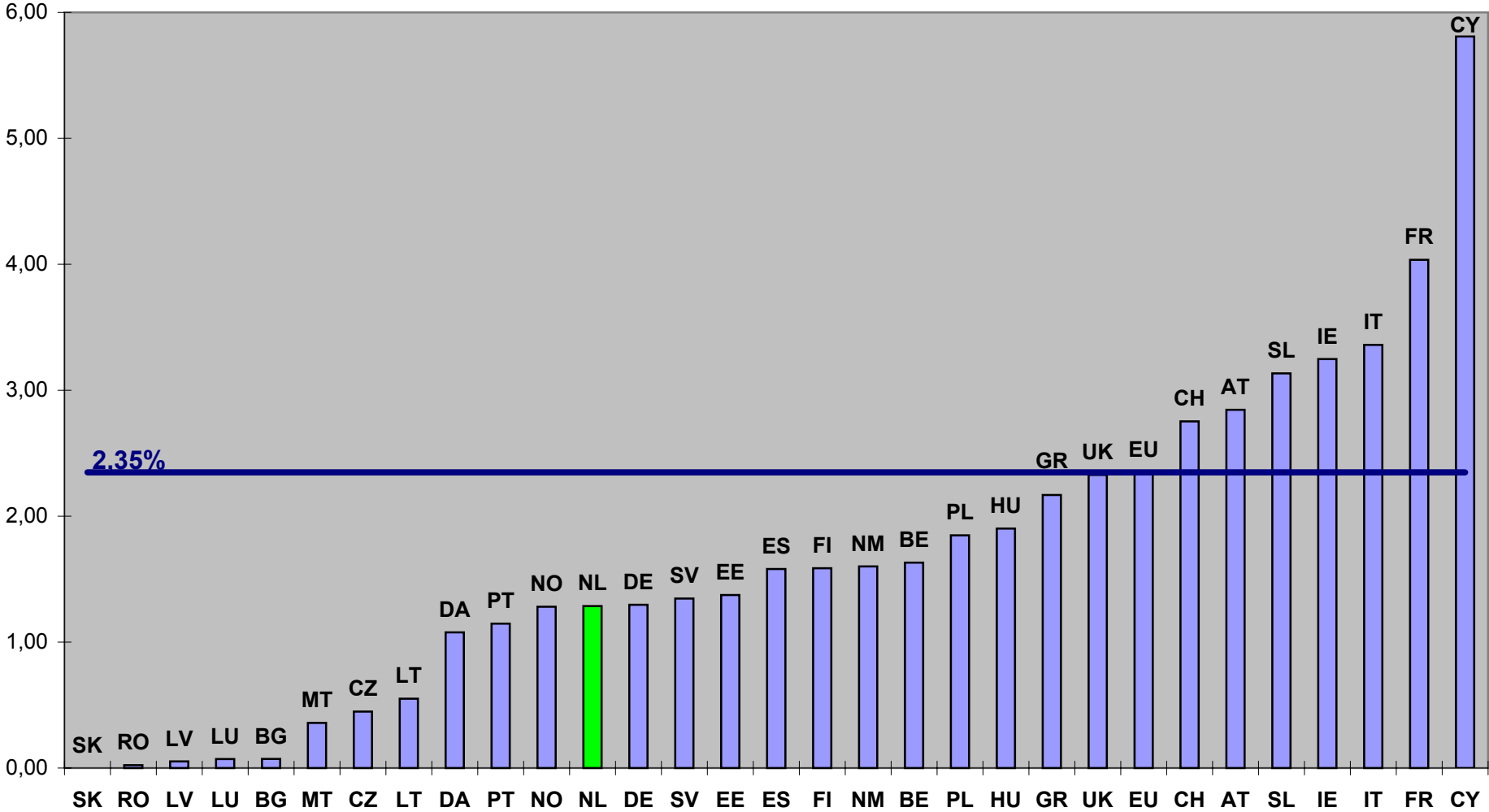
The Netherlands seems high regarding stock options: 80% of large companies have stock option plans – compared with 65.6% in Europe and 97% in Ireland ([Graph 7](#)).

Finally, the proportion of employee owners amongst all employees in large companies looks quite low in The Netherlands with 19% compared to 26.2% in Europe and 40% in France ([Graph 8](#)).

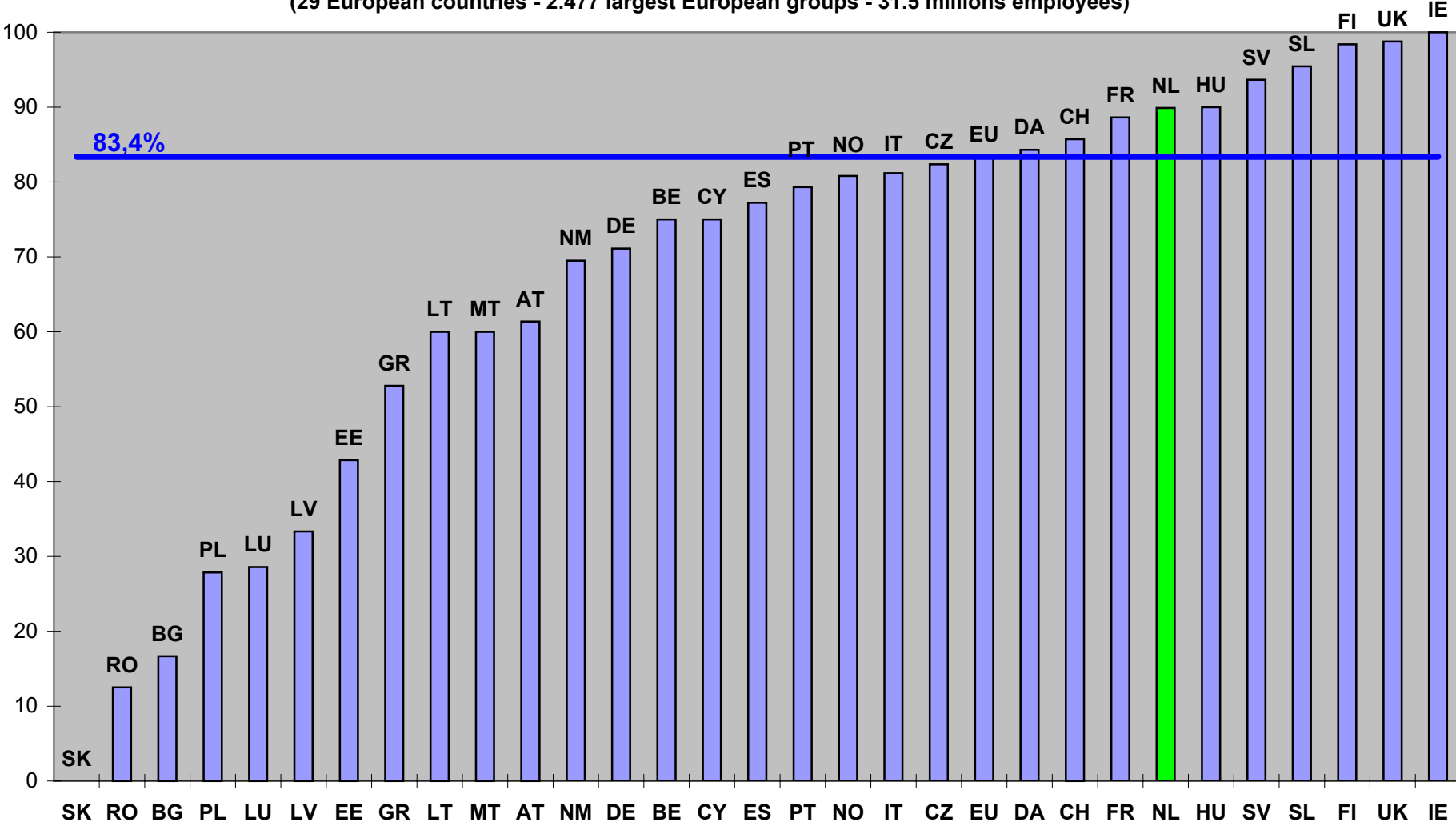
And large companies having "significant" employee ownership are only 38% in The Netherlands compared to 50.2% in Europe and 70% in France ([Graph 9](#)).

% CAPITAL HELD BY EMPLOYEES in 2006/7

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

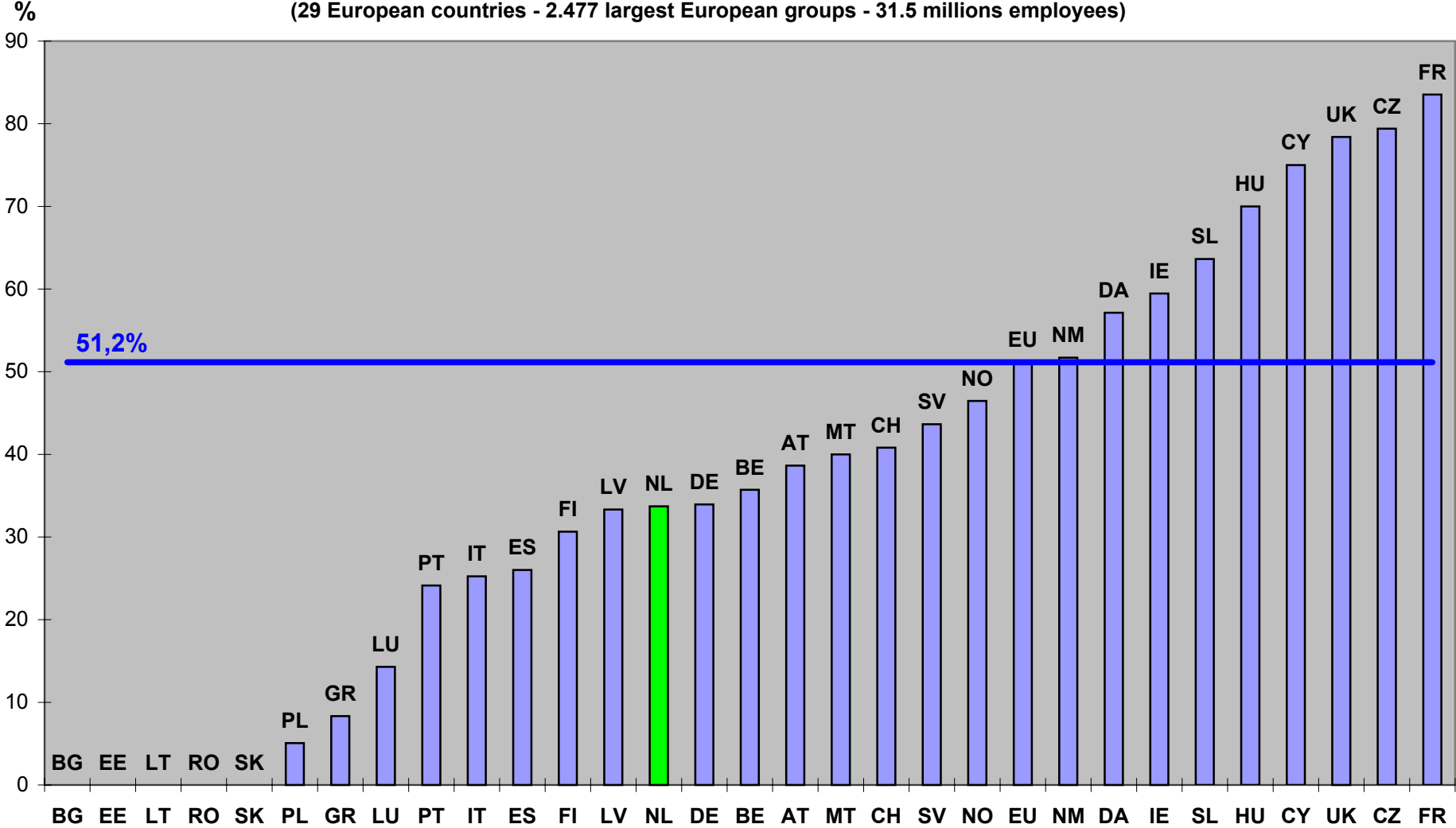


**% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP
in 2006/7**
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



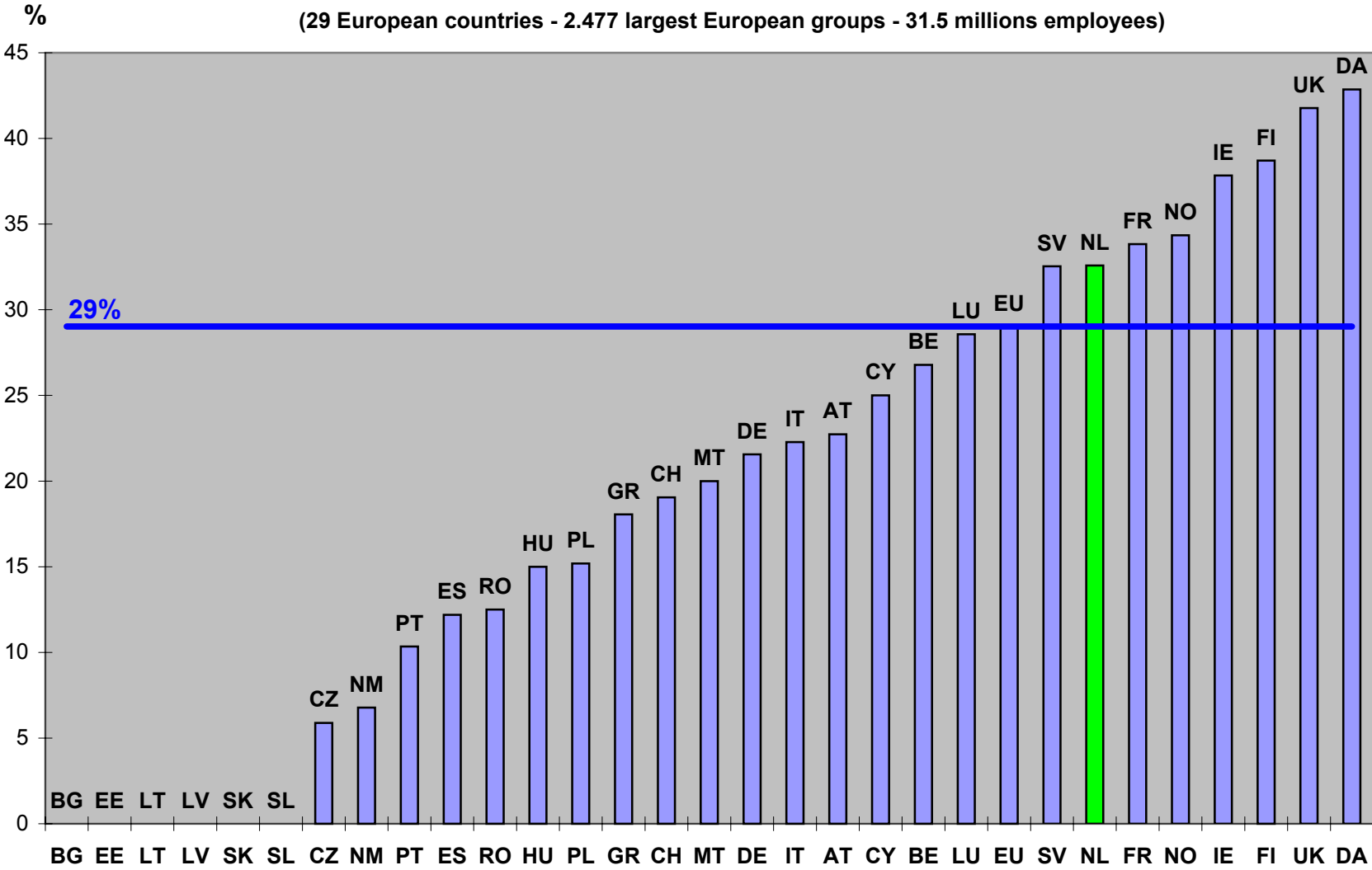
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

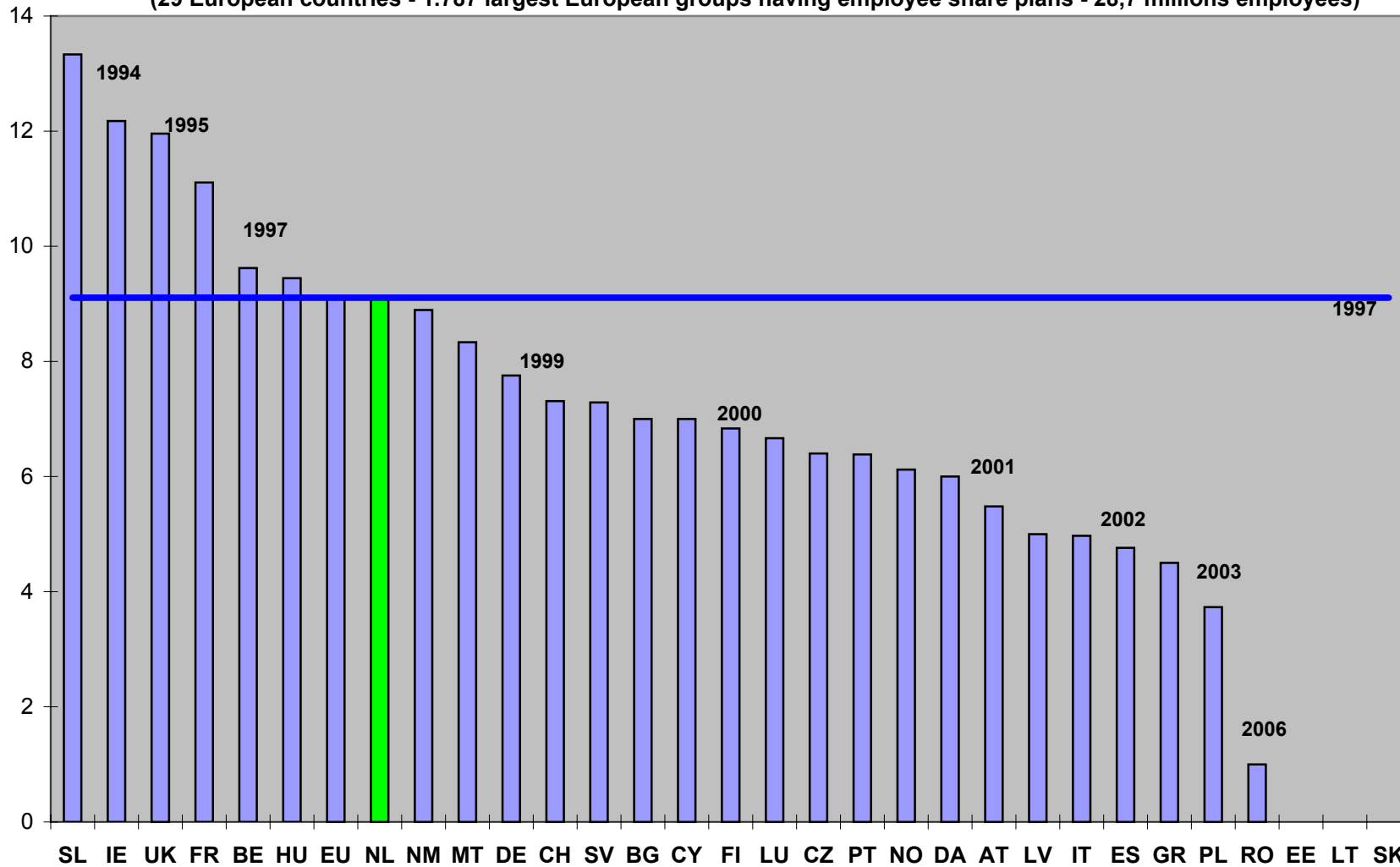
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

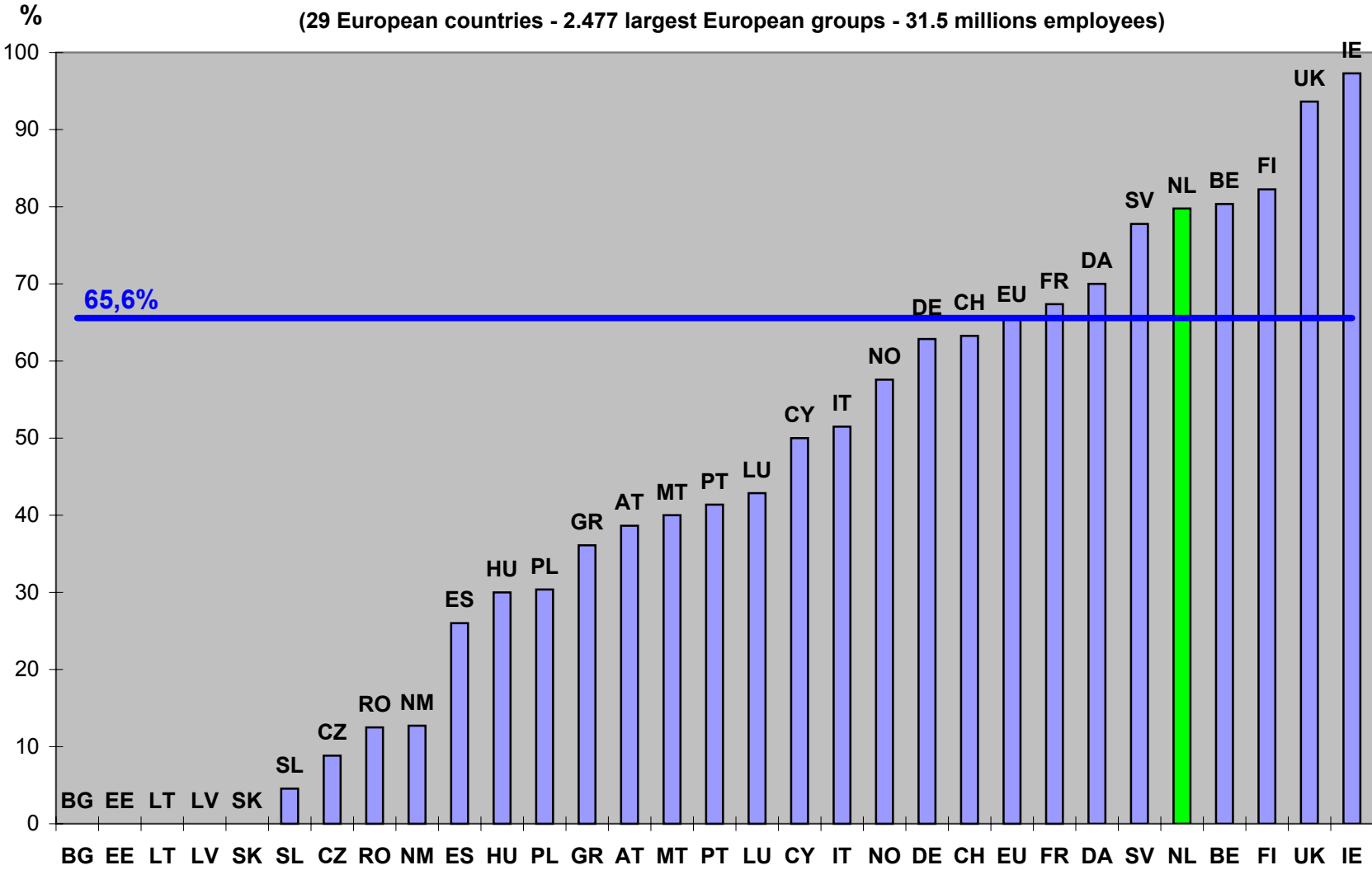
Number
of years

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



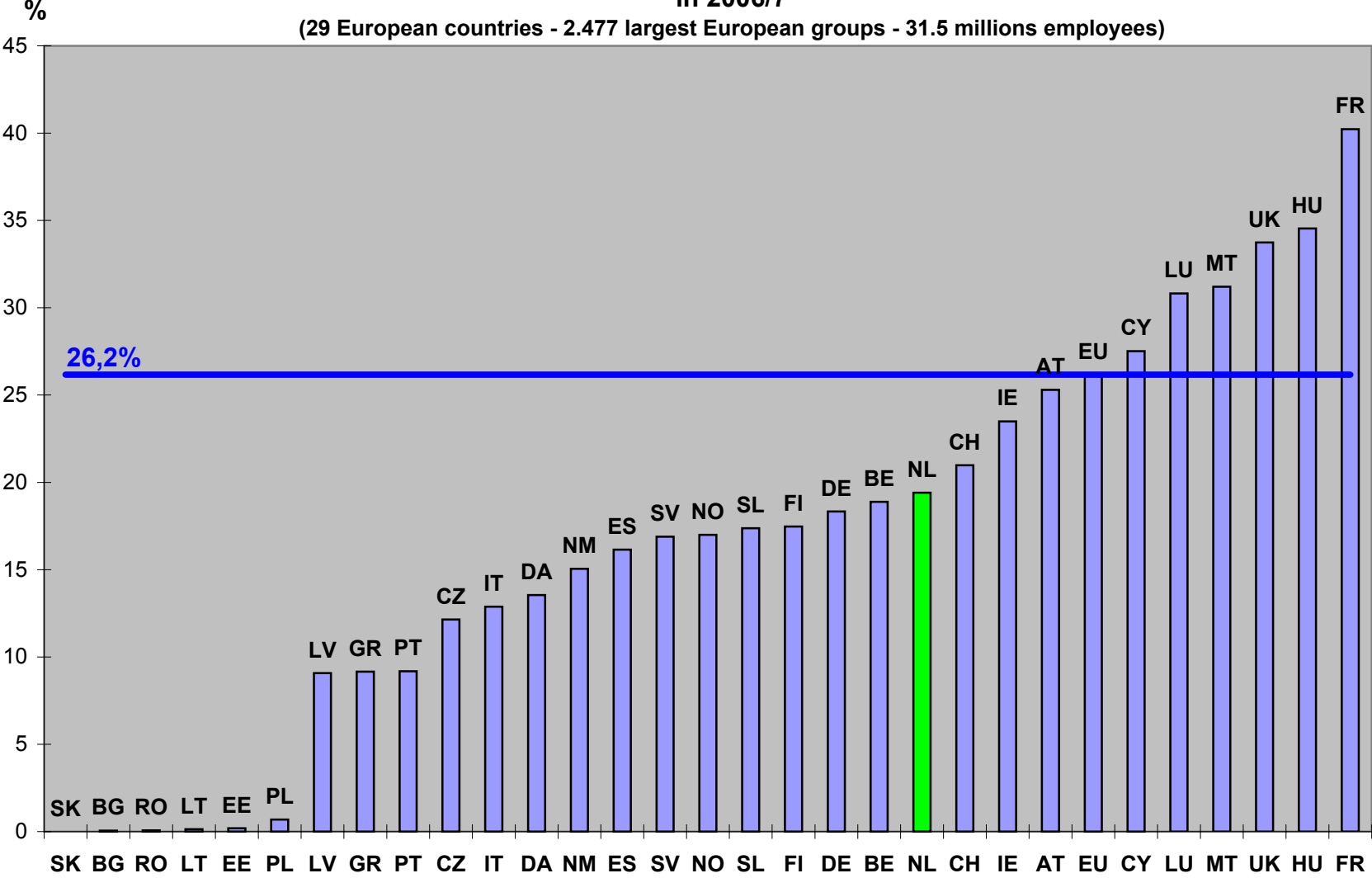
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



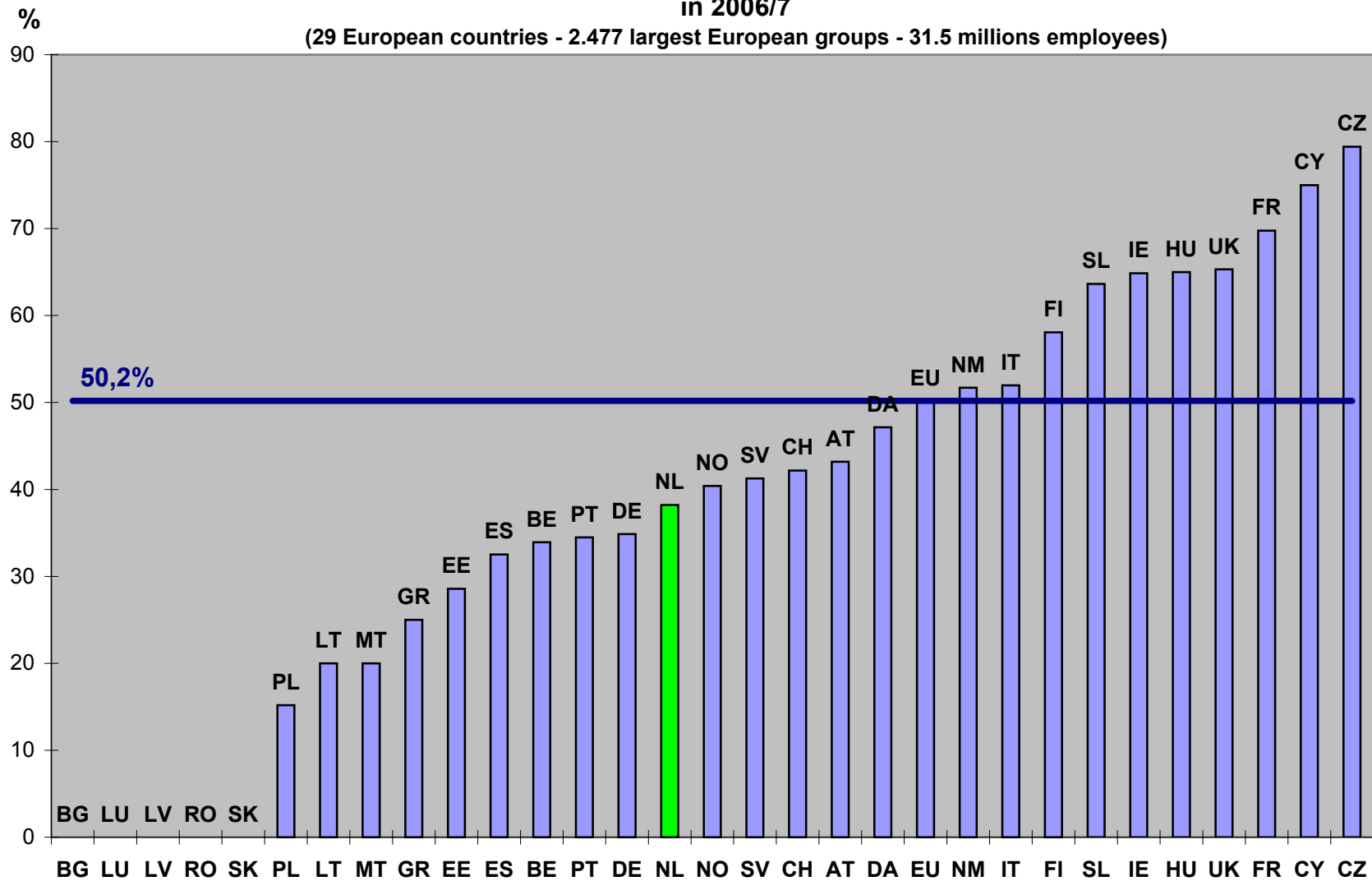
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

