

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.

NORWAY (NO)

Compared to other European countries, employee ownership looks still low in Norway, but things seem being changing.

Considering the global percentage of capital held by employees in large companies, it is still very low with 1.28% in Norway compared to 2.35% in Europe and 4.03% in France ([Graph 2](#)).

However, 81% of large Norwegian companies have some employee share ownership, not far from the 83.4% in Europe – but compared to 100% in Ireland ([Graph 3](#)).

Not bad again: 46% of large Norwegian companies have "broad based" employee share plans (all-employee plans), not far from the 51.2% in Europe – but 84% in France ([Graph 4](#)).

Good dynamics: 34% of large Norwegian companies launched new employee share plans in 2006/7 – compared with 29% in Europe (but 44% in Denmark) – see [Graph 5](#).

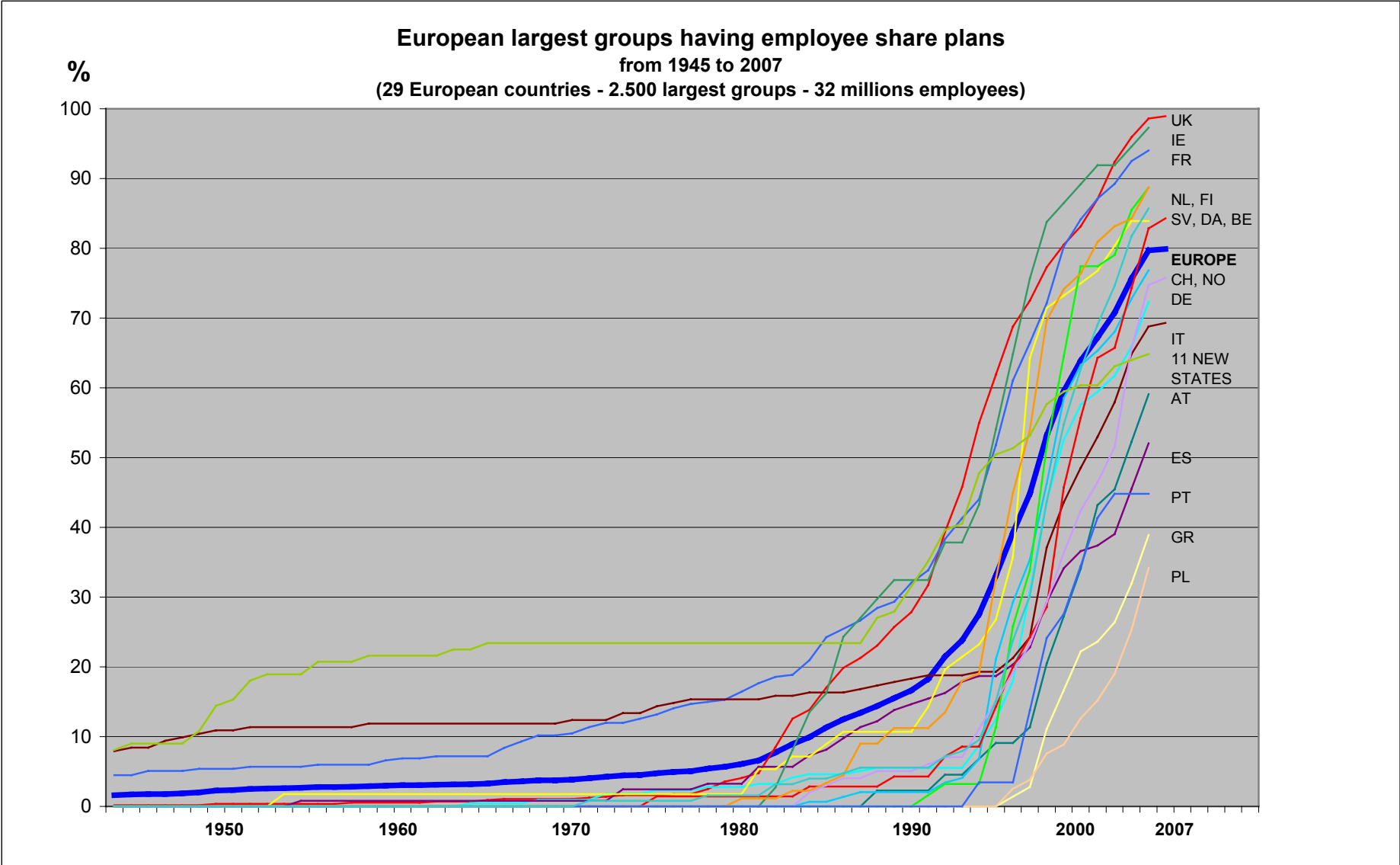
It is a fact that changes are quite recent in Norway compared to other European countries: Irish large companies launched their first employee share plan in 1994 in average – it was only in 2001 in Norway ([Graph 6](#)).

Norway appears also not far from the European average regarding stock options: 58% of large Norwegian companies have stock option plans, compared with 65.6% in Europe – but 97% in Ireland ([Graph 7](#)).

As a consequence, Norway is still low for the proportion of employee owners amongst all employees, with 17% compared with 26.2% in Europe and 40% in France ([Graph 8](#)).

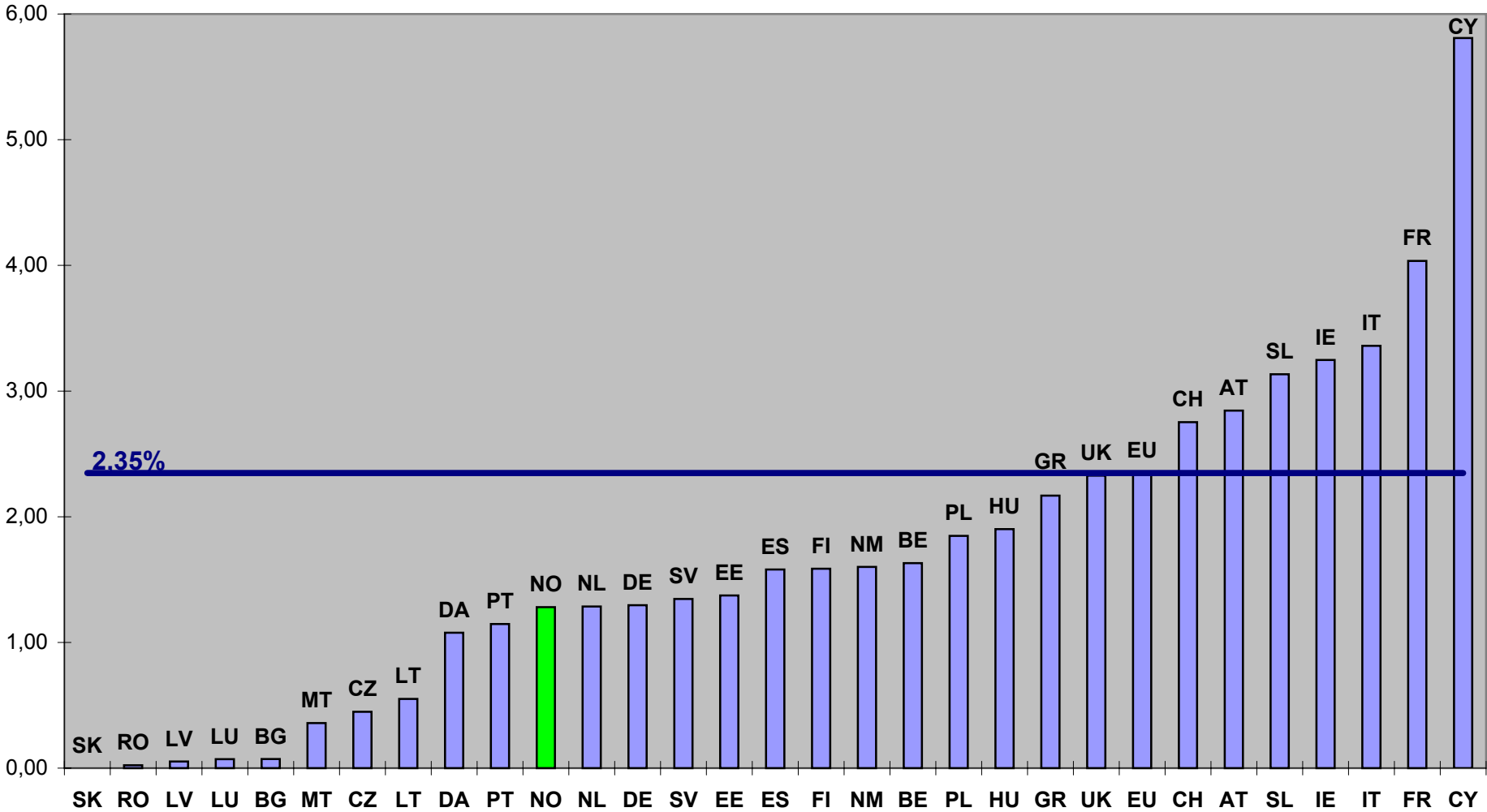
Still a bit low also considering companies having "significant" employee ownership: 40% in Norway compared to 50.2% in Europe and 70% in France ([Graph 9](#)).

Graph 1

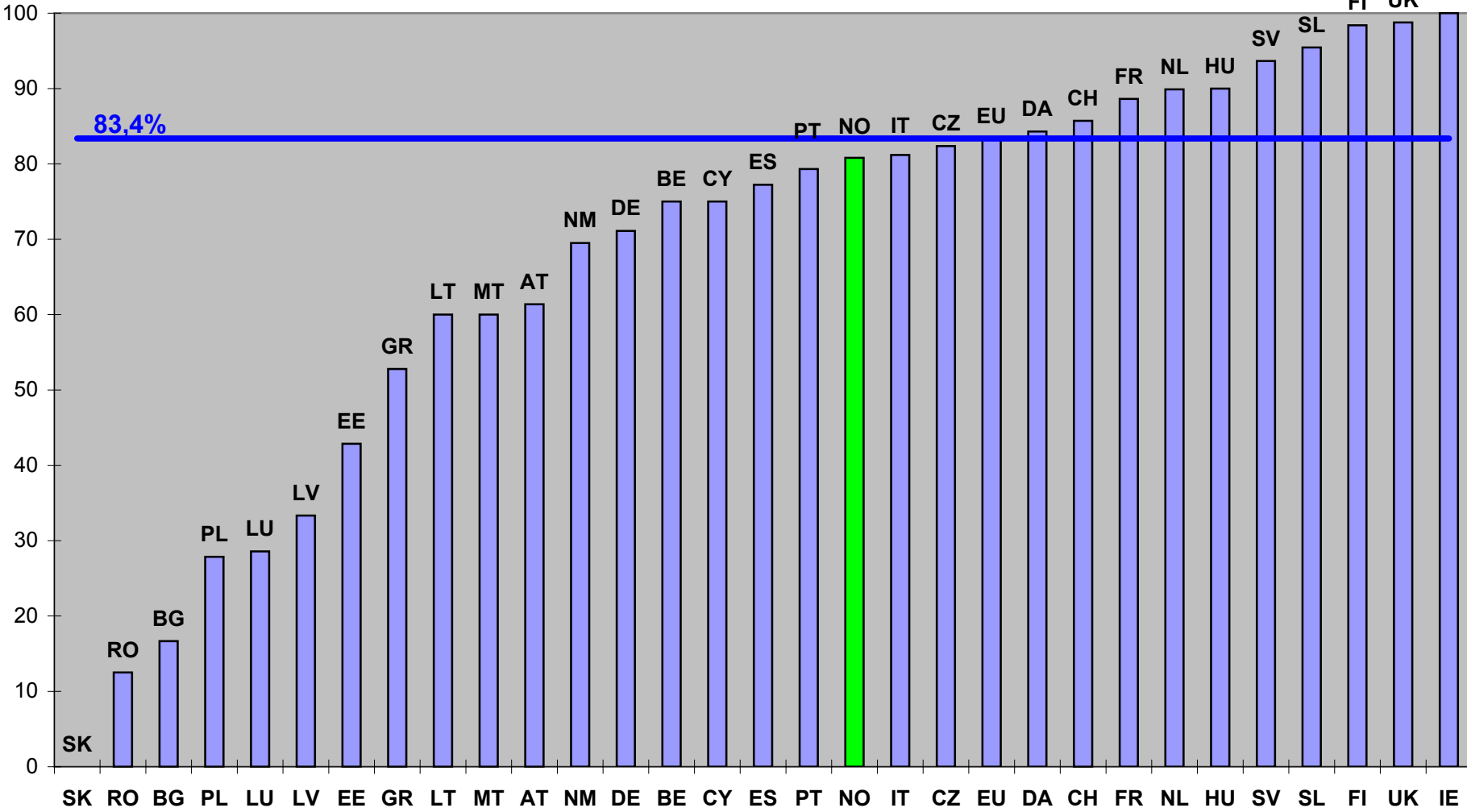


% CAPITAL HELD BY EMPLOYEES in 2006/7

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

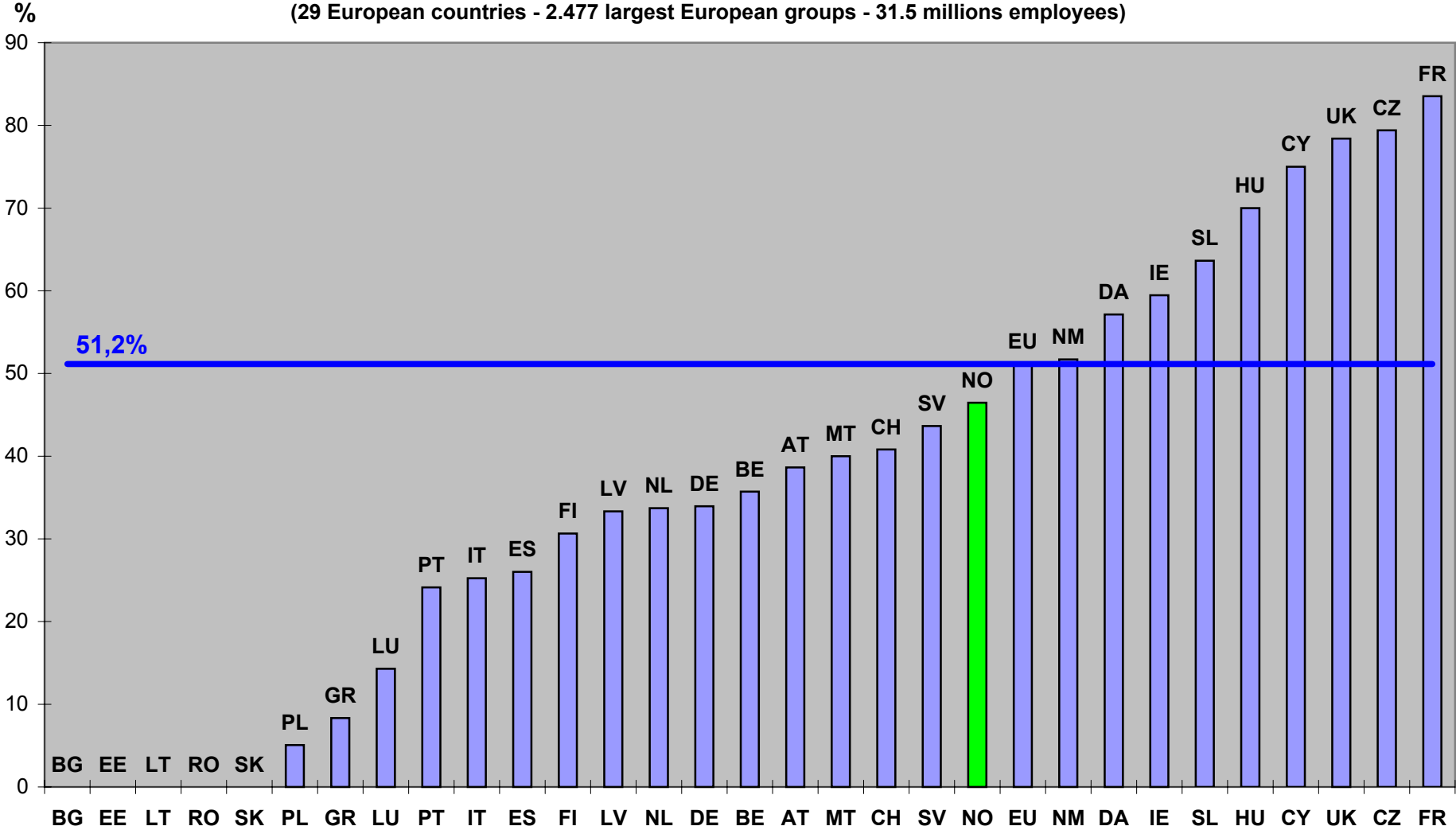


**% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP
in 2006/7**
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



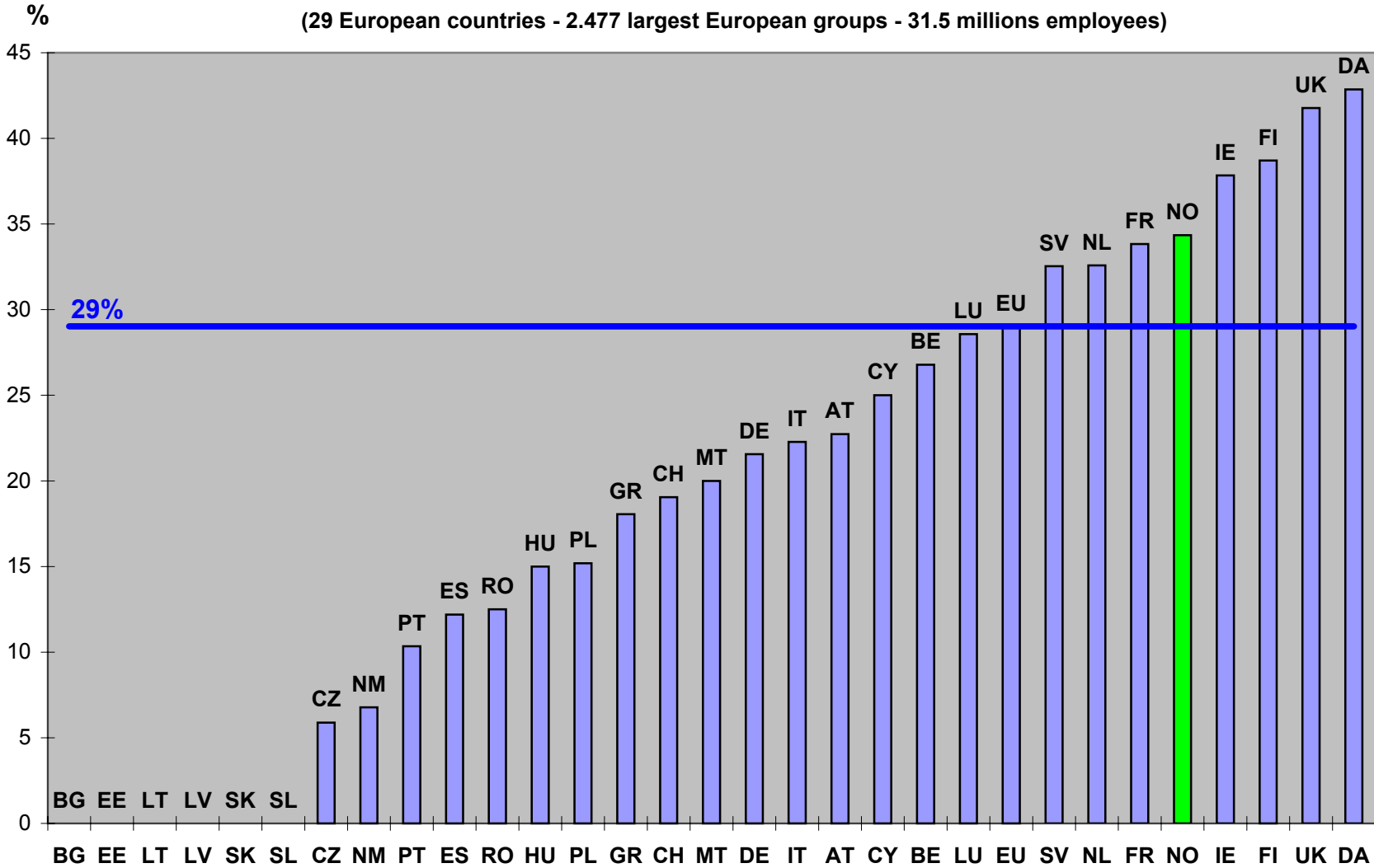
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

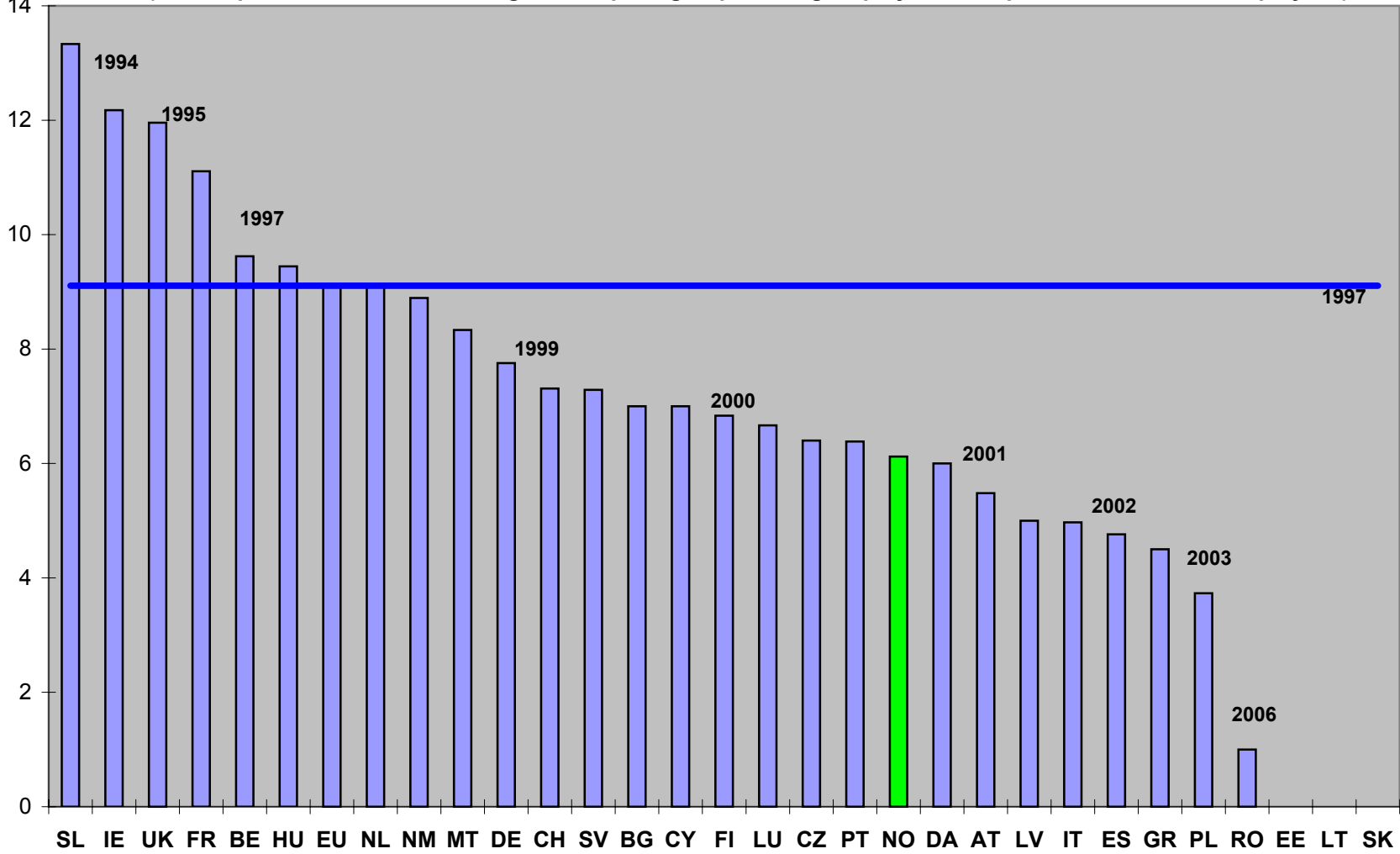
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

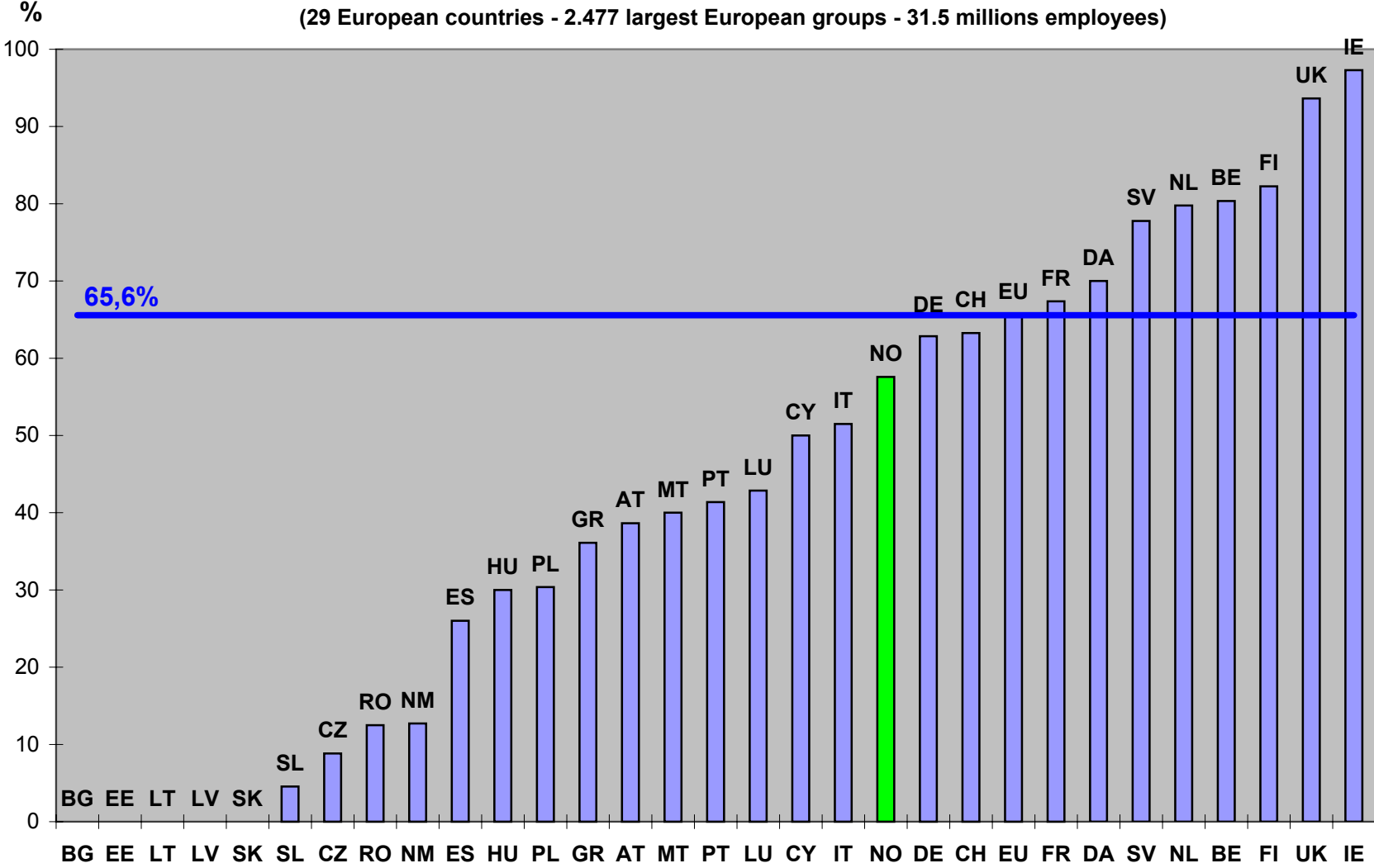
Number
of years

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



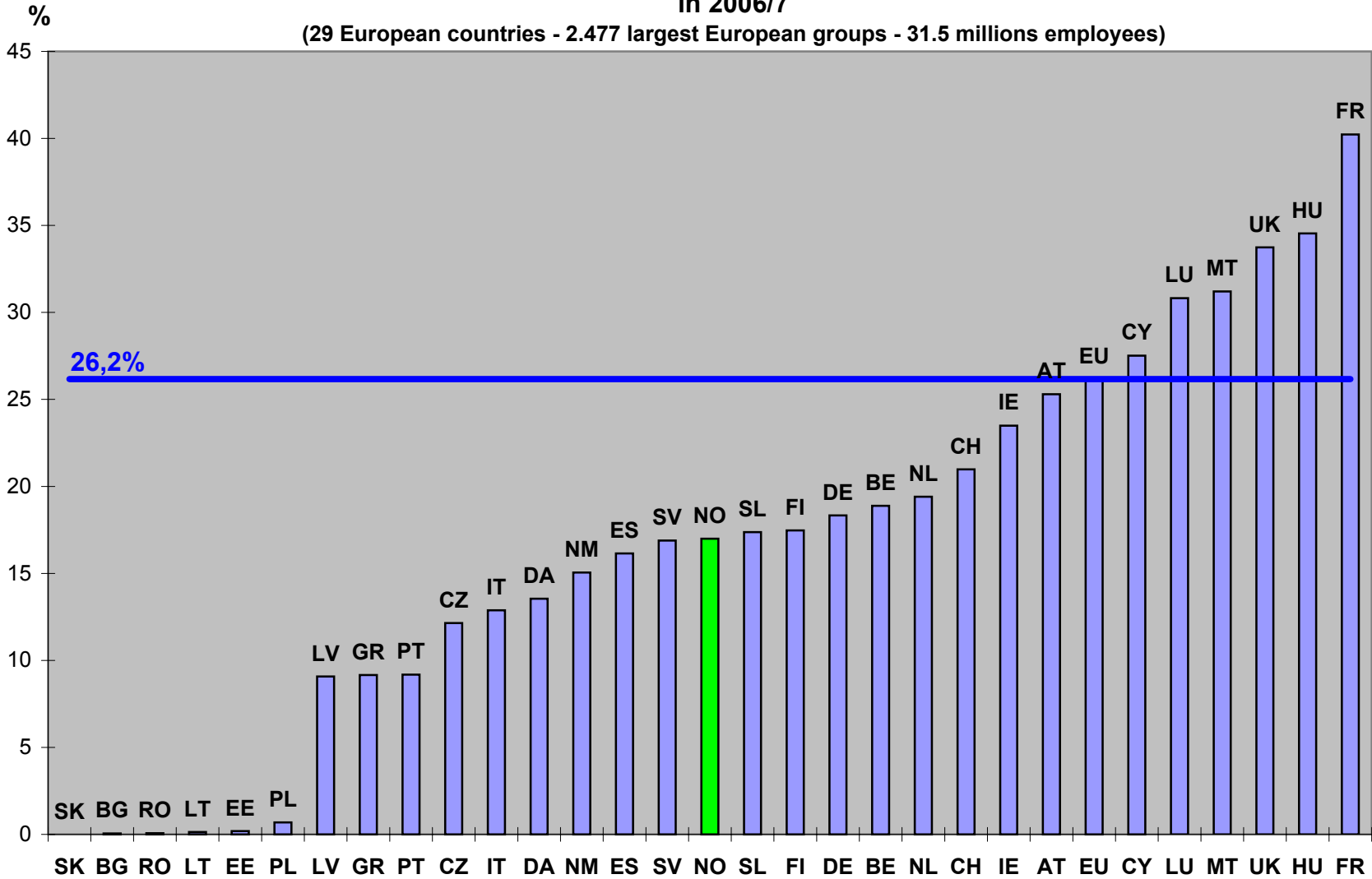
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



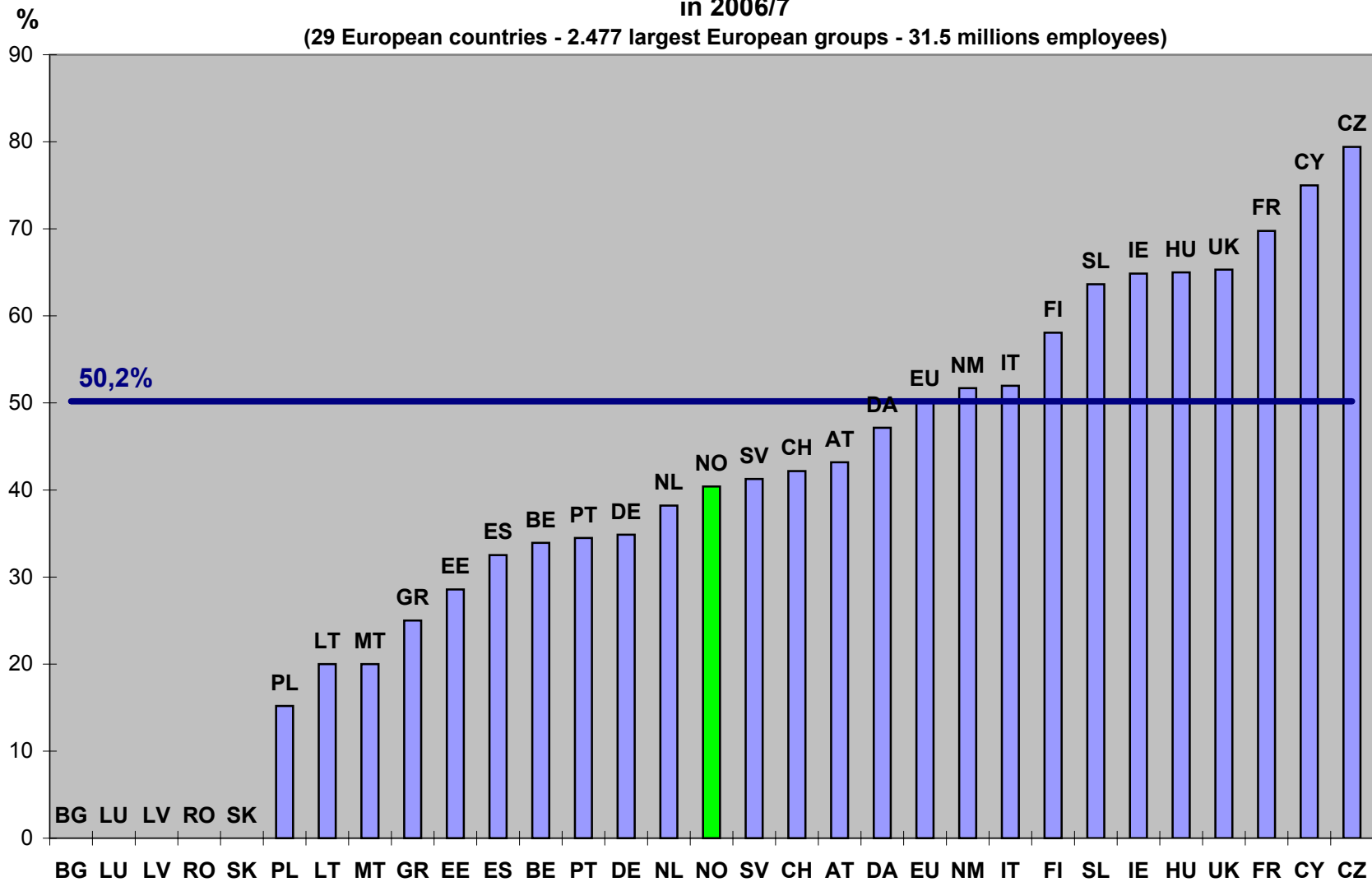
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

