

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.

PORTUGAL (PT)

Compared to other European countries, Portugal is not far from the last position regarding employee ownership in large companies.

Considering the global percentage of capital held by employees in large companies, it is 1.15% in Portugal compared with 2.35% in Europe and 4.03% in France ([Graph 2](#)).

Yet Portugal is not far from the European average considering large companies having some employee share ownership – with 79% in Portugal compared to 83.4% in Europe and 100% in Ireland ([Graph 3](#)).

But only 24% of Portuguese large companies have "broad based" employee share plans (all-employee plans) - compared to 51.2% in Europe and 84% in France ([Graph 4](#)).

The dynamics seems also very bad: Only 10% of Portuguese large companies launched new employee share plans in 2006/7 – compared with 29% in Europe and 44% in Denmark ([Graph 5](#)).

When they exist, employee share plans appear to be recent compared to many other European countries. Large Irish companies launched their first employee share plan in 1994 in average – it was only in 2000 in for Portuguese companies ([Graph 6](#)).

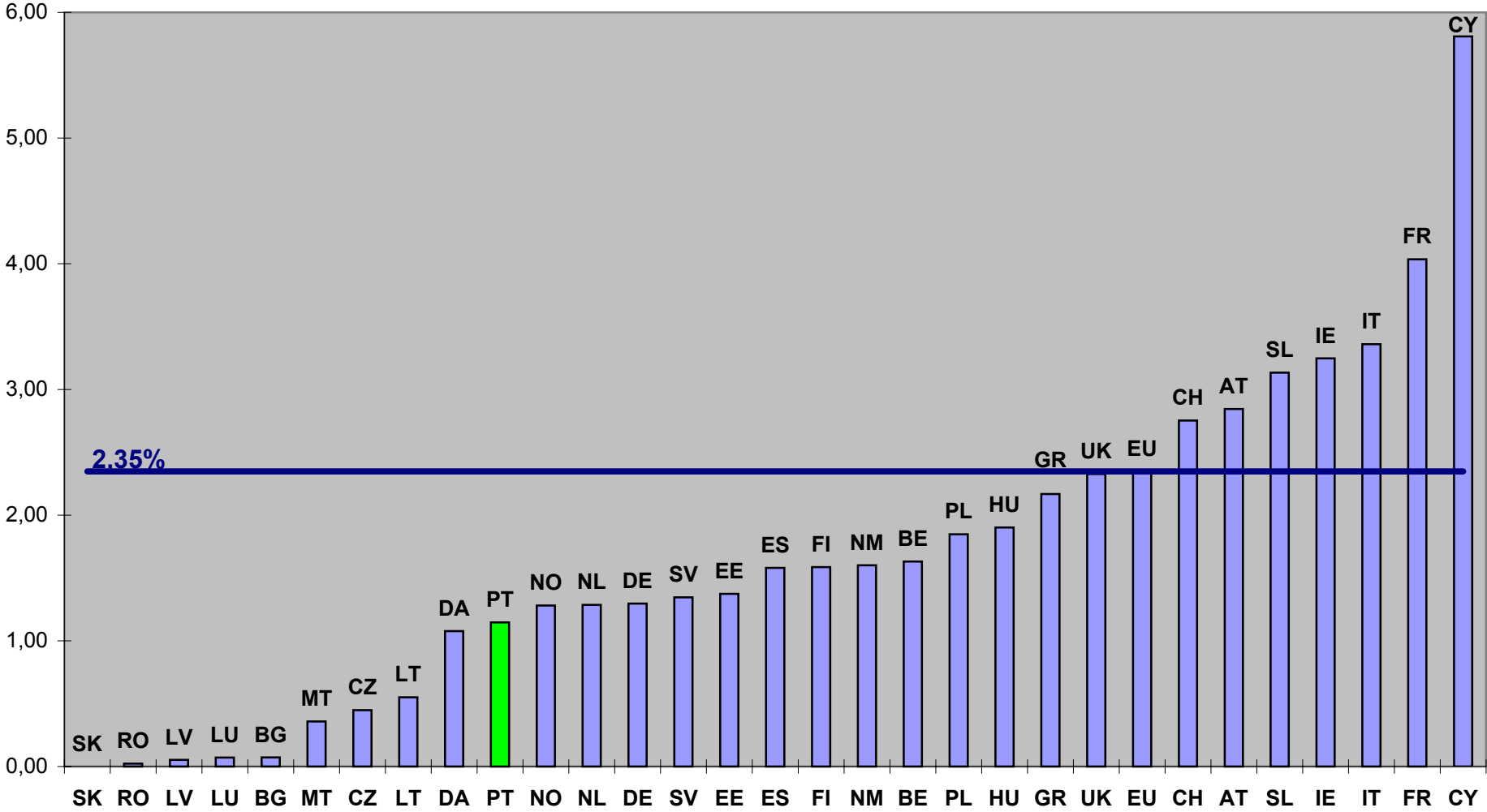
Portugal looks also low regarding stock options. 41% of Portuguese large companies have stock option plans – compared with 65.6% in Europe and 97% in Ireland ([Graph 7](#)).

As a consequence, employee owners are in very small number amongst all employees: It is 9% in Portugal compared to 26.2% in Europe and 40% in France ([Graph 8](#)).

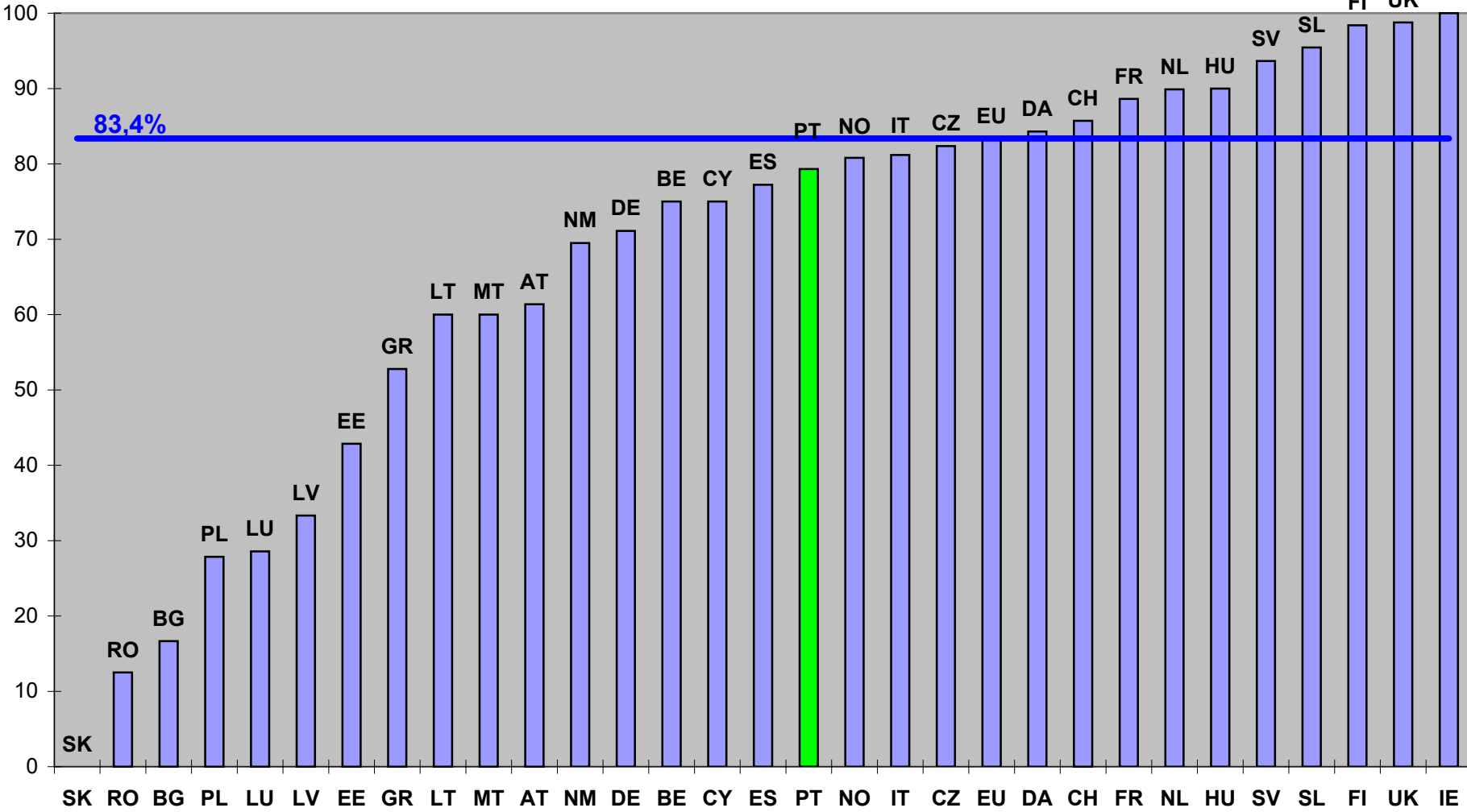
Finally, Portugal is also low for large companies having "significant" employee ownership: It is 34% in Portugal compared with 50.2% in Europe and 70% in France ([Graph 9](#)).

% CAPITAL HELD BY EMPLOYEES in 2006/7

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

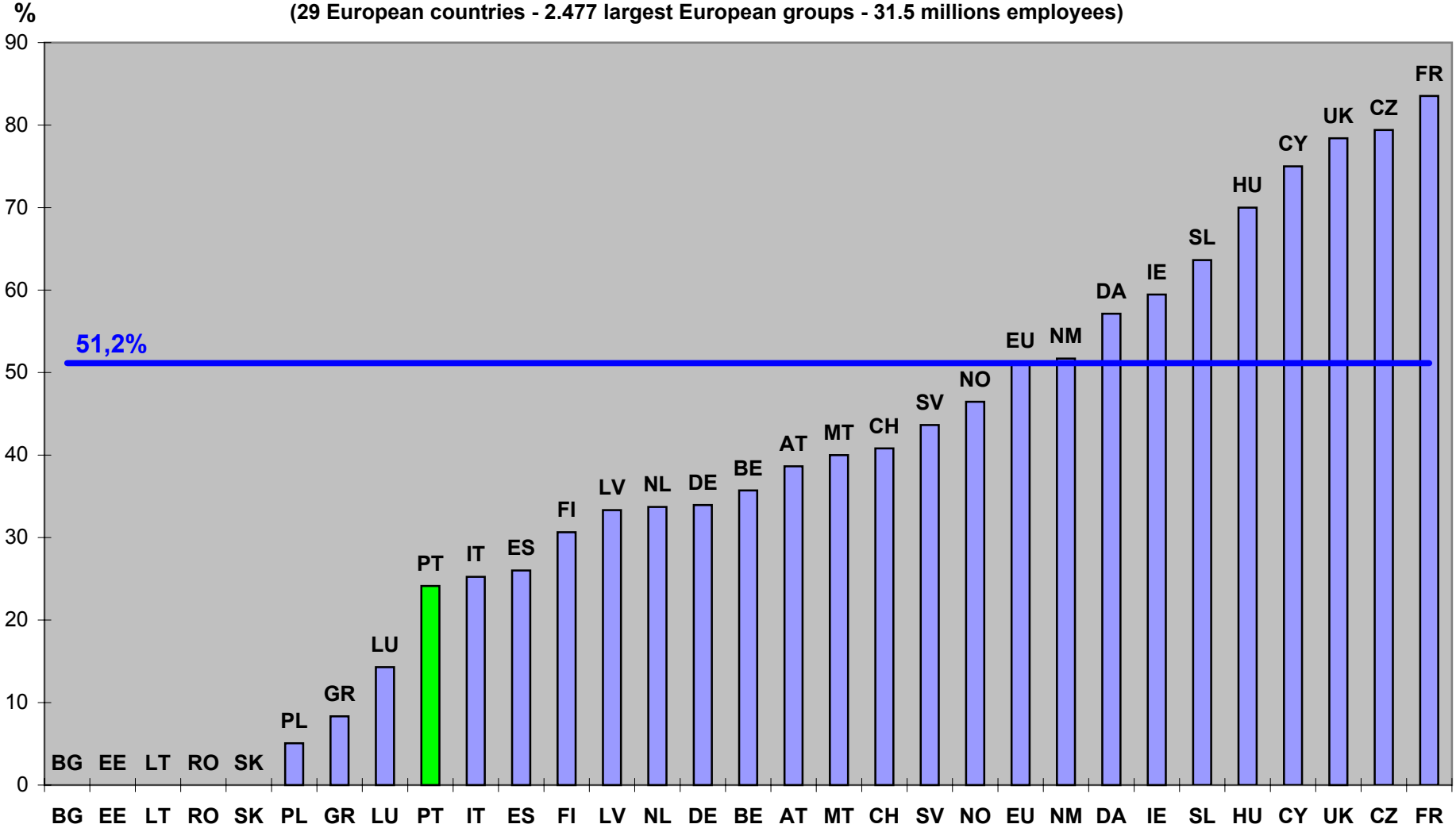


% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP in 2006/7 (29 European countries - 2.477 largest European groups - 31.5 millions employees)



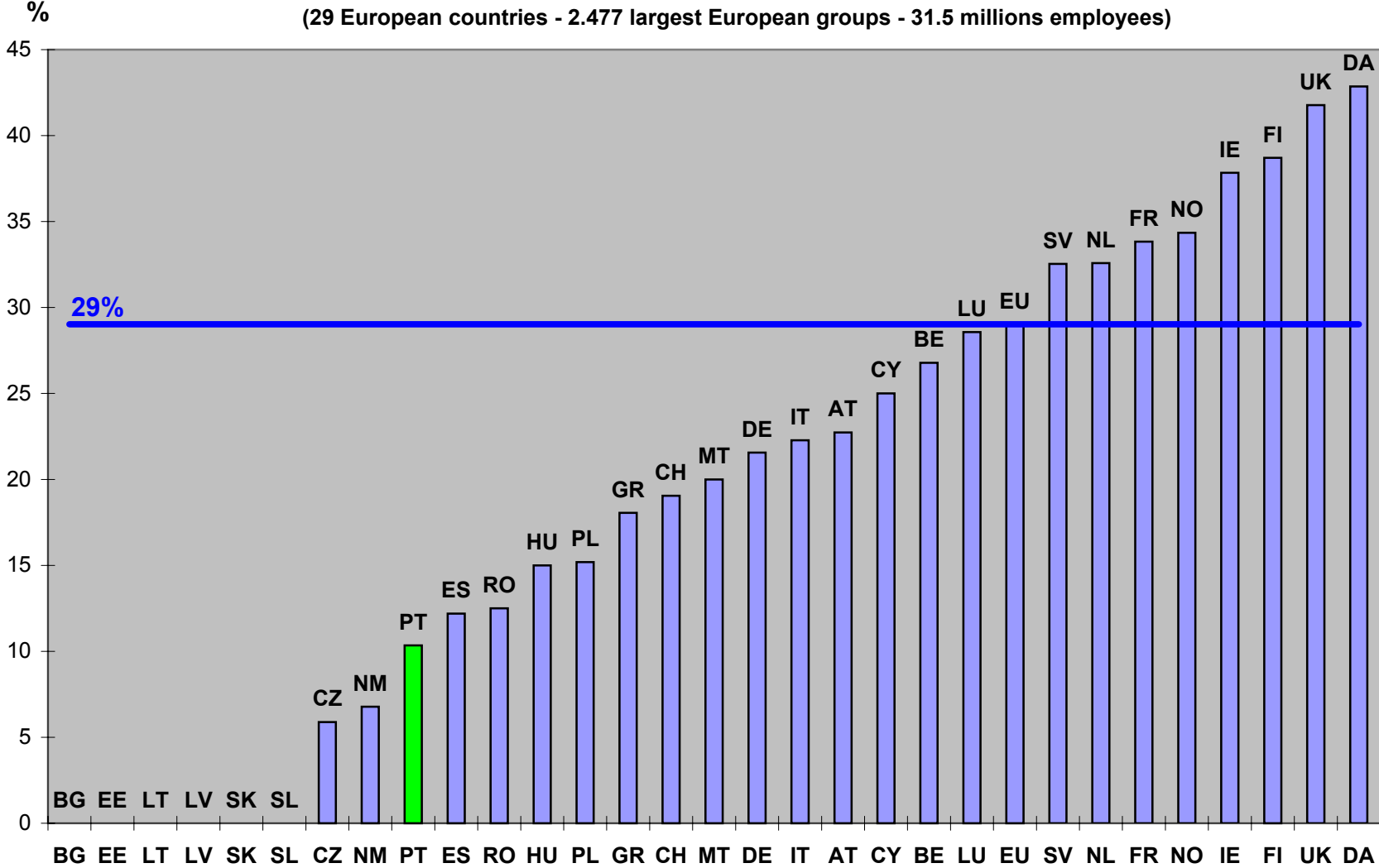
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

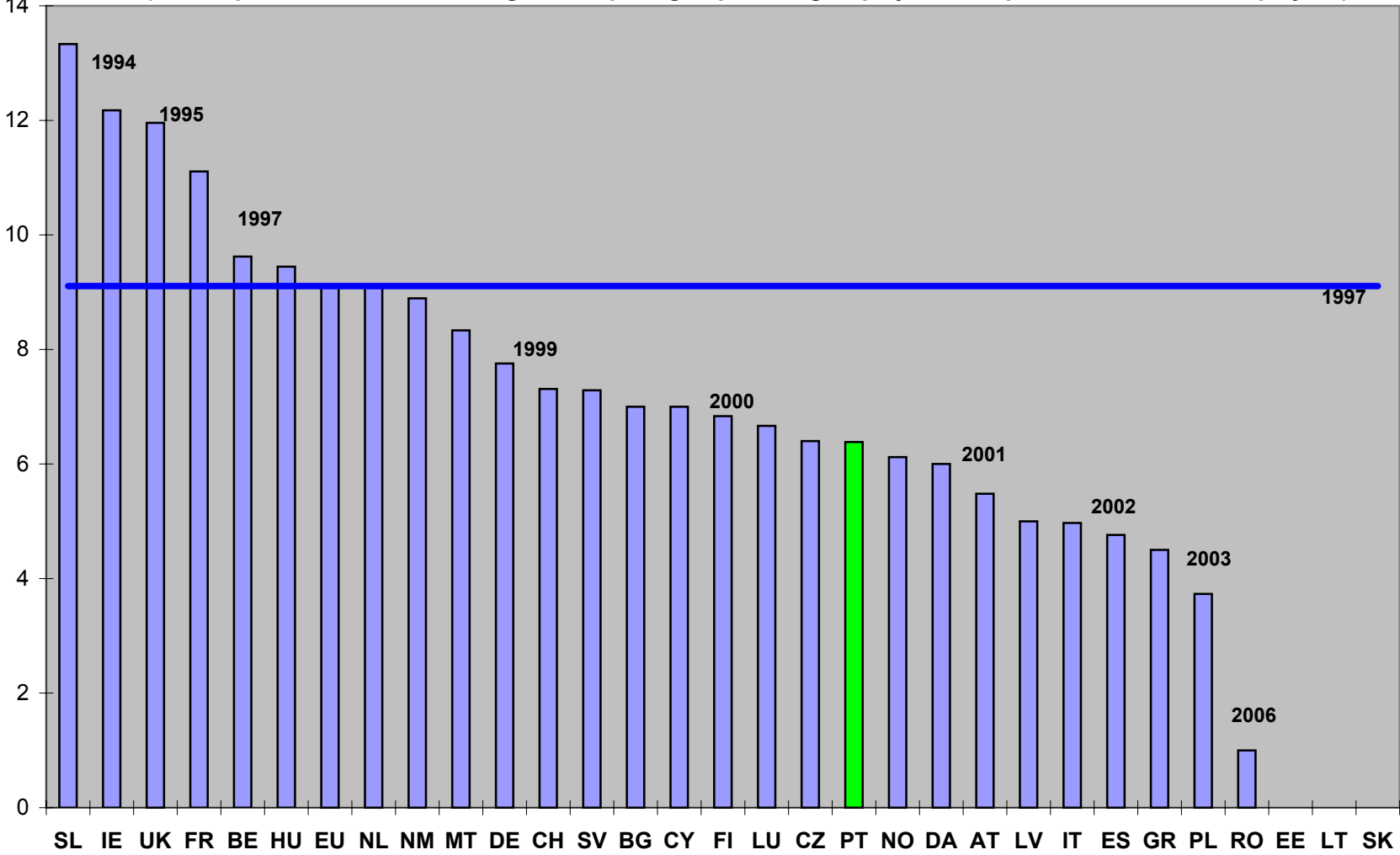
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

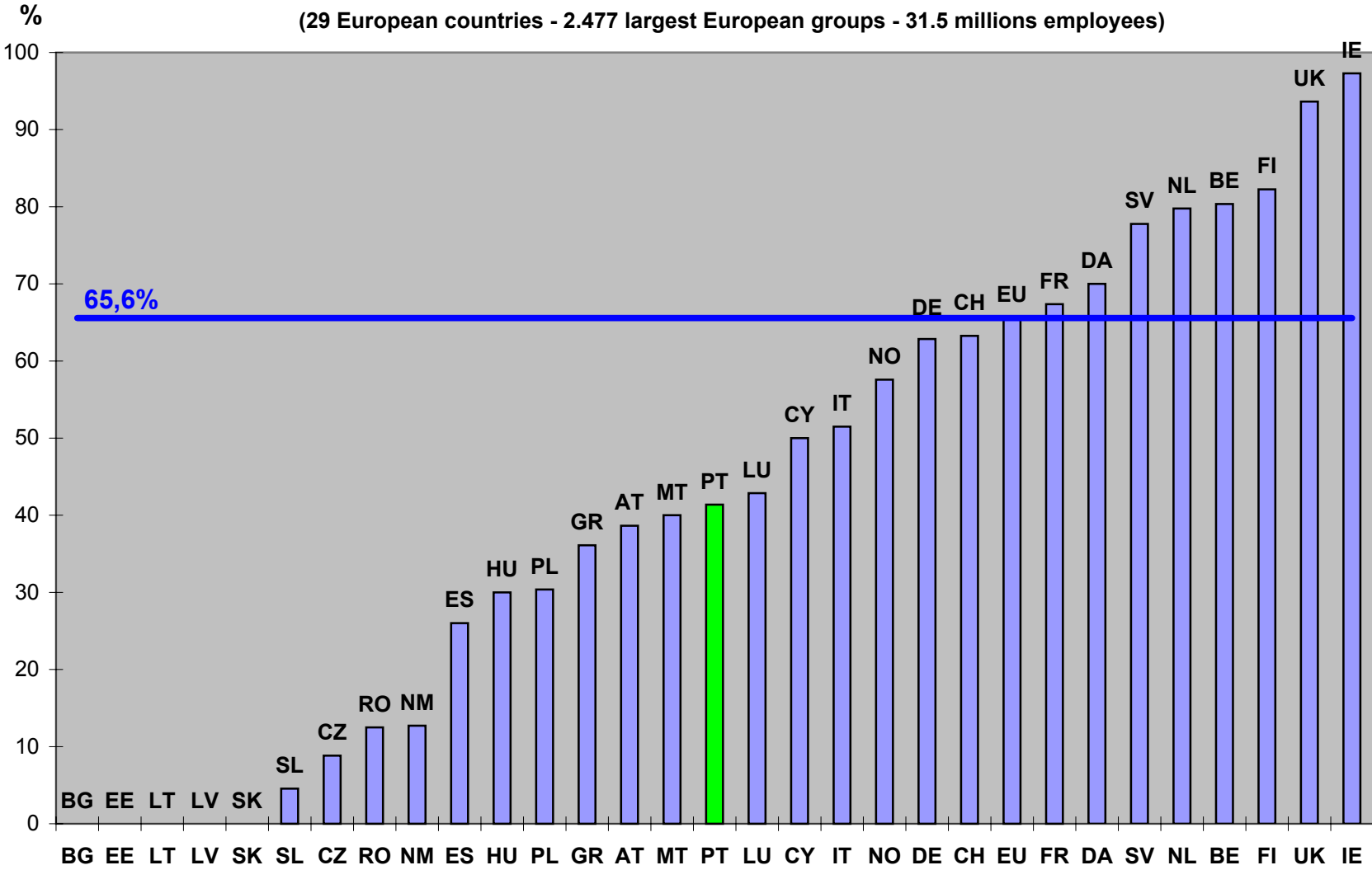
Number
of years

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



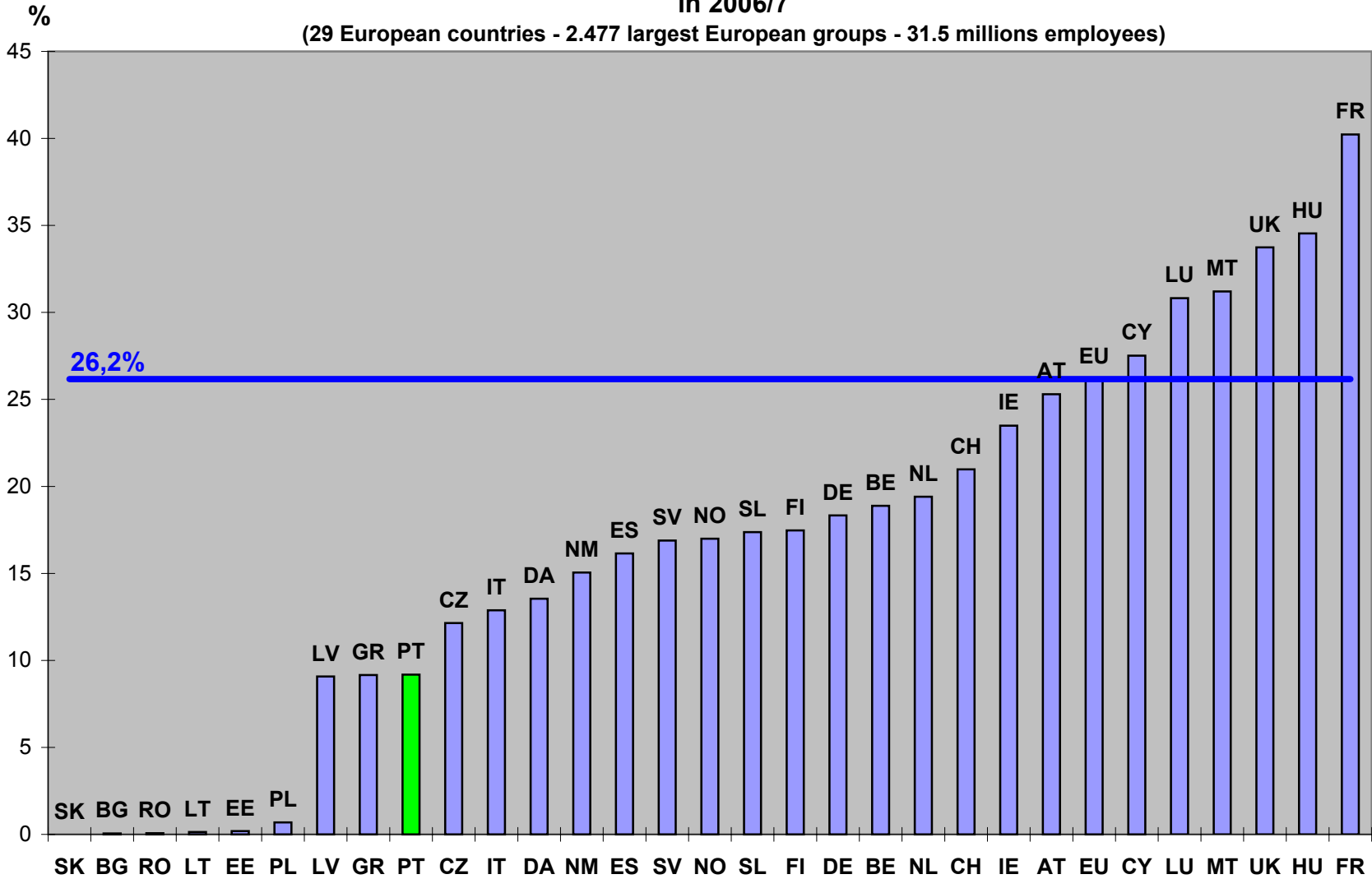
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



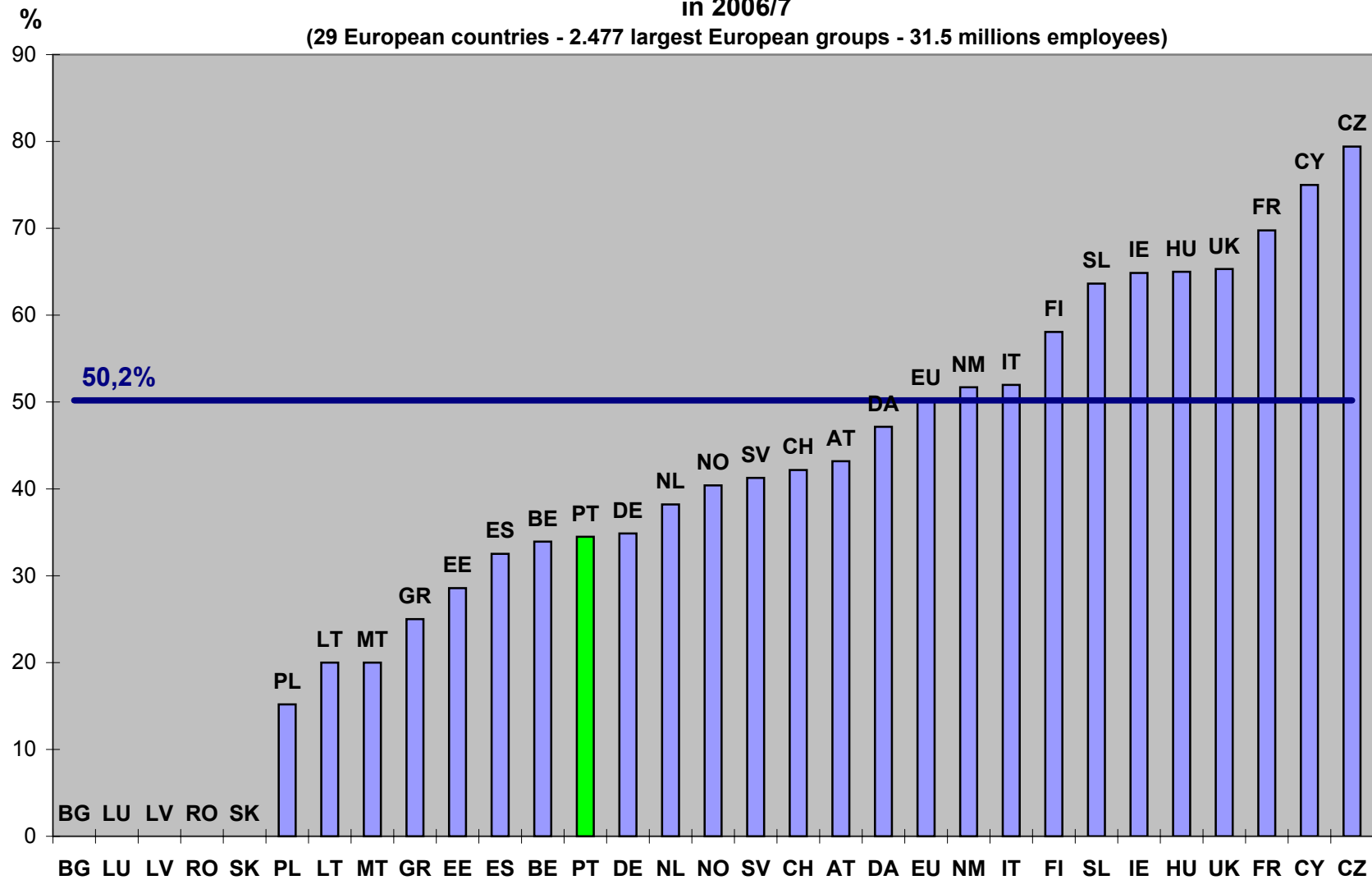
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

