

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.

SWITZERLAND (CH)

Switzerland seems comparable to the average of all European countries. It is even not too bad compared to the best countries, but with some weaknesses.

Considering the global percentage of capital held by employees, Switzerland looks good (2.75% compared to 2.35% in average for all European countries) – see [Graph 2](#).

86% of all large Swiss companies have some employee share ownership, compared to 83.4% for all European countries – Ireland being at 100% ([Graph 3](#)).

However, Switzerland seems a bit low considering "broad based" employee share plans (all-employee plans) in large companies – on 41% compared to 51.2% for all European countries and 84% in France ([Graph 4](#)).

Low dynamics: This is the weak point for Switzerland. Only 19% of all Swiss large companies launched new employee share plans in 2006/7 – compared with 29% in all European countries and 44% in Denmark ([Graph 5](#)).

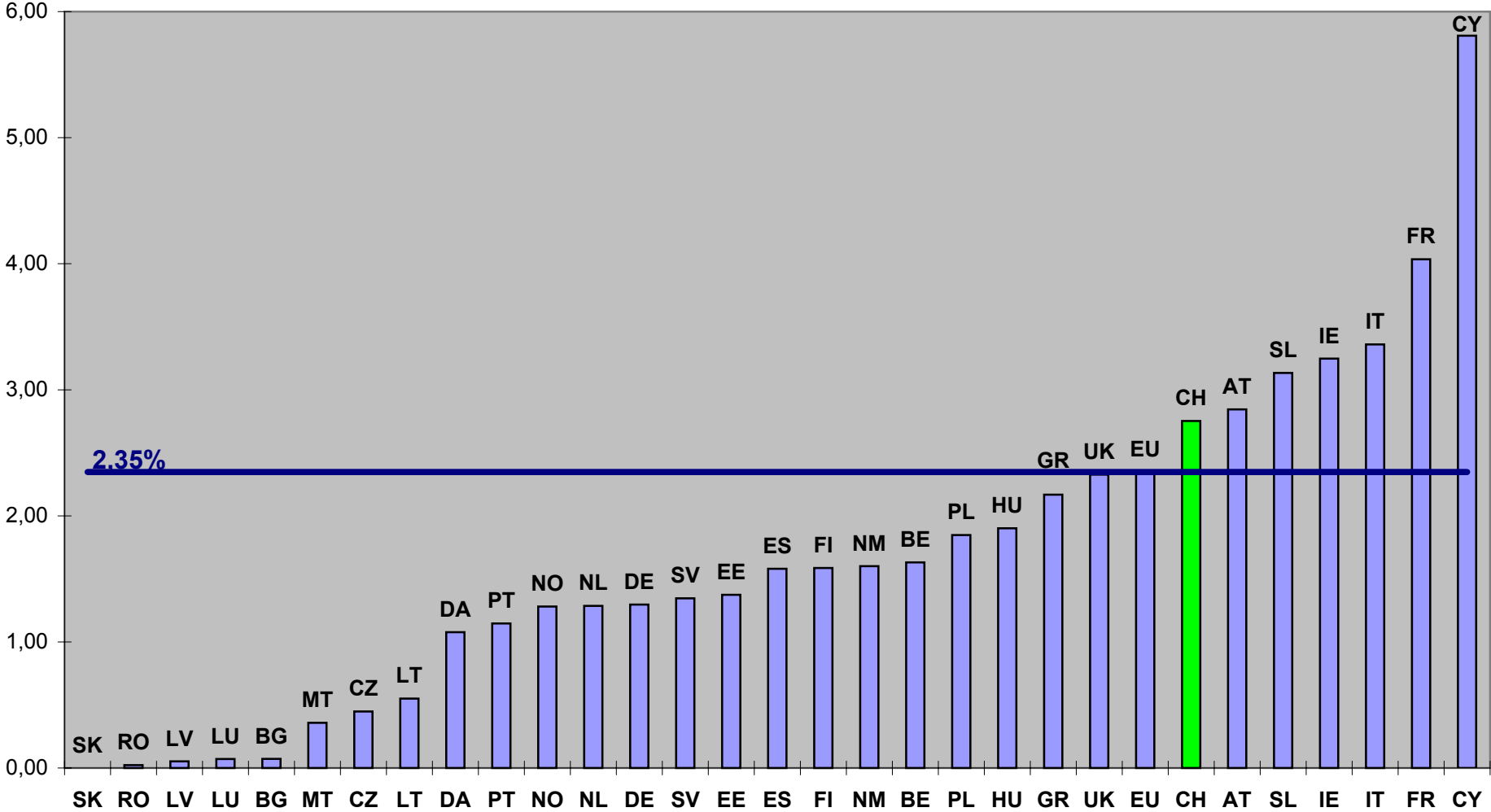
Employee share plans in Switzerland appear to be quite recent compared to several other European countries. Irish large companies launched their first employee share plan in 1994 in average – it was only in 1999 for Switzerland ([Graph 6](#)). However, Switzerland was not far from the average of all European countries (1997).

Switzerland is also close to the average regarding stock options. 63% of Swiss large companies have stock option plans, compared with 65.6% for all European countries – but 97% in Ireland ([Graph 7](#)).

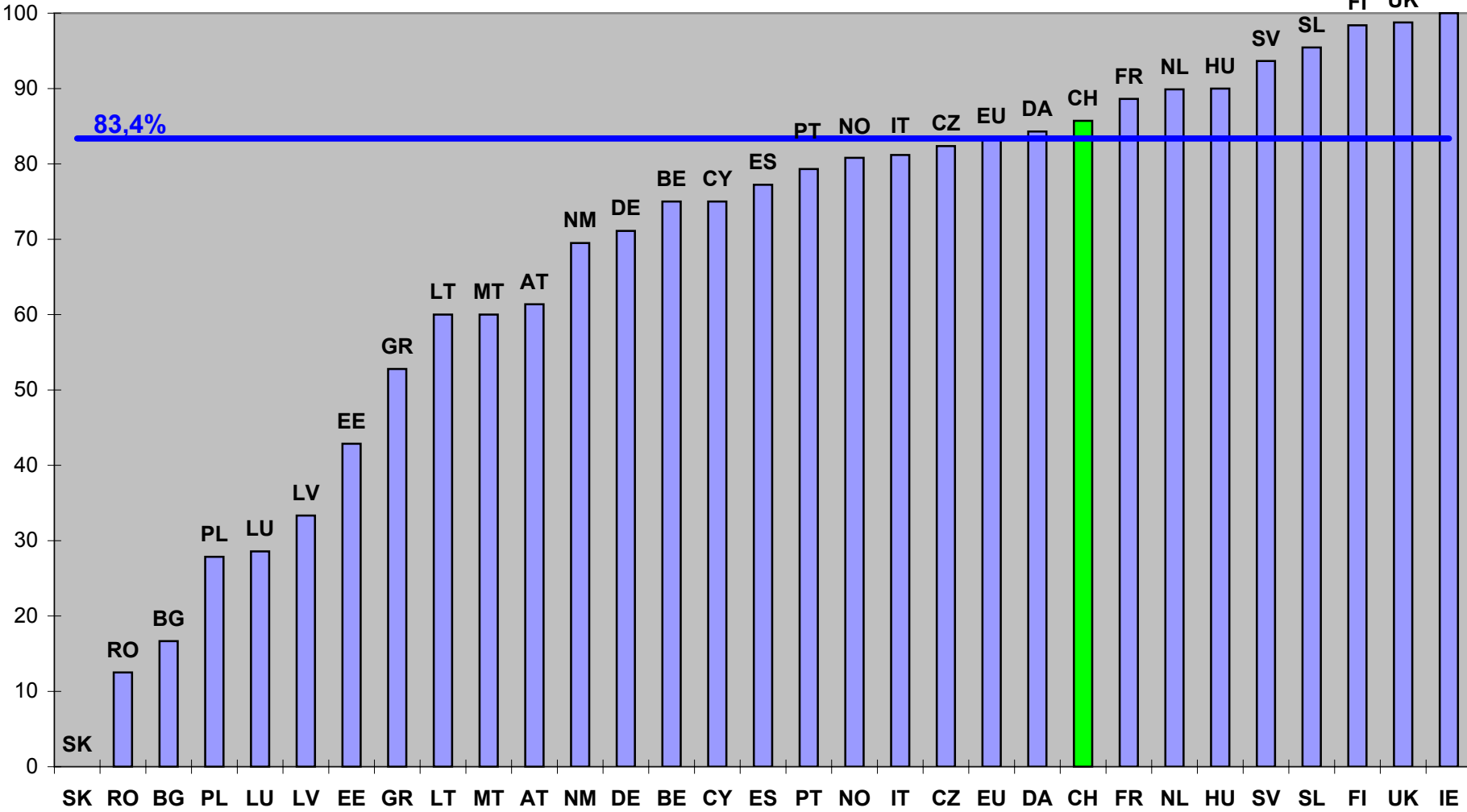
Finally, Switzerland seems still a bit low for the proportion of employee owners amongst all employees, with 21% compared to 26.2% in average – still far from the 40% in France ([Graph 8](#)). Same remark about large companies having "significant" employee ownership: It is 42% in Switzerland compared to 50.2% in average 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)

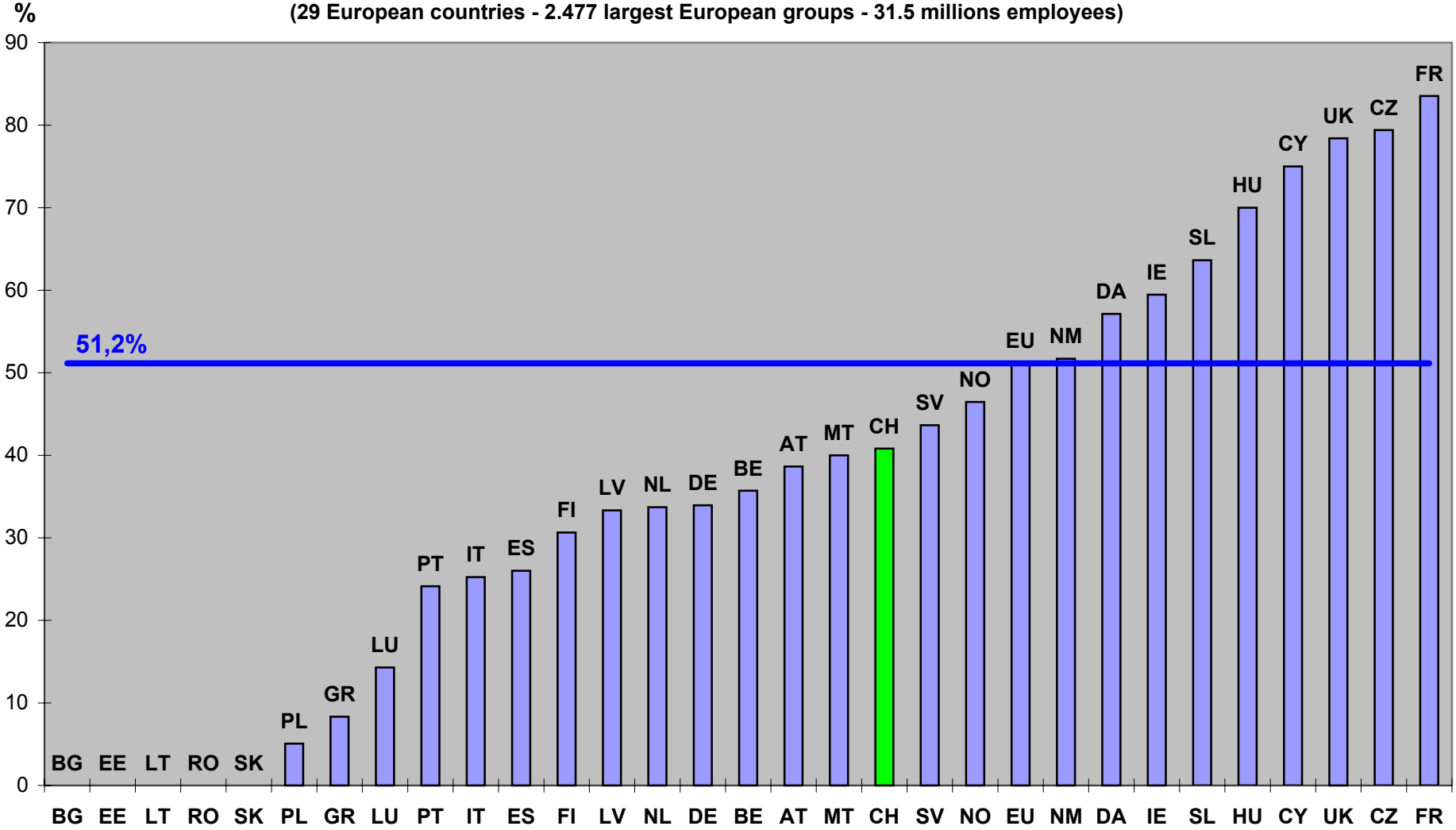


% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP
in 2006/7
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



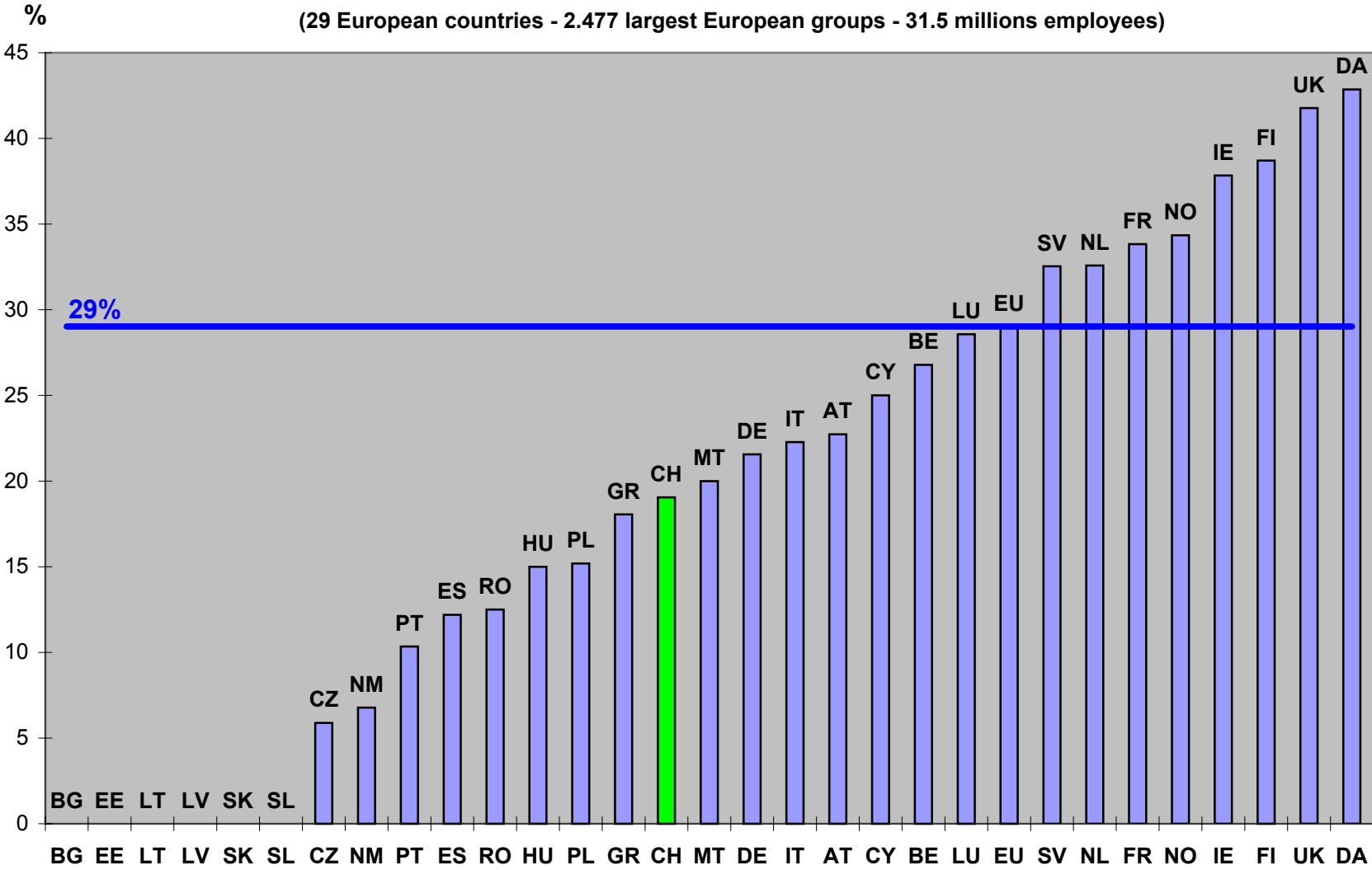
% EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

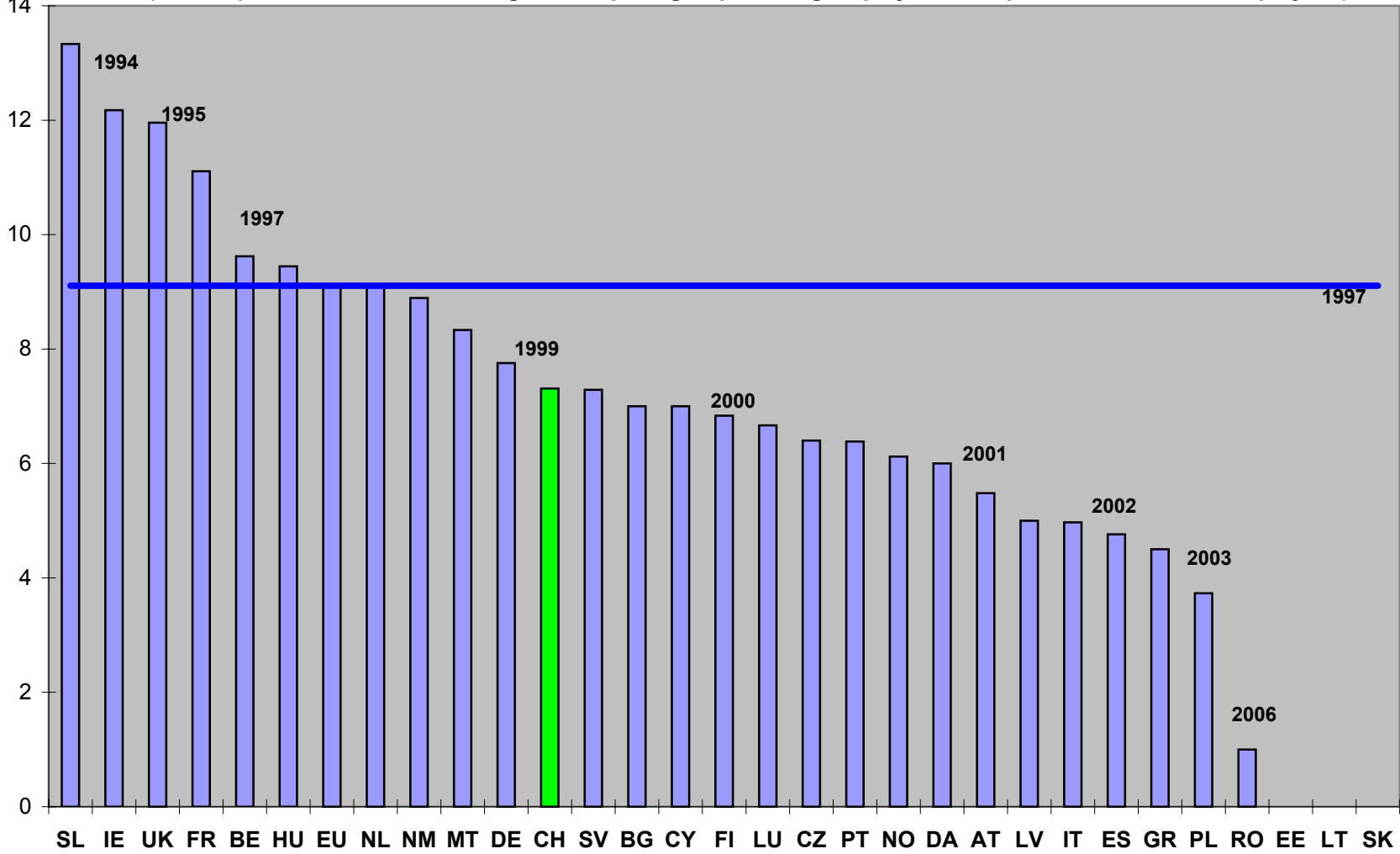
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

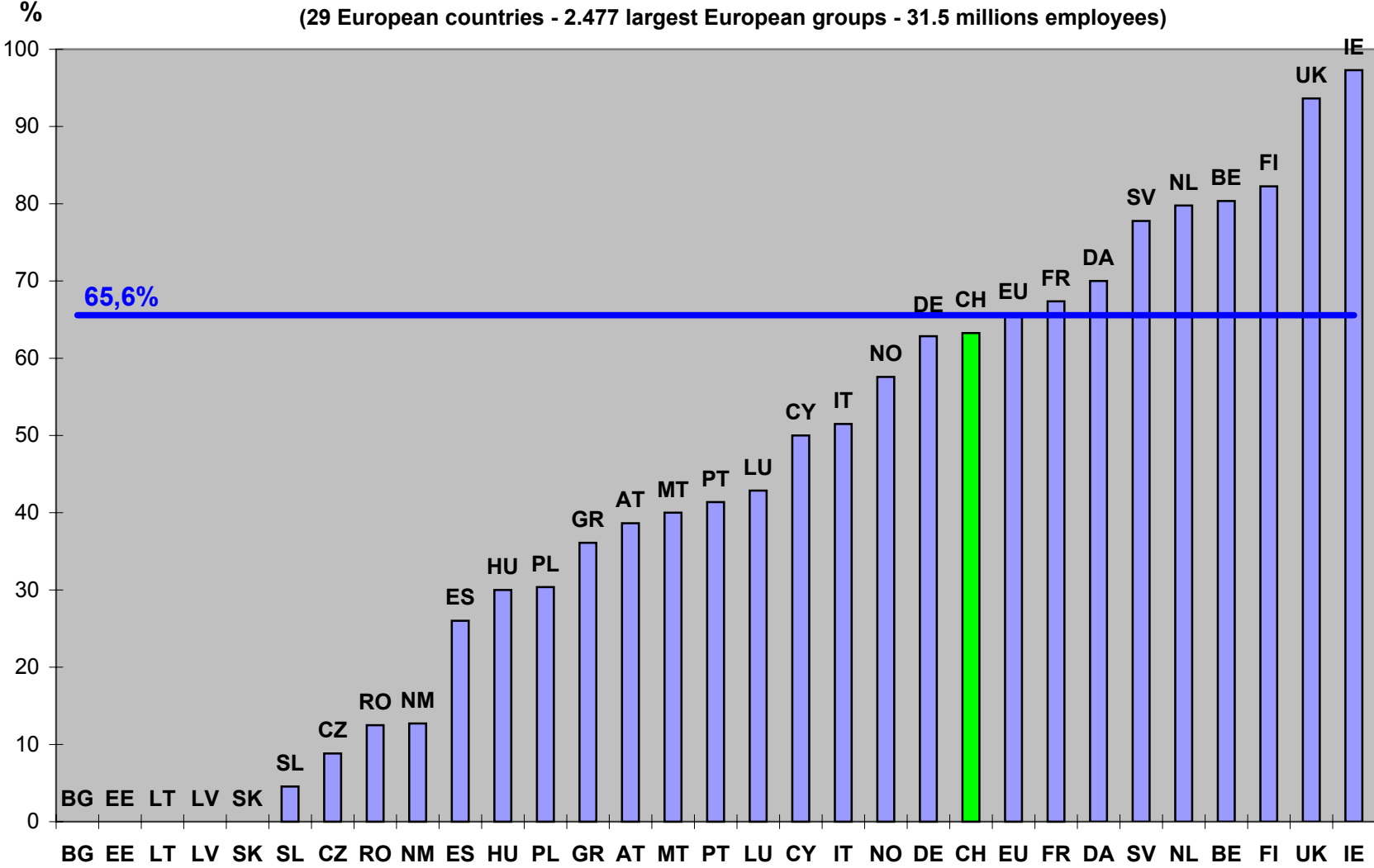
Number
of years

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



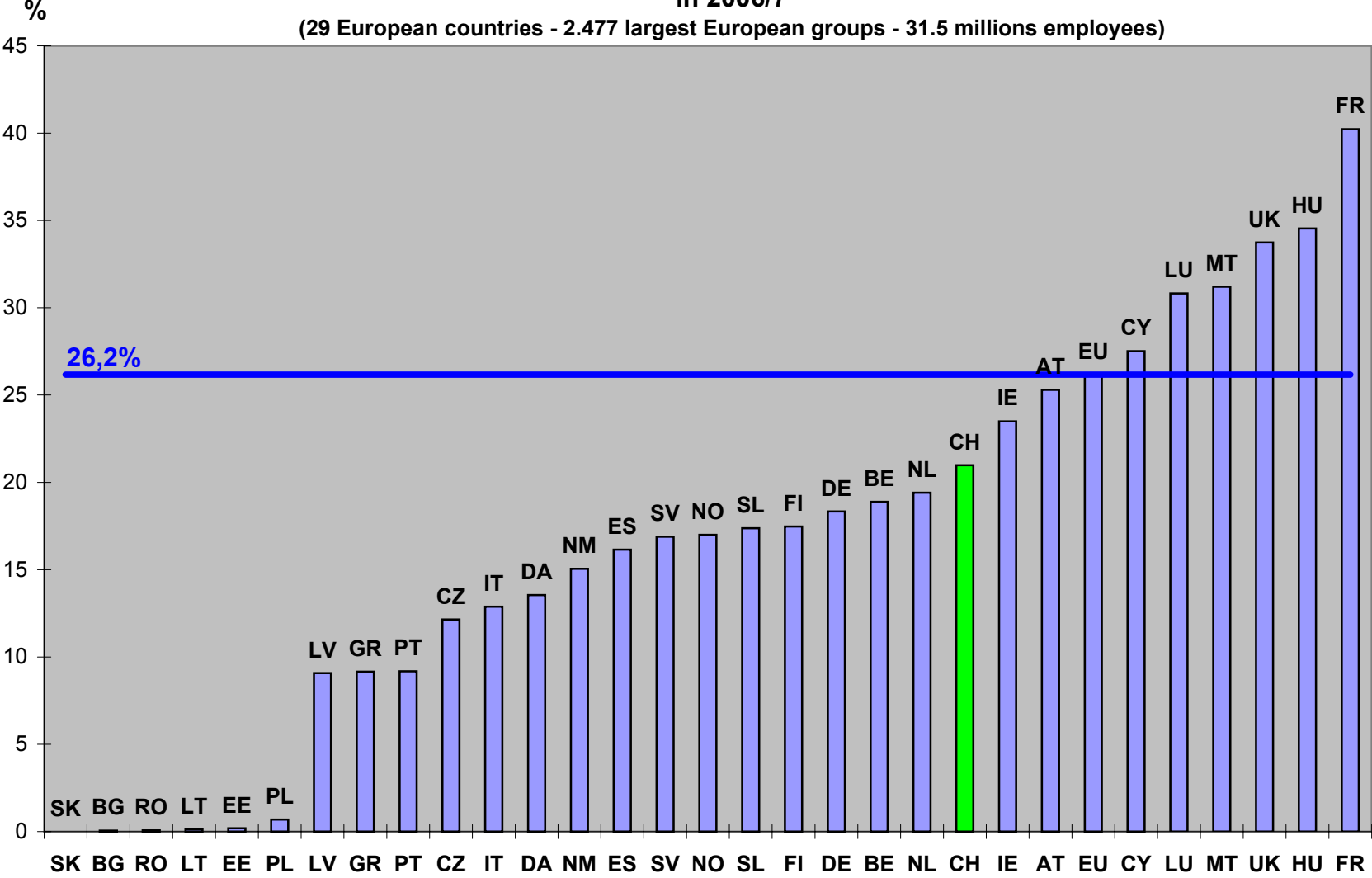
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2006/7

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



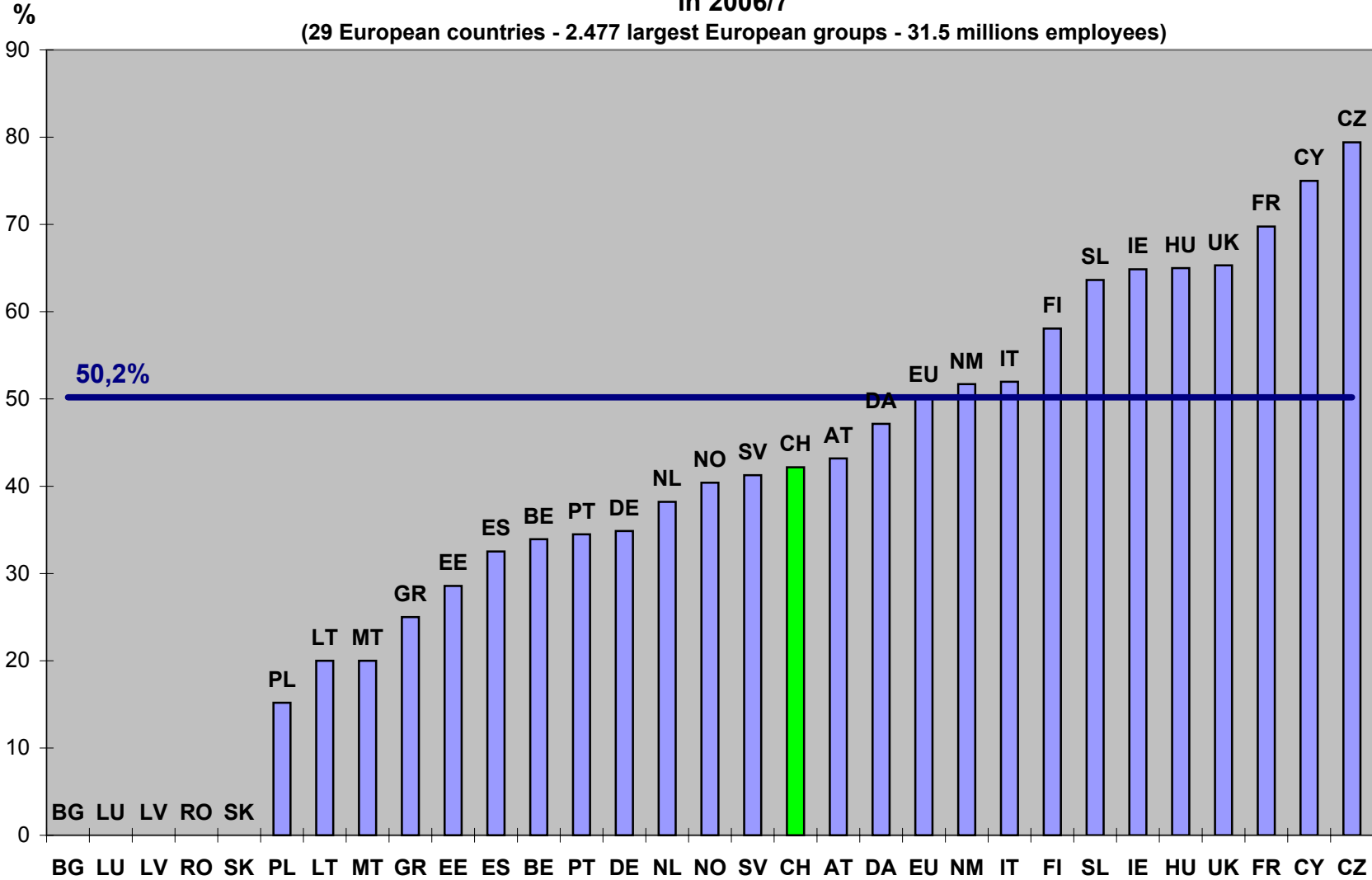
% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

