

## **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.

### **UNITED KINGDOM (UK)**

Compared to other European countries, employee ownership is at the top in UK. For 25 years in fact, UK and France seems contending for the number one title in Europe.

Considering the global percentage of capital held by employees in large companies, France was more effective, seeing that UK is at 2.33% compared with 2.35% in Europe - but 4.03% in France ([Graph 2](#)). However, UK raised from 1.95% in 2005/6 to 2.33% in 2006/7 – the highest growth of all European countries, while France stayed over its 4.03%.

UK is number one with Ireland considering large companies having some employee share ownership – with 99% compared to 100% in Ireland but only 89% in France ([Graph 3](#)).

France surpasses UK for large companies having "broad based" employee share plans (all-employee plans) – It is 78% in UK compared to 84% in France, both countries being much above the European average of 51.2% ([Graph 4](#)).

Higher dynamics in UK. 42% of British large companies launched new employee share plans in 2006/7 – compared with 29% in Europe, 34% in France, 44% in Denmark ([Graph 5](#)). It is remarkable that European top countries are also amongst those with highest dynamics.

UK was not far from number one for employee share plans in large companies: Large British companies launched their first employee share plan in 1995 in average, compared with 1994 in Ireland and 1996 in France ([Graph 6](#)).

UK and Ireland are at the top regarding stock options. 94% of British large companies have stock option plans – compared with 97% in Ireland, much higher than the 67% in France ([Graph 7](#)).

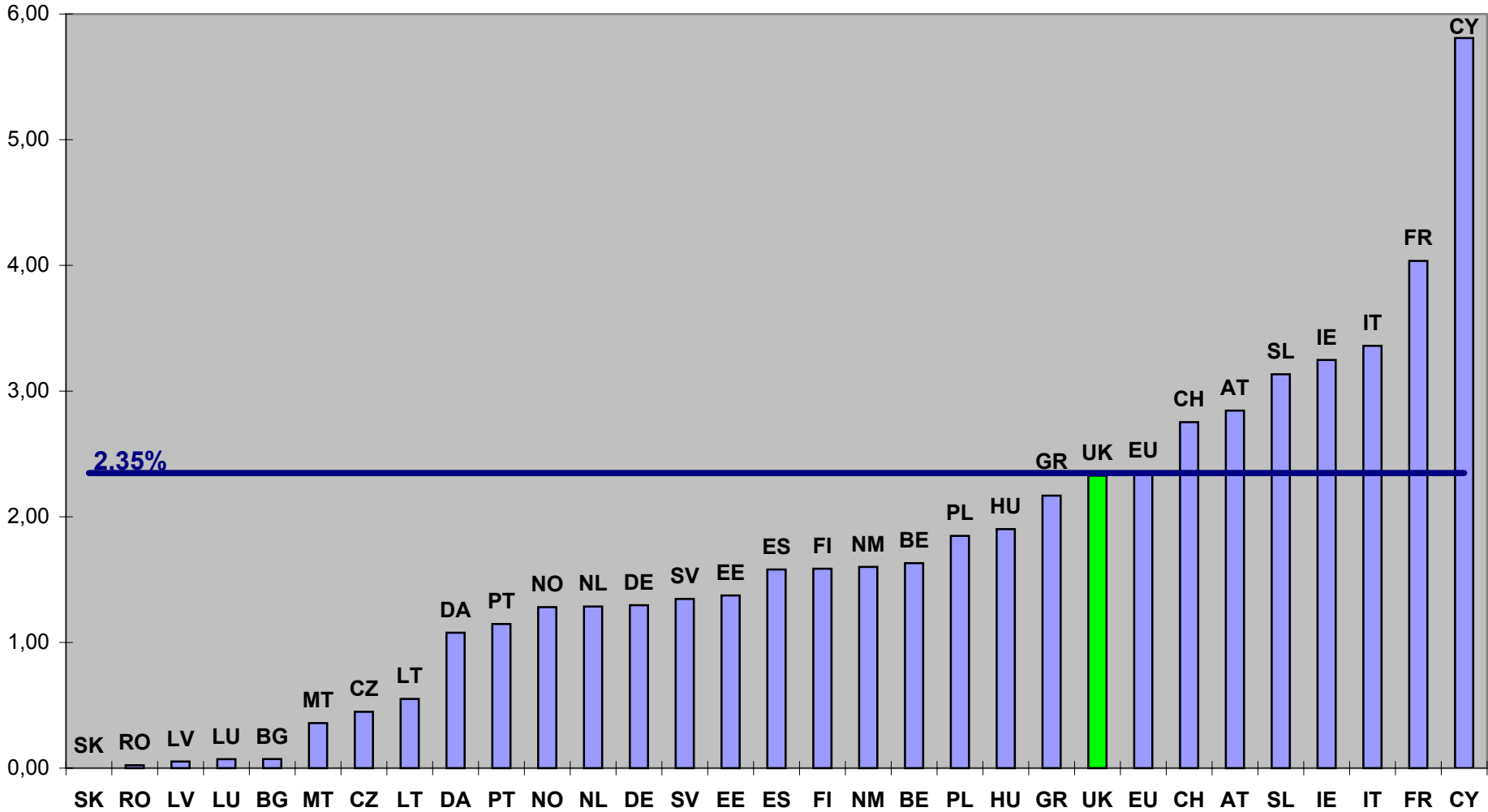
As a consequence, UK is still lower than France for the proportion of employee owners amongst all employees in large companies: It is 34% in UK compared with 40% in France – but still only 26.2% in Europe ([Graph 8](#)).

Finally, UK is also a bit lower than France for large companies having "significant" employee ownership: It is 65% in UK and 70% in France, compared with 50.2% in Europe ([Graph 9](#)).

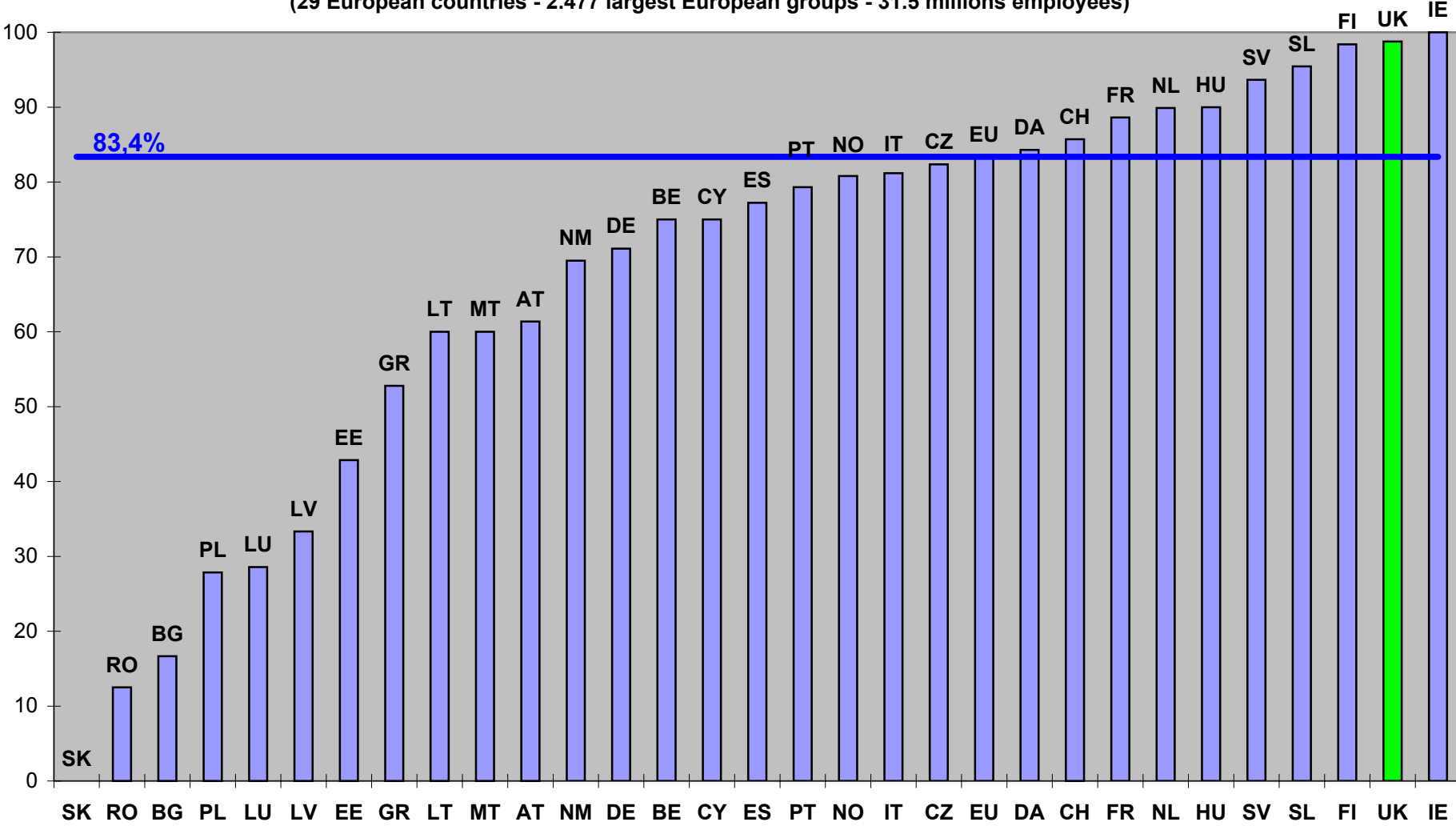


### % CAPITAL HELD BY EMPLOYEES in 2006/7

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

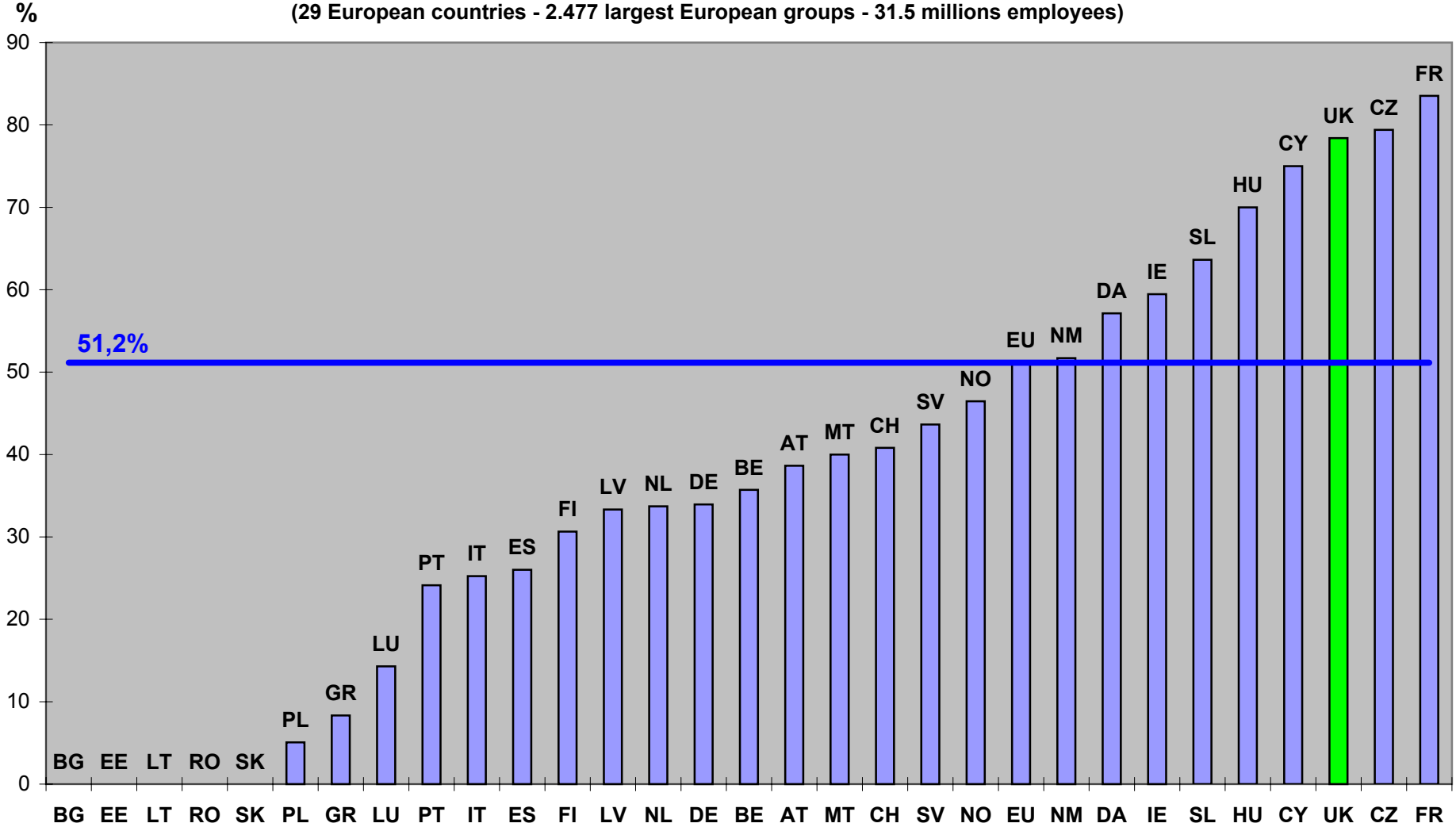


**% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP**  
**in 2006/7**  
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



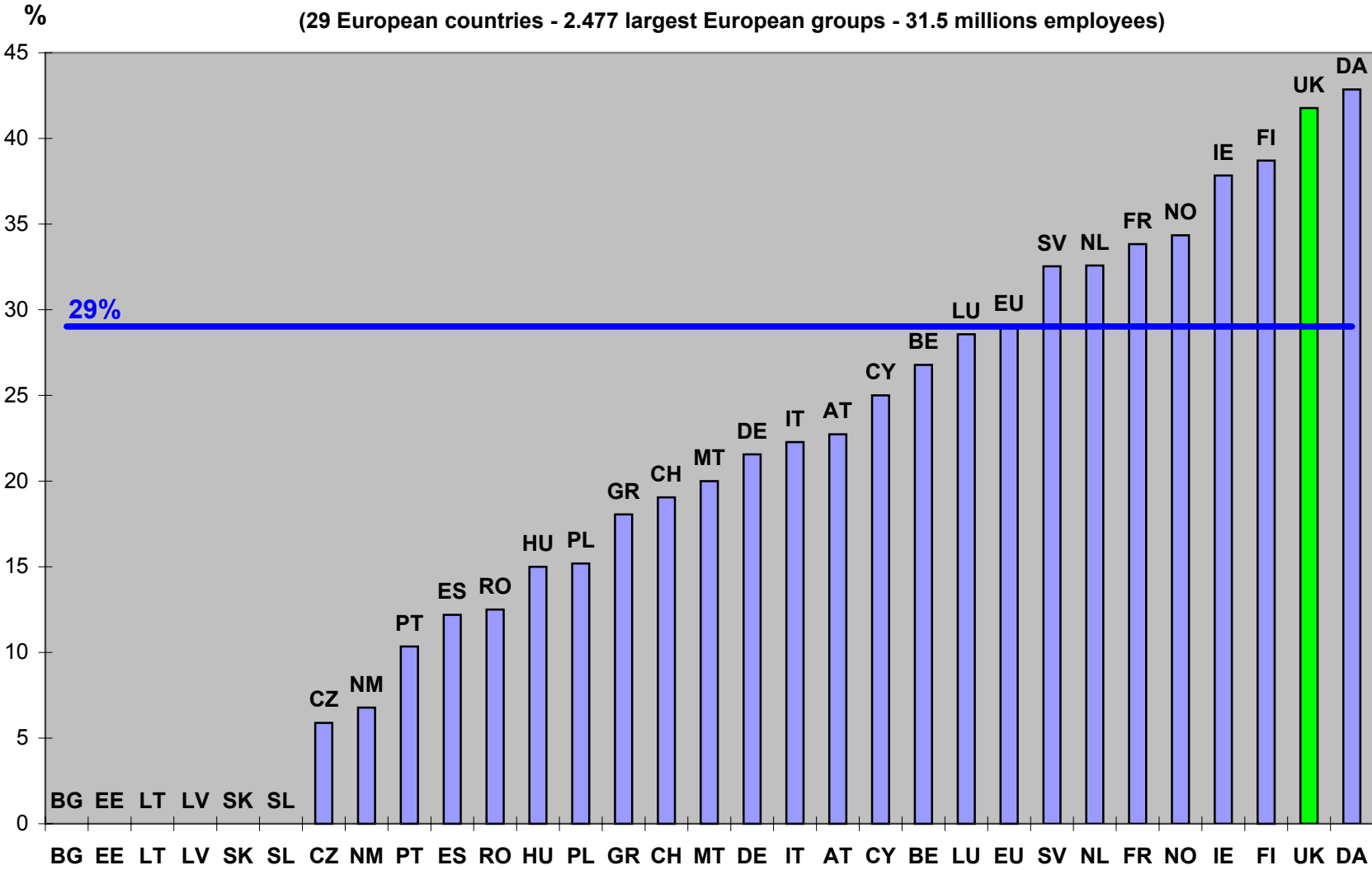
### % EUROPEAN GROUPS HAVING BROAD BASED EMPLOYEE SHARE PLANS in 2006/7

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



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

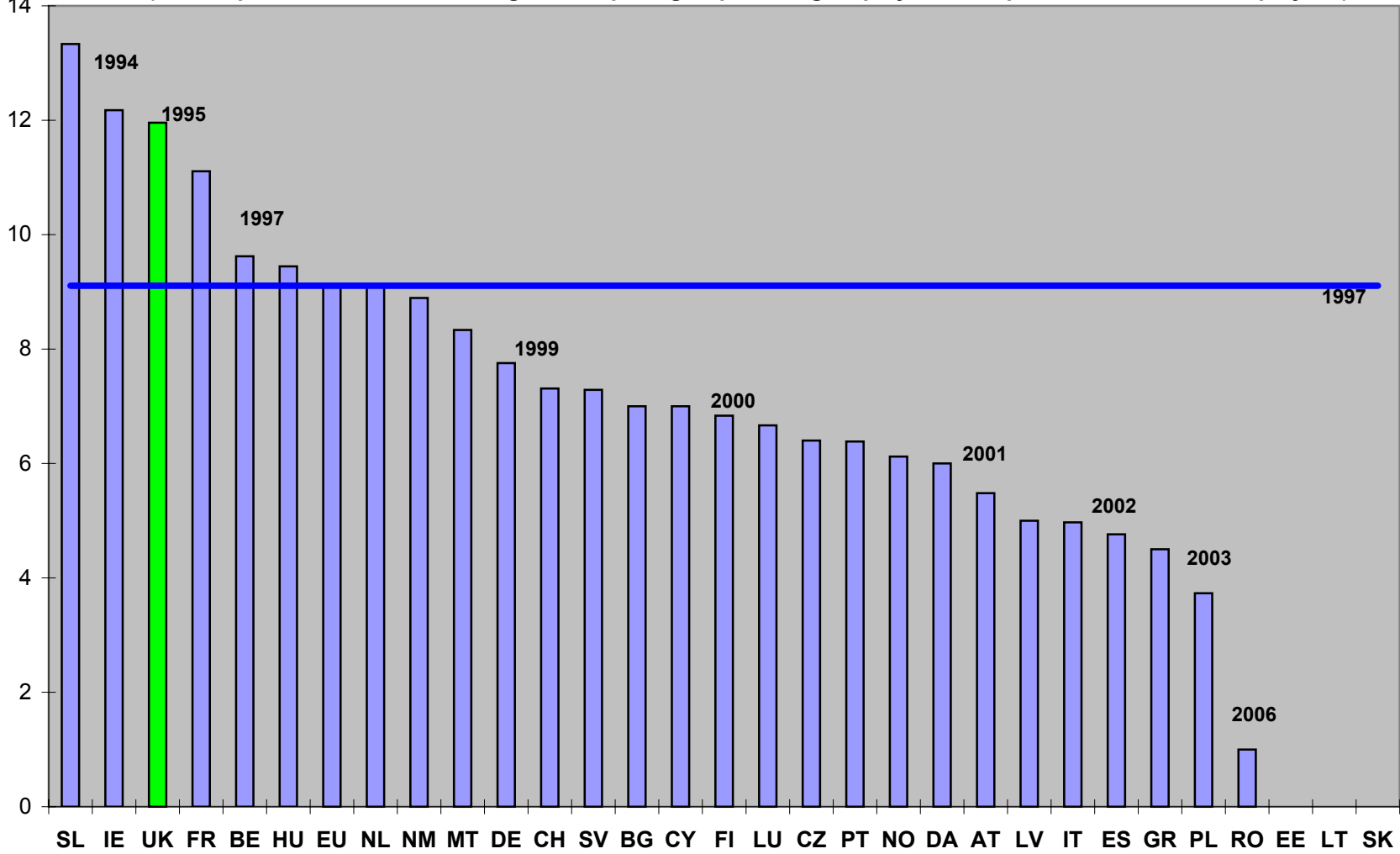
(29 European countries - 2.477 largest European groups - 31.5 millions employees)



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

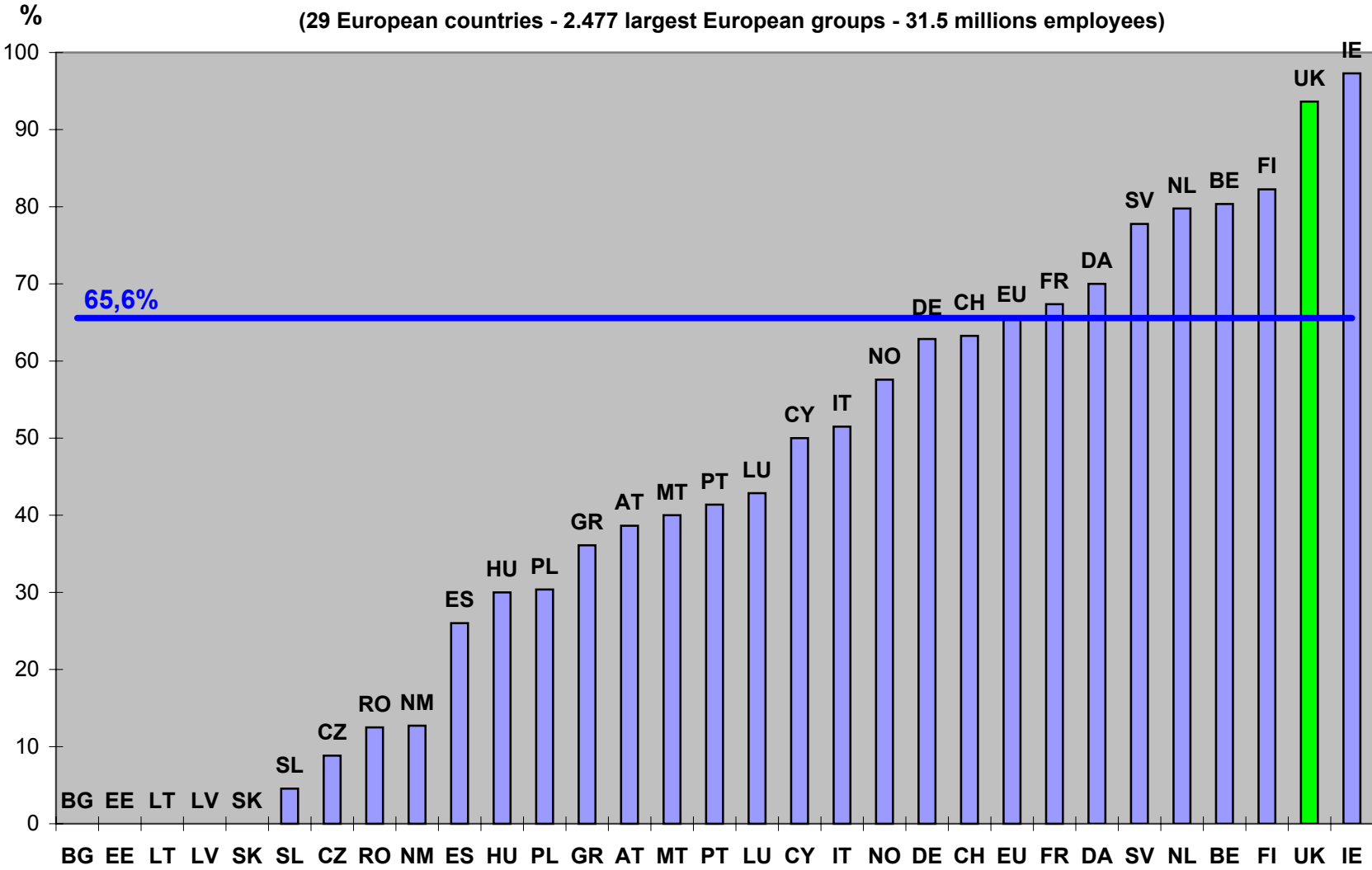
Number  
of years

(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

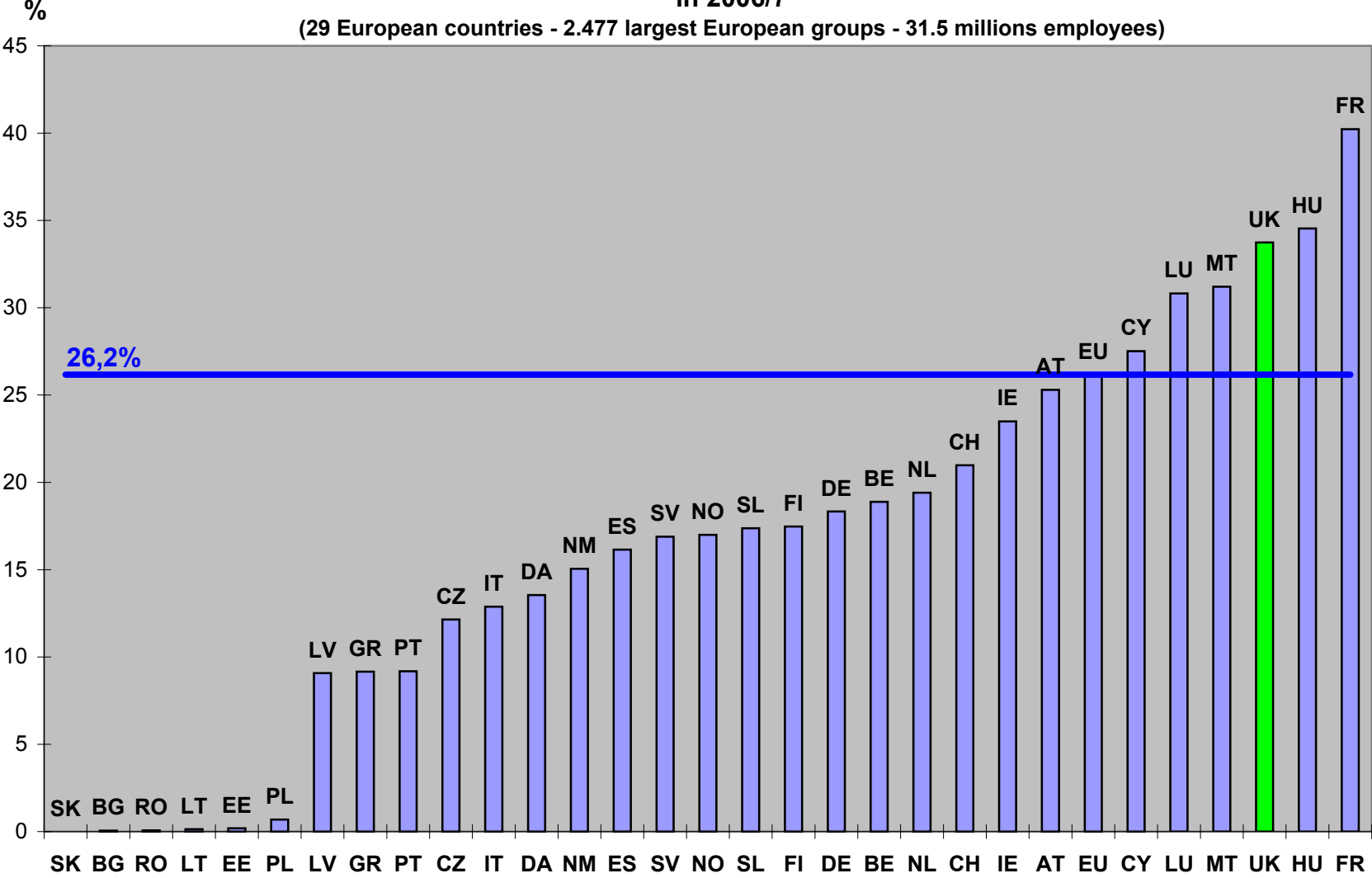
(29 European countries - 2.477 largest European groups - 31.5 millions employees)





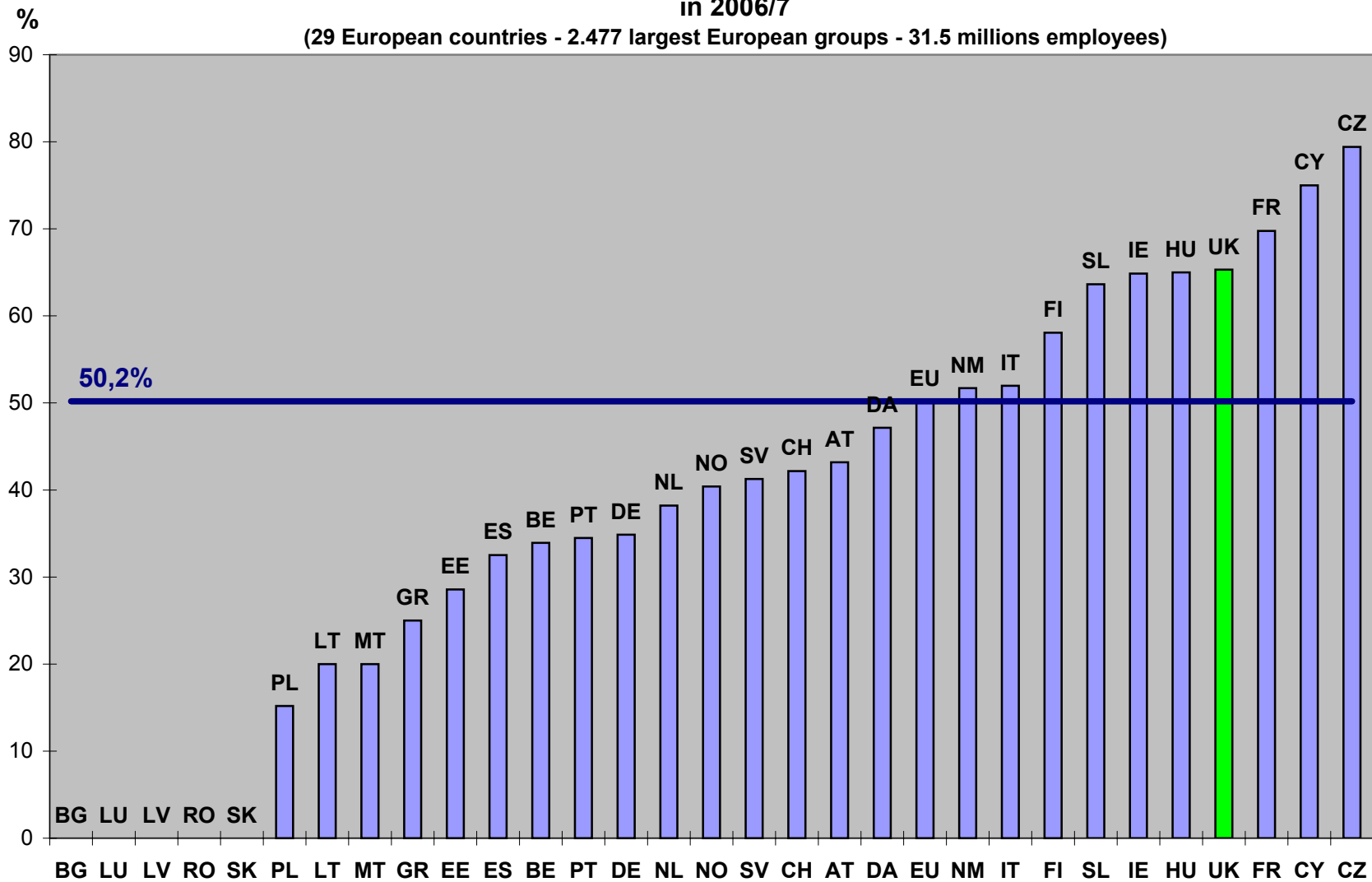
### % EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2006/7

(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)

