EMPLOYEE SHARE OWNERSHIP

THE EUROPEAN POLICY
This is not a policy
EMPLOYEE
SHARE
OWNERSHIP
FOR ALL
% OF EUROPEAN COMPANIES HAVING EMPLOYEE SHARE PLANS

LARGE COMPANIES
(LISTED COMPANIES)

UK
FI, IE, FR
NL
BE
CH, SV, NO
DA
EUROPE
DE
IT
GR
AT
PL
ES
PT
NEW
<table>
<thead>
<tr>
<th></th>
<th>EU</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Companies</td>
<td>300</td>
<td>10,000</td>
</tr>
<tr>
<td>Assets held</td>
<td>€17M</td>
<td>$1,300M</td>
</tr>
<tr>
<td>Empl. Owners</td>
<td>1M</td>
<td>14M</td>
</tr>
</tbody>
</table>
LARGE COMPANIES

87% employee share plans

52% plans for all

10% plans not only for all nationals but also abroad
MISSED GOAL
MISSING LINK
EUROPEAN ACTION PLAN
Graph first year plans

% OF EUROPEAN COMPANIES HAVING EMPLOYEE SHARE PLANS

IMPACT OF INCENTIVE LEGISLATIONS ON EMPLOYEE SHARE OWNERSHIP DEVELOPMENT IN 2017

Employee Share Ownership

Incentive legislation
INFORMATION IN EACH EUROPEAN LANGUAGE
BUDGETARY AMENDMENT
NEXT EU BUDGET
PREPARATORY ACTION
EUROPEAN ACTION PLAN
FOR THE PROMOTION OF EMPLOYEE SHARE OWNERSHIP
**EUROPEAN PARLIAMENT**  
Draft Budget of the European Union for the financial year 2018

**PRELIMINARY PROPOSAL**  
FOR PILOT PROJECTS/ PREPARATORY ACTIONS  
(TO BE CONFIRMED BY BUDGETARY AMENDMENT IN SEPTEMBER)

**Assessment phase**

<table>
<thead>
<tr>
<th>Title</th>
<th>PA - Preparatory Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>Implementation of a European Action Plan to promote Employee Ownership and Participation</td>
<td></td>
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</table>

**TABLED BY** (Name, on behalf of a Political Group or Committee):

Name: Elena Gentile  
elena_gentile@europarl.europa.eu

**Contact info:**  
(Please, also indicate a contact phone number and e-mail, if you would like an early con  
Commission services)

**Section III: Commission**

<table>
<thead>
<tr>
<th>Budget Line N° &amp; Heading</th>
<th>Commission Draft Budget 2018</th>
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<tbody>
<tr>
<td>H1. 33 02 77</td>
<td>Implementation of a European Action Plan to promote Employee Ownership and Participation</td>
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<table>
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<tr>
<th>Appropriations</th>
<th>Payments</th>
<th>Amounts proposed</th>
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<tr>
<td></td>
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</tbody>
</table>

**(Note: if you add an amount in reserve, you should also specify the conditions for releasing remarks)**

**NOMENCLATURE:**  
Create the following new line (PP or PA):  
33 02 77 | PA - Implementation of a European Action Plan to promote Employee Ownership and Participation

**REMARKS:**  
Add the following:

The aim of the initial pilot project was to provide a clear mapping of the current regulatory situation in the Union, identify potential obstacles as regards employee ownership practices especially in a cross-border context, and propose appropriate action encouraging employee ownership. In the final report published by the Commission on October 28th 2014 a Five Point Plan was proposed with short, medium and long term measures. This preparatory action would specifically seek to address these proposals, namely the launch of a virtual information centre in all EU languages, an action programme to raise awareness about employee ownership and participation, the setting up of a reliable information and statistical tool, the promotion of an adequate legislation providing optional simple, uniform incentives model, as outlined in Chapter 5 of the 2014 study.

**JUSTIFICATION:**

This preparatory action is a follow up to the Pilot Project for employee ownership and participation (Budget line: 33 02 77 | H1). The final report of the Pilot Project which was published by the Commission on October 28, 2014 in its conclusion recommends the establishment of a European Action Plan with short, medium and long term measures, considering the positive impact of employee ownership and participation on economic and social performance.

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1 The ceilings can be consulted in the Financial Regulation, (Article 54 (2) a) and b) - OJ L 21
EUROPEAN ELECTION 2019

MANIFESTO

WE ARE 10 MILLION EMPLOYEE SHAREHOLDERS IN EUROPE

Today we are 10 million employee shareholders in Europe, 30 million voters including families. This is the result of vigorous growth in line with the European Union’s policy whose goal for 30 years has been: "Employee share ownership for all".

However we would need to multiply that number six-fold to be comparable with the USA. Europe is still a long way from reaching its goal.

Solid evidence shows that the benefits of such a policy are significant not only for employees and businesses, but for society in general. This is what the European Parliament and the Commission have affirmed for a long time.