

ANNUAL ECONOMIC SURVEY OF EMPLOYEE OWNERSHIP IN EUROPEAN COUNTRIES IN 2008

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](#)). The new Annual Survey for year 2008 shows that employee ownership declined a bit on the threshold of the financial crisis, from 283.3 to 240.2 billion Euro (-15.2%). However, this was still much more than the 206.2 billion one year before. As a percentage, employees' share stabilized on 2.63% in the capital ownership structure. Considering recent trends, employee ownership is going to double within the next 5-10 years, from 9.1 million employee owners now to 16 millions, from 28.2% of all employees in large European companies now to 40-50%, and capitalisation held by employees going to raise from 2.63% now to 4-5%. This is the main conclusion of the economic survey of employee ownership in the European countries in year 2008. 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.

FRANCE (FR)

Compared to other European countries, France is clearly number 1 for employee ownership, regarding most criteria, and being only surpassed by Ireland or UK for some of them.

Considering the global percentage of capital held by employees, large French companies are at the top with 4.52% compared to 2.63% in Europe ([Graph 2](#)).

Interestingly 91% of large French companies have some employee share ownership – compared to 85.1% in Europe and 100% in Ireland or Finland ([Graph 3](#)). Surprisingly, France is not number 1 here, being surpassed by 5 other European countries.

France is clearly number 1 considering large companies having "broad-based" employee share plans (all-employee plans) – with 86% compared to 51.9% in Europe and 77% in UK ([Graph 4](#)).

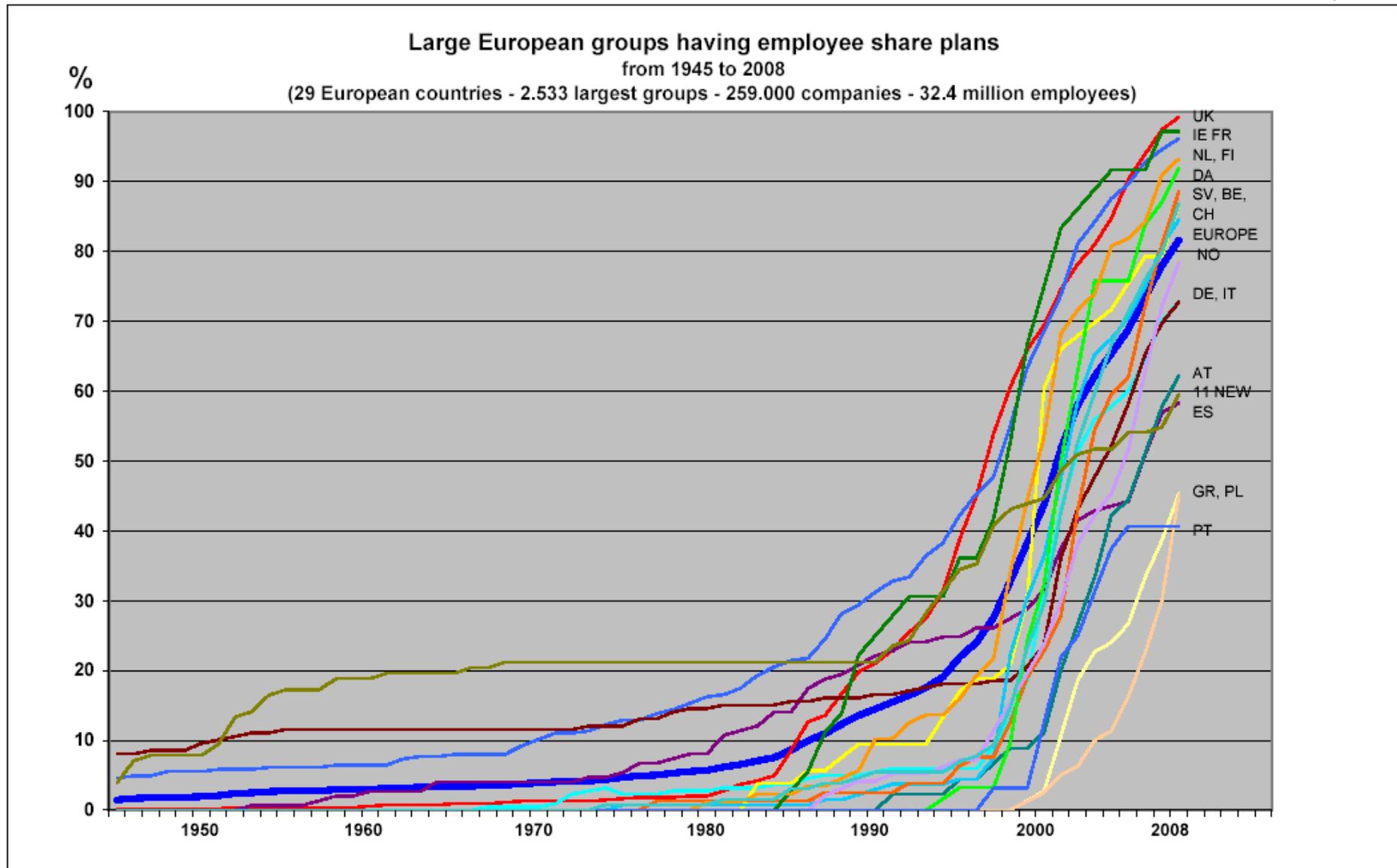
The dynamics looks high, but France not being the best: 50% of large French companies launched new employee share plans in 2007/8 – which is higher than the European average of 36.6% but lower than the 53% in Belgium or 52% in Denmark, The Netherlands and the UK ([Graph 5](#)).

Neither was France number 1 for the average year of first employee share plans in large listed companies: 1996 in France, but 1995 in Ireland and UK ([Graph 6](#)).

Nor is France number 1 regarding stock options. 64% of French large companies have stock option plans – just the same as the European average of 64.6%, but 94% in UK and 97% in Ireland ([Graph 7](#)).

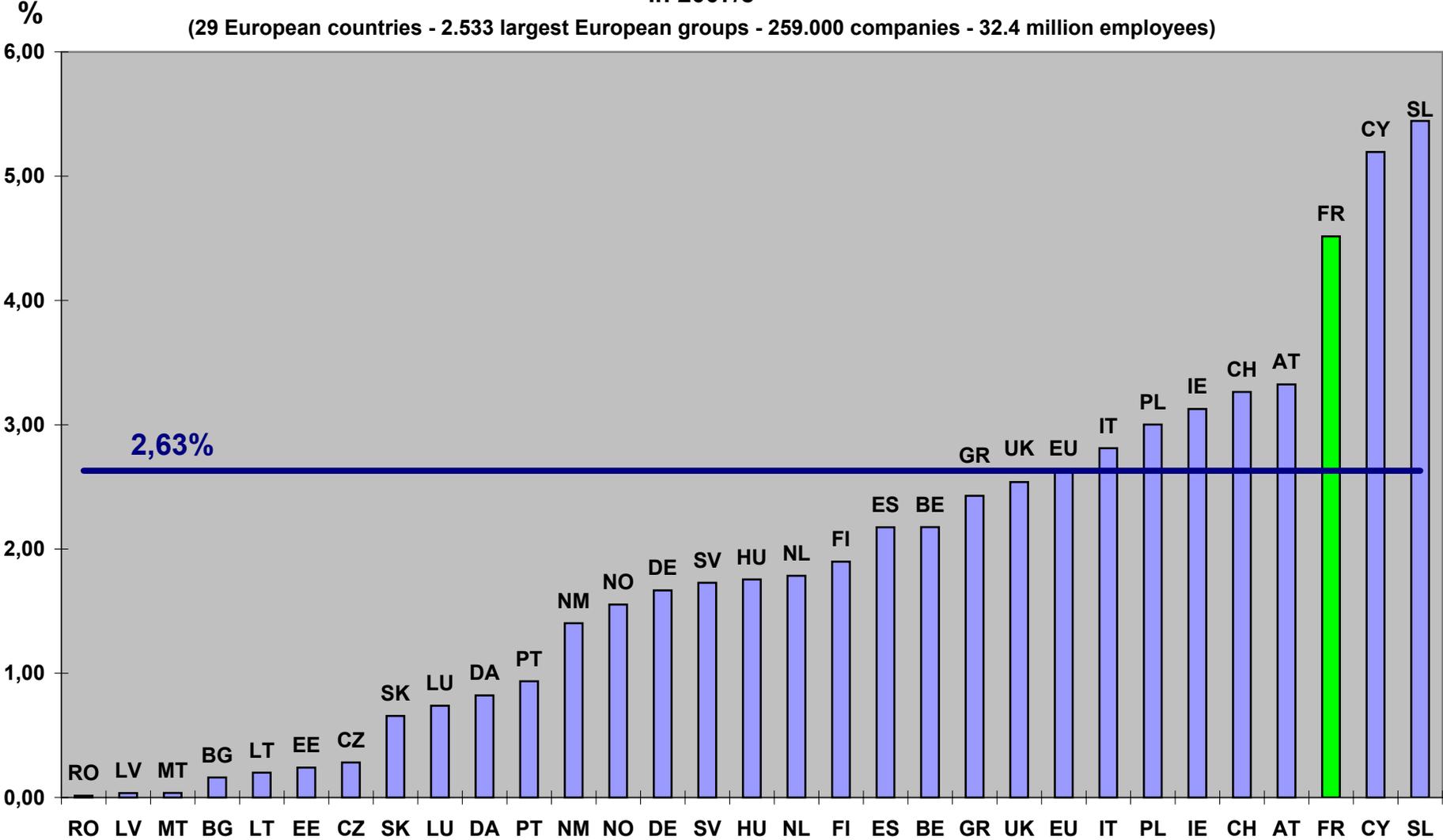
Finally, France is largely number 1 for the democratisation of employee ownership: 46% of all employees in large companies are employee owners, compared to 28.2% in Europe and 34% in the UK ([Graph 8](#)).

And France is also at the top for large companies having "significant" employee ownership, with 75% compared to 53.9% in Europe and 69% in the UK or 67% in Ireland ([Graph 9](#)).



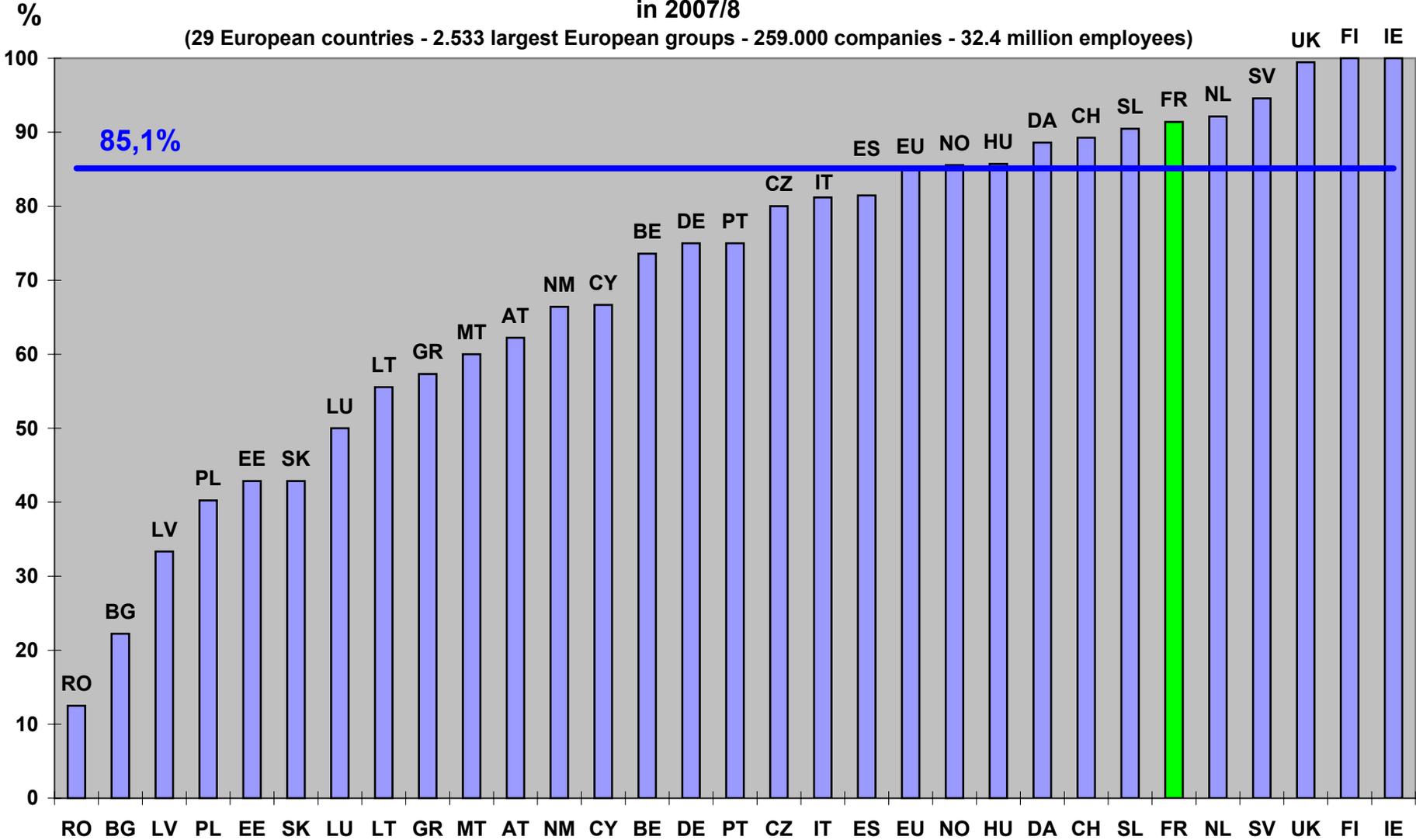
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2007/8

(29 European countries - 2.533 largest European groups - 259.000 companies - 32.4 million employees)



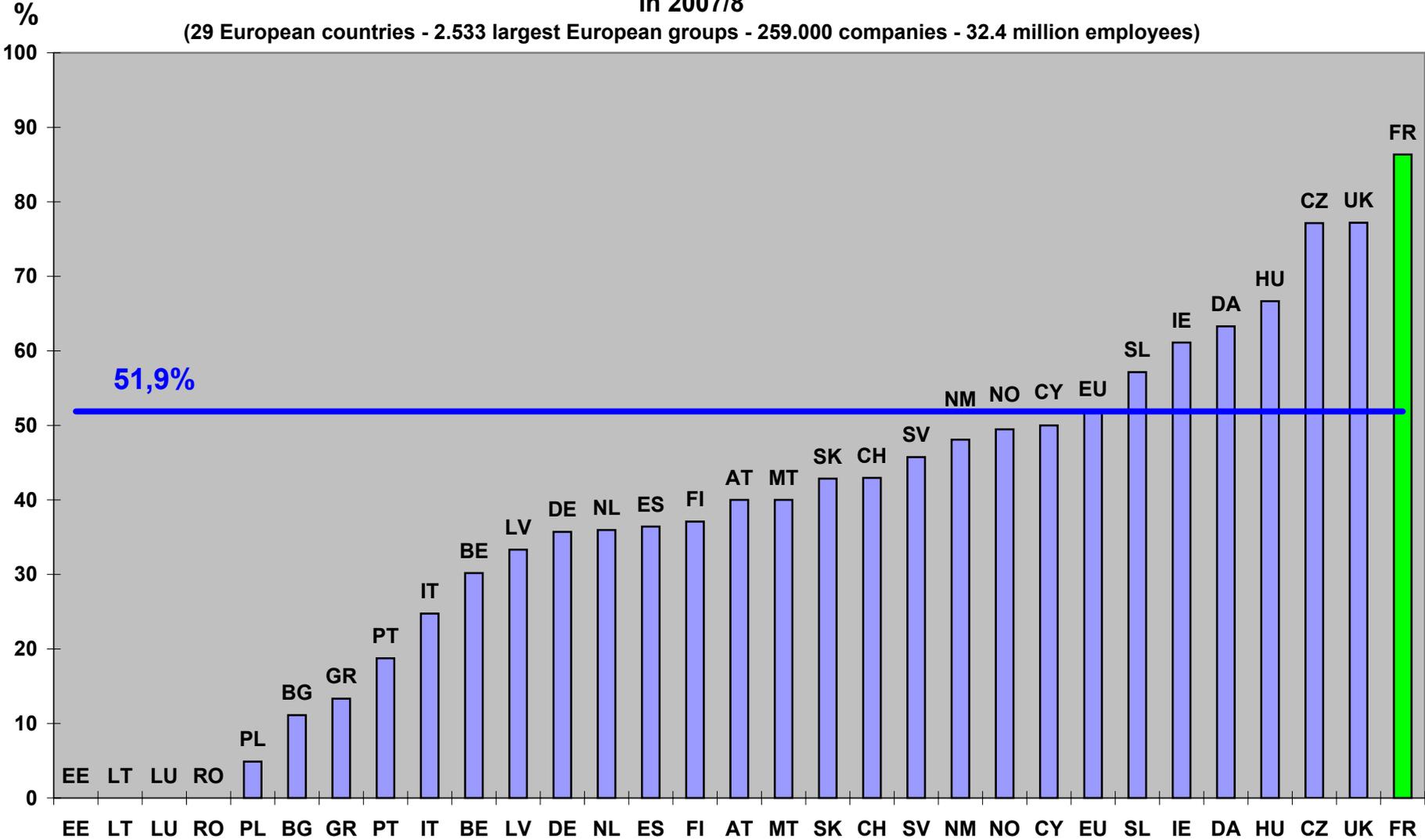
% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP in 2007/8

(29 European countries - 2.533 largest European groups - 259.000 companies - 32.4 million employees)



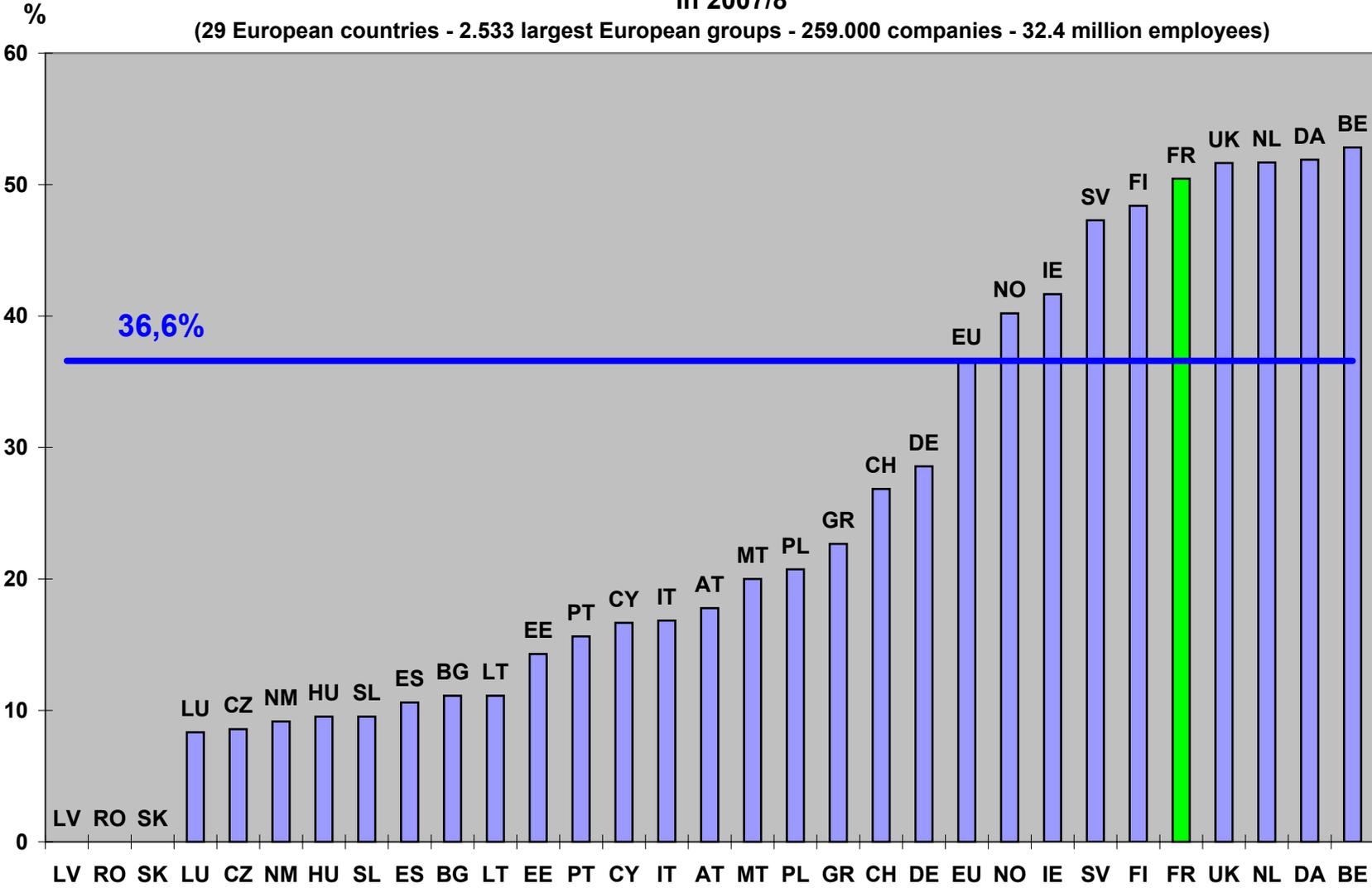
% EUROPEAN GROUPS HAVING BROAD-BASED EMPLOYEE SHARE PLANS in 2007/8

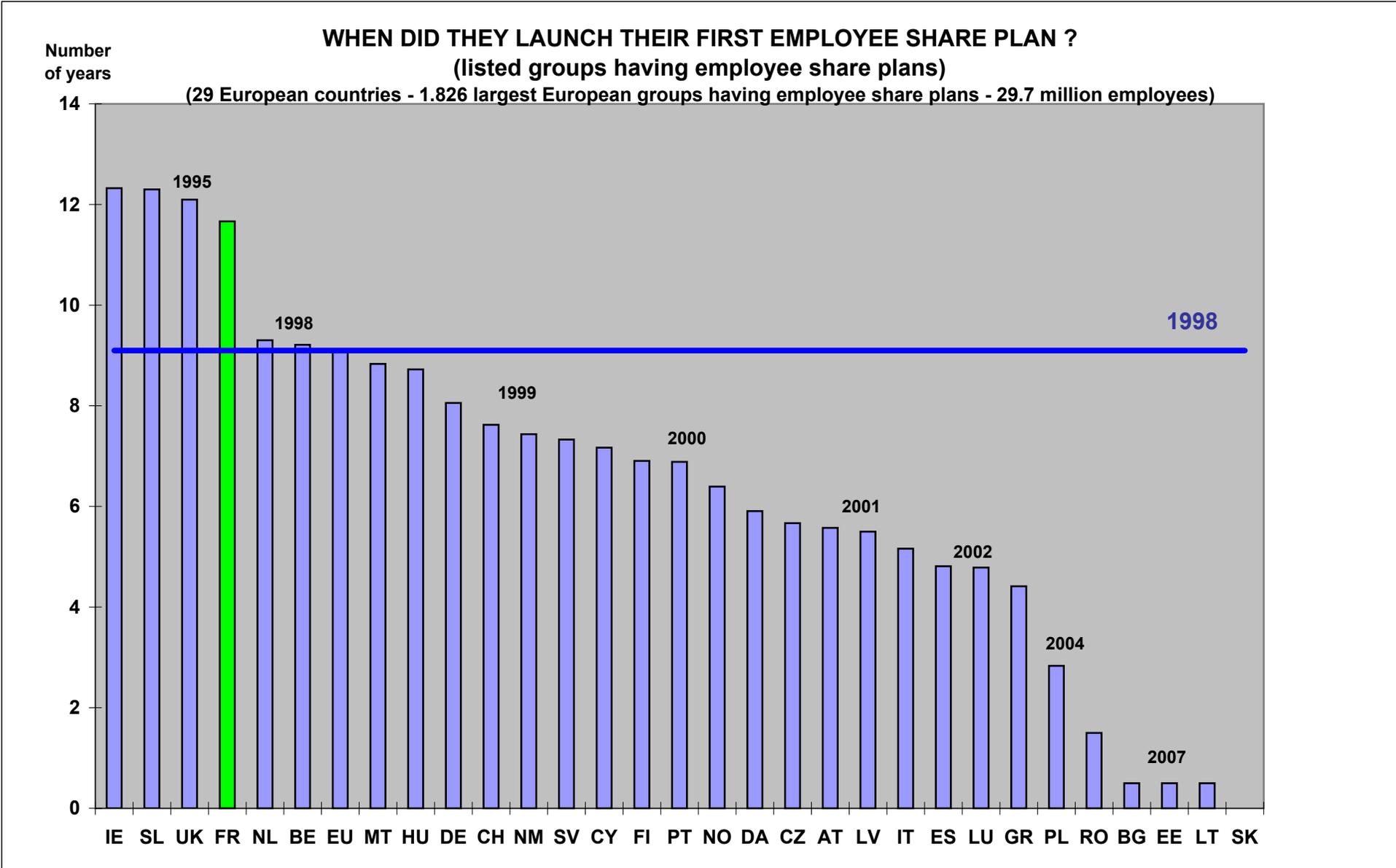
(29 European countries - 2.533 largest European groups - 259.000 companies - 32.4 million employees)



% EUROPEAN GROUPS HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2007/8

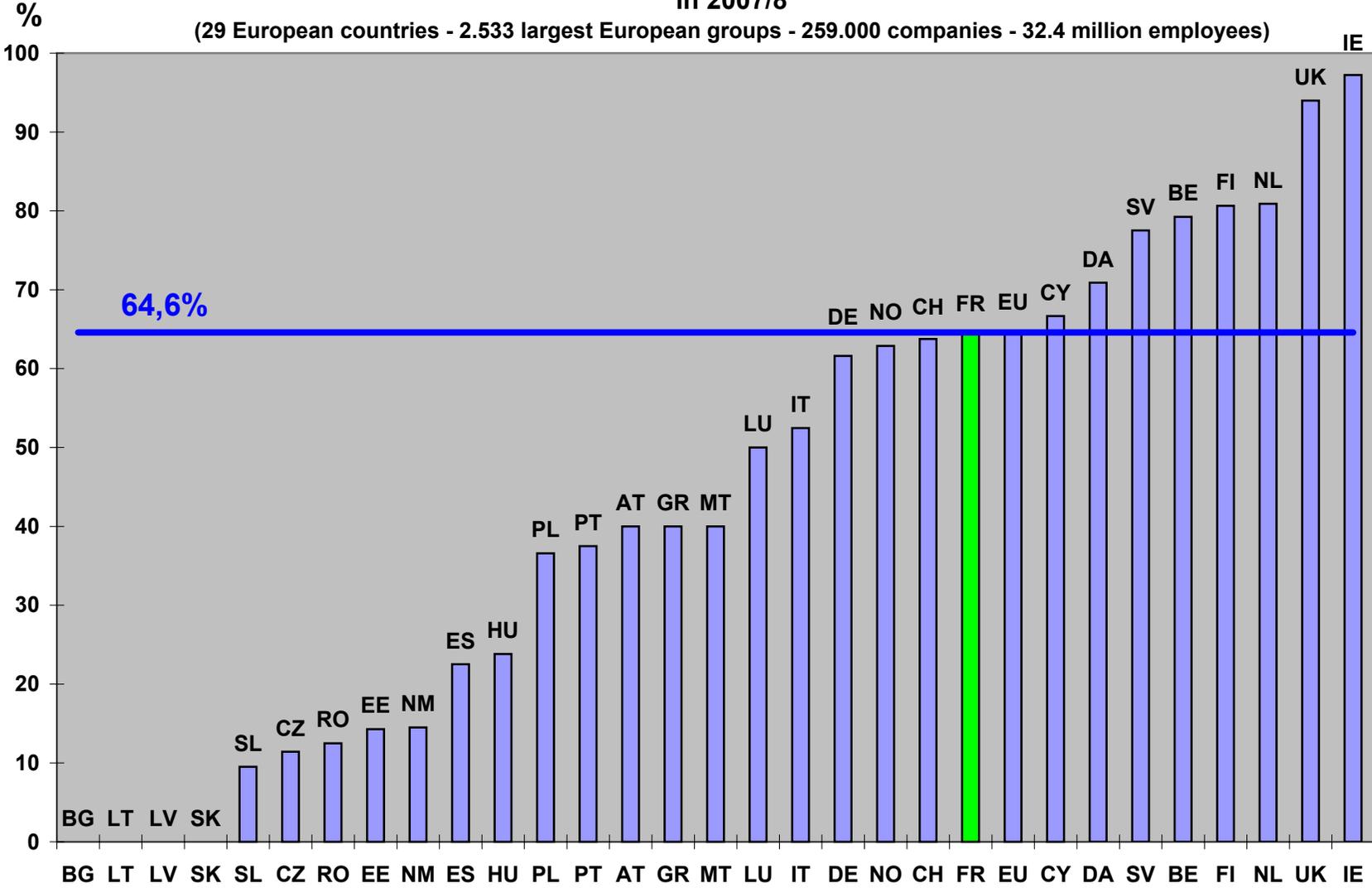
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% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2007/8

(29 European countries - 2.533 largest European groups - 259.000 companies - 32.4 million employees)



% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2007/8

(29 European countries - 2.533 largest European groups - 259.000 companies - 32.4 millions employees)

