

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.

NETHERLANDS (NL)

Compared to other European countries, employee ownership is still low in the Netherlands, but increasing.

Considering the percentage of capital held by employees in large companies, Netherlands is still low, with 1.78% compared to 2.63% in Europe and 4.52% in France ([Graph 2](#)).

Yet 92% of large companies in The Netherlands have some employee share ownership – which compares very well with the 85.1% in Europe and 100% in Ireland or Finland ([Graph 3](#)).

However, only 36% of large companies in The Netherlands have "broad-based" employee share plans (all-employee plans) - compared to 51.9% in Europe and 86% in France ([Graph 4](#)).

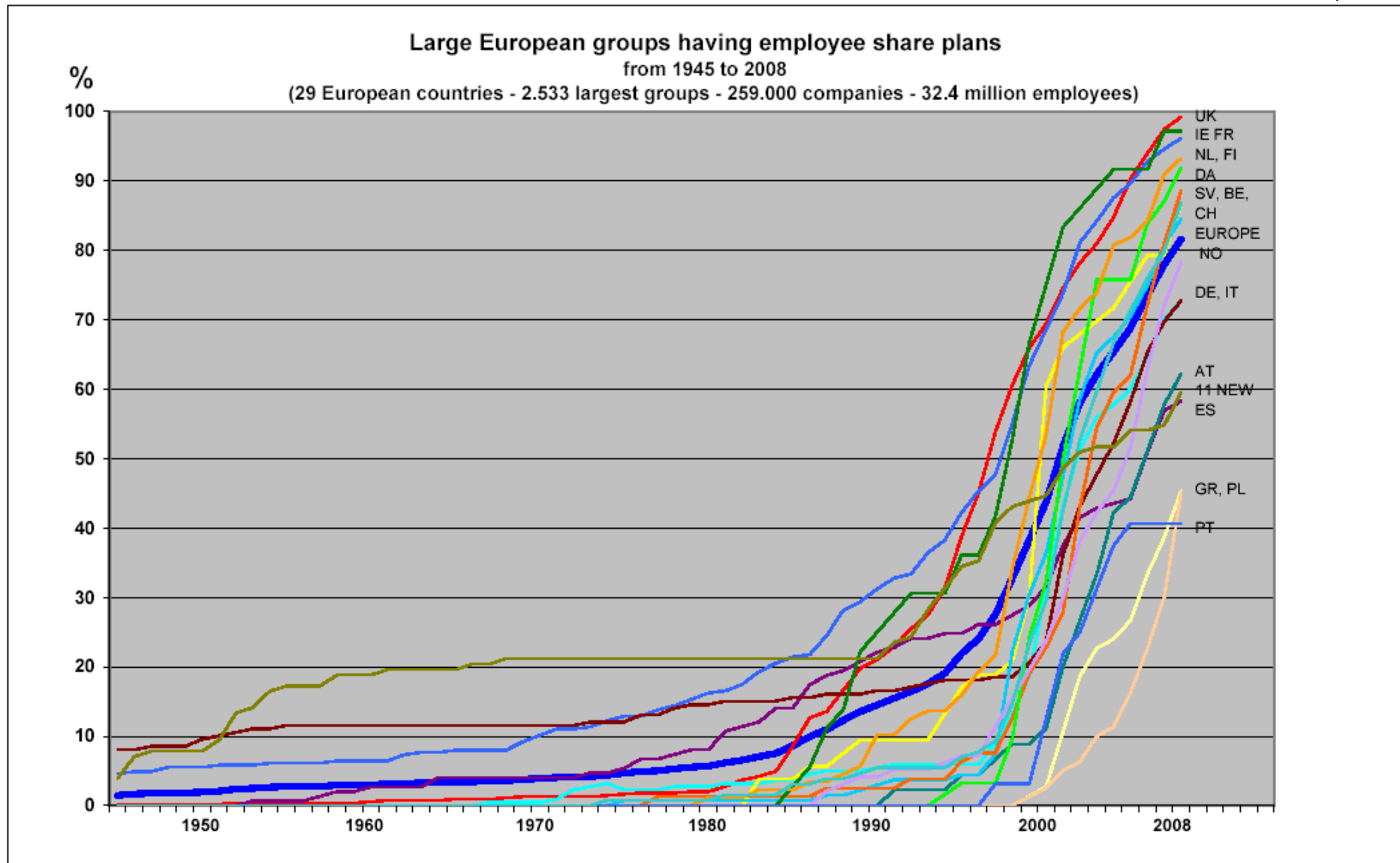
It is true that dynamics increased a lot: 52% of large companies in The Netherlands launched new employee share plans in 2007/8 – compared with 36.6% in Europe – and 53% in Belgium or 52% in Denmark and the UK ([Graph 5](#)).

The Netherlands launched their first employee share plans without a great deal of delay compared to other European countries. It was in 1998, not so long after Ireland, UK and France ([Graph 6](#)).

The Netherlands also appear high regarding stock options: 81% of large companies have stock option plans – compared with 64.6% in Europe and 97% in Ireland ([Graph 7](#)).

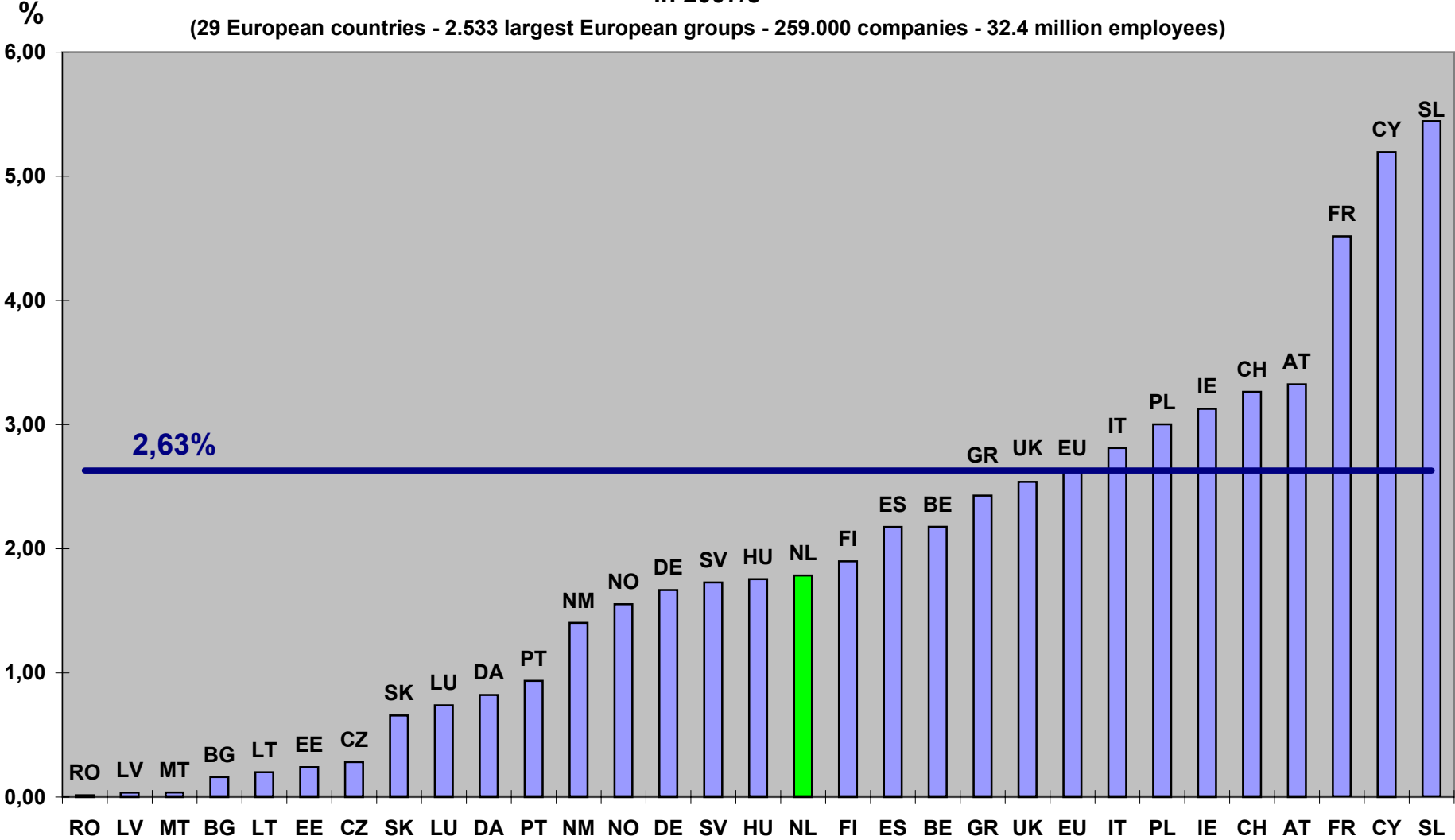
Finally, the proportion of employee owners amongst all employees in large companies is still low in The Netherlands with 18% compared to 28.2% in Europe and 46% in France ([Graph 8](#)).

On the other hand, large companies having "significant" employee ownership were increasing to 48% in The Netherlands compared to 53.9% in Europe and 75% in France ([Graph 9](#)).



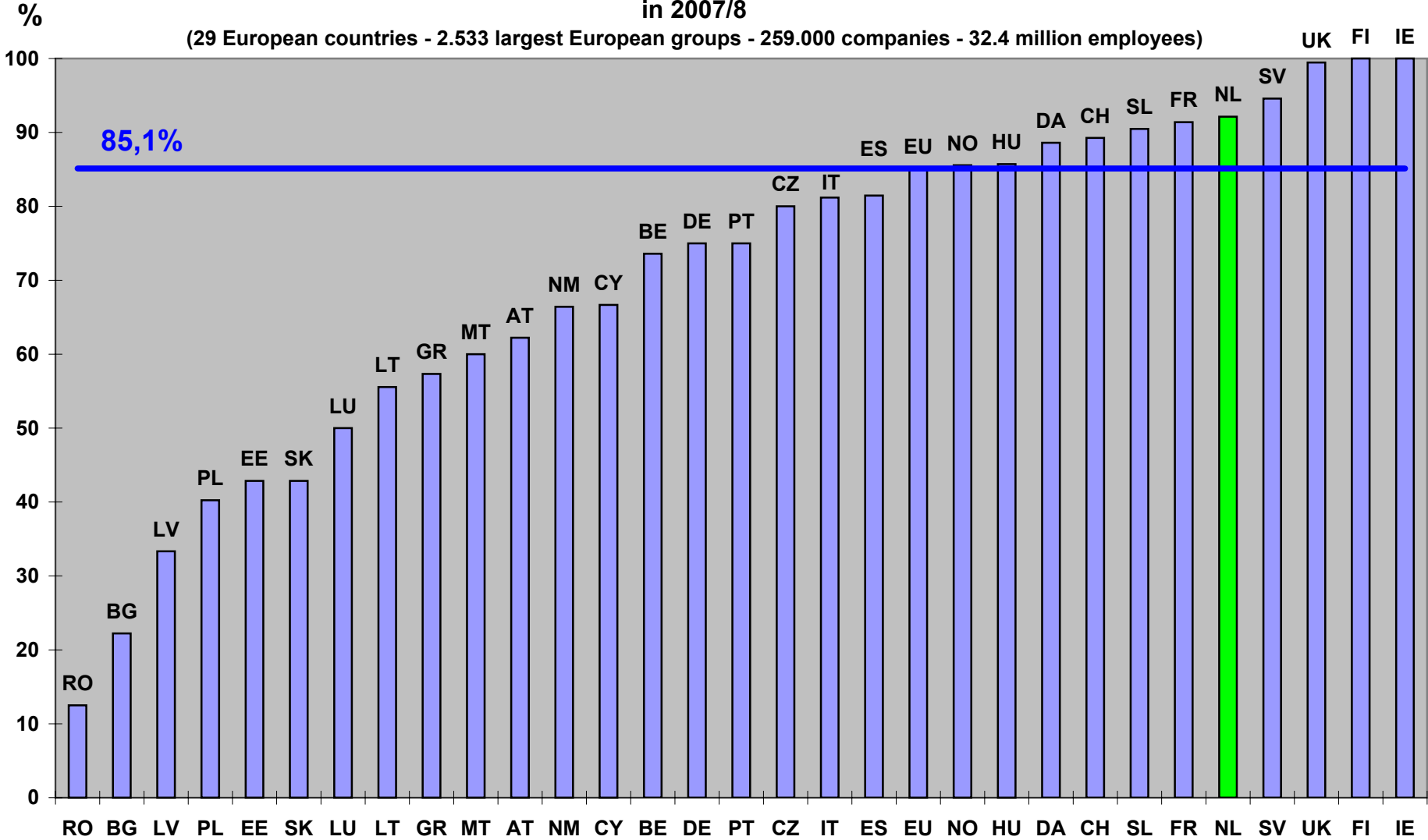
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN COMPANIES in 2007/8

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



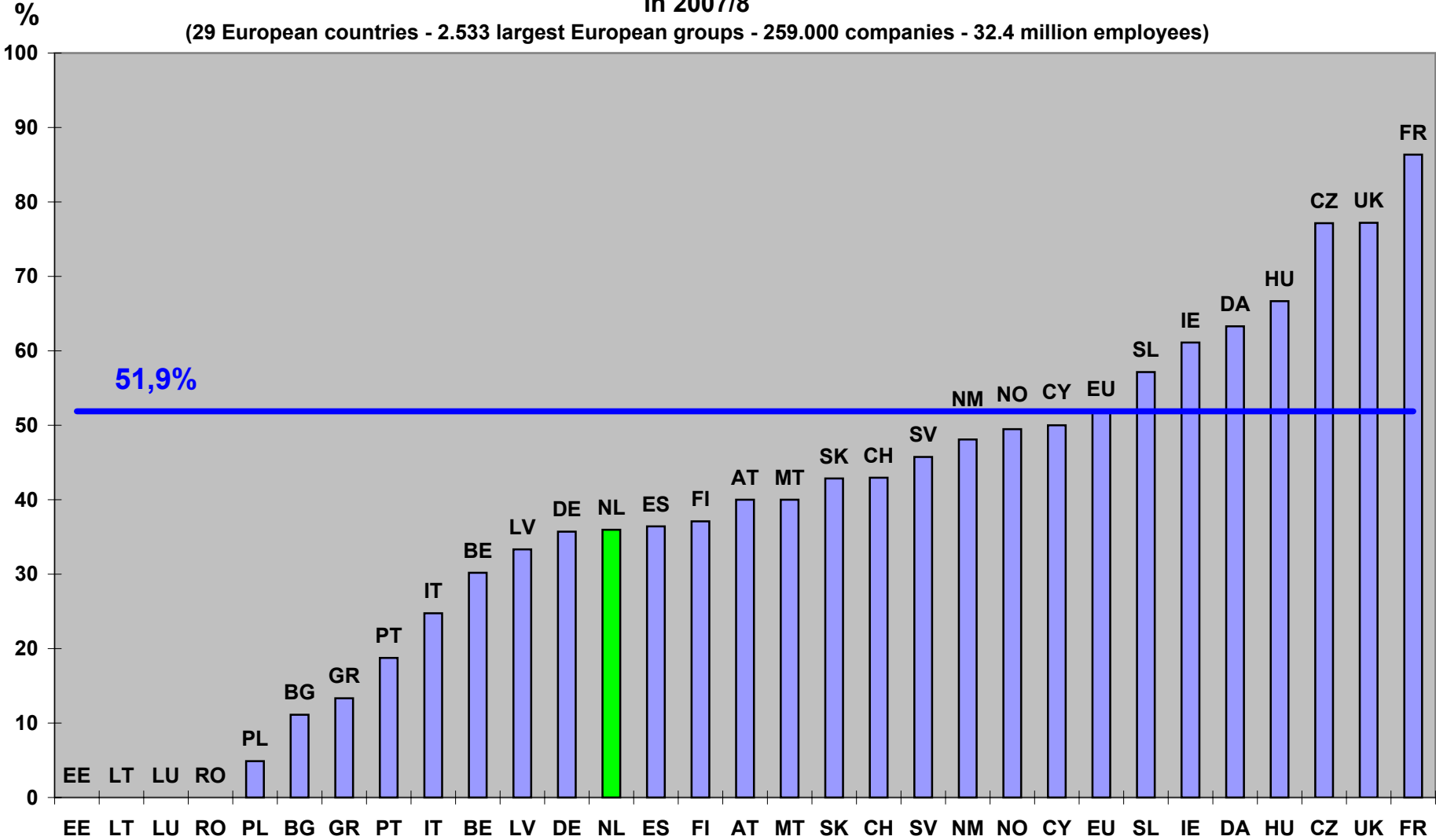
% EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP in 2007/8

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



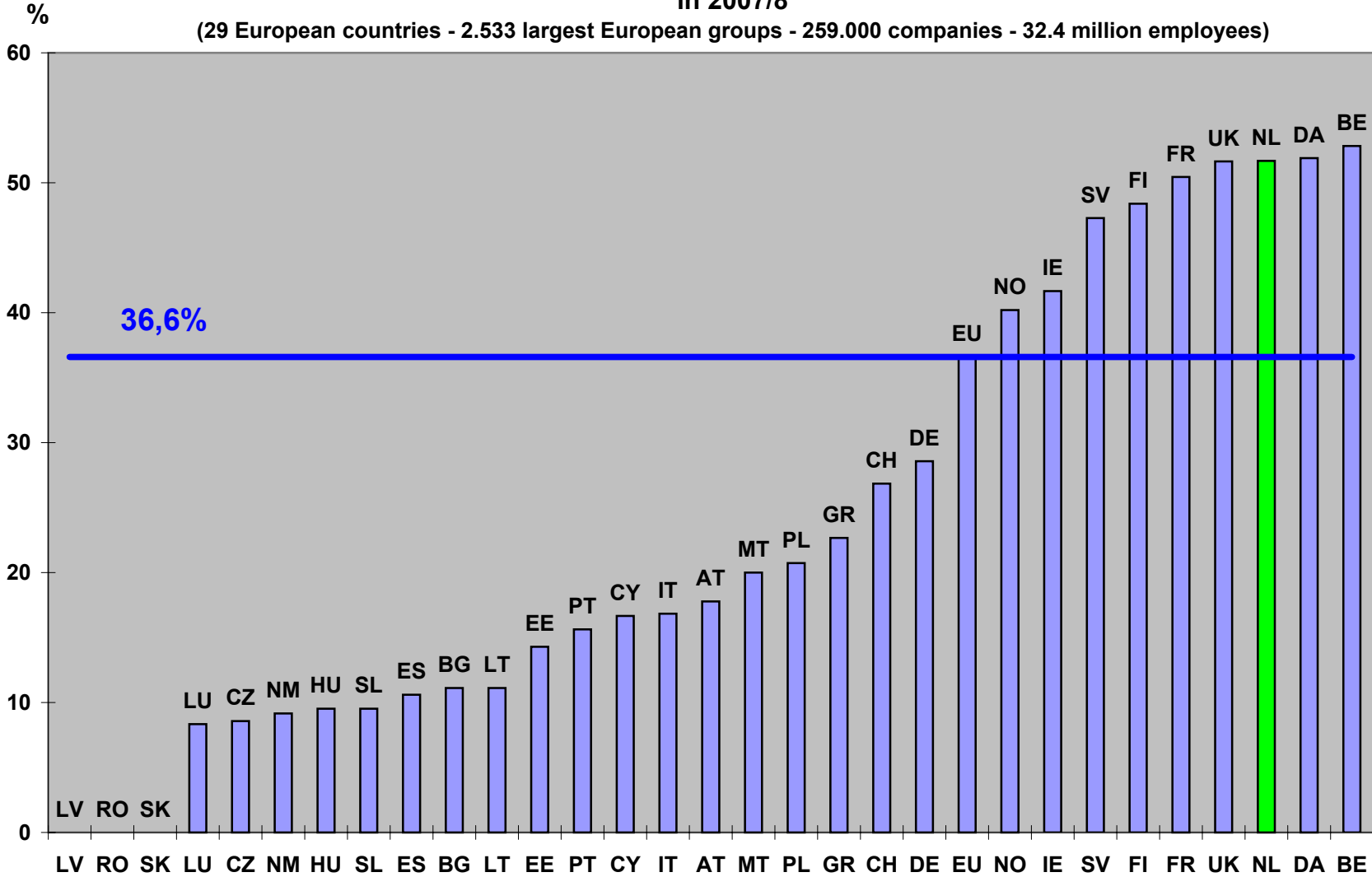
% EUROPEAN GROUPS HAVING BROAD-BASED EMPLOYEE SHARE PLANS in 2007/8

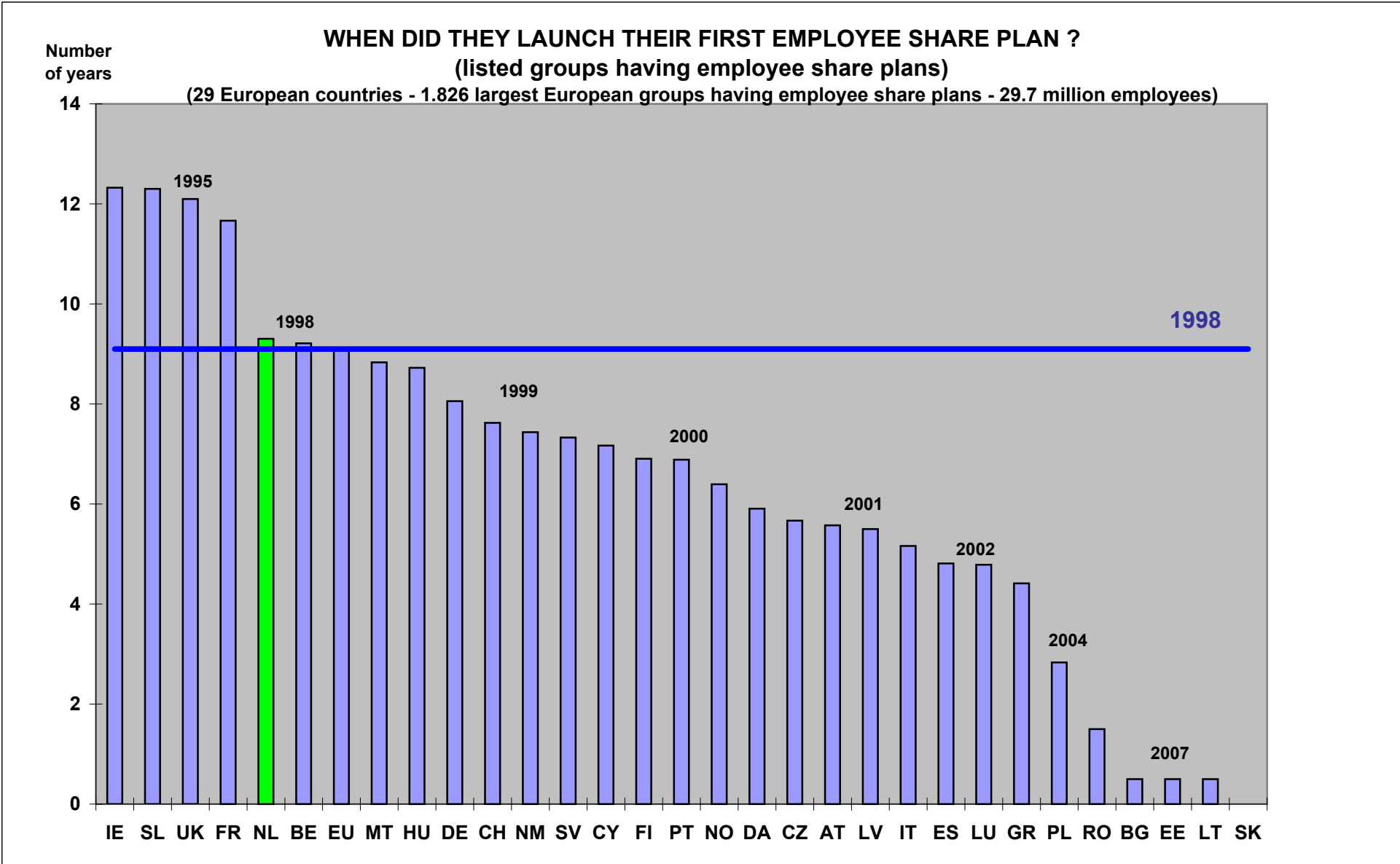
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% EUROPEAN GROUPS HAVING LAUNCHED NEW EMPLOYEE SHARE PLANS in 2007/8

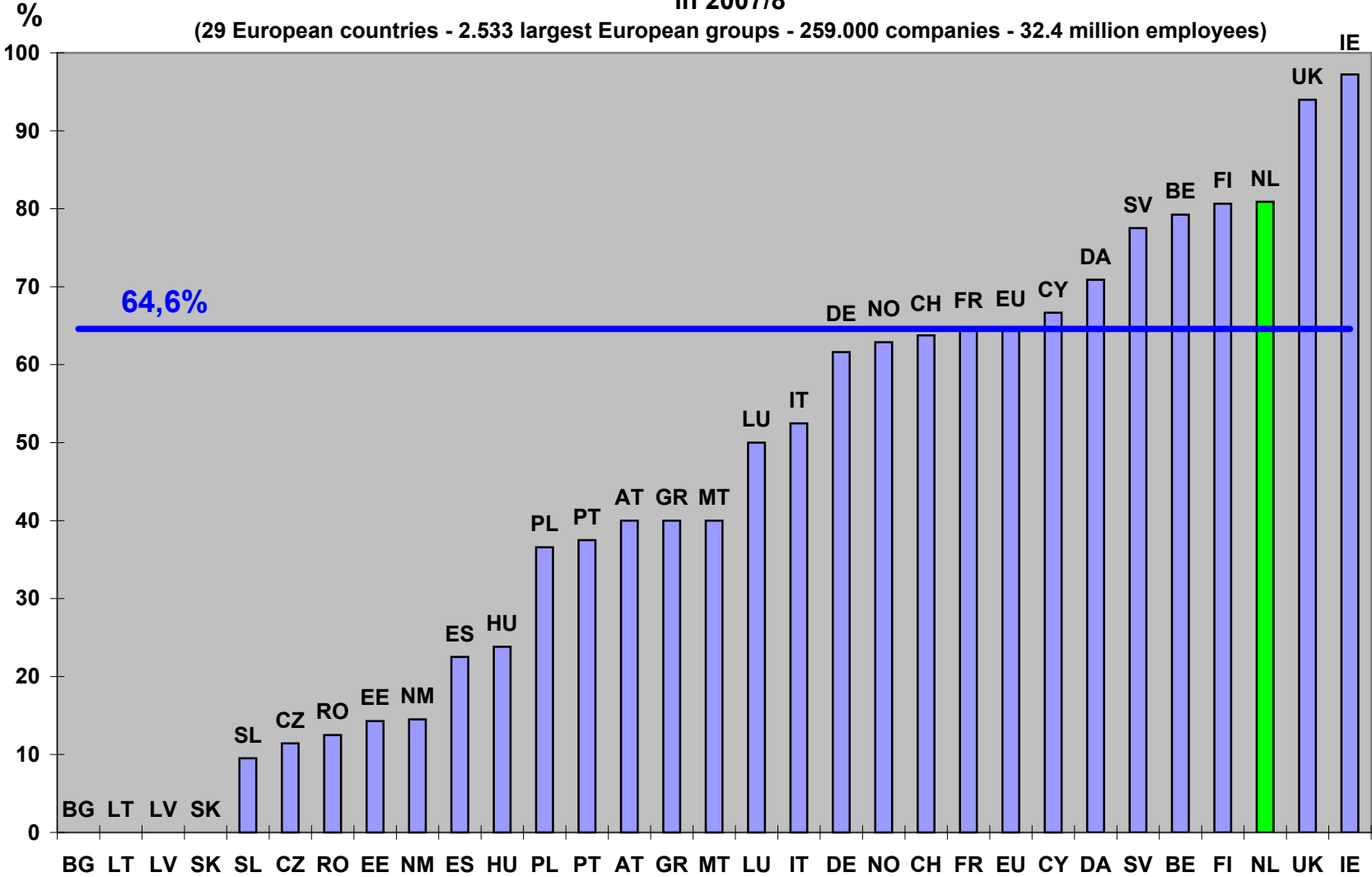
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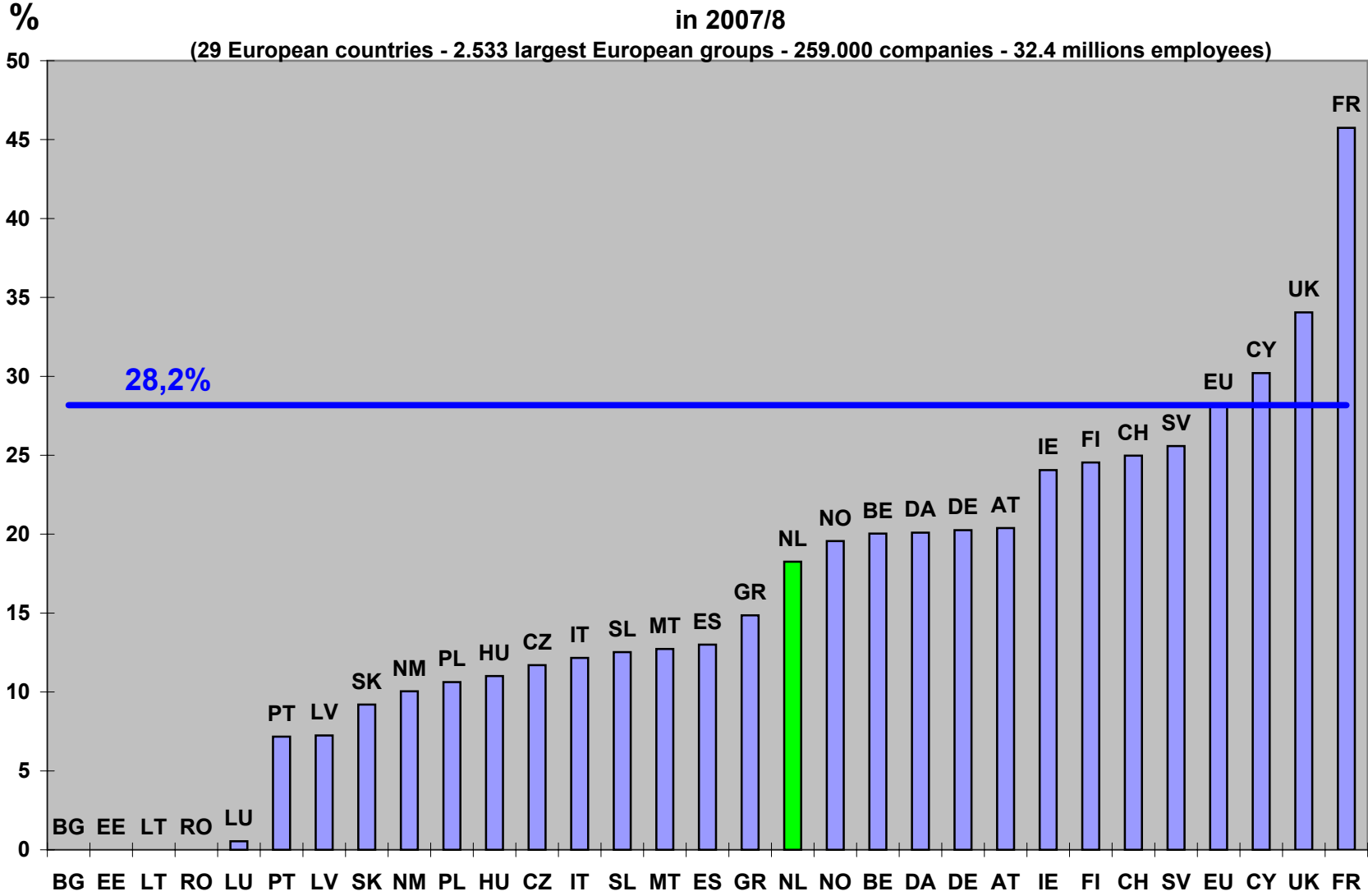
% EUROPEAN GROUPS HAVING STOCK OPTION PLANS in 2007/8

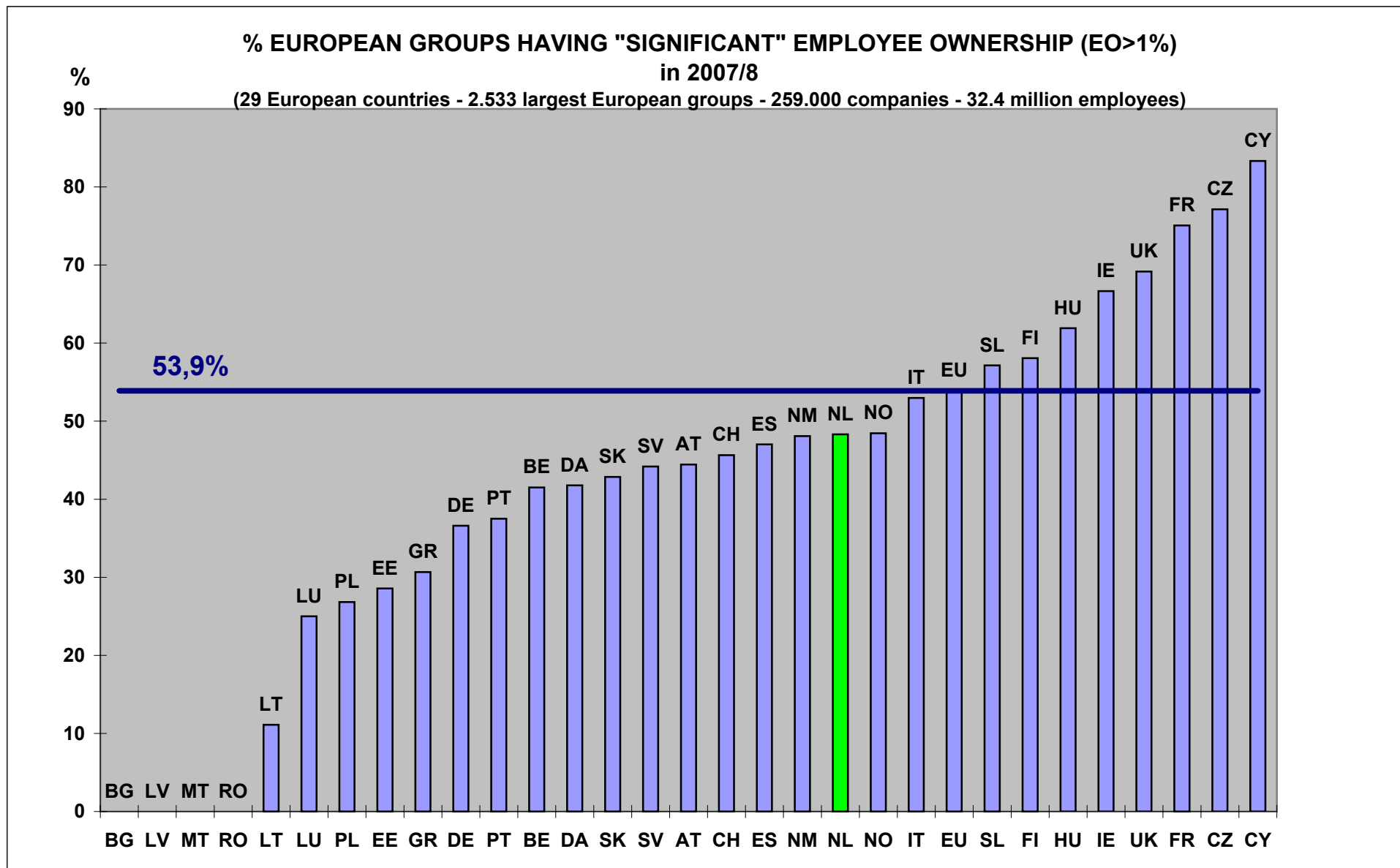
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% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES in 2007/8

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





CAPITAL HELD BY EMPLOYEES: EXECUTIVES' AND NON-EXECUTIVES' SHARES
 in 2007/8

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