

Marc Mathieu



EUROPEAN FEDERATION OF EMPLOYEE SHAREOWNERSHIP



ETUDE

L'actionnariat salarié freiné par la crise

La Tribune.fr - 28/04/2009 à 19:00 - 241 mots

Selon une étude d'Hewitt Associates, 55 % des entreprises ne lanceront pas de plans d'actionnariat salariés en 2009.

Plus de la moitié, 55 % exactement, des grandes entreprises ne lanceront pas un plan d'actionnariat salarié pour 2009, indique la dernière étude menée par Hewitt Associates auprès de 65 groupes du CAC 40 et du SBF 120 en mars-avril 2009. C'est une inflexion



The Hewitt logo consists of the word "Hewitt" in a white, serif font, centered within a dark blue square.

L'actionnariat salarié résiste à la crise révèle l'enquête exclusive de Hewitt menée en mars 2009

Media Contacts:

[Claire Mouillet](#), Hewitt Associates, 01 55 63 23 72

2009-04-28

Paris—Hewitt Associates, cabinet de conseil en management des ressources humaines et des risques financiers associés, publie les résultats de sa première enquête « Les Tendances de l'Actionnariat Salarié », véritable observatoire des pratiques des entreprises françaises en matière

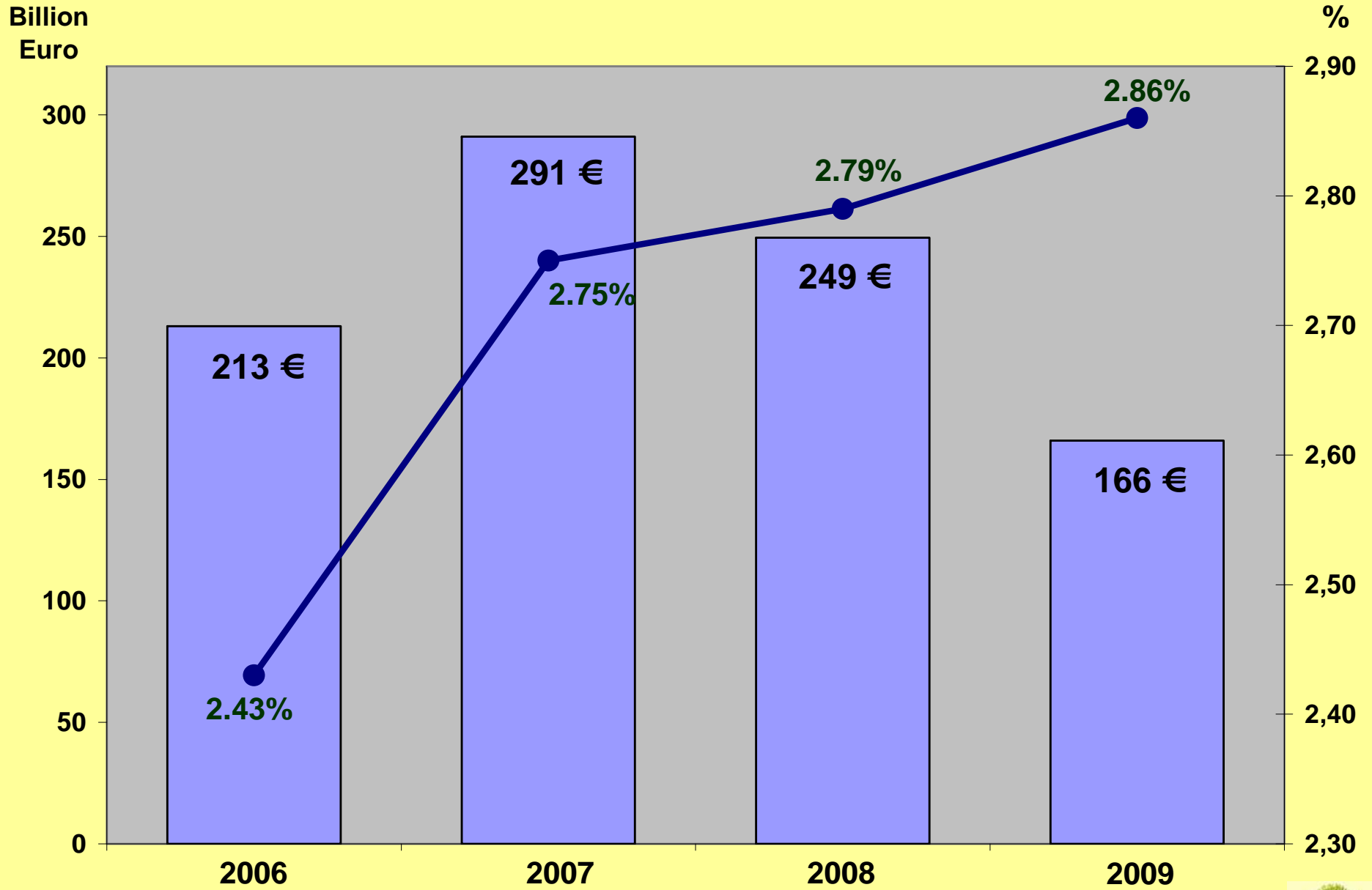


EUROPEAN EMPLOYEE OWNERSHIP ACROSS THE CRISIS

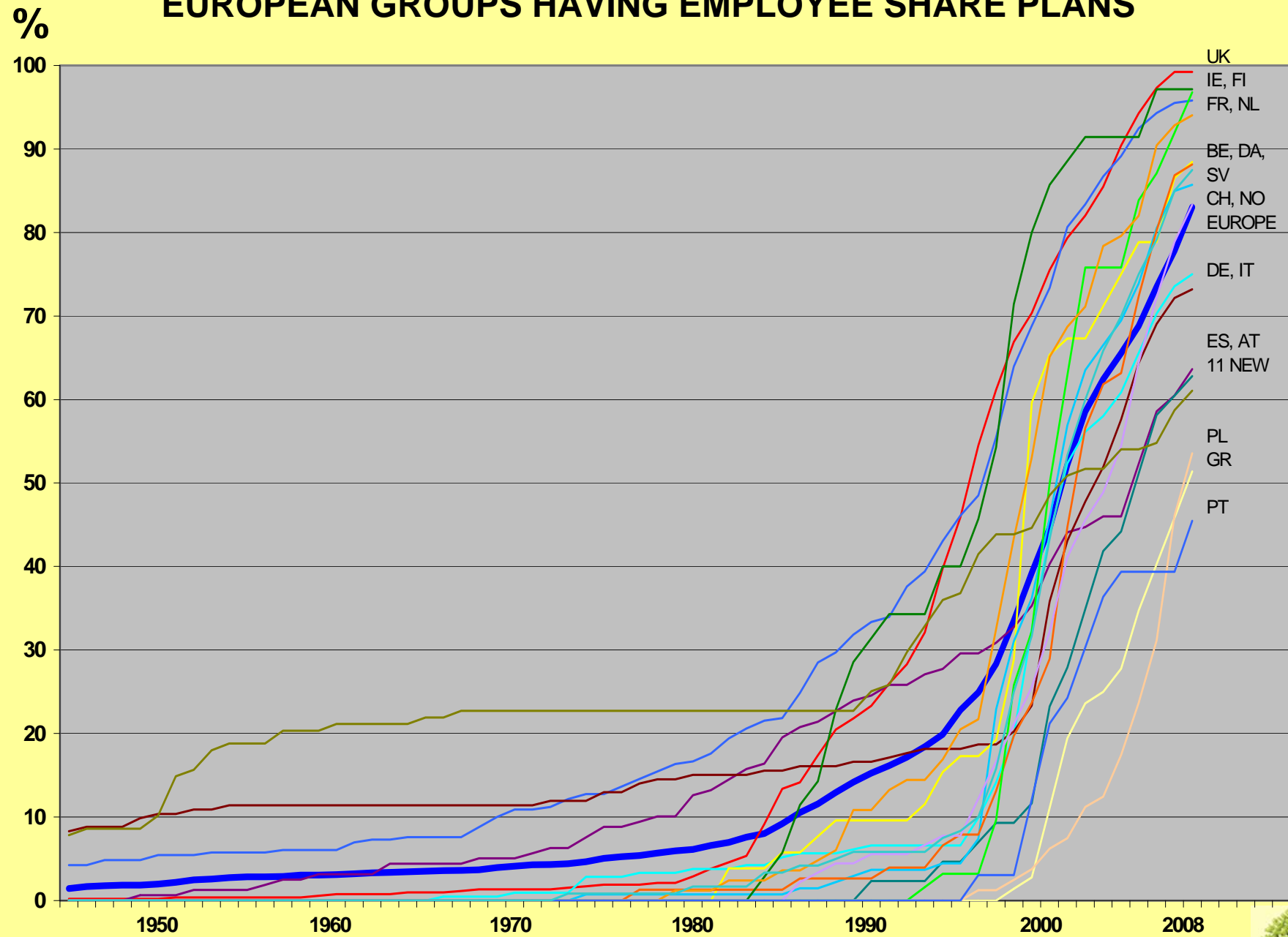
	2009	2008	2007	2006
Employee owners	9.3 million	9.0 million	8.4 million	
Employees' share in ownership structure	2.86%	2.79%	2.75%	2.43%
Capitalisation held by employees in €	166 billion	249 billion	291 billion	213 billion
% European companies having employee ownership	91.0%	83.8%	81.4%	77.4%
% European companies having broad-based plans	53.1%	50.9%	49.0%	45.2%
% European companies having launched new plans	30.3%	35.3%	26.5%	



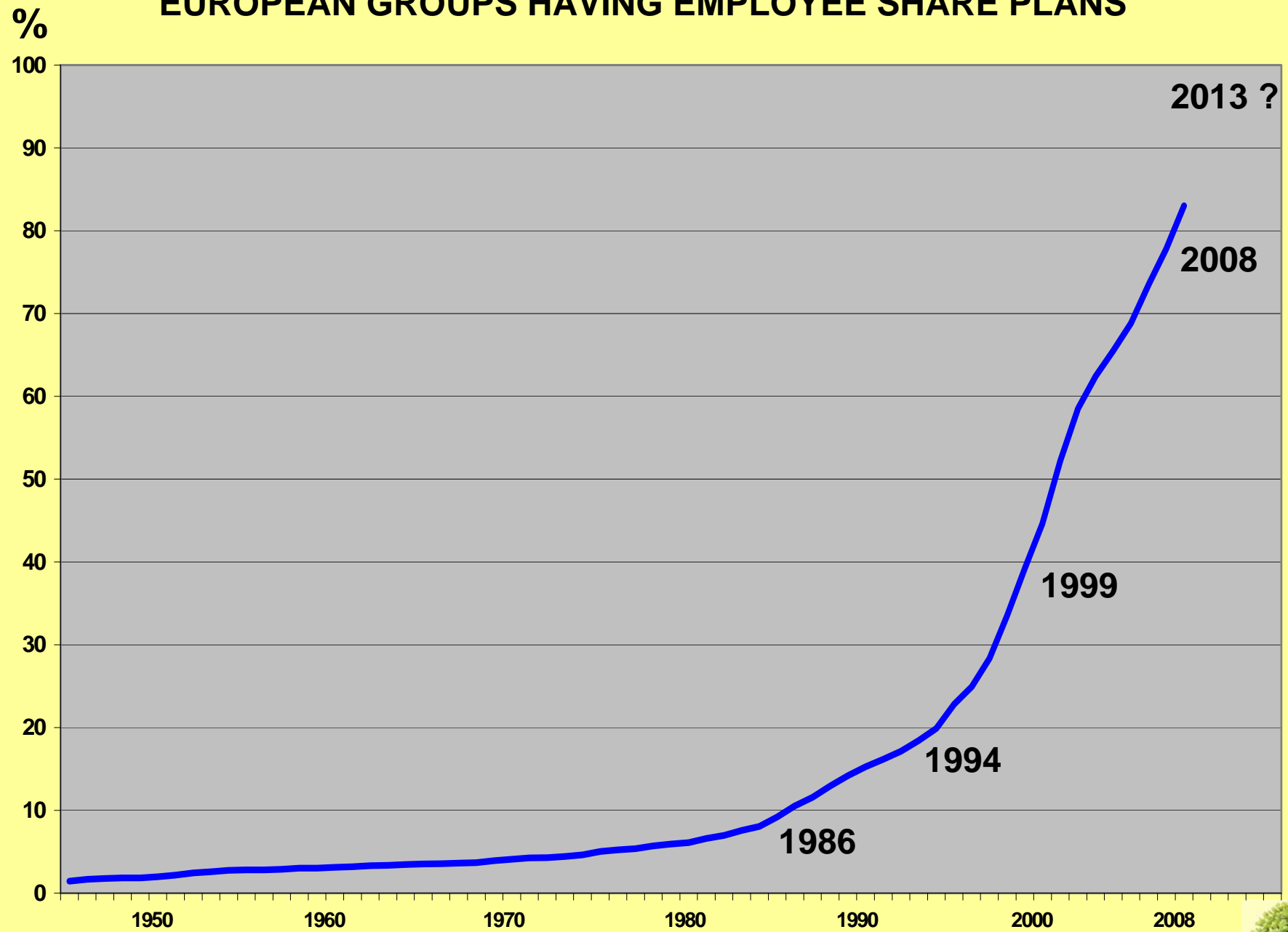
CAPITAL HELD BY EMPLOYEE OWNERS IN EUROPEAN GROUPS



EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS

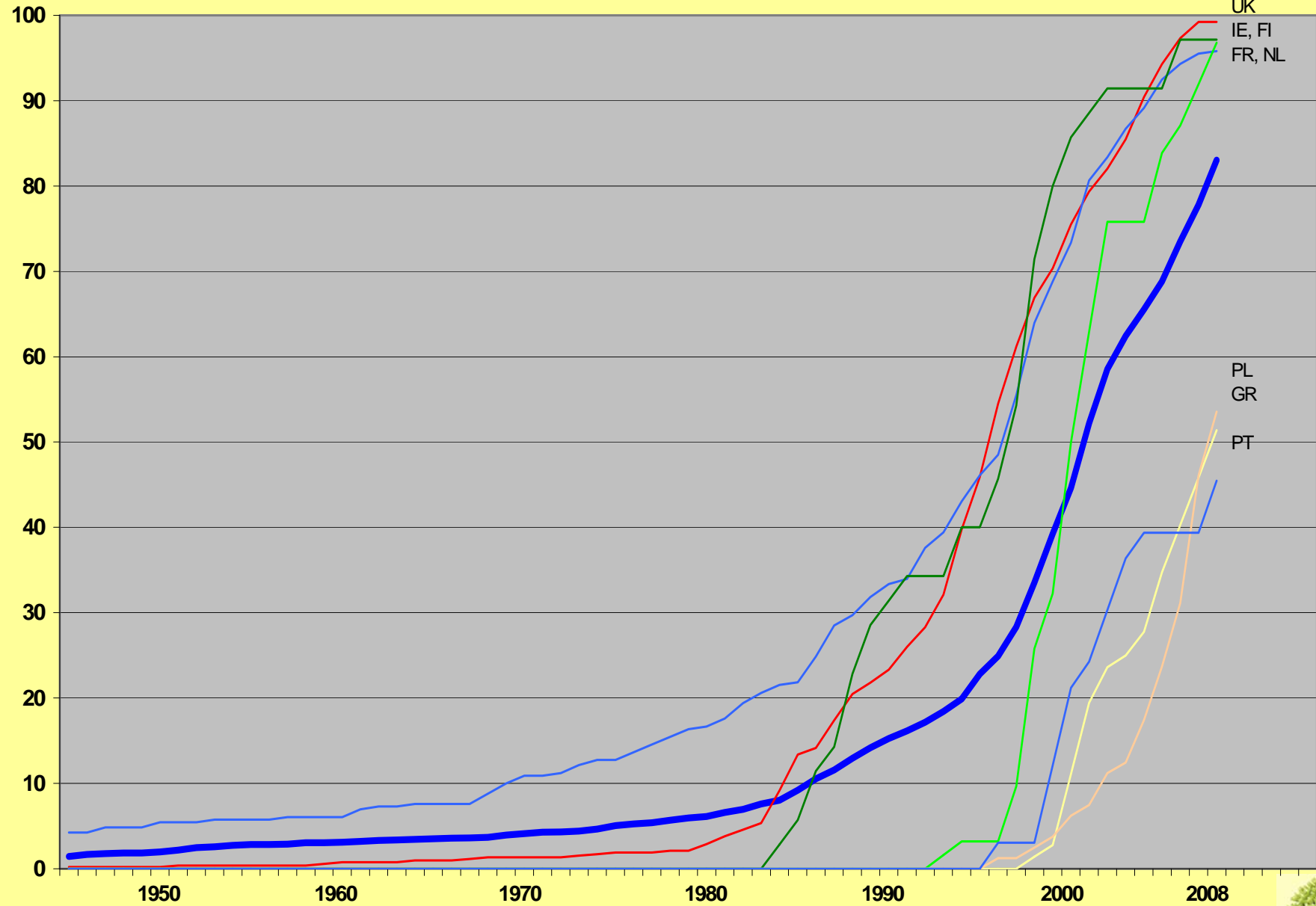


EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS



EUROPEAN GROUPS HAVING EMPLOYEE SHARE PLANS

%





EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2009

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

EUROPEAN FEDERATION OF

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2009

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

EUROPEAN FEDERATION OF EMPLOYEE

ANNUAL
ECONOMIC SURVEY
OF EMPLOYEE OWNERSHIP
IN EUROPEAN COUNTRIES

2007

BY
MARC MATHIEU
EUROPEAN FEDERATION OF EMPLOYEE SHARE OWNERSHIP

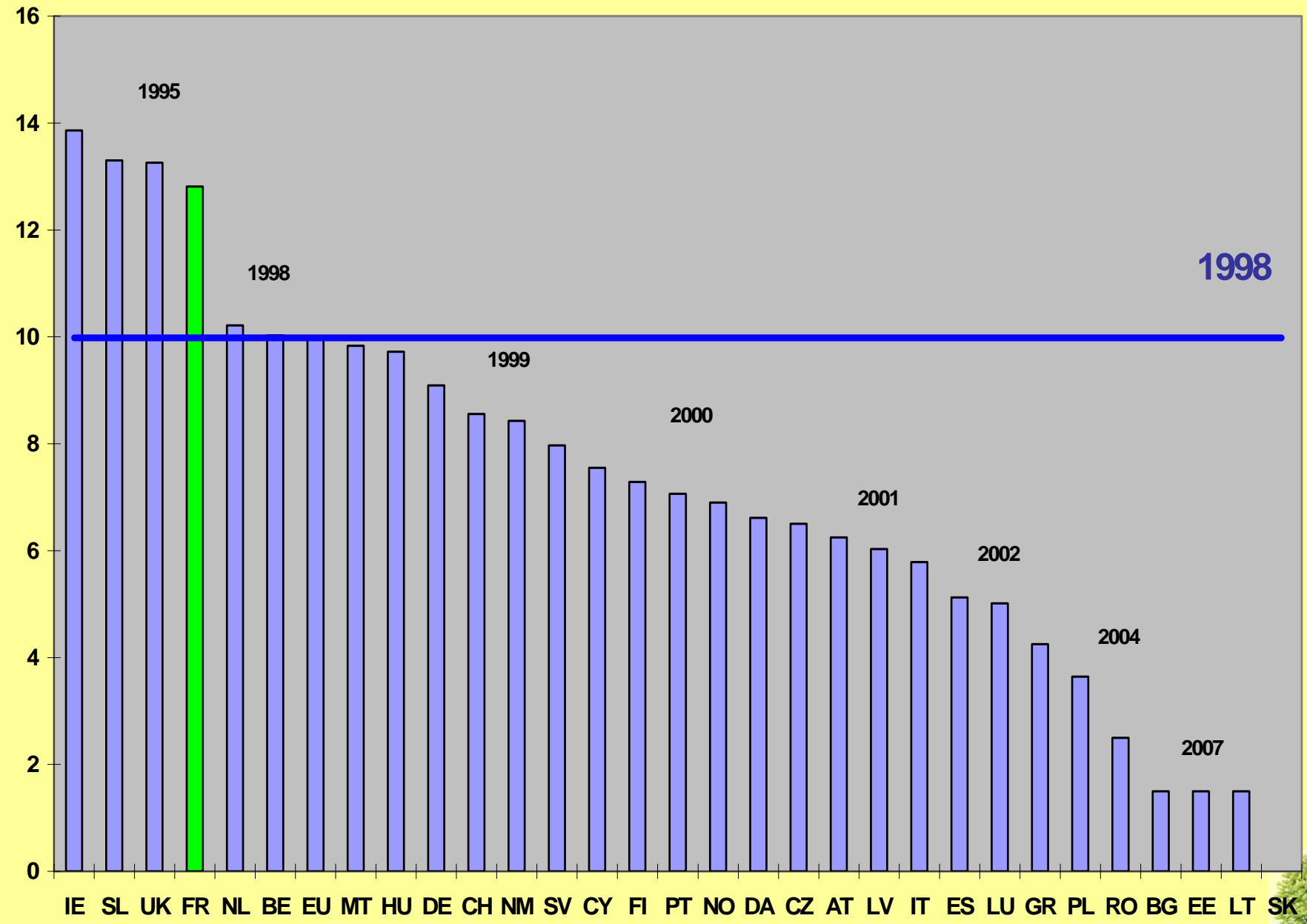
DEMOCRATISATION PROCESS

- **Number of companies**
- **Companies having share plans**
- **Companies having broad based plans**
- **Number of countries**
- **Number of employee owners**
- **% employee owners / all employees**
- **Capitalisation held by employees**



HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE

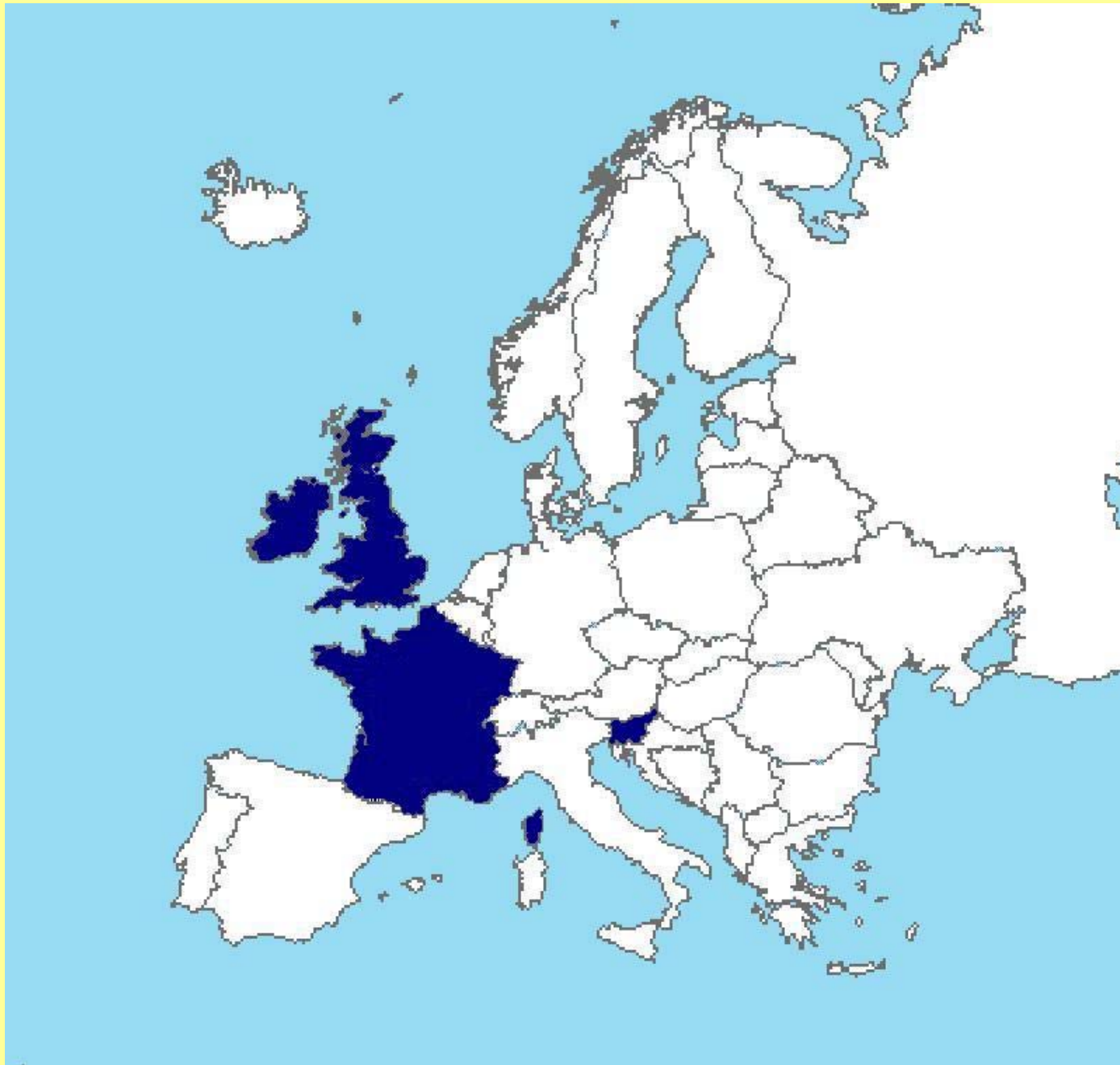
Number of years



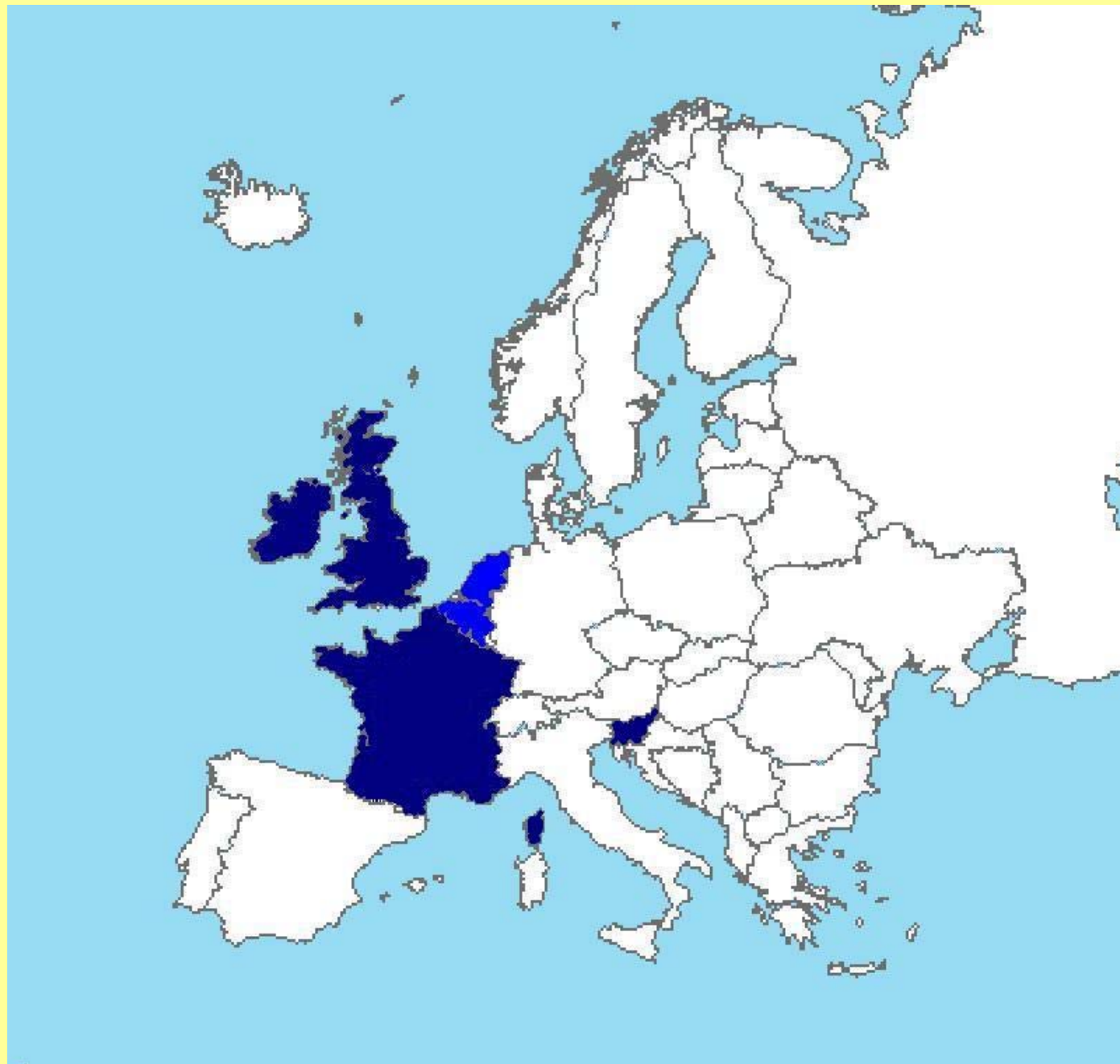
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



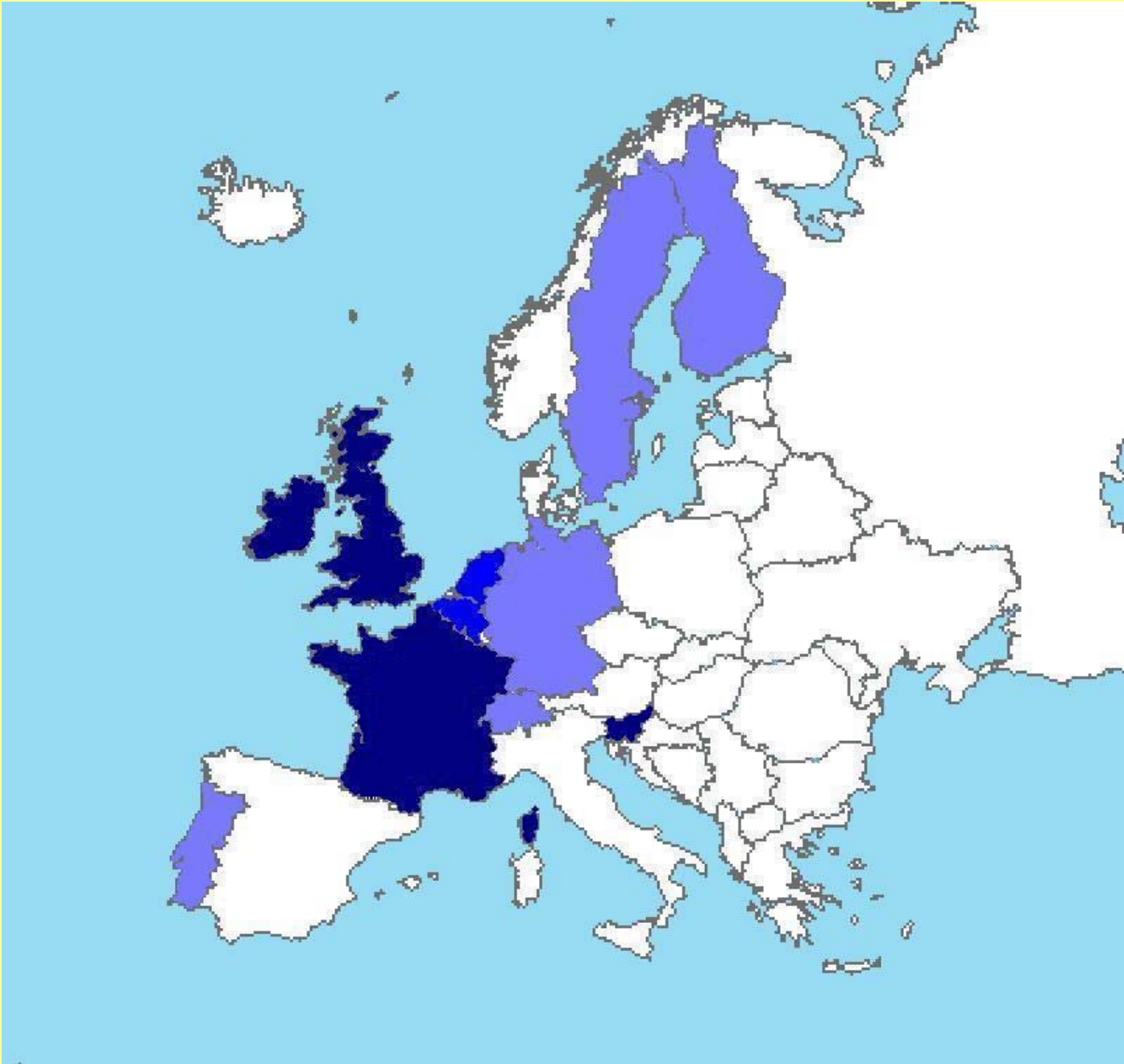
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



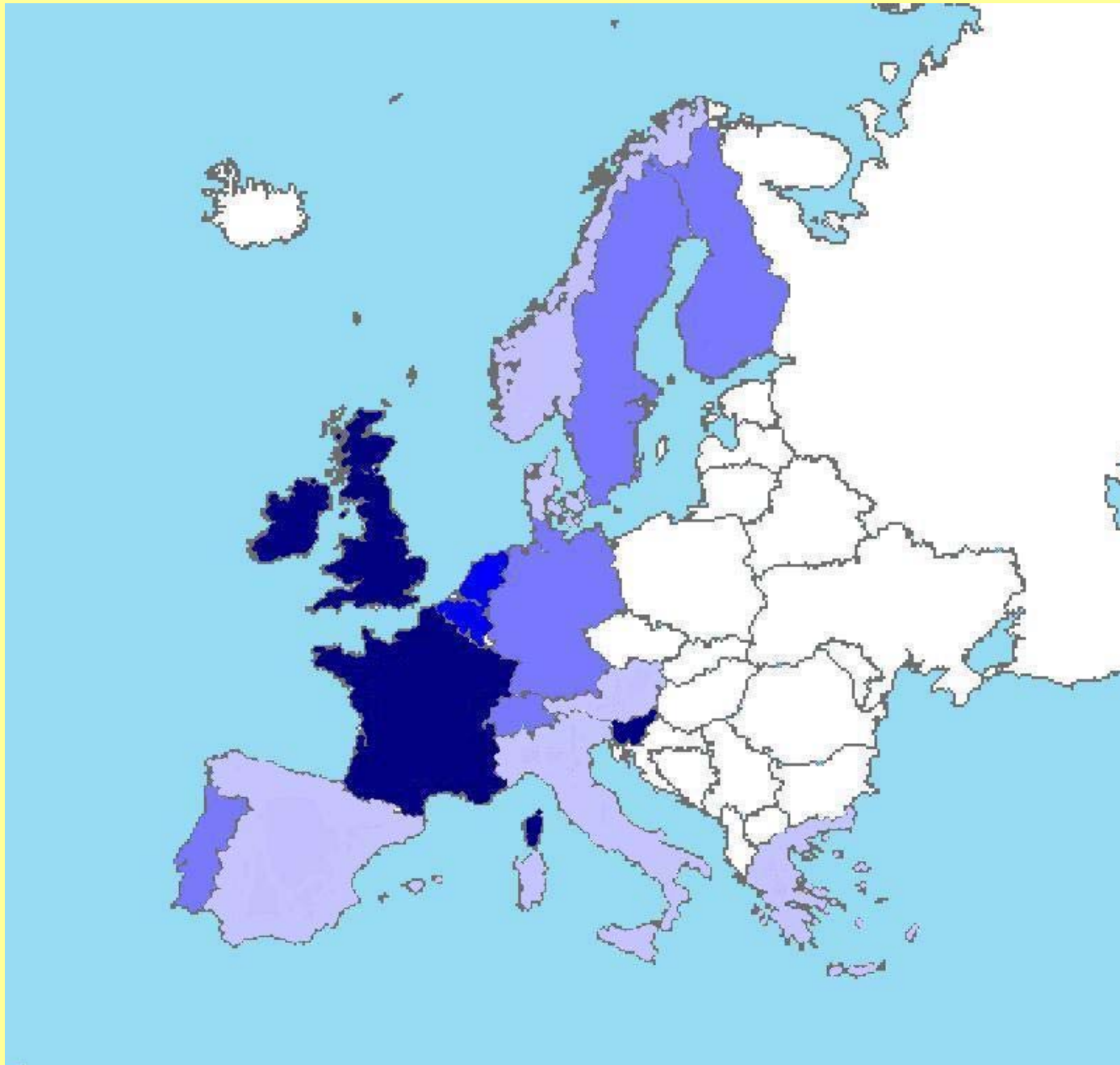
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



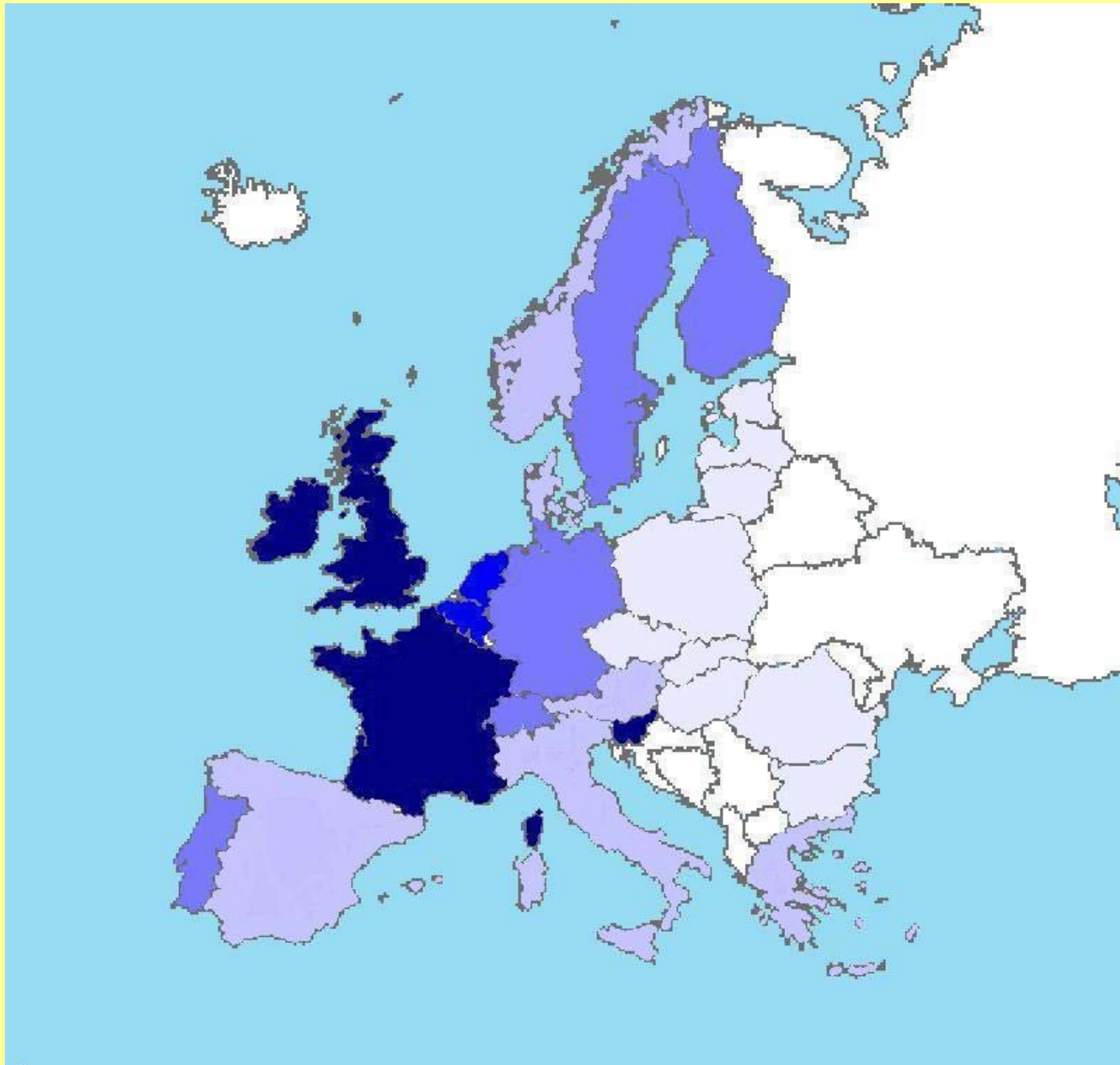
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE



**TOP
EXECUTIVES**
(stock options)

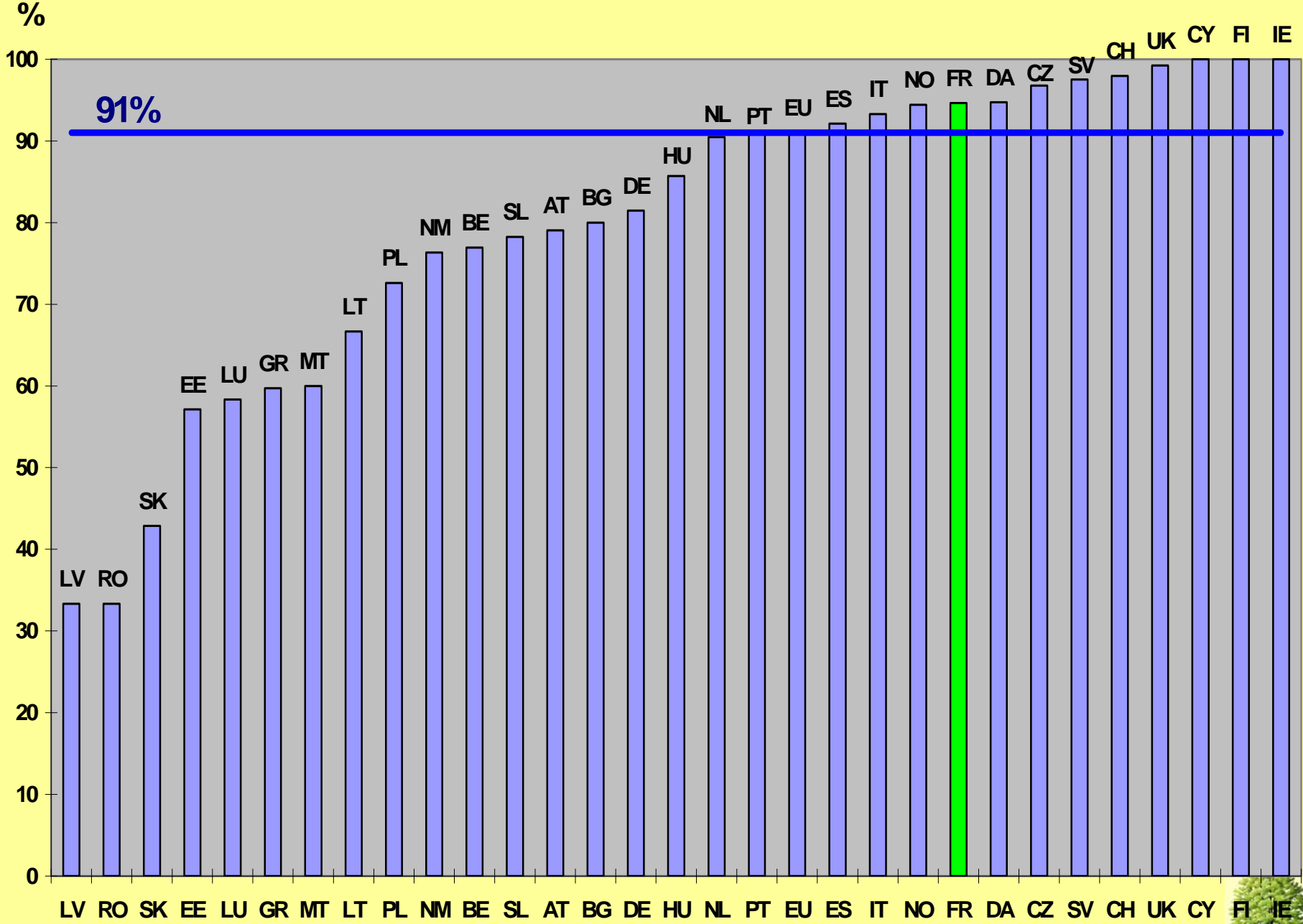
(1-2 years later)
HIGH MANAGEMENT
(1% employees)

(1-2 years later)
MIDDLE AND LOW MANAGEMENT
(10% employees)

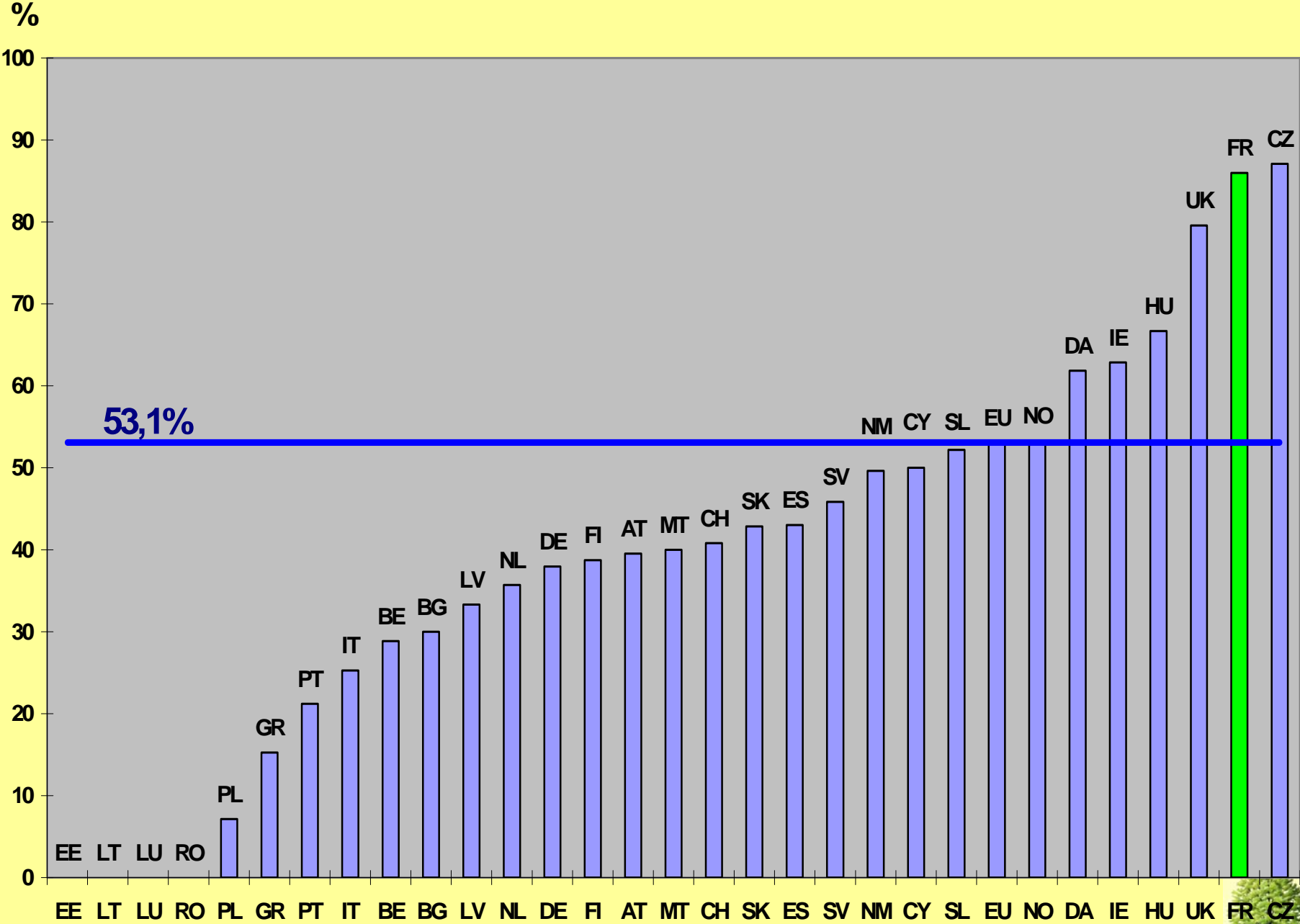
(2-3 years later)
ALL EMPLOYEE BROAD BASED SHARE PLANS
(100% employees)



EUROPEAN GROUPS HAVING EMPLOYEE OWNERSHIP



EUROPEAN GROUPS HAVING BROAD BASED SHARE PLANS



DATABASE OF EMPLOYEE OWNERSHIP

**Each of all
2.500 largest European groups**

Stock capitalisation > 200 million €

**33.4 million employees
(25-30% of all European employees)**



ANNUAL REPORTS



EMPLOYEE OWNERS IN EUROPEAN GROUPS

Numbers

3.500.000

Europe: 9.3 million employee owners

3.000.000

2.500.000

2.000.000

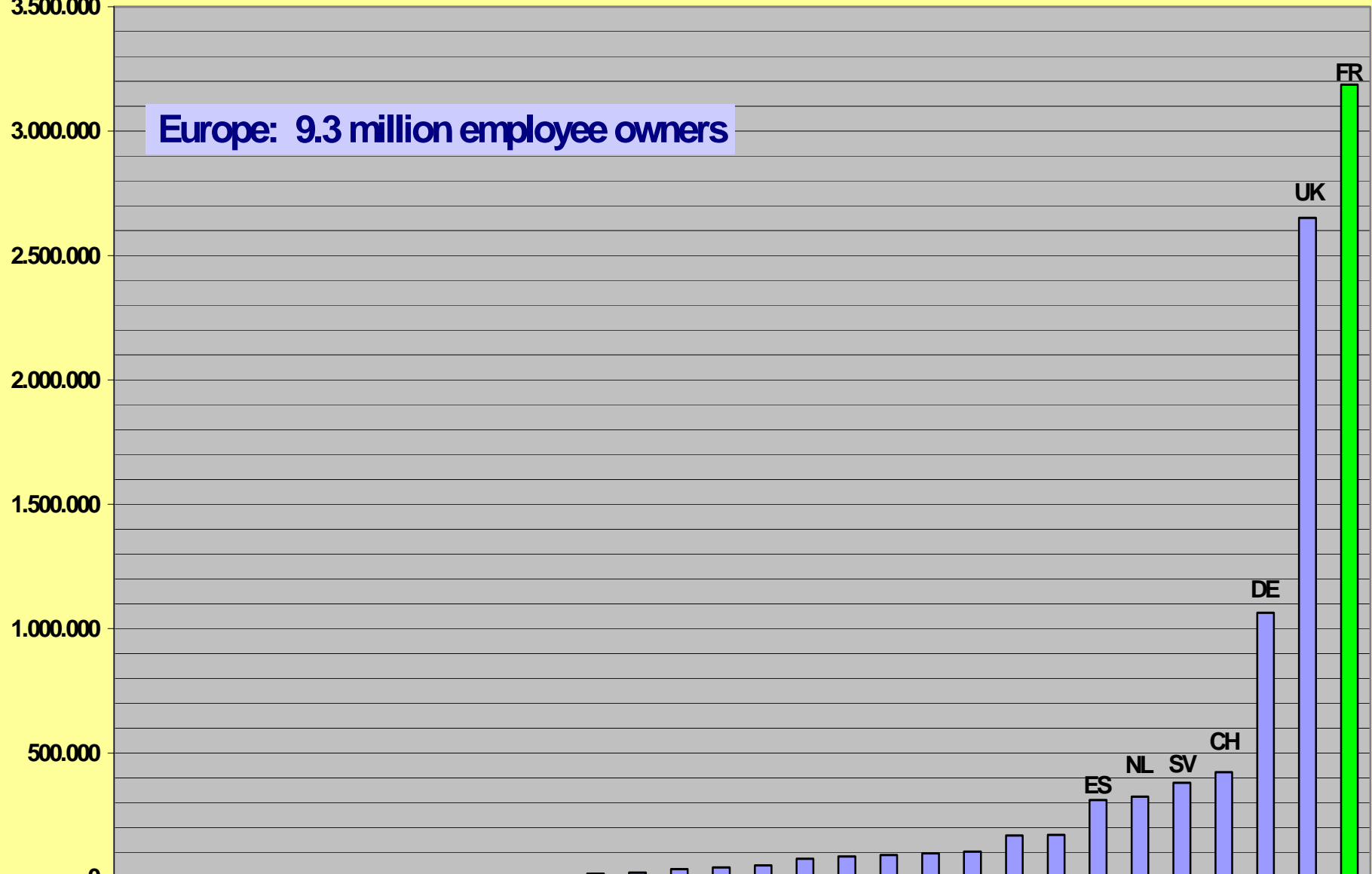
1.500.000

1.000.000

500.000

0

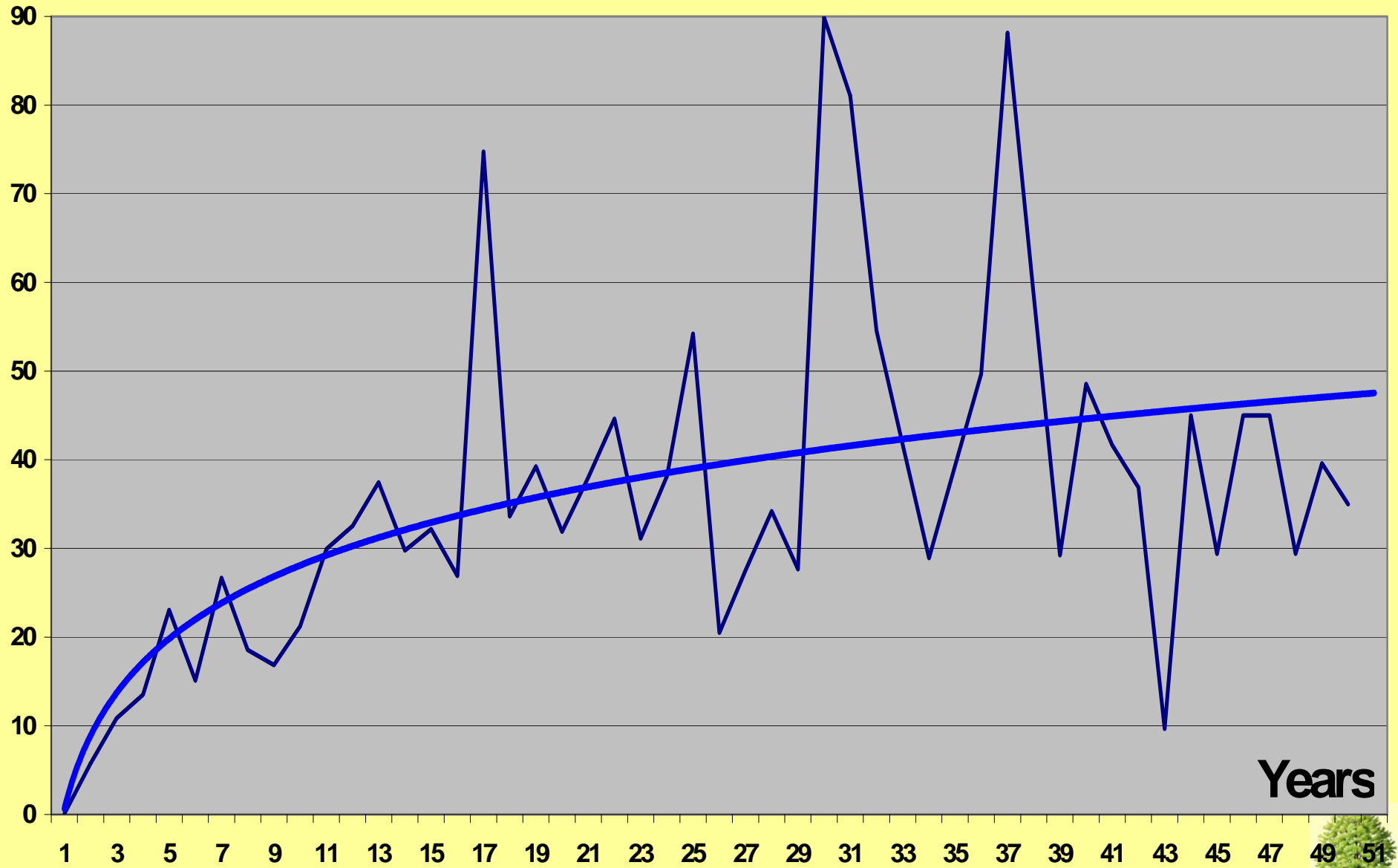
EE LT RO LV LU BG SK MT CZ SL HU CY PT PL NM GR IE DA NO BE AT IT FI ES NL SV CH DE UK FR



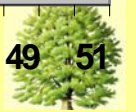
HOW LONG EMPLOYEE SHARE PLANS HAVE BEEN IN EXISTENCE

% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES

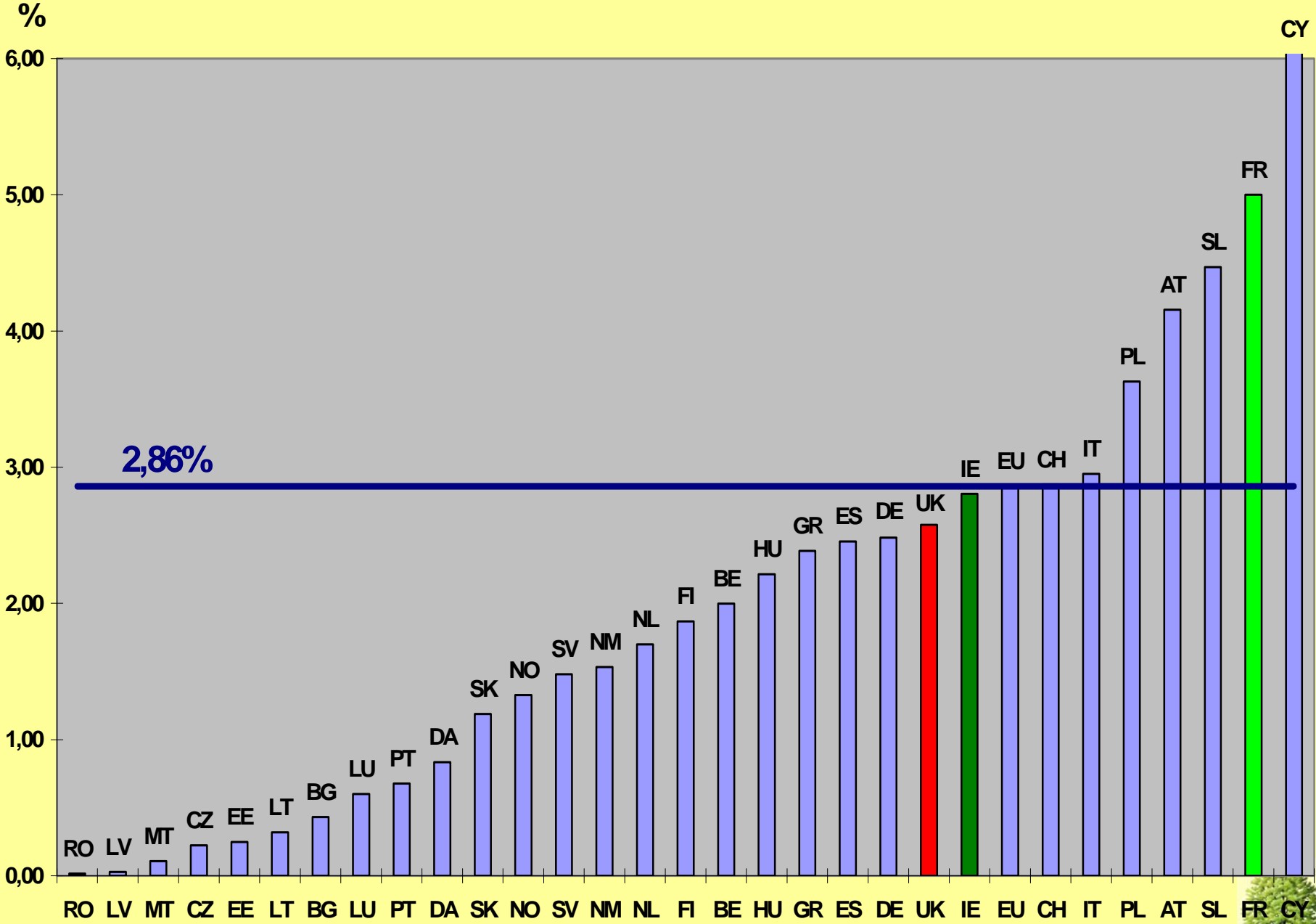
%



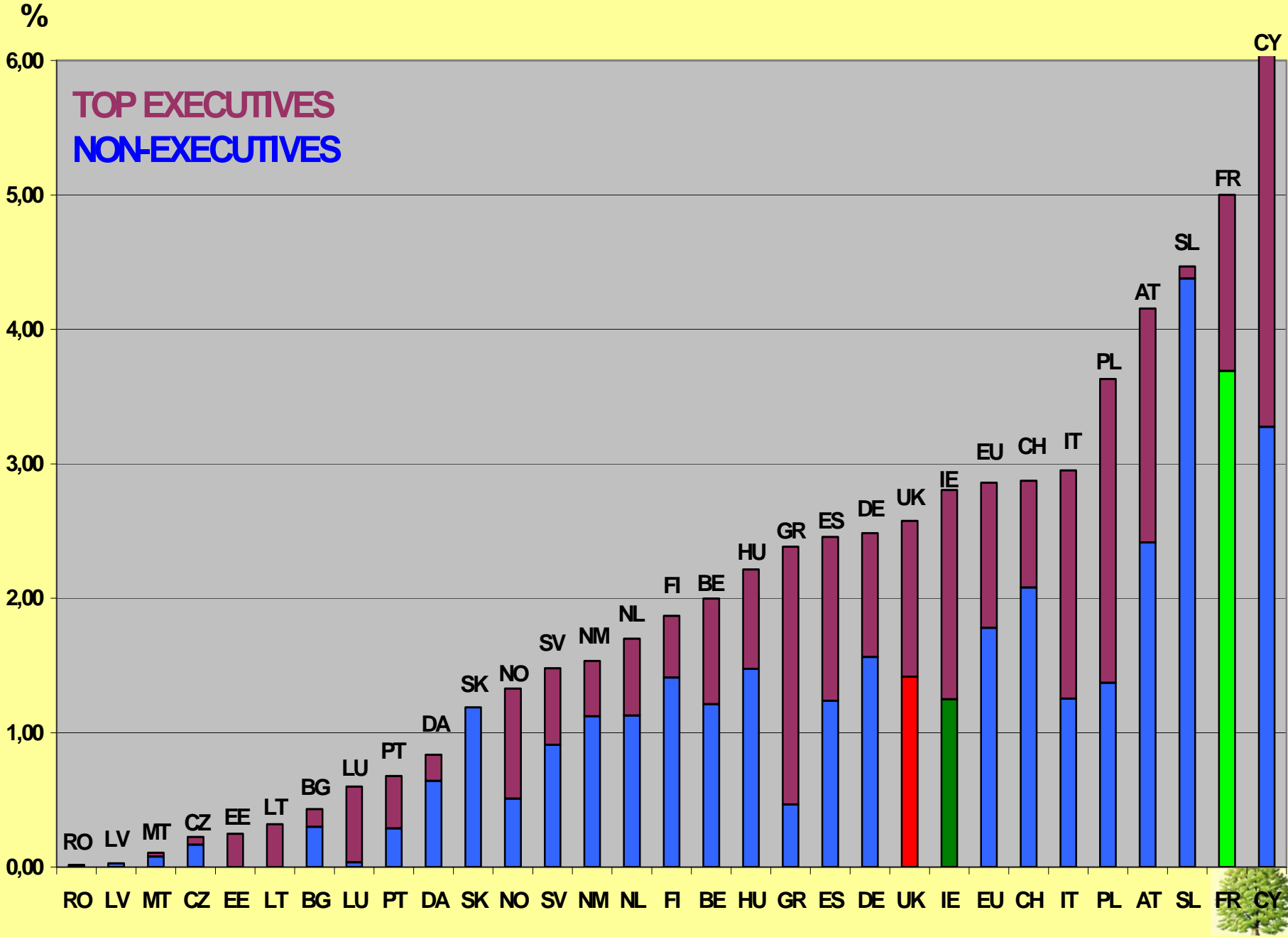
Years



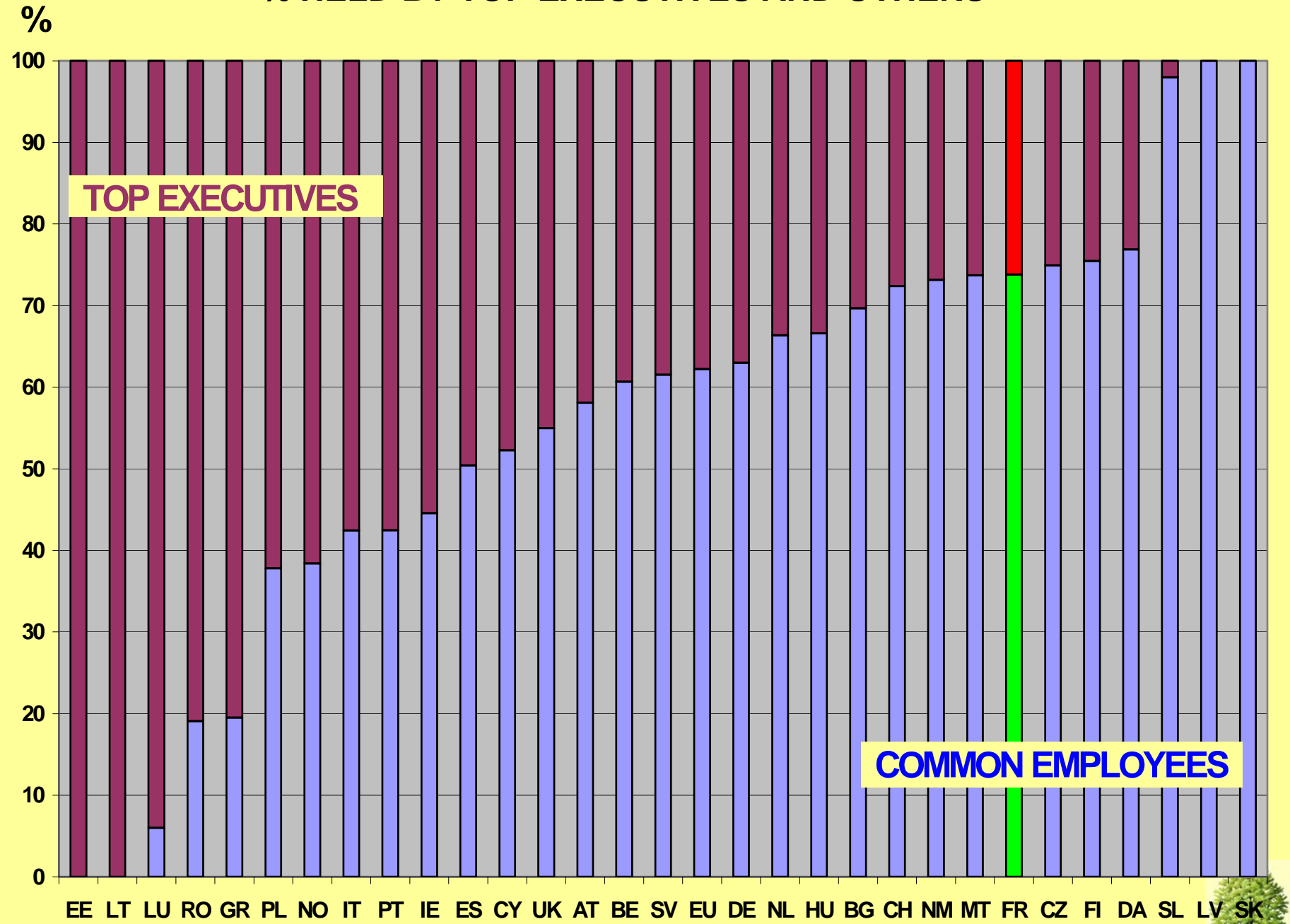
% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS



% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS

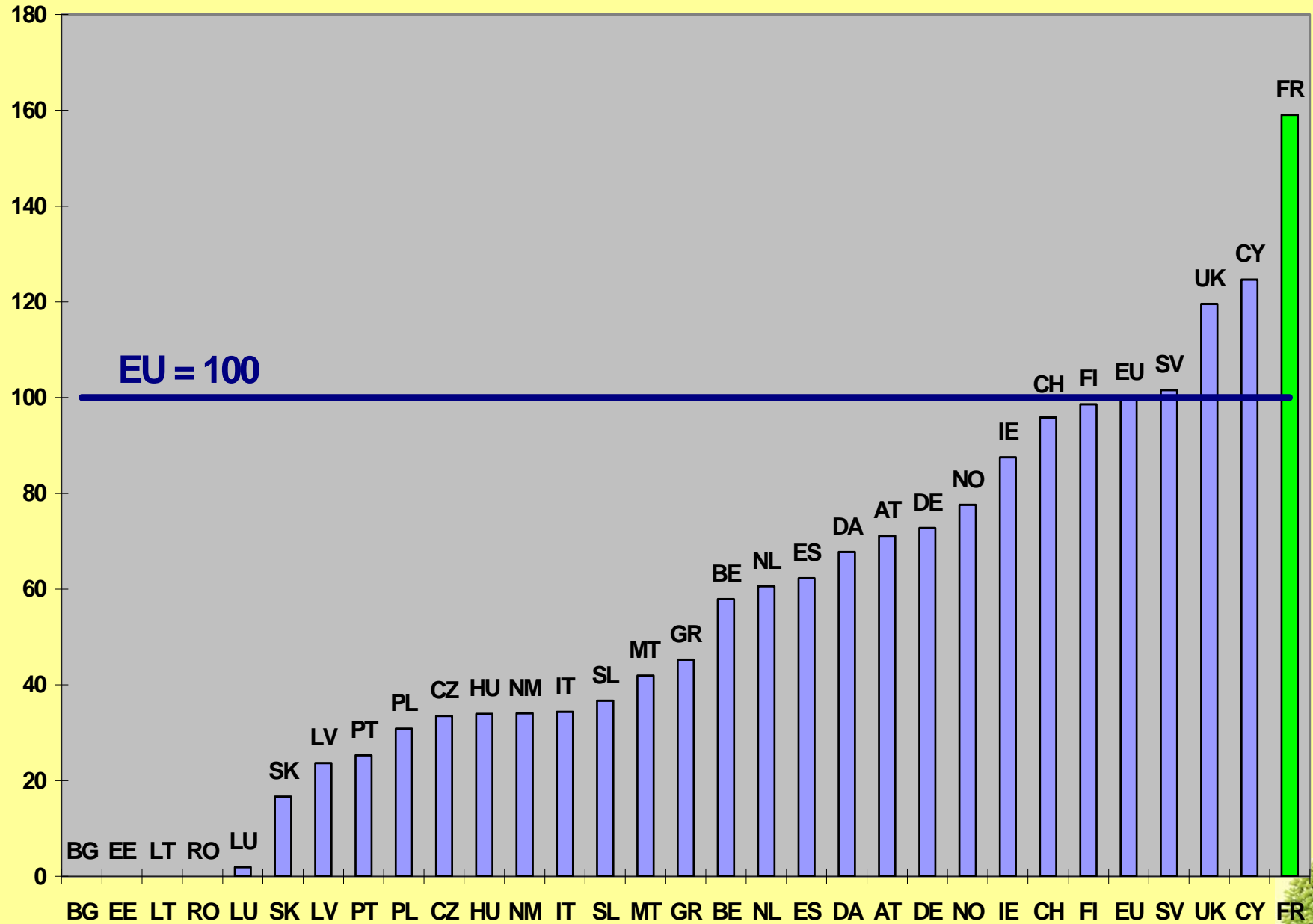


% HELD BY TOP EXECUTIVES AND OTHERS

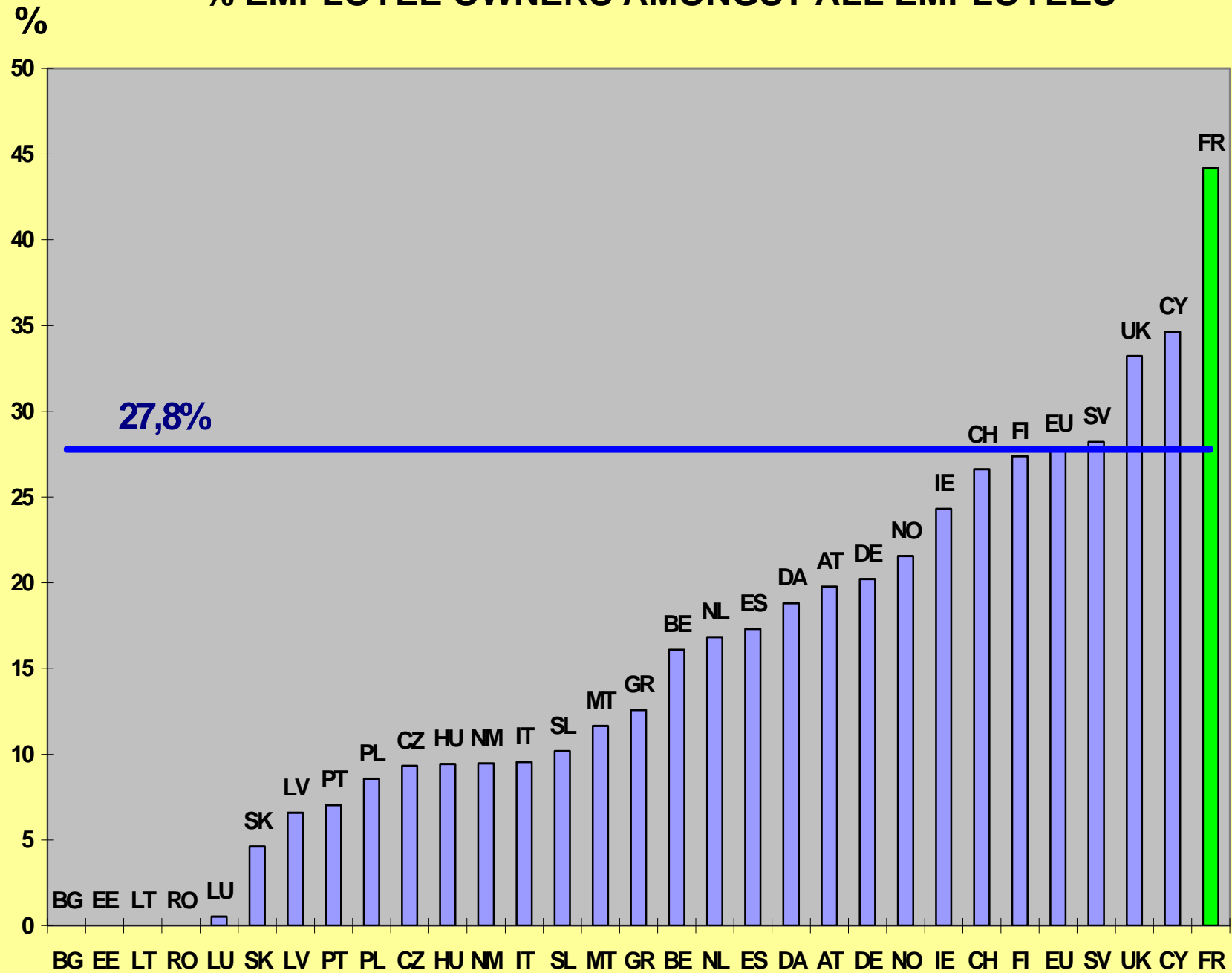


DEMOCRATISATION RATIO OF EMPLOYEE OWNERSHIP

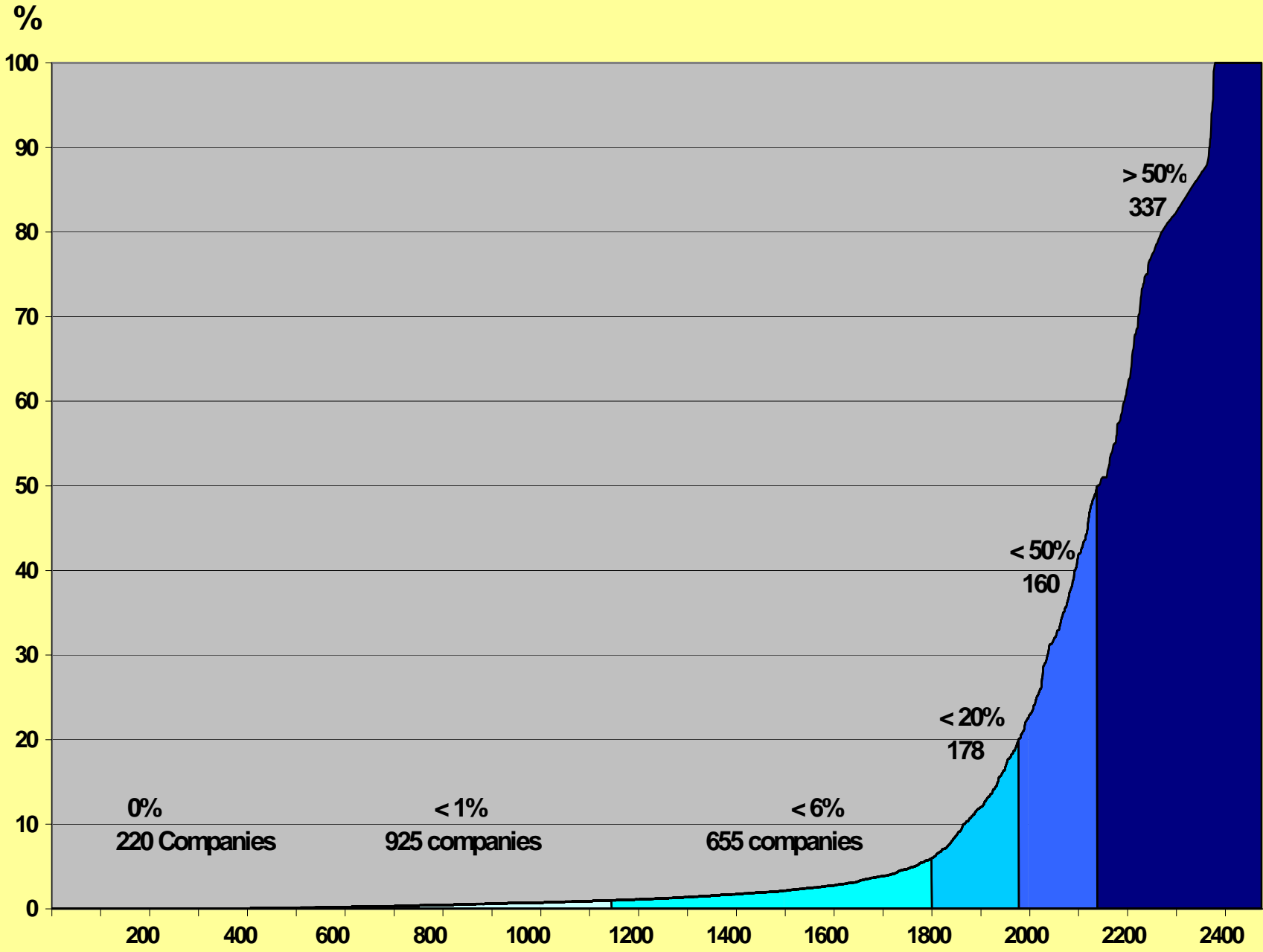
Ratio



% EMPLOYEE OWNERS AMONGST ALL EMPLOYEES



% CAPITAL HELD BY EMPLOYEES IN EUROPEAN GROUPS



Classification

		ALL GROUPS	
up to 1%	insignificant		
1 to 6%	significant	53.4%	1.332
6 to 20%	strategic	27.3%	676
20 to 50%	determining	20.1%	497
over 50%	controlling	13.6%	337

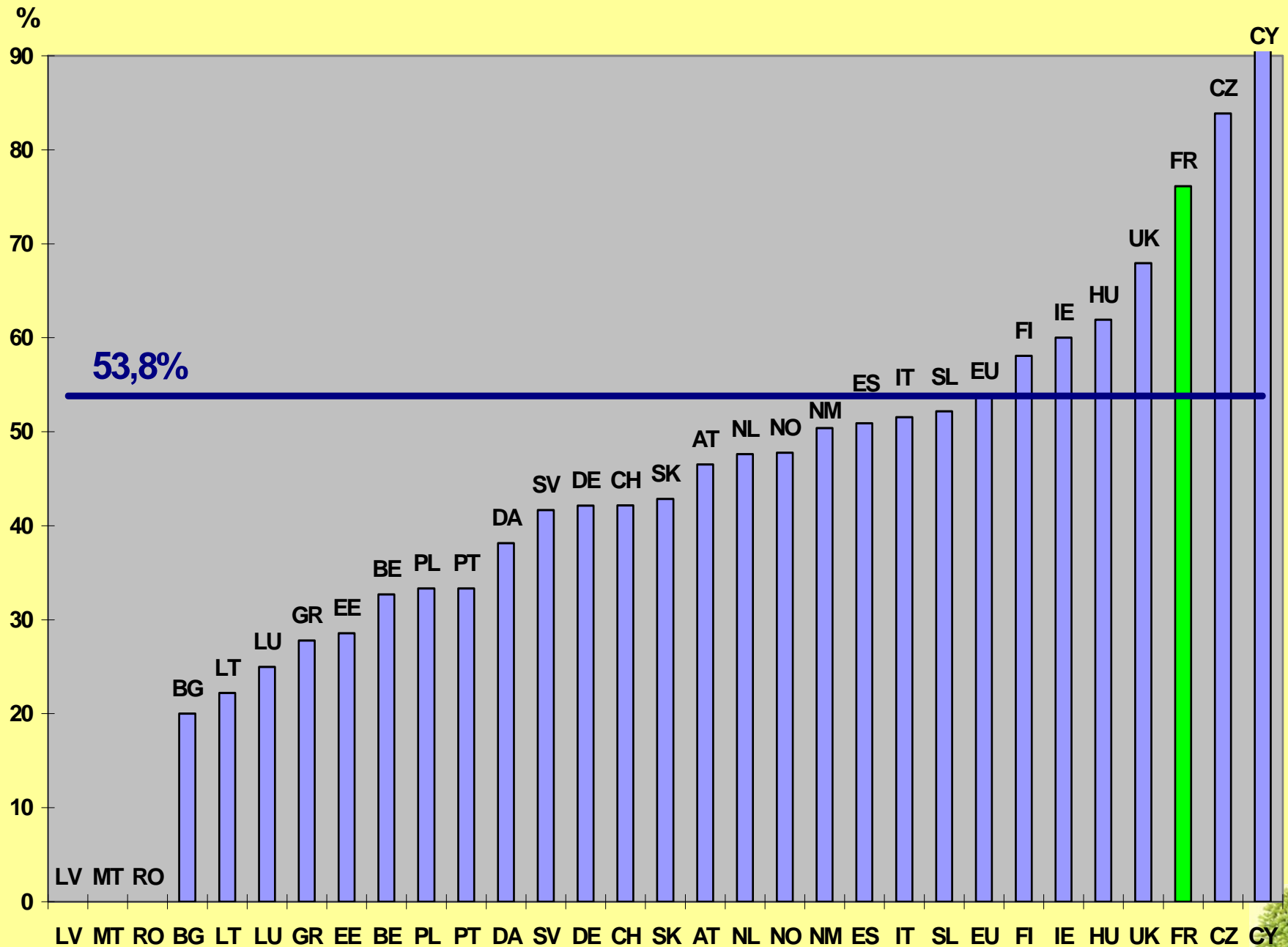


Classification

		LISTED GROUPS	
up to 1%	insignificant		
1 to 6%	significant	46.8%	1.072
6 to 20%	strategic	18.2%	416
20 to 50%	determining	10.4%	239
over 50%	controlling	3.7%	84



% EUROPEAN GROUPS HAVING "SIGNIFICANT" EMPLOYEE OWNERSHIP



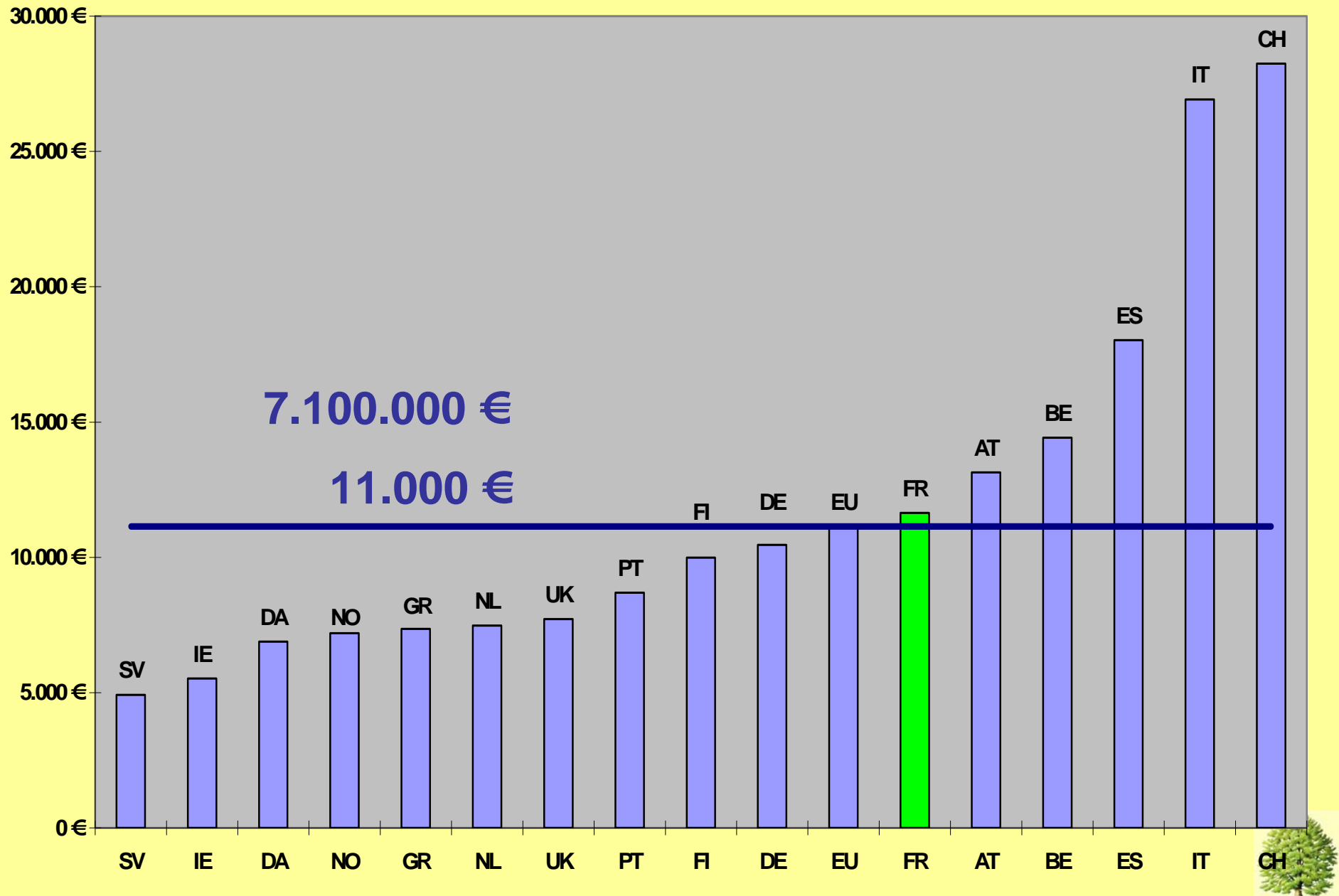
2010

10 million people

20.000 Euro each



AVERAGE CAPITALISATION HELD BY EACH EMPLOYEE OWNER (EXCLUDING TOP EXECUTIVES)



TOP EXECUTIVES & OTHER EMPLOYEES

7.100.000 Euro

63 billion €

1.08%

11.000 Euro

103 billion €

1.78%

18.000 Euro

166 billion €

2.86%



No legislation

=

**Stock-Option Plans
for happy few**



Political roadmap for employee ownership in Europe



**Manifesto
for
2009 election
European Parliament**



European Economic & Social Committee

Own-Initiative Opinion

February 2010 – October 21, 2010





**Belgian Presidency
of the European Union Council
2010**

Brussels, November 26, 2010
Congress Palace

*Ten years of public policies
for employee ownership
in Europe
- past, present, future*

*Project coordinated by the
European Federation of Employee Share Ownership*



Thank you for your attention

For more information

Marc Mathieu

www.efesonline.org

efes@efesonline.org

Phone/fax: +32 2 242 64 30

Avenue Voltaire 135, B - 1030 Brussels

