



# **EMPLOYEE FINANCIAL PARTICIPATION IN THE EU**

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# EUROPEAN COMMISSION

- **Barroso II Commission very supportive**
  - ❖ **Commissioner Andor**
  - ❖ **Commissioner Bernier**
- **Juncker Commission**
  - ❖ **??**

# EUROPEAN COMMISSION

Speaking at a conference in 2014, Commissioner Michel Barnier said:

*‘...employees know the firm better than external shareholders and thirty years of research shows the employee share ownership firms are more profitable, more competitive, create more jobs and pay more taxes than firms without employee share ownership schemes ... there is a need to highlight, not only the obstacles, but also concentrate on the benefits’.*

# European Parliament / EESC

- **European Parliament:**
  - ❑ Policy documents from 1983 to 2007
  - ❑ Report: *Financial participation of employees in companies' proceeds*, 2013/2127(INI)T7 January 2014
- **European Economic and Social Committee:**
  - ❑ **1** Opinion: *The 28th regime an alternative allowing less lawmaking at Community level*, May 2010.
  - 2** *Opinion on employee financial participation in Europe*, February 2011

# RECENT STUDIES

## ➤ Eurofound:

- ❖ **Third European Company Survey 2013**  
(Based on interviews with 24,500 managers and 9,000 employees across the 28 Member States)

<u>Company Size</u>	<u>2013</u>	<u>2009</u>
<b>10-19</b>	<b>3.7%</b>	<b>3.8%</b>
<b>20-49</b>	<b>5.2%</b>	<b>4.6%</b>
<b>50-249</b>	<b>8.9%</b>	<b>7.3%</b>
<b>250-499</b>	<b>12.5%</b>	<b>12.0%</b>
<b>500+</b>	<b>18.0%</b>	<b>16.2%</b>
<b>Total</b>	<b>5.2%</b>	<b>4.7%</b>

## **RECENT STUDIES**

**ABOUT 10% OF ENTERPRISES FELL INTO A CATEGORY THAT HAVE '*EXTENSIVE*' FORMS OF *VARIABLE PAYMENT*' SCHEMES**

**THESE ARE DEFINED AS HAVING, FOR EXAMPLE, INDIVIDUAL AND GROUP PERFORMANCE PAY, AS WELL AS PROFIT-SHARING AND SHARE OWNERSHIP PLANS**

**OF THESE ENTERPRISES, 27% HAD SOME FORM OF EMPLOYEE SHARE OWNERSHIP PLAN**

# RECENT STUDIES

## 5th European Working Conditions Survey (2010)

(44,000 workers from 34 European countries were interviewed in 2010 on their working and employment conditions)

- ❖ **Income from company shares - 3%**
  - FR: 7%; SE: 6%
- ❖ **Income from profit-sharing - 13%**
  - FR and FL: 23%



**Dank u**

**Merci**

**Thank You**

**Go Raibh Maith Agat**