

Program

9:00 – Welcome and registration

RESEARCH ACROSS ENTERPRISES AND MAJOR COMPANY EXPERIENCE

CHAIR: RICHARD FREEMAN

9:15 – **Session 1:** Report by Ana Cardosa and Jose Garcia-Louzao on Spanish employee-owned companies using government administrative data.

10:30 – *Coffee break*

10:45 – **Session 2:** Presentation by Marc Muntermann and Carolin Ahrens on Siemens employee share ownership and profit-sharing plan

12:00 – *Lunch*

POLICY AND FUTURE RESEARCH OPPORTUNITIES

CHAIR: HERWIG ROGGMANN

13:00 – **Session 3:** Presentations on policy developments and research issues: Richard Freeman on U.S.; Jens Lowitzsch on EU; Loris Guery on French profit sharing

14:45 – *Coffee break*

15:00 – **Session 4:** Panel discussion by unions and employer groups on developments and issues: Claes-Mikael Jonsson (Sweden); Thomas Fischer, Albrecht Söllner (Germany)

16:30 – **Conclusions:** Kalle Moene “Unions and shared enterprises: how to improve markets with workers as owners”; Erling Barth – Wrap up discussion of 1) most promising research areas to answer economics/business questions about participatory firms; 2) key research for moving policy agenda / plan for follow-up

17:30 – *Networking*

THE WORKSHOP IS JOINTLY ORGANIZED BY

- the CENTRE FOR THE STUDY OF EQUALITY, SOCIAL ORGANIZATION, AND PERFORMANCE, UNIVERSITY OF OSLO,
- the LABOR AND WORKLIFE PROGRAM AT HARVARD LAW SCHOOL, and
- the INTER-UNIVERSITY CENTRE VIADRINA | FU-BERLIN | UNI SPLIT | SORBONNE



Venue

Harnack-Haus - The Conference Venue of the Max Planck Society
Ihnestr. 16-20 - 14195 Berlin



From airport Tegel (18 km)

Bus 109 -> Jakob-Kaiser-Platz; U7 -> Fehrbelliner Platz;
U3 -> Thielplatz. The Harnack House is 100 meters away.

From airport Schoenefeld (25 km)

Bus 171 -> Rudow; U7 -> Fehrbelliner Platz;
U3 -> Thielplatz. The Harnack House is 100 meters away.

From Central Station Hauptbahnhof (15 km)

S7 -> Zoologischer Garten; U9 -> Spichernstraße.
U3 -> Thielplatz. The Harnack House is 100 meters away.

Contact person for organizational and logistics: **Stefan Hanisch**,
Research Associate – hanisch@europa-uni.de, +49 (0)178 739 9124

Employee share ownership and profit sharing workshop

TUESDAY, NOVEMBER 15, 2016

EQUALITY • SOCIAL ORGANIZATION • PERFORMANCE

ESOP

LWP The Labor and Worklife Program
at Harvard Law School

INTERCENTAR

Contributors

Carolín Ahrens

Research assistant at the Chair of Management and Controlling, Georg-August-Universität Göttingen. Her research interests are employee participation programs and share-based remuneration systems. She has worked on the influence of expatriates on employees' ESOP participation and the moderating effect of distance.

Erling Barth

Research professor at the Institute for Social Research in Oslo and adjunct professor at the Department of Economics, University of Oslo. His PhD is from the Department of Economics at the University of Oslo. He is a research fellow of the Labor and Worklife Program at Harvard.

Ana Cardoso

Associate research professor at IAE (CSIC) in Barcelona, and affiliated professor at the Barcelona Graduate School of Economics. Her research includes earnings dispersion, employer behaviour, and the impact of labour market institutions and regulations.

Sophie Dunsch

Research assistant at the Chair of Macroeconomics, in particular Economic Theory, at the European University Viadrina. She works mainly on (youth) unemployment in Europe including policy measures aimed at decreasing unemployment rates.

Thomas Fischer

Heads the department for general/strategic questions (Grundsatzabteilung) of the executive board of the German Trade Union Confederation (DGB), the umbrella organization for eight German trade unions.

Richard B. Freeman

Holds the Ascherman Chair in Economics at Harvard University and is currently serving as Faculty co-Director of the Labor and Worklife Program at the Harvard Law School. The program brings together scholars and policy experts from a variety of disciplines to analyse critical labour issues in the law, economy, and society.

Jose Garcia-Louzao

PhD student at Universitat Autònoma de Barcelona. He works on cooperative enterprises in Spain.

Loris Guery

Lecturer in Management Sciences and assistant Team leader for Organization and Human Resources Strategy at the Higher Institute of Administration and Management ISAM-IAE, University of Lorraine, Nancy, France. His research interests focus on Strategy, Organization, Human Resources, and EFP.

Claes-Mikael Jonsson

Lawyer and Chief Economist of the Swedish Trade Union Confederation LO. He writes a fascinating blog that gives reflections and thoughts on resolving the EU, labour law, trade union fundamental questions, some economy-political issues and other related topics.

Jens Lowitzsch

Kelso Professor of Comparative Law, East European Business Law and European Legal Policy at the Faculty of Economics at European University Viadrina. Since 2013 he directs the Inter-University Centre. He authored the PEPPER III report, edited the PEPPER IV report and coordinated the 2014 DG MARKT pilot project on EFP.

Karl Ove Moene

Professor of Economics, University of Oslo and Director of the Centre for the Study of Equality, Social Organization, and Performance at the Department of Economics. The centre aims at exploring the links between equality, social organization, and economic performance, both in rich and poor countries.

Marc Muntermann

Head of Global Share Programs of Siemens AG. He works at plan design, communication strategy and measurement of the overall success of Siemens drive for an ownership culture at Siemens. His paper Determinants of Share Plan Participation The Siemens Experience appeared in Compensation Benefits Review 2015.

Thomas Obst

Research associate at the department of Finance and International Economics of the European University Viadrina. He completed his PhD studies at the University of Greenwich in London on the relationship between income distribution and economic growth.

Herwig Roggemann

Is professor emeritus of law at the faculty of law at Freie Universität Berlin and founder of the Inter-University Centre. His fields of research include comparative law, legal policy, employee financial participation and functional changes in property rights in Europe.

Albrecht Söllner

Head of the Chair of Business Administration, with a focus on International Management at the Faculty of Business Administration and Economics of the European University Viadrina in Frankfurt (Oder) and Vice Dean of the Faculty.

Marica Virgillito

Economist at the Laboratory of Economics and Management (LEM), Scuola Superiore Sant'Anna in Pisa, Italy specializing in artificial agent models. 2016 paper: The 'Schumpeterian' and the 'Keynesian' Stiglitz: Learning, Coordination Hurdles and Growth Trajectories"

Özgür Yıldız

Environmental economist at inter 3 Institute for Resource Management, a spinoff from TU Berlin focussing on „citizen energy“ in renewable energy systems.

The topic

In the United States of America ...

Broad-based employee stock ownership and profit sharing can be found throughout the U.S., most notably through Employee Stock Ownership Plans (ESOPs) established by Congress in 1974 and profit sharing. ESOPs provide companies tax incentives to finance the purchase of shares through loans to an employee benefit trust where the employees do not pay cash for the shares. There are twice as many worker-owners in ESOPs than union members in the US private sector.

For many years analysts and politicians have seen ownership and profit sharing as niche economic institutions, with little interest in their potential effect on the big economic problems of inequality, employment, and productivity. In 2016 that changed. From the Center of American Progress' Commission on Inclusive Prosperity to the 3rd Way Think tank to the Aspen Institute to the platforms of the Democrats and Republicans, there is widespread recognition that greater ownership and profit sharing have to be part of building a better and sustainable market economy. Who knows where disgruntled workers will turn without an ownership stake in the economy?

... and in the European Union

More than twenty-five years have passed since the Commission of the European Communities expressed an interest in promoting an EU instrument to facilitate financial participation of employees. Over this period a series of PEPPER Reports have documented the diverse experience of the growing number of EU countries. Consequently, in its Resolution of 14 January 2014 ([T7-0013/2014](#)), the European Parliament called on the European Commission to further promote employee ownership and to investigate the issue of a European framework for the promotion of employee financial participation. The results of the Pilot Project were presented to the EP in an EMPL workshop on 11 Nov. 2014 and the EP debated an Oral Question to the Commission on EFP on 10 Feb. 2015.

Nowadays, the topic and especially its European dimension has gained importance across the EU as the former Vice-President of the Commission, Michel Barnier in his speech at a 2014 DG MARKT conference on employee ownership and participation, points out: “[...] Employee share ownership is, by its very nature, a long-term investment. It will have a stabilising effect on capital markets, and is seen by our enterprises as a welcome counterweight to speculative, short-term investment. Enterprises that practise employee share ownership, can count on a block of demanding but loyal shareholders, who are attached to an enterprise and know the firm better than external shareholders. [...]”.

Given these remarkable political initiatives by policy-makers on both sides of the Atlantic, we surmise that the conditions for improving the legal framework for financial participation of employees (and therefore for the transformation of non-owners into shareholders) are now especially favourable.