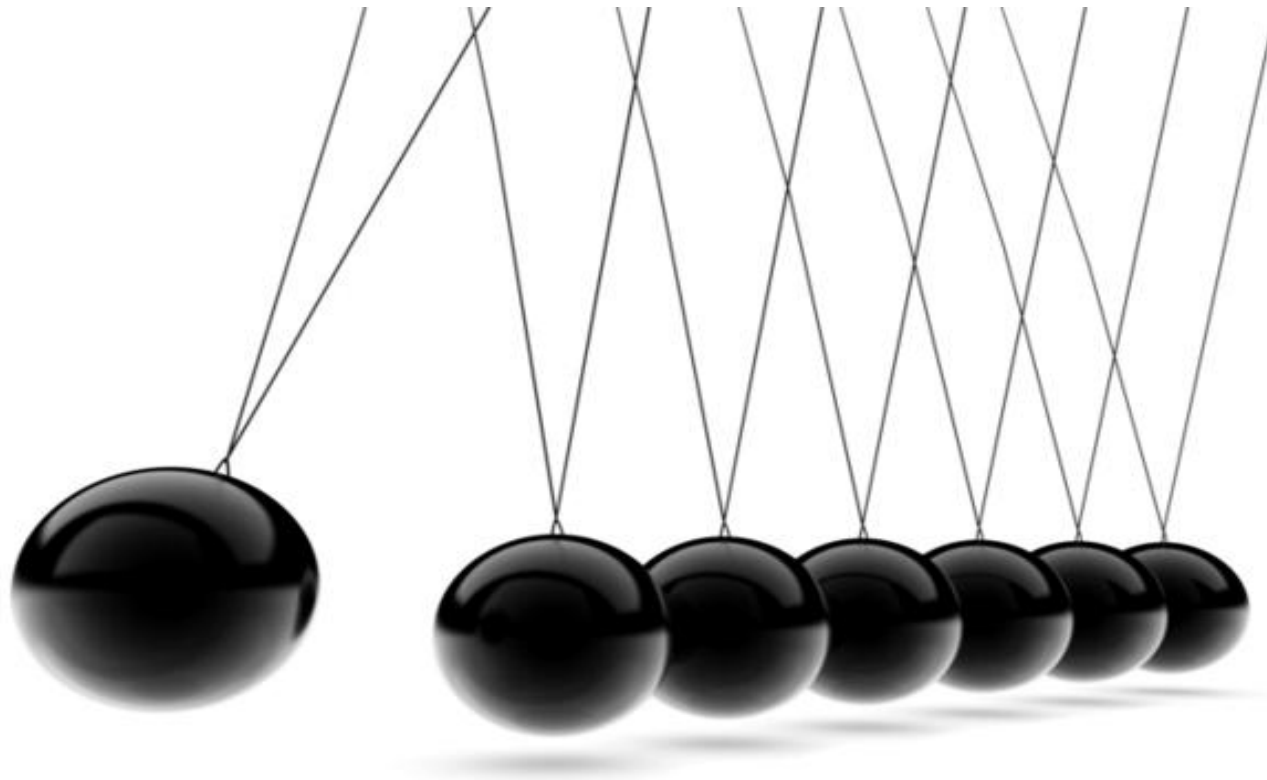


AGP

Arbeitsgemeinschaft Partnerschaft in der Wirtschaft

AGP



European Parliament, Brussels, 22.03.2012

Dr. Heinrich Beyer, General Manager

AGP

German Association for Employee Financial Participation

AGP

- is the independent national association engaged in promoting all forms of employee financial involvement.
- is a non-profit organisation with more than 200 members - small and medium sized as well as large-scale enterprises.
- is run by a board with representative of it's member corporations.
- is the centre of a network of corporations, institutions, associations, entrepreneurs, employee representatives, experts and consultants.
- is partner of several political institutions and associations.

- Promote the development of all forms of EFI, which includes profit sharing, gain sharing, and employee share ownership schemes.
- Facilitate the exchange of information and best practice among companies who operate employee financial involvement schemes.
- Encourage a tax and legislative environment which supports the development of EFP.
- Make representations to government, state agencies, social partners, European and international associations and other organisations for the promotion of EFP.
- Develop public awareness and understanding of employee financial involvement through the media and public meetings.

How we achieve our aims

AGP

- Engaging in research, analysis and formulating recommendations.
- Directing publicity to appropriate issues.
- Seeking to influence legislators, policy makers and opinion formers.
- Providing information including statistical data, news, trends and advice to members through publications and meetings.
- Providing a range of comprehensive services for IPSA members.

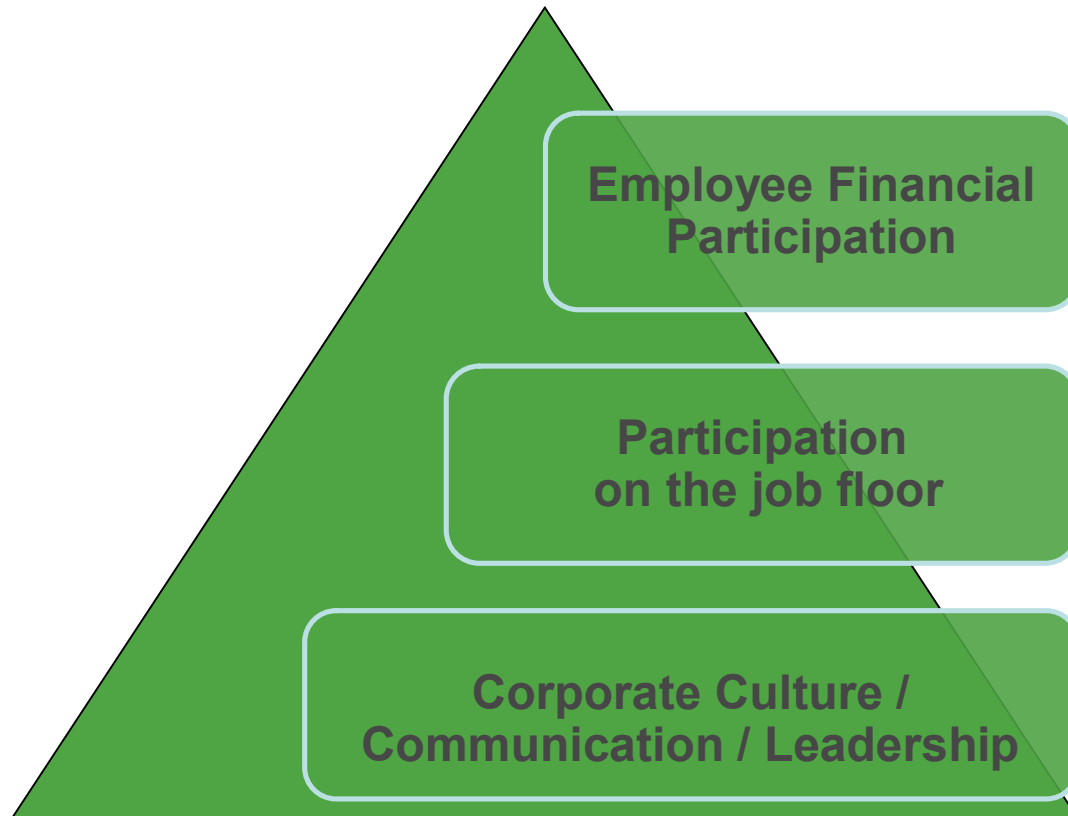
Employee Participation in Germany is a ...

AGP

managerial strategy	business finance concept	socio-economic aim
<ul style="list-style-type: none">to increase operating efficiency	<ul style="list-style-type: none">which leads to more equity capital and cost flexibility	<ul style="list-style-type: none">to support employee asset formation and participation at economic growth
<ul style="list-style-type: none">by participative corporate management and leadership	<ul style="list-style-type: none">by profit sharing and employee financial participation	<ul style="list-style-type: none">by fiscal incentives and public promotion

Employee Participation – Scheme of the AGP

AGP



EFP - Different aspects

AGP

large scale corporations / listed companies	family owned companies / SMEs / LLCs /
company shares with voting and decision rights	silent partnership / dividend certificates without decision rights
additional (monetary) benefits	monetary and non-monetary incentives to encourage employee engagement
to influence share owner structure	work floor participation and cooperative leadership
agreement with works council / employee representatives	entrepreneurial strategy / element of corporate culture

EFP - Dissemination in Germany

AGP

Employee Shares	Large scale corporations / listed companies SA/AG	1.2 Mio. employees 700 companies
Silent Partnership / Dividend Certificates	SMEs / LLCs / family owned companies	1.0 Mio. employees 3.500 companies
TOTAL		2.2 Mio. employees 4.200 companies

EFP - Dissemination in Germany

AGP

German Employment Agency / Study, 2011

	Profit Sharing	Share Ownership
1-49 employees	8 %	2 %
50-500 employees	25 %	4 %
> 500 employees	34 %	7 %

Promotion of EFP in Germany

AGP

- Asset Formation Law:

Employee contribution:

up to **400 €** per year

- **Saving Subsidy:**

20 % (80 €)

- up to income level:

20.000 € / 40.000 €

- Tax Law:

Employers contribution

360 € per year
(free of taxes and
social contributions)

or

Employee contribution

360 € per year
(free of taxes)

- to be invested into the „own“ company
- to be invested into employee ownership funds (do not exist !)

Why don't we find more EFP in Germany?

AGP

- lack of information in small und medium sized companies
- only poor tax incentives
- competition to social security system
- distance of trade unions and employers associations
- family companies with unsuitable legal structures
- prejudices of entrepreneurs with regard to an attenuation of property and decision rights

Contact

AGP

Dr. Heinrich Beyer

ARBEITSGEMEINSCHAFT
PARTNERSCHAFT IN DER WIRTSCHAFT e.V.

AGP

Wilhelmshöher Allee 283a

D - 34131 Kassel

Tel. 0049-561-932425-0

heinrich.beyer@agpev.de

www.agpev.de

