

TABLE 1: Participation in Shared Capitalism Programs, 2002 and 2006

Based on analysis of 2002 and 2006 General Social Surveys

	All private sector		For-profit companies	Not-for-profit orgs.	Companies with stock	
	2002 (1)	2006 (2)	2006 (3)	2006 (4)	2006 (5)	
Percent of employees covered						
Profit sharing						
In profit-sharing plan	33.5%	38.4%	39.6%	23.8%	47.8%	
Received profit share last year	23.8%	30.2%	31.2%	17.3%	38.3%	
Gainsharing						
In gainsharing plan	23.2%	26.8%	27.8%	14.7%	34.6%	
Received gainsharing bonus last year	17.1%	21.3%	22.2%	11.1%	28.6%	
Own company stock	21.2%	17.5%	19.0%	0.0%	34.9%	
Stock options						
Hold stock options	13.1%	9.3%	10.0%	0.0%	18.6%	
Granted options last year	na	5.3%	5.7%	0.0%	10.7%	
Any of above	43.1%	46.7%	48.6%	23.8%	62.6%	
Number of employees covered (millions)						
Total employees in economy [^]	108.8	114.3	105.7	8.5	56.9	
Profit sharing						
In profit-sharing plan	36.5	43.9	41.9	2.0	27.2	
Received profit share last year	25.9	34.5	33.0	1.5	21.8	
Gainsharing						
In gainsharing plan	25.2	30.6	29.4	1.3	19.7	
Received gainsharing bonus last year	18.6	24.4	23.4	0.9	16.3	
Own company stock	23.0	20.0	20.0	0.0	20.0	
Stock options						
Hold stock options	14.3	10.6	10.6	0.0	10.6	
Granted options last year	na	6.1	6.1	0.0	6.1	
Any of above	46.9	53.4	51.4	2.0	35.7	
Size of financial stakes						
Bonus size if received profit sharing						
Dollar value	Mean	\$7,135	\$6,876	\$6,977	\$3,998	\$6,869
	Median	\$1,500	\$2,000	\$2,000	\$4,000	\$2,000
Percent of salary	Mean	8.5%	9.5%	9.7%	5.1%	9.2%
	Median	4.5%	5.4%	5.5%	5.1%	5.5%
Bonus size if received gainsharing						
Dollar value	Mean	\$7,797	\$7,788	\$7,902	\$4,704	\$7,903
	Median	\$1,500	\$2,500	\$2,500	\$4,000	\$2,500
Percent of salary	Mean	8.9%	10.0%	10.1%	5.5%	9.2%
	Median	3.8%	6.0%	6.2%	5.1%	6.0%
Company stock value if own stock						
Dollar value	Mean	\$46,411	\$32,691	\$32,691	---	\$32,691
	Median	\$10,000	\$10,000	\$10,000	---	\$10,000
Percent of salary	Mean	81.4%	56.8%	56.8%	---	56.8%
	Median	21.2%	25.0%	25.0%	---	25.0%
Sample size		1242	1173	1081	92	595

Profit sharing is defined as eligibility for bonuses based on overall organizational performance.

Gainsharing is defined as eligibility for bonuses based on department or plant performance.

[^] The figure for total private sector employees comes from Bureau of Labor Statistics establishment data for July 2002 and 2006. The BLS does not provide employee counts for not-for-profit organizations and companies with stock, so columns 3-5 are estimates based on the distribution of respondents in the General Social Survey sample.

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TABLE 2a: Participation in Shared Capitalism Programs, by Job Characteristics (2002)

Figures represent percentages of all private-sector employees in category at left who are covered by program at top of column. Based on 2002 General Social Survey.

	Percent covered by:		Percent who hold:		Sample size (5)
	Profit sharing (1)	Gainsharing (2)	Company stock (3)	Stock options (4)	
Overall	33.5%	23.2%	21.2%	13.1%	1242
Industry					
Ag./mining/constr.	21.1%	13.7%	13.8%	5.3%	95
Durable mfg.	53.2%	39.4%	33.7%	23.4%	94
Non-durable mfg.	49.1%	26.8%	29.6%	16.7%	112
Transportation	33.3%	21.2%	29.2%	12.5%	66
Comms./utilities	46.8%	38.3%	55.3%	42.6%	47
Wholesale	32.7%	21.8%	23.2%	10.7%	55
Retail	27.9%	22.7%	15.8%	10.5%	229
Finance/insurance	51.1%	39.8%	39.8%	27.1%	88
Computer services	54.2%	37.5%	58.3%	56.5%	24
Other services	24.8%	15.3%	9.4%	4.8%	412
Occupation					
Management	49.2%	33.9%	28.8%	14.8%	124
Mgt.-related	60.4%	45.3%	39.6%	22.6%	53
Professional	30.0%	20.6%	21.6%	17.3%	160
Other white-collar	38.2%	27.5%	23.4%	16.7%	382
Service	12.5%	8.0%	7.4%	4.0%	176
Blue-collar	31.6%	20.5%	20.1%	10.0%	332
Hours of work					
Full-time	37.4%	26.4%	24.5%	15.3%	994
Part-time	16.9%	10.6%	5.8%	2.4%	207
Union member			^	^	
Yes	11.4%	6.8%	27.6%	14.9%	88
No	34.9%	22.9%	21.8%	13.6%	733
Employer tenure	^	^			
0-2 years	31.1%	23.1%	12.9%	7.8%	537
2-4 years	33.5%	22.7%	25.0%	16.7%	203
5-9 years	39.3%	23.1%	30.2%	21.0%	234
10+ years	33.5%	23.8%	27.5%	14.6%	260
Yearly work earnings					
<\$15,000	18.3%	14.7%	5.5%	4.0%	251
\$15-30,000	28.1%	18.4%	18.0%	9.7%	320
\$30-50,000	37.5%	27.0%	28.4%	14.9%	293
\$50-75,000	59.0%	36.8%	36.6%	24.3%	144
\$75,000+	64.0%	45.3%	50.7%	41.3%	75
Size of establishment					
1-9 employees	21.3%	15.0%	10.3%	5.6%	253
10-49 employees	30.7%	20.4%	13.3%	6.2%	323
50-99 employees	39.5%	31.4%	21.4%	14.5%	172
100-400 employees	40.9%	26.4%	27.6%	20.2%	254
500-999 employees	44.3%	25.3%	30.8%	23.1%	79
1000-1999 employees	42.2%	37.5%	38.8%	16.9%	64
2000+ employees	34.2%	21.5%	46.8%	29.5%	79

Profit sharing is defined as eligibility for bonuses based on overall organizational performance.

Gainsharing is defined as eligibility for bonuses based on department or plant performance.

^ Differences among categories are not statistically significant at the 95% level for the union member variable in columns 3 and 4, and the tenure variable in columns 1 and 2. Differences among categories are statistically significant at the 99.9% level for all other breakdowns.

TABLE 2b: Participation in Shared Capitalism Programs, by Job Characteristics (2006)

Figures represent percentages of all private-sector employees in category at left who are covered by program at top of column. Based on 2006 General Social Survey.

	Percent covered by:		Percent who hold:		Sample size (5)
	Profit sharing (1)	Gainsharing (2)	Company stock (3)	Stock options (4)	
Overall	38.4%	23.2%	17.5%	9.3%	1173
Industry					
Ag./mining/constr.	20.8%	12.9%	8.5%	5.2%	88
Durable mfg.	49.9%	38.9%	25.9%	17.8%	73
Non-durable mfg.	55.7%	37.1%	26.8%	15.6%	112
Transportation	34.3%	28.4%	26.9%	16.0%	54
Comms./utilities	50.2%	46.7%	43.8%	27.9%	47
Wholesale	51.9%	17.7%	15.0%	10.1%	42
Retail	32.8%	22.3%	9.6%	5.1%	225
Finance/insurance	52.0%	39.3%	31.9%	12.0%	108
Computer services	70.8%	48.3%	31.3%	27.6%	28
Other services	29.8%	20.9%	10.6%	2.9%	352
Occupation					
Management	57.9%	45.3%	24.9%	14.4%	110
Mgt.-related	52.2%	26.6%	15.2%	3.5%	77
Professional	34.9%	30.4%	21.6%	11.1%	170
Other white-collar	42.0%	25.8%	21.8%	11.1%	359
Service	26.8%	19.3%	5.5%	4.2%	146
Blue-collar	32.0%	23.6%	14.1%	8.4%	300
Hours of work					
Full-time	41.4%	29.6%	19.3%	10.0%	970
Part-time	22.8%	12.7%	7.5%	5.6%	176
Union member					
No	39.3%	27.0%	16.0%	8.1%	705
Yes	18.6%	12.4%	20.3%	9.3%	71
Employer tenure					
0-2 years	29.9%	22.2%	8.2%	3.3%	534
2-4 years	44.6%	35.9%	14.8%	9.8%	135
5-9 years	48.3%	31.5%	22.0%	11.6%	251
10+ years	44.1%	27.5%	35.1%	20.2%	243
Yearly work earnings					
<\$15,000	18.9%	11.4%	4.5%	2.2%	206
\$15-30,000	33.1%	20.7%	7.4%	4.7%	237
\$30-50,000	42.5%	26.9%	23.9%	13.6%	276
\$50-75,000	45.1%	32.8%	32.1%	16.1%	143
\$75,000+	75.7%	60.9%	39.3%	19.5%	107
Size of establishment					
1-9 employees	26.7%	16.3%	7.5%	2.9%	252
10-49 employees	36.7%	27.4%	11.2%	8.2%	279
50-99 employees	39.2%	29.9%	19.0%	12.9%	154
100-499 employees	42.4%	27.1%	23.3%	10.2%	252
500-999 employees	52.8%	24.3%	32.9%	13.3%	69
1000-1999 employees	39.7%	36.2%	23.7%	10.6%	54
2000+ employees	55.7%	47.7%	34.0%	19.4%	98
Size of company					
1-9 employees	19.4%	9.3%	2.8%	0.6%	156
10-49 employees	30.5%	19.6%	5.9%	4.2%	204
50-99 employees	28.5%	20.7%	11.6%	6.5%	103
100-499 employees	42.5%	29.2%	14.4%	7.4%	196
500-999 employees	47.8%	23.3%	32.9%	13.7%	74
1000-1999 employees	49.7%	36.5%	20.8%	6.5%	65
2000-9999 employees	47.3%	31.3%	24.8%	17.2%	136
10,000+ employees	59.8%	54.0%	39.9%	21.6%	137

Profit sharing is defined as eligibility for bonuses based on overall organizational performance.

Gainsharing is defined as eligibility for bonuses based on department or plant performance.

Differences among categories are statistically significant at the 99.9% level for all breakdowns.

Table 3: Pay and HR Measures, by Type of Shared Capitalism, 2006

	All	Covered by profit sharing		Covered by gainsharing		Hold co. stock		Hold stock options	
		No	Yes	No	Yes	No	Yes	No	Yes
Fixed pay relative to market									
Lower	32.4%	37.6% *	24.1%	36.8% *	20.2%	32.8%	30.9%	33.2%	26.4%
Same	46.9%	44.1% *	51.2%	45.9%	49.2%	47.6%	43.5%	46.4%	49.7%
Higher	20.7%	18.3% *	24.8%	17.2% *	30.5%	19.6%	25.6%	20.4%	23.8%
Employee involvement team	30.2%	23.1% *	42.1%	25.2% *	44.7%	27.5% *	43.0%	29.1% *	41.6%
Self-directed work team	33.3%	27.2% *	43.8%	28.0% *	48.7%	32.3%	38.6%	32.4% *	44.0%
Training in past year	47.3%	39.6% *	59.0%	40.0% *	66.5%	43.6% *	64.8%	45.0% *	70.2%
How hard co-workers work									
Mean of 0-10 scale	7.15	7.00 *	7.35	7.06 *	7.36	7.11	7.27	7.11	7.39
Not hard (0-3)	6.9%	8.2% *	4.9%	7.5%	5.4%	7.3%	5.1%	7.2%	3.8%
Somewhat hard (4-6)	27.0%	29.2% *	23.5%	28.3%	23.6%	28.1%	22.4%	27.6%	22.8%
Hard (7-10)	66.2%	62.5% *	71.6%	64.2% *	71.0%	64.6% *	72.5%	65.1%	73.5%
Ease of seeing co-workers work									
Mean of 0-10 scale	7.93	7.87	8.06	7.87	8.15	7.91	8.03	7.88	8.47
Difficult (0-3)	11.4%	11.9%	10.6%	12.0%	9.6%	11.0%	13.3%	11.9% *	5.2%
Somewhat easy (4-6)	10.6%	12.1% *	7.8%	11.3%	8.3%	11.6% *	6.3%	10.8%	9.7%
Easy (7-10)	77.9%	76.0% *	81.6%	76.7% *	82.1%	77.4%	80.3%	77.3%	85.1%
Percent of employee ownership bought with employee savings or money from wages									
Mean							43.2%		
Median							50.0%		
0%							28.2%		
1-33%							19.3%		
34-66%							17.5%		
67-99%							12.1%		
100%							23.0%		
Sample size	1173	704	447	847	304	957	207	1035	113

* Difference between those with this type of shared capitalism and all other employees is significant at the 95% level.