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► To cite this version:

Nicolas Aubert, Miguel Ignacio Cordova, Gonzalo Hernandez. Sharing the ownership in Peru and Mexico: The case of a French MNE prompting the SDGs achieveme. Rutgers-Oxford Employee Ownership Research Symposium, Kellog college, Sep 2023, Oxford University, Oxford, France. hal-04311623

HAL Id: hal-04311623

<https://hal.science/hal-04311623v1>

Submitted on 5 Feb 2024

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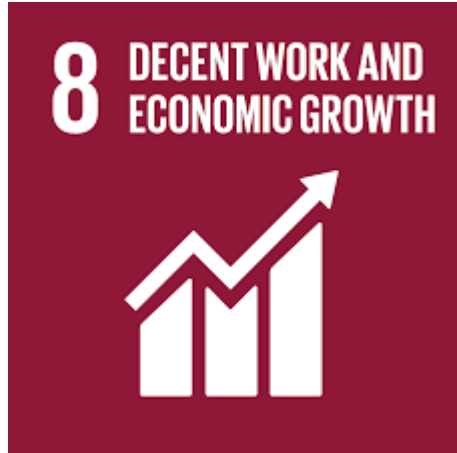
Sharing the ownership in Peru and Mexico: The case of a French MNE prompting the SDGs achievement

NICOLAS AUBERT

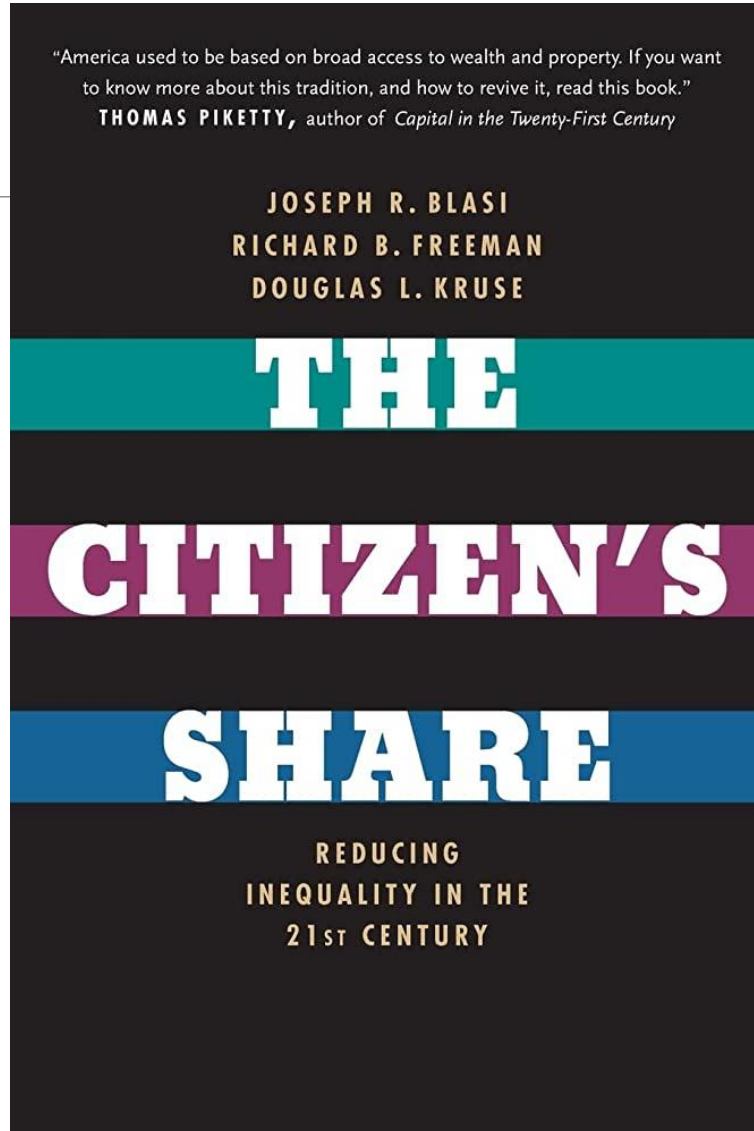
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SDGs affected by employee ownership



- Increased corporate performance
- Better workplace outcomes



- 30% ownership of US companies => 10% decreased Gini coefficient (Dudley & Rouen, 2021)



- ESO can address race, gender income and wealth gaps
- ESO contributes to asset building of households

The case

➤ **The company**

- A manufacturing company (construction, renovation/infrastructure and mobility) founded in the 1665 with presence in 75 countries.
- The company employs more than 166,000 people
- €44.2 billion in sales
- 3 out of 4 employees work outside France.
- 2 employee directors and 1 employee representing the employee shareholders (21% of the board)

➤ **Employee ownership**

- Employees hold 8% of the company's stocks and they are the first shareholder
- 60.000 employees have shares
- First ESPP in 1988 and one offered every year since then
- The % of shares held by employees, % of employees and the number of countries participating are indicators related to SDG 8 and to the the global reporting initiative 401-2

Main results

➤ **SDG 8: Decent work and economic growth**

- Integration of ESO in the corporate strategy and governance
- Alignment of interests and communication policy
- Alignment between ESO and the corporate social responsibility policy

➤ **SDGs 1 and 10: No poverty and reduced inequalities**

- Employees' financial well-being
- ESPP management