

Employee Ownership & Economic Well-Being

Employees who own a share of their company are more economically secure.

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NCEO **OWNERSHIP**
ECONOMY

Recent research from the NCEO presents

some of the first in-depth analysis of the relationship between employee ownership and the economic well-being of individual workers. The findings show a strong link between employee ownership and better financial well-being.

This data, from the Bureau of Labor Statistics, follows a cohort currently aged 28 to 34. It allowed us to look at the difference employee ownership makes in the economic well-being of employee-owners over time and from different demographic groups, such as:

- Low-wage workers
- Workers of color
- Non-college graduates
- Parents
- Workers in different industries

The striking relationships between employee ownership and improved economic outcomes for individuals persist over time and when controlling for demographic factors.

This report draws from the National Longitudinal Survey (NLS), nationally representative surveys that follow the same sample of individuals (375 employee-owners and 4,529 non-employee-owners) over time. We will continue to study this data to expand on these findings.

	WAGES	Net average salary	Employee-owners
	WAGES	\$20,000	\$40,000
	WEALTH*	\$14,800	\$28,500
	JOB STABILITY	3.4 years	5.2 years
BENEFITS: Employee-owners were more likely to receive benefits at work such as...			
	MEDICAL & DENTAL COVERAGE	64%	79%
	MATERNITY/PATERNITY LEAVE	31%	47%
	TUITION REIMBURSEMENT	28%	42%
	FLEXIBLE WORK SCHEDULE	38%	52%

*Wealth (net worth) is respondent's total holdings of cash, savings, stocks, etc. (and amount of debt owed) to create a net worth amount. This amount does not include any assets in a retirement plan.

