

# WHY AUSTRALIA IS MISSING OUT ON **EMPLOYEE OWNERSHIP**

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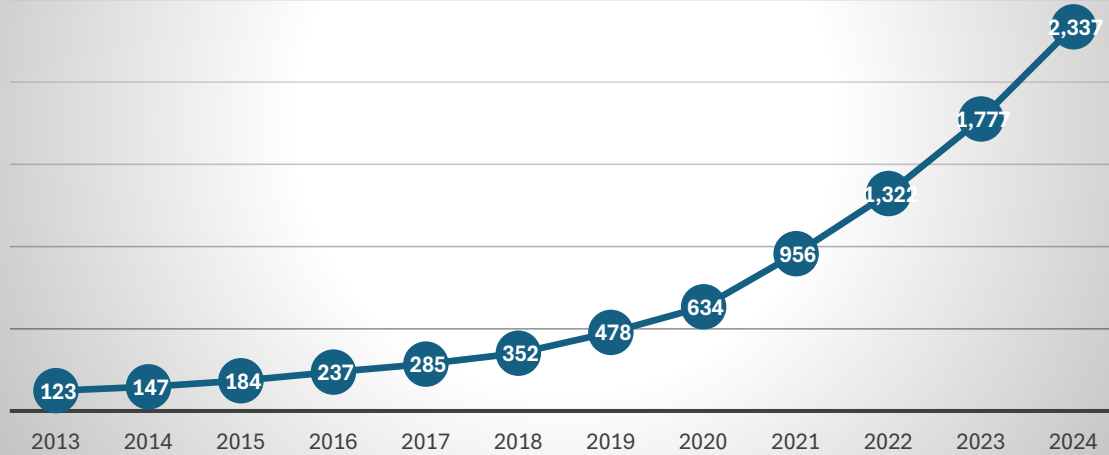
Executive Fellow, Rutger's Institute for the Study of Employee Ownership and Profit Sharing

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### Cumulative annual total of UK employee owned businesses (2013- 2024)\*



**EO Business  
Index**  
EOA & White  
Rose Employee  
Ownership  
Centre

\* In addition, about 370 worker co-operatives

# International recognition of EOTs



FOLKETINGET

The Danish  
Parliament



REPUBLIC OF  
SLOVENIA

GOV.SI



Government  
of Canada

Gouvernement  
du Canada

An official definition  
of employee  
ownership

# Employee ownership businesses

Employee ownership is where all employees have a ‘significant and meaningful’ stake in a business.

This means employees must have both:

- a financial stake in the business (eg by owning shares)
- a say in how it’s run, known as ‘employee engagement’

Employee owners are  
8 - 12% more productive



**EO**  
Knowledge  
Programme

Employee owned businesses  
do more to:

£

Share profits



Invest  
in skills



Promote  
wellbeing

**EO**  
Knowledge  
Programme

Employee and worker owned  
businesses pay a fairer basic wage



**EO**  
Knowledge  
Programme

Over 80% of employees report  
increased motivation when they  
become owners



**EO**  
Knowledge  
Programme

Employee and worker owned  
businesses give more time  
and money to support  
local communities



**EO**  
Knowledge  
Programme

Employee-owned businesses also

- **reinvest more into R&D**
- **create more jobs**
- **invest more in training and skills**
- **make a greater economic contribution**

and so much more ...



## Good Jobs

- **Financial Rewards:** Employee owned businesses offer a fairer basic wage.
- **Bonus Payments:** There is a higher probability of employee bonus payments.
- **Other Conditions / Wider Benefits:** They have an enhanced focus on health and wellbeing of employees, who report higher levels of job satisfaction.
- **Job Security:** Lower redundancy rates contribute to stable employment and incomes.

## Regional Balance

- **Community:** Employee owned businesses go notably further in supporting and promoting the resilience of their local area, including putting funds back into their local communities.
- **Staff Retention / Resilience:** They help to support stronger employment stability within local communities.

## Raising Productivity

- **Output:** Evidence suggests employee owned businesses show greater productivity levels.
- **R&D:** They reinvest more into Research and Development.
- **Job Creation:** They have a track record of creating more employment opportunities than non-employee owned businesses.
- **Learning:** Managers report more focus on skills development since their company became employee owned.

## Reducing Carbon Emissions

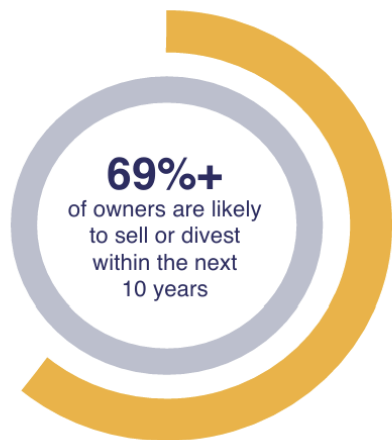
- **Carbon Strategies:** Employee owned businesses, regardless of their size, are more likely to have a Net Zero or carbon management strategy in place than non-employee owned businesses.
- **Sustainability:** Employee owned businesses are more likely to have “environmental sustainability” accreditation.

**Research Bulletin 24/1 | The Employee Ownership Model in Northern Ireland**

Roy Mitchell & Fiona Bell, Analytical Services Division, Department for the Economy

August 2024

## The UK is seizing the great employee ownership succession opportunity



Nearly **one in five** of all owners surveyed flagged that liquidation was a *likely* outcome of the upcoming ownership transition point

OVER  
**1/3**

**Over 1/3 of owners**  
intending to sell or divest  
in the next 10 years have  
no plans in place at all.

NOVEMBER 2023

### Generation EO: The Great Employee Ownership Succession Opportunity

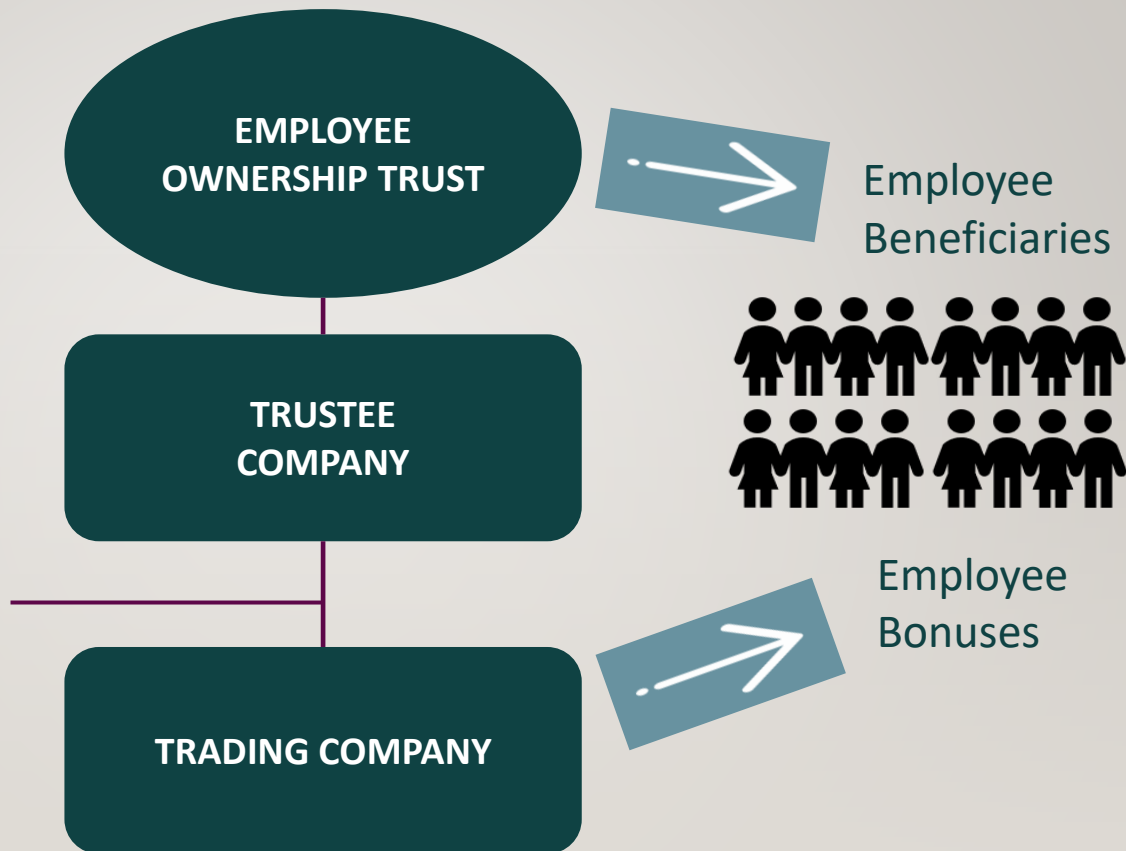
**Ownership  
at Work**

In partnership with:

djs research fsb<sup>co</sup>

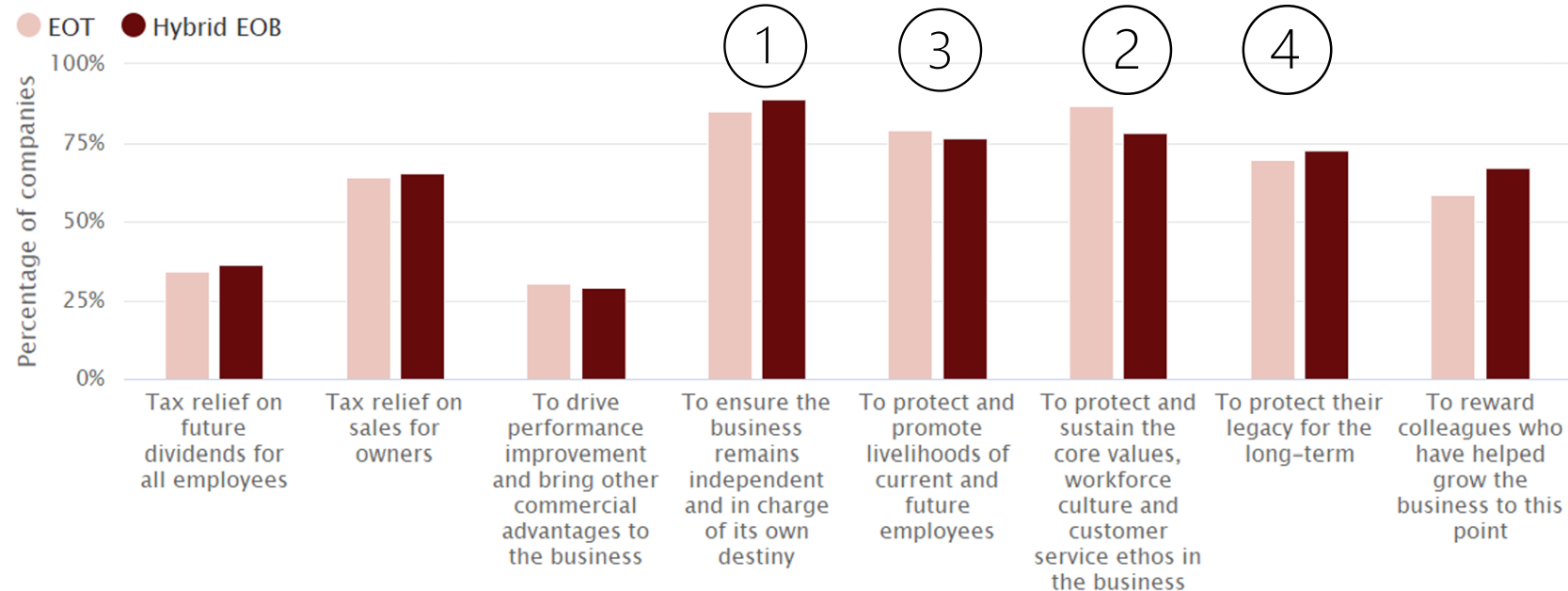
**The employee  
ownership  
trust (EOT)  
model**

Long term  
shareholding for  
all employees





# The reasons the previous owners introduced an EOT

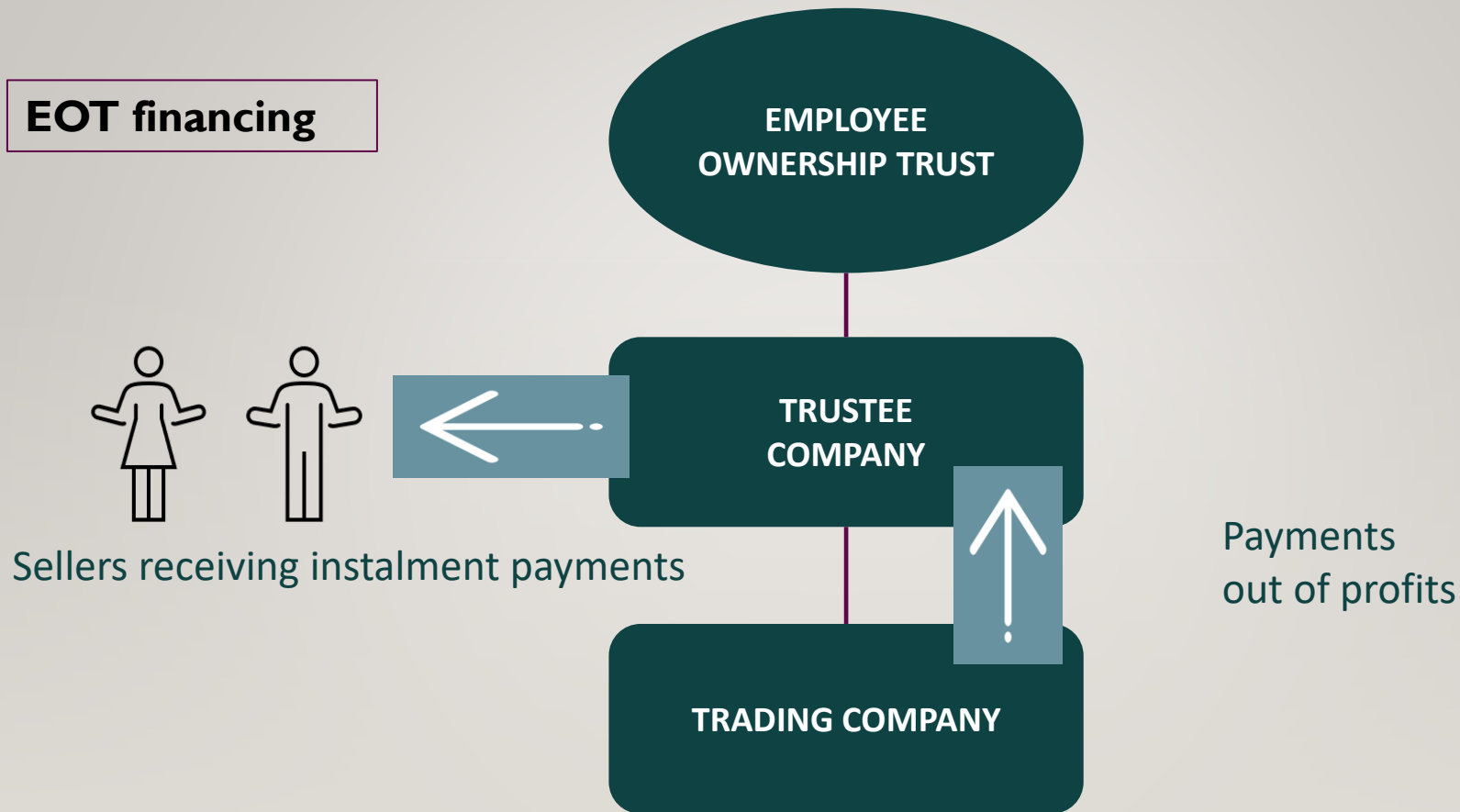


Source: EO Knowledge Programme Survey

UK employee trust owned  
businesses include...



## EOT financing





**Employee Ownership**  
Australia *Making it your business*



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## **Submission to House of Representatives on Petition EN7712 – entitled “ATO to provide Tax Guidelines for Employee Owned Trusts” calling for the introduction of legislation to support and develop Employee Ownership Trusts (EOTs) in Australia**

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## Employee ownership ticks a wide-range of policy boxes...





# QUESTIONS?

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