

**Re: Service Contract MARKT/2013/019/F2/ST/OP**  
**Subject: Revised and Updated PEPPER Profiles Available Online – Authorship Note as of November 2014**

**1. Austria**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Natalia Spitsa and Max Stelzer; those that contributed to the updates since are in chronological order Stefan Hanisch, Max Stelzer and Denis Suarsana.

**2. Belgium**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Tom Vandenbrande, Natalia Spitsa and Marc Mathieu; those that contributed to the updates since are in chronological order Guy van Gyes and Sarah De Groof.

**3. Bulgaria**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Stela Ivanova and Spartak Keremidchiev; those that contributed to the updates since are in chronological order Maya Neidenova and Spartak Keremidchiev.

**4. Croatia**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Darko Završak, Ratko Brnabić and Srečko Goić; those that contributed to the updates since are in chronological order Ratko Brnabić and Marko Žmirak.

**5. Cyprus**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Christos Ioannou, Loizos Papacharalambous and Haris Kountouros; those that contributed to the updates since are in chronological order Denis Suarsana, Konstantinos Papadimitriou and Haris Kountouros.

**6. Czech Republic**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Stephan Heidenhain, Lubomír Lízal and Ondřej Vychodil; those that contributed to the updates since are in chronological order Stephan Heidenhain and Monika Martišková.

**7. Denmark**

This country profile is based on the country chapter of the PEPPER IV Report whose co-author was Niels Mygind; those that contributed to the updates since are in chronological order Georg Stadtmann, Niels Mygind and Caspar Rose.

**8. Estonia**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Raul Eamets, Natalia Spitsa and Niels Mygind; those that contributed to the updates since are in chronological order Raul Eamets and Krista Jaakson.

**9. Finland**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Tina Sweins and Anders von Koskull; those that contributed to the updates since are in chronological order Stefan Hanisch and Tina Sweins.

**10. France**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Paul Maillard, Marco Caramelli and Francis Kessler; those that contributed to the updates since are in chronological order Paul Maillard and Francis Kessler.

## **11. Germany**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Bernd Waas, Natalia Spitsa and Heinrich Beyer; those that contributed to the updates since are in chronological order Heinrich Beyer and Stefan Hanisch.

## **12. Greece**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Christos Ioannou and Loizos Papacharalambous; those that contributed to the updates since are in chronological order Christos Ioannou and Konstantinos Papadimitriou.

## **13. Hungary**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Dorottya Boda, László Neumann and Zoltán Víg; those that contributed to the updates since are in chronological order Erika Kovacs, Zoltán Bankó, Dorottya Boda, László Neumann and Zoltán Víg.

## **14. Ireland**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were George Tutthill, Anthony Kerr and Seamus Milne; those that contributed to the updates since are in chronological order Seamus Milne and Sinéad Reynolds.

## **15. Italy**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Domenico Paparella, Emanuela Di Filippo and Mirella Damiani; those that contributed to the updates since are in chronological order Roberta Caragnano and Andrea Borroni.

## **16. Latvia**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Tatyana Muravska, Irina Rezepina, Theis Klauberg and Niels Mygind; those that contributed to the updates since are in chronological order Theis Klauberg and Tatyana Muravska.

## **17. Lithuania**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Valdonė Darškuvienė, Niels Mygind and Stefan Hanisch; those that contributed to the updates since are in chronological order Tomas Davulis, Stefan Hanisch and Valdonė Darškuvienė.

## **18. Luxembourg**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Gary Tunsch and Stefan Hanisch; those that contributed to the updates since are in chronological order Denis Suarsana and Jean-Luc Putz.

## **19. Malta**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Saviour Rizzo and David Borg-Carbott; those that contributed to the updates since are in chronological order David Borg-Carbott and Clement Mifsud Bonnici.

## **20. Netherlands**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Pascale Nieuwland-Jansen and Natalia Spitsa; those that contributed to the updates since are in chronological order Dave Lemmens and Pascale Nieuwland-Jansen.

## **21. Norway**

This country profile has been written for the EC Pilot Project Study "The Promotion of Employee Ownership and Participation" in 2014 by Simon Fietze with the support of Birte Woltmann.

## **22. Poland**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Jens Lowitzsch and Richard Woodward; those that contributed to the updates since are in chronological order Leszek Mitrus, Jens Lowitzsch, Maciej Kozłowski and Piotr Kozarzewski.

## **23. Portugal**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Ana Filipe and Alberto Simões; those that contributed to the updates since are in chronological order Alberto Simões and Ana Filipe.

## **24. Romania**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Lucian Albu, Axel Bormann, Marius Acatrinei and Gabriela Bilevsky; those that contributed to the updates since are in chronological order Raluca Dimitriu, Sorin Dinu, Gyula Kocsis and Lucian Albu.

## **25. Slovakia**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Christine Goeken, Lubomír Lízal and Alexander Klein; those that contributed to the updates since are in chronological order Martin Provaznik and Monika Martišková.

## **26. Slovenia**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Aleksandra Gregorić, Šime Ivanjko and Grit Ackermann; those that contributed to the updates since are in chronological order Vesna Težak, Šime Ivanjko and Rajko Knez.

## **27. Spain**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Izaskun Alzola and Fred Freundlich; those that contributed to the updates since are in chronological order Jone Nolte, Marta Enciso Santocildes and Izaskun Alzola.

## **28. Sweden**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Tina Sweins, Natalia Spitsa and Mia Ronnmar; those that contributed to the updates since are in chronological order Lars Lindkvist and Tina Sweins.

## **29. Turkey**

This country profile is based on the country chapters of the PEPPER III and IV Reports whose co-authors were Yasemin Atasoy, Elif Tunalı, and Kaya Gönencer; those that contributed to the updates since are in chronological order Kaya-Gönencer, Yasemin Atasoy and Elif Tunalı-Gönencer.

## **30. United Kingdom**

This country profile is based on the country chapter of the PEPPER IV Report whose co-authors were Natalia Spitsa, Andrew Pendleton and Fred Hackworth; those that contributed to the updates since are in chronological order Jens Lowitzsch and Graeme Nuttall.

## **31. United States of America**

This country profile has been written for the EC Pilot Project Study "The Promotion of Employee Ownership and Participation" in 2014 by John D. Menke with the support of Patricia Hetter Kelso.

All country profiles of the PEPPER III and IV Reports have been co-authored by Jens Lowitzsch; the present version was edited by Jens Lowitzsch, Stefan Hanisch and Denis Suarsana.