



EUROPEAN COMMISSION

Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue
Social dialogue, Industrial Relations

Brussels, 13 May 2014

**SECTORAL SOCIAL DIALOGUE
COMMITTEE
INSURANCE**

Minutes of the Plenary meeting

10th March 2014

The meeting was chaired by Mr Hopfner (AGV-InsuranceEurope). The agenda and the draft minutes of 9 December WG meeting were adopted.

1. Latest developments in the European sectoral social dialogue and introduction of the Commission's Vademecum for Social Partners

Mr Schöbel (DG EMPL) started his address by summarizing the main findings of the December 2013 Liaison Forum "*15 Years of Sectoral Social Dialogue: Quo Vadis?*", which focused on a) the need to increase participation from the Central and Eastern Europe; b) increase in the analytical capacity of the social partners; c) better follow-up and monitoring to the SD outcomes. He also gave information about the 2014 upcoming calls for proposals, as well as the recent developments with the hairdressers' agreement and the latest special edition of the EU social dialogue newsletter, where the insurance sector success story was featured¹. Finally, Mr Schöbel highlighted the new practical aspects included in the *Vademecum for EU Social Partners*², notably the reimbursements limited to two representatives per one national organization. In their comments, social partners welcomed the publication of the *Vademecum* and, among others, asked for the frequency of updates. DG EMPL informed that the document will also be made available in FR and DE. Insurance Europe welcomed the *Vademecum* as a useful tool, helping EU social partners to better understand the EU social dialogue's mechanisms. DG EMPL confirmed that the document will be updated at least once a year and will revert to the social partners regarding possibilities of translating the insurance social partners' joint statement on demography into other EU official languages.

2. The demographic challenge in the insurance sector

In the tour de table on national initiatives, social partners reported on: a) in Italy, the renewal of the collective agreement in the sector, which gives some flexibility to employees over 55 years old; it was also reported on two additional good practice examples from UNIPOL and Reale Mutua; b) in France, the FFSA commissioned a study on demographics in the sector; c) in Belgium, a new collective bargaining covering some demographic elements (to be discussed in more details at the next meeting); d) in Germany, the survey "Women in management" was carried out by the insurance employers' association (AGV) and followed by

¹ <http://ec.europa.eu/social/BlobServlet?docId=11421&langId=en>

² <http://ec.europa.eu/social/main.jsp?catId=329&langId=en&furtherPubs=yes>

a conference with a view to analyse and promote women's participation in the sector's management positions³; e) in the Netherlands, two projects on employability (<http://www.inzetverzekerd.nl/>) and health and safety (<http://www.gezondverbond.nl>) were financed from funds managed by the social partners.

As an example of good practice, Ms Bellavia (Groupama Assicurazioni) presented the company's "Long-life opportunity" project, which offered training opportunities to employees over 55 years of age. The project, developed against the background of an increasing age average in the sector as well as in the company, was met with high interest by employees and is to be implemented throughout the year 2014. The following presentation of Ms Cuciniello (UILCA) complemented the information about the project by explaining about the Italian Banks and Insurances bilateral fund (FBA), under which the project is funded. Managed jointly by employers and trade unions, this sectoral fund is specifically devoted to the development of the 55+ workforce, notably to the training measures. In a following discussion, the ES trade unions asked about the financing of the fund, the chair asked about the accessibility for students and unemployed and pointed to the long tradition of bilateral/paritary initiatives in Franco-Roman countries.

The social partners discussed the outline of the follow-up project, prepared by UNI Europa. They agreed to review the foreseen timeline of the project as a result of the new Commission's deadline for submission of application. It was agreed that at the next meeting a discussion will be held with a view of finalizing the work programme, ahead of the call's deadline on 25 August.

3. Telework

The social partners went through the comments of the employers on the last draft of the statement. In particular, with a view to address UNI Europa's concerns, Insurance Europe proposed having a separate side letter on mobile sale workers. Going through a number of employers' comments, Ms Maes (UNI Europa) stressed the importance the unions attach to saying more on the issue of employees being available 24/7, as well as monitoring of the working hours. Ms Gherso (IT) stressed also impact on productivity, when it comes to recording of working hours. The FI trade unions highlighted that the mobile workers are precisely the problematic area. UNI Europa said that it is in the common interest of employers and workers to aim at the good work-life balance. For the employers' delegation, the question of who bears the costs of teleworking equipment also remains to be discussed. It was agreed to continue discussing the draft joint statement at the next meeting.

4. Any other business

The employers' delegation informed about the recent proposal for a directive on the non-financial and diversity reporting requirements. UNI Europa will gather further information on this topic internally and the topic will be continued at the next meeting.

Social partners asked for changing the 18 September Steering Group into Working Group meeting.

³ <http://www.agv-vers.de/projects/women-in-management.html?L=1>

Participants 10.03.2014

Employers (6 ♂, 6 ♀)

Ms Bastien (BE)
Ms Bauby (FR)
Mr Blijlevens (NL)
Mr Casanova (FR)
Ms Gherso (IT)
Mr Hopfner (DE)
Mr Lestanguet (BIPAR)
Ms Kallonen (FI)
Ms Middelboe (DK)
Mr Pissoort (BIPAR)
Ms Schikora (DE)
Mr Vidonja (Insurance Europe)

Workers (9 ♂, 8 ♀)

Ms Bellucci (IT)
Ms Bergdahl (SE)
Mr Dawn (UK)
Ms Cuciniello (IT)
Ms De la Puente (ES)
Ms Halme (FI)
Mr Hassel (SE)
Mr Kubasek (CZ)
Ms Maes (BE)
Mr Michalek (SK)
Mr Mifsud (MT)
Ms Pateyron (FR)
Ms Saller (UNI Europa)
Mr Seychell (MT)
Mr Slujitoru (RO)
Mr Westorius (SE)
Mr Zylberberg (FR)

European Commission

Ms Winiarska (DG EMPL)
Mr Schöbel (DG EMPL)

Experts and Observers:

Mr Hellman (NO)
Ms Bellavia (Groupama)