



**Insurance Sectoral Social Dialogue Committee (ISSDC)  
Plenary Meeting, 15 February 2019**

**AGENDA**

Interpretation: EN, FR, DE, ES, IT

9:15-11:15: Trade Union and Employers preparatory meetings

11:15-16:30: joint plenary meeting with interpretation

- 1. Welcome and introduction of new UNI Europa coordinator for the insurance social dialogue**
- 2. Adoption of the agenda and approval of the minutes of the ISSDC Working Group meeting of 27 September 2018**
- 3. Regulatory Developments**
  - Signing of the joint statement on the effects of regulatory requirements and compliance on employees
  - Tour de table on new developments and initiatives at sectoral and company level
- 4. Digitalisation**
  - Signing of the follow-up to the 2016 joint declaration on the social effects of digitalisation
- 5. Diversity and Inclusion**
  - Presentation of good practice examples at company level, followed by Q&As:
    - Presentation by Ms Tanja Steidle (Head of HR Consulting at Munich Re) on the Diversity Concept at *Munich Re* [*Ms Steidle to present before lunch*]
- 6. Digitalisation (continued)**
  - Tour de table on new developments and initiatives at sectoral and company level
  - Presentation of good practice examples at company level, followed by Q&As:
    - Presentation by Ms Pauliina Heiskanen (HRD-Manager at Varma) on the 'Survivors 2030' project at *Varma Mutual Pension Insurance Company* and work culture transformation from a traditional to a modern and agile way of working,



followed by Ms Tanja Avomaa (Senior Shop Steward at Varma) on the employee perspective

- Presentation by Ms Sibylle Quéré-Becker (Head of Social Affairs at AXA France) on the evolution of social dialogue in the context of numerous workplace developments at *AXA France*

followed by Mr Philippe Forestier (National Secretary of CFDT-FBA, responsible for social dialogue in the insurance sector) on the employee perspective

#### **7. Diversity and Inclusion (continued)**

- Tour de table on new developments and initiatives at sectoral and company level
- Presentation of good practice examples at company level, followed by Q&As:
  - Joint presentation by Ms Ana Martel (Global Broker Business Advisor at Allianz Spain) from the trade union side and Ms Laura Pacheco (Labour Relations Specialist at Allianz Spain) from the employer side on the Equality Plan at *Allianz*

#### **8. Adoption of the 2019-2020 ISSDC work programme**

#### **9. AOB**