



Minutes of the working group meeting

10 October 2017

The meeting was chaired by Ms Maes.

1. Adoption of the agenda and approval of the minutes of the ISSDC meeting on 9 June 2017

The agenda and the draft minutes of the previous meeting were adopted.

2. Telework in the insurance sector

- Tour de table on new developments and initiatives at sectoral and company level**
- Follow-up on the ILO-Eurofound report on the opportunities and challenges of expanding teleworking. Presentation by the ILO**
- Good practice on mobile working. Presentation by a company regarding examples of good practices (*to be confirmed*).**

IT informed that an annex has been added to the latest collective agreement comprising the joint declarations of the EU social partners on telework and on digitization. ES also informed that the collective bargaining agreement in the country has been modified to include a declaration on telework. FR informed of the intention of the French government to further develop telework (as part of a bigger package on labour reforms)-each company will need to have an agreement for teleworkers and should list the positions that are eligible for telework.

Sub-point 3 did not materialize.

3. Digitilisation

- Tour de table to share the latest developments and good practice examples on this topic within the different jurisdictions**
- Follow up of the ISSDC joint declaration on digitisation**
- Digitisation and collective bargaining-Developments in Germany- presentation by the German social partners. The presentation would consist of a short update report on the recently closed collective bargaining agreement in Germany regarding digitisation and**

qualifications. The presentation would be introduced by Sebastian Hopfner, together with his Verdi counterpart

Mr. Hopfner informed the group that the negotiations on collective wages in Germany have concluded. This was a compromise text. The agreement was signed on 31st August for a term of 29 months. It foresees two tranches of wage increases as follows: 2% on 1st November 2017, an additional 1,7% by 1st December 2018. Three aspects were important for the unions: security of employment, qualifications and ensuring the capacity to be employed. A commitment could be reached in the area of qualifications but not on an individual right to training or on a joint qualification facility at sectoral level. The signed collective agreement provides a guarantee for part-time work during re-qualification and pre-retirement. On security and employment it foresees a collective short-time work (legal entitlement of 2,1% of salaries to be converted into leisure time). On mobile work, it was agreed to negotiate further.

With regard to the follow up of the joint declaration on digitisation, Mr. Hopfner presented the employer's position. On further training as a key, it was proposed to make a counter-proposal to UNI Europa in order to avoid excessive discussions on wording. Mr. Hopfner referred to a report on "future skill needs" by a training associating in Germany-this can be presented at the next meeting. In the employer's views, focus should be on the capacity to be trained rather than on individual training. Ms. Maes stressed that it would be important to have a framework of recommendations on what is needed to best prepare workers for the present and the future (competences needed, training for the right skills). Mr. Hopfner proposed to postpone discussion on this to the next meeting.

On point 6 of the discussion paper and in particular on time and place of work Ms. Maes stressed that the focus should be on improving work-life balance. The right to disconnect should be further examined. A smaller delegation (bureau meeting) can be arranged to discuss this further.

The discussion will continue in preparatory meetings and at the next SSDC meeting.

4. French labour reform

-Presentation of the recently proposed French labour reform and its potential impact on the insurance sector. The presentation would be introduced by the FFA

Mr. Meyer presented the content of the recent reform of the French labour code. Some measures are already in force (by executive order). The new FR government has tabled a comprehensive social agenda. Some reforms will be difficult to conclude both at technical and political level. 36 measures have been proposed in total (total length of 108 pages of proposed legislation).The main aim of the enacted part of the reforms is to better link collective bargaining with the company level. The law foresees 11 domains where the branch level prevails, 4 domains where the branch can negotiate and for all the rest, the company level prevails. The proposed legislation also foresees a simplification of social dialogue, by merging 3 existing bodies into one. Trade unions fear that they will lose contact with the worker. Employers feel this is a positive development. Informal consultations of social partners took place (48 bilateral meetings between the government and the social partners) since June. The government though chose to fast track some of the decisions and issued executive orders rendering them immediately in force. Most of the measures had been announced in the presidential pre-election programme.

In the discussion, Ms. Cuciniello criticised that the law had been presented in the form of an “ordonnance”, meaning that there had been no formal social dialogue or social partner consultation. She said that this would cause problem for the acceptance and the implementation of this legislation.

5. The European Pillar of Social Rights

-Follow-up discussion on the latest developments

Ms. Hadjiantoni gave an update on the European Commission’s proposal for an EU Pillar of Social Rights published on 26 April. The 2nd stage consultation of social partners on the possible revision of the Written Statement Directive was published on 21st September. She presented some key dates until the end of the year. The presentation is available to consult.

Ms. Saller recalled the position of UNI Europa on the Commission's initiative. UNI Europa will input its comments in the ongoing consultations. The EU social partners should be closely consulted on the establishment of the European Labour Market Authority.

6. AOB

The dates of next year's meeting will be communicated by email by the end of the month.



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Governance
Social dialogue

Brussels, 10 October 2017

**SECTORAL SOCIAL DIALOGUE
COMMITTEE
INSURANCE**

Participants list 10/10/2017

List of participants	
<u>Employers</u>	<u>Workers</u>
Mr. Hopfner (DE)	Ms. Maes (BE)
Mr. Vidonja (Insurance Europé)	Mrs. Saller (UNI Europa)
Ms. Llorente (Insurance Europe)	Mr. Clausen (Morten) (UNI Europa)
Ms. Yasharova (AMICE)	Mr. Clausen (Lone) (DK)
Mr. Lestanguet (BIPAR)	Mr. Toth (HU)
Ms. Sheppard (AMICE)	Ms. Cuciniello (IT)
Mr. Meyer (FR)	Ms. Buttugieg Hili (MT)
Mr. Pissoort (BE)	Mr. Fiorentino (MT)
Mr. Demarée (BE)	Mr. Leon (ES)
Ms. Römelt (DE)	Mr. Johansson (SE)
Ms. Teifel (DE)	Mr. Curran (UK)
Mr Kerr (NO)	Mr. Coppi (IT)
Mr. Ryde (DK)	Mr. Bernard (BE)
Mr. Serena (ES)	Mr. Hellman Pål (NO)
Ms. Basti (IT)	Ms. Batal (LUX)
	Mr. Genre (IT)
	Ms. Martel Gil (ES)
	Ms Stenström (SE)

<p><u>Speakers (external)</u></p> <p>Mr. Messenger (ILO)</p> <p><u>European Commission</u></p> <p>Ms. Hadjianтони (DG EMPL)</p> <p>Ms. De Smet (DG EMPL)</p>	