



Insurance Sectoral Social Dialogue Committee (ISSDC)

Work programme 2015-2016

1. The demographic challenge in the insurance sector: follow-up initiatives to the 2012 project

- 1.1 Exchange of further good practice examples at national, sectoral and company level, including on *working longer*
- 1.2 The new project "The demographic challenge revisited: Innovative measures in the European insurance sector; Following up and updating successful social partner initiatives with a special focus on Central and Eastern Europe", running until mid-2016 and including:
 - One-day Kick off workshop in Bratislava, Slovakia
 - An electronic version booklet with new or updated good practice examples
 - One-day dissemination conference in Bucharest, Romania
 - Further dissemination of Joint declaration of Demography and the previous booklet

2. Telework

- 2.1 Finalisation and signature of the joint statement
- 2.2 Exchange of good practice examples at national, sectoral and company level
- 2.3 Follow-up to the joint statement with regular updates on promotion activities and monitoring

3. Relevant regulatory developments at EU level

Where relevant and appropriate, exchange of views and consideration of joint initiatives on the EU texts related to the sectoral Social Dialogue (such as the forthcoming EC communication on the EU Social Dialogue), as well as on social and employment aspects of the EU legislative proposals (for instance in relation to pensions, the disclosure of non-financial and diversity information by certain large companies and groups) and their impact.

Review clause: the ISSDC social partners reserve the right to review and revise their work programme 2015-2016 and its annex when appropriate.

Annex: detailed timeline and expected outcome of the work programme.

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Priority	Action	Timeline	Objective/ Expected outcome
The demographic challenge in the insurance sector: follow-up initiatives to the 2012 project	Exchange of further good practice examples at national, sectoral and company level.	ISSDC meetings in 2015-2016	<ul style="list-style-type: none"> ■ Share positive experiences and initiatives at national, sectoral and company level, including on <i>working longer</i>, to help social partners address the demographic challenge in insurance. ■ Disseminate the presentations made during the ISSDC meetings.
	Open discussion on "working longer" or: "sustainable work"	ISSDC meetings in 2015-2016	<ul style="list-style-type: none"> ■ Share positive experiences and initiatives at national, sectoral and company level, including on <i>working longer</i>, to help social partners address the new needs for shaping work in the insurance sector. ■ Try to define common grounds and visions of what a sustainable workplace could look like, and how it could benefit workers of all ages. Existing concepts of active ageing and new employment can be included in the discussion.
	Project " <i>The demographic challenge revisited: Innovative measures in the European insurance sector - Following up and updating successful social partner initiatives with a special focus on Central and Eastern Europe.</i> "	Dec 2014 – May 2016	<ul style="list-style-type: none"> ■ A new incentive to disseminate and implement the joint declaration on the demographic challenge of 2010. ■ Increase awareness and interest of the employers and trade unions/ employees' representatives at national and company level in the targeted countries about the role, functioning, activities and objectives of the ISSDC at European level, and about the related role and activities of the social partners at EU level. ■ Develop or improve dialogue between employees' and employers' representatives in the insurance sector in Central and Eastern European member states with the aim to develop and improve the participation in the ISSDC. The long-term effect, and the overall objective, is a good functioning of social dialogue in insurance. ■ Contribute to improve over time relationship, understanding and collaboration



			<p>between employers and trade unions in the insurance sector at EU, national and company level.</p> <ul style="list-style-type: none"> ■ Help to create networking platforms in the target countries and countries in the surrounding area.
	Project - one-day Kick off workshop in Bratislava, Slovakia	Workshop: 17 September 2015	<ul style="list-style-type: none"> ■ Re-activate social partners from both sides to engage in this topic. ■ Explain the project and more specifically the new call for good practice examples. ■ Inform about previous activities in the field of demographic change and on telework, about the ISSDC. ■ Collect and present some new good practice examples. ■ Stir a lively outcome-oriented discussion on the demographic challenge in the different EU countries, with a specific focus on the host country. ■ Disseminate reports and presentations made during the workshop.
	Project - an electronic version booklet with new or updated good practice examples	Booklet publication: mid 2016	<ul style="list-style-type: none"> ■ Translate the electronic booklet from EN original version into DE, FR, IT, RO, BG, CZ, PL, HR and disseminate the translations widely throughout EU. ■ Disseminate good practice examples on how to address the demographic challenge. ■ Promote the ISSDC and the 2010 joint statement.
	Project - one-day dissemination conference in Bucharest, Romania	Conference: 11mid 2016	<ul style="list-style-type: none"> ■ Disseminate the new follow-up electronic booklet. ■ Conclude the data collection in the frame of the project. ■ Discuss about the (future) development of the insurance sector concerning the demographic change in general as well as the new technology developments (telework). ■ Analyse the lessons learned in the course of the project. ■ Develop further dissemination strategies for the new electronic booklet. ■ Stir a lively outcome-oriented discussion on the demographic challenge in the different EU countries, with a specific focus on the host country.



	Project - coordination group meetings	Meetings on a regular basis all along the course of the project	<ul style="list-style-type: none"> Prepare, organise, coordinate and follow-up the various project actions.
Telework	Finalisation and signature of the joint statement	ISSDC meeting on 10 February 2015	<ul style="list-style-type: none"> Finalise, adopt and officially sign the joint statement on telework.
	Exchange of good practice examples at national, sectoral and company level	ISSDC meetings in 2015-2016	<ul style="list-style-type: none"> Collect and disseminate good practice examples on telework at national and company level.
	Follow-up to the joint statement with regular updates on promotion activities and monitoring (subject to the adoption of the joint statement)	ISSDC meetings in 2016	<p><i>Promotion of the joint statement</i></p> <ul style="list-style-type: none"> Inform, through all available means, trade unions, associations and employers in the insurance sector and beyond about the joint statement. Encourage the relevant social partners at national level to promote and address the joint statement together (eg via joint meetings, joint presentations, joint studies or research activities). Where possible, translate the joint statement into other official EU languages <p><i>Monitoring of the joint statement</i></p> <ul style="list-style-type: none"> For instance, by sending questionnaires to the ISSDC social partners' members. <p><i>Publication of good practice approaches</i></p> <ul style="list-style-type: none"> Highlight good practice examples on telework by different players in the insurance sector and EU member states in the updated version of the booklet on demography.
Relevant regulatory developments at EU level	Where relevant and appropriate, exchange of views and consideration of joint initiatives on social and employment aspects of the EU legislative proposals (for instance in relation to pensions, the disclosure of non-financial and diversity information by certain large	ISSDC meetings in 2015-2016	<ul style="list-style-type: none"> Better understand and assess EU initiatives with a social/ employment impact on the insurance sector. Possibly, develop and adopt joint opinion/ position.



	companies and groups) and their impact		
	Where relevant and appropriate, exchange of views and consideration of joint initiatives on the EU texts related to the sectoral Social Dialogue	when relevant	<ul style="list-style-type: none"> ■ Better understand EU Commission's expectations and strategy as to the EU sectoral Social Dialogue. ■ Possibly, develop and adopt joint opinion/ position.