



EUROPEAN COMMISSION

Employment, Social Affairs and Equal Opportunities DG

Social Dialogue, Social Rights, Working Conditions, Adaptation to Change
Social Dialogue, Industrial Relations

Meeting: Sectoral social dialogue committee, **Insurance**
Working Group session, 23 November 2009 Brussels

Languages: EN FR DE

Employers	Trade Unions
1. ALMBERG Gabriella (BIPAR)	1. CUCINELLO Bianca (IT)
2. BASTIEN Isabelle (BE)	2. FISHER Bernadette (UK)
3. HOPFNER Sebastian (DE)	3. KUBASEK Rudolf (CZ)
4. MATCOV Ecaterina (CEA)	4. LUNDBERG Magnus (SE)
5. MEYER Simone (DE)	5. MAES Elke (BE)
6. MEURGUE Fabienne (FR)	6. REINBRECHT Jorg (DE)
7. SIMEK Zdenek (CZ)	7. SONDERGARD Katrine (UNI- Europa)
8. SJOSTROM Johan (SE)	
9. VIDONJA William (CEA)	

European Commission:
DLOUCHY Dorota (DG EMPL F.1)

MINUTES

1. Welcome and approval of the agenda

Chair Mr Reinbrecht welcomes participants.

Agenda approved with one change proposed by employers. Ms Sjostrom will make a sort presentation on the activities of Swedish employers on demography.

2. Negotiation of joint declaration on "The demographic challenge in the European insurance sector"

Draft of the joint statement with changes introduced by UNI Finance was circulated among members of the SSDC on 12 November. It is decided that the committee will go through whole document and discuss the points of disagreement. All changes will be put on the screen in the track mode. (please refer to the annexed document for a details)

Almost all the changes were agreed during the lively discussion and put in the writing on the screen. The secretariats took the copy of the text with changes.

The outstanding issues/formulations are:

- The tools and instruments identified by the social partners to deal with the demographic changes are already **widely** /// **to some extent** applied in the insurance sector. The fact that these tools and instruments are mentioned in this document does not imply that companies do not already use them.

-Policies encouraging older staff members to remain in the company by offering alternative and less demanding work arrangements are favourable tools and in **many**/// **some** insurance and intermediary companies well-proven tools.

- question of the lifestyle (part on health page 5)

The final text will be discussed in writing and signed on 26 January 2010 during the plenary session.

Additionally, the SE employer made a presentation on a new website for the young people trying to enhance the image of the sector.

3. Discussion on the work plan 2010

The work plan will be sent to the EC. It will cover the questions:

- Demography and the booklet
- Solvency II (the exact issues to be identified and discussed)
- Enlargement/integration of participants from the NMS

In relation to the work plan, the EC representative explains the rules governing the budget line of DG EMPL:

- deadlines,
- financing thresholds,
- question of guarantees,
- timeline of the projects.

4. Discussion on the plenary meeting agenda

The Commission propose to invite DG MARKT for the presentation concerning the Impact Assessment process and possible social partners' contribution to it. The social partners agree with the proposal. The agenda will cover also: joint declaration on demography, booklet, discussion on the enlargement project and solvency II. The agenda will be sent to the EC before Christmas.