

Minutes of the plenary meeting

3 February 2017

The meeting was chaired by Ms. Maes who takes over the chairmanship from Mr. Hopfner.

1. Adoption of the agenda and approval of the minutes of the ISSDC WG meeting on 12 October 2016

The agenda and the draft minutes of the previous working group meeting (29 April 2016) were adopted, following the comments submitted via written procedure.

2. Demographic challenges in the insurance sector

Ms. Lieveke Norga presented the “demography fund” in the chemical sector in Belgium. The fund was set up in 2016 to help increase the quality and sustainability of jobs. It covers the subjects of work, health, competences and career management. All companies have to contribute with 0.15% of their budget. Resources remaining in the fund are given to companies who exceed their basic budgets. The fund bases itself on the concept of “house of workability” and “feasible work”. So far one application has been received. The fund is administered by the same structures that run the “education fund”. More information can be found under: www.fundsdemographie.be.

Belgium is considering setting up a similar fund in the insurance sector to tackle active ageing. An external consultant is currently working on providing recommendations including on the perception of older workers, motivation, and training for older workers. This work will have a longer-term perspective.

3. Digitisation

Mr. Simone Viola from the company Generali gave a presentation of the company’s policy on new ways of work as enabled by technology. He started by presenting Generali. He then explained how the project on “smart working” in the area of Milano was conceived (very close collaboration between partners), and its main characteristics. This was preceded by a staff survey which showed that 89% of respondents have a positive opinion of remote working. There is an average commuting time of 90 minutes a day in Milano. The pilot project will run for 6 months. This system was previously implemented by Generali/FR. The first “smart workers” started in December 2016.

Ms Cuciniello (IT) clarified that there is a limit in the number of employees who can participate in the project, remote work is also limited to maximum 2 days a week and, in

particular in relation to the employees' availability, in the respect of working hours fixed by national collective agreements. Working at night and during holidays is prohibited. During the pilot phase, the company must provide to the unions the evolution of the project.”

Further, a discussion took place on the follow-up of the declaration on the social impact of digitisation signed at the last meeting (October). UNI Europa presented its views on the main elements to be addressed by the social partners. Ms. Maes presented inter alia the following: a) on training: investment needed for training; importance of informing on rights; individual right to training; training programmes (individual and collective); replacement policy; b) for section 4 of the declaration: the need to encourage mobility and improve availability; accompanying workers from one job to another, c) under section 6: the need for new tools to communicate with employees and d) under section 3: monitoring of working hours and limits to working time (right to disconnect); respect of national rules on working time.

Ms. Hopfner on behalf of the employers mentioned that the employer side will reflect on these proposals. Action should be based on the real experience of companies. On point 4, the social approach to digitisation is very important. Redundancies should be the last resort. Mobility is also key. On professional career guidance, some companies already offer this. On working time, this was taken up at EWCs. The employers will present their position at the next meeting, for further discussion and follow-up. It is however important to focus on 2-3 topics. This is agreed.

The joint declaration will also be translated into as many EU languages as possible, to facilitate dissemination. This work will be coordinated by the EU secretariats.

A discussion point on insurtechs took place. It is believed that Eurofound could carry out a market study on insurtechs. Mr. Vidonja presented EU-level developments on this. The EP has published a report on Wednesday. The EC has set up a taskforce on fintechs, led by DG FISMA. The issue of qualifications should also be looked at.

4. Work programme 2017-2018

The draft work programme was presented and discussed. The work programme is approved.

5. EU regulatory developments: EU services e-card

A letter was addressed to the EC by the EU social partners in the insurance sector expressing certain concerns on the proposal of the EC for an EU services e-card. A holding reply has been received. In the meantime, the proposal (Regulation + Directive) for a European services e-card was adopted by the Commission on 10 January (available at <http://ec.europa.eu/DocsRoom/documents/20813>).

The social partners agreed to draft a new joint letter to address it to the other decision-making institutions.

6. AOB

Ms. Hadjiantoni gave a short presentation on the forthcoming representativeness study in the insurance sector, to be carried out by EUROFOUND at the request of the EC. The last

representativeness study for the sector was conducted in 2012¹. She presented the methodology for the study, the main parts of the report and the timeline envisaged. The social partners are first of all called to present their views on the demarcation of the sector (NACE codes). The presentation is available to consult.

¹ <https://www.eurofound.europa.eu/observatories/eurwork/comparative-information/national-contributions/portugal/the-representativeness-of-trade-unions-and-employer-associations-in-the-insurance-sector>



EUROPEAN COMMISSION
Employment, Social Affairs and Inclusion DG

Employment and Social Governance
Social dialogue

Brussels, 3 February 2017

**SECTORAL SOCIAL DIALOGUE
COMMITTEE
INSURANCE**

Participants list 3/2/2017

List of participants	
<u>Employers</u>	<u>Workers</u>
Mr. Hopfner (DE)	Ms. Maes (BE)
Mr. De Nie (BE)	Ms. Norga (BE) - <i>speaker</i>
Ms. Sheppard (AMICE)	Mr. Curran (UK)
Ms. Yasharova (AMICE)	Mr. Daskalov (BG)
Mr. De Maesschalck (BE)	Ms. Cuciniello (IT)
Ms. Amissé (FR)	Mr. Hellman Pål (NO)
Mrs. Bauby (FR)	Mr. Sanz Gonzalez (ES)
Mr. Lestanguet (BIPAR)	Ms. Darmanin (MT)
Mr. Pissoort (BE)	Ms. Stenström (SE)
Mrs. Kallonen (FI)	Ms. Halme (FIN)
Ms. Römelt (DE)	Mr. Toth (HU)
Mr. Vidonja (Insurance Europe)	Mr. Clausen (DK)
Ms Kerr (NO)	Ms Harvey (CH)
Mr Demarree (BE)	Mr Johnsson (SV)
Ms Basti (IT)	Mr di Cristo (CH)
Ms Viola (IT) - <i>speaker</i>	Mr Martel (ES)
Mr Girard (FR)	Mr Kristensen (NO)
Mr Serena (ES)	Mr Espenes (NO)
Mr Farooq (DK)	Mr Hili (MT)
Mr Jeanmart (BE)	Ms Reuter (LU)

Ms Hegemann (BE) Ms. Bos (Insurance Europe)	Mr Tabaud (FR) Ms Ferreira (FR) Mr. Bernard (FR) Mr Kust CZ Mr Svetomir BG
<p style="text-align: center;"><u>European Commission</u> Ms. Hadjiantoni (DG EMPL) Ms. Milo (DG EMPL)</p>	