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Insurance Sectoral Social Dialogue Committee (ISSDC) Work programme 2021-2022

The European social partners in the ISSDC intend to address the following issues in 2021-2022:

1. COVID-19 crisis

- a. Follow-up discussions on the [joint declaration on the COVID-19 crisis](#) with a focus on specific themes covered by the declaration as appropriate, such as health and safety aspects, as well as working arrangements
- b. Monitor developments on the employment and social impact of the COVID-19 crisis on the insurance sector, and exchange good practice examples from the national, sectoral and company level

2. Telework

- a. Follow-up on the 2015 [joint declaration on telework](#) with updates on promotion activities and monitoring,
- b. Exchange of good practice examples on COVID-19 and telework at national, sectorial and company level and, on this basis, discussions on a possible follow-up joint declaration.

3. Digitalisation, including artificial intelligence (AI)

- a. Continuation of the discussions on the joint declaration on artificial intelligence (AI) in the insurance sector and, possibly, signature of a joint declaration.
- b. Promotion, dissemination and translation of the joint declaration on AI, and continuation of the promotion of the 2016 [joint declaration on digitalisation](#) and of its 2019 [follow-up declaration](#) at all levels
- c. Regular updates on promotion activities and monitoring
- d. Monitor developments on digitalisation and the use of AI in the insurance sector and their impact on workers, jobs and the industry,
- e. Monitor and exchange of good practice examples at national, sectoral and company level

4. Diversity, inclusion and non-discrimination

- a. Continuation of the discussions on a joint declaration on Diversity, Inclusion and non-Discrimination in the insurance sector and, possibly, signature of a joint declaration
- b. Promotion, dissemination and translation of the joint declaration
- c. Regular updates on promotion activities and monitoring
- d. Monitor and exchange of good practice examples at national, sectorial and company level

5. The demographic challenge in the insurance sector: follow-up initiatives to the 2016 project

- a. Monitor and exchange of further good practice examples at national, sectoral and company level, including on longer working lives, on how to prevent workplace stress (both mental and physical) and how to promote and maintain a sustainable, motivated and healthy workforce, with a particular focus on older workers

6. Relevant regulatory developments at EU level

- a. Where relevant and appropriate, exchange of views and consideration of joint initiatives on the EU texts related to the sectoral social dialogue, as well as on social and employment aspects of the EU legislative proposals and their impact on the insurance sector
- b. Continuation of the promotion and dissemination of the [joint declaration on the effects of regulatory requirements and compliance on employees](#)
- c. Follow-up discussions on the joint declaration with a focus on specific themes covered by the declaration as appropriate
- d. Monitor and exchange of good practices at national, sectoral and company level on EU regulatory developments and requirements, including on their impact on workplace stress
- e. Monitor and exchange views on the impact of Brexit on workers and the sector

Annex

Timeline and expected outcome of the work programme 2021-2022.

Review clause

The ISSDC social partners may review and revise their work programme 2021-2022 and its annex as appropriate.

Insurance Sectoral Social Dialogue Committee (ISSDC)

Work programme 2021-2022

SUBJECT	ACTION	TIMELINE	OBJECTIVE / EXPECTED OUTCOME
COVID-19 crisis	Follow-up on the joint declaration on the COVID-19 crisis	2021-22	Ongoing follow-up discussions on the March 2020 finance sector social partners' joint declaration on the impact of COVID 19, with a focus on specific themes as appropriate, including health and safety, as well as working arrangements..
	Monitor developments on the impact of COVID-19 on the insurance sector	2021-22	Monitor developments on the employment and social impact of the COVID-19 crisis on the insurance sector, and exchange good practice examples from the national, sectoral and company level.
Telework	Monitoring of the joint declaration on telework	2021-22	Updates on promotion activities and monitoring of the 2015 joint declaration on telework.
	Exchange of good practice examples	2021-22	Exchange of good practice examples on COVID-19 and telework at national, sectoral and company level, and, on this basis.
	Possible follow-up joint declaration on telework	2021-22	Discussions on a possible follow-up joint declaration, based on the good practice examples exchange.

Digitalisation, including AI	Finalisation of a joint declarations on AI	2021	<p>Continuation of the discussions on the joint declaration on artificial intelligence (AI) in the insurance sector;</p> <p>Possible signing of a joint declaration</p> <p>And including regular updates on promotion activities and monitoring.</p> <p>Encourage relevant social partners at national sectoral level to promote and address the joint declarations together (e.g. via joint meetings, joint presentations, joint studies or research activities).</p>
	Follow-up of the joint declaration on AI	2021-22	<p>Promotion, dissemination and translation of the possible new joint declaration on AI.</p> <p>Continuation of the promotion of the 2016 joint declaration on digitalisation and of its 2019 follow-up declaration at all national and EU levels.</p>

	Monitor developments on digitalisation and the use of AI	2021-22	<p>Monitor developments on digitalisation and the use of AI in the insurance sector and their impact on workers, jobs and the industry.</p> <p>Exchange of good practice examples at national, sectoral and company level;</p> <p>Monitor developments on issues such as personnel development and access to training, (long-term) employability, and work-life balance.</p>
Diversity Inclusion and non-Discrimination	Joint declaration	2021	<p>Continuation of the discussions on a joint declaration on Diversity, Inclusion and non-Discrimination in the insurance sector;</p> <p>Including possible signing of a joint declaration;</p>
		2021-22	Subsequent promotion, dissemination and translation of the joint declaration.
	Updates and monitoring	2021-22	<p>Regular updates on promotion activities and monitoring;</p> <p>And exchange of good practice examples at national, sectoral and company level.</p>
The demographic challenge in the insurance sector: follow-up initiatives to the 2016 project	Updates and monitoring	2021-22	<p>Monitor and exchange of further good practice examples and initiatives taken at national, sectoral and company level;</p> <p>Including on longer working lives, on how to prevent workplace stress (both mental and physical) and how to promote and maintain a sustainable, motivated and healthy workforce;</p>

	Digitalisation	2021-22	Explore new possibilities and technologies that could improve and facilitate working longer and better management of the demographic challenge.
Relevant regulatory developments at EU level	Exchange of views and consideration of joint initiatives	2021-22	Where relevant and appropriate, exchange of views and consideration of joint initiatives on the EU texts related to the sectoral social dialogue; As well as on social and employment aspects of the EU legislative proposals and their impact on the insurance sector.
	Follow-up to the joint declaration	2021-22	Continuation of the promotion and dissemination of the joint declaration on the effects of regulatory requirements and compliance on employees; Including follow-up discussions with a focus on specific themes covered by the declaration, as appropriate.
	Updates and monitoring	2021-22	Monitor and exchange of good practices at national, sectoral and company level on EU regulatory developments and requirements, including on their impact on workplace stress.
	Brexit	2021-22	Monitor and exchange views on the impact of Brexit on workers and the insurance sector.

