



15.02.2019

Insurance Sectoral Social Dialogue Committee (ISSDC) Work programme 2019-2020

The ISSDC will address the following issues in 2019-2020:

1. Digitalisation

- 1.1 Signature of the follow-up to the joint declaration on the social effects of digitalisation
- 1.2 Promotion of the joint declaration on the social effects of digitalisation and of its follow-up declaration (see above) at national and EU level
- 1.3 Regular updates on promotion activities and monitoring
- 1.4 Follow-up discussions on the joint declaration on digitalisation with a focus on specific themes covered by the declaration (e.g. need for new skills and access to training & lifelong learning, (long-term) employability including re-training and up-training, work-life balance)
- 1.5 Monitor developments on the use of artificial intelligence (AI) in the insurance sector and its impact on workers, jobs and the industry
- 1.6 Look into the possibility of working on a joint declaration on the impact of AI on the sector
- 1.7 Exchange of good practice examples at national, sectoral and company level. Specifically, the exchange of good practice examples on the methods and/or tools used by the social partners to communicate and reach out to mobile workers.

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

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

3. Telework

- 3.1 Exchange of further good practice examples at national, sectoral and company level
- 3.2 Follow-up on the joint statement with regular updates on promotion activities and monitoring

4. Relevant regulatory developments at EU level

- 4.1 Signature of the joint declaration on the effects of regulatory requirements and compliance on employees
- 4.2 Promotion, dissemination and translation of the joint declaration
- 4.3 Follow-up discussions on the joint declaration with a focus on specific themes covered by the declaration (e.g. quality advice and consumer protection)
- 4.4 Monitor and exchange of good practices at national, sectoral and company level on EU regulatory developments and requirements, with a particular focus on their impact on workplace stress
- 4.3 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.
- 4.4 Monitor and exchange views on the impact of BREXIT on workers and the sector

5. Diversity, Inclusion and Gender Equality

- 5.1 Monitor and exchange of good practice examples at national, sectoral and company level on closing the gender gap in IT and executive positions, and best practice examples on gender mainstreaming and the inclusion of the LGBTQ+ community and persons with disabilities etc.

Review clause: the ISSDC social partners reserve the right to review and revise their work programme 2019-2020 and its annex when appropriate.

Annex: timeline and expected outcome of the work programme.



Annex

Insurance Sectoral Social Dialogue Committee (ISSDC) Work programme 2019-2020

SUBJECT	ACTION	TIMELINE	OBJECTIVE / EXPECTED OUTCOME
Digitalisation	Follow-up joint declaration, focusing on: <ul style="list-style-type: none"> ■ section 2 “Further training as a key” ■ section 4 “Dealing in a social way with the digital structural change” ■ section 6 “Employees’ representatives in the digital age” 	Q1 2019	<ul style="list-style-type: none"> ■ Signature of the follow-up to the joint declaration on the social effects of digitalisation.
		2019-2020	<ul style="list-style-type: none"> ■ Share good practices regarding initiatives in the areas in focus.
	Follow-up the new joint declaration and to the 2016 declaration	2019-2020	<ul style="list-style-type: none"> ■ Promote the joint declaration, and update on promotion activities and monitoring at ISSDC meetings. ■ Inform, through all available means, trade unions, associations and employers in the insurance sector and beyond about the joint declarations. ■ Encourage relevant social partners at national level to promote and address the joint declarations together (e.g. via joint meetings, joint presentations, joint studies or research activities). ■ Where possible, translate the joint declarations into other official EU languages. ■ Follow-up discussions on the joint declaration on digitalisation with a focus on specific themes covered by the declaration (e.g. need for new skills and access to training & lifelong learning, (long-term) employability including re-training and up-training, work-life balance)

	<p>Follow-up on InsurTechs: Market study/Working conditions</p>	<p>2019-2020</p>	<ul style="list-style-type: none"> ■ Discuss the social dialogue aspects of InsurTech (e.g. working conditions, application of collective bargaining agreements). ■ Possibly commission a study from Eurofound on the topic.
	<p>Monitor developments related to the growing use of Artificial Intelligence (AI) and its impact on the insurance sector</p>	<p>2019-2020</p>	<ul style="list-style-type: none"> ■ Monitor developments on the use of artificial intelligence (AI) in the insurance sector and its impact on workers, jobs and the industry ■ Look into the possibility of working on a joint declaration on the impact of AI on the sector
<p>The demographic challenge in the insurance sector: follow-up initiatives to the 2016 project</p>	<p>Exchange of good practice examples at national, sectoral and company level</p>	<p>2019-2020</p>	<ul style="list-style-type: none"> ■ Continue sharing and disseminating positive experiences and initiatives at national, sectoral and company level, especially focusing on longer working lives, to help social partners address the demographic challenge in insurance (e.g. via presentations at the ISSDC meetings). ■ Continue sharing and disseminating positive experiences and initiatives at national, sectoral and company level on how to prevent workplace stress (both mental and physical) and promote and maintain a sustainable, motivated and healthy workforce, with a particular focus on older workers <p>Linking the topic to digitalisation: explore new possibilities and technologies that could improve and facilitate working longer and better management of the demographic challenge.</p>

<p>Telework</p>	<p>Exchange of good practice examples at national, sectoral and company level</p>	<p>2019-2020</p>	<ul style="list-style-type: none"> Continue collecting and disseminating good practice examples on telework at national, sectoral and company level.
<p>Follow-up to the joint declaration with regular updates</p>	<p>2019-2020</p>	<p>2019-2020</p>	<ul style="list-style-type: none"> Evaluate the dissemination and implementation of the joint declaration. For example, consider sending questionnaires to the ISSDC social partners' members as a monitoring action to the joint declaration.
<p>Diversity, Inclusion and Gender Equality</p>	<p>Monitor and exchange of good practice examples at national, sectoral and company level on closing the gender gap in IT and executive positions, and best practice examples on gender mainstreaming and the inclusion of the LGBTQ+ community and persons with disabilities etc.</p>	<p>2019-2020</p>	<ul style="list-style-type: none"> Share and disseminate positive experiences and initiatives at national, sectoral and company level, focusing on promoting diversity and inclusion in the insurance sector. Consider a possible joint initiative, e.g. a joint declaration.

<p>Relevant regulatory developments at EU level</p>	<p>Discussions on impact of the EU regulatory framework on employers and employees</p>	<p>Q1 2019</p>	<ul style="list-style-type: none"> ■ Sign the joint declaration on the effects of regulatory requirements and compliance on employees.
		<p>2019-2020</p>	<ul style="list-style-type: none"> ■ Promote and disseminate the joint declaration, and update on promotion activities and monitoring at ISSDC meetings. ■ Follow-up discussions on the joint declaration with a focus on specific themes covered by the declaration (e.g. quality advice and consumer protection) ■ Inform, through all available means, trade unions, associations and employers in the insurance sector and beyond about the joint declarations. ■ Where possible, translate the joint declarations into other official EU languages. ■ Monitor and exchange of good practices at national, sectoral and company level on EU regulatory developments and requirements, with a particular focus on their impact on workplace stress ■ Monitor and exchange views on the impact of BREXIT on workers and the sector
<p>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, distribution, etc.) and their impact</p>		<p>When relevant</p>	<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.



	<p>Where relevant and appropriate, exchange of views and consideration of joint initiatives on the EU texts related to the sectoral Social Dialogue</p>	<p>When relevant</p>	<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.
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