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Employment, Social Affairs and Inclusion DG

Employment and Social Legislation, Social Dialogue

Social dialogue, Industrial Relations

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**SECTORAL SOCIAL DIALOGUE
COMMITTEE
INSURANCE**

Minutes of the Working Group

9th December 2013

The meeting was chaired by Ms Maes (UNI Europa Finance). The agenda and the draft minutes of 18 November meeting were adopted. Referring to the minutes of 25 June Committee meeting, the SE employers' representatives said that there was a new paragraph on demography added in the national collective agreement.

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

In a tour de table on national initiatives, social partners reported on: a) in Belgium the development of training modules for employees with over 25 years of experience, aimed to improve motivation and career planning and training measures for *sector de courtage*; b) in the Netherlands the publication of survey on employability, which explored topics of new working arrangements and impacts of using new technologies at work; c) in Italy a project on work-life balance and two company agreements concerning flexibility in work organization and training and development for workers above age of 55; d) in Germany preparation of a joint declaration concerning the EU statement on demography.

As an example of good practice, Mr Schoenwerth (Allianz) presented the company's Agreement on guidelines concerning life-long learning, which was an outcome achieved in a framework of a European Work's Council. The document was signed after 2-year long negotiations, with an objective to improve performance, but also quality of work and motivation. The agreement will be also transposed in daughter companies of the group. In a following exchange, DE Verdi asked about concrete training measures undertaken and Mr Hopfner (InsuranceEurope) related to the follow-up in different countries, especially in Central-Eastern Europe.

As a second good practice, the AXA's Agreement on anticipation of change, signed with the French trade unions and UNI in September 2011 was presented by Mrs Pateyron. She presented the objectives and main elements of the agreement, which also resulted in establishing across-company profession's observatory. NL employer representatives asked about the management of retirement age and working arrangements for elder employees (in-salary "compensation for age", part-time work), whereas BE employers referred to complementary free days instead of legal measures.

Mr Vidonja (InsuranceEurope) presented participants with the findings of the questionnaire carried out by all the Insurance SSDC social partners among their members on the follow-up

to the 2010 statement on demographic challenges. He concluded that roughly three quarters of UNI Europa and Bipar and more than 90% of InsuranceEurope members took action to disseminate and raise awareness about the statement through means of internal communication and events. Mr Vidonja said that the topic was considered important and lively by national social partners, even if the CEE countries should be involved more. Subsequently, social partners discussed a possibility of a follow-up project, which would focus on providing visibility to the outcomes of the first action. UNI Europa proposed to use the results of the questionnaire as a starting point for the new project and it was agreed that the project application will be prepared in the spring of 2014.

2. Telework

Ms Winiarska (DG EMPL) presented the Committee with the findings of two implementation reports of the 2002 European Framework Agreement on Telework¹; the latter resulting in a large number of initiatives in virtually every MS and implementation via legislation in some (HU, MT, PT and CZ). Commission also gave an overview of the follow-up sectoral committees' commitments on telework, including the paragraph on new working arrangements in the audio-visual sector's 2011 Framework of Actions on Gender Equality². In a following discussion, social partners commented on the existing political impact, even if the agreement remains voluntary.

Coming back to the work on the draft statement, the social partners continued the discussion on the last version of the text from 18 November. Reporting on the comments received within the employers' delegation, Mr Hopfner stressed the need for explaining the top-down approach to the commitment on telework for some of its members, notably the non-members of the Social Dialogue Committee. He added that on the content, there was no strong opposition. UNI Europa referred to the paragraph on the recording of working time and availability of employees 24/7. Ms Maes stressed the need to include the sales staff in the statement, as they are covered by the sectoral collective agreements in most of the countries. For UNI Europa Finance it remains important to state that even if the character of the document is non-binding, social partners on both sides should be encouraged to disseminate and use it as an orientation at national and company level. AS a next step, both sides will hold internal discussions on the text, before resuming negotiation at the next SSDC meeting.

3. Any other business

The workers delegation asked for possibly changing the date of the meeting planned for 15 December 2014 (Monday).

Relating to a proposal of a declaration of support to the hairdressers' sector proposed by UNI Europa at the last meeting, employers' delegation was not yet ready to say if they support it and asked which other sectors signed it.

4. Next meetings:

¹ <http://www.etuc.org/a/579>

<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=SEC:2008:2178:FIN:EN:PDF>

² <http://ec.europa.eu/social/main.jsp?catId=521&langId=en&agreementId=5206>

- Plenary meeting – 10 March 2014
- Working Group – 27 May 2014
- Steering Group – 18 September 2014 (fictive date)
- Working group - 9 December 2014.