

European social partners outline best practices to ensure insurance workers' well-being

A collection of case studies that examine successful initiatives to promote insurance workers' wellbeing, as well as innovative solutions to demographic challenges facing the sector, has been published by the European social partners in the Insurance Sectoral Social Dialogue Committee (ISSDC), of which Insurance Europe, the European insurance and reinsurance federation, is a member.

The case studies showcase a selection of initiatives — with a particular focus on Central and Eastern Europe (CEE) — that promote work-life balance, qualifications and lifelong learning, health and safety at work, working longer and telework in the insurance sector.

Sebastian Hopfner, chairman of the ISSDC and chairman of Insurance Europe's social dialogue platform, said: "The European workforce is getting older and many employees are approaching retirement age. This affects insurers not only as product providers, but also as employers. The ISSDC is, therefore, proud to present this collection of successful initiatives that promote workers' wellbeing and innovative solutions to the challenges faced by the sector. It is hoped that these examples will inspire further initiatives at company or national level to tackle these significant challenges."

As the case studies reveal, telework has become increasingly important for insurance employees in recent years, with continuing technological change opening up new possibilities. The European social partners in the insurance sector have, therefore, committed themselves to continuing to address telework, building on the ISSDC's joint declaration on telework that was signed in February 2015.

Another topic that the social partners have been considering is "working longer". The partners believe it is, therefore, important to develop career models that are fair to all generations of workers. Consequently, the partners are focussing on issues including active ageing; healthier and longer working lives; health and safety at work; and reconciling work and family life.

The case studies are available in a booklet on Insurance Europe's website [here](#).

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Background

The ISSDC is a unique forum at European level, supported by the European Commission, in which insurance employer and employee representatives can discuss topics of common interest. Its members are Insurance Europe, the Association of Mutual Insurers and Insurance Cooperatives in Europe (AMICE), the European Federation of Insurance Intermediaries (BIPAR) and UNI Europa, a European trade union federation.

In 2010 the ISSDC issued a joint statement on demographic issues, while in 2011-2012 it carried out its first project on the topic. As the social partners aim to mobilise their CEE countries' affiliates to participate more actively in the European social dialogue, the ISSDC's 2016 project has a particular focus on these countries. The case studies that are included in the booklet were chosen for their innovation, their originality and their effectiveness in increasing the attractiveness of the insurance sector and the employability of individuals already working in it.

Notes for editors

1. For further information, to request a media interview or to be added to our mailing list, please contact Richard Mackillican, policy advisor communications & PR (tel: +32 2 894 30 69, mackillican@insuranceeurope.eu).
2. You can also receive updates from Insurance Europe, sign-up [here](#) or by following us on Twitter @InsuranceEurope.
3. Insurance Europe is the European insurance and reinsurance federation. Through its 34 member bodies — the national insurance associations — Insurance Europe represents all types of insurance and reinsurance undertakings, eg pan-European companies, monoliners, mutuals and SMEs. Insurance Europe, which is based in Brussels, represents undertakings that account for around 95% of total European premium income. Insurance makes a major contribution to Europe's economic growth and development. European insurers generate premium income of almost €1 170bn, employ over one million people and invest nearly €9 900bn in the economy.