

# Conference of the Insurance Sectoral Social Dialogue Committee (ISSDC): “Addressing the Demographic Challenge in the Insurance Sector”,

## Work-life balance

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1. Work-life balance, an issue for the insurance sector ?
2. Risks & limitations
3. Best practices are always needed





# 1. Work-life balance, an issue for the insurance sector ?

The sector demographic challenge is twofold :

## 1° Aging

With no change to current policy, the proportion of workers aged **over 50** will increase

from **30%** in **2010**

to **50%** in **2020**

# 1. Work-life balance, an issue for the insurance sector ?

## 2° Attractivity

- « War for Talents »
- Low fertility rate (1,65 in 2010, belgium)
- Unattractiveness of the insurance sector

**MOTIVATION ⇔ WORK-LIFE BALANCE**

## 2. Risks & limitations

- 1) Organizing work in an efficient way
- 2) Observing legislation & HR internal rules & needs
- 3) Avoiding chaos & disorganization
- 4) Keeping team spirit & social network

## 2. Risks & limitations

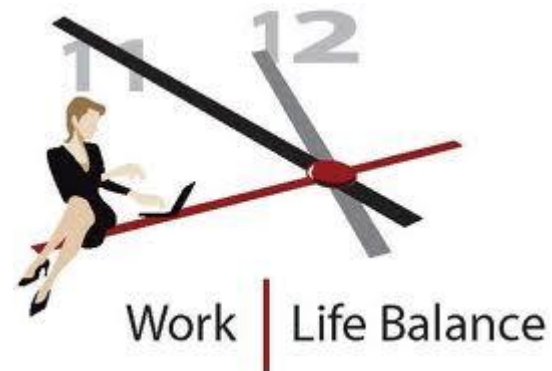
- Being aware...

*« Only you know what is best for you »*



### 3. Best practices are always needed

- The **Belgian context** – insurance sector
  - Gender parity
  - 35 hours/week (collective negotiation)
  - Flexitime
  - Part time
  - End of career
  - (...)





### 3. Best practices are always needed

- The Belgian **joint initiative** of the social partners : stress prevention & management
    - Focus on dialogue & concertation
    - Discussion forums, code of best practices, guidelines...
    - 3 actions strategies :
      - Improving communication & internal dialogue
      - Investing in lifelong learning at all levels
      - Encouraging training of middle management
- (...)

### 3. Best practices are always needed

- **Joint training fund** (insurance Belgian sector)
  - Joint management unions & employers
  - Supporting employment & training
  - Anticipating the future needs of the insurance sector
  - Personal developement & soft skills
    - In accordance with the new demographic challenges (...)



### 3. Best practices are always needed

1) World, people, business, insurance... are evolving

⇒ Constant changes

2) Needs & expectations are really different from one to another

- Insurance company
- Employee



Own history  
Own context  
Own goal

⇒ Range of possibilities / solutions



Work-life balance