

The demographic change a new challenge

Proposal for EWC training: an open issue in Generali Group



Generali Group EWC at a glance

Workers distribution



European Union area	62.735 77%
Other European countries	6.491 8%
Rest of the world	12.771 15%
Total worldwide	81.997

EWC Relations



EWC composition

8 Select Committee members:

Austria, Czech Rep. France,
Italy, Germany, Spain
"other Countries"
"other CEE Countries"

	EWC SEATS 2012 - 2013
AUSTRIA	4
BELGIUM	1
BULGARIA	1
CZECH REP.	4
FRANCE	5
GERMANY	6
GREECE	1
HUNGARY	3
ITALY	7
NETHERLANDS	1
POLAND	1
PORTUGAL	1
ROMANIA	2
SLOVAKIA	1
SLOVENIA	1
SPAIN	3
UK	1

43 EWC seats

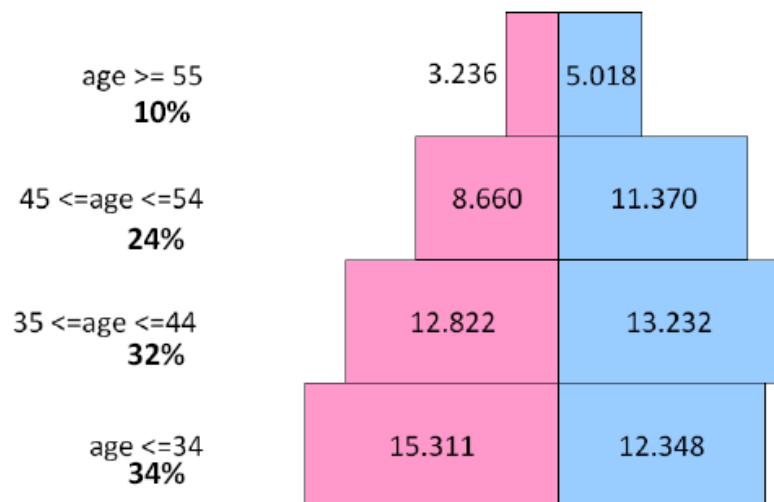
EWC Relations



Generali Group – a “quick snapshot” on age figures

Worldwide

Hc 81997

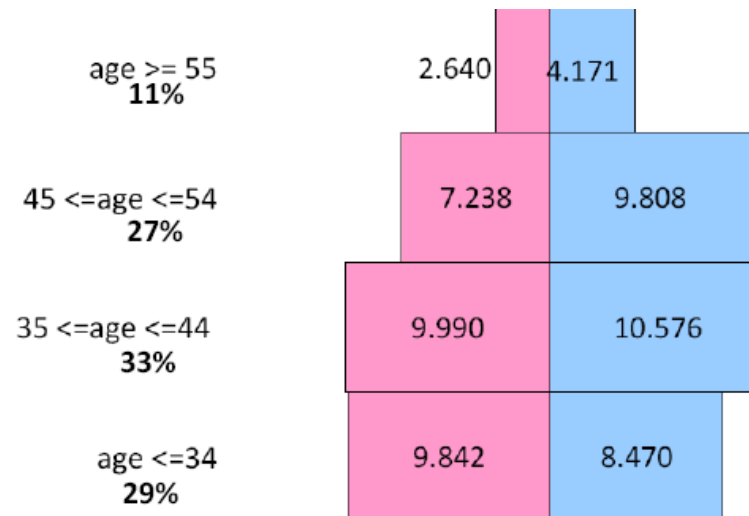


Average age : 40,58 years

Average length of service : 10,58 years

EWC countries perimeter

Hc 62735



Average age : 41,47 years

Average length of service : 11,76 years

Background / preamble

- ✓ **The European Union is facing unprecedented challenges in its demographic future**
- ✓ **The society has to adapt itself to the needs of its ageing population: need to improve policies and practices in regards to all social aspects, included the employment**
- ✓ **The demographic changes affect business and companies**



European Year for **Active Ageing**
and **Solidarity between Generations 2012**



- ✓ **2012: EU Year for Active Ageing**
- ✓ **Insurance Europe, Amice, Bipar, Uni Europa Finance (Insurance Sectoral Social Dialogue Committee -ISSDC) are going to release a demographic booklet**
 - ✓ “Combatting the demographic challenge in the insurance sector. A selection of initiatives in Europe”
 - ✓ Follow-up to the joint statement (2010) aimed at addressing demographic issues in the insurance sector from a pan-European perspective
- ✓ **Share what has been already done in the Generali Group in view of understanding an issue of mutual interest**

- ✓ **EWC second plenary meeting: 1 ½ days;**
- ✓ **Three modules:**
 - ✓ **The demographic change at EU level**
 - ✓ **What has been done at sectoral level**
 - ✓ **The initiatives implemented in the Generali Group**



Demographic Challenge – Managing an Aging Workforce

Generali verzekeringsgroep nv

Generali's Generations

Demographic trends
and their impact on Generali's workforce

Both projects outlined in the Group Sustainability Report 2011

