

# **The ISSDC booklet – Combatting the demographic challenge in the insurance sector: a selection of initiative in Europe**

***ISSDC Conference on Addressing the Demographic Challenge in the Insurance Sector***

**14 June 2012**



- Why produce a booklet?
  - Who is it for?
  - How should it be used?
- Content
- Next steps

## Combatting the demographic challenge in the insurance sector

A selection of initiatives in Europe



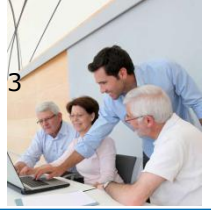
A joint project by the European social partners in the insurance sector

# Why produce a booklet?

- Multitude of existing guidance on age management and dealing with demographic change (e.g. Eurofound)
- Each national and local situation is different (policy framework, organisational requirements and culture etc)
- BUT
- ISSDC booklet is unique in the sense that it
  - Is underpinned by the joint statement of the social partners
  - Is sector specific
  - Acknowledges the differences in national policy and organisational contexts
  - Does not aim to present models of “best practice” but acts as an inspiration for insurance sector organisations wanting to take or enhance their activities in this field



- Booklet follows the three priority areas for action set out in the joint statement and provides practice examples for each, as well as for holistic approaches
- Most practices include not only one element, so in many cases decisions were required where to place a practice
- Holistic approaches tend to be most effective and are therefore given prominence in the document
- Document is supported by re-production of joint statement and messages from social partners and the Commission on the importance of tackling demographic change



- Joint responsibility for employability and adaptability in a dynamic sector
- Need for lifelong learning along the life-cycle
- Emphasis on knowledge transfer

## Ongoing learning opportunities (including career planning)

- E-learning (SLASPO)
- Ongoing learning and networking offer (IBA)
- Also: Assuralia, VVV, Gothaer, HUK-Coburg, If, Reale Mutua, ANIA

## Mentoring

- Mentoring to support career progression (FNO)
- Also: ANIA, Gothaer, HUK-Coburg, MAIF

## Knowledge transfer

- Inter-generational knowledge transfer (MAIF)
- Also: Gothaer



- Support for flexible working patterns (geographical, temporal and functional)
- Support for caring

## Flexible working

- Part-time and flexible working patterns (HUK-Coburg)
- Geographical flexibility (HUK-Coburg)
- Functional flexibility (MAIF)
- Also: ANIA, If, MAIF, Reale Mutua

## Support for caring

- Childcare support (HUK-Coburg)
- Eldercare support (HUK-Coburg)
- Also: Reale Mutua



- Joint responsibility for health and safety in the workplace (physical and psychological)
- Health maintenance

## Health and safety: Physical and psychological wellbeing

- Dealing with stress in the workplace (Allianz, Etera, Topdanmark)
- Health and safety assessments (Allianz, Etera, Topdanmark)
- Also: Assuralia, Gothaer, VVV

## Health maintenance

- Wider health promotion and health maintenance measures and awareness raising (Allianz, Etera, Topdanmark)
- Also: Gothaer, HUK-Coburg, Reale Mutua

# Next steps

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- Dissemination conference
- National dissemination
- Follow up seminar



**Thank you very much for your attention!**

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