Insurance Sectoral Social Dialogue Committee (ISSDC)
Work Programme 2023-2024

The European Insurance Social Partners intend to address the following issues in 2023-24:

1. The new workplace
   1.1. Telework
       - Continue good practice presentations/exchanges, including of collective agreements at national sectoral / company level
       - Monitor the European cross-industry social partners’ negotiations on a new agreement (to be implemented via a Directive) on Telework and the Right to Disconnect
       - And potentially use it as a basis for a possible ISSDC joint declaration (also in follow-up to the 2015 ISSDC joint declaration on telework)

   1.2. The use of digital tools and new technologies (including AI)
       - Continue good practice presentations/exchanges, including on:
         - the implementation of the 2021 ISSDC Joint Declaration on AI
         - monitoring and surveillance
         - data rights/protections and responsible handling of data
         - managing hybrid teams

2. The social dimension of sustainability in Europe’s insurance sector
   2.1. Monitor EU regulation and ongoing dossiers
   2.2. Continue good practice presentations/exchanges

3. Skills, training and lifelong learning
Good practice presentations/exchanges, including on:
   3.1. attracting and retaining skilled workers in the sector
       - specifically integrating IT workers
       - also linked to the demographic challenge
       - and providing a good work environment
   3.2. onboarding of new staff
   3.3. investing in the sector workforce through re/up-skilling, competence development, training and LLL opportunities
o and including ensuring digital skills and training for the whole workforce

Joint declaration:

3.4. Consider a joint declaration of the European insurance social partners in these fields

4. Diversity, inclusion and non-discrimination
Continue good practice presentations/exchanges, including on:

4.1. the implementation of the 2022 ISSDC Joint Declaration on Diversity, Inclusion, and non-Discrimination

4.2. the EU social partner cross-sector project on “Eliminating violence and harassment in the world of work” – managed by UNI Europa, with AMICE

5. Mental health in the workplace
Continue good practice presentations/exchanges on this topic