

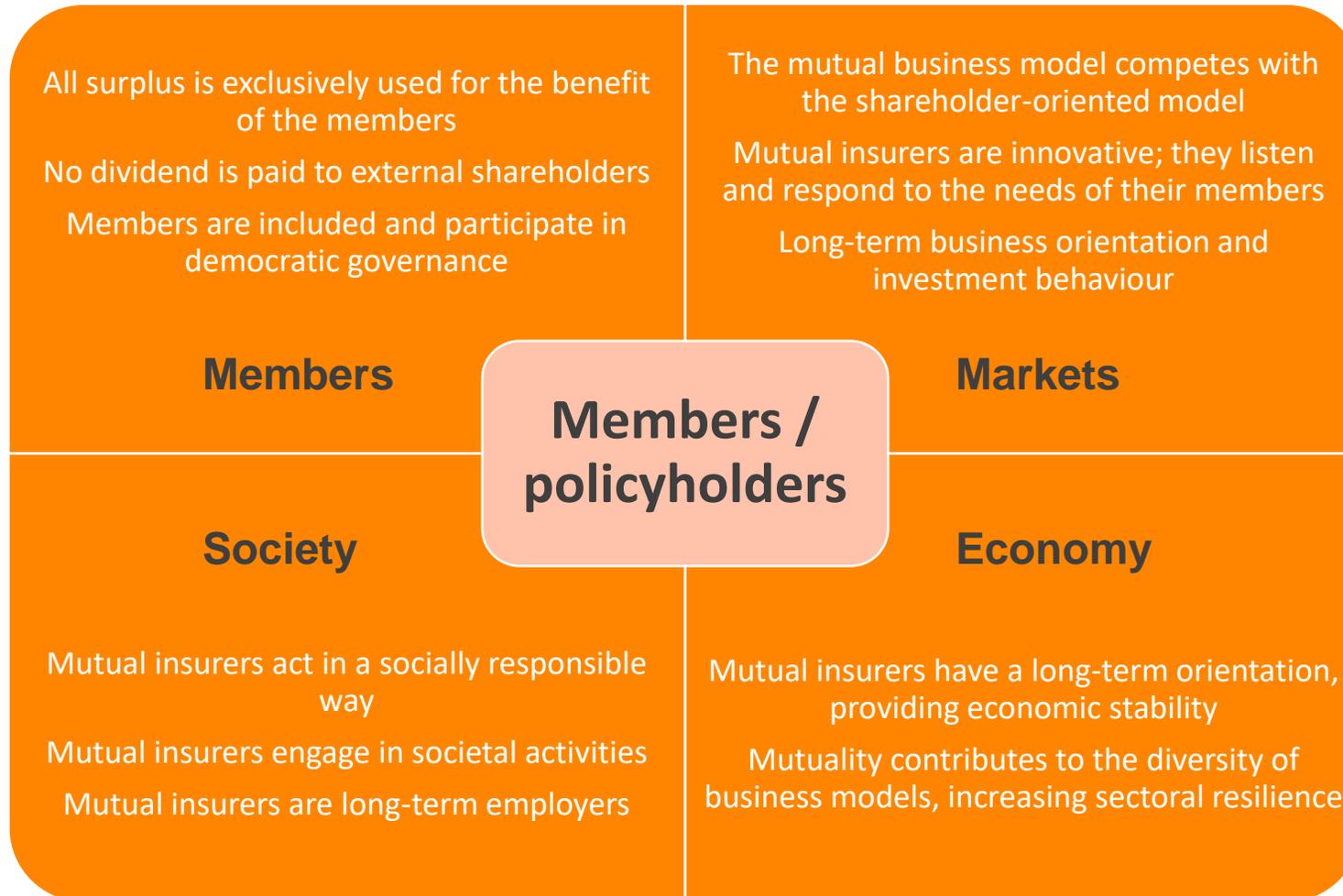


Workshop Eliminating violence in the workplace

Online
30-31 March 2022



The mutual structure



Mutual/cooperative insurance | Key figures

- ... comprises about **half of the insurance undertakings** in Europe
- ... represents a **market share of 32%** in Europe
- ... underwrites **€429 billion in insurance premiums**
- ... provides insurance services to more than **400 million Europeans**
- ... **employs** some **430,000 people**



ISSDC Joint Declaration on diversity and inclusion 1/2



- AMICE is part of the employers' delegation in the Insurance Sectoral Social Dialogue Committee.
- In March, the European social partners in the insurance sector (UNI Europa representing employees; AMICE, Insurance Europe and BIPAR representing employers) signed a joint declaration on diversity, inclusion and non-discrimination in the sector.
- The declaration comprises three main themes:
 - Equal opportunities in the workplace: selection and recruitment; equal pay; training; promotion and career development
 - Diversity and inclusion in the workplace: measures to prevent discrimination against protected groups, measures to support employees with disabilities and older employees
 - Fighting discrimination

ISSDC Joint Declaration on diversity and inclusion 2/2



- The European Insurance Social Partners agreed to promote and support initiatives to:
 - combat any form of discrimination (including harassment) and protect any employee who has been the victim of such;
 - continue to raise awareness at all levels about equality, diversity, inclusion and non-discrimination in the workplace;
 - promote actions aimed at ensuring fair and equitable working conditions combatting negative stereotypes and treating everyone with respect and dignity.
- The Social Partners are committed to supporting a harassment-free corporate culture, workplace and working conditions, in which all employees are treated with dignity and respect, and are protected from all forms of work-related violence, abuse and harassment.
- Anti-harassment policies must be brought to the attention of all employees.

Swedish case | Protection against violence

- Swedish AMICE member Folksam introduced compensation and support in its home insurance for customers who have been exposed to violence in close relationships.
- This protection includes financial support to cover urgent additional costs and providing compensation and crisis therapy for repeated physical violence in a close relationship.
- The assault protection applies to members/policyholders who have home insurance with Folksam.
- A large part of Folksam's home insurance is offered via the unions member insurances. In various collaboration forums with Folksam, the unions have stated that this is an important change they want to implement.

French case | Collaboration with Women's Foundation



- AMICE French member Covéa is partnering with Fondation des Femmes since 2019 in order to continue its support and commitment to women's rights and the fight against violence against women.
- During the first lockdown, Covéa provided financial support to Fondation des Femmes to respond to the urgent need for protection against violence against women and thus finance telephone equipment, overnight stays in emergency accommodation and the distribution of food.
- The partnership has been renewed at the end of 2021, in particular through two initiatives:
 - The “Sorority” programme, whose mission is to empower the most vulnerable women and increase their autonomy. This program finances associations that aim to facilitate access to goods and services for vulnerable women throughout France. It will materialize in particular by the creation of places of the "Women's Houses" type, by the organization of collections, by listening devices.
 - The “Audacious” programme, which aims to raise the level of awareness of gender inequalities and to change stereotypes and sexism through awareness-raising actions.