

## Minutes of the Plenary meeting and Training day on 11 and 12 June in Madrid

### AXA GROUP DIGITAL TRANSFORMATION: LET'S GO !



The plenary meeting of the European Works Council of the AXA Group was held in the premises of AXA in Madrid from 10 to 13 June 2014. This session was placed under the sign of the digital transformation of the Group.

The presentation of the President focused on this subject, enriched by an intervention Veronique Weill, and the focus of Jean-Paul RIGNAULT AXA Spain and Giuseppe DOSI for Direct Insurance Zone MED.

A working day of all EWC members was devoted to Human Resources impacts with interventions of Guillaume FLOQUET, Karima SILVENT and Christian VIE, Human Resources Group.

This event is the starting point of a process of global transformation of the group in which the European Works Council will play a central player role in anticipating changes in jobs and skills, in relation to the representative bodies of local staff. Phase of implementation should start in 2015 and will run until at least 2020

### YOUTH EMPLOYMENT

AXA has decided to launch a European initiative for youth employment. The information was made public on 24 June. AXA will recruit in Europe over the next four years, 20,000 young people under 30 years: 10 000 in permanent contract and 10 000 in apprenticeship or fixed term contract.

In a difficult environment for youth employment, this initiative is welcome and we hope it will be followed by other major groups.

## AXA MILES

At the request of the EWC Members to perpetuate the AXA MILES by agreement, the management has made a reply waiting until the next strategic plan... to follow



## INVESTMENT RISK ASSESSMENT

Political, economic risks, corruption and non-compliance with basic human rights are taken into account. 3 examples related news were discussed at the meeting: The group is confident in the potential of Colombia, continues in Ukraine but disengages Romania. EWC members expressed their support to colleagues AXA Romania whose fate is uncertain since the announcement of the sale of the ASTRA end of 2013.



## AXA BANK

AXA Bank Belgium is subject to a drastic costs cutting plan that management justified by a lack of competitiveness on the market. The alternative was to withdraw or restructure to regain competitiveness. It remains that employees pay a high price for staying in the group.

## ASSISTANCE

The assistance branch is likely to strengthen significantly in the group but needs to improve its competitiveness. This is what justified according to management, the ongoing reorganization and the reconsideration of the works agreement in Spain.

## UNI EXPERT



Daniel VAULOT succeeds Maurice ZYLBERBERG as an expert appointed by the UNI with the AXA EWC. All members of the EWC praised the efficiency and competence of Maurice who helped us to successfully pass the milestones, and before everything else, the conclusion in 2011 of the Europe Agreement anticipation changes that will be an essential tool to accompany the map of digital transformation of the group.

## MESSAGES TO THE MANAGEMENT

Question and Answer session with the President was rich as usual. Messages could be passed on including fairness in fixation of wages and benefits and quality of social dialogue.



**Next meeting : Board EWC on September , 10th in Paris**