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I. WHAT'S HAPPENING AT NIA

1. National Insurance Academy Alumnus Mr. Danish Eqbal's visit-

On November 14, 2024, Mr. Danish Eqbal, an esteemed alumnus of NIA from the Batch of 2007-09, visited the campus to interact with faculty and students. Currently serving as the Chief Executive Officer at Liberty Uganda, Mr. Eqbal's visit was an inspiring session that shed light on his career trajectory and achievements.

During his interaction, Mr. Eqbal shared insights into his professional journey, emphasizing the milestones and challenges that shaped his career. He detailed his progression through various significant roles, demonstrating how strategic thinking and a commitment to continuous learning helped him climb the corporate ladder. His narrative was not only motivational but also provided practical advice for the aspiring insurance professionals present.

Mr. Eqbal's career spans impressive roles, including serving as the Chairman of the Data & Analytics Committee for IAM Africa Regions at Standard Bank Group. He also held pivotal positions at Tata AIA Life Insurance, where he

contributed for over five years as Associate Vice President in Strategy, Transformation, and Alliances. His tenure at Aviva India further underscored his expertise in driving innovation and fostering partnerships in the insurance domain.

The session was marked by a vibrant exchange of ideas as students and faculty posed questions about his leadership style, the evolving landscape of the insurance industry, and the skills required to succeed in today's competitive environment. Mr. Eqbal's emphasis on adaptability, leveraging data analytics, and cultivating a global perspective resonated deeply with the audience. Mr. Eqbal's visit exemplified the strong bond between NIA and its alumni, reinforcing the institute's legacy of nurturing leaders who make significant contributions to the insurance sector.

Glimpses from the Visit





II. REGULATORY DEVELOPMENTS

1. Regulation:

- a. Exposure Draft IRDAI(Meetings) Amendment REGULATIONS, 2024
<https://irdai.gov.in/web/guest/document-detail?documentId=6096228>
- b. Exposure Draft IRDAI (Regulatory Sandbox) (Amendment) Regulations
<https://irdai.gov.in/web/guest/document-detail?documentId=6094821>
- c. Exposure draft IRDAI (RAC)(Amendment) Regulations, 2024
<https://irdai.gov.in/web/guest/document-detail?documentId=6099932>
- d. Exposure Draft IRDAI (IAC)(Amendment) Regulations, 2024
<https://irdai.gov.in/web/guest/document-detail?documentId=6098056>

2. Press Release:

- a. Press Release Bima Manthan 11 & 12 November 2024
<https://irdai.gov.in/web/guest/document-detail?documentId=6211986>
- b. A pan India Quiz organized by IRDAI to promote Insurance Awareness
<https://irdai.gov.in/web/guest/document-detail?documentId=6281070>

III. INSURANCE INDUSTRY FLASH FIGURES FOR OCTOBER 2024

For monthly insurance industry data, click on:

1. [Life Insurance](#) (Source: LI Council)
2. [Non-Life Insurance](#) (Source: GI Council)

IV. TOPICAL ARTICLE

The Impact of the Skills Gap on the Insurance Industry

As a student pursuing my MBA in Insurance and Risk Management, I have been closely observing the evolving landscape of the insurance industry, particularly the critical issue of the skills gap. This gap not only threatens the operational efficiency of insurance firms but also poses significant challenges to their long-term sustainability innovation capabilities.

Current Landscape of the Skills Gap

The insurance industry is currently facing a pronounced skills gap, exacerbated by an aging workforce and rapid technological advancements. Reports indicate that nearly half a million insurance professionals are approaching retirement, leaving a substantial void in expertise and institutional knowledge. This demographic shift is alarming, especially considering that only 4% of millennials express interest in pursuing careers in insurance, which further complicates recruitment efforts. The skills required in today's insurance sector have shifted dramatically towards digital competencies. As organizations increasingly adopt technologies such as artificial intelligence and data analytics, there is a growing demand for workers proficient these areas. However, traditional educational frameworks have not kept pace with these changes, resulting in a workforce that is often ill-prepared for modern challenges.

Consequences of the Skills Gap

The implications of this skills gap are profound:

- **Operational Inefficiencies:** Companies may struggle to maintain service levels they face difficulties filling critical roles such as claims adjuster underwriters. This can lead to delays in claims processing and increased customer dissatisfaction.

- **Loss of Competitive Edge:** The inability to harness new technologies effectively can result in a diminished competitive position within the market. Firms that fail to upskill their workforce risk falling behind more agile competitors.
- **Increased Regulatory Risks:** A lack of skilled professionals can lead to compliance issues, as employees may not be adequately trained to navigate complex regulatory environments.

Strategies for Addressing the Skills Gap

To mitigate these challenges, several strategies are being proposed:

- **Collaboration with Educational Institutions:** Insurance companies must partner with universities to develop curricula that align with industry needs. This ensures that graduates possess relevant skills upon entering the workforce.
- **Upskilling and Continuous Learning:** Organizations should invest in training programs that enable current employees to acquire new skills, particularly in digital technologies and data analysis. This not only enhances employee retention but also prepares the workforce for future demands.
- **Promoting Industry Awareness:** Changing the perception of insurance as an old-fashioned career path is essential. Initiatives aimed at showcasing the dynamic nature of the industry can attract younger talent who are looking for meaningful and innovative work environments.

Conclusion: The skills gap presents a formidable challenge for the insurance industry, one that requires immediate and concerted efforts from all stakeholders involved. As I continue my studies in Insurance and Risk Management, it becomes increasingly clear that addressing this gap is not merely about filling positions; it is about fostering a culture continuous learning and adaptation that will ensure the industry's resilience in an ever-evolving landscape. By prioritizing education, collaboration, and innovation, we can bridge this gap and secure a robust future for the insurance sector.

(By Yashi Vyas, Student, National Insurance Academy, Pune)

V. INSURANCE NEWS

IRDAI chief moots 100% FDI in insurance companies

IRDAI chairman Debasish Panda is pitching for 100% foreign direct investment (FDI) in the insurance sector, saying a huge amount of capital is needed to achieve the goal of 'Insurance for All by 2047'.

Read more at:

<https://www.asiainsurancereview.com/News/View-NewsLetter-Article/id/89993/Type/eDaily/India-Regulatory-chief-moots-100-FDI-in-insurance-companies>

IRDAI to amend regulatory sandbox norms after committee recommendation

Regulator IRDAI has proposed to amend the norms related to 'regulatory sandbox' by incorporating principle-based approach and further facilitate adoption of innovative ideas and new concepts across the insurance value chain.

Read more at:

https://www.business-standard.com/finance/news/irdai-to-amend-regulatory-sandbox-norms-after-committee-recommendation-124110701331_1.html

Health insurance premiums expected to grow to US\$23.7bn by FY2028

Total health GDPI is expected to reach up to INR2.0tn (\$23.7bn) by the financial year ending 31 March 2028 (FY2028), according to Niva Bupa Health Insurance in its draft red herring prospectus as the insurer launches an initial public offer.

Read more at:

<https://www.asiainsurancereview.com/News/View-NewsLetter-Article/id/89964/Type/eDaily/India-Health-insurance-premiums-expected-to-grow-to-US-23-7bn-by-FY2028>

Simplify T&Cs in insurance policies to cut complaints

Insurance companies need to draft the terms and conditions of the policy in a language that is simple and easy-to-understand, which will help in reducing the grievances of customers.

Read more at:

https://www.business-standard.com/finance/insurance/simplify-t-cs-in-insurance-policies-to-cut-complaints-irdai-panel-member-124111101022_1.html

GST Council may waive 18% tax on senior citizens' insurance plans

GST Council is expected to discuss potential tax relief on select insurance plans at its upcoming meeting. The Council may consider eliminating the 18 per cent goods and services tax (GST) on term insurance plans and health insurance policies, particularly for senior citizens and coverage plans up to Rs 5 lakh.

Read more at:

https://www.business-standard.com/finance/insurance/gst-council-may-waive-18-tax-on-senior-citizens-insurance-plans-in-dec-124111200743_1.html

Operational Inefficiencies Hindering India's Insurance Sector

India could potentially save about USD 10 billion annually by expanding insurance penetration to the uninsured population, these saved funds could then be redirected to stimulate economic growth, said a report by global consultancy management firm McKinsey titled Steering Indian Insurance from growth to value in the upcoming techade.

Read more at:

<https://www.deccanchronicle.com/business/economics/mckinsey-operational-inefficiencies-hindering-indias-insurance-sector-1839117>

Increasing insurance penetration rate can lead to annual savings of US\$10bn

The government could potentially save nearly \$10bn annually by expanding insurance penetration to include underserved populations and uninsured assets and events, according to a report by global management consultancy McKinsey & Company. The government could then redirect these saved funds to stimulate economic growth.

Read more at:

<https://www.asiainsurancereview.com/News/View-NewsLetter-Article/id/90060/Type/eDaily/India-Increasing-insurance-penetration-rate-can-lead-to-annual-savings-of-US-10bn-says-report>

India's Insurance Sector AUM Projected To Grow To \$11 Trillion By 2047 From \$0.7 Trillion

India's insurance sector is set to witness remarkable growth, with its Assets Under Management (AUM) projected to surge to USD 11 trillion by 2047 from USD 0.7 trillion in 2023, according to a report by Boston Consulting Group (BCG) and India InsurTech Association (IIA).

This expansion aligns with India's broader economic goals, including achieving "Health for All" by 2047, as the country's GDP is expected to reach USD 30 trillion by then.

Read more at:

<https://www.businessworld.in/article/indias-insurance-sector-aum-projected-to-grow-to-11-tn-by-2047-from-07-tn-now-report-539818>

ICICI Prudential Life Insurance Company plans to acquire minor stake in Bima Sugam India Federation

ICICI Prudential Life Insurance Company has approved the investment not exceeding 10% of the issued and subscribed share capital in the subsequent tranches, subject to commensurate increase in authorised capital of Bima Sugam India Federation.

Read more at:

https://www.business-standard.com/markets/capital-market-news/icici-prudential-life-insurance-company-plans-to-acquire-minor-stake-in-bima-sugam-india-federation-124112100900_1.html

IRDAI to amend regulatory sandbox norms after committee recommendation

Regulator IRDAI has proposed to amend the norms related to 'regulatory sandbox' by incorporating principle-based approach and further facilitate adoption of innovative ideas and new concepts across the insurance value chain.

Regulatory sandbox usually refers to live testing of new products or services in a controlled/test regulatory environment for which regulators may or may not permit certain relaxations.

Read more at:

https://www.business-standard.com/finance/news/irdai-to-amend-regulatory-sandbox-norms-after-committee-recommendation-124110701331_1.html

Bima Sugam's capital requirement goes up significantly to Rs 500 crore

The capital requirement for the insurance regulator's ambitious project, Bima Sugam, an online marketplace to buy, service, and sell insurance products, has increased to Rs 500 crore from the previously envisaged Rs 100–200 crore, according to multiple sources aware of the development

Read more at:

https://www.business-standard.com/finance/news/bima-sugam-s-capital-requirement-goes-up-significantly-to-rs-500-crore-124112400301_1.html

Government collected Rs 16,398 crore GST on health, life insurance in FY24

The revenue collected by the union government through Goods and Services Tax (GST) on healthcare and life insurance services surged by 680 per cent to Rs 16,398 crore in 2023-24 from Rs 2,101 crore in 2019-20, Minister of State for Finance Pankaj Chaudhary said in a written reply in Lok Sabha.

Read more at:

https://www.business-standard.com/economy/news/govt-collects-rs-16-398-crore-gst-on-health-life-insurance-in-fy24-finmin-124112501095_1.html

LIC in talks to acquire 50% stake in ManipalCigna Health Insurance

Life Insurance Corporation of India (LIC), the country's largest insurer, is in advanced discussions to acquire up to 50 per cent of the stake in ManipalCigna Health Insurance, marking its strategic entry into the health insurance sector. This move is seen as a significant step for LIC as it seeks to expand its footprint into the market for medical expense coverage, which is currently underserved.

Read more at:

https://www.business-standard.com/companies/news/lic-in-talks-to-acquire-50-stake-in-manipalcigna-health-insurance-124112800287_1.html

Life market expected to grow by 15% in next 3-5 years

The future looks promising for the life insurance industry in India with several changes that will transform the way the industry conducts its business and engages with customers, says the India Brand Equity Foundation (IBEF).

Read more at:

<https://www.asiainsurancereview.com/News/View-NewsLetter-Article/id/90178/Type/eDaily/India-Life-market-expected-to-grow-by-15-in-next-3-5-years>

Please share your feedback at <http://niapune.org.in/in-feedback>