



**IAIS**

INTERNATIONAL ASSOCIATION OF  
INSURANCE SUPERVISORS



**access to insurance initiative**

# **SUPERVISORY CAPACITY BUILDING AND DEVELOPMENT NEEDS SURVEY RESULTS REPORT**

**AUGUST 2017**

---

## About the IAIS

The International Association of Insurance Supervisors (IAIS) is a voluntary membership organisation of insurance supervisors and regulators from more than 200 jurisdictions in nearly 140 countries. The mission of the IAIS is to promote effective and globally consistent supervision of the insurance industry in order to develop and maintain fair, safe and stable insurance markets for the benefit and protection of policyholders and to contribute to global financial stability.

Established in 1994, the IAIS is the international standard setting body responsible for developing principles, standards and other supporting material for the supervision of the insurance sector and assisting in their implementation. The IAIS also provides a forum for Members to share their experiences and understanding of insurance supervision and insurance markets.

The IAIS coordinates its work with other international financial policymakers and associations of supervisors or regulators, and assists in shaping financial systems globally. In particular, the IAIS is a member of the Financial Stability Board (FSB), member of the Standards Advisory Council of the International Accounting Standards Board (IASB) and partner in the Access to Insurance Initiative (A2ii). In recognition of its collective expertise, the IAIS also is routinely called upon by the G20 leaders and other international standard setting bodies for input on insurance issues as well as on issues related to the regulation and supervision of the global financial sector.

## About the A2ii

The Access to Insurance Initiative (A2ii) is a global partnership founded in 2009 with the mission to inspire and support supervisors to promote inclusive and responsible insurance, thereby reducing vulnerability. The A2ii is the implementation partner of the IAIS on inclusive insurance and capacity building. Its goal is to strengthen the capacity of policymakers, regulators, and supervisors seeking to advance inclusive insurance markets, particularly for low-income clients. This is done through the promotion of sound, effective and proportionate regulation and supervision of insurance markets based on IAIS standards. The A2ii's core fields of activity are knowledge generation and dissemination, dialogue and learning, inputs for the development of IAIS standards and guidance, support for country and regional implementation processes in the area of regulatory and supervisory reform, and capacity development of insurance supervisors. Peer exchange, networking and communications play a crucial role in the work of the A2ii.

This report was prepared by the IAIS Implementation Committee in cooperation with the Access to Insurance Initiative.

The publication is available on the IAIS website ([www.iaisweb.org](http://www.iaisweb.org)).

© International Association of Insurance Supervisors 2017. All rights reserved. Brief excerpts may be reproduced or translated provided the source is stated.

---

## Supervisory Capacity Building and Development Needs Survey Results Report

---

### Contents

<b>1. Background</b> .....	4
<b>2. Summary of Key Findings</b> .....	4
<i>Institutional Information</i> .....	4
<i>Staffing and Professional Development</i> .....	5
<i>Promotion of Capacity Building Resources</i> .....	5
<b>3. Analysis of Survey Results and Findings</b> .....	7
3.1 <i>Institutional Information</i> .....	7
3.2 <i>Staffing and Professional Development</i> .....	13
3.3 <i>Promotion of Capacity Building Resources</i> .....	25
<b>Annex 1: Survey Results</b> .....	33
<b>Annex 2: Participating IAIS Members</b> .....	62

---

**Table of Insurance Core Principles (ICPs)**

ICP 1	Objectives, Powers and Responsibilities of the Supervisor
ICP 2	Supervisor
ICP 3	Information Exchange and Confidentiality Requirements
ICP 4	Licensing
ICP 5	Suitability of Persons
ICP 6	Changes in Control and Portfolio Transfers
ICP 7	Corporate Governance
ICP 8	Risk Management and Internal Controls
ICP 9	Supervisory Review and Reporting
ICP 10	Preventive and Corrective Measures
ICP 11	Enforcement
ICP 12	Winding-up and Exit from the Market
ICP 13	Reinsurance and Other Forms of Risk Transfer
ICP 14	Valuation
ICP 15	Investment
ICP 16	Enterprise Risk Management for Solvency Purposes
ICP 17	Capital Adequacy
ICP 18	Intermediaries
ICP 19	Conduct of Business
ICP 20	Public Disclosure
ICP 21	Countering Fraud in Insurance
ICP 22	Anti-Money Laundering and Combating the Financing of Terrorism
ICP 23	The Group-side Supervisor
ICP 24	Macroprudential Surveillance and Insurance Supervision
ICP 25	Supervisory Cooperation and Coordination
ICP 26	Cross-border Cooperation and Coordination on Crisis Management

## 1. Background

The IAIS periodically conducts surveys to assess capacity building and development needs for supervisors. This survey was conducted with the partnership of the A2ii.

The objectives of this survey were to:

- identify the key challenges that are most relevant to insurance supervisors;
- identify the most significant areas in which development is needed to help supervisors meet these challenges;
- help inform the development of regional implementation plans;
- assess the potential effectiveness of various tools that might be used to further the development of supervisors; and
- help informed the development of future supervisory support and capacity building activities of the IAIS, A2ii and other implementation partners.

The survey took place from 29 August to 28 October 2016. Forty-five jurisdictions completed the assessment. While representing approximately one-third of the IAIS Membership, the respondents are well-distributed by nature of the jurisdiction and IAIS region.<sup>1</sup> As such, findings should be viewed as broadly illustrative of the IAIS Membership.

## 2. Summary of Key Findings

### *Institutional Information*

Most respondents supervise an average of three sectors among insurance, pensions, banking, securities and other sectors, with very few (5 of the 45 respondents) supervising only the insurance sector. In most cases, respondents have sole responsibility for supervision of conventional insurance and macroprudential aspects of the insurance sector. The supervisory functions for which responsibilities are most often shared are market development, consumer information and complaints resolution, formulating legislation, and anti-money laundering and combating the financing of terrorism (AML/CFT).

During the next three years, respondents plan to give the highest priority to macroprudential supervision and supervision of conventional insurance market on various aspects, including prudential supervision of underwriters, market conduct supervision of underwriters and intermediaries, as well as the development of the market. This is followed by the aspects of supervision related to the microinsurance market. Macroprudential supervision (ICP 24) is the highest priority in terms of capacity development needs, followed by the prudential supervision of underwriters and all other aspects related to the conventional insurance.

---

<sup>1</sup> IAIS members are categorised by nature into FSB jurisdictions, other OECD jurisdictions and other jurisdictions. Other OECD jurisdictions refers to the authorities who are from jurisdictions that, while Members of the OECD (Organization for Economic Co-operation and Development), are not represented at the FSB.

---

### *Staffing and Professional Development*

During the next three years, respondents expect greater percentages of new staff entrants to be supervisors, rather than senior management and non-supervisors. The average level of experience of the staff in respondents' organisations is quite high, with approximately one-half of those in each category among senior management, insurance supervisors, supervisors of other financial sectors and non-supervisors having at least 10 years of experience.

While approximately one-half of respondents indicate that the financial resources available for capacity building of insurance supervisors are usually sufficient, others have insufficient resources. This is particularly true in Sub-Saharan Africa, the Middle East and North Africa (MENA), and the Offshore and Caribbean Islands regions. Respondents indicated that costs of capacity building opportunities was the most significant barrier to developing competencies for their staff, followed by the opportunity cost of the time away from work that would be required for such activities.

Many respondents established structured plans for capacity building of their staff, but approximately one-half of the respondents rely on individuals or their managers to establish such plans. The survey results show that direct managers play the most significant role in providing, or organising, activities for insurance supervisors to develop their capacity, particularly for core supervisory topics.

Respondents indicate that current activities for insurance supervisors to build capacity often include supervisory objectives and tools, the operation of the authority, prudential requirements, off-site analysis, the insurance business, on-site inspection, and prudential risk assessment. Least often included are activities related to market development and management, communication, and computer skills.

Most respondents indicate that there is a need for additional capacity building opportunities, particularly for insurance supervisors with less than five years of experience. The most significant needs for insurance supervisors are in the areas of market conduct risk assessment and requirements, and prudential risk assessment and requirements. Overall, respondents express their preference for using in-house seminars, on-the-job development, and regional or international seminars when considering the capacity building activities for insurance supervisors.

### *Promotion of Capacity Building Resources*

Respondents indicated that the Insurance Core Principles and FSI<sup>2</sup> Connect<sup>3</sup> are the two capacity building resources being used most regularly for capacity building activities. The IAIS

---

<sup>2</sup> The Financial Stability Institute (FSI) is one of the IAIS key implementation partners. In 1999, the Bank for International Settlements (BIS) and the Basel Committee on Banking Supervision (BCBS) jointly created it to assist supervisors around the world in improving and strengthening their financial systems.

<sup>3</sup> FSI Connect is an online learning tool developed by the FSI on the topic of banking and insurance supervision for financial supervisory authorities worldwide. It offers a comprehensive range of tutorials covering the latest prudential standards, key guidance on banking and insurance supervision and relevant accounting and deposit insurance topics. It is available only by subscription and further information can be referred to the FSI Connect website at <http://www.fsiconnect.org/>.

---

Annual Conference, regional seminars<sup>4</sup>, and the FIRST ONE program<sup>5</sup> are also widely used resources, while the resources offered by A2ii are being relatively underutilised. Costs and time required are the most significant barriers to using resources requiring travel, while lack of awareness is the most significant barrier to the use of those that are available online.

While the presentation slides included in the IAIS On-line Library are considered a useful resource, respondents indicate that they would find case studies more useful. Most respondents regularly used the ICPs particularly when formulating legislation, supervisory guidelines, and supervisory practices.

During the next three years, with respect to the ICPs, several fundamental aspects of prudential supervision are the highest priority areas for the capacity building of insurance supervisors. Respondents indicated that ICP 8 related to Risk Management and Internal Controls is the first priority for capacity building of insurance supervisors. This is followed by ICP 17 related to Capital Adequacy, ICP 7 related to Corporate Governance, and ICP 16 related to Enterprise Risk Management for Solvency Purposes. Respondents recommended many of the same ICPs as that for capacity building be given highest priority with respect to clarification or development of additional guidance. The top five ICPs requiring more clarification are ICP 8, ICP 7, ICP 16, ICP 17 and ICP 13 related to Reinsurance and Other Forms of Risk Transfer.

Among initiatives for possible consideration by the IAIS and A2ii, respondents gave the highest rankings for an illustrative development plan for insurance supervisors, a model supervisory manual, and lists of core competencies needed by individuals to perform various insurance supervision functions.

Respondents indicated that electronic communication methods are effective in communicating information regarding development programs and resources, particularly targeted emails to the primary contact for IAIS matters and the IAIS website.

---

<sup>4</sup> The IAIS provides financial and in-kind support for regional seminars targeting insurance supervisors to enhance understanding and observance of its supervisory material, and to support education and training on relevant topics. The IAIS hosts the seminars. They are jointly organised by the IAIS implementation partners and/or regional organisations.

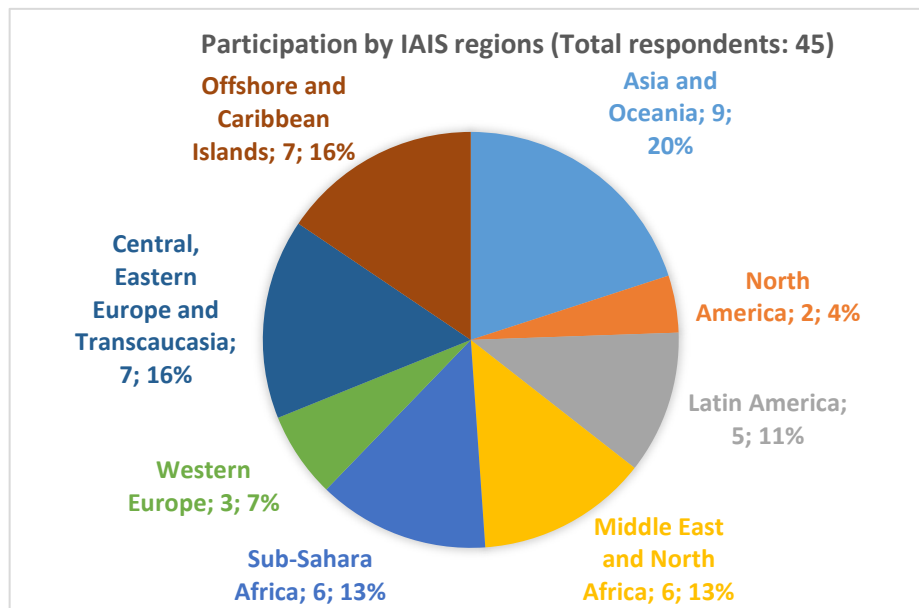
<sup>5</sup> The FSI-IAIS Regulatory and Supervisory Training – Online New Entrants (FIRST ONE) Programme is an online training programme aimed at supervisors and experienced professionals new to insurance supervision. The programme covers several fundamental insurance topics and the goal is to help participants obtain a broad understanding of the essential elements of insurance supervision.

---

### 3. Analysis of Survey Results and Findings

This section provides a brief overview of the findings for each survey question. The complete set of questions and corresponding data are included in Annex 1.

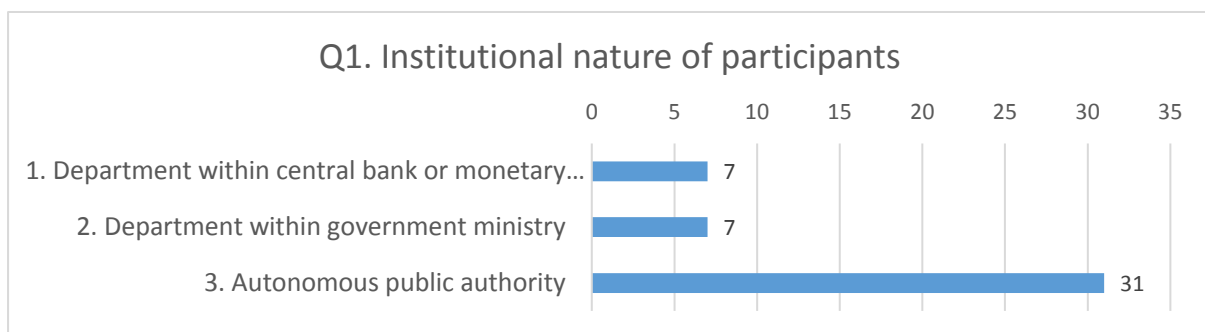
Forty-five jurisdictions participated in the survey. The participation was well-distributed by nature of the jurisdiction and IAIS region. Annex 2 provides a list of participating jurisdictions.



#### 3.1 Institutional Information

##### Question 1. What is the institutional nature of YOUR AUTHORITY?

The institutional nature of most of the respondents (31 out of the 45) is an autonomous public authority, with the others split evenly between those that are departments in central banks or monetary authorities and those that are departments in government ministries. (Some respondents responded that their institutional nature was “other”, but comments indicated that they were autonomous authorities with typical limitations to their autonomy.) In the graph for Q1, below, they are counted as autonomous authorities.<sup>6</sup>

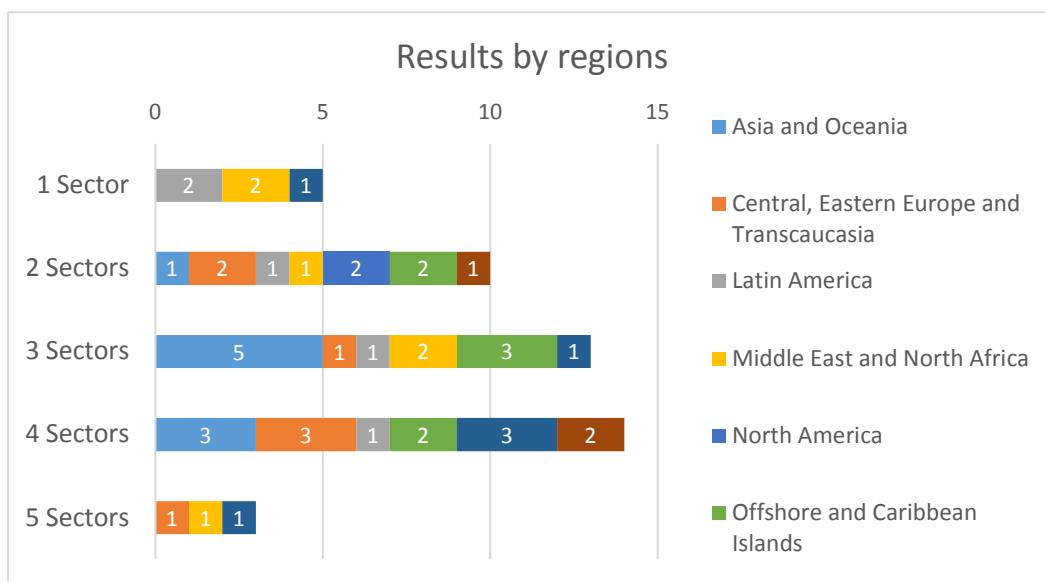
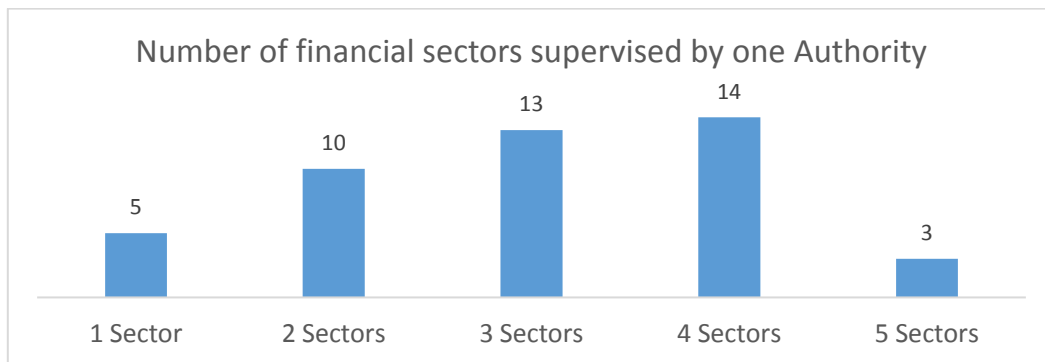
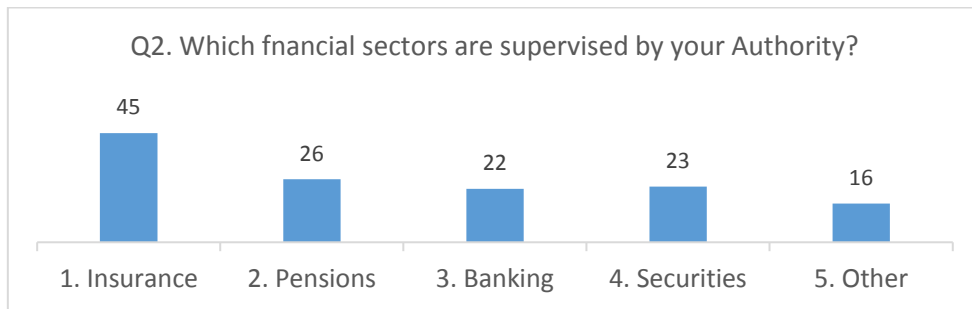


<sup>6</sup> For full text in the horizontal axis please refer to tables with respective questions in Annex 1.



**Question 2. Which financial sectors are supervised by YOUR AUTHORITY? (More than one response may be entered, where applicable.)**

Very few respondents (5 out of the 45) supervise only the insurance sector. Most also supervise other sectors with a fairly even distribution among pensions, banking, securities, and other. On average, the respondents supervise three sectors. The average does not differ much by the nature of jurisdiction. It is lowest for respondents in the Americas and the MENA regions and highest for respondents in the Sub-Sahara Africa and Central, Eastern Europe and Transcaucasia (CEET) regions.

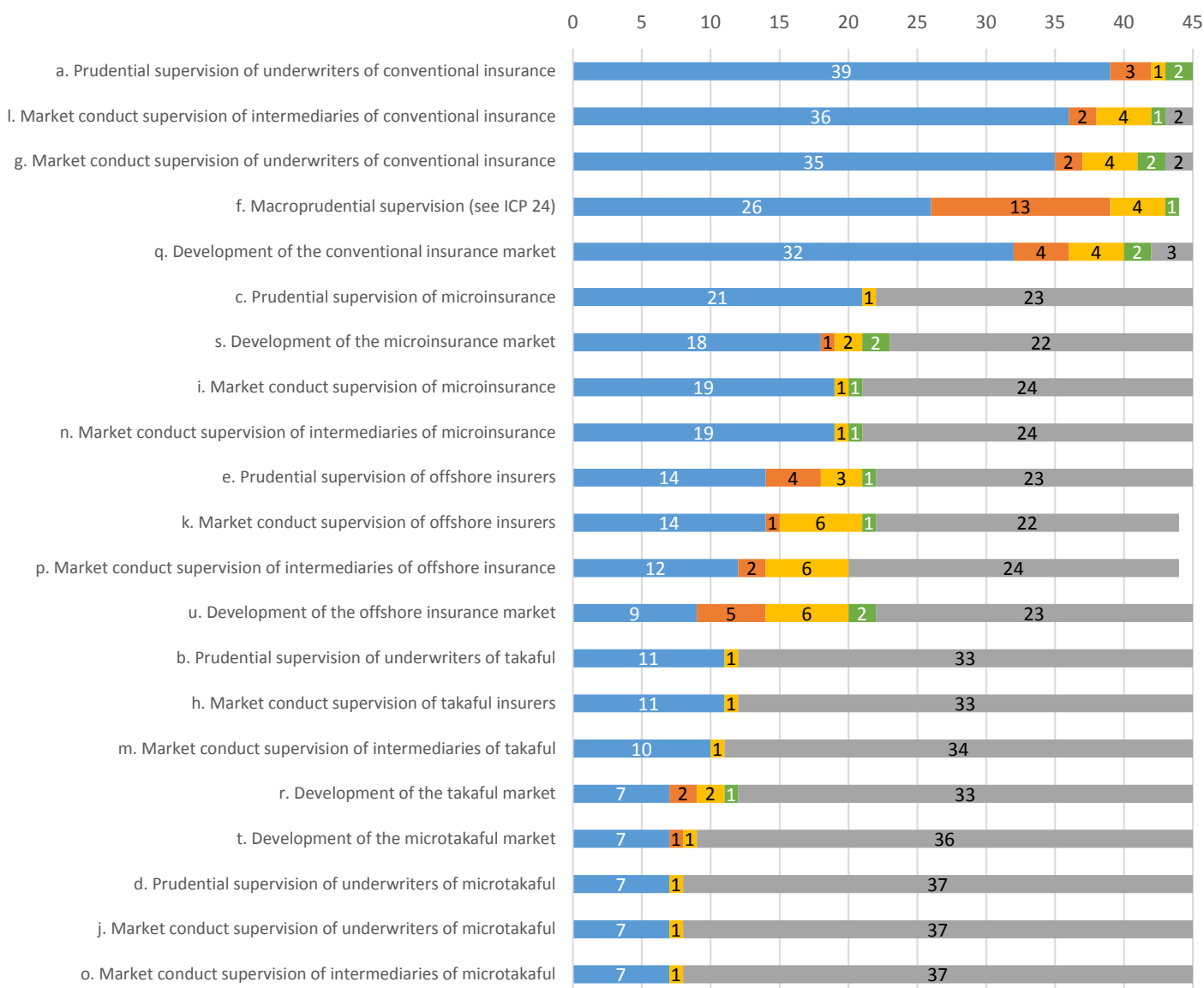


**Question 3. To what extent does YOUR AUTHORITY have responsibility for the following aspects of supervision in YOUR JURISDICTION?**

In most cases, respondents have sole responsibility for the aspects of supervision that are within their respective mandates. This is particularly the case for those with responsibilities in conventional insurance and macroprudential supervision of the insurance sector.

### Q3. Responsibility of supervisory aspects (sorted by rank)

- 1. YOUR AUTHORITY has sole responsibility
- 2. YOUR AUTHORITY shares responsibility with another authority
- 3. An authority other than YOUR AUTHORITY is responsible
- 4. Although this type of insurance activity takes place in YOUR JURISDICTION, no authority is responsible
- 5. This type of insurance activity does not take place in YOUR JURISDICTION

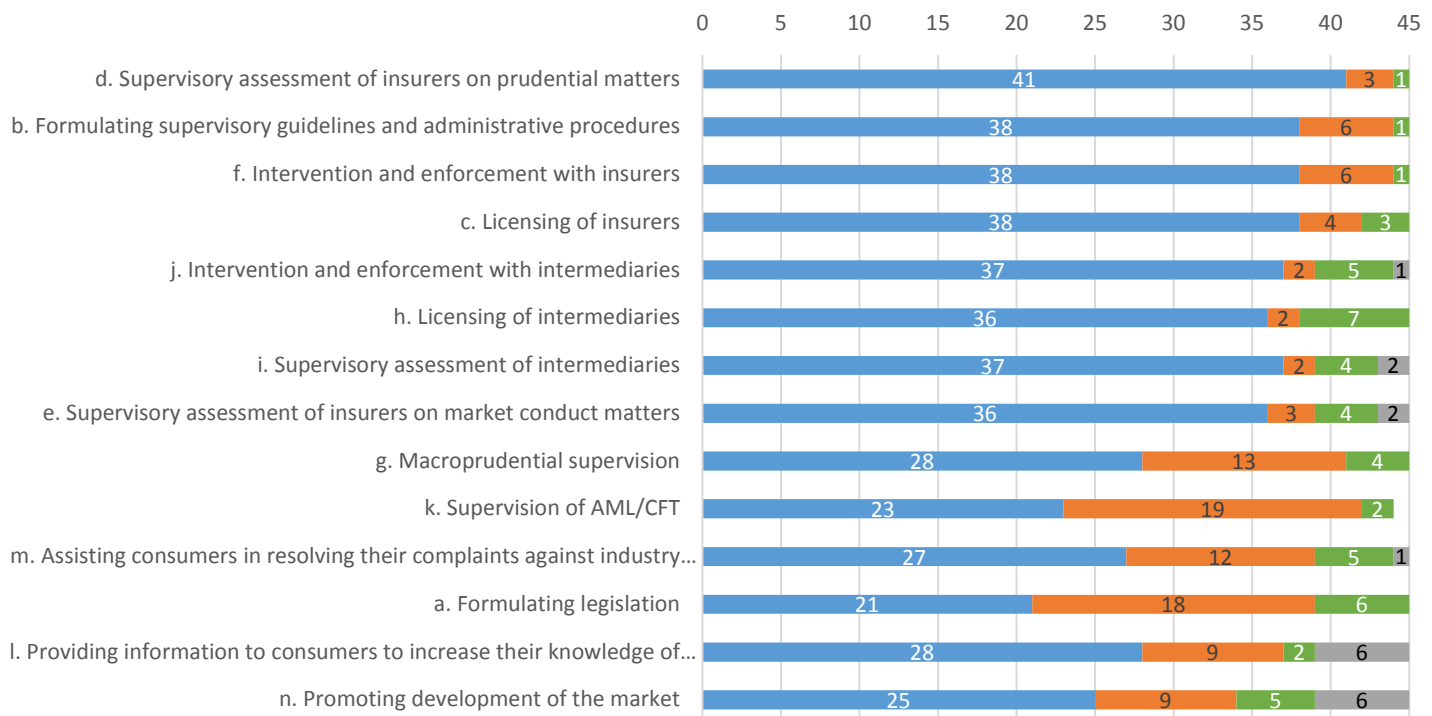


**Question 4. To what extent is YOUR AUTHORITY responsible for performing the following supervisory functions with respect to the insurance sector in YOUR JURISDICTION?**

In most cases, respondents have sole responsibility for the supervisory functions within their respective mandates. This is particularly the case for the supervisory functions of prudential supervisory assessment, intervention and enforcement with insurers, formulation of supervisory guidelines, licensing, and intervention and enforcement with intermediaries. The supervisory functions for which responsibilities are most often shared are development of the market, consumer information and complaints resolution, formulating legislation, and AML/CFT.

#### Q4. Responsibilities of supervisory functions (sorted by rank)

- 1. YOUR AUTHORITY has sole responsibility
- 2. YOUR AUTHORITY shares responsibility with another authority
- 3. An authority other than YOUR AUTHORITY is responsible
- 4. This supervisory function is not performed in YOUR JURISDICTION



**Question 5. During the next three years, to what extent do you expect YOUR AUTHORITY to give priority to the following aspects of supervision?<sup>7</sup>**

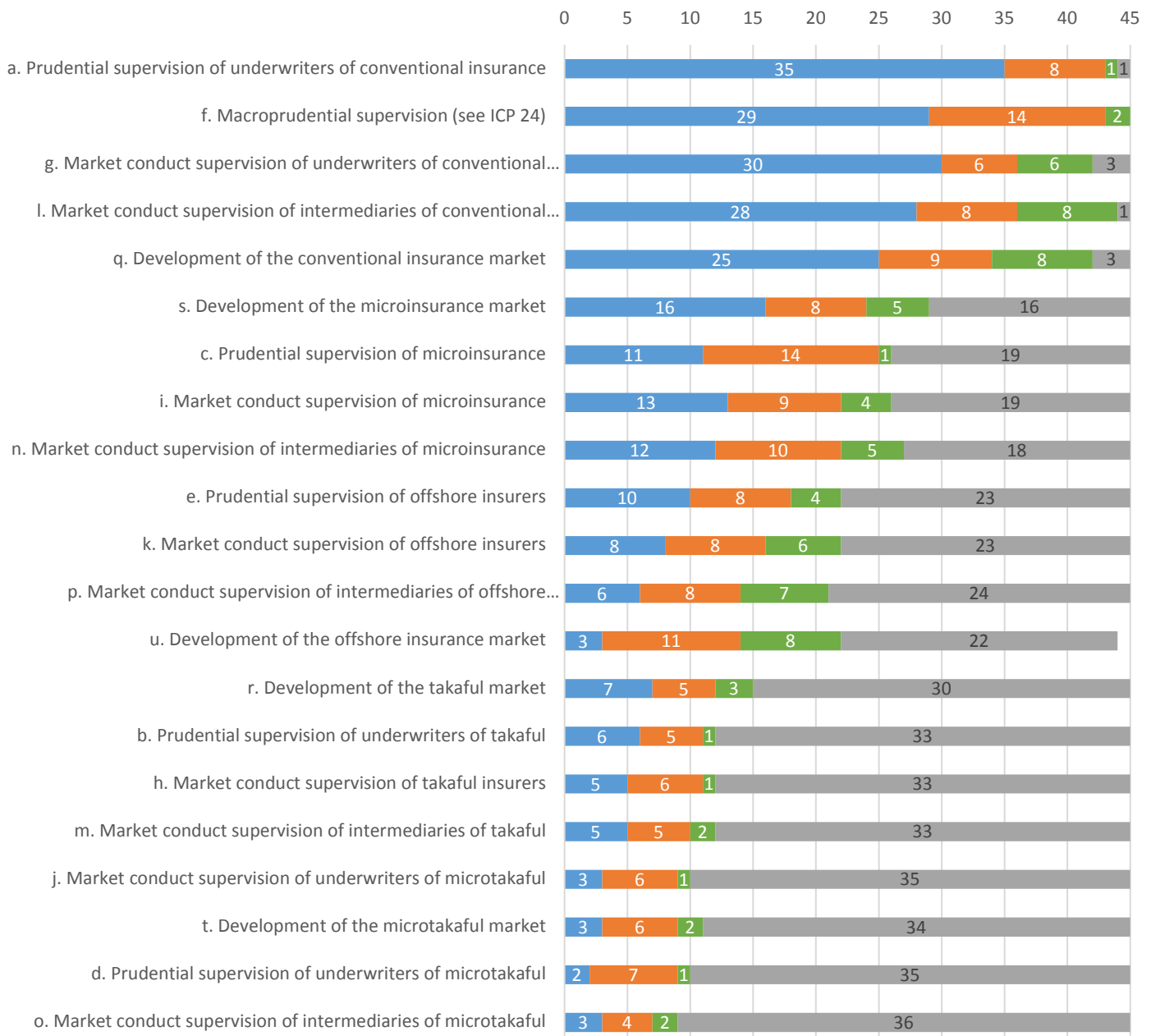
Respondents expect the highest priorities of supervision during the next three years to be macroprudential supervision and various aspects related to the conventional insurance

<sup>7</sup> For questions that relate with a priority, it is noted that each item is responded independently.

market, including prudential supervision of underwriters, market conduct supervision of underwriters and intermediaries, and development of the market. These priorities are followed by aspects of supervision related to the microinsurance market.

### Q5. Priority of supervision in the next three years (sort by rank)

- 1. High priority
- 2. Medium and low priority
- 3. Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision
- 4. Not applicable, because this type of insurance activity does not take place in YOUR JURISDICTION

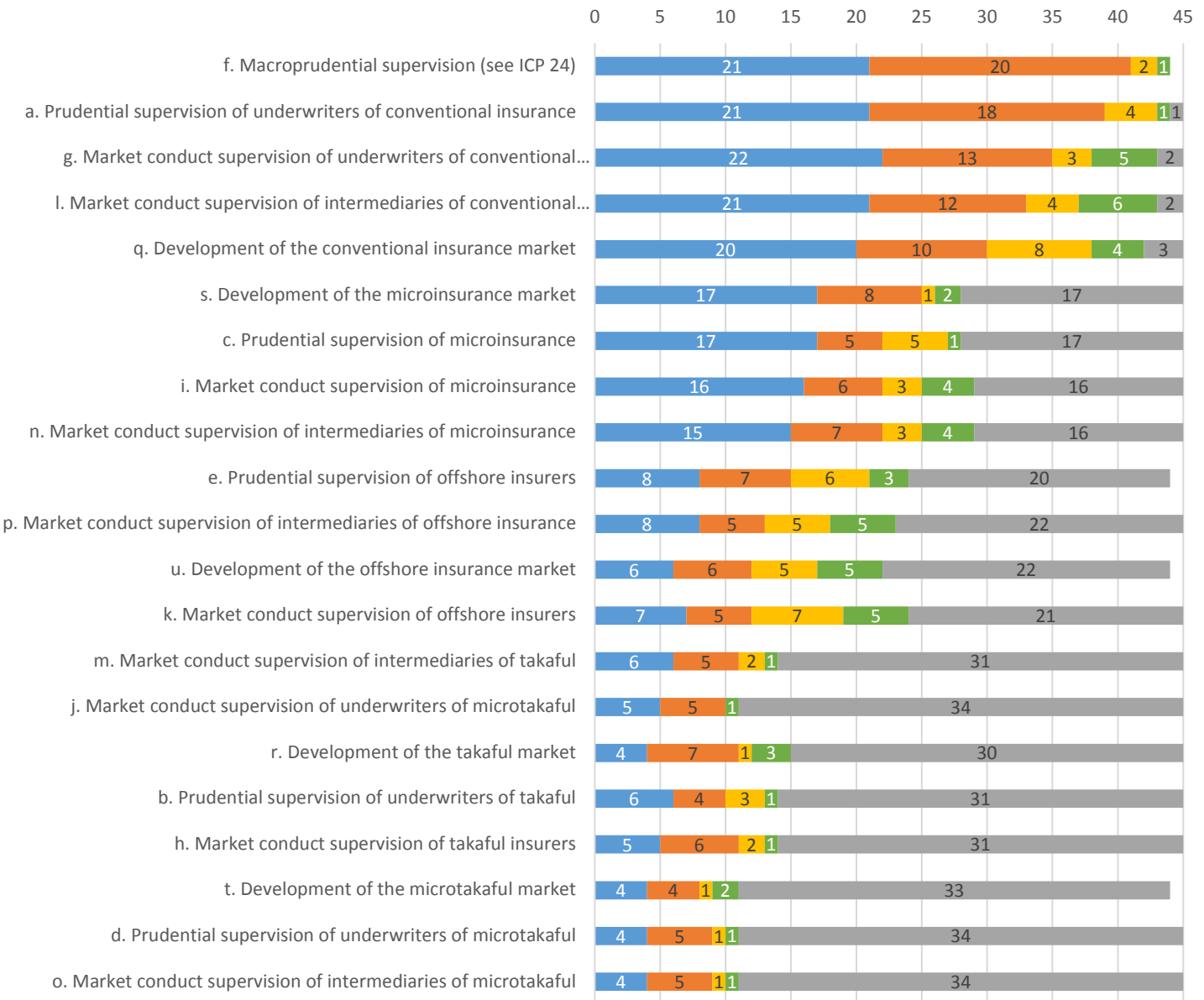


**Question 6. During the next three years, to what extent do you expect YOUR AUTHORITY to need to further develop its capacity in order to deal with the following aspects of supervision?**

In terms of capacity building needs, respondents give the highest priority to all aspects related to macroprudential supervision, market conduct supervision, and microinsurance.

**Q6. Capacity building needs in the next three years (sorted by rank)**

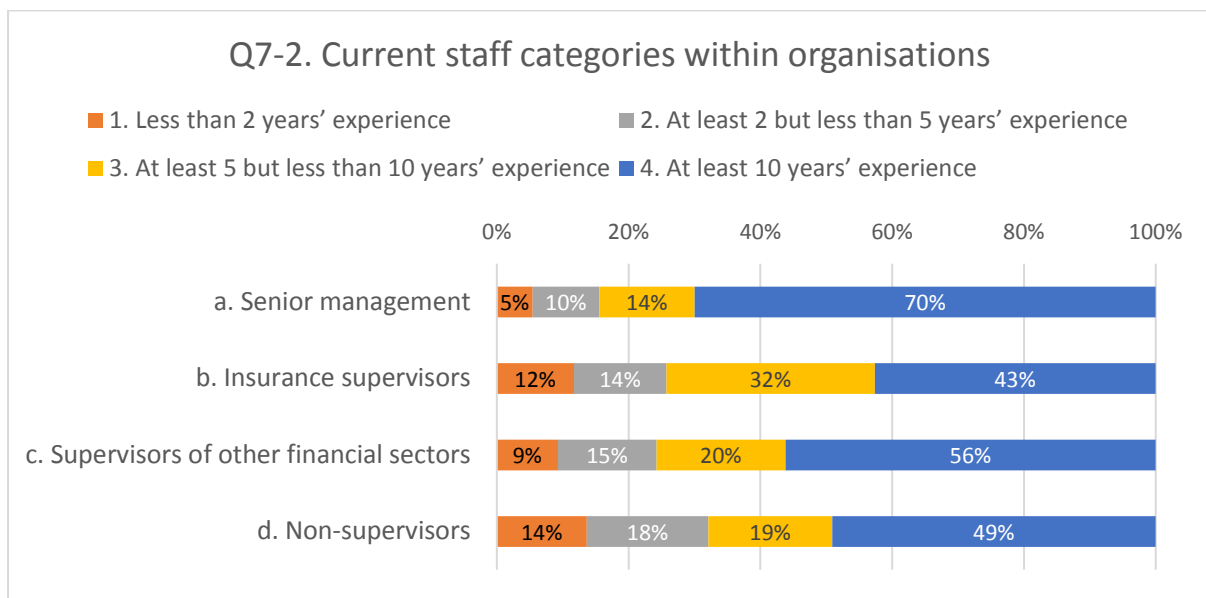
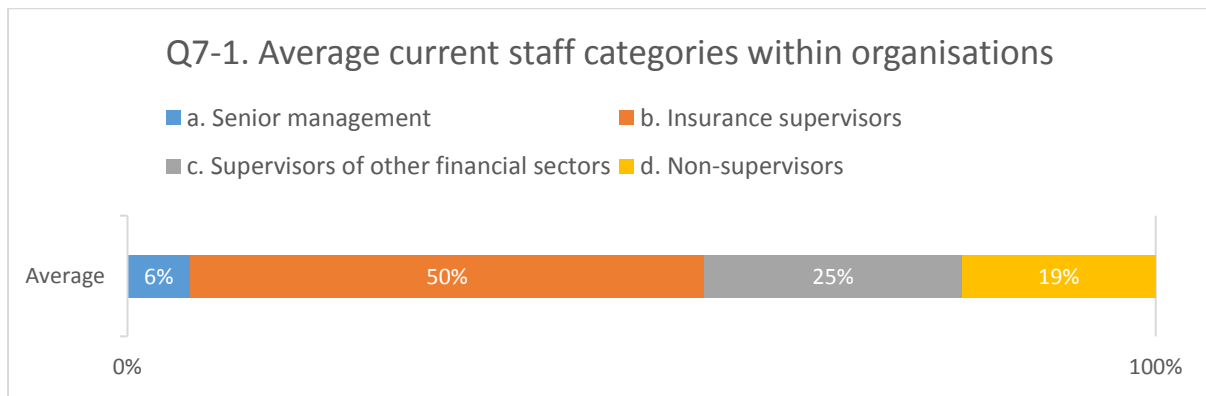
- 1. Significant need to develop capacity
- 2. Moderate need to develop capacity
- 3. Little need to develop capacity
- 4. Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision
- 5. Not applicable, because this type of insurance activity does not take place in YOUR JURISDICTION



### 3.2 Staffing and Professional Development

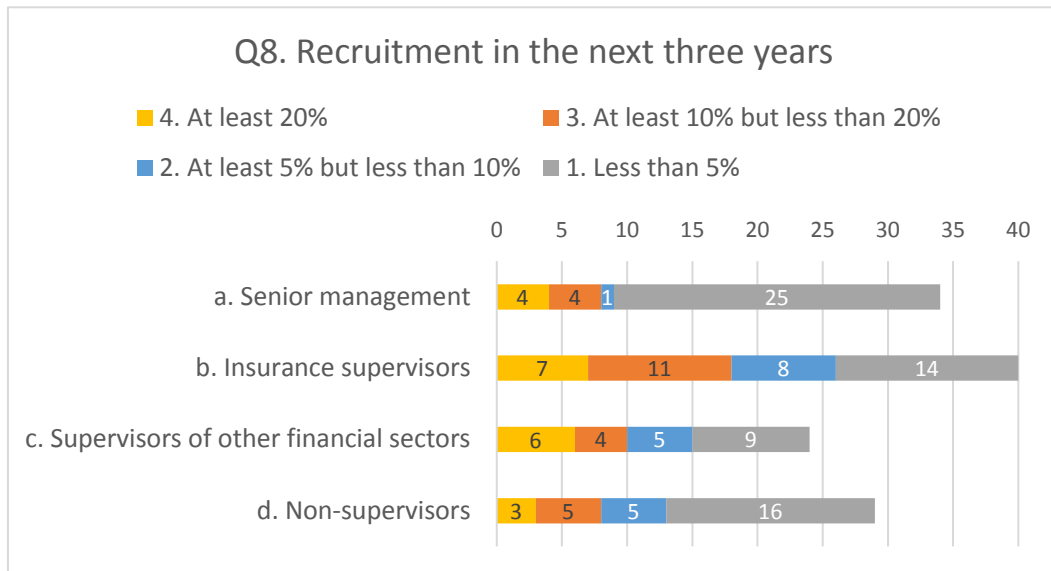
Question 7. How many people does YOUR AUTHORITY currently have in each of the following categories?

Thirty-five respondents provided detailed information about the numbers and levels of experience of their staff. The survey results show that one-half of the staff within respondent organisations are insurance supervisors, followed by supervisors of other financial sectors. The average level of staff experience is quite high, with approximately one-half of those in each category, including senior management, insurance supervisors, supervisors of other financial sectors and non-supervisors, having at least 10 years of experience. The least experienced category was insurance supervisors, with approximately one-quarter of them having less than five years of experience.



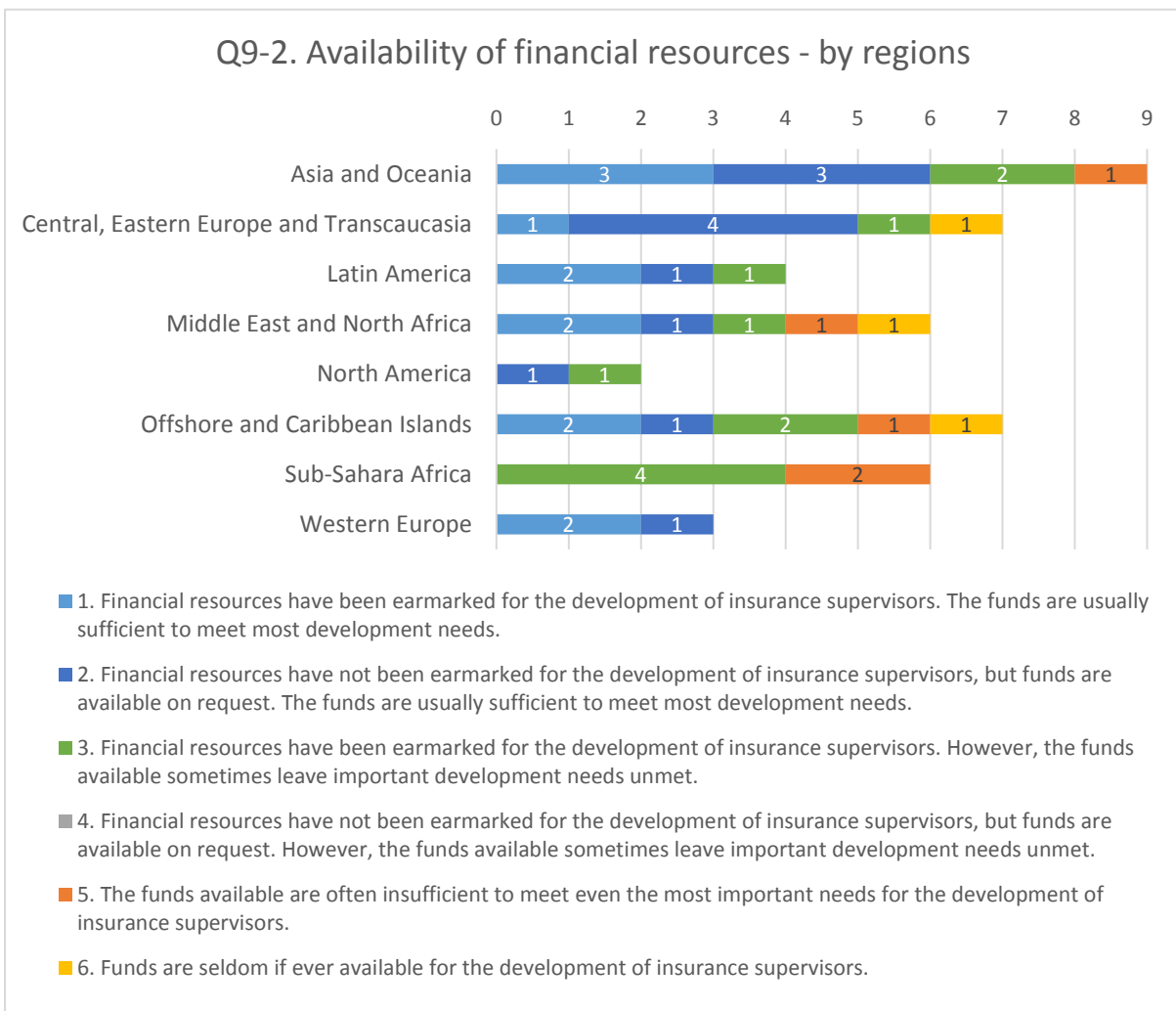
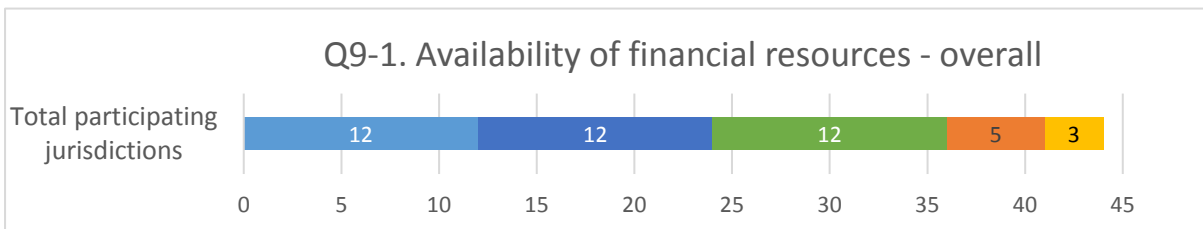
Question 8. During the next three years (in total), how many people do you expect to join each of the following categories at YOUR AUTHORITY (as percentages of the number of people currently in each category)?

During the next three years, respondents expect greater percentages of new entrants to be supervisors, of both insurance and other sectors. Relatively fewer new entrants are expected to join as senior managers and non-supervisors.



**Question 9. To what extent does YOUR AUTHORITY have financial resources available and earmarked for the development of insurance supervisors?**

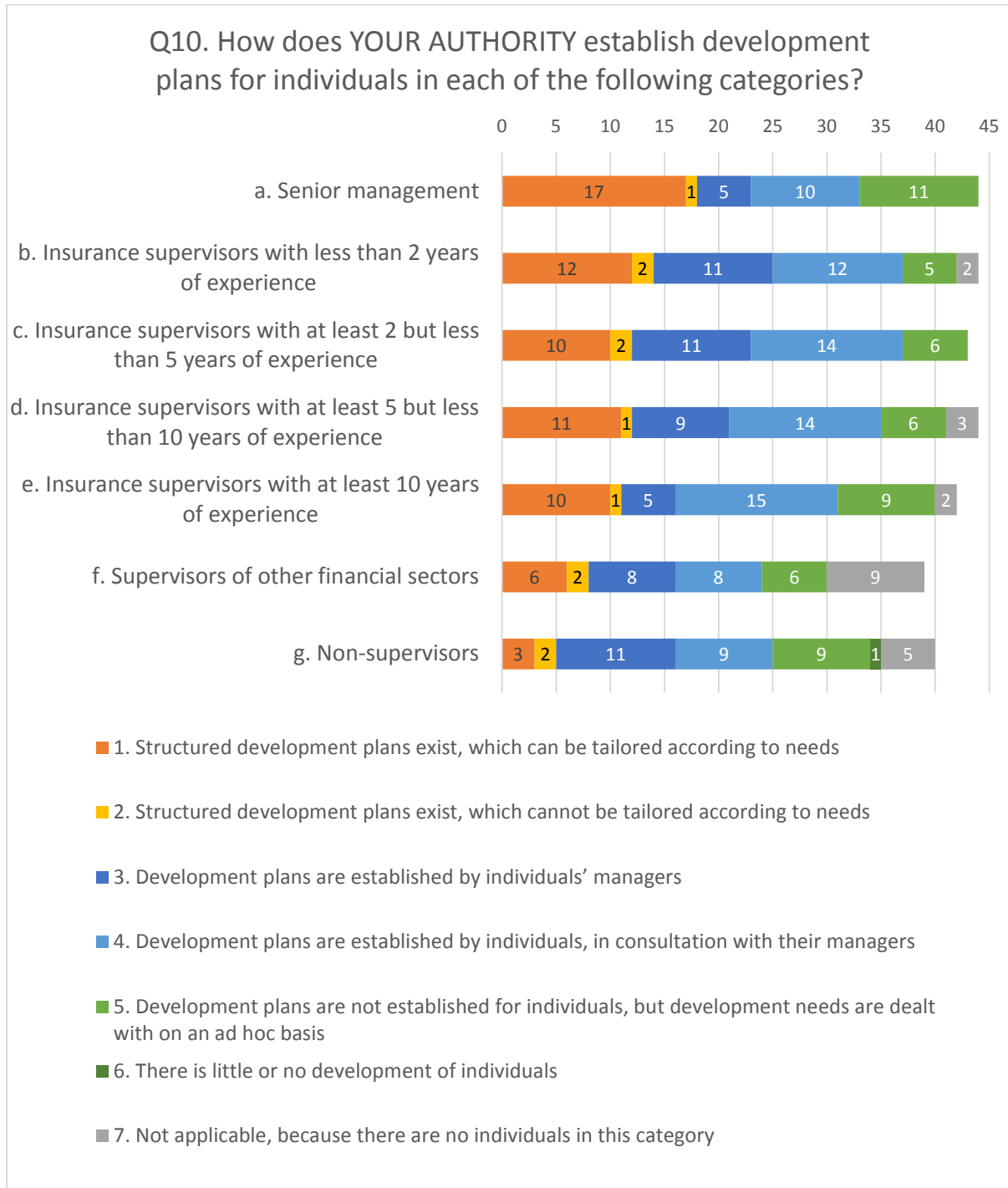
Approximately one-half of the respondents (24 out of the 45) indicate that the financial resources available for insurance supervisors to develop their capacity are usually sufficient. Among these respondents, one-half of the organisations earmark these resources, and another one-half of the organisations indicate that, despite earmarking financial resources, the resources available sometimes leave important development needs unmet. The remaining respondents indicate that the funds available for development are often insufficient. The problem is most significant among respondents from the Sub-Sahara Africa, the MENA, and the Offshore and Caribbean Islands regions.





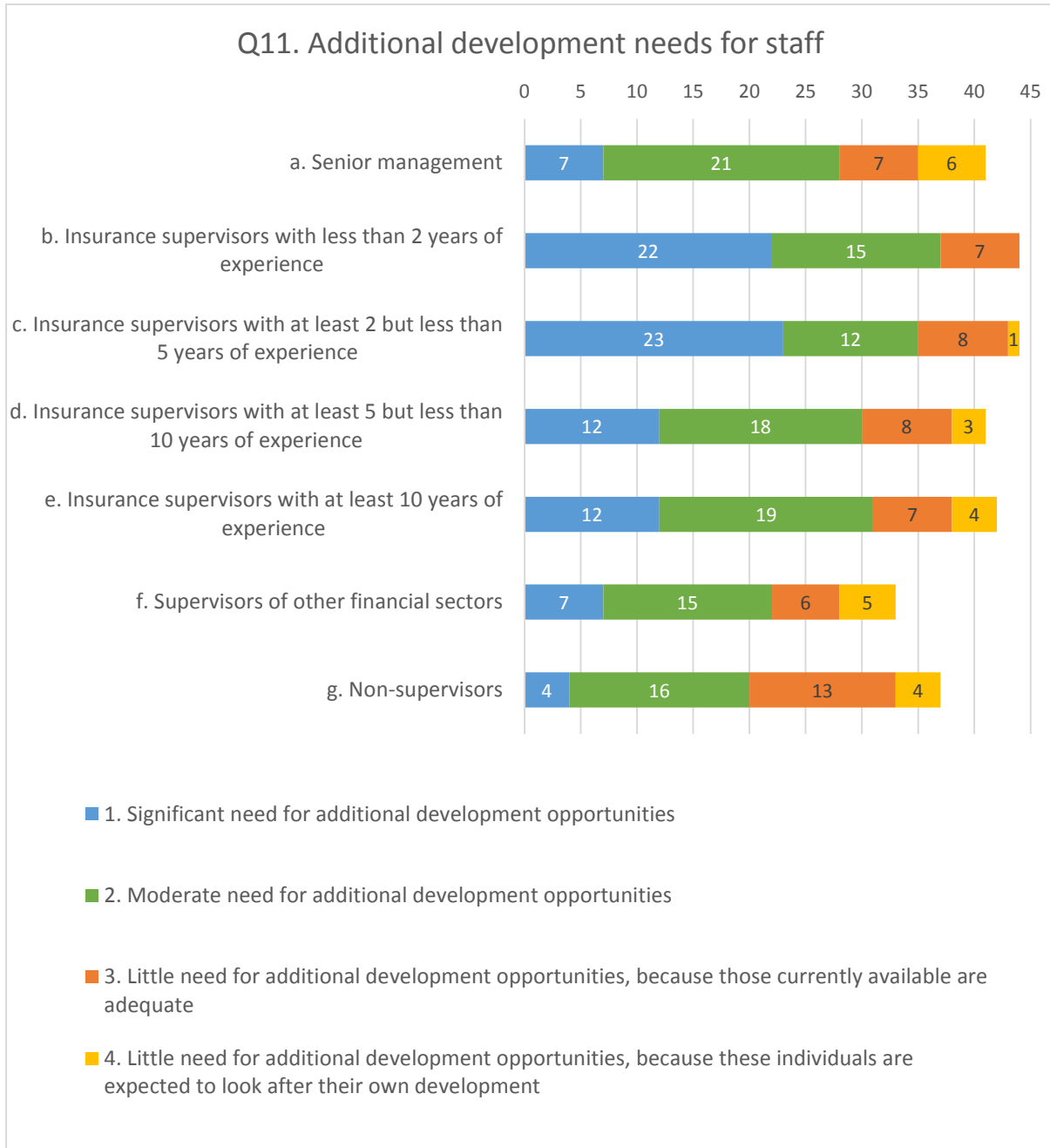
**Question 10. How does YOUR AUTHORITY establish development plans for individuals in each of the following categories?**

Many respondents have established structured plans to guide individuals for capacity building. Such plans are most common for senior management and inexperienced insurance supervisors. Approximately one-half of respondents rely on individuals or their managers to establish the development plans, often in consultation with one another.



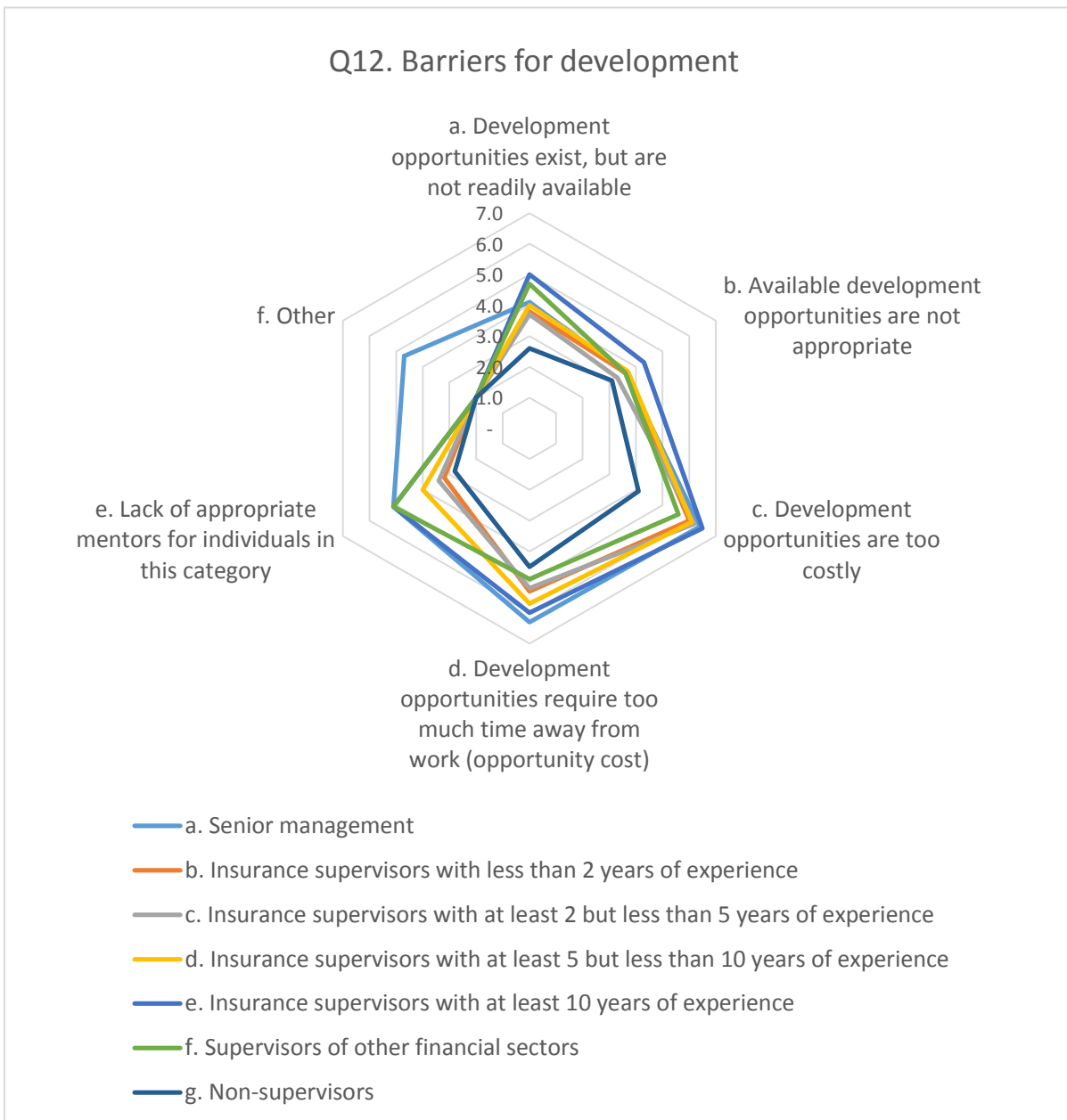
Question 11. In your opinion, to what extent are additional development opportunities needed for individuals in YOUR AUTHORITY in each of the following categories?

Most respondents indicate that there is a need for additional capacity building opportunities, particularly for insurance supervisors with less than five years of experience.



Question 12. In your opinion, to what extent that the following factors are barriers for developing the necessary competencies in individuals in YOUR AUTHORITY in each of the following categories?

Despite many respondents having indicated that the financial resources available for capacity building were usually sufficient, respondents indicated that costs of development opportunities was the most significant barrier to developing competencies for almost every category of staff. The second most significant barrier was the opportunity cost of the time away from work that would be required for development activities. The categories of individuals experiencing the most significant barriers overall were senior management and insurance supervisors with at least 10 years of experience, subject not only to the previously-mentioned factors but also to the lack of appropriate mentors and constraints on the availability of development opportunities.

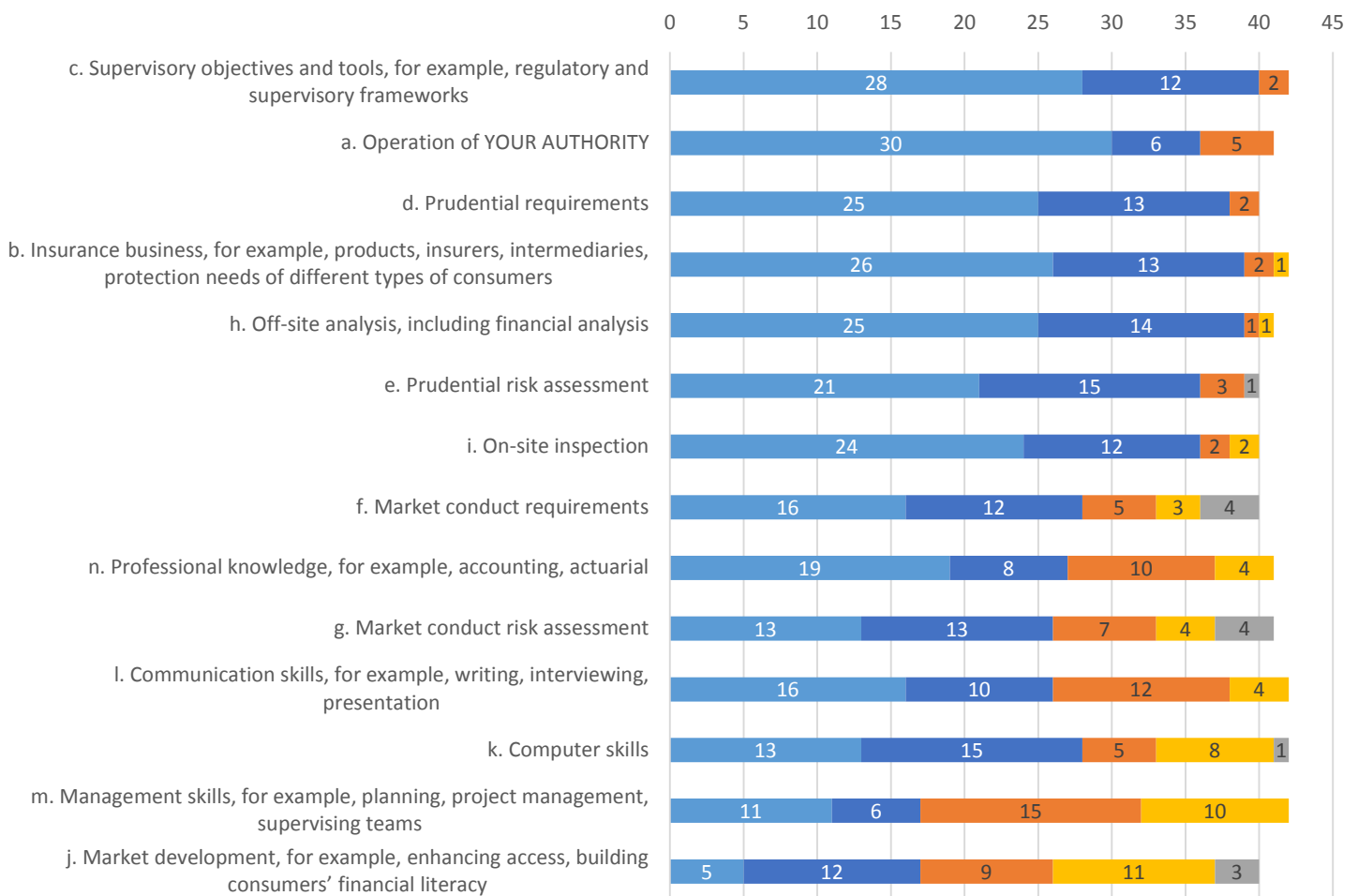


**Question 13. To what extent do the current development activities for insurance supervisors in YOUR AUTHORITY with less than 2 years of experience include the following topics?**

Respondents indicate that current capacity building activities for insurance supervisors with less than two years of experience most often include supervisory objectives and tools, the operation of the authority, prudential requirements, off-site analysis, the insurance business, on-site inspection, and prudential risk assessment. Least often included are activities related to market development and management, communication, and computer skills.

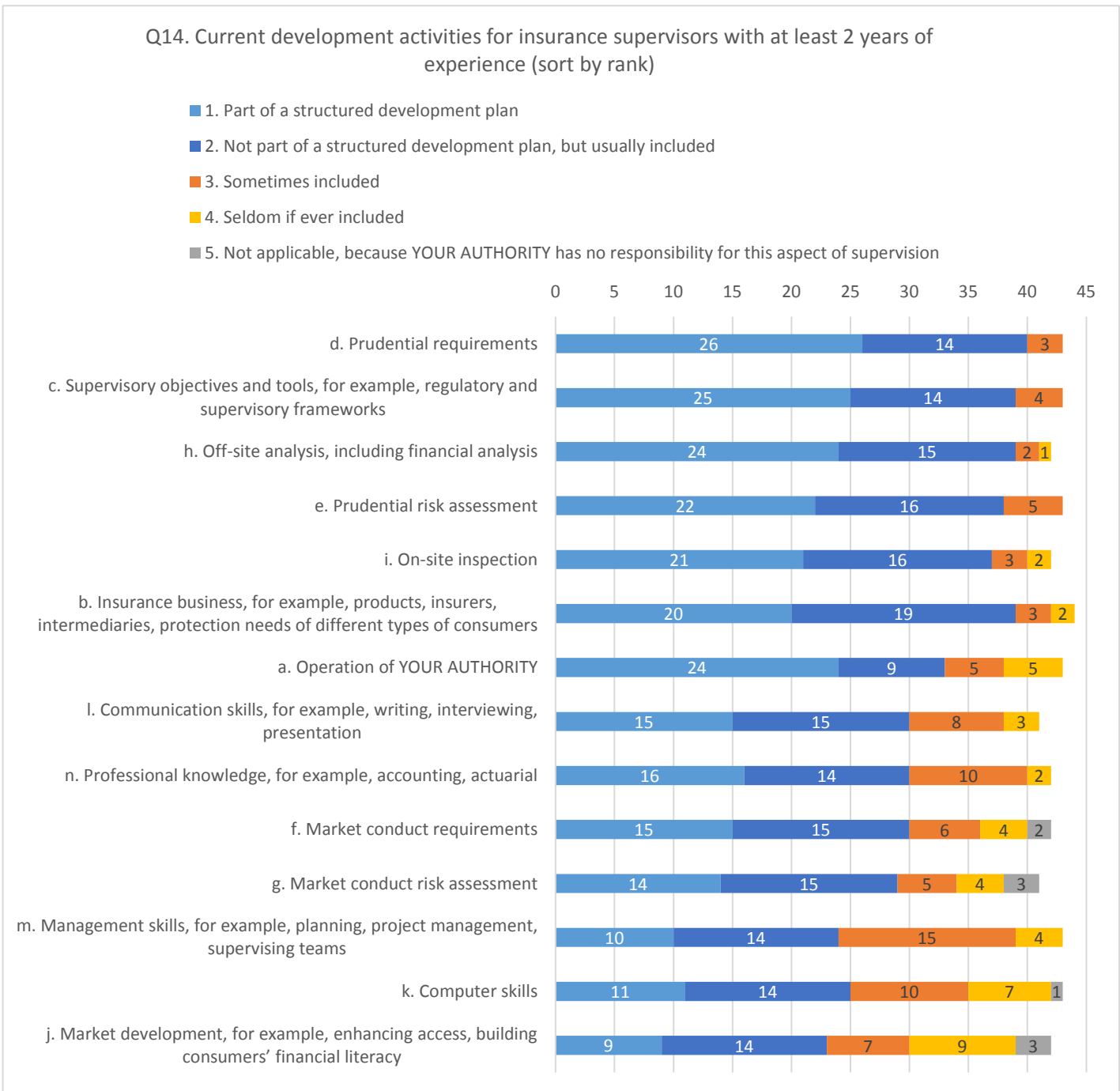
### Q13. Current development activities for insurance supervisors with less than 2 years of experience (sorted by rank)

- 1. Part of a structured development plan
- 2. Not part of a structured development plan, but usually included
- 3. Sometimes included
- 4. Seldom if ever included
- 5. Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision



**Question 14. To what extent do the current development activities for insurance supervisors in YOUR AUTHORITY with at least 2 years of experience include the following topics?**

Respondents indicate that current capacity building activities for insurance supervisors with at least two years of experience most often include prudential requirements, supervisory objectives and tools, off-site analysis, prudential risk assessment, on-site inspection, and the insurance business. Least often included are activities related to market development and management and computer skills.

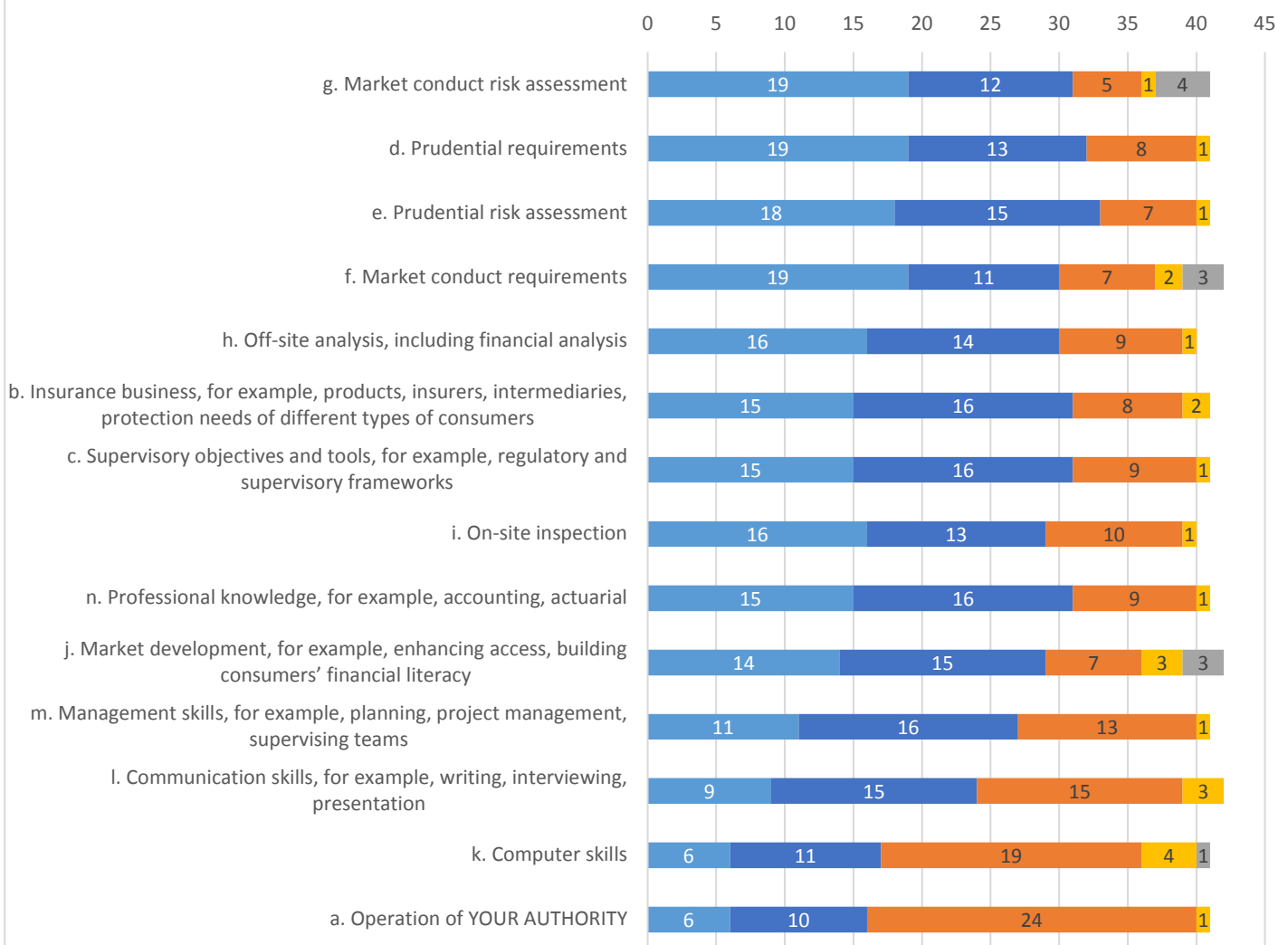


Question 15. In your opinion, to what extent are additional development opportunities for insurance supervisors in YOUR AUTHORITY with less than 2 years of experience needed on the following topics?

The most significant needs for additional capacity building opportunities for insurance supervisors with less than two years of experience were in the areas of market conduct risk assessment and requirements, and prudential risk assessment and requirements.

### Q15. Additional development needs for insurance supervisors with less than 2 years of experience (sorted by rank)

- 1. Significant need for additional development opportunities
- 2. Moderate need for additional development opportunities
- 3. Little need for additional development opportunities, because those currently available are adequate
- 4. Little need for additional development opportunities, because this topic is not considered important by YOUR AUTHORITY
- 5. Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision

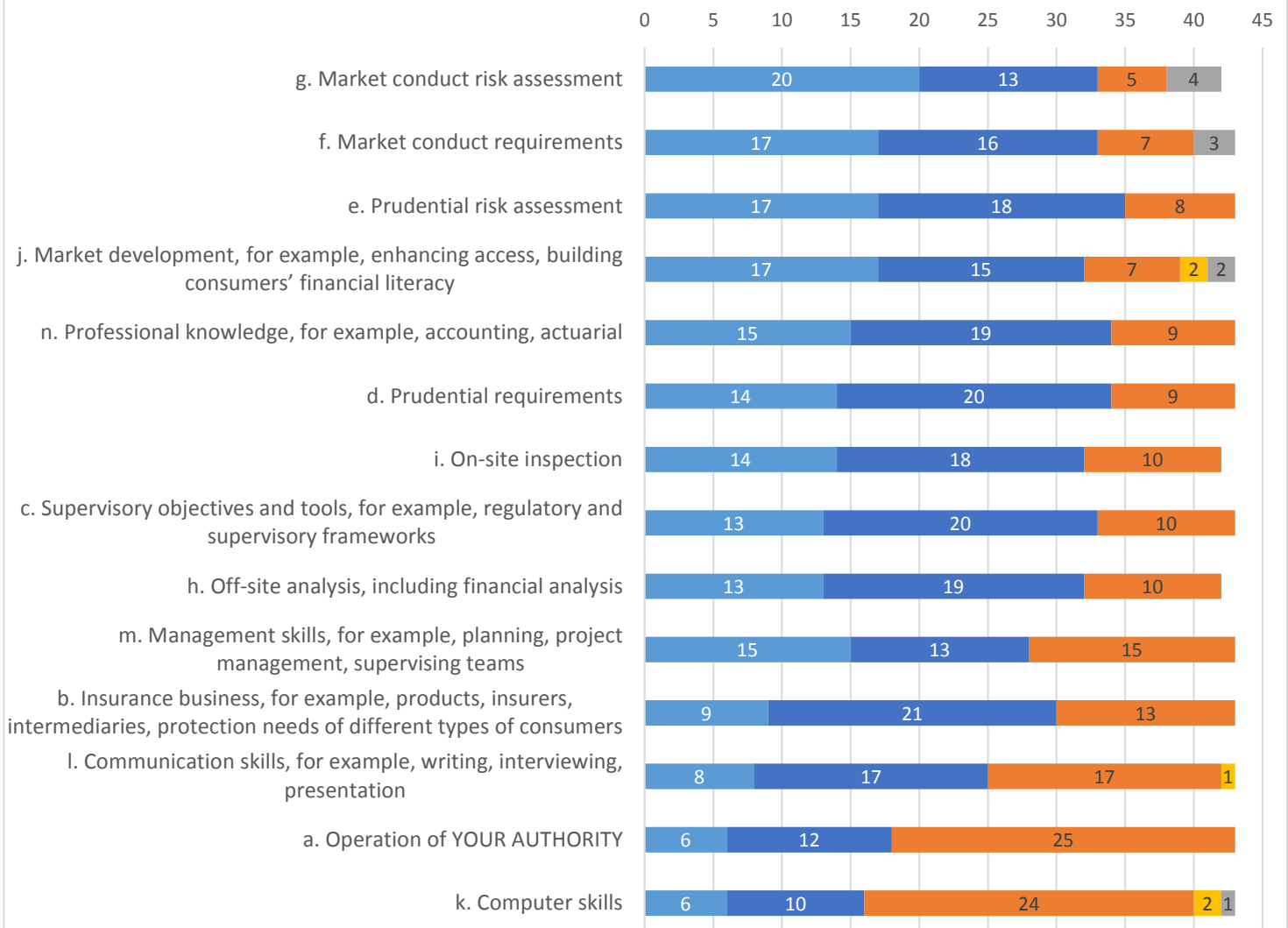


**Question 16. In your opinion, to what extent are additional development opportunities for insurance supervisors in YOUR AUTHORITY with at least 2 years of experience needed on the following topics?**

The most significant needs for additional capacity building opportunities for insurance supervisors with at least two years of experience are also in the areas of market conduct risk assessment and requirements, and prudential risk assessment and requirements.

### Q16. Additional development needs for insurance supervisors with at least 2 years of experience (sorted by rank)

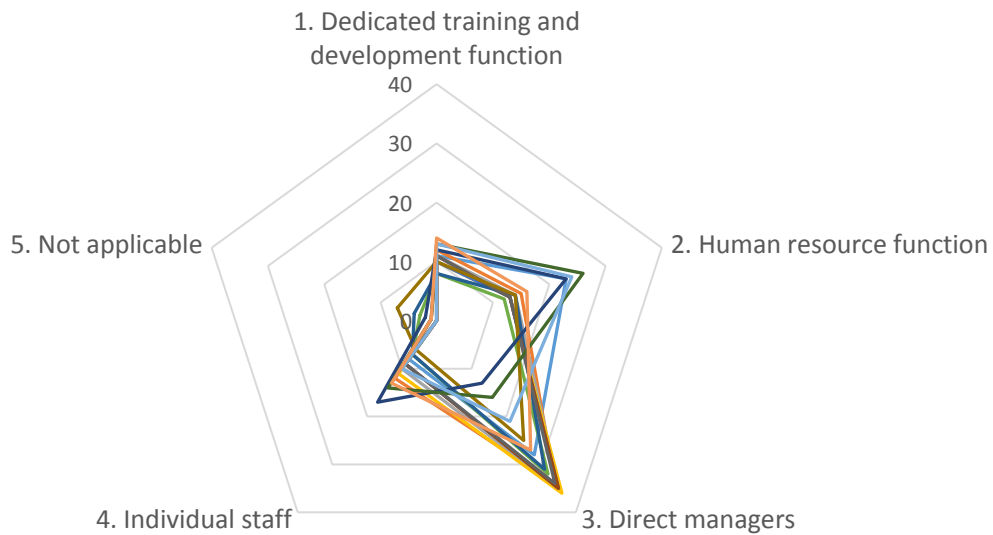
- 1. Significant need for additional development opportunities
- 2. Moderate need for additional development opportunities
- 3. Little need for additional development opportunities, because those currently available are adequate
- 4. Little need for additional development opportunities, because this topic is not considered important by YOUR AUTHORITY
- 5. Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision



Question 17. Who is responsible for providing or organising development activities for insurance supervisors in YOUR AUTHORITY on each of the following topics? (More than one response may be entered, where applicable.)

Respondents indicate that direct managers play the most significant role in providing or organising activities for insurance supervisors to develop their capacity. This is particularly the case for core supervisory topics, such as prudential and market conduct requirements and risk assessment, as well as off-site analysis and on-site inspection. However, for topics such as communication, management, and computer skills and the operation of the authority, training and development or human resource functions often take the lead.

### Q17. Roles of Responsibilities for providing development activities



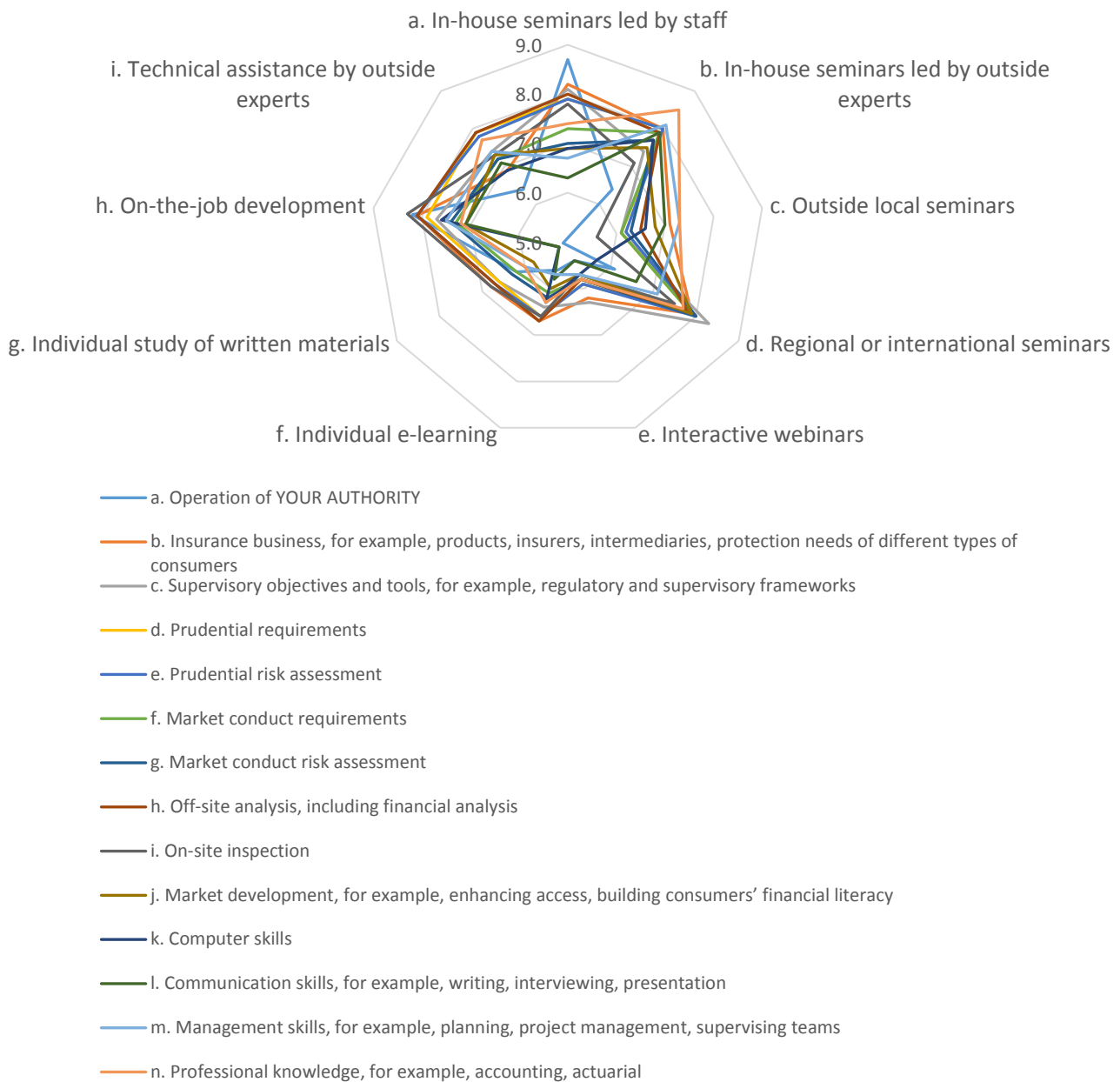
- a. Operation of YOUR AUTHORITY
- b. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers
- c. Supervisory objectives and tools, for example, regulatory and supervisory frameworks
- d. Prudential requirements
- e. Prudential risk assessment
- f. Market conduct requirements
- g. Market conduct risk assessment
- h. Off-site analysis, including financial analysis
- i. On-site inspection
- j. Market development, for example, enhancing access, building consumers' financial literacy
- k. Computer skills
- l. Communication skills, for example, writing, interviewing, presentation
- m. Management skills, for example, planning, project management, supervising teams
- n. Professional knowledge, for example, accounting, actuarial



Question 18. In your opinion, how well do (or would) each of the following delivery channels work for YOUR AUTHORITY when used in development activities for insurance supervisors on the following topics?

The delivery channels that are considered to work best are in-house seminars led by staff and outside experts, on-the-job development, and regional or international seminars. Most of these channels involve interaction with people. However, the preferences differ depending on the topic, with all delivery channels being considered at least somewhat effective, regardless of the topic.

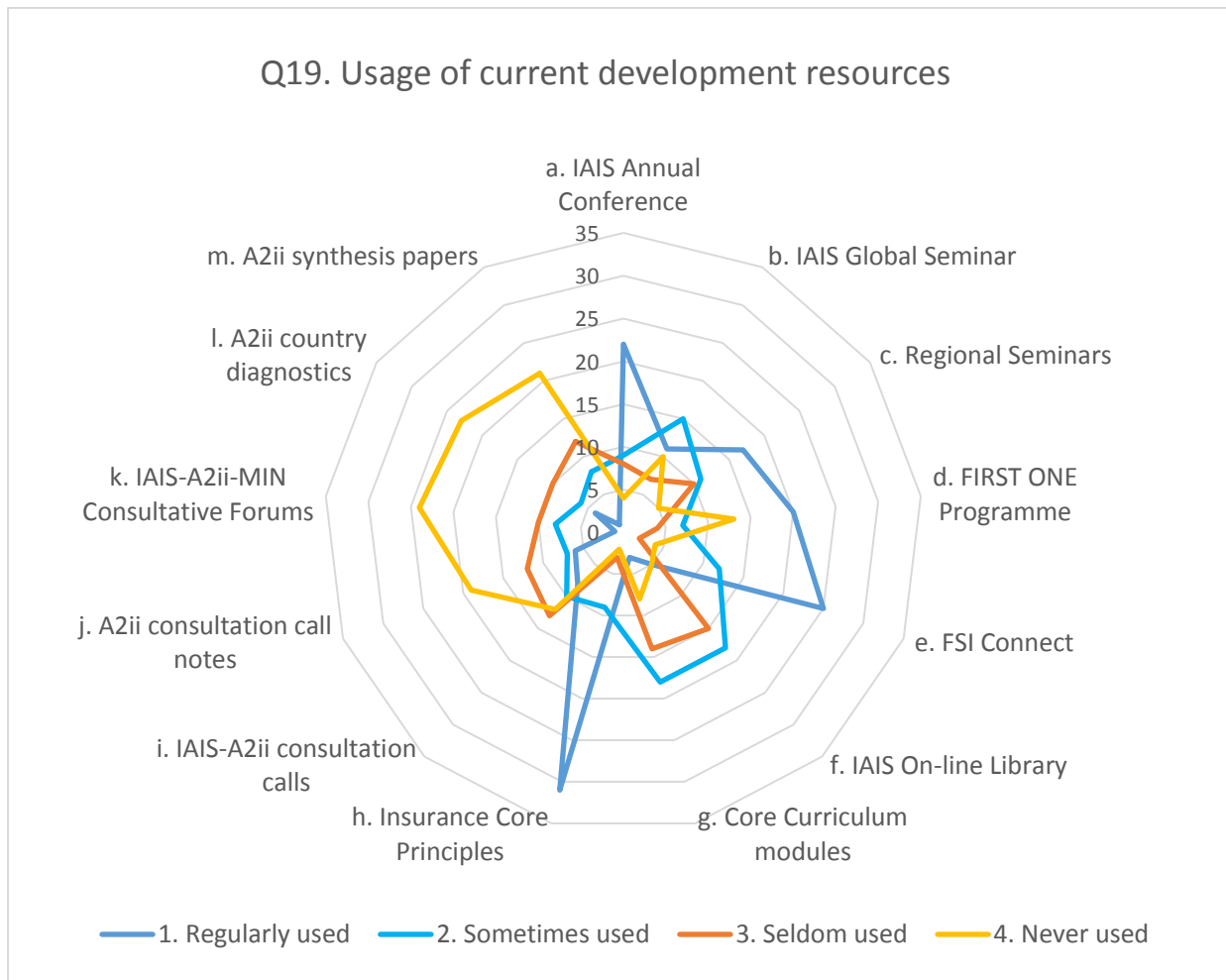
Q18. Usage of delivery channels



### 3.3 Promotion of Capacity Building Resources

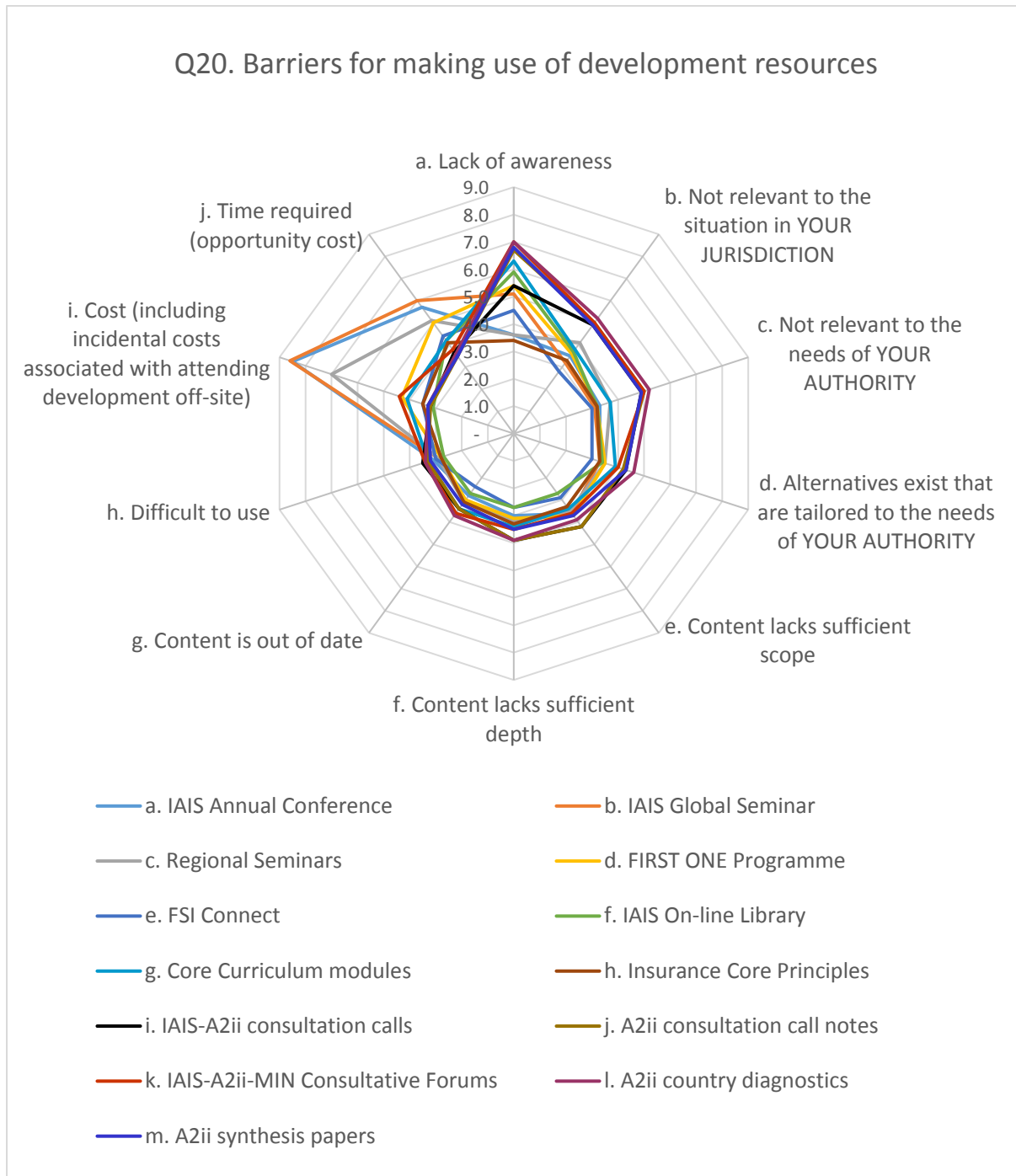
Question 19. In the last five years, to what extent do the current development activities for insurance supervisors in YOUR AUTHORITY make use of the following resources?

Despite e-learning and individual study of written materials being rated fairly low in the responses to question 18, the Insurance Core Principles and FSI Connect are the resources used most regularly in development activities. The IAIS Annual Conference, regional seminars, and the FIRST ONE program are also widely used resources. The resources offered by A2ii are relatively being underutilised. However, among those participants who indicates that microinsurance is a priority in question 5 and 6, it showed that consultation calls are the most widely used tools among all the resources provided by A2ii.



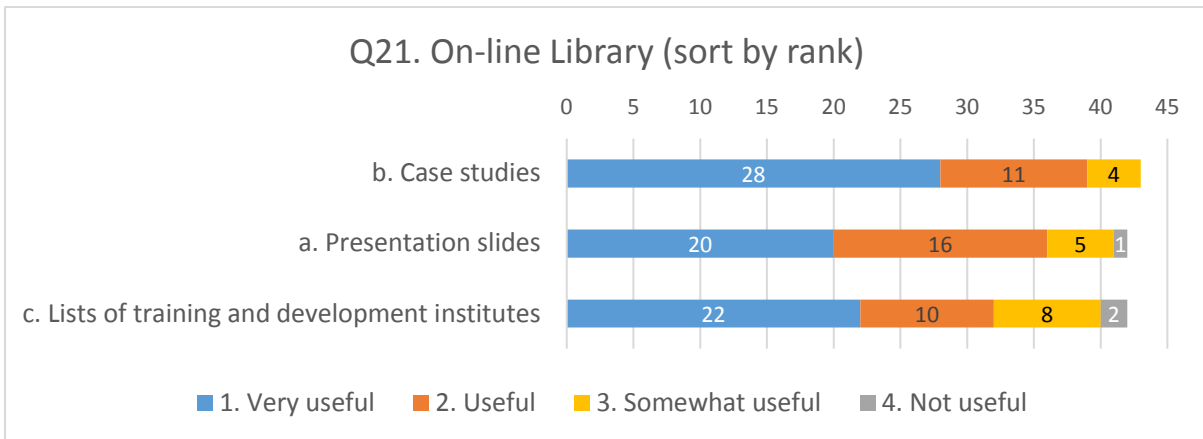
Question 20. In your opinion, to what extent are the following factors barriers to making greater use of the following resources as part of the development activities for insurance supervisors in YOUR AUTHORITY?

Overall, the most significant barriers to the utilisation of development resources are lack of awareness, followed by cost and time required (opportunity cost). Costs and time required are the most significant barriers to using the resources that require travel, such as the IAIS Annual Conference, IAIS Global Seminar, and regional seminars. Lack of awareness is the most significant barrier to the use of the resources that are available online.



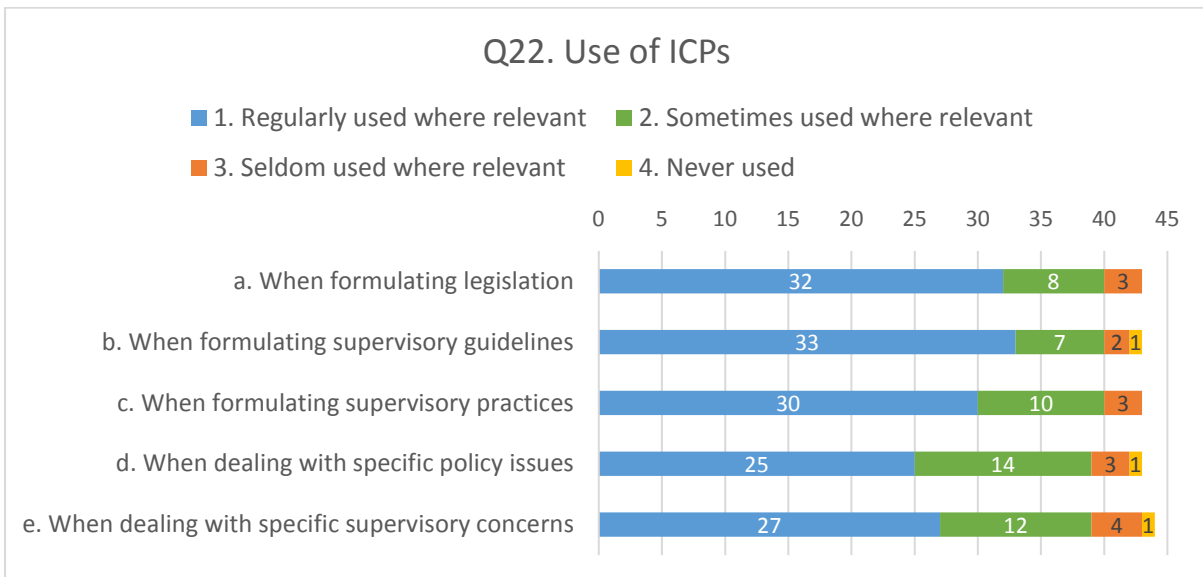
**Question 21.** Most of the content of the IAIS On-line Library currently consists of presentation slides from events such as the IAIS Annual Conference, the IAIS Global Seminar, and Regional Seminars co-sponsored by IAIS. In your opinion, to what extent would the following types of content be useful to YOUR AUTHORITY as part of the IAIS On-line Library?

While the presentation slides included in the IAIS On-line Library are considered a useful resource, respondents indicate that they would find case studies to be even more useful. Lists of training and development institutes would also be useful.



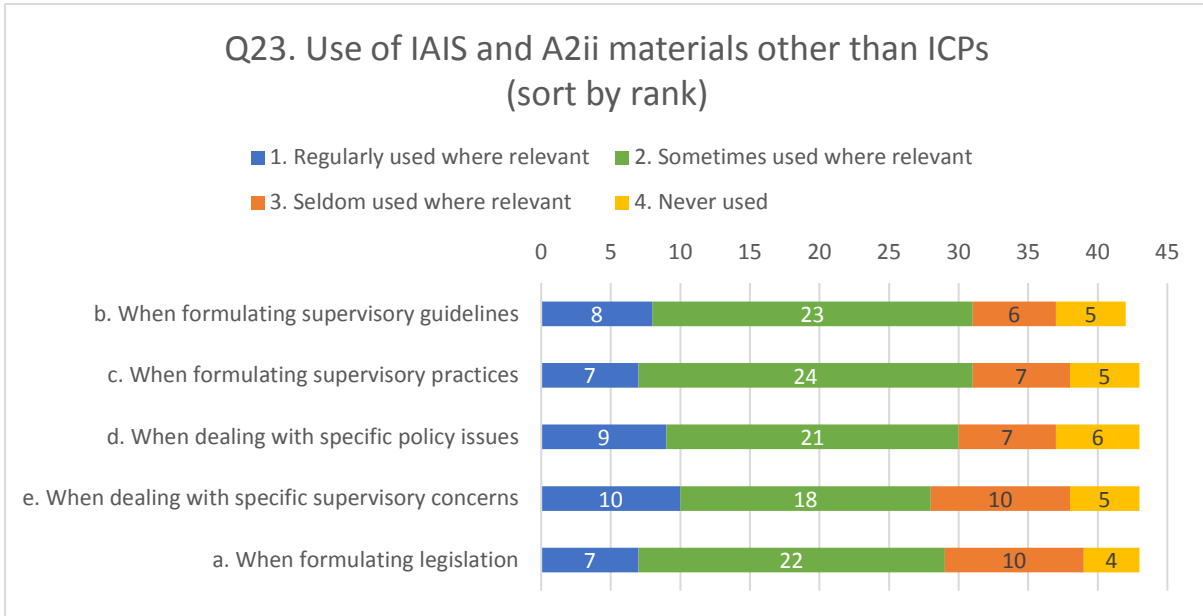
**Question 22.** To what extent does YOUR AUTHORITY make use of the Insurance Core Principles, including the standards and guidance, for the following purposes?

Most respondents use the ICPs regularly. This is particularly the case when formulating legislation, supervisory guidelines, and supervisory practices. To a slightly lesser extent, they are also used as references when dealing with specific policy issues or supervisory concerns.



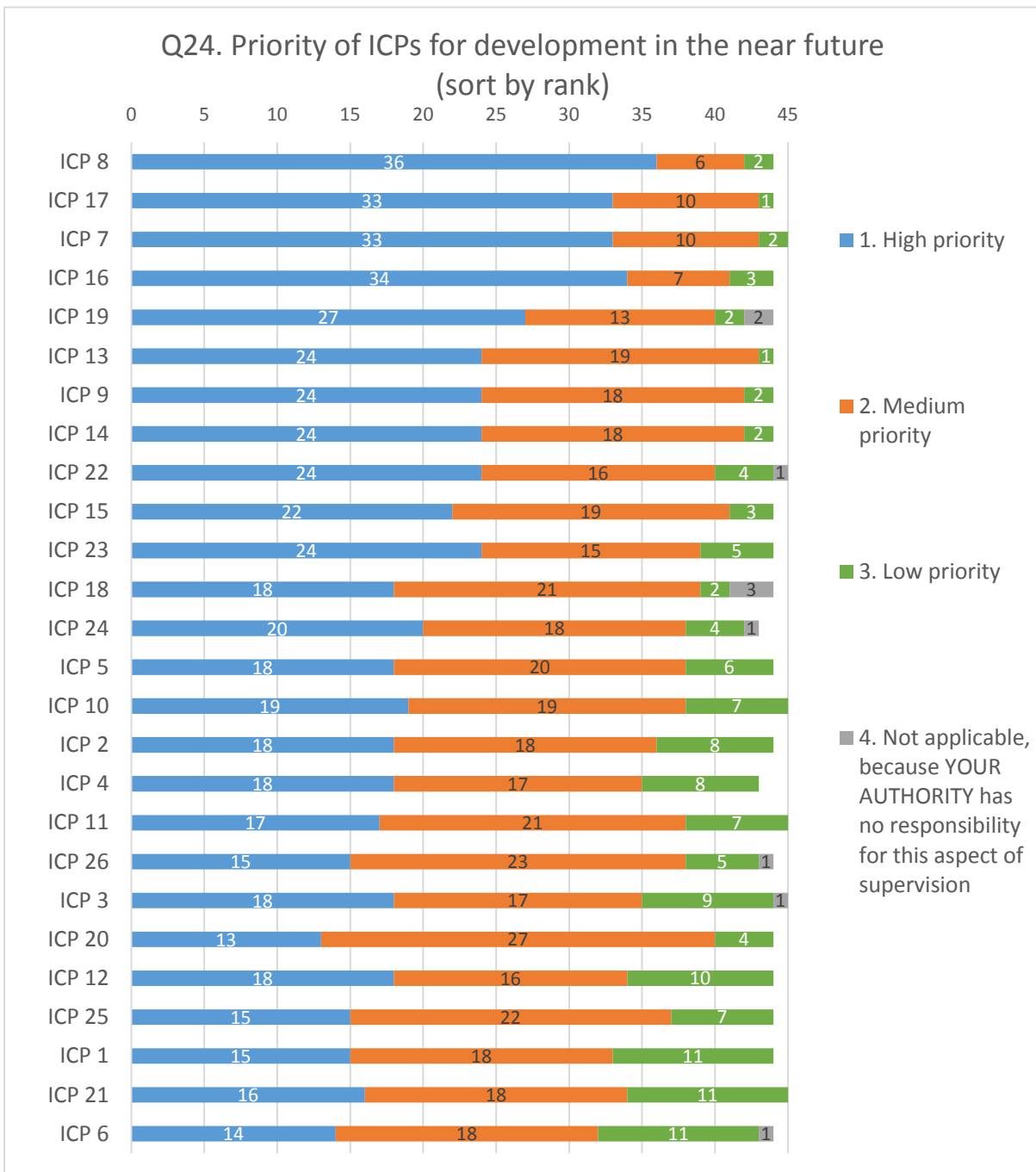
Question 23. To what extent does YOUR AUTHORITY make use of IAIS and A2ii materials other than the Insurance Core Principles, for example, application papers, for the following purposes?

IAIS and A2ii materials other than the ICPs are used considerably less regularly than the ICPs.



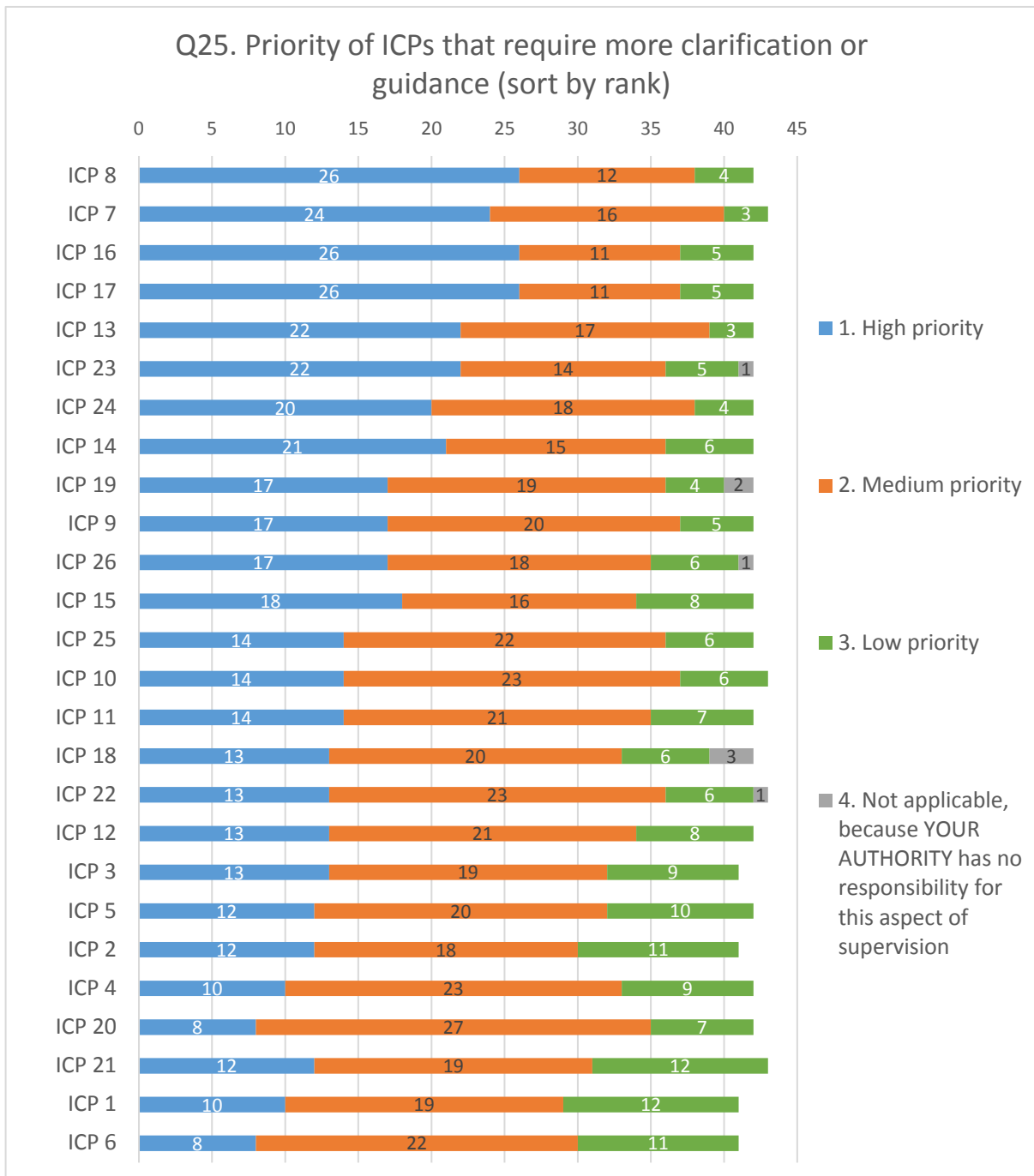
Question 24. During the next three years, to what extent do you expect the various aspects of supervision, as covered by the respective ICPs, to be priority areas for the development of insurance supervisors in YOUR AUTHORITY?

During the next three years, several fundamental aspects of prudential supervision are the highest priority areas for the capacity building of insurance supervisors. Respondents indicated that ICP 8 is the top priority for supervisory capacity building followed by ICP 17, ICP 7, and ICP 16. ICP 19, ICP 13, ICP 9, and ICP 14 also receive fairly high priority. However, none of the ICPs were rated as low priority by more than one-quarter of the respondents. The full rank can be found in the table of Q24.



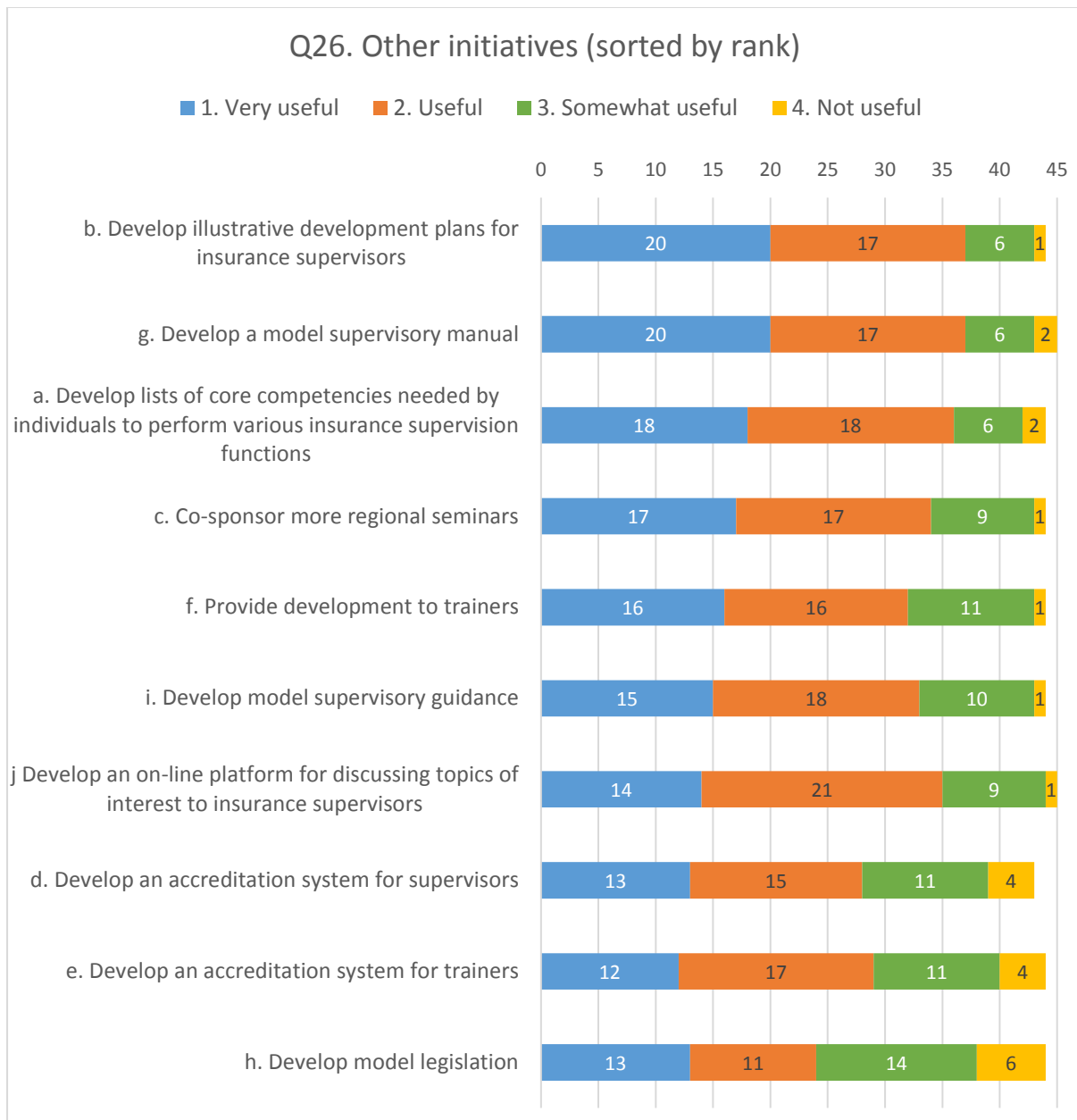
**Question 25. In your opinion, to what extent should the IAIS give priority to the clarification or development of additional guidance with respect to each of ICPs?**

Respondents recommended many of the same ICPs expected to be the focus of supervisory capacity building be the highest priority with respect to clarification or development of additional guidance. The top five priorities are ICP 8, ICP 7, ICP 16, ICP 17, and ICP 13. Beyond these ICPs, the priorities differ somewhat, with group-wide supervision, macroprudential surveillance and insurance supervision, valuation, and conduct of business coming next.



**Question 26. In addition to current IAIS and A2ii initiatives, to what extent would the following initiatives that might be considered by the IAIS and A2ii be useful to YOUR AUTHORITY in its development activities?**

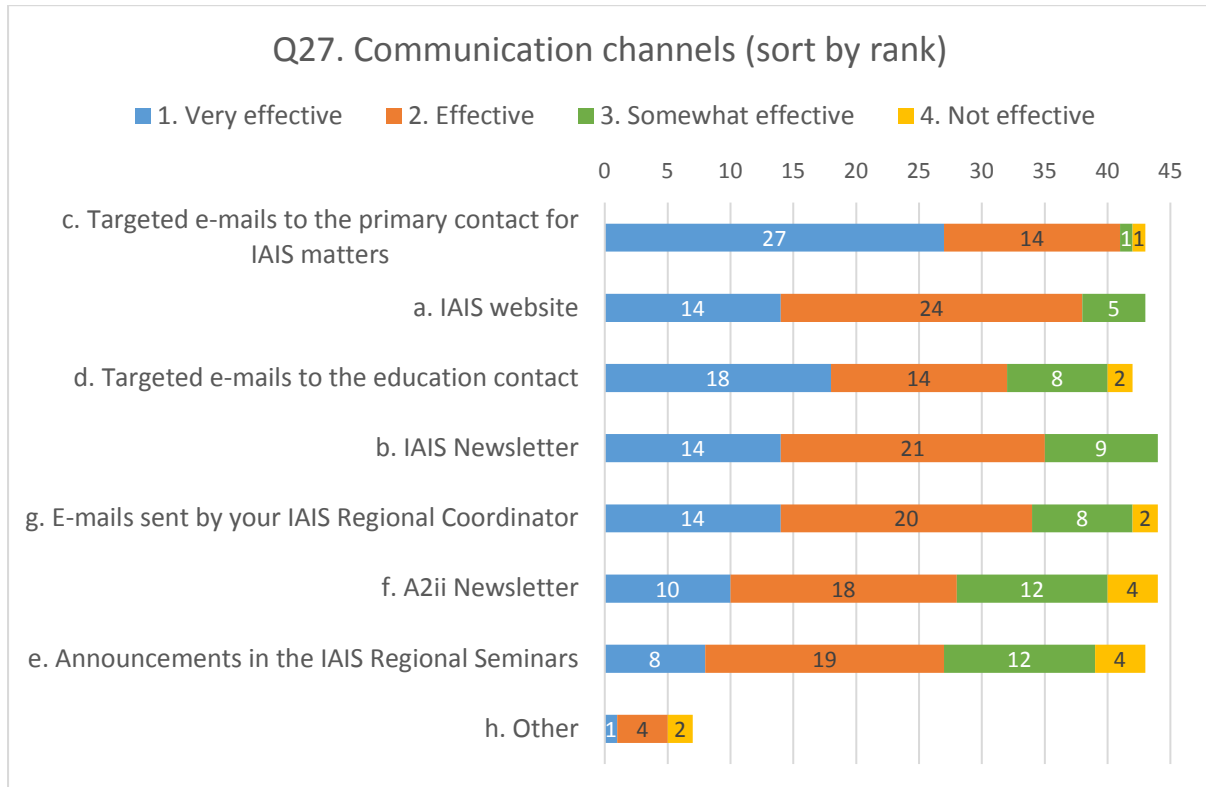
In general, most respondents indicated that all the initiatives listed in the chart of Q26 that are for possible consideration by the IAIS and A2ii are useful or very useful. They gave the top three ratings to illustrative development plans for insurance supervisors, a model supervisory manual, and lists of core competencies needed by individuals to perform various insurance supervision functions.





Question 27. In your opinion, to what extent would the following methods be effective in communicating to YOUR AUTHORITY information regarding the IAIS and A2ii development programmes and resources?

Respondents consider electronic communication methods to be effective in communicating information regarding development programs and resources. Targeted emails to the primary contact for IAIS matters are considered the most effective, followed by posting on the IAIS website.



## Annex 1: Survey Results

0. Distribution of respondents by nature of jurisdiction and IAIS region							
	FSB jurisdictions	Other OECD jurisdictions	Other jurisdictions	Total	% of respondents	% of total IAIS Members	% of respondents in total IAIS members
Asia and Oceania	5	1	3	9	20%	17%	35%
CEET	1	3	3	7	16%	17%	27%
Latin America	1	1	3	5	11%	9%	38%
MENA	0	0	6	6	13%	10%	40%
North America	2	0	0	2	4%	4%	33%
Offshore and Caribbean Islands	0	0	7	7	16%	12%	39%
Sub-Sahara Africa	1	0	5	6	13%	13%	30%
Western Europe	1	2	0	3	7%	17%	12%
<b>Total participating jurisdictions</b>	<b>11</b>	<b>7</b>	<b>27</b>	<b>45</b>	<b>100%</b>	<b>100%</b>	<b>30%</b>

1. What is the institutional nature of YOUR AUTHORITY?				
	1. Department within central bank or monetary authority	2. Department within government ministry (for example, Ministry of Finance)	3. Autonomous public authority	Total
<b>Results by Nature of Jurisdiction</b>				
FSB jurisdictions	2	2	7	11
Other OECD jurisdictions	2	0	5	7
Other jurisdictions	3	5	19	27
Total participating jurisdictions	7	7	31	45
<b>Results by IAIS Region</b>				
Asia and Oceania	1	4	4	9
CEET	3	0	4	7
Latin America	0	1	4	5
MENA	0	1	5	6
North America	1	0	1	2
Offshore and Caribbean Islands	2	1	4	7
Sub-Sahara Africa	0	0	6	6
Western Europe	0	0	3	3
<b>Total participating jurisdictions</b>	<b>7</b>	<b>7</b>	<b>31</b>	<b>45</b>

2-1. Which financial sectors are supervised by YOUR AUTHORITY? (More than one response may be entered, where applicable.)						
	1. Insurance	2. Pensions	3. Banking	4. Securities	5. Other	Total
<b>Results by Nature of Jurisdiction</b>						
FSB jurisdictions	11	8	7	6	1	<b>11</b>
Other OECD jurisdictions	7	5	4	3	2	<b>7</b>
Other jurisdictions	27	13	11	14	13	<b>27</b>
<b>Total participating jurisdictions</b>	<b>45</b>	<b>26</b>	<b>22</b>	<b>23</b>	<b>16</b>	<b>45</b>
<b>Results by IAIS Region</b>						
Asia and Oceania	9	4	6	5	4	<b>9</b>
CEET	7	7	4	4	2	<b>7</b>
Latin America	5	2	2	1	1	<b>5</b>
MENA	6	2	1	2	3	<b>6</b>
North America	2	1	1	0	0	<b>2</b>
Offshore and Caribbean Islands	7	3	5	4	2	<b>7</b>
Sub-Saharan Africa	6	4	1	5	4	<b>6</b>
Western Europe	3	3	2	2	0	<b>3</b>
<b>Total participating jurisdictions</b>	<b>45</b>	<b>26</b>	<b>22</b>	<b>23</b>	<b>16</b>	<b>45</b>

2-2. Which financial sectors are supervised by YOUR AUTHORITY? (More than one response may be entered, where applicable.)							
	1 Sector	2 Sectors	3 Sectors	4 Sectors	5 Sectors	Total	Average number of sectors
<b>Results by Nature of Jurisdiction</b>							
FSB jurisdictions	0	3	3	5	0	<b>11</b>	3.18
Other OECD jurisdictions	1	2	1	2	1	<b>7</b>	3.00
Other jurisdictions	4	5	9	7	2	<b>27</b>	2.93
<b>Total participating jurisdictions</b>	<b>5</b>	<b>10</b>	<b>13</b>	<b>14</b>	<b>3</b>	<b>45</b>	<b>3.00</b>
<b>Results by IAIS Region</b>							
Asia and Oceania	0	1	5	3	0	<b>9</b>	3.22
CEET	0	2	1	3	1	<b>7</b>	3.43
Latin America	2	1	1	1	0	<b>5</b>	2.20
MENA	2	1	2	0	1	<b>6</b>	2.50
North America	0	2	0	0	0	<b>2</b>	2.00
Offshore and Caribbean Islands	0	2	3	2	0	<b>7</b>	3.00
Sub-Saharan Africa	1	0	1	3	1	<b>6</b>	3.50
Western Europe	0	1	0	2	0	<b>3</b>	3.33
<b>Total participating jurisdictions</b>	<b>5</b>	<b>10</b>	<b>13</b>	<b>14</b>	<b>3</b>	<b>45</b>	<b>3.00</b>

<b>3. To what extent does YOUR AUTHORITY have responsibility for the following aspects of supervision in YOUR JURISDICTION?</b>						
(1) YOUR AUTHORITY has sole responsibility (2) YOUR AUTHORITY shares responsibility with another authority (3) An authority other than YOUR AUTHORITY is responsible (4) Although this type of insurance activity takes place in YOUR JURISDICTION, no authority is responsible (5) This type of insurance activity does not take place in YOUR JURISDICTION						
	(1)	(2)	(3)	(4)	(5)	Total
a. Prudential supervision of underwriters of conventional insurance	39	3	1	2	0	<b>45</b>
b. Prudential supervision of underwriters of takaful	11	0	1	0	33	<b>45</b>
c. Prudential supervision of microinsurance	21	0	1	0	23	<b>45</b>
d. Prudential supervision of underwriters of microtakaful	7	0	1	0	37	<b>45</b>
e. Prudential supervision of offshore insurers	14	4	3	1	23	<b>45</b>
f. Macroprudential supervision (see ICP 24)	26	13	4	1	0	<b>44</b>
g. Market conduct supervision of underwriters of conventional insurance	35	2	4	2	2	<b>45</b>
h. Market conduct supervision of takaful insurers	11	0	1	0	33	<b>45</b>
i. Market conduct supervision of microinsurance	19	0	1	1	24	<b>45</b>
j. Market conduct supervision of underwriters of microtakaful	7	0	1	0	37	<b>45</b>
k. Market conduct supervision of offshore insurers	14	1	6	1	22	<b>44</b>
l. Market conduct supervision of intermediaries of conventional insurance	36	2	4	1	2	<b>45</b>
m. Market conduct supervision of intermediaries of takaful	10	0	1	0	34	<b>45</b>
n. Market conduct supervision of intermediaries of microinsurance	19	0	1	1	24	<b>45</b>
o. Market conduct supervision of intermediaries of microtakaful	7	0	1	0	37	<b>45</b>
p. Market conduct supervision of intermediaries of offshore insurance	12	2	6	0	24	<b>44</b>
q. Development of the conventional insurance market	32	4	4	2	3	<b>45</b>
r. Development of the takaful market	7	2	2	1	33	<b>45</b>
s. Development of the microinsurance market	18	1	2	2	22	<b>45</b>
t. Development of the microtakaful market	7	1	1	0	36	<b>45</b>
u. Development of the offshore insurance market	9	5	6	2	23	<b>45</b>
<b>Total</b>	<b>361</b>	<b>40</b>	<b>52</b>	<b>17</b>	<b>472</b>	

**4. To what extent is YOUR AUTHORITY responsible for performing the following supervisory functions with respect to the insurance sector in YOUR JURISDICTION?**

- (1) YOUR AUTHORITY has sole responsibility
- (2) YOUR AUTHORITY shares responsibility with another authority
- (3) An authority other than YOUR AUTHORITY is responsible
- (4) Although this type of insurance activity takes place in YOUR JURISDICTION, no authority is responsible
- (5) This type of insurance activity does not take place in YOUR JURISDICTION

	(1)	(2)	(3)	(4)	Total
a. Formulating legislation	21	18	6	0	<b>45</b>
b. Formulating supervisory guidelines and administrative procedures	38	6	1	0	<b>45</b>
c. Licensing of insurers	38	4	3	0	<b>45</b>
d. Supervisory assessment of insurers on prudential matters	41	3	1	0	<b>45</b>
e. Supervisory assessment of insurers on market conduct matters	36	3	4	2	<b>45</b>
f. Intervention and enforcement with insurers	38	6	1	0	<b>45</b>
g. Macroprudential supervision	28	13	4	0	<b>45</b>
h. Licensing of intermediaries	36	2	7	0	<b>45</b>
i. Supervisory assessment of intermediaries	37	2	4	2	<b>45</b>
j. Intervention and enforcement with intermediaries	37	2	5	1	<b>45</b>
k. Supervision of AML/CFT	23	19	2	0	<b>44</b>
l. Providing information to consumers to increase their knowledge of insurance issues	28	9	2	6	<b>45</b>
m. Assisting consumers in resolving their complaints against industry participants	27	12	5	1	<b>45</b>
n. Promoting development of the market	25	9	5	6	<b>45</b>
<b>Total</b>	<b>453</b>	<b>108</b>	<b>50</b>	<b>18</b>	

**5. During the next three years, to what extent do you expect YOUR AUTHORITY to give priority to the following aspects of supervision?**

- (1) High priority  
 (2) Medium and low priority<sup>8</sup>  
 (3) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision  
 (4) Not applicable, because this type of insurance activity does not take place in YOUR JURISDICTION

	(1)	(2)	(3)	(4)	(5)	Total
a. Prudential supervision of underwriters of conventional insurance	35	8	1	1	0	45
b. Prudential supervision of underwriters of takaful	6	5	1	33	0	45
c. Prudential supervision of microinsurance	11	14	1	19	0	45
d. Prudential supervision of underwriters of microtakaful	2	7	1	35	0	45
e. Prudential supervision of offshore insurers	10	8	4	23	0	45
f. Macroprudential supervision (see ICP 24)	29	14	2	0	0	45
g. Market conduct supervision of underwriters of conventional insurance	30	6	6	3	0	45
h. Market conduct supervision of takaful insurers	5	6	1	33	0	45
i. Market conduct supervision of microinsurance	13	9	4	19	0	45
j. Market conduct supervision of underwriters of microtakaful	3	6	1	35	0	45
k. Market conduct supervision of offshore insurers	8	8	6	23	0	45
l. Market conduct supervision of intermediaries of conventional insurance	28	8	8	1	0	45
m. Market conduct supervision of intermediaries of takaful	5	5	2	33	0	45
n. Market conduct supervision of intermediaries of microinsurance	12	10	5	18	0	45
o. Market conduct supervision of intermediaries of microtakaful	3	4	2	36	0	45
p. Market conduct supervision of intermediaries of offshore insurance	6	8	7	24	0	45
q. Development of the conventional insurance market	25	9	8	3	0	45
r. Development of the takaful market	7	5	3	30	0	45
s. Development of the microinsurance market	16	8	5	16	0	45
t. Development of the microtakaful market	3	6	2	34	0	45
u. Development of the offshore insurance market	3	11	8	22	0	44
v. Other	5	0	0	9	0	14
<b>Total</b>	<b>265</b>	<b>165</b>	<b>78</b>	<b>450</b>	<b>0</b>	

<sup>8</sup> Medium and low priority responses were combined due to a technical error in the survey tool.

**6. During the next three years, to what extent do you expect YOUR AUTHORITY to need to further develop its capacity in order to deal with the following aspects of supervision?**

- (1) Significant need to develop capacity  
 (2) Moderate need to develop capacity  
 (3) Little need to develop capacity  
 (4) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision  
 (5) Not applicable, because this type of insurance activity does not take place in YOUR JURISDICTION

	(1)	(2)	(3)	(4)	(5)	Total
a. Prudential supervision of underwriters of conventional insurance	21	18	4	1	1	<b>45</b>
b. Prudential supervision of underwriters of takaful	6	4	3	1	31	<b>45</b>
c. Prudential supervision of microinsurance	17	5	5	1	17	<b>45</b>
d. Prudential supervision of underwriters of microtakaful	4	5	1	1	34	<b>45</b>
e. Prudential supervision of offshore insurers	8	7	6	3	20	<b>44</b>
f. Macroprudential supervision (see ICP 24)	21	20	2	1	0	<b>44</b>
g. Market conduct supervision of underwriters of conventional insurance	22	13	3	5	2	<b>45</b>
h. Market conduct supervision of takaful insurers	5	6	2	1	31	<b>45</b>
i. Market conduct supervision of microinsurance	16	6	3	4	16	<b>45</b>
j. Market conduct supervision of underwriters of microtakaful	5	5	0	1	34	<b>45</b>
k. Market conduct supervision of offshore insurers	7	5	7	5	21	<b>45</b>
l. Market conduct supervision of intermediaries of conventional insurance	21	12	4	6	2	<b>45</b>
m. Market conduct supervision of intermediaries of takaful	6	5	2	1	31	<b>45</b>
n. Market conduct supervision of intermediaries of microinsurance	15	7	3	4	16	<b>45</b>
o. Market conduct supervision of intermediaries of microtakaful	4	5	1	1	34	<b>45</b>
p. Market conduct supervision of intermediaries of offshore insurance	8	5	5	5	22	<b>45</b>
q. Development of the conventional insurance market	20	10	8	4	3	<b>45</b>
r. Development of the takaful market	4	7	1	3	30	<b>45</b>
s. Development of the microinsurance market	17	8	1	2	17	<b>45</b>
t. Development of the microtakaful market	4	4	1	2	33	<b>44</b>
u. Development of the offshore insurance market	6	6	5	5	22	<b>44</b>
v. Other	6	0	0	0	9	<b>15</b>
<b>Total</b>	<b>243</b>	<b>163</b>	<b>67</b>	<b>57</b>	<b>426</b>	

**7. How many people does YOUR AUTHORITY currently have in each of the following categories?**

- (1) Less than 2 years of experience  
 (2) At least 2 but less than 5 years of experience  
 (3) At least 5 but less than 10 years of experience  
 (4) At least 10 years of experience

	(1)	(2)	(3)	(4)	Total	Total participating jurisdictions	Average
a. Senior management	26	48	69	333	476	35	14
b. Insurance supervisors	453	544	1,225	1,652	3,874	35	111
c. Supervisors of other financial sectors	181	291	382	1,094	1,948	35	56
d. Non-supervisors	199	269	274	715	1,457	35	42
<b>Total</b>	<b>859</b>	<b>1,152</b>	<b>1,950</b>	<b>3,794</b>	<b>7,755</b>	<b>35</b>	<b>222</b>

**8. During the next three years (in total), how many people do you expect to join each of the following categories at YOUR AUTHORITY (as percentages of the number of people currently in each category)?**

- (1) Less than 5%  
 (2) At least 5% but less than 10%  
 (3) At least 10% but less than 20%  
 (4) At least 20%

	(1)	(2)	(3)	(4)	Total participating jurisdictions
a. Senior management	25	1	4	4	34
b. Insurance supervisors	14	8	11	7	40
c. Supervisors of other financial sectors	9	5	4	6	24
d. Non-supervisors	16	5	5	3	29
<b>Total</b>	<b>64</b>	<b>19</b>	<b>24</b>	<b>20</b>	<b>127</b>



**9. To what extent does YOUR AUTHORITY have financial resources available and earmarked for the development of insurance supervisors?**

- (1) Financial resources have been earmarked for the development of insurance supervisors. The funds are usually sufficient to meet most development needs.
- (2) Financial resources have not been earmarked for the development of insurance supervisors, but funds are available on request. The funds are usually sufficient to meet most development needs.
- (3) Financial resources have been earmarked for the development of insurance supervisors. However, the funds available sometimes leave important development needs unmet.
- (4) Financial resources have not been earmarked for the development of insurance supervisors, but funds are available on request. However, the funds available sometimes leave important development needs unmet.
- (5) The funds available are often insufficient to meet even the most important needs for the development of insurance supervisors.
- (6) Funds are seldom if ever available for the development of insurance supervisors.

	(1)	(2)	(3)	(4)	(5)	(6)	Total
<b>Results by Nature of Jurisdiction</b>							
FSB jurisdictions	3	3	4	0	1	0	<b>11</b>
Other OECD jurisdictions	2	5	0	0	0	0	<b>7</b>
Other jurisdictions	7	4	8	0	4	3	<b>27</b>
<b>Total participating jurisdictions</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>45</b>
<b>Results by IAIS Region</b>							
Asia and Oceania	3	3	2	0	1	0	<b>9</b>
CEET	1	4	1	0	0	1	<b>7</b>
Latin America	2	1	1	0	0	0	<b>5</b>
MENA	2	1	1	0	1	1	<b>6</b>
North America	0	1	1	0	0	0	<b>2</b>
Offshore and Caribbean Islands	2	1	2	0	1	1	<b>7</b>
Sub-Saharan Africa	0	0	4	0	2	0	<b>6</b>
Western Europe	2	1	0	0	0	0	<b>3</b>
<b>Total participating jurisdictions</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>45</b>

**10. How does YOUR AUTHORITY establish development plans for individuals in each of the following categories?**

- (1) Structured development plans exist, which can be tailored according to needs
- (2) Structured development plans exist, which cannot be tailored according to needs
- (3) Development plans are established by individuals' managers
- (4) Development plans are established by individuals, in consultation with their managers
- (5) Development plans are not established for individuals, but development needs are dealt with on an ad hoc basis
- (6) There is little or no development of individuals
- (7) Not applicable, because there are no individuals in this category

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	Total
a. Senior management	17	1	5	10	11	0	0	<b>44</b>
b. Insurance supervisors with less than 2 years of experience	12	2	11	12	5	0	2	<b>42</b>
c. Insurance supervisors with at least 2 but less than 5 years of experience	10	2	11	14	6	0	0	<b>43</b>
d. Insurance supervisors with at least 5 but less than 10 years of experience	11	1	9	14	6	0	3	<b>41</b>
e. Insurance supervisors with at least 10 years of experience	10	1	5	15	9	0	2	<b>40</b>
f. Supervisors of other financial sectors	6	2	8	8	6	0	9	<b>30</b>
g. Non-supervisors	3	2	11	9	9	1	5	<b>34</b>

**11. In your opinion, to what extent are additional development opportunities needed for individuals in YOUR AUTHORITY in each of the following categories?**

- (1) Significant need for additional development opportunities
- (2) Moderate need for additional development opportunities
- (3) Little need for additional development opportunities, because those currently available are adequate
- (4) Little need for additional development opportunities, because these individuals are expected to look after their own development

	(1)	(2)	(3)	(4)	Total
a. Senior management	7	21	7	6	<b>41</b>
b. Insurance supervisors with less than 2 years of experience	22	15	7	0	<b>44</b>
c. Insurance supervisors with at least 2 but less than 5 years of experience	23	12	8	1	<b>44</b>
d. Insurance supervisors with at least 5 but less than 10 years of experience	12	18	8	3	<b>41</b>
e. Insurance supervisors with at least 10 years of experience	12	19	7	4	<b>42</b>
f. Supervisors of other financial sectors	7	15	6	5	<b>33</b>
g. Non-supervisors	4	16	13	4	<b>37</b>

**12. In your opinion, to what extent are the following factors barriers to developing the necessary competencies in individuals in YOUR AUTHORITY in each of the following categories?**

- (1) Significant barrier
- (2) Moderate barrier
- (3) Little or no barrier
- (4) Not applicable, because there are no individuals in this category

	(1)	(2)	(3)	(4)	Total
<b>A. Senior management</b>					
a. Development opportunities exist, but are not readily available	5	5	19	1	<b>30</b>
b. Available development opportunities are not appropriate	2	8	20	1	<b>31</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	12	10	9	1	<b>32</b>
d. Development opportunities require too much time away from work (opportunity cost)	9	14	7	1	<b>31</b>
e. Lack of appropriate mentors for individuals in this category	5	11	11	3	<b>30</b>
f. Others	1	0	2	4	<b>7</b>
<b>Total</b>	<b>34</b>	<b>48</b>	<b>68</b>	<b>11</b>	
<b>B. Insurance supervisors with less than 2 years of experience</b>					
a. Development opportunities exist, but are not readily available	4	5	20	1	<b>30</b>
b. Available development opportunities are not appropriate	3	5	19	1	<b>28</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	11	8	11	1	<b>31</b>
d. Development opportunities require too much time away from work (opportunity cost)	6	11	11	1	<b>29</b>
e. Lack of appropriate mentors for individuals in this category	1	5	18	3	<b>27</b>
f. Others	0	0	2	4	<b>6</b>
<b>Total</b>	<b>25</b>	<b>34</b>	<b>81</b>	<b>11</b>	
<b>C. Insurance supervisors with at least 2 but less than 5 years of experience</b>					
a. Development opportunities exist, but are not readily available	4	5	22	0	<b>31</b>
b. Available development opportunities are not appropriate	3	4	24	0	<b>31</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	12	14	10	0	<b>36</b>
d. Development opportunities require too much time away from work (opportunity cost)	6	13	12	0	<b>31</b>
e. Lack of appropriate mentors for individuals in this category	1	7	18	3	<b>29</b>
f. Others	0	0	2	4	<b>6</b>
<b>Total</b>	<b>26</b>	<b>43</b>	<b>88</b>	<b>7</b>	

<b>D. Insurance supervisors with at least 5 but less than 10 years of experience</b>					
a. Development opportunities exist, but are not readily available	4	6	18	2	<b>30</b>
b. Available development opportunities are not appropriate	3	6	20	2	<b>31</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	11	12	10	2	<b>35</b>
d. Development opportunities require too much time away from work (opportunity cost)	9	10	11	2	<b>32</b>
e. Lack of appropriate mentors for individuals in this category	1	10	13	5	<b>29</b>
f. Others	0	0	2	4	<b>6</b>
<b>Total</b>	<b>28</b>	<b>44</b>	<b>74</b>	<b>17</b>	
<b>E. Insurance supervisors with at least 10 years of experience</b>					
a. Development opportunities exist, but are not readily available	6	8	13	2	<b>29</b>
b. Available development opportunities are not appropriate	3	10	15	1	<b>29</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	12	10	8	1	<b>31</b>
d. Development opportunities require too much time away from work (opportunity cost)	9	11	9	1	<b>30</b>
e. Lack of appropriate mentors for individuals in this category	3	14	9	4	<b>30</b>
f. Others	0	0	2	5	<b>7</b>
<b>Total</b>	<b>33</b>	<b>53</b>	<b>56</b>	<b>14</b>	
<b>F. Supervisors of other financial sectors</b>					
a. Development opportunities exist, but are not readily available	4	5	10	8	<b>27</b>
b. Available development opportunities are not appropriate	2	3	12	7	<b>24</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	7	2	9	7	<b>25</b>
d. Development opportunities require too much time away from work (opportunity cost)	4	5	9	7	<b>25</b>
e. Lack of appropriate mentors for individuals in this category	3	7	7	9	<b>26</b>
f. Others	0	0	1	5	<b>6</b>
<b>Total</b>	<b>20</b>	<b>22</b>	<b>48</b>	<b>43</b>	
<b>G. Non-supervisors</b>					
a. Development opportunities exist, but are not readily available	0	4	21	4	<b>29</b>
b. Available development opportunities are not appropriate	1	5	20	4	<b>30</b>
c. Development opportunities are too costly (including incidental costs associated with attending development off-site)	2	9	14	4	<b>29</b>
d. Development opportunities require too much time away from work (opportunity cost)	3	9	12	4	<b>28</b>
e. Lack of appropriate mentors for individuals in this category	0	4	17	7	<b>28</b>
f. Others	0	0	2	6	<b>8</b>
<b>Total</b>	<b>6</b>	<b>31</b>	<b>86</b>	<b>29</b>	

**13. To what extent do the current development activities for insurance supervisors in YOUR AUTHORITY with less than 2 years of experience include the following topics?**

- (1) Part of a structured development plan  
 (2) Not part of a structured development plan, but usually included  
 (3) Sometimes included  
 (4) Seldom if ever included  
 (5) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision

	(1)	(2)	(3)	(4)	(5)	Total
a. Operation of YOUR AUTHORITY	30	6	5	0	0	<b>41</b>
b. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers	26	13	2	1	0	<b>42</b>
c. Supervisory objectives and tools, for example, regulatory and supervisory frameworks	28	12	2	0	0	<b>42</b>
d. Prudential requirements	25	13	2	0	0	<b>40</b>
e. Prudential risk assessment	21	15	3	0	1	<b>40</b>
f. Market conduct requirements	16	12	5	3	4	<b>40</b>
g. Market conduct risk assessment	13	13	7	4	4	<b>41</b>
h. Off-site analysis, including financial analysis	25	14	1	1	0	<b>41</b>
i. On-site inspection	24	12	2	2	0	<b>40</b>
j. Market development, for example, enhancing access, building consumers' financial literacy	5	12	9	11	3	<b>40</b>
k. Computer skills	13	15	5	8	1	<b>42</b>
l. Communication skills, for example, writing, interviewing, presentation	16	10	12	4	0	<b>42</b>
m. Management skills, for example, planning, project management, supervising teams	11	6	15	10	0	<b>42</b>
n. Professional knowledge, for example, accounting, actuarial	19	8	10	4	0	<b>41</b>
o. Other	1	1	1	0	2	<b>5</b>
<b>Total</b>	<b>273</b>	<b>162</b>	<b>81</b>	<b>48</b>	<b>15</b>	

**14. To what extent do the current development activities for insurance supervisors in YOUR AUTHORITY with at least 2 years of experience include the following topics?**

- (1) Part of a structured development plan
- (2) Not part of a structured development plan, but usually included
- (3) Sometimes included
- (4) Seldom if ever included
- (5) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision

	(1)	(2)	(3)	(4)	(5)	Total
a. Operation of YOUR AUTHORITY	24	9	5	5	0	<b>43</b>
b. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers	20	19	3	2	0	<b>44</b>
c. Supervisory objectives and tools, for example, regulatory and supervisory frameworks	25	14	4	0	0	<b>43</b>
d. Prudential requirements	26	14	3	0	0	<b>43</b>
e. Prudential risk assessment	22	16	5	0	0	<b>43</b>
f. Market conduct requirements	15	15	6	4	2	<b>42</b>
g. Market conduct risk assessment	14	15	5	4	3	<b>41</b>
h. Off-site analysis, including financial analysis	24	15	2	1	0	<b>42</b>
i. On-site inspection	21	16	3	2	0	<b>42</b>
j. Market development, for example, enhancing access, building consumers' financial literacy	9	14	7	9	3	<b>42</b>
k. Computer skills	11	14	10	7	1	<b>43</b>
l. Communication skills, for example, writing, interviewing, presentation	15	15	8	3	0	<b>41</b>
m. Management skills, for example, planning, project management, supervising teams	10	14	15	4	0	<b>43</b>
n. Professional knowledge, for example, accounting, actuarial	16	14	10	2	0	<b>42</b>
o. Other	2	1	0	0	2	<b>5</b>
<b>Total</b>	<b>254</b>	<b>205</b>	<b>86</b>	<b>43</b>	<b>11</b>	

**15. In your opinion, to what extent are additional development opportunities for insurance supervisors in YOUR AUTHORITY with less than 2 years of experience needed on the following topics?**

- (1) Significant need for additional development opportunities
- (2) Moderate need for additional development opportunities
- (3) Little need for additional development opportunities, because those currently available are adequate
- (4) Little need for additional development opportunities, because this topic is not considered important by YOUR AUTHORITY
- (5) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision

	(1)	(2)	(3)	(4)	(5)	Total
a. Operation of YOUR AUTHORITY	6	10	24	1	0	41
b. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers	15	16	8	2	0	41
c. Supervisory objectives and tools, for example, regulatory and supervisory frameworks	15	16	9	1	0	41
d. Prudential requirements	19	13	8	1	0	41
e. Prudential risk assessment	18	15	7	1	0	41
f. Market conduct requirements	19	11	7	2	3	42
g. Market conduct risk assessment	19	12	5	1	4	41
h. Off-site analysis, including financial analysis	16	14	9	1	0	40
i. On-site inspection	16	13	10	1	0	40
j. Market development, for example, enhancing access, building consumers' financial literacy	14	15	7	3	3	42
k. Computer skills	6	11	19	4	1	41
l. Communication skills, for example, writing, interviewing, presentation	9	15	15	3	0	42
m. Management skills, for example, planning, project management, supervising teams	11	16	13	1	0	41
n. Professional knowledge, for example, accounting, actuarial	15	16	9	1	0	41
o. Other	0	1	0	1	2	4
<b>Total</b>	<b>198</b>	<b>194</b>	<b>150</b>	<b>24</b>	<b>13</b>	

**16. In your opinion, to what extent are additional development opportunities for insurance supervisors in YOUR AUTHORITY with at least 2 years of experience needed on the following topics?**

- (1) Significant need for additional development opportunities
- (2) Moderate need for additional development opportunities
- (3) Little need for additional development opportunities, because those currently available are adequate
- (4) Little need for additional development opportunities, because this topic is not considered important by YOUR AUTHORITY
- (5) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision

	(1)	(2)	(3)	(4)	(5)	Total
a. Operation of YOUR AUTHORITY	6	12	25	0	0	<b>43</b>
b. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers	9	21	13	0	0	<b>43</b>
c. Supervisory objectives and tools, for example, regulatory and supervisory frameworks	13	20	10	0	0	<b>43</b>
d. Prudential requirements	14	20	9	0	0	<b>43</b>
e. Prudential risk assessment	17	18	8	0	0	<b>43</b>
f. Market conduct requirements	17	16	7	0	3	<b>43</b>
g. Market conduct risk assessment	20	13	5	0	4	<b>42</b>
h. Off-site analysis, including financial analysis	13	19	10	0	0	<b>42</b>
i. On-site inspection	14	18	10	0	0	<b>42</b>
j. Market development, for example, enhancing access, building consumers' financial literacy	17	15	7	2	2	<b>43</b>
k. Computer skills	6	10	24	2	1	<b>43</b>
l. Communication skills, for example, writing, interviewing, presentation	8	17	17	1	0	<b>43</b>
m. Management skills, for example, planning, project management, supervising teams	15	13	15	0	0	<b>43</b>
n. Professional knowledge, for example, accounting, actuarial	15	19	9	0	0	<b>43</b>
o. Other	1	2	1	0	2	<b>6</b>
<b>Total</b>	<b>185</b>	<b>233</b>	<b>170</b>	<b>5</b>	<b>12</b>	<b>185</b>



<b>17. Who is responsible for providing or organising development activities for insurance supervisors in YOUR AUTHORITY on each of the following topics? (More than one response may be entered, where applicable.)</b>						
(1) Dedicated training and development function (2) Human resource function (3) Direct managers (4) Individual staff (5) Not applicable						
	(1)	(2)	(3)	(4)	(5)	Total
a. Operation of YOUR AUTHORITY	11	23	28	8	0	<b>70</b>
b. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers	12	15	34	12	0	<b>73</b>
c. Supervisory objectives and tools, for example, regulatory and supervisory frameworks	11	14	35	10	0	<b>70</b>
d. Prudential requirements	10	13	36	11	0	<b>70</b>
e. Prudential risk assessment	10	13	35	9	0	<b>67</b>
f. Market conduct requirements	8	12	32	7	3	<b>62</b>
g. Market conduct risk assessment	8	14	31	7	4	<b>64</b>
h. Off-site analysis, including financial analysis	11	13	35	9	0	<b>68</b>
i. On-site inspection	11	13	34	9	1	<b>68</b>
j. Market development, for example, enhancing access, building consumers' financial literacy	10	14	25	6	7	<b>62</b>
k. Computer skills	12	23	13	17	2	<b>67</b>
l. Communication skills, for example, writing, interviewing, presentation	13	26	16	14	1	<b>70</b>
m. Management skills, for example, planning, project management, supervising teams	13	24	21	10	0	<b>68</b>
n. Professional knowledge, for example, accounting, actuarial	14	16	27	13	1	<b>71</b>
o. Other	0	4	3	0	2	<b>9</b>
<b>Total</b>	<b>154</b>	<b>237</b>	<b>405</b>	<b>142</b>	<b>21</b>	

**18. In your opinion, how well do (or would) each of the following delivery channels work for YOUR AUTHORITY when used in development activities for insurance supervisors on the following topics?**

- (1) Works very well
- (2) Works well
- (3) Works somewhat
- (4) Does not work
- (5) Not being used, but would probably work well
- (6) Not being used, but would probably not work well

	(1)	(2)	(3)	(4)	(5)	(6)	Total
<b>A. Operation of YOUR AUTHORITY</b>							
a. In-house seminars led by staff	23	11	2	0	5	0	<b>41</b>
b. In-house seminars led by outside experts	11	10	2	1	4	10	<b>38</b>
c. Outside local seminars	4	8	7	2	4	12	<b>37</b>
d. Regional or international seminars	8	10	5	0	4	10	<b>37</b>
e. Interactive webinars	3	8	9	1	9	7	<b>37</b>
f. Individual e-learning	2	10	11	0	9	5	<b>37</b>
g. Individual study of written materials	4	15	13	1	2	2	<b>37</b>
h. On-the-job development	12	20	3	0	0	1	<b>36</b>
i. Technical assistance by outside experts	10	6	5	0	7	7	<b>35</b>
<b>B. Insurance business, for example, products, insurers, intermediaries, protection needs of different types of consumers</b>							
a. In-house seminars led by staff	14	15	3	0	4	0	<b>36</b>
b. In-house seminars led by outside experts	18	11	5	0	8	0	<b>42</b>
c. Outside local seminars	10	13	8	1	4	1	<b>37</b>
d. Regional or international seminars	16	12	5	0	4	1	<b>38</b>
e. Interactive webinars	6	10	8	1	8	4	<b>37</b>
f. Individual e-learning	6	13	10	0	6	1	<b>36</b>
g. Individual study of written materials	6	18	8	1	1	2	<b>36</b>
h. On-the-job development	14	17	5	0	0	1	<b>37</b>
i. Technical assistance by outside experts	10	8	7	0	9	2	<b>36</b>
<b>C. Supervisory objectives and tools, for example, regulatory and supervisory frameworks</b>							
a. In-house seminars led by staff	16	12	3	1	4	0	<b>36</b>
b. In-house seminars led by outside experts	18	8	5	1	4	4	<b>40</b>
c. Outside local seminars	5	12	9	0	5	6	<b>37</b>
d. Regional or international seminars	19	13	3	0	2	2	<b>39</b>
e. Interactive webinars	5	12	8	2	8	1	<b>36</b>
f. Individual e-learning	5	12	12	0	6	1	<b>36</b>
g. Individual study of written materials	7	14	10	1	2	2	<b>36</b>
h. On-the-job development	13	16	4	0	1	3	<b>37</b>
i. Technical assistance by outside experts	15	6	5	0	8	3	<b>37</b>

<b>D. Prudential requirements</b>							
a. In-house seminars led by staff	12	14	4	0	6	0	<b>36</b>
b. In-house seminars led by outside experts	19	10	4	0	6	2	<b>41</b>
c. Outside local seminars	4	14	7	1	6	5	<b>37</b>
d. Regional or international seminars	17	13	5	0	2	2	<b>39</b>
e. Interactive webinars	5	9	12	2	7	1	<b>36</b>
f. Individual e-learning	4	15	12	0	5	0	<b>36</b>
g. Individual study of written materials	5	16	11	1	2	1	<b>36</b>
h. On-the-job development	12	18	5	0	1	1	<b>37</b>
i. Technical assistance by outside experts	18	7	3	0	8	2	<b>38</b>
<b>E. Prudential risk assessment</b>							
a. In-house seminars led by staff	11	15	3	0	7	0	<b>36</b>
b. In-house seminars led by outside experts	19	10	4	0	7	1	<b>41</b>
c. Outside local seminars	4	14	7	1	7	4	<b>37</b>
d. Regional or international seminars	18	11	6	0	3	1	<b>39</b>
e. Interactive webinars	5	8	12	2	8	1	<b>36</b>
f. Individual e-learning	4	15	10	0	6	1	<b>36</b>
g. Individual study of written materials	5	17	8	1	3	2	<b>36</b>
h. On-the-job development	13	18	4	0	1	1	<b>37</b>
i. Technical assistance by outside experts	17	6	4	0	9	1	<b>37</b>
<b>F. Market conduct requirements</b>							
a. In-house seminars led by staff	10	11	4	1	8	1	<b>35</b>
b. In-house seminars led by outside experts	18	10	3	1	8	1	<b>41</b>
c. Outside local seminars	6	11	8	2	6	4	<b>37</b>
d. Regional or international seminars	17	11	4	1	4	1	<b>38</b>
e. Interactive webinars	6	5	9	2	11	3	<b>36</b>
f. Individual e-learning	3	12	10	1	7	2	<b>35</b>
g. Individual study of written materials	6	13	9	2	3	3	<b>36</b>
h. On-the-job development	10	16	3	1	3	3	<b>36</b>
i. Technical assistance by outside experts	12	4	3	1	12	1	<b>33</b>
<b>G. Market conduct risk assessment</b>							
a. In-house seminars led by staff	8	14	4	2	7	1	<b>36</b>
b. In-house seminars led by outside experts	17	10	4	1	8	1	<b>41</b>
c. Outside local seminars	6	13	6	2	6	4	<b>37</b>
d. Regional or international seminars	19	9	4	1	4	1	<b>38</b>
e. Interactive webinars	6	6	9	2	10	3	<b>36</b>
f. Individual e-learning	5	10	10	1	7	2	<b>35</b>
g. Individual study of written materials	5	15	8	2	3	3	<b>36</b>
h. On-the-job development	9	17	3	1	4	2	<b>36</b>
i. Technical assistance by outside experts	13	5	3	1	11	2	<b>35</b>
<b>H. Off-site analysis, including financial analysis</b>							

a. In-house seminars led by staff	14	14	5	0	4	0	<b>37</b>
b. In-house seminars led by outside experts	17	10	5	0	9	0	<b>41</b>
c. Outside local seminars	7	12	8	0	7	4	<b>38</b>
d. Regional or international seminars	15	13	5	0	5	1	<b>39</b>
e. Interactive webinars	4	9	11	1	8	3	<b>36</b>
f. Individual e-learning	6	13	10	0	6	1	<b>36</b>
g. Individual study of written materials	5	18	8	1	2	2	<b>36</b>
h. On-the-job development	13	18	2	0	2	2	<b>37</b>
i. Technical assistance by outside experts	17	7	4	0	10	0	<b>38</b>
<b>I. On-site inspection</b>							
a. In-house seminars led by staff	13	13	5	0	6	0	<b>37</b>
b. In-house seminars led by outside experts	14	10	5	1	7	4	<b>41</b>
c. Outside local seminars	5	11	6	3	6	7	<b>38</b>
d. Regional or international seminars	15	13	4	2	3	2	<b>39</b>
e. Interactive webinars	3	8	11	1	10	3	<b>36</b>
f. Individual e-learning	4	15	7	1	8	1	<b>36</b>
g. Individual study of written materials	5	18	7	1	3	2	<b>36</b>
h. On-the-job development	16	16	1	0	2	2	<b>37</b>
i. Technical assistance by outside experts	14	5	3	0	12	3	<b>37</b>
<b>J. Market development, for example, enhancing access, building consumers' financial literacy</b>							
a. In-house seminars led by staff	6	12	4	1	11	1	<b>35</b>
b. In-house seminars led by outside experts	13	11	3	1	9	1	<b>38</b>
c. Outside local seminars	7	13	8	0	6	2	<b>36</b>
d. Regional or international seminars	13	16	3	0	5	1	<b>38</b>
e. Interactive webinars	5	5	8	1	11	5	<b>35</b>
f. Individual e-learning	4	9	9	0	9	4	<b>35</b>
g. Individual study of written materials	2	14	9	2	5	3	<b>35</b>
h. On-the-job development	8	16	3	2	5	2	<b>36</b>
i. Technical assistance by outside experts	11	6	3	0	15	1	<b>36</b>
<b>K. Computer skills</b>							
a. In-house seminars led by staff	9	11	5	0	10	3	<b>38</b>
b. In-house seminars led by outside experts	16	8	3	0	9	2	<b>38</b>
c. Outside local seminars	6	13	7	1	9	2	<b>38</b>
d. Regional or international seminars	7	6	5	2	10	7	<b>37</b>
e. Interactive webinars	5	7	5	2	12	6	<b>37</b>
f. Individual e-learning	4	9	5	0	14	3	<b>35</b>
g. Individual study of written materials	1	12	8	4	7	4	<b>36</b>
h. On-the-job development	10	16	4	0	4	2	<b>36</b>
i. Technical assistance by outside experts	8	6	3	0	16	2	<b>35</b>
<b>L. Communication skills, for example, writing, interviewing, presentation</b>							
a. In-house seminars led by staff	5	11	10	1	10	1	<b>38</b>

b. In-house seminars led by outside experts	17	8	5	0	8	0	<b>38</b>
c. Outside local seminars	7	13	7	0	9	1	<b>37</b>
d. Regional or international seminars	9	8	1	1	13	5	<b>37</b>
e. Interactive webinars	3	6	6	2	14	6	<b>37</b>
f. Individual e-learning	4	6	8	1	14	3	<b>36</b>
g. Individual study of written materials	1	13	5	4	7	6	<b>36</b>
h. On-the-job development	5	20	8	0	3	1	<b>37</b>
i. Technical assistance by outside experts	10	6	1	0	15	3	<b>35</b>
<b>M. Management skills, for example, planning, project management, supervising teams</b>							
a. In-house seminars led by staff	6	13	9	1	9	0	<b>38</b>
b. In-house seminars led by outside experts	18	9	6	0	5	0	<b>38</b>
c. Outside local seminars	10	12	8	0	7	0	<b>37</b>
d. Regional or international seminars	11	10	2	0	9	5	<b>37</b>
e. Interactive webinars	5	7	6	2	12	5	<b>37</b>
f. Individual e-learning	4	7	11	1	10	3	<b>36</b>
g. Individual study of written materials	2	18	8	2	3	4	<b>37</b>
h. On-the-job development	6	23	6	0	1	1	<b>37</b>
i. Technical assistance by outside experts	10	9	2	0	13	1	<b>35</b>
<b>N. Professional knowledge, for example, accounting, actuarial</b>							
a. In-house seminars led by staff	9	15	5	0	7	1	<b>37</b>
b. In-house seminars led by outside experts	21	11	2	0	5	1	<b>40</b>
c. Outside local seminars	12	12	8	0	4	2	<b>38</b>
d. Regional or international seminars	15	11	3	1	5	2	<b>37</b>
e. Interactive webinars	5	7	10	2	10	2	<b>36</b>
f. Individual e-learning	6	10	9	1	8	2	<b>36</b>
g. Individual study of written materials	5	12	13	1	3	3	<b>37</b>
h. On-the-job development	8	16	6	1	4	1	<b>36</b>
i. Technical assistance by outside experts	14	7	4	0	11	0	<b>36</b>
<b>O. Other</b>							
a. In-house seminars led by staff	1	1	1	0	1	1	<b>5</b>
b. In-house seminars led by outside experts	2	0	1	0	1	1	<b>5</b>
c. Outside local seminars	1	1	1	0	1	1	<b>5</b>
d. Regional or international seminars	2	1	0	0	1	1	<b>5</b>
e. Interactive webinars	1	1	0	0	1	2	<b>5</b>
f. Individual e-learning	0	1	0	0	3	1	<b>5</b>
g. Individual study of written materials	0	2	1	0	1	1	<b>5</b>
h. On-the-job development	0	3	0	0	1	1	<b>5</b>
i. Technical assistance by outside experts	0	2	0	0	2	1	<b>5</b>

**19. In the last five years, to what extent do the current development activities for insurance supervisors in YOUR AUTHORITY make use of the following resources?**

- (1) Regularly used
- (2) Sometimes used
- (3) Seldom used
- (4) Never used

	(1)	(2)	(3)	(4)	Total
a. IAIS Annual Conference	22	9	8	4	<b>43</b>
b. IAIS Global Seminar	11	15	7	10	<b>43</b>
c. Regional Seminars sponsored by the IAIS	17	11	10	5	<b>43</b>
d. FIRST ONE Programme	20	7	4	13	<b>44</b>
e. FSI Connect	25	12	2	4	<b>43</b>
f. IAIS On-line Library	5	18	15	5	<b>43</b>
g. Core Curriculum modules	3	18	14	8	<b>43</b>
h. Insurance Core Principles	31	9	3	2	<b>45</b>
i. IAIS-A2ii consultation calls	8	10	13	12	<b>43</b>
j. A2ii consultation call notes	6	7	12	19	<b>44</b>
k. IAIS-A2ii-MIN Consultative Forums	1	8	10	24	<b>43</b>
l. A2ii country diagnostics	4	6	10	23	<b>43</b>
m. A2ii synthesis papers	1	8	12	21	<b>42</b>
<b>Total</b>	<b>154</b>	<b>138</b>	<b>120</b>	<b>150</b>	

**20. In your opinion, to what extent are the following factors barriers to making greater use of the following resources as part of the development activities for insurance supervisors in YOUR AUTHORITY?**

- (1) Significant barrier  
 (2) Moderate barrier  
 (3) Little or no barrier  
 (4) Not applicable, because it is currently being used as much as it could be

	(1)	(2)	(3)	(4)	Total
<b>A. IAIS Annual Conference</b>					
a. Lack of awareness	2	4	14	15	35
b. Not relevant to the situation in YOUR JURISDICTION	2	3	14	13	32
c. Not relevant to the needs of YOUR AUTHORITY	2	2	14	14	32
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	1	4	13	14	32
e. Content lacks sufficient scope	2	4	14	12	32
f. Content lacks sufficient depth	2	1	17	12	32
g. Content is out of date	2	0	17	13	32
h. Difficult to use	2	1	16	13	32
i. Cost (including incidental costs associated with attending development off-site)	21	7	2	9	39
j. Time required (opportunity cost)	8	8	10	8	34
<b>B. IAIS Global Seminar</b>					
a. Lack of awareness	7	3	12	14	36
b. Not relevant to the situation in YOUR JURISDICTION	2	2	16	10	30
c. Not relevant to the needs of YOUR AUTHORITY	2	1	16	11	30
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	1	4	13	12	30
e. Content lacks sufficient scope	2	4	14	10	30
f. Content lacks sufficient depth	2	2	16	10	30
g. Content is out of date	2	1	17	10	30
h. Difficult to use	2	0	16	12	30
i. Cost (including incidental costs associated with attending development off-site)	21	6	2	8	37
j. Time required (opportunity cost)	8	8	8	7	31
<b>C. Regional Seminars sponsored by the IAIS</b>					
a. Lack of awareness	3	3	17	13	36
b. Not relevant to the situation in YOUR JURISDICTION	4	3	14	11	32
c. Not relevant to the needs of YOUR AUTHORITY	4	1	16	11	32
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	2	4	15	11	32
e. Content lacks sufficient scope	2	4	16	10	32
f. Content lacks sufficient depth	2	3	18	9	32
g. Content is out of date	3	0	18	11	32
h. Difficult to use	1	3	18	10	32

i. Cost (including incidental costs associated with attending development off-site)	15	10	7	4	<b>36</b>
j. Time required (opportunity cost)	6	9	12	7	<b>34</b>
<b>D. FIRST ONE Programme</b>					
a. Lack of awareness	8	5	12	12	<b>37</b>
b. Not relevant to the situation in YOUR JURISDICTION	2	3	13	12	<b>30</b>
c. Not relevant to the needs of YOUR AUTHORITY	2	2	16	10	<b>30</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	1	5	13	11	<b>30</b>
e. Content lacks sufficient scope	2	5	14	9	<b>30</b>
f. Content lacks sufficient depth	2	2	17	9	<b>30</b>
g. Content is out of date	1	3	17	9	<b>30</b>
h. Difficult to use	1	2	17	10	<b>30</b>
i. Cost (including incidental costs associated with attending development off-site)	4	4	13	10	<b>31</b>
j. Time required (opportunity cost)	6	9	13	6	<b>34</b>
<b>E. FSI Connect</b>					
a. Lack of awareness	5	5	14	12	<b>36</b>
b. Not relevant to the situation in YOUR JURISDICTION	1	2	16	13	<b>32</b>
c. Not relevant to the needs of YOUR AUTHORITY	1	3	16	12	<b>32</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	1	3	16	12	<b>32</b>
e. Content lacks sufficient scope	1	3	18	10	<b>32</b>
f. Content lacks sufficient depth	1	2	19	10	<b>32</b>
g. Content is out of date	1	0	20	11	<b>32</b>
h. Difficult to use	1	4	18	9	<b>32</b>
i. Cost (including incidental costs associated with attending development off-site)	3	2	16	11	<b>32</b>
j. Time required (opportunity cost)	4	9	15	8	<b>36</b>
<b>F. IAIS On-line Library</b>					
a. Lack of awareness	11	8	12	5	<b>36</b>
b. Not relevant to the situation in YOUR JURISDICTION	3	4	16	7	<b>30</b>
c. Not relevant to the needs of YOUR AUTHORITY	2	3	19	6	<b>30</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	3	2	18	7	<b>30</b>
e. Content lacks sufficient scope	1	2	20	6	<b>29</b>
f. Content lacks sufficient depth	1	2	20	6	<b>29</b>
g. Content is out of date	1	2	20	6	<b>29</b>
h. Difficult to use	1	2	20	6	<b>29</b>
i. Cost (including incidental costs associated with attending development off-site)	2	2	17	8	<b>29</b>
j. Time required (opportunity cost)	4	6	16	6	<b>32</b>
<b>G. Core Curriculum modules</b>					
a. Lack of awareness	12	7	10	6	<b>35</b>
b. Not relevant to the situation in YOUR JURISDICTION	3	5	16	6	<b>30</b>
c. Not relevant to the needs of YOUR AUTHORITY	3	4	17	6	<b>30</b>



d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	3	5	15	7	<b>30</b>
e. Content lacks sufficient scope	3	3	19	5	<b>30</b>
f. Content lacks sufficient depth	3	3	19	5	<b>30</b>
g. Content is out of date	2	5	19	5	<b>31</b>
h. Difficult to use	2	4	19	5	<b>30</b>
i. Cost (including incidental costs associated with attending development off-site)	4	5	16	5	<b>30</b>
j. Time required (opportunity cost)	4	7	16	6	<b>33</b>
<b>H. Insurance Core Principles</b>					
a. Lack of awareness	2	1	11	21	<b>35</b>
b. Not relevant to the situation in YOUR JURISDICTION	2	1	12	19	<b>34</b>
c. Not relevant to the needs of YOUR AUTHORITY	2	0	11	19	<b>32</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	1	2	9	20	<b>32</b>
e. Content lacks sufficient scope	2	1	12	17	<b>32</b>
f. Content lacks sufficient depth	2	1	12	17	<b>32</b>
g. Content is out of date	1	2	12	17	<b>32</b>
h. Difficult to use	1	1	13	17	<b>32</b>
i. Cost (including incidental costs associated with attending development off-site)	2	1	10	19	<b>32</b>
j. Time required (opportunity cost)	3	3	11	18	<b>35</b>
<b>I. IAIS-A2ii consultation calls</b>					
a. Lack of awareness	10	4	14	8	<b>36</b>
b. Not relevant to the situation in YOUR JURISDICTION	7	6	15	6	<b>34</b>
c. Not relevant to the needs of YOUR AUTHORITY	8	4	16	5	<b>33</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	4	6	14	7	<b>31</b>
e. Content lacks sufficient scope	3	8	15	5	<b>31</b>
f. Content lacks sufficient depth	4	4	17	5	<b>30</b>
g. Content is out of date	2	5	18	5	<b>30</b>
h. Difficult to use	3	3	18	6	<b>30</b>
i. Cost (including incidental costs associated with attending development off-site)	3	2	21	5	<b>31</b>
j. Time required (opportunity cost)	3	6	19	5	<b>33</b>
<b>J. A2ii consultation call notes</b>					
a. Lack of awareness	13	6	8	8	<b>35</b>
b. Not relevant to the situation in YOUR JURISDICTION	7	6	14	6	<b>33</b>
c. Not relevant to the needs of YOUR AUTHORITY	8	4	15	5	<b>32</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	4	5	15	7	<b>31</b>
e. Content lacks sufficient scope	3	8	15	5	<b>31</b>
f. Content lacks sufficient depth	4	4	17	5	<b>30</b>
g. Content is out of date	2	5	18	5	<b>30</b>
h. Difficult to use	2	4	18	6	<b>30</b>

i. Cost (including incidental costs associated with attending development off-site)	3	2	21	5	<b>31</b>
j. Time required (opportunity cost)	3	4	20	5	<b>32</b>
<b>K. IAIS-A2ii-MIN Consultative Forums</b>					
a. Lack of awareness	16	9	8	3	<b>36</b>
b. Not relevant to the situation in YOUR JURISDICTION	8	4	15	4	<b>31</b>
c. Not relevant to the needs of YOUR AUTHORITY	9	2	16	3	<b>30</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	4	4	16	5	<b>29</b>
e. Content lacks sufficient scope	3	4	18	3	<b>28</b>
f. Content lacks sufficient depth	3	3	18	4	<b>28</b>
g. Content is out of date	3	4	18	3	<b>28</b>
h. Difficult to use	3	3	19	3	<b>28</b>
i. Cost (including incidental costs associated with attending development off-site)	6	4	17	3	<b>30</b>
j. Time required (opportunity cost)	3	6	18	2	<b>29</b>
<b>L. A2ii country diagnostics</b>					
a. Lack of awareness	14	8	7	8	<b>37</b>
b. Not relevant to the situation in YOUR JURISDICTION	7	5	12	7	<b>31</b>
c. Not relevant to the needs of YOUR AUTHORITY	8	4	13	6	<b>31</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	4	7	12	7	<b>30</b>
e. Content lacks sufficient scope	3	5	15	6	<b>29</b>
f. Content lacks sufficient depth	4	3	16	6	<b>29</b>
g. Content is out of date	3	4	16	6	<b>29</b>
h. Difficult to use	2	4	17	6	<b>29</b>
i. Cost (including incidental costs associated with attending development off-site)	3	2	19	5	<b>29</b>
j. Time required (opportunity cost)	3	4	18	4	<b>29</b>
<b>M. A2ii synthesis papers</b>					
a. Lack of awareness	14	9	8	6	<b>37</b>
b. Not relevant to the situation in YOUR JURISDICTION	7	4	14	6	<b>31</b>
c. Not relevant to the needs of YOUR AUTHORITY	8	3	15	5	<b>31</b>
d. Alternatives exist that are tailored to the needs of YOUR AUTHORITY	4	6	14	6	<b>30</b>
e. Content lacks sufficient scope	3	4	17	5	<b>29</b>
f. Content lacks sufficient depth	3	3	18	5	<b>29</b>
g. Content is out of date	2	3	19	5	<b>29</b>
h. Difficult to use	2	3	19	5	<b>29</b>
i. Cost (including incidental costs associated with attending development off-site)	3	2	20	4	<b>29</b>
j. Time required (opportunity cost)	3	4	19	4	<b>30</b>

**21. Most of the content of the IAIS On-line Library currently consists of presentation slides from events such as the IAIS Annual Conference, the IAIS Global Seminar, and Regional Seminars co-sponsored by IAIS. In your opinion, to what extent would the following types of content be useful to YOUR AUTHORITY as part of the IAIS On-line Library?**

- (1) Very useful  
 (2) Useful  
 (3) Somewhat useful  
 (4) Not useful

	(1)	(2)	(3)	(4)	Total
a. Presentation slides	20	16	5	1	42
b. Case studies	28	11	4	0	43
c. Lists of training and development institutes	22	10	8	2	42

**22. To what extent does YOUR AUTHORITY make use of the Insurance Core Principles, including the standards and guidance, for the following purposes?**

- (1) Regularly used where relevant  
 (2) Sometimes used where relevant  
 (3) Seldom used where relevant  
 (4) Never used

	(1)	(2)	(3)	(4)	Total
a. When formulating legislation	32	8	3	0	43
b. When formulating supervisory guidelines	33	7	2	1	43
c. When formulating supervisory practices	30	10	3	0	43
d. When dealing with specific policy issues	25	14	3	1	43
e. When dealing with specific supervisory concerns	27	12	4	1	44

**23. To what extent does YOUR AUTHORITY make use of IAIS and A2ii materials other than the Insurance Core Principles, for example, application papers, for the following purposes?**

- (1) Regularly used where relevant  
 (2) Sometimes used where relevant  
 (3) Seldom used where relevant  
 (4) Never used

	(1)	(2)	(3)	(4)	Total
a. When formulating legislation	7	22	10	4	43
b. When formulating supervisory guidelines	8	23	6	5	42
c. When formulating supervisory practices	7	24	7	5	43
d. When dealing with specific policy issues	9	21	7	6	43
e. When dealing with specific supervisory concerns	10	18	10	5	43

<b>24. During the next three years, to what extent do you expect the various aspects of supervision, as covered by the respective ICPs, to be priority areas for the development of insurance supervisors in YOUR AUTHORITY?</b>					
(1) High priority (2) Medium priority (3) Low priority (4) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision					
	(1)	(2)	(3)	(4)	Total
ICP 1 – Objectives, Powers and Responsibilities of the Supervisor	15	18	11	0	44
ICP 2 – Supervisor	18	18	8	0	44
ICP 3 – Information Exchange and Confidentiality Requirements	18	17	9	1	45
ICP 4 – Licensing	18	17	8	0	43
ICP 5 – Suitability of Persons	18	20	6	0	44
ICP 6 – Changes in Control and Portfolio Transfers	14	18	11	1	44
ICP 7 – Corporate Governance	33	10	2	0	45
ICP 8 – Risk Management and Internal Controls	36	6	2	0	44
ICP 9 – Supervisory Review and Reporting	24	18	2	0	44
ICP 10 – Preventive and Corrective Measures	19	19	7	0	45
ICP 11 – Enforcement	17	21	7	0	45
ICP 12 – Winding-up and Exit from the Market	18	16	10	0	44
ICP 13 – Reinsurance and Other Forms of Risk Transfer	24	19	1	0	44
ICP 14 – Valuation	24	18	2	0	44
ICP 15 – Investment	22	19	3	0	44
ICP 16 – Enterprise Risk Management for Solvency Purposes	34	7	3	0	44
ICP 17 – Capital Adequacy	33	10	1	0	44
ICP 18 – Intermediaries	18	21	2	3	44
ICP 19 – Conduct of Business	27	13	2	2	44
ICP 20 – Public Disclosure	13	27	4	0	44
ICP 21 – Countering Fraud in Insurance	16	18	11	0	45
ICP 22 – Anti-Money Laundering and Combating the Financing of Terrorism	24	16	4	1	45
ICP 23 – Group-wide Supervision	24	15	5	0	44
ICP 24 – Macroprudential Surveillance and Insurance Supervision	20	18	4	1	43
ICP 25 – Supervisory Cooperation and Coordination	15	22	7	0	44
ICP 26 – Cross-border Cooperation and Coordination on Crisis Management	15	23	5	1	44

**25. In your opinion, to what extent should the IAIS give priority to the clarification or development of additional guidance with respect to each of ICPs?**

- (1) High priority
- (2) Medium priority
- (3) Low priority
- (4) Not applicable, because YOUR AUTHORITY has no responsibility for this aspect of supervision

	(1)	(2)	(3)	(4)	Total
ICP 1 – Objectives, Powers and Responsibilities of the Supervisor	10	19	12	0	41
ICP 2 – Supervisor	12	18	11	0	41
ICP 3 – Information Exchange and Confidentiality Requirements	13	19	9	0	41
ICP 4 – Licensing	10	23	9	0	42
ICP 5 – Suitability of Persons	12	20	10	0	42
ICP 6 – Changes in Control and Portfolio Transfers	8	22	11	0	41
ICP 7 – Corporate Governance	24	16	3	0	43
ICP 8 – Risk Management and Internal Controls	26	12	4	0	42
ICP 9 – Supervisory Review and Reporting	17	20	5	0	42
ICP 10 – Preventive and Corrective Measures	14	23	6	0	43
ICP 11 – Enforcement	14	21	7	0	42
ICP 12 – Winding-up and Exit from the Market	13	21	8	0	42
ICP 13 – Reinsurance and Other Forms of Risk Transfer	22	17	3	0	42
ICP 14 – Valuation	21	15	6	0	42
ICP 15 – Investment	18	16	8	0	42
ICP 16 – Enterprise Risk Management for Solvency Purposes	26	11	5	0	42
ICP 17 – Capital Adequacy	26	11	5	0	42
ICP 18 – Intermediaries	13	20	6	3	42
ICP 19 – Conduct of Business	17	19	4	2	42
ICP 20 – Public Disclosure	8	27	7	0	42
ICP 21 – Countering Fraud in Insurance	12	19	12	0	43
ICP 22 – Anti-Money Laundering and Combating the Financing of Terrorism	13	23	6	1	43
ICP 23 – Group-wide Supervision	22	14	5	1	42
ICP 24 – Macroprudential Surveillance and Insurance Supervision	20	18	4	0	42
ICP 25 – Supervisory Cooperation and Coordination	14	22	6	0	42
ICP 26 – Cross-border Cooperation and Coordination on Crisis Management	17	18	6	1	42

**26. In addition to current IAIS and A2ii initiatives, to what extent would the following initiatives that might be considered by the IAIS and A2ii be useful to YOUR AUTHORITY in its development activities?**

- (1) Very useful  
 (2) Useful  
 (3) Somewhat useful  
 (4) Not useful

	(1)	(2)	(3)	(4)	Total
a. Develop lists of core competencies needed by individuals to perform various insurance supervision functions	18	18	6	2	44
b. Develop illustrative development plans for insurance supervisors	20	17	6	1	44
c. Co-sponsor more regional seminars	17	17	9	1	44
d. Develop an accreditation system for supervisors	13	15	11	4	43
e. Develop an accreditation system for trainers	12	17	11	4	44
f. Provide development to trainers	16	16	11	1	44
g. Develop a model supervisory manual	20	17	6	2	45
h. Develop model legislation	13	11	14	6	44
i. Develop model supervisory guidance	15	18	10	1	44
j. Develop an on-line platform for discussing topics of interest to insurance supervisors	14	21	9	1	45
k. Other	2	2	1	2	7

**27. In your opinion, to what extent would the following methods be effective in communicating to YOUR AUTHORITY information regarding the IAIS and A2ii development programmes and resources?**

- (1) Very effective  
 (2) Effective  
 (3) Somewhat effective  
 (4) Not effective

	(1)	(2)	(3)	(4)	Total
a. IAIS website	14	24	5	0	43
b. IAIS Newsletter	14	21	9	0	44
c. Targeted e-mails to the primary contact for IAIS matters in YOUR AUTHORITY	27	14	1	1	43
d. Targeted e-mails to the education contact in YOUR AUTHORITY	18	14	8	2	42
e. Announcements in the IAIS Regional Seminars	8	19	12	4	43
f. A2ii Newsletter	10	18	12	4	44
g. E-mails sent by your IAIS Regional Coordinator	14	20	8	2	44
h. Other	1	4	0	2	7

## Annex 2: Participating IAIS Members

IAIS Member	Nature of Jurisdiction			IAIS Region							
	FSB	Other OECD	Others	Asia and Oceania	CEET	Latin America	MENA	North America	Offshore and Caribbean Islands	Sub-Saharan Africa	Western Europe
Albania			x		x						
Australia - APRA	x			x							
Austria		x									x
Belize			x						x		
Botswana			x							x	
Brazil - SUSEP	x					x					
Burundi			x							x	
Cayman Islands			x						x		
Chile		x				x					
China	x			x							
Chinese Taipei			x	x							
Colombia			x			x					
Costa Rica			x			x					
Georgia			x		x						
Germany - BAFIN	x										x
Guatemala			x			x					
Guernsey			x						x		
Hungary		x			x						
India	x			x							
Jamaica			x						x		
Japan	x			x							
Jordan			x				x				
Lesotho			x							x	
Luxembourg		x									x
Mauritius (Republic of)			x							x	
Mexico	x							x			
Morocco			x				x				
New Zealand		x		x							
Pakistan			x	x							
Palestine			x				x				
Philippines			x	x							
Poland		x			x						
Russia	x				x						
Samoa			x						x		

IAIS Member	Nature of Jurisdiction			IAIS Region							
	FSB	Other OECD	Others	Asia and Oceania	CEET	Latin America	MENA	North America	Offshore and Caribbean Islands	Sub-Saharan Africa	Western Europe
Serbia (Republic of)			x		x						
Seychelles			x							x	
Singapore	x			x							
Slovenia		x			x						
South Africa	x									x	
Tunisia			x				x				
Turks and Caicos Islands			x						x		
United Arab Emirates - Dubai			x				x				
United Arab Emirates - IA			x				x				
USA, FRB	x							x			
Vanuatu			x						x		
<b>Total Participating Jurisdictions by Category</b>	<b>11</b>	<b>7</b>	<b>27</b>	<b>9</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>2</b>	<b>7</b>	<b>6</b>	<b>3</b>
<b>Total Participating Jurisdictions</b>	<b>45</b>										