

Submission of Applied Information Service Ltd.

Company name: Applied Information Service Ltd.
Title of the example: Motivation and bonus program for employees
Global Compact principle(s)/issue(s) addressed in the example: 8
1. A statement of continuing support for the Global Compact We don't live in separate worlds. Our activities in a qualitative and quantitative way influence society that will be like we build it. The Global Compact is a tool for entrepreneurs through its ten principles discuss and search for solutions of better business environment and social community. Publishing-house "Applied Information Service" (AIS) supports the United Nations Global Compact and through our sustainability reports communicates about the stated ten principles on human and labor rights, business and environmental responsibility. <p style="text-align: right;">Aiva Viksna Executive director Applied Information Service Ltd.</p>
2. What actions has your company taken to implement the Global Compact inside its business? Applied Information Service is a diversified publishing company that was created in 1993 to respond to the need in Latvia for a high-quality subscription edition legal documentation, publishing magazine for accountants <i>Bilance</i> and business books. This example addresses the company's efforts to establish program for employees that could help company to keep and make more loyal its employees in long-term perspective. Problem: because of the tough economical situation and high inflation in Latvia labor force is searching for higher salaries (hence not working for one company for longer time) or searching for "better life" in other countries but Latvian companies is in short of labor force. Company has established the motivation and bonus program that consists of range of activities to keep and make more loyal its employees. The main lines of activities: 1. Health - insurance policies - immunization (against grippe, against harvest-bug encifalit) - eyesight inspection once a year 2. Education - courses, seminars for professional growth - development of corporative library 3. Environment at the work - special places made at the work where employees can relax, have their meals - company ensures employees with free coffee, tea, water etc. - place where those who sit a lot can make physical jerks every day

<p>4. Support of employees families</p> <ul style="list-style-type: none"> - birth allowance (if a child is born in the family of the employee) - funeral allowance (if somebody has died in the family of the employee) <p>5. Special events for employees and their families</p> <ul style="list-style-type: none"> - sport events - Christmas/New year events - Possibility to attend theatre, concerts supported by the company - Competitions for employees' children <p>6. Recognition for good results at the work</p> <ul style="list-style-type: none"> - premiums - gifts
<p>2. What was the outcome/result of the actions described above?</p> <p>AIS activities shows its responsibility against employees and is proud that program shows positive results. There is low recension at the labor force – employees choose to stay and work for the company. More than 60% of all employees work 8 years and more for the AIS. In the long-term perspective it means for the company higher effectiveness, lower costs and more professional and experienced labor force in the industry.</p>
<p>Country(ies) where the internal company change took place: Latvia</p>
<p>4 search words (keywords) describing the Example: employment, loyalty, co-operation</p>
<p>Contact information of company representative: Name: Rita Baronina Email: rita@lid.lv</p>
<p>Direct URL links to social impact, environmental, and/or annual reports/documents related to this example:</p>