

Integrated Labor Market Digital Platform

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The Current Reality

Challenges of the Temporary Contract Employment Model

- Lack of governance of the overall processes
- Lack of information and data on the workers, on their skills and on their performance

JOB SEEKERS

- Have poor visibility and limited access to employment opportunities
- Need to acquire skills and knowledge in preparation for their placement
- Need to make informed decision and to uphold their rights

LABOR AUTHORITIES (COO)

- Need to integrate and analyze data from various institutions to enable an understanding of existing labor supply and demand
- Plan for the future
- Have a better visibility of labor performance at COD and there adherence to laws
- Ensure employees get fair treatment from employers

LABOR AGENCIES (COD)

- Face inefficiencies and low visibility due to lack of integration
- Face an increase in complexity due to a higher volume of collaboration

INTERMEDIATORS

Need to provide a greater supply of workers at reasonable costs

EMPLOYERS

Face immense pressure to hire, maintain the right talent and comply with regulations at a reasonable cost

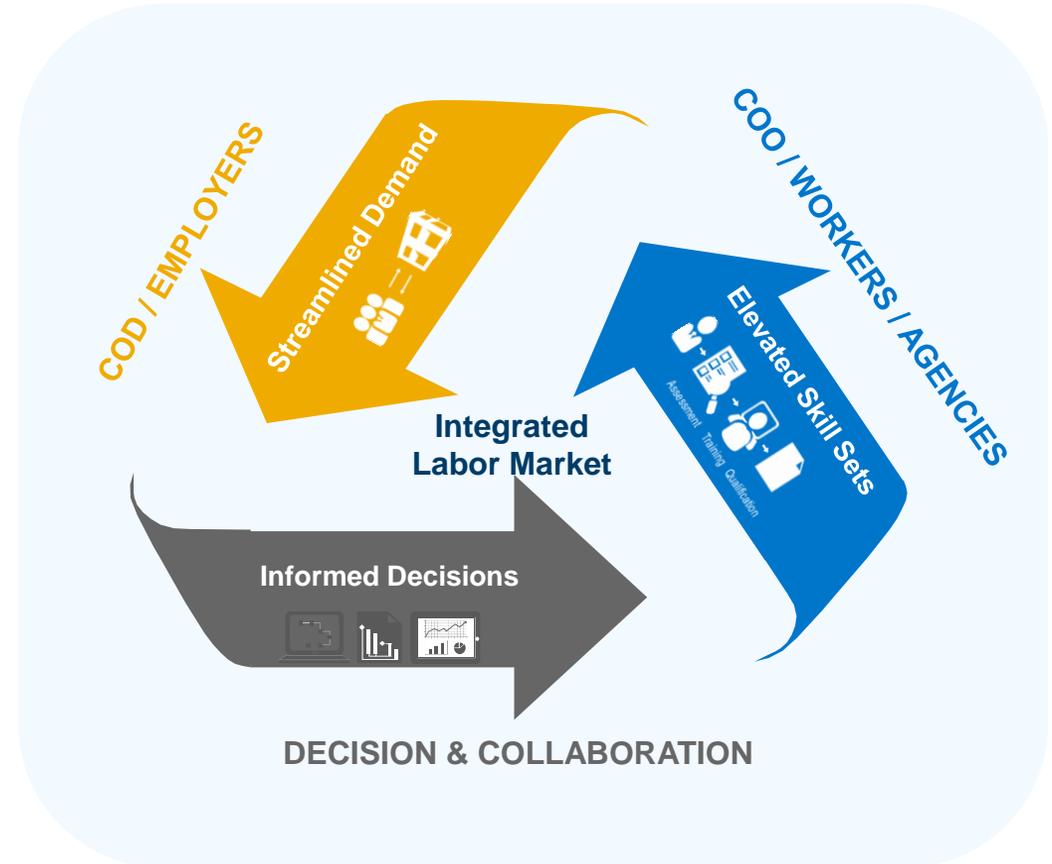


Regional Integrated Labor Market Digital Platform Solution Framework

The solution framework illustrates how the solution will link all the stakeholders of the sender and destination countries:

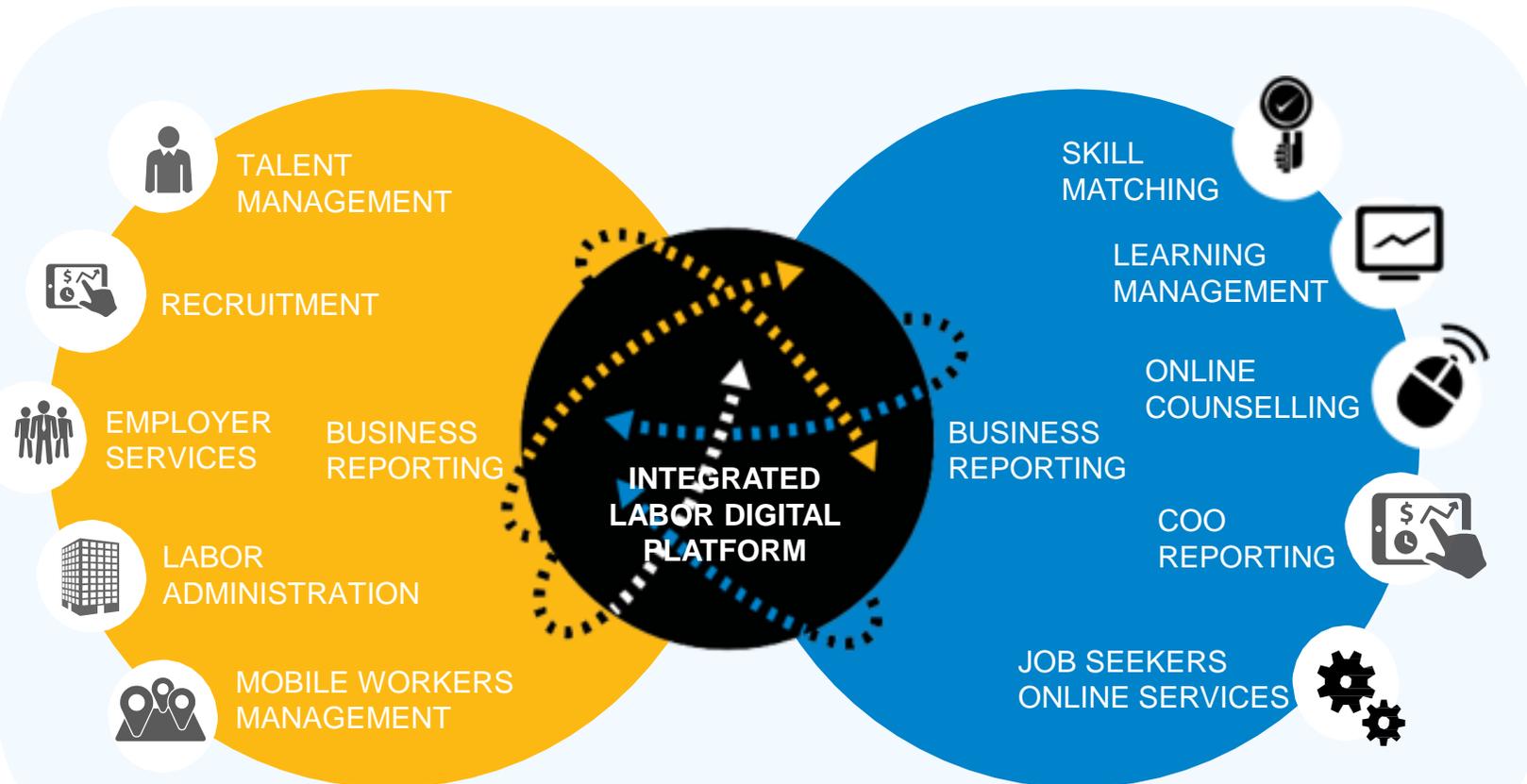
- ✓ The solution will establish a databank of **qualified workers** accessible to employers to facilitate **effective job-matching**, facilitate **labor mobility** thus **streamline demand**.
- ✓ It will **automate job placement** processes, including **contract management**, **labor rights protection**, **training**, **certifications** and allow for easier information analysis for decision makers.
- ✓ The integrated platform will **ensure adherence and compliance to the laws and regulations** of each country, as well as **data privacy and security** depending on clearly defined roles and responsibilities.
- ✓ Thus will drive **greater efficiency**, **control costs** and **achieve flexibility and transparency** between these countries.

THE SOLUTION FRAMEWORK



Regional Integrated Labor Market Digital Platform

Platform Components



- ✓ The platform links the worlds of sender (COO) and destination (COD) countries via technology solutions from SAP into a single Integrated and connected online platform to offer single source of truth
- ✓ SAP's proposed solution supports the full spectrum of labor market activities
- ✓ SAP uses state-of-the-art established solutions such as e-recruitment, enterprise learning management and citizen relationship manager, in combination with integrated social media solutions, to reach the target audience



SKILL MATCHING



LEARNING MANAGEMENT



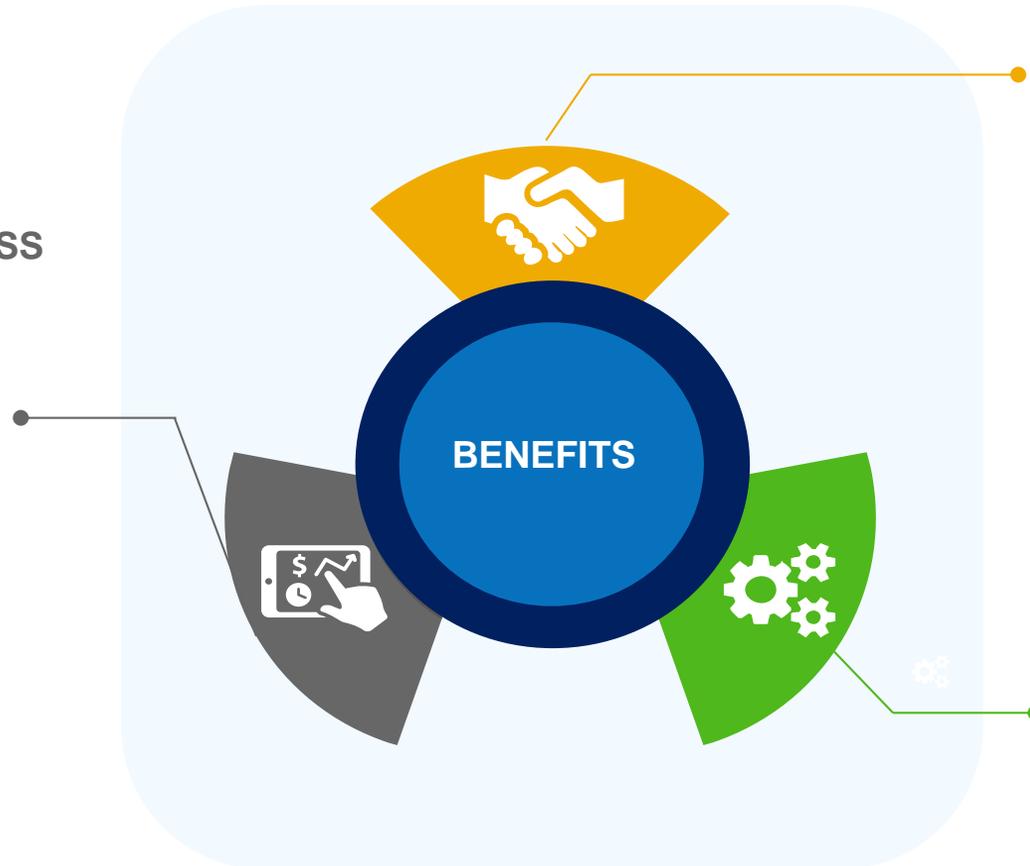
BUSINESS REPORTING

Regional Integrated Labor Market Digital Platform

Benefits

EFFICIENCY & EFFECTIVENESS

- ✓ Reduced recruitment cost
- ✓ One-Stop shop for COD, COO, workers and employers
- ✓ Protection (COD, COO) and contract management



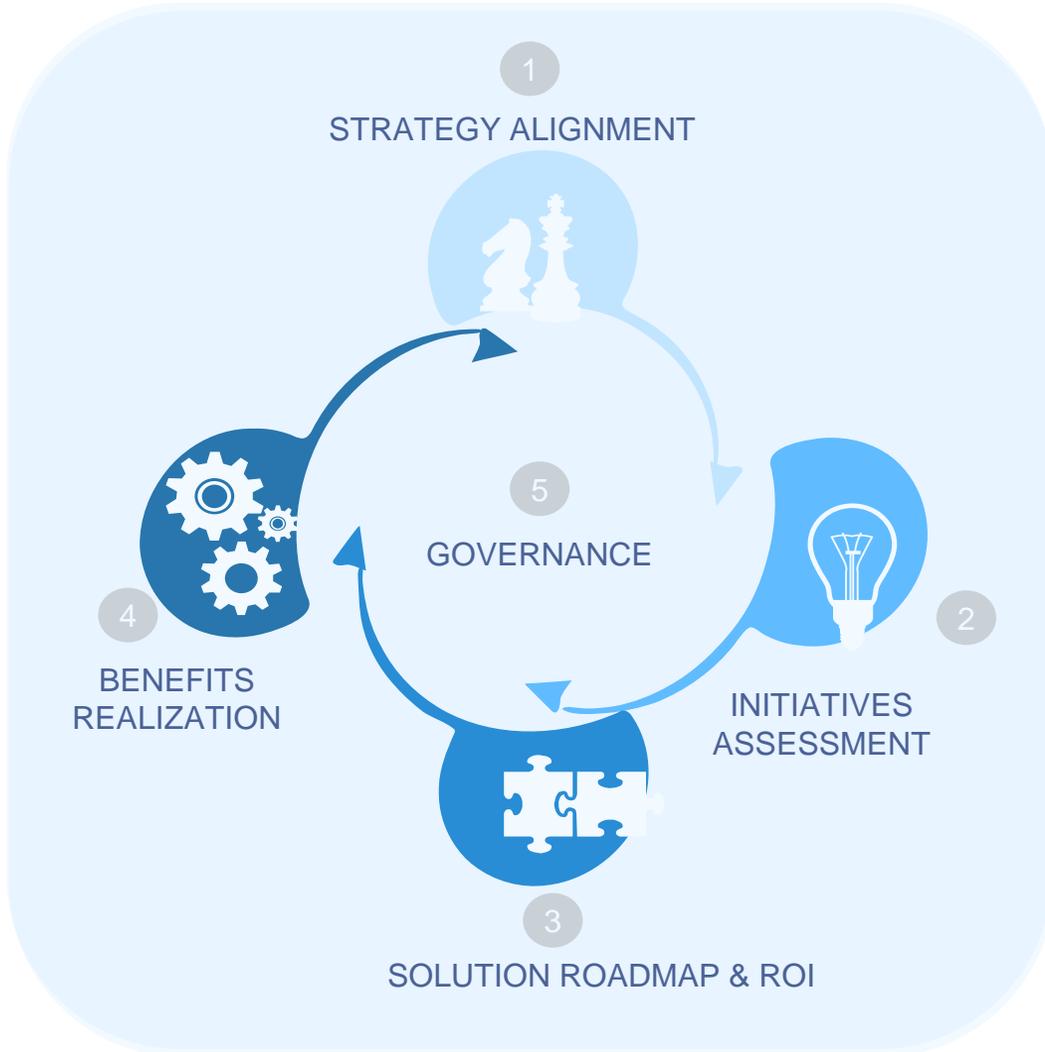
TRANSPARENCY & FAIRNESS

- ✓ Ensure fair ethical treatment through transparency
- ✓ Enable high performance workers and support mobility
- ✓ Trained employees alignment with the employer and market requirements

STREAMLINED PROCESS & ACCESSIBILITY

- ✓ End to end transparency
- ✓ Single version of the truth for all stakeholders
- ✓ Informed decision making through real-time data availability and predictive analysis

Approach for Enabling Success



1. **Strategy Alignment**: Understand COD and COO strategic direction and identify initiatives
2. **Initiatives Assessment**: Opportunities deep-dive based on strategic impact and prioritization based on value
3. **Solution Roadmap & ROI**: Document end state solution, business and benefits case, total cost of ownership and strategic roadmap
4. **Value Realization**: Deliver transformation on time, on budget, and on value
5. **Governance**: Maximize investments & accelerate value creation with governance based on executive engagement, value delivery and continuous innovation