



How A Manufacturing Giant Made Work Commute Safe For Its Female Employees



Client	Location	Workforce	Solution Deployed
India's Largest Solar & Renewable Energy Products Manufacturer	Tamil Nadu, India	2600 (80% Women)	Fixed Route Shuttle

The Challenge

A greenfield manufacturing plant in a remote location faced multiple, high-stakes operational and safety risks:

- Increased **safety risks**, as a majority of the workforce consisted of female employees working **late night logout shifts**
- Long highway routes with high exposure to **overspeeding, route deviations, and delayed interventions**
- **High reputational sensitivity** within local communities, where any safety incident could quickly erode trust and employer credibility
- The need to demonstrate employee safety at scale, with **auditable proof and controls**, not just policy assurances

The Solution

MoveInSync implemented a technology-led safety framework to monitor and control shuttle operations:

- **Live vehicle tracking** provided end-to-end vehicle visibility across all shuttle routes
- **Automated safety alerts** flagged overspeeding, vehicle stoppages, and geo-fence violations the moment they occurred
- Multi-channel **Safe Reach Confirmation** ensured employees, especially women on late shifts, confirmed safe arrival via multi-step verification - **app and IVR**
- Proactive **intervention workflows** enabled transport teams to respond immediately and resolve issues before they escalated into incidents

Impact at Scale



Daily commute support for **2,600 employees**, across multiple shifts and routes



35 shuttles deployed and managed with centralized visibility



Improved employee trust and confidence driven by transparent safety measures



Reduced operational and reputational risk

Designed to make complex real-world operations simple.

