



LABOR SOLUTIONS FOR EMERGING MARKETS

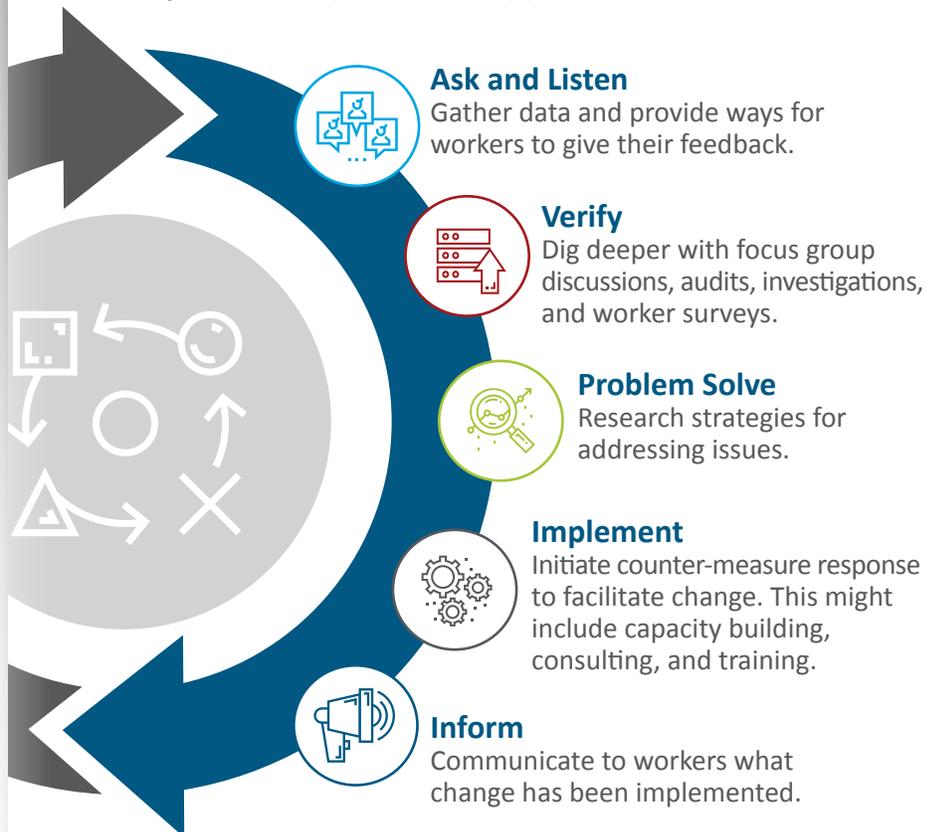
Helping Facilities Better Engage Their Worker Populations

Bespoke services from Workplace Options' Labor Solutions division make worker engagement a viable option for your facility:

- **We meet the individual needs and budgets** of each facility while providing **globally comparable data for brands**
- Our Account Managers **work with facilities every step of the way** to identify challenges and seek sustainable solutions
- While we believe in the full Worker Engagement Development Cycle, **all services are available individually**

How it worked for an apparel factory in China

A successful worker engagement program is an ongoing cycle involving the following phases:





Ask and Listen: Factory conducts a **Worker Engagement and Wellbeing Survey** and results show low engagement scores. Workers are very concerned about the health of their family members.

Verify: Factory conducts a **Focus Group Discussion** and discovers that workers are mostly **concerned about the health of their family members, because the nearest government clinic is too far away.**

Problem Solve: Factory researches and costs-out options for addressing distance of clinic.

Implement: Factory introduces access to an **on-site clinic** for workers' family members, and also implements extended clinic hours.

Inform: Factory holds several town halls and sends broadcast messages to let employees know about the new service.

Ask and Listen: Factory conducts Worker Engagement and Wellbeing Survey again, and year-2 results show increased worker engagement scores by 15%, and a 25% decrease in concerns about the health of family members. The factory also reported a reduction in absenteeism and turnover.

ABOUT US

Founded in 2013 as a division of Workplace Options, Labor Solutions' mission is leveraging technology to bring high-quality employee wellbeing services to employees in emerging markets. Products in the Labor Solutions suite, designed for employees in factory, farming, or mining industries include:

- **WOVO:** A mobile phone-based employee engagement tool
- **Labor Line:** A third-party helpline
- **Employee Surveys:** Remote (mobile) or in-person
- **Consulting and Focus Group Discussions**

Labor Solutions provides services to more than **1 million employees globally** in countries across North America, Europe, the Middle East, and Asia Pacific.

WORKPLACE OPTIONS

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