

## LABOR SOLUTIONS FOR EMERGING MARKETS

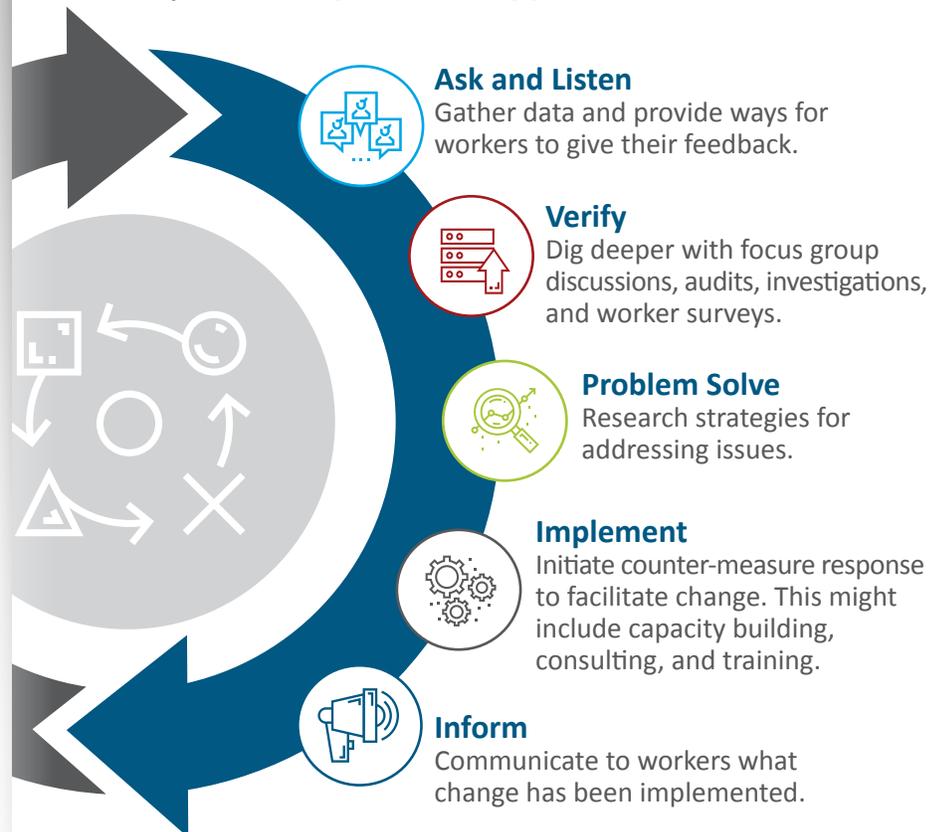
### Helping Facilities Better Engage Their Worker Populations

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 a shoe factory in Indonesia

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





**Ask and Listen:** Factory conducts a customized survey and results show **low over all engagement** scores, that 25% of workers **don't know there is a clinic onsite** and **leading cause of stress is finance**.

**Verify:** Factory looks at clinic and absenteeism data and sees that **people who don't use the clinic are more likely to be absent from work**.

**Problem Solve:** Factory determines that they haven't successfully communicated with workers that the onsite clinic is free. **They need a better way to communicate with workers at once**.

**Implement:** Factory implements **WOVO** as a communication system and reminds workers that the clinic is free.

**Inform:** Factory uses communication system to let workers know that based on feedback they will be making announcements and **taking questions, suggestions, and reports** through the new system

**Ask and Listen:** Factory conducts surveys regularly now and their **engagement score has increased by 30% over the last three years**. They use the data from WOVO's connect function to listen to workers, hear their concerns, and continue to make improvements

## 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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