

# WORKFORCE NUTRITION PROGRAMMES

## SHORT OVERVIEW

### What are workforce nutrition programmes?

**Workforce nutrition programmes** are a set of interventions that work through the existing structures of the workplace - whether a corporate office or tea plantation - to address fundamental aspects of nutrition amongst employees or supply chain workers. Ideally, these programmes aim to create improved access to - and demand for - safe and nutritious food, change employees' behaviours around food consumption, and improve their health and wellbeing.





Breastfeeding support programmes are included in this definition, as they enable working parents to provide adequate nutrition to their infants: this is an investment in the nutritional health of future workforces.

### Four pillars of Workforce Nutrition

The four pillars **healthy food at work, nutrition education, nutrition health checks and breastfeeding support** were identified as these are featured most in literature and are easy to implement alongside other health and wellness programme components. A short definition and practical examples are listed in table 1. More information on the evidence for each of the four pillars can be found in the [evidence briefs](#) on workforce nutrition.

### Integration of workforce nutrition in global benchmarks

Strong workforce policies on nutrition can help national companies meet Environmental, Social and Governance (ESG) reporting standards. Examples are the Global Nutrition Report, [World Benchmarking Alliance \(WBA\)](#) and [Access To Nutrition Initiative \(ATNI\)](#) aligned accountability mechanisms. These can support elevating the profile of the country's responsible private sector.

Four pillars of Workforce Nutrition	Short definition	Practical example
 <p>Healthy food at work</p>	<p><b>Healthy food at work</b> focuses on increasing access to healthy and safe foods at work by improving meals and snacks or by working with local vendors.</p>	<ul style="list-style-type: none"> <li>• Shift towards healthier meal options at the workplace canteen or shop.</li> <li>• Offer daily healthy snacks.</li> <li>• Increase access to nutritious foods with food rations or vouchers.</li> </ul>
 <p>Nutrition education</p>	<p><b>Nutrition education</b> aims to support behaviour change towards healthier eating habits and lifestyles through increased knowledge on good nutrition.</p>	<ul style="list-style-type: none"> <li>• Provide nutrition information, through social media or a quiz.</li> <li>• Motivate people, through campaigns, visuals, or statistics.</li> <li>• Make choosing healthy options rewarding through cooking challenges, or a loyalty programme.</li> </ul>
 <p>Nutrition checks</p>	<p><b>Nutrition health checks</b> provide periodic meetings with health professionals for assessments and guidance for better health.</p>	<ul style="list-style-type: none"> <li>• Make it affordable and easy to participate in health checks.</li> <li>• Consider adding nutrition indicators if health checks are already in place.</li> <li>• Include follow-up counselling.</li> </ul>
 <p>Breastfeeding support</p>	<p><b>Breastfeeding support</b> aims to create breastfeeding-friendly workplaces and policies that support parental and child health and wellbeing.</p>	<ul style="list-style-type: none"> <li>• Select and arrange private and hygienic lactation rooms as per recommendations.</li> <li>• Develop and review policies supportive of breastfeeding.</li> </ul>