

# OFFICIAL FEEDBACK FORM

<b>DIALOGUE TITLE</b>	Creating a Better Workplace, One Bite at a Time : Committed to healthier diets for all
<b>DIALOGUE DATE</b>	Wednesday, 18 December 2024 10:30 GMT +05:30
<b>CONVENED BY</b>	Ms. Aishwarya Choubey (Project Manager, GAIN, India); Bhuvaneshwari Balasubramanian (CD GAIN India); IMPAct4Nutrition; Workforce Nutrition Alliance Event announced on behalf of the Convenor by: Debjani Samantaray (KMM Manager, GAIN Global). Documentation and promotion Feedback published on behalf of Convenor by: Saman Zaman. Technical support and programmatic inputs
<b>EVENT LANGUAGE</b>	English
<b>HOST LOCATION</b>	New Delhi, India
<b>GEOGRAPHIC SCOPE</b>	National level
<b>AFFILIATIONS</b>	GAIN and partners` national/global nutrition dialogues in the run up to N4G Summit 2025
<b>DIALOGUE EVENT PAGE</b>	<a href="https://nutritiondialogues.org/dialogue/57302/">https://nutritiondialogues.org/dialogue/57302/</a>



The outcomes from Nutrition Dialogues will contribute to developing and identifying the most urgent and powerful ways to improve nutrition for all, with a focus on women and children and young people. Each Dialogue contributes in four distinct ways:

- Published as publicly available PDFs on the Nutrition Dialogues Portal
- Available as public data on the Nutrition Dialogues Portal "Explore Feedback" page
- Available publicly within a .xls file alongside all Feedback Form data for advanced analysis
- Synthesised into reports that cover which nutrition challenges are faced, what actions are urgently needed and how should these be taken forward - particular, in advance of the Nutrition for Growth Summit in Paris, March 2025.

# SECTION ONE: PARTICIPATION

## TOTAL NUMBER OF PARTICIPANTS

30

## PARTICIPATION BY AGE RANGE

0	0-11	0	12-18	2	19-29
19	30-49	9	50-74	0	75+

## PARTICIPATION BY GENDER

19	Female	11	Male	0	Other/Prefer not to say
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## NUMBER OF PARTICIPANTS FROM EACH STAKEHOLDER GROUP

0	Children, Youth Groups and Students	2	Civil Society Organisations (including consumer groups and environmental organisations)
0	Educators and Teachers	0	Faith Leaders/Faith Communities
0	Financial Institutions and Technical Partners	0	Food Producers (including farmers)
1	Healthcare Professionals	0	Indigenous Peoples
0	Information and Technology Providers	1	Large Business and Food Retailers
0	Marketing and Advertising Experts	0	National/Federal Government Officials and Representatives
0	News and Media (e.g. Journalists)	0	Parents and Caregivers
0	Science and Academia	26	Small/Medium Enterprises
0	Sub-National/Local Government Officials and Representatives	0	United Nations
0	Women's Groups	1	Other (please state)

## OTHER STAKEHOLDER GROUPS

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## ADDITIONAL DETAIL ON PARTICIPANT DIVERSITY

The roundtable dialogue ensured participation of Human Resource community from large, small and medium enterprises and senior representatives from civil society partners as well, reflecting the diversity of reach for the dialogue. The diversity also emerged with the thematic areas addressed during the discussion i.e. encompassing nutrition into responsible business practices, challenges faced by them and way forward for private sector to work along with government to fight against malnutrition.

# SECTION TWO: FRAMING AND DISCUSSION

## FRAMING

A Focused Group Discussion was conducted with Human Resource (HR) leaders and senior executives from small and medium enterprises, civil society organizations, and healthcare professionals to explore opportunities for integrating nutrition into employee well-being and responsible business practices. The session positioned Workforce Nutrition (WFN) as a critical agenda within the private sector, drawing on its prominence at the Tokyo Nutrition for Growth (N4G) Summit, where 35 private sector commitments to Workforce Nutrition (WFN) were announced. This demonstrates the growing recognition of WFN as a key driver of employee health, productivity, and organizational resilience, while underscoring its potential to create meaningful global impact. The dialogue further emphasized the role of businesses in contributing to global nutrition goals by embedding WFN into their policies and practices. Key discussion areas included:

- **Current Practices:** How organizations are incorporating nutrition into health and well-being initiatives, particularly through employee engagement programs.
- **Challenges:** Barriers to implementing nutrition-driven wellness initiatives, such as leadership buy-in, cultural preferences, and cost constraints.
- **Collaborative Opportunities:** Strategies to integrate nutrition into Corporate Social Responsibility frameworks, aligning it with corporate sustainability goals and enhancing employee well-being programs.

This dialogue also provided a strategic platform to assess challenges and identify actionable opportunities for WFN. By addressing barriers such as cost constraints, cultural diversity, and leadership engagement, it laid the groundwork for solutions that can be presented at the Paris N4G Summit. As a precursor to the Paris N4G Summit, the discussion fostered cross-sector collaboration, bringing together stakeholders from Human Resources, civil society, and healthcare. This collaborative space encouraged partnerships and alignment of WFN.

## NUTRITION SITUATION PRESENTATION

<https://nutritiondialogues.org/wp-content/uploads/2024/12/GAIN-WFN-workshop-min-1.pdf>

## DISCUSSION

The Focused group discussion with Human Resource (HR) leaders and senior executives were based under the following categories:

- **Current Practices:** How does your company approach employee well-being, and how is nutrition included in wellness programs?
- **Employee Engagement:** What successful health and nutrition initiatives have you implemented, and what lessons can other learn? What is your role in this?
- **Challenges:** What are the main barriers to promoting good nutrition/ in general employee wellbeing practices among employees in your workplace?
- **Creating reporting mechanism:** What metrics or indicators does your company currently use to measure employee well-being, and? What are your views regarding nutrition-related data reported under "Social" pillar of Environmental Social and Governance (ESG)?
- **Future Collaboration:** What steps can your company take to integrate nutrition into Corporate Social Responsibility (CSR) or employee wellbeing goals, and how can departments collaborate to implement.

# SECTION THREE: DIALOGUE OUTCOMES

## CHALLENGES

- **Unhealthy Food Accessibility:** One of the most prevalent barriers is the easy access to unhealthy snacks, particularly through vending machines stocked with junk food. While vending machines offer convenience, they often promote unhealthy eating habits by making high-calorie, low-nutrient options easily available.
- **Cultural and Dietary Beliefs:** India's diverse cultural preferences (e.g., use of ghee or coconut oil, food taboos) make it challenging to introduce standardized healthy food options across workplaces. For instance, certain foods that are considered "healthy" in one region or community may not be well-accepted in others, creating a need for localized or culturally sensitive approaches when designing nutrition programs.
- **Resistance to Change:** Employees often hold personal beliefs or misconceptions about nutrition, making it difficult to shift their mindset toward healthier habits. This resistance can manifest in the workplace as reluctance to embrace wellness initiatives or actively participate in nutrition-related activities.
- **Lack of Leadership Involvement:** A key challenge identified was the frequent disengagement of leadership teams from employee wellness and nutrition initiatives. Without visible commitment and support from senior management, wellness programs often struggle to gain traction. When leadership does not actively champion these efforts, it becomes difficult to secure the necessary resources, drive organizational buy-in, create a culture that values employee well-being.
- **Company-Specific Dynamics:** Participants noted that there are notable differences in how wellness programs are approached across different types of companies. For instance, promoter-led companies and multinational corporations (MNCs) often have differing priorities and approaches to employee wellness.
- **Cost Implications:** Introducing wellness programs, especially healthier food options, often comes with significant costs, posing budgetary challenges for HRs.

## URGENT ACTIONS

The following urgent actions are recommended to effectively integrate nutrition and wellness into employee well-being programs. These actions also include a call to governments and companies to make Workforce Nutrition (WFN) commitments at the Paris Nutrition for Growth (N4G) Summit, leveraging N4G as a platform to advance the Workforce Nutrition (WFN) agenda globally:

1. **Strategic Integration into HR Policies** - Align workforce nutrition with core HR strategies, ensuring it ties into broader business and wellness objectives. Actively engage leadership to promote wellness as a strategic investment.
2. **Awareness and Engagement Campaigns** - Awareness and engagement campaigns are crucial for companies as they educate employees about the importance of nutrition, foster healthier habits, drive participation in wellness programs, and align employee well-being with overall business goals.
3. **Pilot Wellness Programs** - Launch pilot programs such as food allowances or subsidized healthy meal options and gather employee feedback to evaluate the program's effectiveness. Use these insights to secure senior management buy-in for organization-wide implementation.
4. **Infrastructure Development** - Provide employees with the necessary resources and spaces that support their physical and mental health. Start small with essential wellness infrastructure, such as breastfeeding rooms, medical rooms, and hydration stations. Repurpose existing spaces creatively and expand gradually to meet employee needs.
5. **Data-Driven Reporting Mechanisms** - Implement metrics to measure the impact of wellness programs, such as, Employee Net Promoter Score (eNPS), Participation rates in wellness activities, Health check-up data and absenteeism trends.
7. **Policy and Certification**-Revise the organizational food policy to align with wellness goals, promoting balanced diets and limiting access to junk food.
8. **Cross-Department Collaboration**
9. **Call to action** - commitments at the Paris N4G summit

## AREAS OF DIVERGENCE

## OVERALL SUMMARY

This national-level roundtable dialogue aimed to integrate workforce nutrition (WFN) into employee well-being and responsible business practices. Participants included HR leaders, senior executives from small and medium enterprises (SMEs), civil society organizations, and healthcare professionals. The discussion built on commitments made at the Tokyo Nutrition for Growth (N4G) Summit and explored ways to position WFN as a key element of organizational wellness strategies. The dialogue aligned local and global priorities, emphasizing the role of businesses in achieving Sustainable Development Goals (SDGs). It acted as a catalyst to inspire further commitments at the upcoming N4G Summit in Paris, highlighting how WFN could drive productivity and improve employee well-being.

### Key Themes Discussed

**Current Practices:** Companies shared their approaches to employee well-being, emphasizing how nutrition fits into wellness programs.

**Challenges:** Barriers such as cost, leadership buy-in, cultural diversity, and resistance to change were highlighted. Access to unhealthy food in workplaces and budget constraints emerged as significant issues.

**Collaborative Opportunities:** Strategies to embed WFN into Corporate Social Responsibility (CSR) frameworks and Environmental Social Governance (ESG) policies were discussed, aligning employee well-being with broader corporate goals.

**Actionable Insights:** Participants proposed solutions like piloting wellness programs, improving infrastructure (e.g., breastfeeding rooms, hydration stations), and data-driven mechanisms to measure program success.

From my perspective, the workshop was both insightful and engaging. It successfully brought together diverse stakeholders, facilitating a rich exchange of ideas on workforce nutrition. The interactive methodology, including group discussions and creative presentations, made the event dynamic and participatory.

The dialogue highlighted real-world challenges in promoting nutrition at workplaces while identifying innovative solutions. It was inspiring to see participants envisioning actionable strategies to align global goals with local realities. The event fostered a sense of collaboration and urgency, with a focus on long-term impact.

Overall, the workshop left me with a positive impression of how multi-sectoral partnerships can drive meaningful change in workforce health and nutrition. It underscored the potential of collective efforts to advance both organizational goals and broader development objectives.

# SECTION FOUR: PRINCIPLES OF ENGAGEMENT & METHOD

## PRINCIPLES OF ENGAGEMENT

GAIN, in collaboration with HR Success Talk and Impacto, successfully organized this impactful roundtable discussion. Acting as the convener, GAIN brought together HR leaders and organizational decision-makers to delve into the critical role of WFN in enhancing employee well-being and driving productivity leveraging existing business structures such as corporate offices and supply chains. The event required meticulous planning and preparation, including the development of targeted discussion questions that aligned with both the participants' interests and the overarching conference agenda. Participants were informed well in advance to ensure active engagement and meaningful contributions during the session. The roundtable brought together representatives from a diverse range of sectors, including healthcare, private enterprises, and civil society organizations, fostering a rich exchange of ideas and strategies to integrate workforce nutrition into organizational wellness initiatives.

## METHOD AND SETTING

The meeting was conducted in a professional conference room setting, featuring a well-organized arrangement to encourage productive dialogue. Roundtable discussions were facilitated to promote open exchange of ideas, allowing participants to engage in meaningful and collaborative conversations in a structured yet interactive environment. To foster an engaging and collaborative environment, all participants were divided into groups of five and assigned a specific topic related employee nutrition.

## ADVICE FOR OTHER CONVENORS

The workshop, "Creating a Better Workplace, One Bite at a Time", highlighted several valuable insights: • Private sector organizations play a pivotal role in driving behavior change and embedding wellness programs for promoting employee wellbeing. • Facilitate discussions to frame and align N4G commitments, encouraging participants to connect these commitments to their specific areas of work. • Enable participants to envision their roles in implementing workforce nutrition

# FEEDBACK FORM: ADDITIONAL INFORMATION

## ACKNOWLEDGEMENTS

Global Alliance for Improved Nutrition (GAIN) - India, Ank Foundation and HR Success Talk.

## RELEVANT LINKS

- **Workshop LinkedIn post**  
<https://www.linkedin.com/in/jyoti-jyotsana-8156a0236/>

## ATTACHMENTS

- [https://nutritiondialogues.org/wp-content/uploads/2024/12/GAIN-HR-Professionals\\_WFN.pdf](https://nutritiondialogues.org/wp-content/uploads/2024/12/GAIN-HR-Professionals_WFN.pdf)
- <https://nutritiondialogues.org/wp-content/uploads/2024/12/GAIN-WFN-workshop-min.pdf>