



**WORKFORCE
NUTRITION
ALLIANCE**

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Workforce Nutrition

Implementation and progress

VISION AND MISSION

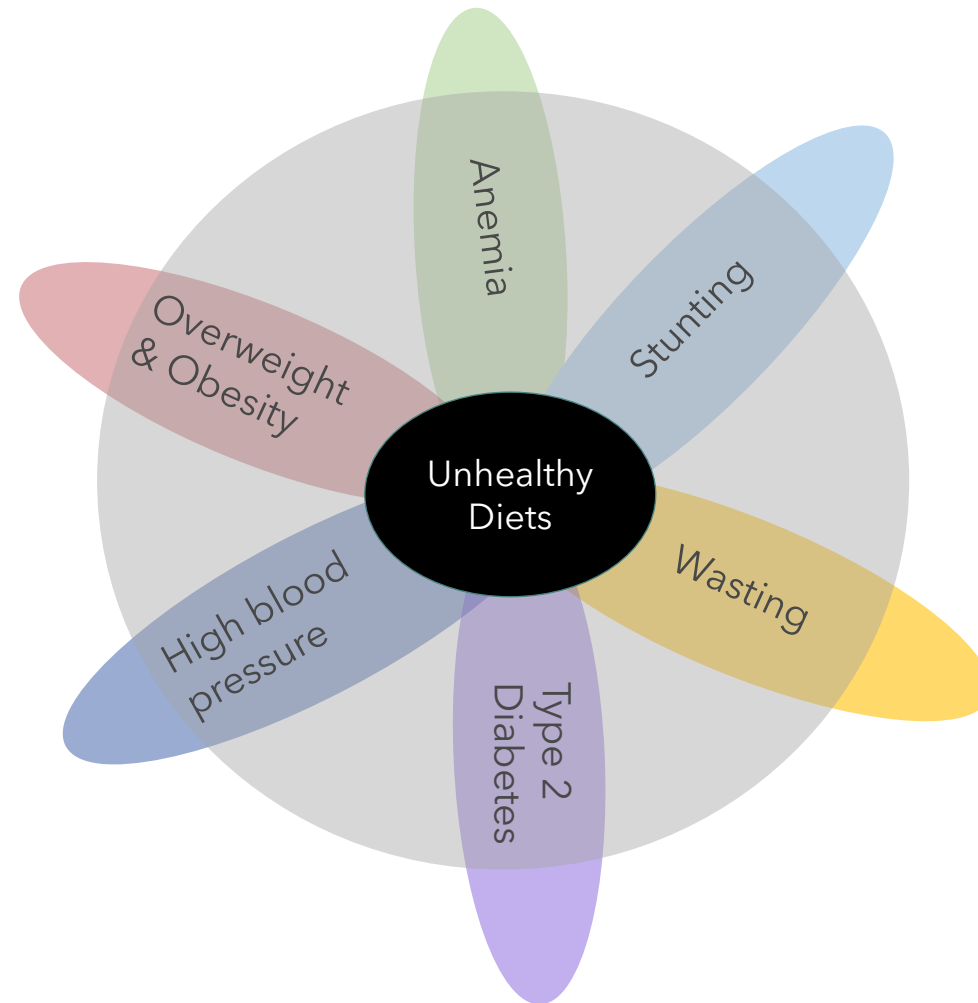
The Global Alliance for Improved Nutrition (GAIN) is a Swiss-based foundation and is driven by the vision of a world without malnutrition.

Our mission is **to advance nutrition outcomes** by improving consumption of nutritious and safe foods **for all people**.



One in three people worldwide are malnourished

Unhealthy diets is a common denominator in all forms of malnutrition



Consequences of Malnutrition

Malnutrition impacts **individuals, businesses and economies** significantly

Businesses

\$8-38 billion lost per year **due to underweight,**
\$4-27 billion lost per year **due to obesity**

Economies

\$ 46 billion GDP lost per year due to **child malnutrition**

Opportunity

58% of the global population will spend at least one third of their adult lives at work.

Four pillars of workforce nutrition



**Healthy food
at work**



**Nutrition
education**



**Nutrition focused
health checks**



**Breastfeeding
support**

Evidence on nutrition outcomes



Healthy food at work

- Reduced rates of **anaemia**
- Provision of **adequate energy and nutrients**
- **Weight management**
- **Increased fruit and vegetable** consumption
- **Reduced cholesterol** intake



Nutrition education

- **Improved knowledge** and behaviour on good nutrition practices
- **Increased purchase and consumption** of nutritious food



Nutrition focused health checks

- **Diabetes management**
- **Weight management**



Breastfeeding support

- **Increased breastfeeding duration**
- **Higher rates for exclusive breastfeeding**

Some business outcomes



Healthy food at work

- Increased **productivity**
- Reduced reported **rates of accidents**
- Reduced **absenteeism**
- **Worker morale**



Nutrition education

- Lower likelihood of **sick days**
- Boost in employee **morale**



Nutrition focused health checks

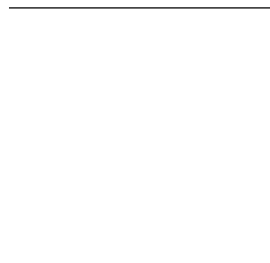


Breastfeeding support

- Employers realize a **cost-savings of 3 USD for every 1 USD** invested to support breastfeeding
- Improved **productivity** and reduced **absenteeism**



Collaboration for Nutrition of Workers



GAIN in collaboration with the Consumer Goods Forum (CGF) has formed the Workforce Nutrition Alliance to support employers to adopt and expand healthier workforce nutrition programmes and reach 3 million employees in their organizations and supply chains by 2025.

In India, the WFN alliance is working in partnership with Impact4Nutrition.

Key Objective



Sensitization on
workforce nutrition



**Handholding
support** for
design, planning
and
implementation

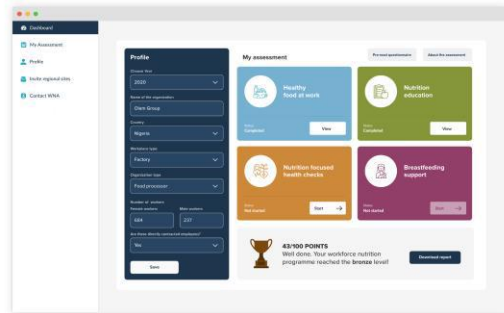


**Tools and
resources**



**Monitoring and
learning support**

Resources and Tools



Self-assessment scorecard



Guidebook series



Workforce nutrition masterclass

For more information visit
www.workforcenutrition.org

Responsible business practices



ATNI 2021 Global Index

Measures 25 of the largest global food and beverage manufacturers



Food and Agriculture Benchmark

Ranks 350 of the most influential global food and agriculture companies



Commitment making

CEO-led community of over 200 of leading sustainable businesses

Global frontrunners are investing in nutrition at the workplace



Nutritious food at work



Access to healthy food at work for 80% of employees by 2025



Asses four pillars of workforce nutrition and develop action plan



By 2030 all employees to have access to workforce nutrition



Nutrition education to 100,000 employees by 2025

Progress in India till now...

300+

Companies sensitized on
workforce nutrition

30+

Companies filled the workforce
nutrition scorecard

20+

Companies providing healthy
food at work

26+

Companies providing access
to nutrition education

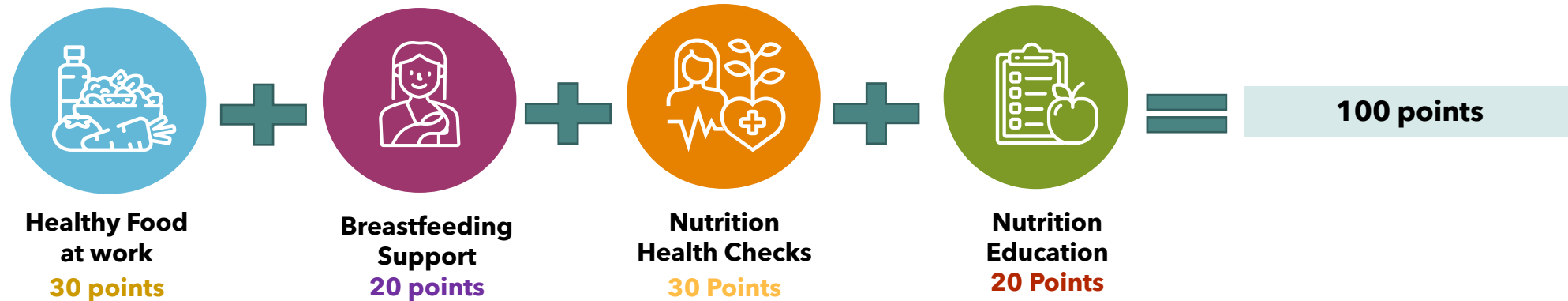


WORKFORCE NUTRITION

Where do we start?

Self-Assessment

- **Self-assess existing programme using WFN Scorecard**
- **Objective:** To assess the existing workforce nutrition programme and identify opportunities for enhancement. To enable assessment of system-wide performance across different workplace types such as factories, corporate offices, retail stores and warehouses, and across multiple.
- Organizations can self-assess their own performance in each of the four categories by using WFN Scorecard . Assessment is based on each of the four pillars weighted by the potential of their impact. The maximum score is 100 points



Questions for Scorecard

- Each pillar will have 10 questions based on three categories - Quality, Quantity, and Strategy
- Each question has 3-4 options which are weighted according to their potential. Maximum of 3 points per question can be obtained.
- Before proceeding to questions you will be asked whether the workforce nutrition thematic area is applicable in your context
- **Sample questions:**

HEALTHY FOOD AT WORK	BREASTFEEDING SUPPORT	NUTRITION HEALTH CHECKS	NUTRITION EDUCATION
<ul style="list-style-type: none">• Whether the food and drink items made available fall into green, red and yellow category• Best way food and drink items are being provided or served - Nutrition information, active promotion• Frequency at which snacks/food made available - all meetings, at least three days a week	<ul style="list-style-type: none">• Whether paid breaks allocated to workers as per local laws• Space(s) available to workers as part of the breastfeeding support programme	<ul style="list-style-type: none">• Whether nutrition related health checks and follow-up programme are available• The frequency at which health checks are made available to workers?	<ul style="list-style-type: none">• Whether educational material is developed by expert• Percentage of workforce to whom the programme is available

Snapshot of the online dashboard

Assessment Profile

Choose Worksite

Choose Worksite

Name of The Organization

Sanjay Motors

Country

INDIA

Choose Year

2024

Worksite Type

Office

How many worksites does this assessment cover

Number of Worksites

Organization Type

Civil society


Number of Workers

Female Workers: 150

Male Workers: 50

My Assessment


- Pre-read questionnaire
- About the assessment



Congratulations on reaching **Bronze** status on your WFN programme. As the next step, you can download the report to see tips for setting targets and improving your score

46 points out of 100


Download Report



Nutrition education

Status Completed

11 points out of 20



Nutrition related health checks

Status Skipped


0 points out of 20



Healthy food at work

Status Completed

18 points out of 30

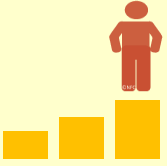
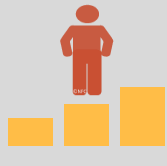
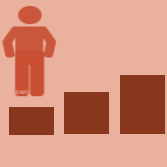



Breastfeeding support

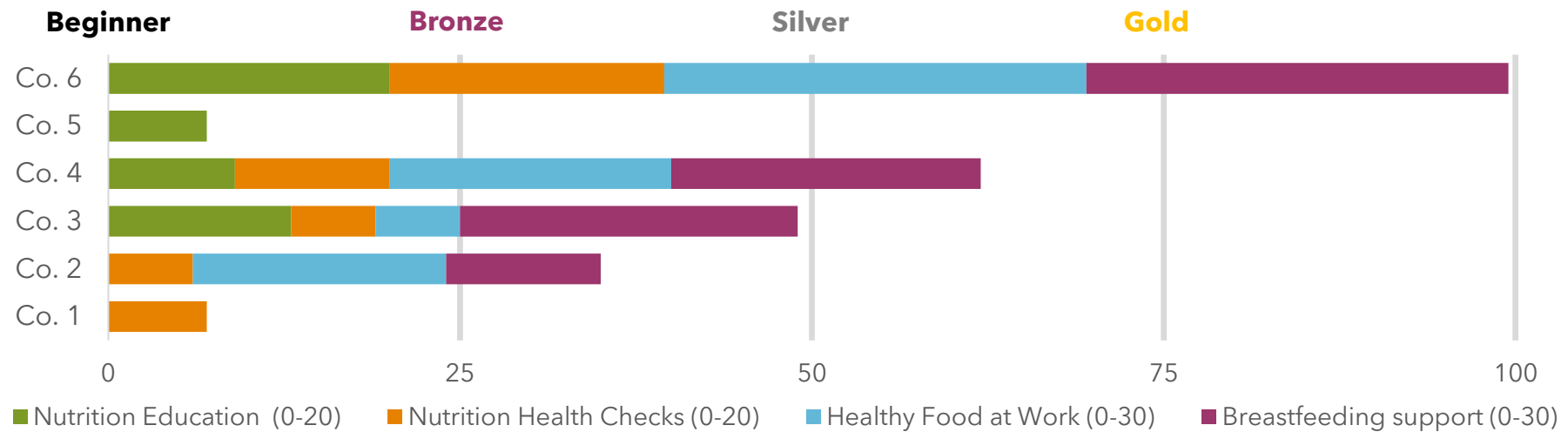
Status Completed

18 points out of 30

Scorecard Dashboard: 4 levels of Performance

Category	Description
<p>Gold (75>)</p> 	<p>Employer is a frontrunner and wants to focus on continuous improvement</p>
<p>Silver (51-75)</p> 	<p>Employer with a few interventions that wants to scale up their interventions</p>
<p>Bronze (26-50)</p> 	<p>Employer that has limited interventions/scale currently but is willing to provide workforce nutrition programmes to employees</p>
<p>Beginner (0-25)</p> 	<p>Employer is on its way but has no or limited interventions to take part in the workforce nutrition programmes</p>

Self-assessment scorecard results



- With few initiatives on healthy food at work and nutrition education Companies 2 and 3 can achieve silver level
- Companies 1 and 5 need to introduce more pillars to reach to bronze level
- Company 4 with only 10 more points can reach the Gold level

What Next?



Take Action for Nutrition of Your Workforce

Roles of Companies

- **Assess current performance** through the self-assessment tool
- Outline a Specific **SMART commitment** (Specific Measurable Achievable Relevant and Timebound)
- **Collaborate with GAIN-I4N in developing interventions**
- **Track and report progress** each year
- Engage in **continuous improvement**



Thank You

Nutrition For Growth Paris 2025

What is N4G?

The *Nutrition for Growth (N4G)* Summit is a global platform aimed at accelerating actions to end malnutrition in all its forms by 2030. It convenes governments, donors, civil society, and private sector stakeholders to mobilize political and financial commitments for nutrition.

N4G Commitments

- **SMART Commitments:** Specific, Measurable, Achievable, Relevant, and Time-bound actions aligned with global nutrition targets and Sustainable Development Goals (SDGs).
- **Focus Areas:**
 - Nutrition in health and social protection.
 - Transition to climate-smart, resilient food systems.
 - Gender equality and equity.
 - Innovations in nutrition, data, and financing.
- **Accountability:** Commitments are tracked and reported through the Nutrition Accountability Framework (NAF).
- **Long-term Vision:** Achieving the 2025 WHA Global Nutrition Targets and contributing to sustainable food systems transformation.

Why It Matters

N4G bridges the gap between commitments and action, ensuring global collaboration and accountability to address malnutrition sustainably.

N4G Commitment

Nutrition Dialogues

Mobilizing Action for Nutrition Now

Nutrition Dialogues are inclusive platforms that bring diverse stakeholders together to discuss and explore impactful solutions to improve global nutrition, with a focus on women and children in low-income settings.

Purpose of Nutrition Dialogues

- **Raise Voices:** Amplify the perspectives of those most at risk of malnutrition, ensuring their voices are heard by decision-makers.
- **Foster Collaboration:** Unite stakeholders across sectors to develop innovative and accountable actions for better nutrition outcomes.
- **Influence Global Action:** Contribute to global milestones like the 2025 UN Decade of Action on Nutrition and the Nutrition for Growth (N4G) Summit.

Key Features

- **Stakeholder Dialogues:** Facilitate discussions within specific groups (e.g., women, farmers) or multi-stakeholder settings to prioritize local interventions.
- **Children's Workshops:** Engage young people (12-18 years) to share their understanding and ideas for improving nourishment.

Enabling you to
Elevate Voices
on Nutrition

Nutrition
Dialogues
announced

292



Image credits: World Vision India, World Vision China, World Vision Lesotho, World Vision Cambodia

Group Questions

- **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 others learn? What is your role / HR 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 ESG?
- **Future Collaboration:** What steps can your company take to integrate nutrition into CSR or employee wellbeing goals, and how can departments collaborate to implement these initiatives?



Thank You