



## WORKFORCE NUTRITION

### Updates and Insights

Newsletter No 23 / April 4, 2024

Greetings!

Welcome to the latest issue of the "Workforce Nutrition - Updates and Insights" newsletter.

If you have any questions, or suggestions of topics you'd like to see in the next newsletter, please let us know at [info@workforcenutrition.org](mailto:info@workforcenutrition.org).

## The financial case for workforce nutrition

A collaborative project – linking workforce nutrition interventions and improved business outcomes

Malnutrition poses a significant global challenge, affecting both individuals and their families, as well as economies and businesses worldwide.

There is already robust evidence that workforce nutrition programmes improve employees' nutrition health. However, we need to build further evidence to demonstrate the financial benefits of investing in these programmes. olam food ingredients (**ofi**), the Insititute of Development Studies (IDS) and the Global Alliance for Improved Nutrition (GAIN) have come together to do exactly that by examining the impact of workforce nutrition interventions on business performance.

Ayako Ebata, the lead researcher from IDS, said, "*The evidence we generate may help to encourage more for-profit companies to invest in their employees' wellbeing and achieve a win-win for their business and workers simultaneously.*"



*Photo credit: Image by rawpixel via Shutterstock*

To read more about the initiative, click on the button below.

[Click here to learn more](#)

## Workforce nutrition in tea supply chains

Reaching 147,780 people and their households in Malawi

Tea workers and farmers, predominantly women, often face high rates of malnutrition because their diets lack essential nutrients. In Malawi's tea-producing regions, 36 per cent of women are anaemic, and 15 per cent of women are overweight.

Healthy Diets for Tea Communities is a public-private collaboration between the Global Alliance for Improved Nutrition (GAIN), the Ethical Tea Partnership, tea's global membership organisation, and eight leading tea companies, including Unilever and JDE Peet's. It aims to address the issue of malnutrition.

In Malawi, the programme has reached 147,780 workers and farmers, as well as their households. Some of the results included:

- The percentage of female smallholder farmers benefitting from a diverse diet increased from 36% to 71% over the course of the programme
- Smallholder farmers increased their consumption of micronutrient-rich orange and green leafy vegetables by 11%



Photo credit: ETP

You can find out more about the outcomes of the Healthy Diets for Tea Communities programme in Malawi in the report below.

[Click here to learn more](#)

## Sowing seeds of health

### A look at olam food ingredients' Egypt's Workforce Nutrition journey

Back in 2019, olam food ingredients (**ofi**) Egypt started its workforce nutrition programme, which centered around breastfeeding support, healthy food at work, nutrition education and nutrition-focused health checks. **ofi**'s journey began by establishing a nursery at an onion peeling station in Upper Egypt, providing support for working moms and families.

Fast forward to 2022 and they had successfully expanded the workforce nutrition programme across two additional work sites, positively impacting around 480 employees.

Tamer Aly, Head of Human Resources at **ofi** Egypt shared insights into the employees' perspectives regarding the implementation of healthy food initiatives at work: *“The acceptance was really good. They were happy with the initiative because it made healthy options accessible, especially in industrial zones far from supermarkets.”*

**“We made fruits and vegetables available as complimentary snacks. Workers were happy with the initiative, because it made healthy options accessible, especially in industrial zones far from supermarkets.”**



**TAMER ALY**  
Head of HR  
ofi Egypt

Workforce Nutrition Case Study: ofi Egypt  
January 2024



Click on the link below to read more about **ofi** Egypt's workforce nutrition journey.

**Click here to learn  
more**

## **Nine ways to help your employees make healthier choices:**

### **Insights from the Workforce Nutrition Alliance's Masterclass**

As an employer aiming to promote healthier food choices among employees, it's essential to approach workforce nutrition with a thoughtful and empathetic strategy. In a recent article, we shared a few ideas to help promote behavioural change among employees.

There is no one-size-fits-all. Deciding which measures to adopt requires matching an organisation's resources and employees' needs.

Potential actions include:

- Making healthy options easy to access in workplace cafeterias or vending machines
- Promoting mindful eating, emphasising the importance of paying attention to hunger and fullness cues
- Conducting educational workshops about food options led by nutrition experts
- Organising friendly team challenges to promote healthy eating





Photo credits: Frederick Dharshie / GAIN Kenya 2022

Curious to be inspired by more ideas? Click on the button below.

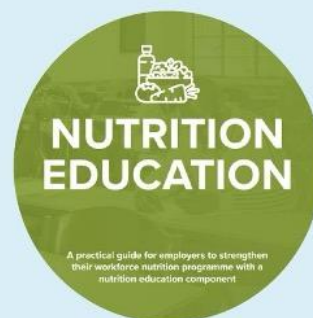
[Click here to learn more](#)

**“A better understanding of good nutrition opens doors for organisational and behavioural change.”**

Download the Workforce Nutrition Guidebooks for free:  
<https://workforcenutrition.org/guidebook-series/>



**gain**  
Global Alliance for Improved Nutrition



### About us

The Workforce Nutrition Alliance was launched by The Consumer Goods Forum (CGF) and the Global Alliance for Improved Nutrition (GAIN) in October 2019. The Workforce Nutrition Alliance's aim is to support employers to adopt and expand healthier workforce nutrition programmes to reach three million employees in organisations and supply chains by 2025 and over ten million by 2030.

