ADVANCING EQUITABLE ACCESS TO NUTRITION FOR ALL FOOD SYSTEMS WORKERS
Evidence for Workforce Nutrition

*N4G Side Event: Advancing equitable access to nutrition for all food systems workers*

Christina Nyhus Dhillon PhD MPH
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BETTER NUTRITION. FOR WORKERS AND FARMERS.
Nourished workers is a win win for both employees and employers

- 1 in 3 people globally suffer from malnutrition
- Consequences of poor diets affect health and in turn productivity (absenteeism, accidents, mistakes, etc.)
- 58% of the world population will spend one third of their time at work for the duration of their adult life

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**Effects of poor diets**

- **Poor quality diets** (long term)
  - Insufficient intake of essential nutrients over time, or imbalances in energy needs/intake result in micronutrient deficiencies and/or overweight/obesity and associated non-communicable disease, poor immune response, reduced cognitive function, a.o.

- **Insufficient food quantity** (short term)
  - Hunger or inadequate energy intake affects health and reduces physical abilities

**Symptoms**

- **Overall reduced work capacity of individuals**
  - Cognitive and physical impairments prevent individuals reaching full human capital.

**Work impact**

- **Household level**
  - Decreased capacity for household work including food preparation, childcare, and leisure

- **Workplace/Farm level**
  - Decreased economic productivity and earnings; increased absenteeism and presenteeism

- **Business level**
  - Loss of revenue due to absenteeism, turnover, low-productivity.

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Figure 1: The Effects of Poor Diets on Work Output. Model adapted by GAIN from Collins and Roberts, 1988, and additional links from subsequent research from Victora et al., 2008, Gibson, 2013, Hoddinott et al. 2013 and Drake and Walker, 2004, and Haas and Brownlie, 2001.
Four types of effective workforce nutrition interventions emerged from a review of the evidence:

- **Bangladesh garment factories** showed significant reductions in anemia among female garment workers with fortified rice and other meal improvements in midday meals.

- Moderate improvements in dietary diversity scores among tea workers in India and Kenya.

- Systematic review showed positive evidence for improved management of diabetes when coupled with follow-up counseling.

- In the US, workplace breastfeeding programs have shown a 3:1 ROI for employers.

Sources: Hossein et al 2019; GAIN 2020; Brown 2018; Mills 2009
The ‘Business Case’ for Workforce Nutrition

Figure 4: Motivations for companies to invest in nutrition programmes in their value chains, based on in-depth interviews.
Resources: The Workforce Nutrition Alliance (WNA) helps the employers set up effective WFN programs

Executive Summary

Workplace nutrition programmes have significant benefits for employees, employers and the society

Reduced absenteeism + Enhanced productivity + Lower rates of accidents + Greater job satisfaction

The WFN scorecard makes it easy to assess where you stand and where you want to go

Healthy food at work & Nutrition education & Nutrition-focused health checks & Breastfeeding support

We help you to set up or improve your workforce nutrition program in 6 easy steps


Your journey to become a workforce nutrition champion is about to start with the WFN

Starter  Enthusiast  Champion
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FOR WORKERS.
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