



Workforce nutrition programs: improving employee health and business outcomes



Malnutrition: how does it affect employers and workers?

Malnutrition is one of the greatest nutritional challenges for today's workforce.¹ Most workers eat at least one catered meal during their working day, which in many low- and middle-income countries, consists largely of staple foods such as rice, wheat and maize. These foods lack essential vitamins and minerals, and in some labor-intensive sectors, micronutrient requirements are so high that they are difficult to obtain through the diet alone. Failure to achieve the recommended daily levels

of micronutrients can have a major impact on health and lead to impaired performance, reduced productivity and absenteeism from work.

Fortifying workers' meals with essential nutrients presents a proven, safe and cost-effective solution. It can improve the overall health and wellbeing of workers, contributing to better physical and mental performance and resilience to infections and stress.

Counting losses in a malnourished workforce

Businesses in low- and middle-income countries have been reported to collectively lose between \$130 bn and \$850 bn a year due to malnutrition-related productivity reductions.² However, this figure only considers the direct impact of malnutrition on productivity in the adult workforce, and not the effect of other factors such as paid sick leave. A recent report by the Global Alliance for Improved Nutrition (GAIN) demonstrated that 'workforce nutrition' is a win-win for employers looking to improve both employee health and business outcomes.³ Ensuring optimal nutrition and quality of life for today's workforce creates a better return on investment of up to US\$ 6 per US\$ 1 invested in workforce nutrition for employers.⁴

In times of crisis, such as the current global pandemic, it is more vital than ever before that the nutritional requirements of the workforce are met. As micronutrients play an important role in supporting the immune system, adequate nutrition is vital for key workers to build resilience to infections and perform well at work.

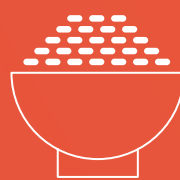


We see a world without malnutrition, but it takes more than products. It takes a partner. Through public and private sector collaboration, DSM creates affordable, aspirational and accessible nutritional solutions that can help keep the world's growing population healthy.

Fortified foods: a solution for a brighter tomorrow

Together, the public and private sectors can implement nutrition programs to improve the nutrition and health status of today's workers. Micronutrient-rich fortified foods centrally distributed throughout the workplace provide the opportunity for employers to reach many workers, helping to ensure optimal health and improve quality of life, thereby boosting productivity and business profitability.

DSM is proud to work with organizations worldwide, providing future-proof, sustainable nutritional solutions for food fortification and education to help end malnutrition in the workforce. For instance, DSM joined forces with Singaporean social enterprise 45Rice to add vitamins and minerals to the daily rice meals of migrant construction workers, ensuring they receive both calories and essential nutrients. DSM also provides fortified rice to its factory workers, and has previously supplied this product through partners to garment factory employees in India, Malaysia and Singapore.



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FOODS**



**DISTRIBUTION
AMONGST EMPLOYEES**



**IMPROVING HEALTH
& WELLBEING**

Find out how staple food fortification can improve workforce nutrition and increase employee productivity: www.nutritionimprovement.com

1) Jonathan Sugimoto et. al, 'The global hidden hunger indices and maps: an advocacy tool for action', *PLoS ONE*, 2013.

2) 'The Business Case for Investment in Nutrition', *Chatham House*, 2020.

3) 'Providing Healthier Meals for a Thriving Workforce: A practical guide for businesses', *Nutrition Connect*, <https://nutritionconnect.org/nutrition-at-work> (Accessed 2021).

4) Christina Nyhus Dhillon et. al, 'The evidence for workforce nutrition programmes', *Global Alliance for Improved Nutrition*, 2019 <https://www.gainhealth.org/sites/default/files/publications/documents/evidence-for-workforce-nutrition-programmes-overview-2019.pdf>



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