



WORKFORCE NUTRITION Updates & Insights

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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.

Better Guidance, Better Workplaces: Workforce Nutrition Formal Guidebooks Updated

Workforce Nutrition Alliance has released the 2nd edition of guidebooks for formal workplace settings

The Workforce Nutrition Alliance's newly released second editions of its four formal-setting guidebooks introduce a unified set of major enhancements. These include detailed Needs Assessment chapters to help employers design programmes grounded in actual workforce conditions, a stronger focus on preventing diet-related non-communicable diseases across all pillars, and expanded monitoring and evaluation frameworks. The updated series also features richer case studies and improved technical guidance. Together, these advances provide employers with more practical, evidence-based tools to create healthier and more supportive workplace environments.



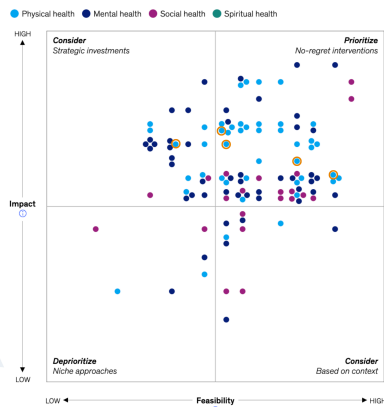
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McKinsey Health Institute: Nutrition Is a No-Regret Business Decision

New McKinsey Health Institute evidence puts workforce nutrition firmly in the “high impact, high feasibility” category

McKinsey Health Institute reviewed 115 workplace health interventions and found that four out of five workforce nutrition interventions qualify as “no-regret,” delivering strong impact with relatively low friction. Digital nutrition and wellness programs, combined exercise and nutrition initiatives, and targeted education consistently score high on both feasibility and results. While more intensive workplace nutrition programs require deeper investment, they deliver powerful outcomes when introduced strategically. With up to USD 11.7 trillion in annual economic value at stake globally, the message is practical: start where it’s easiest, prove value, then scale with intent.

Nutrition-Focused Workplace Interventions: Impact vs Feasibility



Intervention	Impact*	Feasibility**
Workplace physical activity and nutrition program	4.9	3.7
Nutrition education for male workers	4.6	3.7
Workplace nutrition program	4.6	2.7
Online exercise and nutrition workplace wellness program	4.3	5.0
Online nutrition and wellness program	4.0	5.7
Scale	(1.0 - 6.0)	

115 evidence-based workplace interventions reviewed

*Impact illustrates both the strength and consistency of reported outcomes and the robustness of the study design.

**Feasibility illustrates practical considerations such as resource requirements, ease of execution, and scalability.

(McKinsey, 2026)



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In Case You Missed It: Workforce Nutrition Guidebooks for Smallholder Farmers

Alongside the updated formal-setting guidebooks, the Workforce Nutrition Alliance has also launched a full guidebook series for agricultural workers

Like formal workers, smallholder farmers also need adequate nutrition to support their health and productivity. Despite producing 70–80% of the world's food, farmers themselves often face nutrition challenges caused by long working hours, physically demanding tasks, limited access to diverse foods, and gaps in essential health services. Addressing these needs is an important step toward strengthening sustainability commitments and improving farmer well-being. The Workforce Nutrition Alliance has therefore released the complete Smallholder Farmer Workforce Nutrition Guidebook Series, covering all four pillars: Access to Healthy Food, Breastfeeding Support, Nutrition Education, and Nutrition-Focused Health Checks. These guidebooks accompany the farmer scorecards and provide clear, step-by-step guidance to build the business case, assess needs, design tailored interventions, implement effectively, and measure impact.



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New Research on Workforce Nutrition in Collective Bargaining Agreements Presented to the ILO

GAIN's latest study on collective bargaining agreements sheds new light on how nutrition enters labour negotiations—and is now informing discussions with the International Labour Organization

The Global Alliance for Improved Nutrition (GAIN) has released a groundbreaking working paper analyzing 26,015 collective bargaining agreements worldwide to understand how workforce nutrition provisions are reflected in labour contracts. The study finds that while explicit references to “nutrition” remain limited, related terms (e.g., healthy meals at work, meal breaks, canteen services, food support, and meal allowances) appear far more frequently, with breastfeeding support emerging as the most clearly recognised nutrition-related provision. This marks an important signal that workforce nutrition is gradually entering formal labour negotiations and offers a strong foundation to further strengthen nutrition commitments. The findings were recently presented to the International Labour Organization (ILO), where discussions explored integrating nutrition more deeply into global Occupational Safety and Health (OSH) agendas, including potential engagement at the 24th World Congress on Safety and Health at Work in Dakar. This collaboration highlights a promising opportunity to translate research into meaningful improvements for workers’ health, resilience, and productivity worldwide.



From left to right: Bärbel Weiligmann (GAIN), Joaquim Nunes (ILO), Dr. Christina Nyhus-Dhillon (GAIN) and Miriam Schindler (GAIN)

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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 Alliance works to support employers to bring healthy nutrition to +3 million employees in companies, organisations and supply chains by 2025.

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