

ADOPTION OF POLICY STATEMENT ON NUTRITION PROGRAM FOR GOVERNMENT WORKERS

JOVITA B. RAVAL

Chief, Nutrition Information and Education Division, NNC

5TH NATIONAL CONFERENCE OF NUTRITION ACTION OFFICERS

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Prevalence of selected health and nutrition conditions among adults, by occupation

Occupation	Chronic Energy Deficiency	Over-weight	Obesity	Anemia	Hypertension	High Fasting Blood Glucose	High Cholesterol	Low Physical Activity
All adults	10.0	24.3	6.8	11.1	22.3	5.6	18.6	45.5
Special occupations	8.1	28.4	6.4	4.5	19.6	3.7	20.0	52.6
Officials	4.3	37.0	12.6	9.7	28.5	10.3	27.4	50.1
Professionals	5.1	32.1	10.4	9.6	17.7	5.9	20.4	55.6
Technicians and Assoc. Professions	5.8	29.0	10.0	8.3	20.4	5.6	21.1	49.5
Clerks	7.0	29.6	9.3	8.7	19.1	4.0	19.0	56.8
Service workers and shop and market sales workers	8.3	27.5	7.5	8.5	18.6	3.9	18.2	42.8
Farmers and other plant growers	12.1	14.1	2.1	11.2	23.8	3.8	11.7	19.6
Fishermen	7.9	18.1	3.1	8.0	22.5	2.3	8.9	20.6
Craft and Related Trades Workers	8.9	22.0	4.2	8.1	24.5	4.8	15.3	30.6
Plant and Machine Operators and Assemblers	5.9	31.1	8.2	5.3	25.8	6.4	19.0	38.4
Elementary occupation: Laborers and Unskilled Workers	9.5	22.0	6.5	8.3	20.6	5.8	16.0	30.9
No occupation	12.3	24.0	7.0	14.8	21.9	5.9	20.7	59.1

DOST-FNRI. 2016. Analysis of the Nutritional Status and Dietary Diversity of Filipino Households: Focus on Fisherfolks.



Existing policies

- ❖ PPAN 2017-2022 for healthy workplaces to prevent obesity
- ❖ CSC Memo Circulars to promote good nutrition in the bureaucracy and use the 10 *Kumainments*
- ❖ CSC Memo Circulars to promote physical fitness and wellness
- ❖ Pilipinas Go 4 Health to address risk factors of NCDs
- ❖ DOLE-DOH-CSC Joint AO on Occupational Health and Safety Framework
- ❖ CSC PRIME-HRM on employee welfare/benefits



Actions across agencies vary

- ❖ Wellness programs for employees depend on the size of the agency
- ❖ Medical benefits vary depending on CNA
- ❖ Some efforts to improve quality of food served in canteens
- ❖ Exercise programs exist but often not sustained
- ❖ Weight loss challenge in some agencies



General Objective

To contribute to efficient bureaucracy through the improvement of nutritional and health status of state workers by reducing (or no increase) the prevalence of obesity and non-communicable diseases



Specific objectives

1. Build on existing wellness and healthy lifestyle programs;
2. Establish a mechanism for assessing and monitoring the nutritional status of government workers;
3. Design guidelines to provide opportunities for government workers to be informed about proper nutrition;



Specific objectives

4. Provide a healthy food environment in the workplace to enable government workers and its clients access to healthy food and beverages;
5. Enable changes in the work environment to promote and sustain physical activity and reduce sedentary work while in the workplace;
6. Provide basis for other nutrition services for government workers.

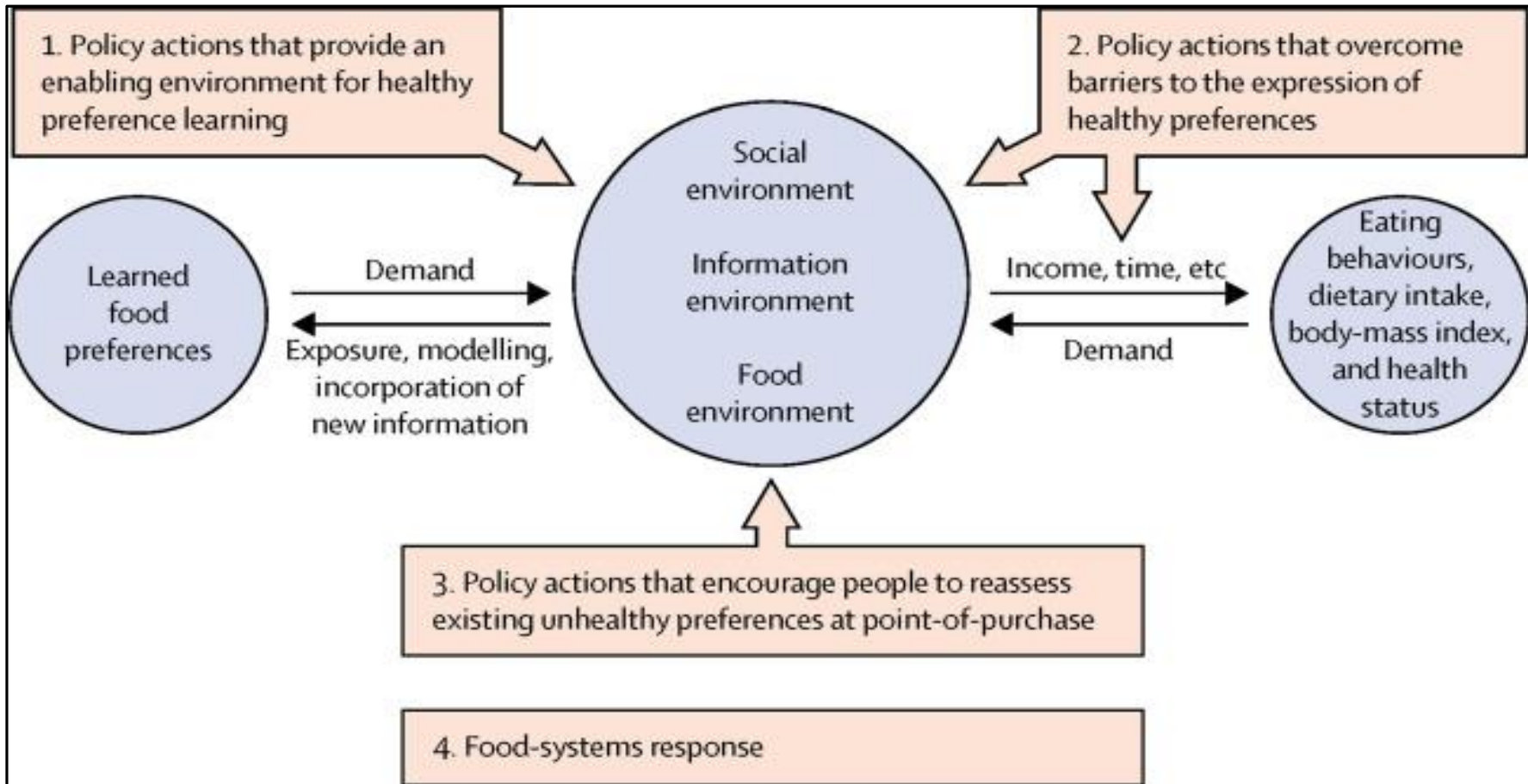


SCOPE AND COVERAGE

- ❖ all departments, bureaus and agencies of national and local governments including GOCCs and SUCs
- ❖ permanent employees, casual and contractual personnel including job order and contract of service personnel
- ❖ clients of government offices as secondary beneficiaries



Framework of the theory of change and the four mechanisms through which food-policy actions could be expected to work



Source:[http://www.thelancet.com/journals/lancet/article/PIIS0140-6736\(14\)61745-1/fulltext](http://www.thelancet.com/journals/lancet/article/PIIS0140-6736(14)61745-1/fulltext)

NOURISHING Framework

Domain		Policy area	Examples of potential policy actions
Food environment	N	Nutrition label standards and regulations on the use of claims and implied claims on foods	eg, nutrient lists on food packages; clearly visible “interpretive” and calorie labels; menu, shelf labels; rules on nutrient and health claims
	O	Offer healthy foods and set standards in public institutions and other specific settings	eg, fruit and vegetable programmes; standards in education, work, health facilities; award schemes; choice architecture
	U	Use economic tools to address food affordability and purchase incentives	eg, targeted subsidies; price promotions at point of sale; unit pricing; health-related food taxes
	R	Restrict food advertising and other forms of commercial promotion	eg, restrict advertising to children that promotes unhealthy diets in all forms of media; sales promotions; packaging; sponsorship
	I	Improve the nutritional quality of the whole food supply	eg, reformulation to reduce salt and fats; elimination of trans fats; reduce energy density of processed foods; portion size limits
	S	Set incentives and rules to create a healthy retail and food service environment	eg, incentives for shops to locate in underserved areas; planning restrictions on food outlets; in-store promotions
Food system	H	Harness the food supply chain and actions across sectors to ensure coherence with health	eg, supply-chain incentives for production; public procurement through “short” chains; health-in-all policies; governance structures for multi-sectoral engagement
Behaviour-change communication	I	Inform people about food and nutrition through public awareness	eg, education about food-based dietary guidelines, mass media, social marketing; community and public information campaigns
	N	Nutrition advice and counselling in health-care settings	eg, nutrition advice for at-risk individuals; telephone advice and support; clinical guidelines for health professionals on effective interventions for nutrition
	G	Give nutrition education and skills	eg, nutrition, cooking/food production skills on education curricula; workplace health schemes; health literacy programmes

Developed by the World Cancer Research Fund as found in The Lancet Series on Obesity Prevention (published online February 2015)



Components of Nutrition Program

- 1. Nutrition promotion** – include actions that provide an enabling environment for healthy preference learning (information environment)
- 2. Healthy food and work environment** - actions that provide a healthy food and work environment to enable healthy preferences;
- 3. Behavior modification strategies** - actions to encourage healthy behaviors to be sustained
- 4. Food system interventions**



Nutrition promotion

1. Nutrition education classes
2. Nutrition counselling sessions
3. Health promotion/literacy programs
4. Having a resident nutritionist-dietitian
5. Provision of nutrition IEC materials
6. Development and maintenance of social media and hotline for queries
7. Public awareness campaigns on the nutritional guidelines for Filipinos (10 *Kumainments*)



Healthy food and work environment

1. Conduct of regular assessment of nutritional status
2. Conduct of physical and medical examination and referred to health facilities, if needed
3. Serving of healthy food and beverages in canteens and during activities
4. Make drinking water freely available
5. Access to affordable and fresh farm produce through collaboration with local farmers through DA



Healthy food and work environment

6. Establish and maintain food gardens
7. Implement RA 10028 (Expanded Breastfeeding Promotion Act)
8. Sustain physical activities by integrating short exercises during work hours
9. Reduce sedentary behavior by having standing or walking breaks
10. Enforce smoking ban
11. Management program for obese workers to prevent stigma and fat shaming



Behavior modification strategies

1. Designing the office to allow for physical activity
2. Putting-up of signages or nutrition labels at point-of-sale
3. Improving the food-choice architecture (smaller portions, plates, half-size servings)
4. Restricting marketing of unhealthy food and beverages
5. Requiring all meetings to start with short exercises and standing breaks
6. Designing take-home packs of healthy meals for parents who have no time to cook dinner



Food system interventions

1. Giving financial incentives to businesses for advancing public health and nutrition
2. Food reformulation to reduce saturated fats, free sugars, sodium
3. Matching farmers and government offices as markets for healthy produce
4. Health care packages for obesity management and establishment of obesity clinics
5. Increased funding for health promotion for obesity prevention



Implementation arrangement

1. Initial implementation among GB member agencies with DOH as lead in 2019 with provision of budget
2. Convening a TWG composed of DOH, DA, DOLE, DOST, CSC and others to refine and finalize the program and develop guidelines such as healthy food options in workplaces, PhilHealth benefits package for government workers on nutrition



Implementation arrangement

3. Individual agencies shall formulate own nutrition program based on specific context
4. CSC shall conduct assessment on the capacity of Human Resource Management of each agency, in implementing the Health and Wellness Program.



Implementation arrangement

5. Enabling policies/mechanism:
 - a) Inclusion of nutrition by DOLE and CSC in the development of occupational safety and health standards for the public sector
 - b) Development of benefits package on nutrition
 - c) Issuance of guidelines by DOH and NNC for healthy food options in workplaces
 - d) Issuance of circular allowing 30-minute breaks during the 8-hour work hours



Monitoring and evaluation

- ❖ NNC GB and CSC to exercise oversight function
- ❖ FNRI to develop the research design for the baseline, mid-line and end-line evaluation
- ❖ Recognition system



NNC GB Resolution No. 5 series 2018

Approved Policy Statement

The National Nutrition Council recommends the provision of a nutrition program to government workers as part of healthy workplaces. This is a strategy of the Philippine Plan of Action for Nutrition to improve the nutritional status of state workers thereby contributing to the reduction in the prevalence of overweight and obesity and non-communicable diseases.



NNC GB Resolution No. 5 series 2018

Approved Policy Statement

The nutrition program shall be integrated in existing efforts of government offices to promote healthy lifestyle and employee welfare. The NNC shall work with relevant government agencies to see to it that enabling policy instruments and mechanisms shall be in place to implement this recommendation.



NNC GB Resolution No. 5 series 2018

1. NNC Secretariat to convene an Inter-agency Technical Working Group under the NNC Technical Committee (composed of DOH, DA, DOLE, DILG, CSC and other relevant agencies) to finalize the nutrition program and develop related guidelines
2. NNC Secretariat and DOH to work with PhilHealth to study the development of benefits package on nutrition



NNC GB Resolution No. 5 series 2018

4. DOST-FNRI to design the monitoring and evaluation scheme
5. GB member agencies shall initiate efforts to implement the nutrition program in respective agencies and include plans and budgets in 2019 and onwards
6. NNC Secretariat to coordinate actions leading to implementation and dissemination of the resolution



Action for NAOs

- Identify from the proposed actions which can be implemented by LGUs
- Nutrition assessment of LGU employees to provide basis for actions
- Work for local legislation e.g. serving healthy food options in government offices and activities



Let us work together!

THANK YOU!

