



Know more and do more for diabetes at work

Online event

12 November 2025
10:00-11:30 CET





KNOW MORE AND DO MORE FOR DIABETES AT WORK

WELCOME FROM THE MODERATOR



MR. KYLE J. ROSE

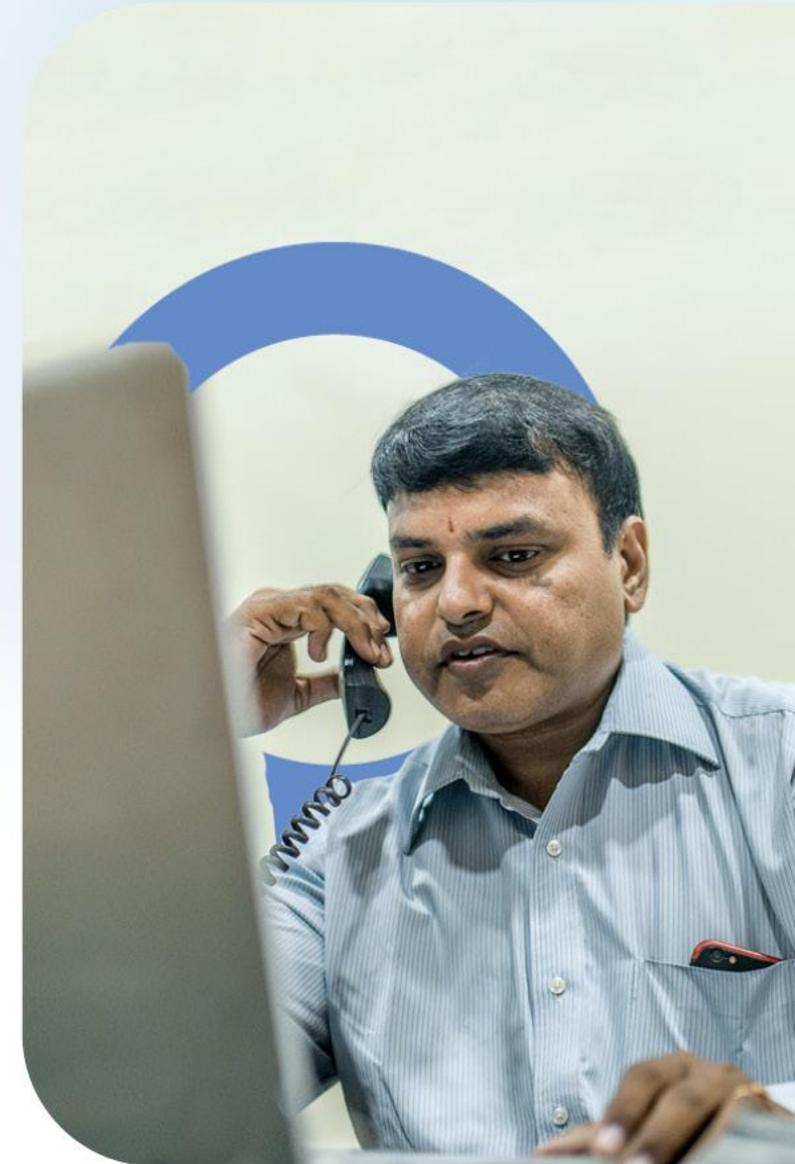
Vice-President, International Diabetes Federation

France

WELCOME FROM IDF

- This webinar will be recorded.
- You can activate Zoom-generated subtitles for this webinar by clicking on the closed caption (cc) button at the bottom of your Zoom window. Please note these subtitles are not 100% accurate.
- The recording, slides and feedback questionnaire will be sent to all registrants in a few days.
- Participants who attend at least 80% of this event live will receive an attendance certificate only if they complete a feedback questionnaire. Please check your spam folders if you have not received them by 26 November.
- **Please use the Q&A function to post your questions to speakers and panellists.**

Setting the scene





KNOW MORE AND DO MORE FOR DIABETES AT WORK

WELCOME FROM THE IDF PRESIDENT (VIDEO)



PROF PETER SCHWARZ

President, International Diabetes Federation

Germany



KNOW MORE AND DO MORE FOR DIABETES AT WORK

WORLD DIABETES DAY 2025 CAMPAIGN VIDEO



Know more and do more for diabetes at work

IDF global research on diabetes in the workplace



IDF global research on diabetes in the workplace

- Our goal was to understand the challenges people living with diabetes face in the workplace, and what support is offered to employees with the condition.
- We surveyed **1400 people living with diabetes** in Argentina, China, Germany, India, Pakistan, South Africa and the United States.

Respondents:

Gender:

- 59% Male
- 41% Female

Types of diabetes:

- 57% type 2 diabetes
- 41% type 1 diabetes
- 2% other type of diabetes

Key findings

Disclosing diabetes to employers



1 in 10

Employees with diabetes have not told their employer about their condition.



Almost 1 in 3

Have told just one colleague about their condition.

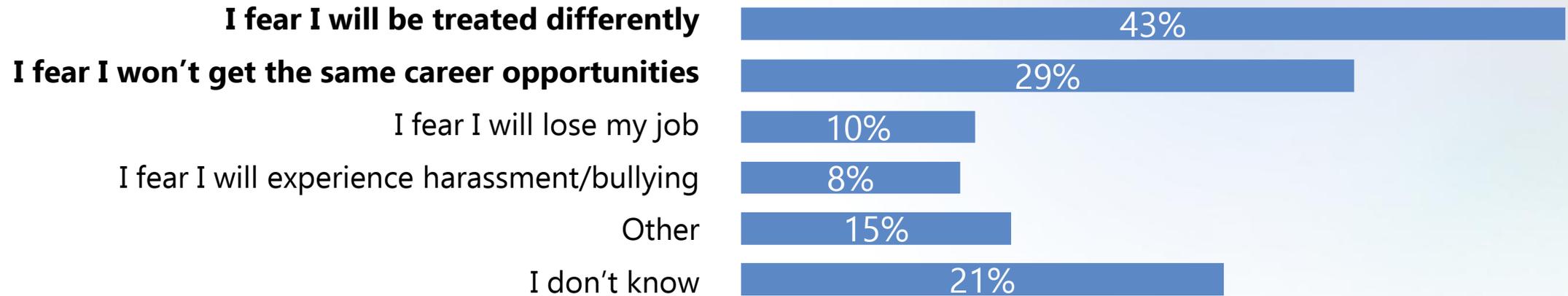


1 in 5

Held back on initially telling their employer about their diabetes.

Why did people not tell their employer about their diabetes?

The reasons why 1 in 10 respondents didn't tell their employer.



Key findings

Negative treatment in the workplace



40%

Have experienced negative treatment at work due to their diabetes.



1 in 3

Have concerns relating to how they are perceived when taking time out of work for health reasons.

Key findings

Discomfort in diabetes management



1 in 5

Are not comfortable
measuring glucose levels
in the workplace.



1 in 4

Don't feel comfortable
administering insulin in
the workplace.



58%

Don't do as much
exercise at work as their
healthcare professional
recommends.

Key findings

Negative impact on well-being



41%

Say that managing diabetes at work negatively impacts their mental well-being.



1 in 3

Have considered leaving their workplace due to behaviour towards people with diabetes.

Learn more in our global press release



Negative workplace treatment affects 40% of employees living with diabetes

Global research from the International Diabetes Federation reveals that one in three employees with diabetes has considered leaving their job due to concerns about how they might be treated at work.

Two-fifths [40%] of employees living with diabetes reported negative treatment in the workplace because of their condition, according to a new global study conducted by the International Diabetes Federation (IDF). To mark World Diabetes Day on 14 November, the Federation is highlighting the stigma, discrimination and lack of structural support that people living with diabetes continue to face at work.

The survey, conducted across five continents, found that a third [32%] of employees living with diabetes have considered leaving their job due to the way people with the condition are treated at work. Professor Peter Schwarz, President of the International Diabetes Federation, described the findings as “deeply concerning” and a wake-up call for employers around the world. “It is indefensible that people living with diabetes are facing stigma, isolation and discrimination in the workplace,” he said.



KNOW MORE AND DO MORE FOR DIABETES AT WORK

WHO Global Diabetes Compact World Diabetes Day 2025



SANJANA MARPADGA

Technical Officer, WHO Global Diabetes Compact
Department of Noncommunicable Diseases and Mental Health,
World Health Organization Headquarters



What is the WHO Global Diabetes Compact?



To reduce the risk of diabetes and to ensure that all people who are diagnosed with diabetes have access to **equitable, comprehensive, affordable and quality treatment and care.**



The WHO Global Diabetes Compact was launched in April 2021 at the [Global Diabetes Summit](#), coinciding with the 100th anniversary of the discovery of insulin.



Global diabetes coverage targets

Five targets set the standard that, by 2030:



WHO Global Diabetes Compact priorities for action



1. Technical products

Developing evidence-based tools/resources supports improved access and quality care



2. Regional and country support

Context-specific implementation is essential



3. Global leadership and multistakeholder engagement

"All hands on deck" is critical to achieve the global diabetes coverage targets



Visit our website to see our technical products!



WHO Global Diabetes Compact engagement



WHO commemorates World Diabetes Day 2025



Image credit © Janina Gaudin

WHO is highlighting diabetes across life stages to recognize the importance of **equitable, responsive** approaches to diabetes prevention, diagnosis and management across the life course.

Life stages:

- Childhood
- Reproductive years
- Working age
- Older adulthood



Supporting the call to 'know more and do more for diabetes at work'

WHO key message for World Diabetes Day:

Safe, inclusive workplaces support the health, dignity and professional growth of people living with diabetes

- Addressing diabetes in the workplace is key to **achieving the five global diabetes coverage targets**
- **7 in 10 people** living with diabetes are of working age
- People living with diabetes face many challenges in the workplace, including **discrimination, stigma and lack of understanding**
- Work environments can expose employees to **risk factors for type 2 diabetes**



Image credit © Janina Gaudin



Supporting the call to 'know more and do more for diabetes at work'

Promoting diabetes awareness at WHO workplaces this World Diabetes Day

WHO Headquarters, Geneva

- Workplace HbA1c testing
- Diabetes resources and information
- Photo exhibit about living with diabetes

WHO Western Pacific Region (WPRO)

- Workplace blood pressure and blood glucose testing
- Cardiovascular risk assessments
- Fun-walk and dance around campus
- Health education and counselling
- Nutritional labelling & low glycaemic food options in staff cafeteria

WHO African Region (AFRO)

- Workplace blood glucose and blood pressure testing
- Diabetes support and advice



Photo credit ©Annie Sakab

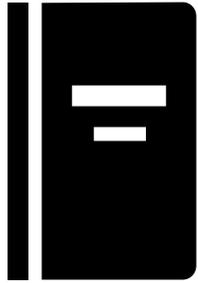


Photo credit ©WHO



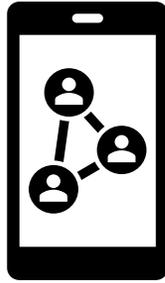
WHO activities for World Diabetes Day 2025

Guidelines
launch



**WHO
recommendations on
the care of women
with diabetes during
pregnancy**

Social media
tiles



**Showcasing
illustrations of
diabetes across the
life course**

Social media
live



**Looking at diabetes
management and
support**

Campaign
page



**Updated with relevant
events and publications**



Keep in touch with the WHO Global Diabetes Compact

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KNOW MORE AND DO MORE FOR DIABETES AT WORK

Living with diabetes



SYLVIE MAALOUF

Programs Manager, Qatar Foundation
Co-founder and managing director, DiaLeb
IDF Blue Circle Voice

Lebanon



KNOW MORE AND DO MORE FOR DIABETES AT WORK

Diabetes and work: What we know, what we don't, and why it matters



DR DEE TOMIC

Epidemiologist, Monash Centre for Occupational and Environmental Health, School of Public Health and Preventive Medicine at Monash University.

Australia

Diabetes and work: what the evidence tells us

- 91 studies synthesised in *Nature Reviews Endocrinology*
- Focus: how diabetes affects people's work participation and daily work experiences
- Topics: employment, productivity, workplace challenges
- Research gap: limited understanding of how work environments influence diabetes management

nature reviews endocrinology <https://doi.org/10.1038/s41574-025-01194-w>

Review article Check for updates

Diabetes mellitus and work participation

Dunya Tomic¹, Karen Walker-Bone¹, Tessa Keegel¹, Ella Zomer², Sophia Zoungas² & Dianna J. Magliano^{2,3}✉

Abstract

Work participation is beneficial for health. Diabetes mellitus is highly prevalent among adults, and although it poses a substantial healthcare cost burden, the true burden might be greater than is currently appreciated through effects on work participation. This Review summarizes the evidence regarding the effect of diabetes mellitus on paid employment. Several studies report increased risks of unemployment, early retirement and productivity loss among those with diabetes mellitus. The presence of diabetes mellitus complications and comorbidities probably further decreases work participation. Studies of workplace interventions demonstrate that work ability can be improved in people with diabetes mellitus. However, most existing research does not consider work characteristics (for example, type of work and working hours) in diabetes mellitus management. Whether diabetes mellitus itself increases occupational injury risk is unclear, with conflicting results reported. Most studies were cross-sectional and limited by use of self-reported diabetes mellitus and outcome measures, without consideration of the type of diabetes mellitus. Guidance on diabetes mellitus and employment has, to date, not been

Sections

- Introduction
- Work participation
- Productivity
- Complications, comorbidities and work ability
- Effect of workplace interventions in people with diabetes mellitus
- Effect of work characteristics on diabetes mellitus management
- Occupational injury
- Diabetes mellitus self-management in the workplace
- Guidelines and recommendations
- Conclusions

Why work matters

- Work provides structure, income, and social connection
- Work conditions can strongly influence diabetes management and health
- Shift work, long hours, job stress can complicate glucose control
- Most people with diabetes are of working age
- Supportive and flexible workplaces enable better management and wellbeing



What research shows

- Lower employment and earlier retirement among people with diabetes
- Higher rates of absenteeism and presenteeism
- Greater risk of work exit over time (especially with complications)
- Limited differentiation by diabetes type or setting
- Research mainly from high-income countries



Diabetes and workplace safety

- Mixed evidence on workplace injury risk
- Slightly higher risk in some studies (neuropathy, vision issues)
- Other studies: no increased risk after accounting for age, occupation
- Mostly self-reported data, few job-specific studies
- Evidence does not support broad job restrictions



Challenges at work

- Limited privacy for glucose checks or insulin use
- Unpredictable breaks and restricted food access
- Shift and night work disrupt self-management
- Stigma and fear of discrimination
- Work stress can worsen glucose control



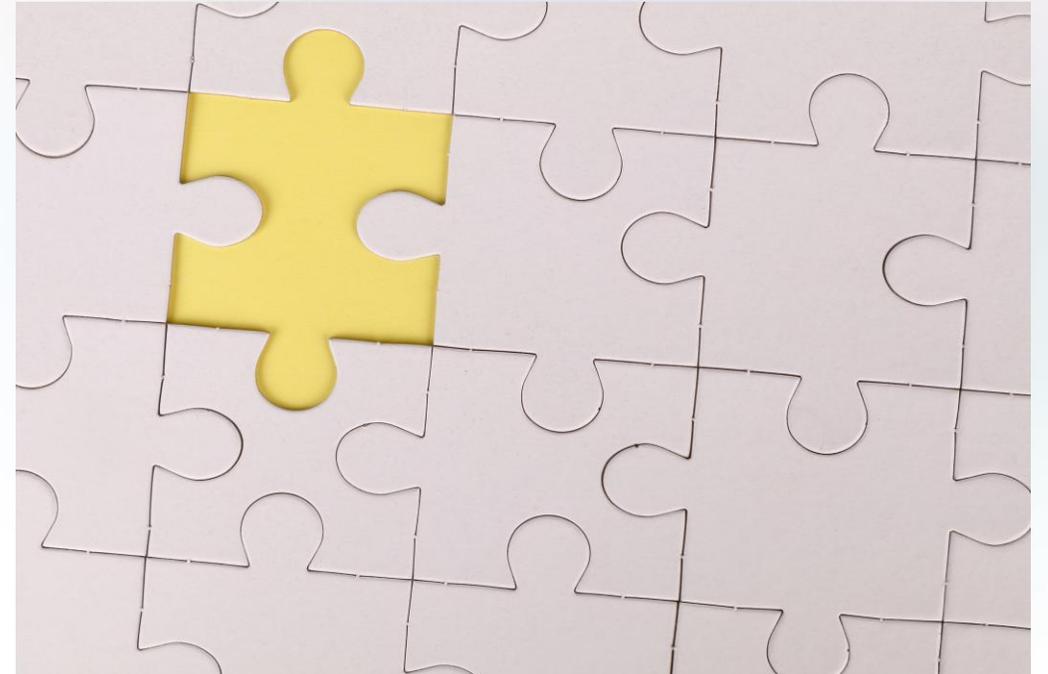
What's been tried?

- Few intervention studies to date
- Promising results: lifestyle and self-management programmes
- Some benefits: better metabolic control, less absenteeism
- Technology (e.g., CGM) improves confidence at work
- Organisational interventions largely not evaluated



What's missing in the evidence?

- Mostly cross-sectional studies (at single point in time)
- Few data by diabetes type, treatment, or job type
- Very limited research in low- and middle-income countries, informal sectors
- Psychosocial outcomes rarely assessed
- Employment outcomes rarely considered in clinical trials



What can be done?

- Flexibility and understanding make work sustainable
- Allow breaks, privacy, and food access for glucose control
- Educate managers and colleagues to reduce stigma
- Integrate diabetes into workplace wellbeing frameworks
- Treat diabetes as a workplace inclusion issue, not just a personal health issue

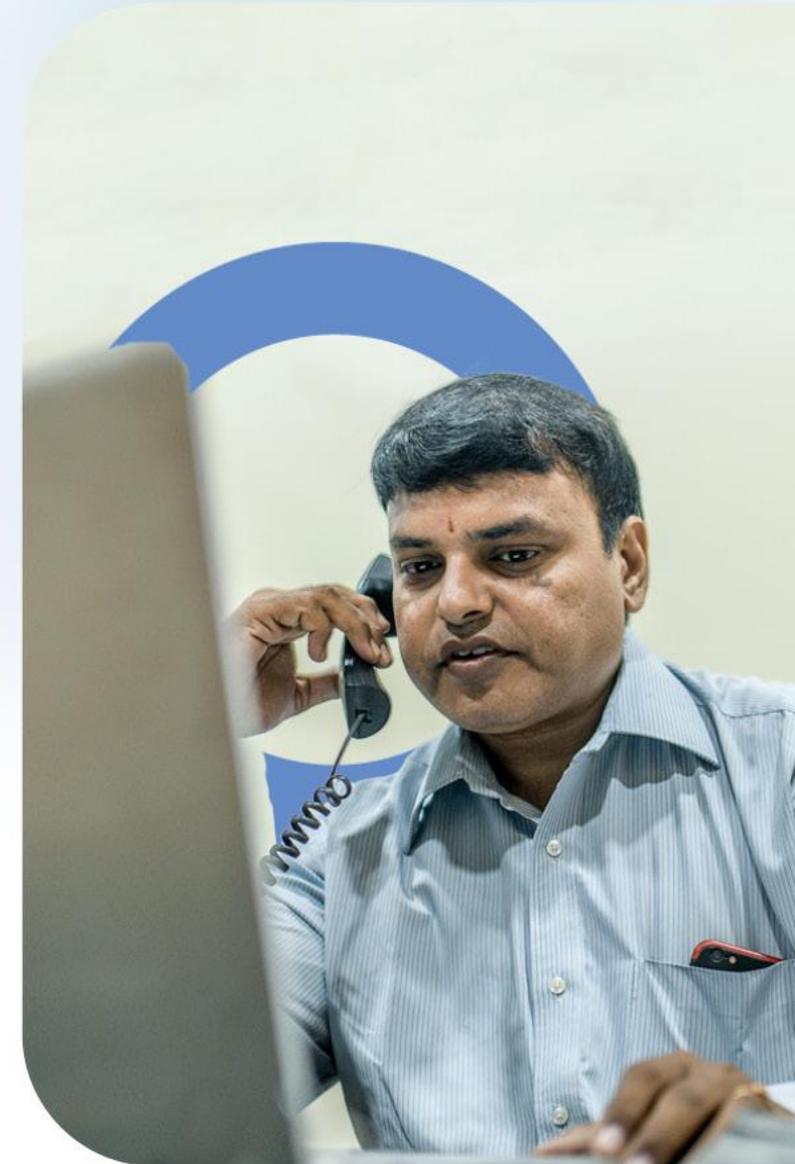


Moving forward

- Diabetes impacts employment and work experiences
- Effects depend on job type, workplace support, and policy context
- Need longitudinal and intervention research
- Collaboration across disciplines and with people living with diabetes
- Goal: safe, inclusive, and health-supportive workplaces for all



Discussion panel and Q&A





KNOW MORE AND DO MORE FOR DIABETES AT WORK

MEET THE PANELISTS



Dr Thea De Gruchy
Board member,
Diabetes SA
South Africa



Ricardo Eleutério de Oliveira
AI Operations, Bioptimus
IDF Young Leader in Diabetes
Portugal

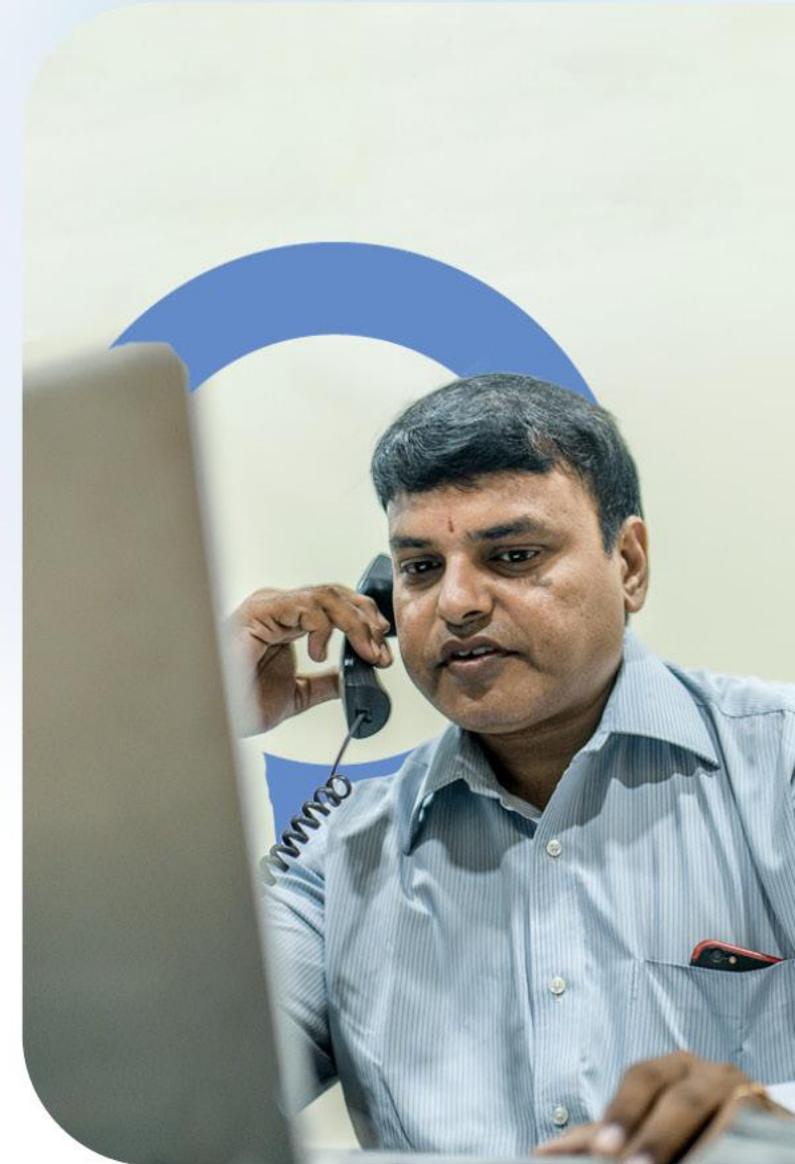


Mark Tiller
Diabetes advocate,
Dedoc Voice,
IDF Blue Circle Voice
UK



Dr Dee Tomic
Epidemiologist,
Monash University
Australia

Campaign calls to action



Share your experience

Take our survey to share your experience of diabetes at work

Tell us about the challenges you have faced and the support you have received.

Take the survey:



Share your story of diabetes at work!

"In a traditional job setting, you're expected to follow strict timelines, often pushing yourself beyond limits.

There's an unspoken pressure to work harder than others to avoid being seen as less capable."

Person living with T1D, Pakistan

#DiabetesLife



How diabetes-friendly is your workplace?

A short quiz for employers and employees

Answer 20 questions about what your workplace offers to people with diabetes and those at risk and find out if it scores RED, AMBER or GREEN.



Take the quiz:



Call to action to policymakers

- Enter your personal information.
- Customise a letter with **diabetes data from your country.**
- Send the letter to your **national health minister** or **Permanent Mission to the United Nations** in Geneva.
- Share your personal diabetes story (optional).

Send a letter:



Your first name *

Your last name *

Your email address *

Country *

Belgium

The letter will be sent in French

If your country does not appear here, please contact us.

Other recipient (optional)

If you want to send the letter to the Permanent Mission to the United Nations in Geneva.

Email address

Would you like to add your personal diabetes story (optional)?

Dear Minister,

On behalf of the global diabetes community, I am writing to urge you to take action to support the well-being of people living with diabetes in the workplace. This can be done through the implementation of the World Health Organization (WHO) Global Diabetes Compact and the achievement of the global diabetes coverage targets by 2030.

The latest global figures from the International Diabetes Federation (IDF) show more than 589 million people are living with diabetes. **In Belgium, an estimated 641,551 people live with the condition – 37% of whom are undiagnosed.** In 2024, diabetes led to 5,377 deaths and 3,649,563,679 USD of health expenditure in our country.

7 in 10 people living with diabetes worldwide are of working age (20-65 years old). Many face daily challenges managing their condition in the workplace. They may experience discrimination, a lack of support and discomfort when attending to their medical needs at work. Some avoid disclosing their condition out of fear of being treated differently or not receiving the same professional opportunities as their colleagues. These challenges have a negative impact on their physical and mental well-being. Immediate action is required to ensure that people living with diabetes receive support to thrive at work.

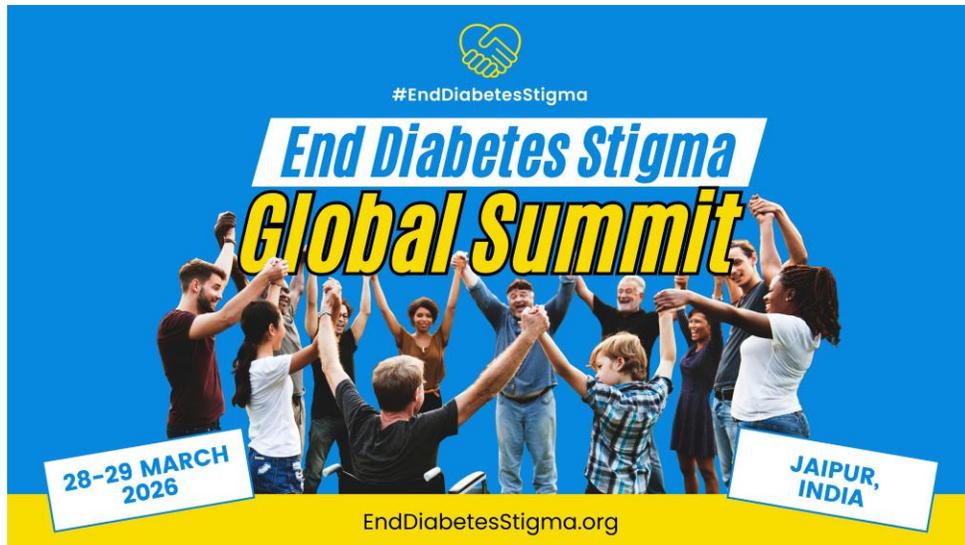
The WHO Global Diabetes Compact has the potential to improve the well-being of people living with diabetes at work by supporting national efforts to achieve universal health coverage, strengthening health systems through primary care, reducing modifiable risk factors and tackling diabetes-related stigma. The complementary global diabetes coverage targets further support well-being by promoting access to medicines and care for people of working age and beyond. The five global diabetes coverage targets are:

- 80% of people living with diabetes are diagnosed
- 80% of people with diagnosed diabetes have good control of glycaemia
- 80% of people with diagnosed diabetes have good control of blood pressure
- 60% of people with diabetes of 40 years or older receive statins
- 100% of people with type 1 diabetes have access to affordable insulin and blood glucose self-monitoring

Thank you to our WDD partners!



End Diabetes Stigma and Discrimination



CLOSING REMARKS AND THANKS

- The recording, slides and feedback questionnaire will be sent to all registrants in a few days.
- Please respond to the feedback questionnaire to help us improve future IDF online events.
- Send any questions you may have to wdd@idf.org.

Thank you

