

Diabetes Care and IDF Slogans: Can we change the Algorithm of Diabetes Care

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Diabetes Mellitus continues to rise globally, touching every age group and impacting physical, emotional, social, and economic well-being. While clinical practice has traditionally focused on HbA1c levels, glucose control, and complication prevention, true diabetes care extends beyond biochemical control. A person living with diabetes sail through a lifelong journey marked by daily decisions, psychological burden, and the need for social support. It is time to shift from treating just the disease to fostering the well-being of individuals who live with it.

This year's IDF theme, Diabetes and Well-being, highlights the need to look beyond glucose levels and address the environment in which people with diabetes live.¹ While we routinely emphasize healthy eating, regular exercise, and adherence to medication, we often overlook the emotional and social support patients need to sustain these behaviours. Diabetes cannot be managed effectively if mental health is ignored. We must invest in community programmes, counselling, and ongoing support. Screening activities during Diabetes Awareness Month are helpful, but true diabetes care extends far beyond a single day—it requires continuous, holistic engagement. Our usual care is symptoms based we treat the complication and we are investing on it. We should invest on human side of Diabetes care. We should invest on poverty food insecurity, urban design and workplace disease control.

Awareness is the first step toward meaningful action. Many workers remain unaware of their individual risk factors—family history, obesity, sedentary routines, high stress, and poor dietary habits—that contribute to the development of diabetes. Long working hours,

irregular meals, shift duties, and lack of sleep further compound the risk, especially in professions such as healthcare, transport, and corporate management.

“Knowing more” means bridging this information gap. It requires employers and institutions to actively promote Diabetes Education through awareness sessions, informational materials, and routine screening activities. When employees understand not just what diabetes is but how it evolves and how it can be prevented, they become empowered to take ownership of their health.

Awareness is only one side of the equation. The real challenge—and the true spirit of the 2025 theme—is to “do more.” This involves transforming workplaces into health-supportive ecosystems. Practical steps include implementing healthy-meal options in cafeterias, encouraging brief walking or stretching breaks, and creating designated spaces for physical activity. Ensuring access to safe drinking water, promoting stair usage, and organizing group wellness initiatives can subtly but effectively shift the workplace culture toward healthier living. employees with diabetes should feel valued, safe, and understood—not judged or marginalized.

Institutions must recognize that investing in employee health is not a luxury, it is a strategic necessity. Better health leads to reduced absenteeism, fewer medical emergencies, improved morale, and higher productivity. A workplace that does more for diabetes ultimately benefits both employees and employers.^{2,3}

The 2025 World Diabetes Day theme encourages us to look beyond ceremonies and symbolic activities. Real change requires sustained effort. Workplaces must evolve into environments where health is integrated seamlessly into daily routines rather than treated as an afterthought.

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By learning more about diabetes and doing more to prevent and manage it in the workplace, we not only reduce the burden of disease but also create a culture of compassion, resilience, and collective responsibility.

According to the IDF Annual Report 2024, the World Diabetes Day 2024 campaign (“Diabetes & Well-being”) included over 1,000 activities in 132 countries and reached a global audience of more than 1 billion peoples. Global survey (1800 respondents) conducted by IDF showed 77% had experienced a mental condition (such as anxiety or depression) because of their diabetes and 79% reported diabetes burnout. Over 1,000 letters were sent by the diabetes community (associations, patients, carers) to national health ministers, UN missions, and other decision-makers. They projected support for well being in Diabetes Care. Data of World Diabetes Day shows 36% of peoples suffer from Diabetes Distress. It spotlighted the mental health issue in Diabetes care, so people had turned awareness to mobilization.

Countries like Pakistan face a dual burden, rapidly rising diabetes rates and limited workplace policies addressing chronic disease. The Pakistan Diabetes Survey shows 1 in 3 adults has abnormal glucose regulation, highlighting workplaces as essential screening and education hubs.^{4,5}

Large industrial sectors, transport workers, and shift-based employment commonly lack medical

facilities. Implementing diabetes-friendly standards can prevent complications that often lead to workforce loss. Government, employers, healthcare systems, and civil society must collaborate to recognize diabetes as a workplace health priority. Mandate Health and wellness programs in industries support insurance coverage for diabetes care, Promote equity for all employees.

When workplaces care for people, people contribute to workplaces.

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