



Recommendations from the Seminar on the Workplace Strategy on Diabetes and Wellness

**Lake Abant, Turkey
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1. What needs to happen?
 - a. Informing employers about costs of the epidemic and gains of actions that can be taken
 - b. Informing employees on diabetes, understanding being a candidate of diabetes and prevention of diabetes
 - c. Training for workplace health care professionals on nutrition, diabetes and prevention
 - i. Identifying the duties and responsibilities and authorizations
 - ii. Ensuring the continuity of training
 - d. Improving occupational health services, joint health and safety units, with implementation of healthy life programmes
2. What can you do?
 - a. Identify the existing situation about diabetes in the workplace and the legal gaps
 - b. Keep the dialogue open between groups with different responsibilities
 - i. Put relevant articles into collective agreements
 - ii. Supervisory mechanism of the trade unions
 - iii. Empower the workplace physicians for preventive health care services
 - c. Managing discrimination in the workplace
 - i. For some, we can have positive discrimination – where there are hazardous conditions or heavy labour
 - ii. Prevention of negative discrimination of people with diabetes
 - iii. Privacy of the patient
3. What is still missing?
 - a. Ministries of health and labour need to address
 - i. Including definition of diabetes as a workplace-related condition in draft law on occupational health and safety
 - ii. Clarification of the situation of diabetic people in terms of the jobs that they can and cannot do and investigating the international guidelines
 - iii. Different legal issues for establishments with less than 50 employees, than for those with over 50 employees.
 - iv. The concept of workplace nurse should be defined again for establishments with less than 50 employees
 - b. There is no existing workplace strategy regarding diabetes
 - i. Diabetes risk factors should be made clear to workplace medical staff
 - ii. Risk factors should be shared with the employers
 - iii. Cost effectiveness of the workplace strategy should be shared with employers
 - c. Ensuring publicity and supervision for implementation of an action plan
 - i. Establishing a website of “healthy life” and featuring outputs and activities of the project
 - ii. Developing data and good practices
 - iii. Developing monitoring and evaluation mechanisms