

WORLD DIABETES DAY 2025:
Enhancing workplace
diabetes awareness
and action

World Diabetes Day, observed annually on November 14, marks the birth anniversary of Sir Frederick Banting, whose discovery of insulin transformed global diabetes care. Established by the International Diabetes Federation and World Health Organisation in 1991, it is now the world's largest diabetes awareness campaign, reaching over one billion people in more than 160 countries. Each year highlights a specific theme, and the 2025 focus—"Know More and Do More for Diabetes at Work"—emphasises the link



between diabetes awareness and occupational wellbeing.

THE GLOBAL CHALLENGE
According to the IDF Diabetes Atlas 2024, an estimated 537 million adults worldwide have diabetes, a figure projected to rise to 643 million by 2030 and 783 million by 2045. Alarmingly, more than half remain undiagnosed.

THE OCCUPATIONAL HEALTH CONNECTION
Work environments strongly influence daily nutrition, movement, and stress patterns. Irregular eating, long sedentary hours, and limited access to nutritious food increase the risk of metabolic disorders. Diabetic employees often face practical challenges—from maintaining glucose levels during work hours to accessing appropriate meals and managing their condition discreetly. Without adequate support, diabetes contributes to absenteeism, reduced productivity, and increased healthcare costs.

"KNOW MORE" AND "DO MORE" IN ACTION
The campaign's "Know More" component encourages workplace education on risk factors, early warning signs, and the importance of routine screening. Simple awareness activities, wellness events, and collaborations with health professionals can help identify undiagnosed cases.

The "Do More" component highlights practical steps organisations can take: offering healthier food options, promoting movement breaks, reducing stress through supportive services, allowing time for glucose monitoring and medication, and integrating technology to assist self-management. These measures align with the American Diabetes Association's 2025 Standards of Care, which stress lifestyle modification and regular monitoring beyond clinical settings.

BANGLADESH CONTEXT
Bangladesh's textile, industrial, and service sectors face heightened metabolic risks due to sedentary roles and limited health awareness. Coordinated efforts by employers, health authorities, and organisations such as the Diabetic Association of Bangladesh and Bangladesh Endocrine Society can support screening programmes, health education, and workplace-based lifestyle interventions.

SUMMARY
The 2025 campaign reinforces that awareness must be paired with action. Integrating diabetes education, prevention, and management into workplace health systems can reduce the national disease burden and improve quality of life. Through shared responsibility, organisations can build diabetes-informed workplaces where knowledge leads to meaningful, sustained wellbeing.



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"Bangladesh alone faces nearly 20 million diabetic adults, with rates accelerating due to rapid urbanisation, dietary changes, and limited physical activity. Because most adults spend the majority of their day at work, workplaces are critical settings for prevention, early detection, and management."

Neeramoy: smarter HR, healthier teams, stronger workplaces

Diabetes is often treated as a personal issue. It is something employees must manage alone, usually outside office hours. But in Bangladesh today, that assumption no longer applies. With employees spending nearly 60% of their waking hours at work, the workplace has become one of the most crucial environments for early detection, prevention, and long-term management of chronic conditions such as diabetes.

The urgency is undeniable. According to the International Diabetes Federation, more than 13% of Bangladeshi adults live with diabetes, and almost half remain undiagnosed. Among working-age individuals, undetected or poorly managed diabetes results in fatigue, reduced concentration, repeated sick leave, and rising long-term healthcare expenses — challenges that employers across all industries are now grappling with.

HR in Bangladesh is evolving as well. Many organisations have introduced dedicated Wellbeing Teams or People & Culture units tasked with supporting employee health, not just processing policies. But meaningful impact requires more than intention. These teams need structured systems, reliable data, and continuous support to truly transform workplace health. This is where Neeramoy becomes the catalyst.

A unified workplace wellness platform allows HR to shift from reactive crisis management to proactive workforce care. Instead of responding only when illness, burnout, or emergencies occur, HR



Employees, in parallel, receive year-round support through 24/7 doctor access, mental health care, diagnostics, lifestyle coaching, and personalised health nudges that keep risks manageable. This preventive approach lowers absenteeism, stabilises productivity, and builds a healthier, more resilient organisation long before problems become costly.

Neeramoy's integrated B2B wellness ecosystem supports employees through the entire continuum of care:

teams gain early visibility into stress patterns, chronic risk indicators, fatigue trends, and dips in employee engagement.

- On-site health screenings and workplace health camps
- 24/7 doctor consultation via phone, app, or web
- Instant mental wellbeing support for stress and anxiety
- Diagnostic tests with home sample collection
- Medicine delivery, physiotherapy, and caregiver services
- Priority appointments with specialist doctors
- Employee health dashboards for HR
- Comprehensive wellbeing reports for leadership

A healthier workforce builds stronger businesses and that transformation begins inside the workplace.

For more support, download the "Neeramoy Patient" app.

GLOBAL WEIGHT OF DIABETES

1 in 9

Are living with diabetes

4 out of 10

Are unaware that they have the condition

589 million

Approximately 589 million people are living with diabetes.

853 million by 2050

The total number of people living with diabetes is projected to rise to 853 million by 2050.

4 in 5

Over 4 in 5 adults (81%) with diabetes live in low- and middle-income countries

Diabetes and Well-being

7 in 10

People living with diabetes are of working age

3 in 4

People living with diabetes have experienced anxiety, depression or another mental health condition due to the disease.

4 in 5

People living with diabetes experienced diabetes burnout.

Diabetes in Bangladesh

113,054,500

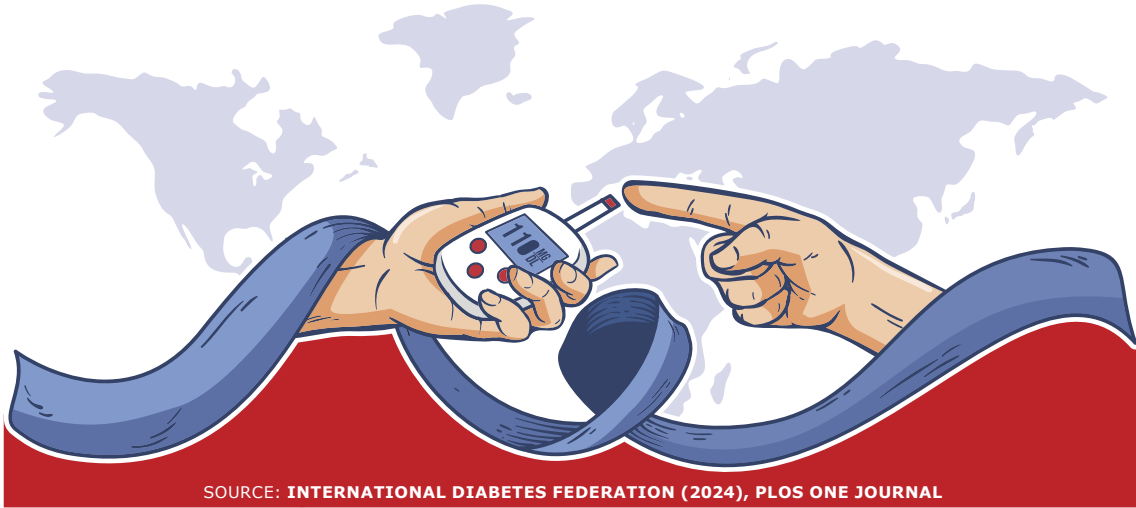
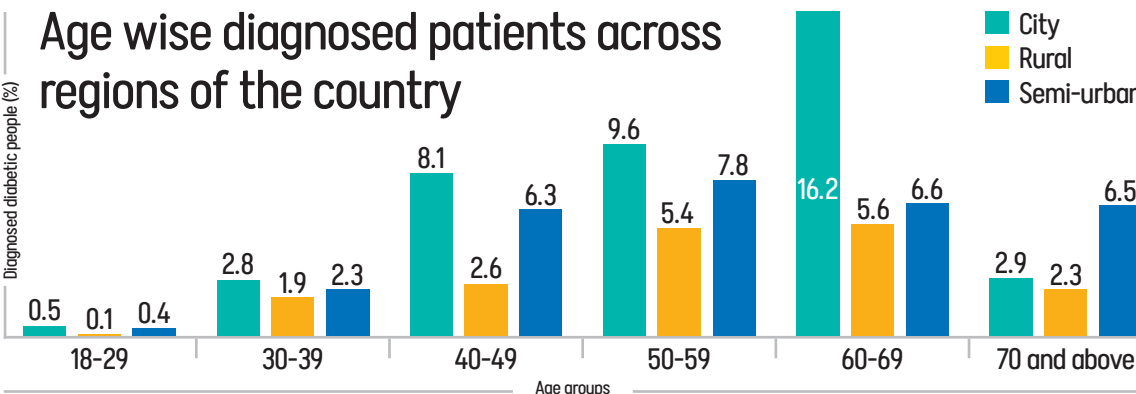
Total adult population (20 years and above)

13.2%

prevalence of diabetes in adults

13,877,400

Total cases of diabetes in adults



SOURCE: INTERNATIONAL DIABETES FEDERATION (2024), PLOS ONE JOURNAL

Can I have sugar if I have diabetes?
Yes, you can and here is how

For decades, a myth has lingered in the public mind: that sugar is the sole culprit behind diabetes, and once diagnosed, individuals with diabetes must ban all sugar from their lives. This is an oversimplified narrative that caused unnecessary anxiety and fear. Prof. Dr A.F. Khabir Uddin Ahmed shares that, "For a person who does not have diabetes, eating sugar will not cause them to develop the disease. Sugar itself is not the cause of diabetes. However, for someone who has already been diagnosed with diabetes, there is a restriction on consuming sugary foods."

When we consume sugar, our bodies break it down into glucose, which then enters the bloodstream. For diabetics, this influx of glucose can lead to elevated blood sugar. The good news is that a strict,

zero-sugar diet is generally not necessary or even recommended. The focus should be on overall dietary patterns and moderation.

1. Understand carbohydrates: All carbohydrates break down into glucose. The key is to choose nutrient-dense carbohydrates and manage portion sizes.

2. Focus on whole foods: Prioritise whole, unprocessed, fibrous foods. Fibre helps slow down the absorption of sugar, mitigating blood sugar spikes.

3. Mind added sugars: The real concern lies with added sugars found in processed foods, sugary beverages, candies, and many desserts. These are "empty calories" that should be avoided.

4. Balance and moderation: A small treat or a piece of fruit

can often be incorporated into a diabetes-friendly meal plan when balanced with other foods and appropriate medication or insulin.

5. Individualised plans: Diabetes management is highly personal. What works for one person may not work for another. Working with a registered dietitian or certified diabetes educator is crucial to developing an individualised meal plan.

To Add **SWEETNESS** In Life

STOP SUGAR

WORLD DIABETES DAY
NOVEMBER 14
"Diabetes and Well-being"

BEACON®
Light for life