European Patients’ Rights Day
- 10 May 19:30 – 21:00

IDF Europe Young Advocates
webinar: Diabetes and Work
• Questions?

• Type your questions here
<table>
<thead>
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<th>Presenters</th>
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<tr>
<td>Sophie Hindjær</td>
<td><a href="#">Image</a> Law student, Denmark</td>
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<tr>
<td>Uros Boganovic</td>
<td><a href="#">Image</a> Law student, Serbia</td>
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<tr>
<td>Jaivir Pall</td>
<td><a href="#">Image</a> Patient Advocate and Healthcare Consultant, UK</td>
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<td>Charlotte Rulffs Klausen</td>
<td><a href="#">Image</a> Director of Global Public Affairs Danish Diabetes</td>
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Themes in Webinar

- Current legal status of patients’ rights inside and outside Europe
- Advocating for people living with diabetes at workplaces
- Perspectives of employers
- Possible roles of Diabetes Associations
- Q and A session
IDF Europe Youth Advocates

European Patients Rights Day Webinar
10th May
Programme

- Youth Advocates
- Aim of today’s session
- Addressing current rights
- Influencing your employer & the employers perspective
- The Member Association’s perspective
- Experiences
- Next steps and closing remarks

There will be a questions session after each presentation
Youth Advocates
Youth Advocates
One size does NOT fit all.

Don’t be afraid to ask questions.

Practicality
Our aim

• Highlight the rights of young people living with diabetes at the workplace
• Start the conversation
• Motivate you to know your rights
Disclaimer

• Every situation and every country is different, so it is important that you seek help in your Member Association (MA) and seek local information

We are law students - this is very general
Advocacy > Legal system

WE WANT YOU! TO DO ADVOCACY WORK
Why is this important?

When you try to hide low blood sugar symptoms

CONCEAL, DON'T FEEL

DON'T LET THEM KNOW
Legal aspect
United Nations - Human Rights

Article 7 - Non discrimination

Article 23 - Right to work
The Universal Declaration of Human rights - United Nations

Article 7.

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

Article 23.

(1) Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

Article 15.
Freedom to choose an occupation and right to engage in work

Article 21.
Non-discrimination

Article 26.
Integration of persons with disabilities

EU - Non EU
Discrimination
TYPES OF DISCRIMINATION

• Direct discrimination
• Discrimination based on association
• Indirect discrimination
Other aspects

Reasonable adjustments:
• time to check & inject
• have sugar or hypo kit nearby
• manage time schedule enables you to go to control
Examples

Do you have any examples? Write to us!
Wishes

What do you wish was a possibility on the job or when applying for a job?
Security restrictions
...BUT now because of advocacy
Legal obligations

If not →

Legally obligated
In any case -
QUESTIONS & ANSWERS
Your questions

• If someone represents a patient organization and participates in a TV show e.g., he will be perceived differently by neighbors, employers and work colleagues ... How do the insurance companies perceive these clients? In what conditions can they violate the right to health and life insurance in EU and non-EU countries?
Your questions

• What kind of education would patients need in order to be active in ethical committees regarding clinical trials, if any?

• Can a person with diabetes refer to the EU Directive 2000/78/EC which protects from employment discrimination on the grounds of disability and therefore ask for "reasonable accommodation" in his workplace?
Your questions

• I prefer that my colleagues know about my diabetes and I feel that they have the right to. But how can I gather them to tell them about me living with type 1, who is it relevant for and how can I tell it without making it sound like it's super serious/dangerous but so they still understand that it's serious?
Your questions

• How can I be an active member to help diabetic patients?
Remember - Don’t let anything stop you!
Let’s work together to make tomorrow better!
Advocacy for Young People with Diabetes in the Workplace

Jaivir Pall
Why is it important

• Getting and sustaining a job is an important part of life
• Problems you face can and most likely will be felt by others
• Stress in the workplace can lead to more variation in blood glucose
• Rights are fundamental to society and everyone has a responsibility
What can I do

• Personal Responsibilities:
  – Be open!!
  – Help each other
  – Educate, educate, educate!
  – Use your diabetes as your greatest strength

• Influence your community
  – Local government
  – Unions
  – Advocacy bodies
  – Employers groups
Who can help me

- Local associations and advocacy bodies
- Government
- Colleagues
- Other people with diabetes
- Your employer
- European parliament
- The Courts – If things get really bad!!
Be the Change!!

“Sometimes When one person is missing, the whole world seems depopulated”
Our experience

• We are a purposeful organisation owned by local people and our employees
• This means that we make sure everyone is safe
• We take the stance that if our employees are not feeling safe then they cannot be doing their best work
• A healthy employee is also a productive employee
• Basically we will respect you if you respect us
How we do this!

- I run a workshop each month on diabetes for the organisation
- We have a hypo kit in all offices (Jelly babies for everyone!!)
- We make sure that **IF** somebody discloses they have diabetes in interview they are also interviewed by one of the diabetes team
- We support all people to be able to take the time off they need
- It is a 2 way conversation if you are ill a lot or need more flexibility then we will work with you
- We do not see people as their disability
The Member Association perspective

Charlotte Rulffs Klausen
Director of Global Public Affairs
Danish Diabetes Association

Danish Diabetes Association

International Diabetes Federation Europe

unite for diabetes
Advocacy effort from France

SIGNEZ LA PÉTITION DE LA CAMPAGNE JE FAIS UN VŒU !

JE FAIS UN VŒU:
Choisir le métier de mes rêves avec mon diabète

SIGNEZ LA PETITION
Contacting the Diabetes Associations in your country!

Click a country on the map to see information

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http://bit.ly/2q2yUMW
IDF Europe advocacy

**IMPACT** diabetes: the **Initiative to Mobilize** Parliamentarians to **Act to prevent, Care and Treat** diabetes