

PRESS RELEASE

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Europe's endocrine community calls for urgent policy action as growing demand puts hormone health workforce under pressure

New survey shows long waits and workforce pressures may threaten efforts to recruit and retain hormone health specialists, timely access to care and capacity for vital research. The Prague Declaration, published today by the European Society of Endocrinology (ESE) and endorsed by 46 national endocrine societies and three specialist societies, calls on policymakers and healthcare leaders across Europe to act now.

The Prague Declaration and the accompanying white paper, '[Endocrine Workforce 2026: Recommendations for a Healthier Endocrine Future](#)', set out detailed recommendations informed by ESE's State of Endocrinology surveys, the first comprehensive assessment of Europe's endocrine workforce. Around 2,400 healthcare professionals and researchers, more than 250 nurses and 36 national endocrine societies contributed views.

The surveys point to a widening gap between the care people need and the workforce's capacity to deliver it. Many endocrine services are already struggling to meet demand, with more than a quarter of endocrine professionals saying new patients wait upwards of 90 days for an appointment. Most national societies expect the situation to worsen.

The findings show that stress and burnout are common, particularly among younger endocrinologists. More than a third of early-career professionals are considering leaving their jobs in the next five years, raising serious concerns about the future supply of endocrine expertise.

Respondents also highlighted limited time for research, with four in ten reporting that they do not have enough time to contribute to vital research that would improve patient care.

Wiebke Arlt, ESE President, says, "Europe's endocrine workforce bears the brunt of many of our biggest and most costly health challenges. As obesity, diabetes and other hormone-related diseases affect more people, we must ensure there is enough specialist expertise to provide timely, high-quality care."

Jérôme Bertherat, Chair of the ESE Policy and Advocacy Committee adds, "For the first time, we have robust survey data showing what needs to change. Through the Prague Declaration,

we are asking European institutions, national governments, healthcare organisations and medical societies to act on the findings and ensure a resilient and future-proof endocrine workforce.”

The recommendations focus on five key areas:

1. **Equipping the workforce to meet future healthcare needs:** More proactive and detailed workforce planning is required to meet future healthcare needs in prevalent endocrine and metabolic diseases and complex rare diseases.
2. **Closing the gap between demand and capacity through prevention efforts and new technologies:** Prevention, early detection, shared care protocols and new working methods (including artificial intelligence, remote disease monitoring and future technologies) should be promoted to alleviate the burden of providing more costly and specialised healthcare in the context of growing demand.
3. **Improving working conditions, wellbeing and career support:** Working conditions and workplace policies should support flexible careers and wellbeing and ensure that early-career healthcare professionals feel sufficiently supported.
4. **Protecting time and funding for research:** Time, funding and skills dedicated to research must be preserved and enhanced as a critical investment in future healthcare.
5. **Supporting fair and sustainable workforce mobility through standardised education and training:** The principle of workforce mobility across Europe only works to the benefit of all if it is accompanied by standardised education and training across countries in Europe and beyond.

In making the case for prevention, the Declaration recognises that better endocrine care can also reduce pressures in other specialties, like oncology and cardiology. Supporting the endocrine workforce is therefore a strategic investment in Europe’s future health.

The full findings and recommendations are published in ESE’s new white paper, also published today: *Endocrine Workforce 2026 – Recommendations for a Healthier Endocrine Future*. [Read the Prague Declaration and white paper here](#).

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NOTES TO EDITORS

Media interviews

For media enquiries, please contact our Media Office on +44 (0) 7761 800855 or email media@ese-hormones.org.

About the State of Endocrinology workforce survey

In 2025, ESE launched the State of Endocrinology project to assess the trends and challenges facing the endocrine workforce in Europe. Three surveys were carried out between November 2025 and January 2026.

[Find out more.](#)

About *Endocrine Workforce 2026* and the Prague Declaration

The full State of Endocrinology survey findings and detailed recommendations are published in ESE's white paper, *Endocrine Workforce 2026 – Recommendations for a Healthier Endocrine Future*. The Prague Declaration brings the five priority areas into a concise call for policy action endorsed by 46 national endocrine societies and three specialist societies. Those societies are listed here.

The recommendations were presented to national endocrine societies at ESE's Summit of the Presidents in Prague, Czech Republic, ahead of the European Congress of Endocrinology in May 2026.

About endocrinology

Endocrinology is the study of hormones. When hormones are out of balance or fail, this can lead to the development of prevalent chronic diseases such as diabetes, thyroid disorders, cancer, osteoporosis and obesity, and other health challenges such as infertility. Despite their impact, these conditions are often underdiagnosed and undertreated.

About the European Society of Endocrinology

The European Society of Endocrinology (ESE) provides a platform to develop and share leading research and best knowledge in endocrine science and medicine. By uniting and representing every part of the endocrine community, we are best placed to improve the lives of patients. With over 5,400 individual members and through the 51 National Societies involved with the ESE Council of Affiliated Societies (ECAS) ESE represents a community of over 20,000 European endocrinologists. We inform policy makers on health decisions at the highest level through advocacy efforts across Europe.

To find out more about ESE, please visit www.ese-hormones.org.

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