

Re-thinking Type 2 Diabetes in the workplace

Type 2 Diabetes is a global challenge and the number of **Canadians** living with diabetes is expected to rise over the next decade.¹

Defining Type 2 Diabetes

Type 2 Diabetes is a disease in which the body is unable to make enough insulin (a hormone that helps control the amount of sugar in your blood), or does not properly use the insulin it makes. Type 2 Diabetes accounts for 90% of diabetes cases in Canada and has several risk factors including:²



Weight

Excess weight is a risk factor



Family history

Risk increases if parents or siblings have diabetes



Age

Risk increases with age, especially after age 45



Inactivity

Physical activity helps regulate weight and uses up sugar as energy

Type 2 Diabetes in Canada

Among Canadians

6.1% live with prediabetes³

10.0% live with diabetes³

1.7% live with undiagnosed high blood glucose³

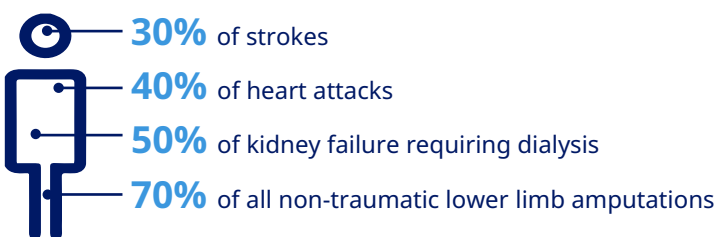


Uncontrolled Type 2 Diabetes can lead to complications

Uncontrolled diabetes leads to **increased risk** of developing diabetes-related **complications**.⁵

Over **40%** of **Canadians** living with Type 2 Diabetes are **not achieving recommended blood glucose targets**.⁶

Diabetes contributes to:²



Cost of uncontrolled Type 2 Diabetes and complications

Did you know?

Employees with Type 2 Diabetes **cost employers** about **\$1500 annually**⁴



Complications of Type 2 Diabetes include many **top drivers of workplace disability claims**, including **cardiovascular disease**⁷ and **depression**⁸

Employees with Type 2 Diabetes are **absent 2-10 more days** than those without diabetes⁸

Disability leaves for people living with diabetes are **~15% longer**⁴

Costs of absence from work are **two-fold higher** for people with diabetes-related complications⁷

Drug plan spending for employees treating Type 2 Diabetes is **4 times the amount** of other claimants⁴

Benefits of new medications for treatment of diabetes

Some diabetes therapies, such as **GLP-1RAs and SGLT2 inhibitors**, not only **improve blood sugar levels** but **may also reduce complications** to help employees remain productive and healthy, allowing them to focus on work.

Benefits include:



Reduction in blood glucose which may lead to reduced risk of complications¹⁰



Low risk of low blood sugar with limited need for testing¹⁰

With potential for:



Weight reduction¹⁰



Cardiovascular benefits¹⁰

Supporting Type 2 Diabetes In The Workplace

Type 2 Diabetes impact in the workplace

Diabetes has a profound negative effect on employee productivity due to **early retirement, increased sick days, disability and mortality.**¹¹

Diabetes affects patients, employers, and society by **reducing employment** and contributing to **work loss and health-related work limitations** for those who remain employed.¹²

People with diabetes may face **discrimination** in the workplace. Employers have **terminated, demoted or denied positions** to employees with diabetes without having adequate knowledge of the disease.¹²

What should employers do?



Ensure your benefit plans provide **access to innovative medicines** for diabetes



Enable employees to get support from their healthcare team

For more information, please contact Novo Nordisk Canada Inc. at NNCICustomerCare@novonordisk.com

Abbreviations: GLP-1RA, glucagon-like peptide-1 receptor agonist; SGLT2i, sodium-glucose cotransporter-2 inhibitors.

1. Diabetes Canada. 2019. Available at: <https://www.diabetes.ca/media-room/press-releases/one-in-three-canadians-is-living-with-diabetes-or-prediabetes,-yet-knowledge-of-risk-and-complicatio>. Accessed 18 January 2022.
2. Wilmot E et al. *Ther Adv Chronic Dis*. 2014;5(6):234-244.
3. Diabetes Canada. Backgrounder: Diabetes in Canada. 2021. Available at: https://www.diabetes.ca/DiabetesCanadaWebsite/media/Advocacy-and-Policy/Backgrounder/2021_Backgrounder_Canada_English_FINAL_MAR.pdf. Accessed on 18 January, 2022.
4. Diabetes Canada. Diabetes 360: A framework for a diabetes strategy for Canada. 2018. Available at: <https://www.diabetes.ca/DiabetesCanadaWebsite/media/Advocacy-and-Policy/Diabetes-360-Recommendations.pdf>. Accessed on 18 January 2022.
5. IDF Diabetes Atlas (10th edition). International Diabetes Federation. 2020. <https://diabetesatlas.org/atlas/tenth-edition/>. Accessed 04 February 2022.
6. Coons MJ, et al. *BMJ Open Diab Res Care*. 2017;5:e000316. doi:10.1136/bmjdr-2016-000316.
7. Breton MC et al. *Diabetes Care*. 2013;36(3):740-749.
8. Andersson E, et al. *Diabetologia*. 2020; 63:2582-2594.
9. Diabetes Canada. Diabetes 360: A framework for a diabetes strategy for Canada. 2018. Available at: <https://www.diabetes.ca/DiabetesCanadaWebsite/media/Advocacy-and-Policy/Diabetes-360-Recommendations.pdf>. Accessed on March 3, 2022.
10. Lipscombe L, et al. *Can J Diabetes*. 2020;44:575-591.
11. Iorga RA et al. *Exp Ther Med*. 2020(3):2396-2400.
12. Tunceli K et al. *Diabetes Care*. 2005;28(11):2662-2667.