

DIVORCE AFFECTS YOUR COMPANY'S BOTTOM LINE!

The impact of divorce comes only second to the loss of a close family member. Yet the recovery lasts twice as long. More than 70% of employees facing divorce, **and their co-workers**, show a drop in productivity that can last up to as much as 7 years.

47,3%

DIVORCE RATES IN THE NETHERLANDS PER YEAR



252

AVERAGE WORKING HOURS LOST DUE TO DIVORCE



40%

PRODUCTIVITY DROP OF EMPLOYEES BEFORE, DURING AND AFTER DIVORCE



2%

INCREASE IN SICK LEAVE DUE TO DIVORCE AND RELATIONSHIP STRESS



THE IMPACT OF DIVORCE IN THE WORKPLACE

47.3% of marriages in the Netherlands end in divorce every year. This percentage doesn't include registered partnerships and cohabitation agreements which have even higher dissolution rates.

The impact on divorcing employees:

The consequences of separation are not restricted to emotional distress. There's the added burden of financial pressures, conflict during legal and custody processes, and often, limited support from family and friends. It takes twice as long to get your life back in order than with other traumatic life experiences. Employees often struggle with keeping their professional and private lives separate.

Statistically, absences start to increase from 6 months before and during the year of the divorce. It can take up to 7 years before a worker recovers. Some are even forced to leave their jobs because of burnout from intense emotional stress.

The Impact on employers:

On average, 252 working hours are lost through absence and lack of concentration. Productivity drops by 40% from 6 months before and during the year of separation. Surprisingly, their colleagues' and supervisors' performance drops 4%. When a co-worker is unable to perform at full capacity, they too feel the impact of a colleague's divorce.

Based on an employee earning a salary of €60,000 per year, the cost to employers from lost productivity is estimated at €86,000. The additional cost to employers of €26,000, over 30% above their salary, can be avoided.

The solution:

Separating work and private life is easier said than done. With my tailor-made coaching programs, I help your employee to experience peace in their personal lives and to focus on their work.

Working with the manager, we make practical agreements and we'll rebuild confidence among their colleagues to prevent the negative consequences.

For you as an employer, this means motivated employees and no risk of profit loss.