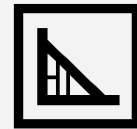


The four-day week in practice

April 2024



Autonomy

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About Autonomy

About Autonomy

- We are a UK-based, not-for-profit research organisation, focused on the future of work, welfare and climate change.
- We run a consultancy service for organisations who want to trial new ways of working, including the four-day week.



Find out more at
www.autonomy.work

Four-day week expertise

- Prospective research
- Feasibility studies
- Trial analysis and case studies



Four-day week expertise

We work directly with organisations who want to reduce working hours with no loss in pay:

- Large-scale pilots: the UK 2022 trial, the Scottish government trial
- Bespoke consultancy service
- Four-Day Week Rollout Programme

→ In total, we've worked with **100+ organisations** and are the most experienced workplace consultancy in the field.

The four-day week: a growing trend

The four-day week: a growing trend

- Key principle: **a meaningful reduction in hours (10-20%) with no loss in pay.**
- Different models possible:
 - Universal day off
 - 5 days, reduced hours
 - Annualised time off



The four-day week: a growing trend

- **Studies and polls show large public support for a four-day week to become a standard way of working.**



*Protestors outside Glasgow's COP26 climate conference in 2021.
Image: 4 Day Week Campaign*

- According to one study, **online searches in the UK for four-day week jobs rose by 38%** between June 2022 and June 2023.
- Major trade unions like **PCS (Scotland), IG Metall (Germany), or the UAW (United States)** have all put the four-day week at the top of their agendas.

The four-day week: a growing trend

- **Working time reduction now increasingly on the political agenda in Europe, US and beyond.**
 - Historically, reducing the working week was key demand of labour movement and progressive policy-makers.
 - The '4 Day Week' demand has helped put working time back on the table.

Vermont senator Bernie Sanders introduces four-day workweek bill

Independent lawmaker says it's time for workers to have a better quality of life with a 32-hour workweek without loss of pay

Scottish government plans trial of four-day week in civil service

The four-day week: a growing trend



- **Government-led trials**
 - Past: Iceland
 - Current: Spain, Portugal, Scotland, Dominican Republic...
- **Private sector**
 - US, Ireland, New Zealand, South Africa
 - Individual, large organisations in Poland, France, Germany, and new trials in 2024
 - 152 accredited UK orgs

Why?



- Improved staff wellbeing
- Increased productivity
- Reduced levels of staff turnover
- Improved recruitment
- Reduction in sick absences
- Catalysing new working practices and organisational culture
- Improved organisational efficiency
- Demonstration of 'values'

Working time reduction around Europe

Working time reduction around Europe

- **In recent years, experimentation with shorter working hours has grown around Europe**
 - **UK**
 - Major private sector pilot
 - Scotland public sector-supported pilot ongoing.
 - Welsh Government exploring public pilot.
 - PCS Union negotiation in DEFRA (UK Gov)
 - **Spain:**
 - Valencia: month-long four-day week (April/May 2023)
 - National government-funded project (current)
 - **Portugal:**
 - 2023 private sector pilot, approx. 40 companies

Working time reduction around Europe

- **And continues to expand in:**
 - **Belgium**
 - Private sector trial 2024
 - Compressed hours
 - Recruitment still ongoing
 - **Norway**
 - Shorter hours trials in Kindergarten (Oslo/Stavanger)
 - 2023-25: 6 hour working day, more staff to cover.
 - Upcoming private sector trial in 2024

European Work-Time Network

- **Growing interest in working time has led to establishment of European Work-Time Network**
 - Coordinates organisations - trade unions, political parties, civil society organisations - around working time reduction and adaptation.
 - Autonomy helps to publish a quarterly newsletter and organise an annual conference



Case study: Iceland

Case study: Iceland



- **Between 2015-19, Iceland saw two major trials of a shorter working week for no loss in pay.**
- **These took place in the public sector: Reykjavik City Council and the Icelandic Government.**
- **These involved around 2,500 workers: around 1% of Iceland's entire working population**

Case study: Iceland

- **Wide mixture of quantitative and qualitative data**
 - Stress levels
 - Time spent with family?
 - Phone call quantities
- **Overall headline results: improvements to worker wellbeing, with maintenance or improvement in productivity/output.**
 - As a result, 86% of the workforce shifted to either new hours or have the opportunity to change their contracts.
 - As a result, Iceland has played significant role in growth of four-day week globally.

Thank you