

The 4 Day Week

European Public Service Unions – April 2022



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Chief Executive Officer, 4 Day Week Global

www.4dayweek.com



DAY WEEK



DAY WEEK GLOBAL

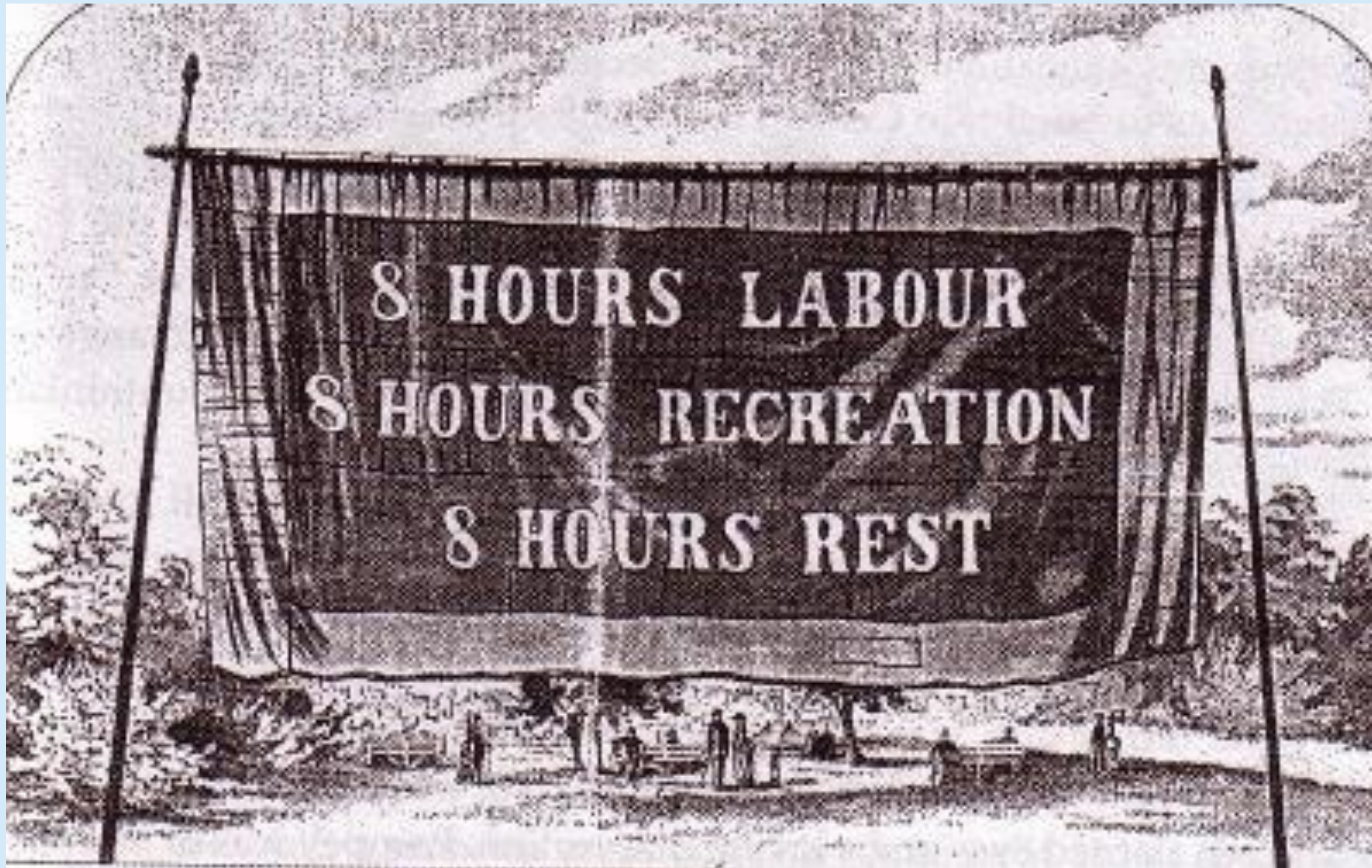
- Established in 2019
- Supports businesses and workers worldwide to implement a 4 Day Week
- Lobbies governments and other agencies & policy influencers
- Runs pilot programmes and research projects
- Provides resources and support to national initiatives and campaigns





100% pay, for 80% time, with a commitment to achieving 100% output







Why move to a four-day week?

- Better work-life balance for workers, improved wellbeing, reduced stress and burnout
- More productive, efficient, innovative and engaged workplaces
- Improved gender equity
- A more sustainable economy
- Public health benefits



Neuseeländische Fondsgesellschaft wechselt zur Vier-Tage-Woche



CNBC

FOX BUSINESS

New Zealand company tested

four-day work week, results
may surprise you



stuff

Perpetual Guardian makes four-day week
permanent

Firma führt 4-Tage-Woche
ein, zahlt aber vollen Lohn

Ein neuseeländisches Unternehmen ändert nach einem Test sein
Arbeitsmodell. Die 4-Tage-Woche habe zu mehr Zufriedenheit bei
den Mitarbeitern gesorgt.



QUALIDADE DE VIDA

Empresa neozelandesa adota jornada de quatro dias na semana

Frankfurter Allgemeine

Unternehmen

Neuseeländisches Unternehmen führt die
Vier-Tage-Woche ein

elPeriódico

Trabajar menos horas y cobrar lo mismo:
una empresa de Nueva Zelanda estrena
la semana laboral de 4 días

WORLD
ECONOMIC
FORUM

Working fewer hours makes you more
efficient. Here's the proof

The New York Times

*A 4-Day Workweek? A Test
Run Shows a Surprising Result*

中時 電子報

chinatimes.com

Evening Standard.

A New Zealand company tried a four-day
work week. It was a 'resounding success'

Newshub.

THE TIMES



INDEPENDENT

BBC

IT'S FOUR THE BEST



Four-Day Workweeks Create More
Productive Employees, New Study Shows

Experiment erfolgreich: Neuseeländisches Unternehmen
bleibt bei Vier-Tage-Woche

FORTUNE



【慣老闆別看】一周上班4天實驗超成功 這
家企業決定永久實施

The Guardian

New Zealand Firm Tries Four-Day Work Week And Finds Massive Success



Four-day week. Yes we can!



Daily Mail

The Four-Day Workweek Is More Than A Dream: It's
A Good Idea

TEDx

People

The New Zealand Herald

Four-day working week trial at
Perpetual Guardian a success,
boss wants to make it
permanent

Handelsblatt

Neuseeländische Fondsgesellschaft
wechselt zur Vier-Tage-Woche

**BUSINESS
INSIDER**
AUSTRALIA



WHY IS THE 4-DAY WORKWEEK GAINING MOMENTUM?



NEW NORMS

People are rethinking their relationship to work



SOCIAL PROOF

More examples of companies shifting to a 4-day workweek



BURNOUT

Many employees are experiencing significant burnout



WORKPLACE DYNAMICS

COVID has led to work-from-home and childcare issues



GREAT RESIGNATION

People are leaving their jobs in record numbers



BALANCE OF POWER

Shift in balance of power away from employers, to workers



Political support is growing



**Progressives in Congress
are backing a bill for a 4-day
work week**

7 December 2021

The Congressional Progressive
Caucus endorsed the four-day
work week bill introduced by
Rep. Mark Takano.

Scotland – Ireland – Spain
Iceland – UAE – Wales
Finland – NZ – Belgium



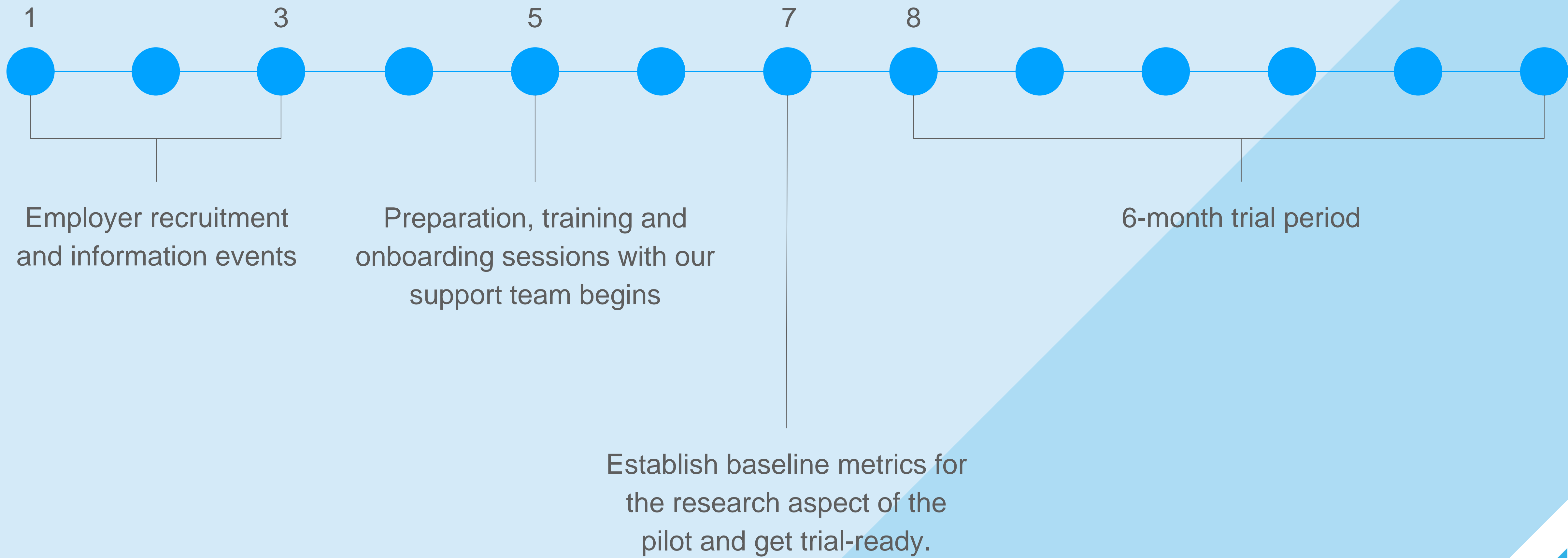
2022 Pilots in US, Canada, UK, Ireland, Australia, New Zealand, and more.....

Co-ordinated, 6-month trial of the 4-day work week

- ***Training*** through virtual events, digital resources and workshops
- ***Mentoring*** from 4-day week business leaders and experts
- ***Networking*** with other pilot companies
- ***Research*** and analysis by a team of world-class academics



Pilot Timeline - Months



2022 Pilots

- ***Ireland*** – 17 companies, approx. 500 employees (1 Feb)
- ***US & Canada*** – 38 companies, > 2000 employees (1 Apr)
- ***UK*** – 64 companies, > 3000 employees (1 Jun)
- ***Aus/NZ/Pacific*** – 5 so far, TBD (1 Aug)
- Collaborating with Valencian government, in discussions with Scottish and Irish governments
- Where/what next in Europe?



Research questions

What is the impact of work time reduction on:

- a) productivity and profitability
- b) workplace wellbeing and employee burnout
- c) employee wellbeing and life satisfaction
- d) gender distribution of household labor
- e) carbon footprint and environmental impact



Data collection



Employer Survey - monthly

- Productivity
- Retention
- Absenteeism
- Energy use



Employee Survey – 3 waves

- Wellbeing
- Stress/health
- Job satisfaction
- Burnout
- Energy use



Diary - occasional

- Transport & infrastructure
- Household/care work
- Time affluence



Interviews – end of trial

- Management experience
- Employee experience
- Lessons learned





HUSTLE CULTURE IS ANTITHETICAL TO THE 4-DAY WORKWEEK

- Be available 24/7
- Everything must be perfect
- Work hard = badge of honor
- Everything is a priority



Principles of the four-day week

- Time invested matters less than results produced – employers pay for outcomes, not inputs
- The four-day week shifts the focus from the optics of hard work to the drivers of real results
- The 4-day workweek challenges vague top-down norms of what a workweek should be with specific bottom-up data about what inputs lead to the most important outputs, shifting power from boss to worker



Principles of the four-day week

- 5% of the inputs drive 95% of the outputs. Be ruthless in deprioritisation
- The 4-day workweek requires renorming and retraining teams on focus, meetings, prioritisation, deprioritisation, and availability.
- Expand the workplace conversation around what actually is essential work (and what is nonessential). Leadership held accountable to focusing on only the most important work.



Principles of the four-day week

- Highly collaborative
- Structural change, not individual optimisation
- Empower people
- Direction, not details – be clear about what success looks like



The four-day week is already here!

It's just buried under the rubble of ...

- Poorly run and unnecessary meetings
- Distractions and interruptions
- Badly used technology and outmoded processes



Conclusion

- An idea whose time has come – growing in momentum internationally
- A ‘triple dividend’ policy for a more sustainable economy
- Sharing benefits of productivity growth and technological advancement with workers
- WT reduction: trade union movement key drivers of change
- 100 years on from winning the 5DW – it’s time for an update

