

DITCHING THE 9-5

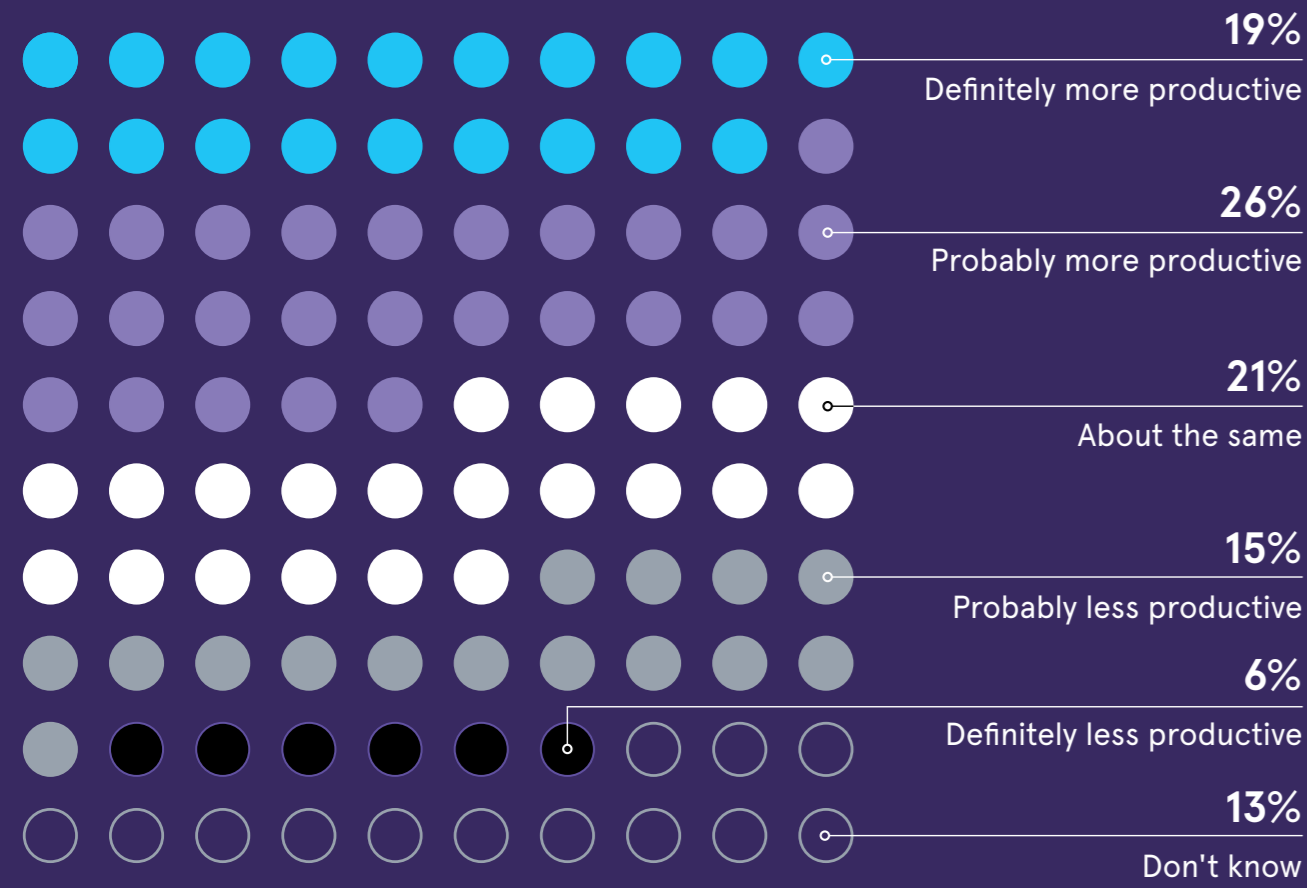
Making the case for a four-day week

Just a decade ago, the idea of moving to a four-day work week would have seemed unrealistic and doomed for failure. But with many governments rolling out trials and the pandemic prompting companies across the world to adopt more flexible working patterns, the argument to move away from the traditional nine to five has begun to gather speed. Whether our future working lives will be completely flexible, confined to four days a week or spread out across seven, remains to be seen. What is clear, however, is that the tried-and-tested 40-hour work week is at risk of becoming obsolete

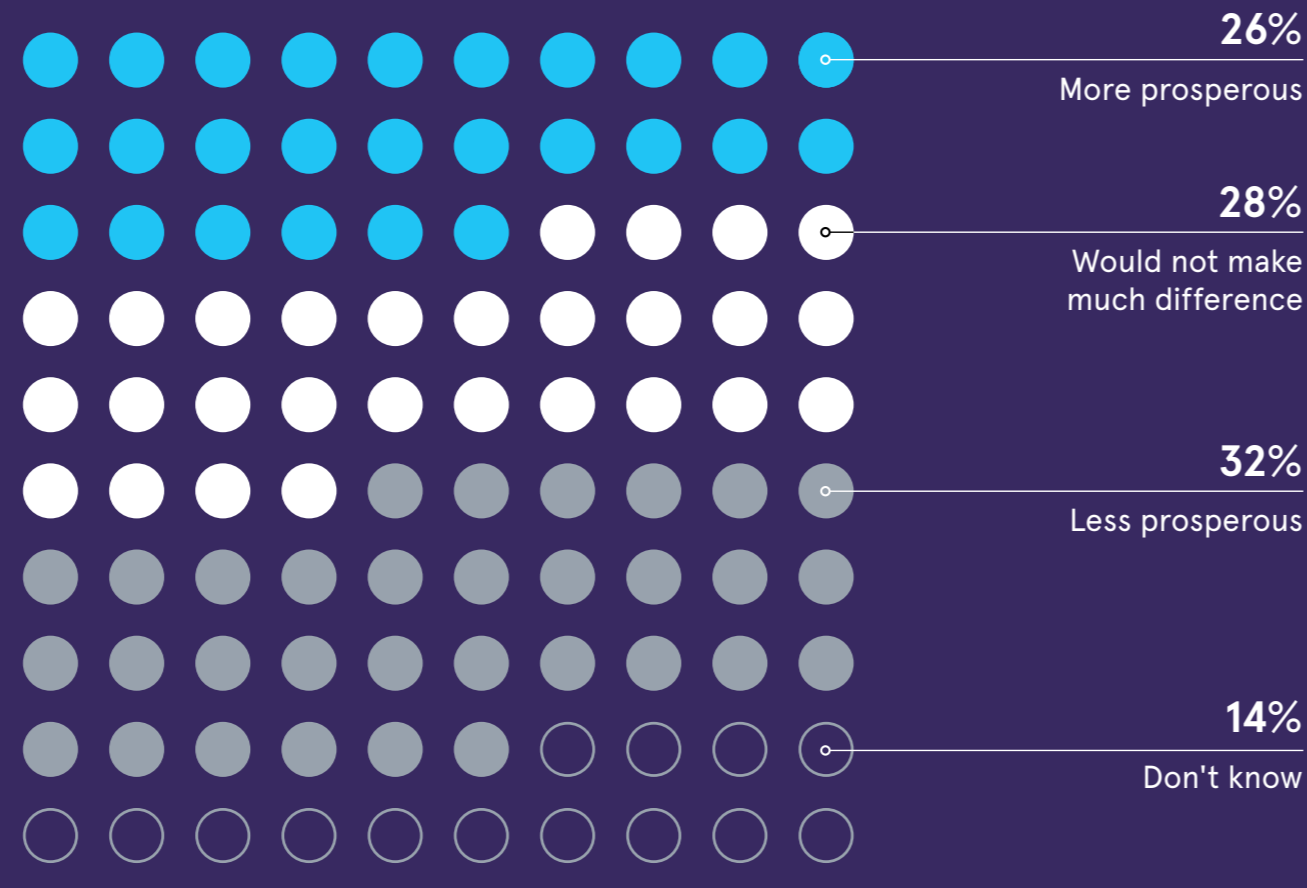
HOW THE PUBLIC FEELS ABOUT A FOUR-DAY WORK WEEK

Survey of adults in the UK

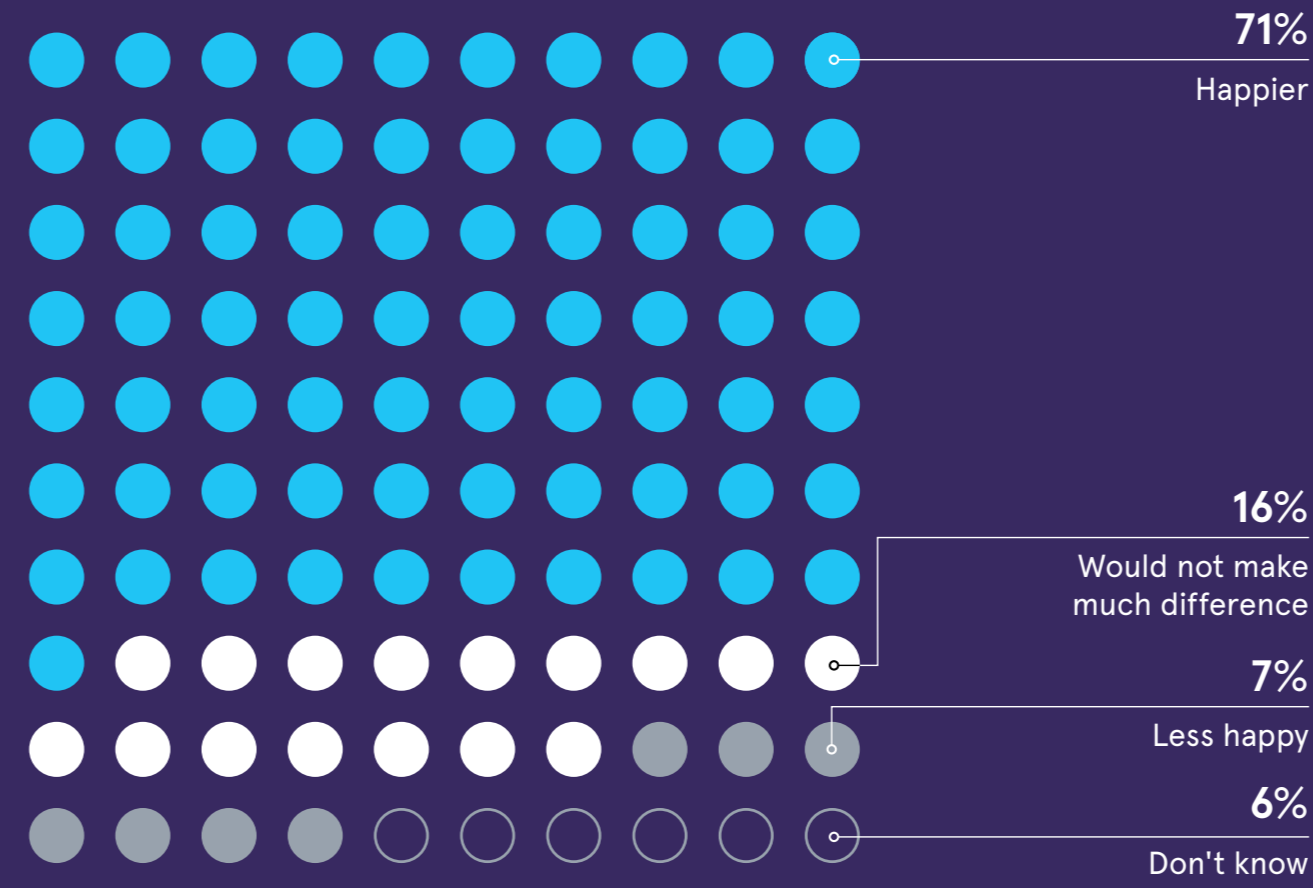
DO YOU THINK A FOUR-DAY WEEK WOULD BE MORE OR LESS ECONOMICALLY PRODUCTIVE THAN A FIVE-DAY WEEK?



DO YOU THINK AS A NATION WE WOULD BE MORE OR LESS PROSPEROUS IF WE WORKED A FOUR-DAY WEEK?

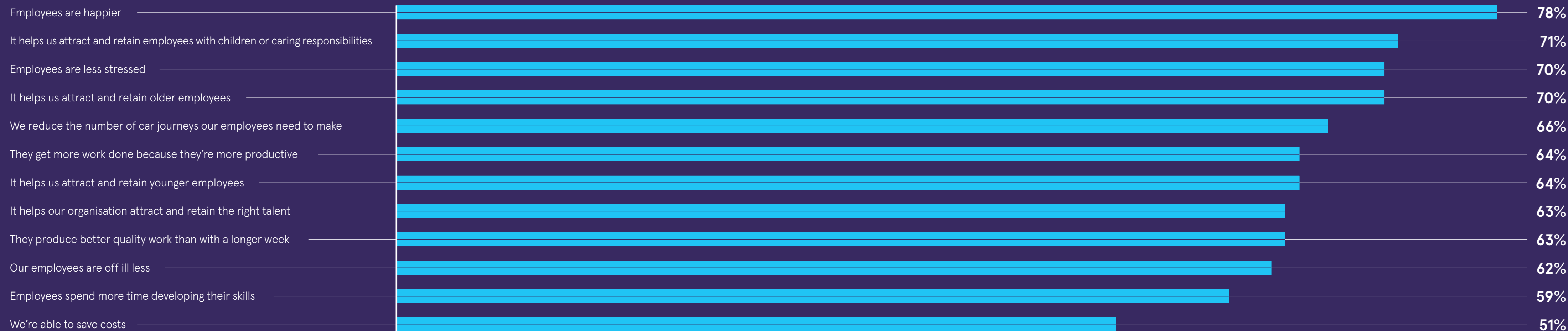


DO YOU THINK AS A NATION WE WOULD BE MORE OR LESS HAPPY IF WE WORKED A FOUR-DAY WEEK?



BENEFITS OF A FOUR-DAY WEEK

Survey of UK employers that have trialled a four-day week



A TIME FOR CHANGE?

60%

of UK employees say that the traditional nine to five no longer works for them as they try to balance life in and out of work

Willgoose 2019

57%

of UK adults would support introducing a four-day working week, while 28 per cent would oppose

YouGov 2019

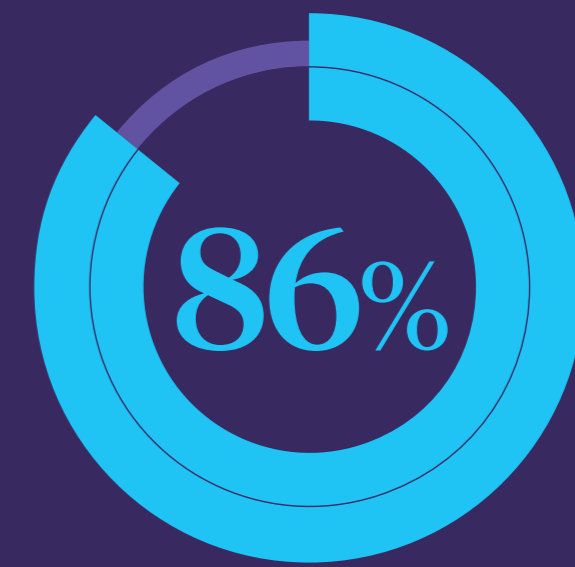
28%

of employees are content with the standard five-day work week

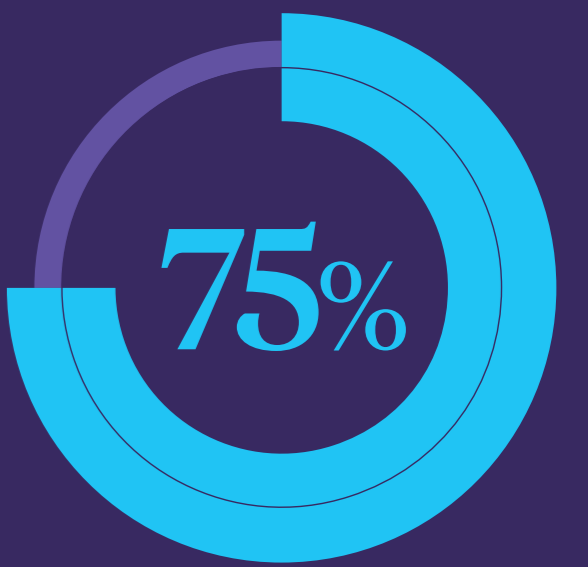
Kronos Incorporated/
The Workforce Institute 2018

THE 40-HOUR CONUNDRUM

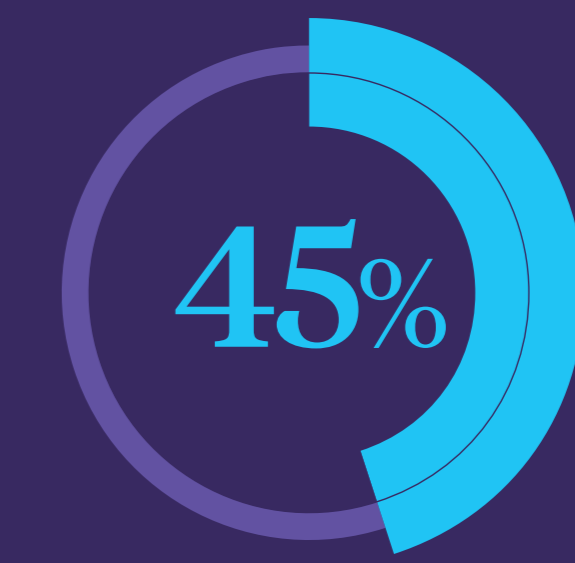
Survey of full-time employees across eight countries



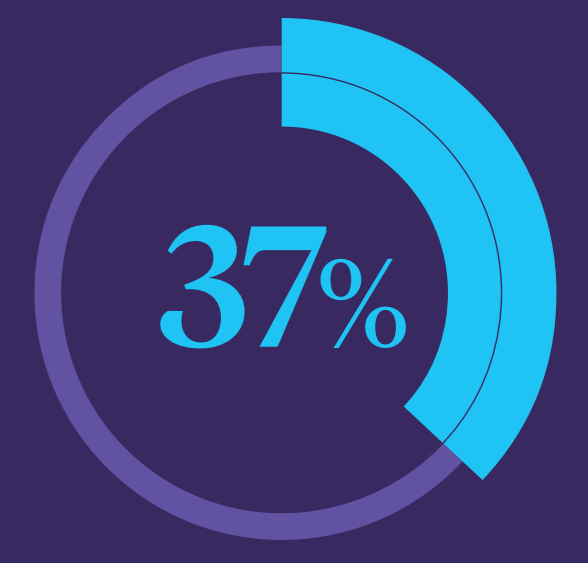
say they lose time each day on work-specific tasks unrelated to their core job



believe they have enough time in the workday to finish their major tasks



estimate it should take less than five hours each day to do their job if they worked uninterrupted



work more than 40 hours each week

Kronos Incorporated/The Workforce Institute 2018

FOUR-DAY WEEK TRIALS

- New Zealand-based estate planning advisory Perpetual Guardian embarked on a four-day work week trial in 2018, during which staff worked 30 hours but were paid for 37.5 to deliver the same amount of output. After eight weeks, engagement among its 240 employees broadly improved: the percentage of staff feeling stressed fell by 7 per cent, while those feeling committed to the company jumped 20 per cent.

- A five-week trial by Microsoft Japan in the summer of 2019, where all 2,300 staff were given Fridays off without a payout, resulted in a 40 per cent jump in productivity. The company also reported a 23 per cent drop in electricity usage and a 25 per cent fall in the amount of time taken off by employees.

- Medical communications outfit Synergy Vision formalised a four-day week after a six-month pilot last year, which resulted in an across-the-board increase in reported happiness and productivity levels among its workers in London, Dublin and Sydney. Employees reporting a positive work-life balance rose from 23 per cent to 48 per cent, while those working overtime fell from 65 per cent to under 50 per cent.