

4 Day Week Trial in Portugal

Pedro Gomes

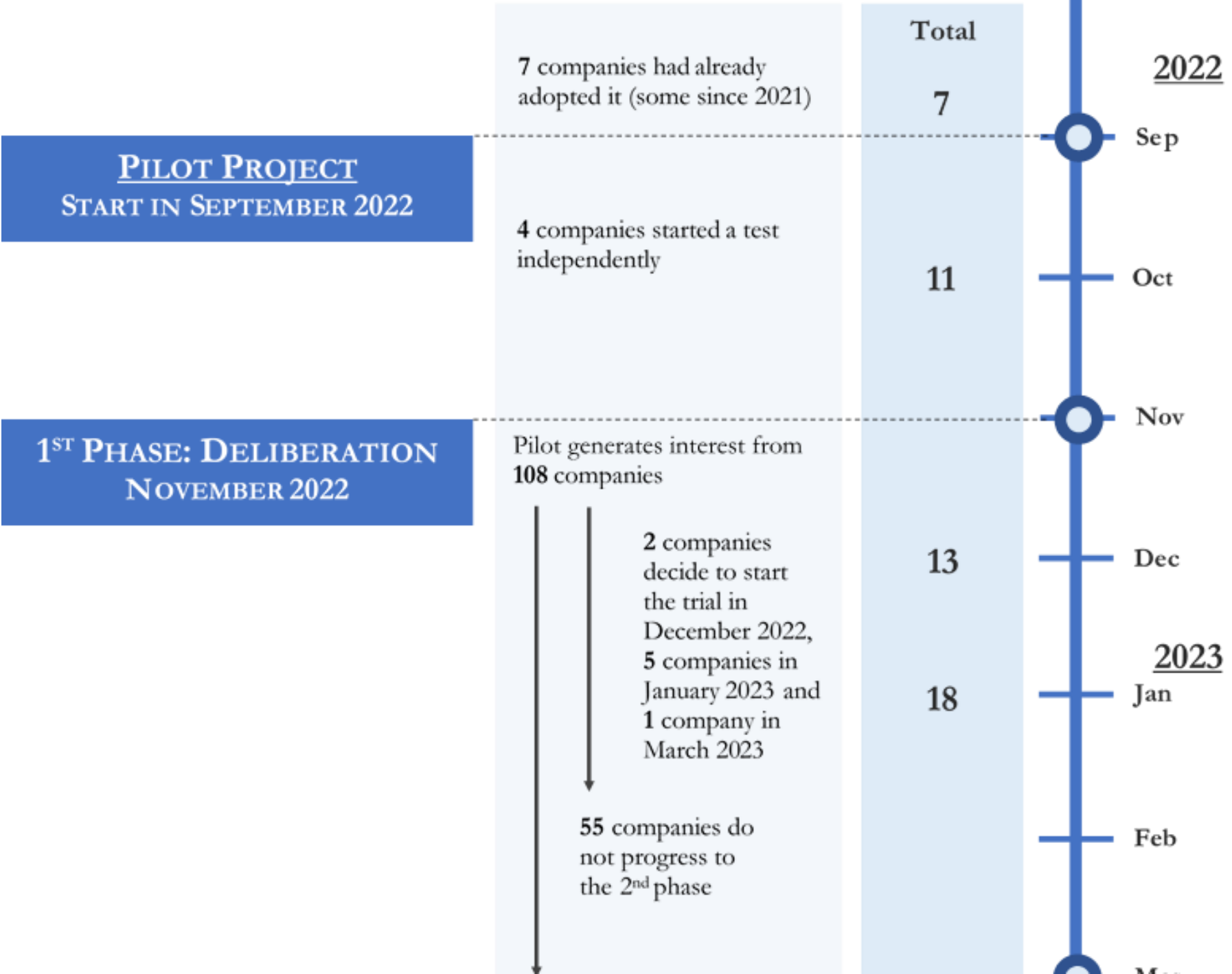


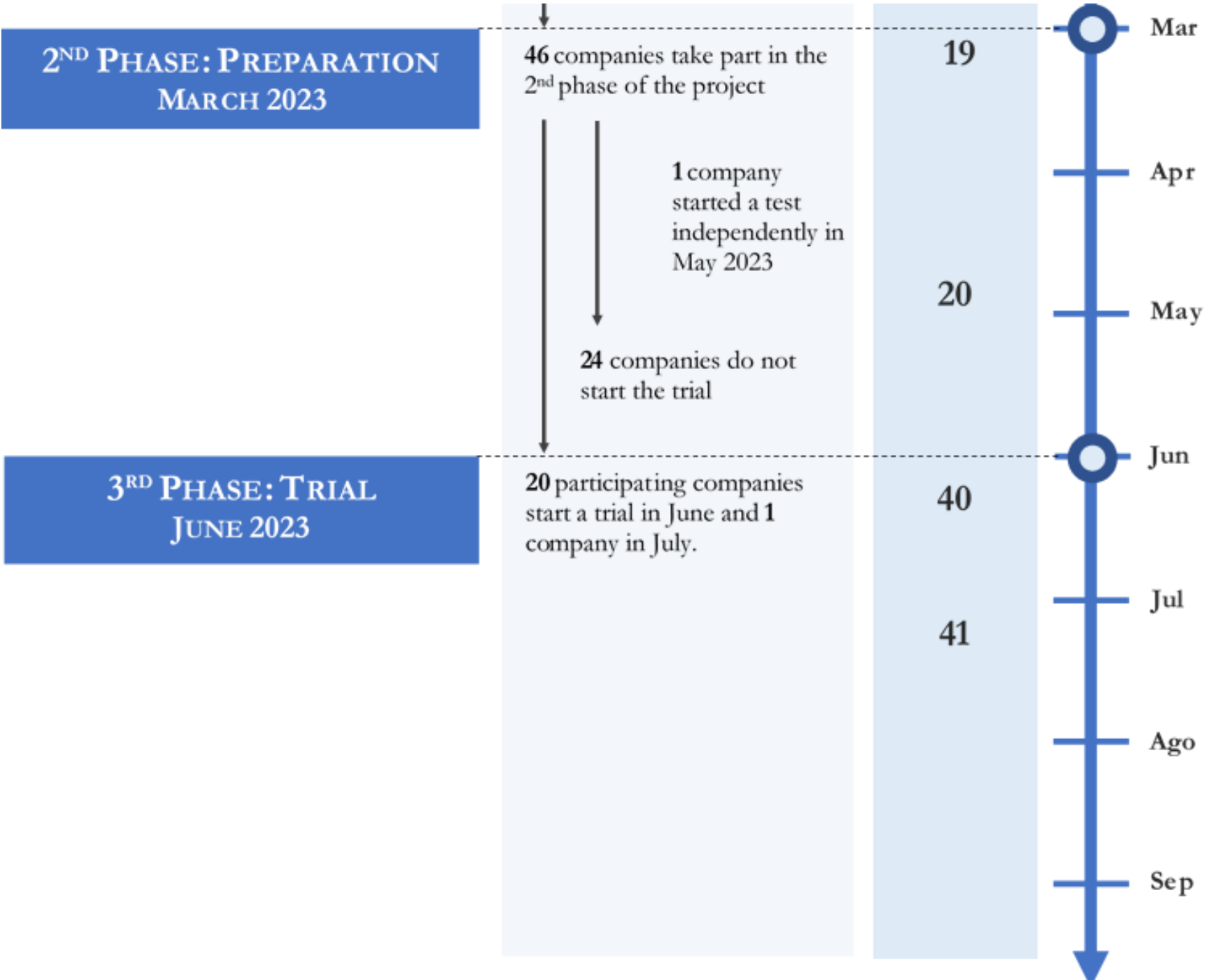
XXIII GOVERNO



Three principles

- No wage cuts.
 - Reduction in weekly hours.
 - Voluntary and reversible.
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- No financial incentive, but no other conditions or restrictions to the implementation.
 - 6-month test



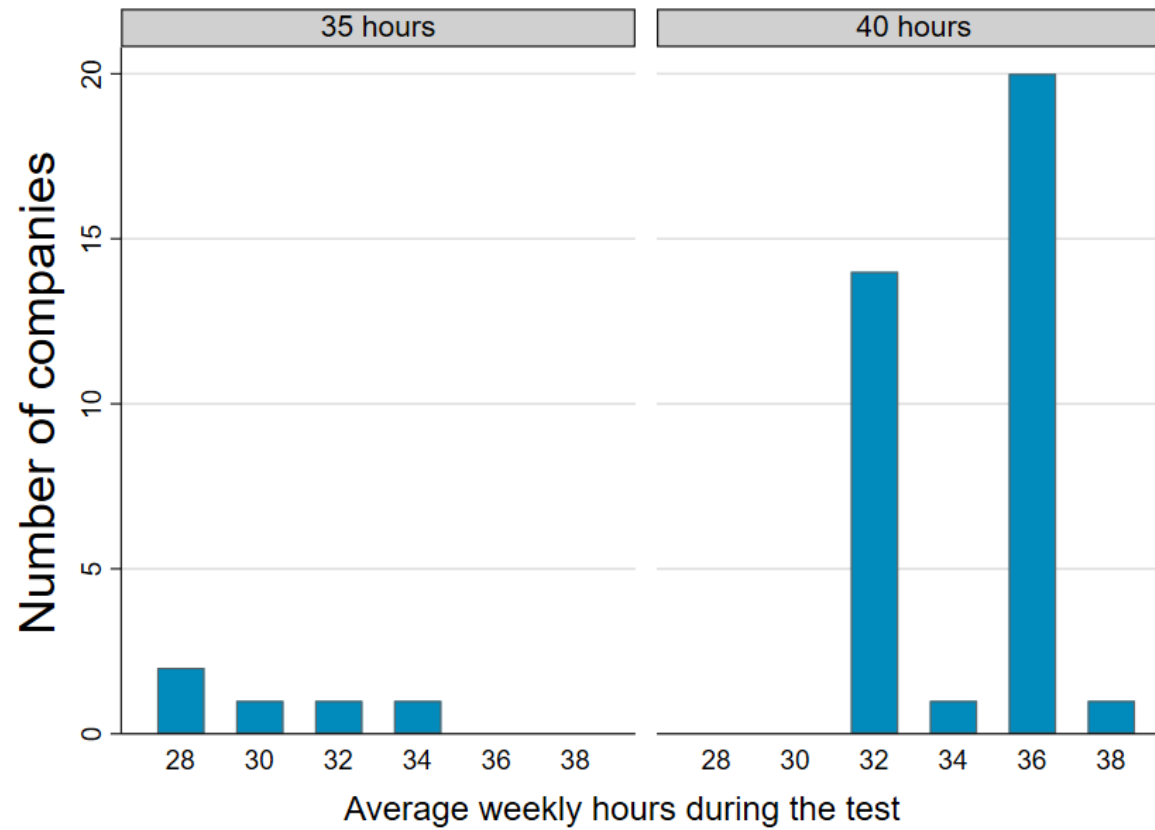


What are the benefits for firms?

- More rested workers naturally work better in the other days
- Attractiveness on the labour market
- Reduction of other intermediate costs
- Changes in processes to increase productivity

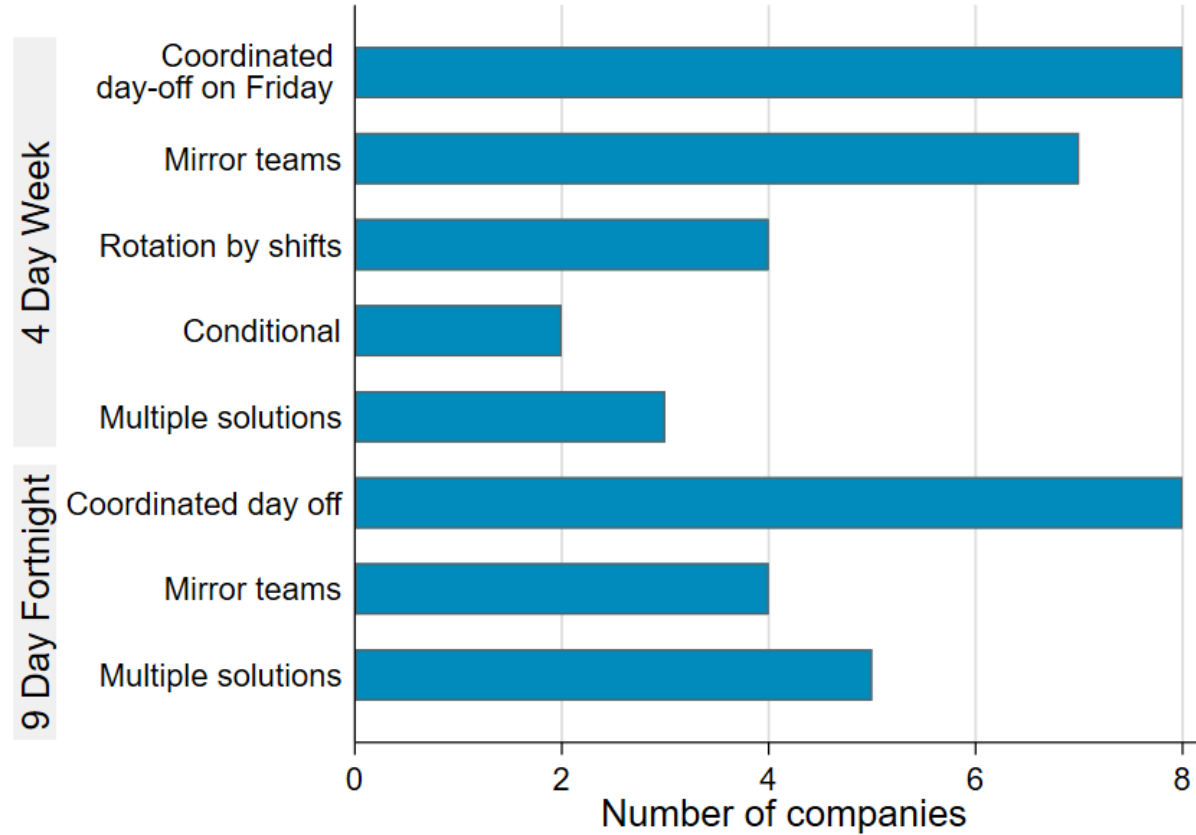
What format?

Figure 5: Reduction in weekly hours



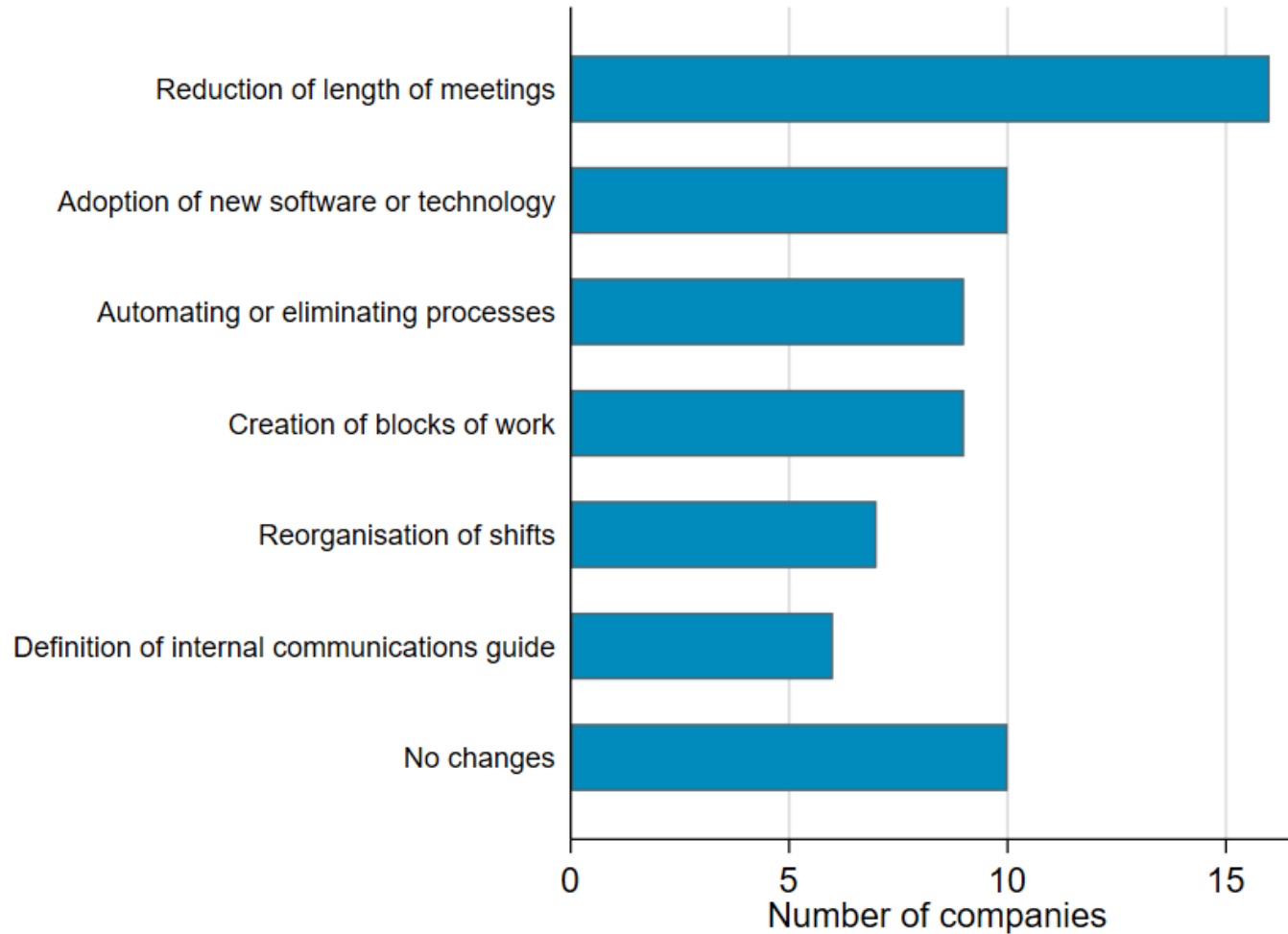
What format?

Figure 6: What format was adopted?

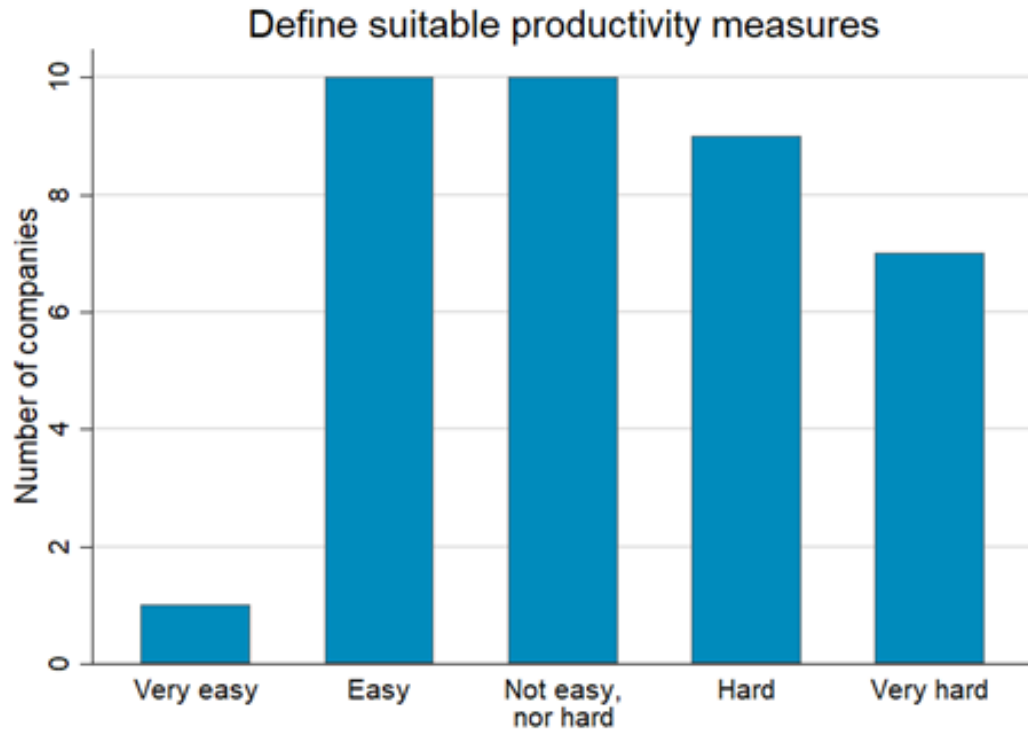


Which changes?

Figure 9: Which organisational changes were done?

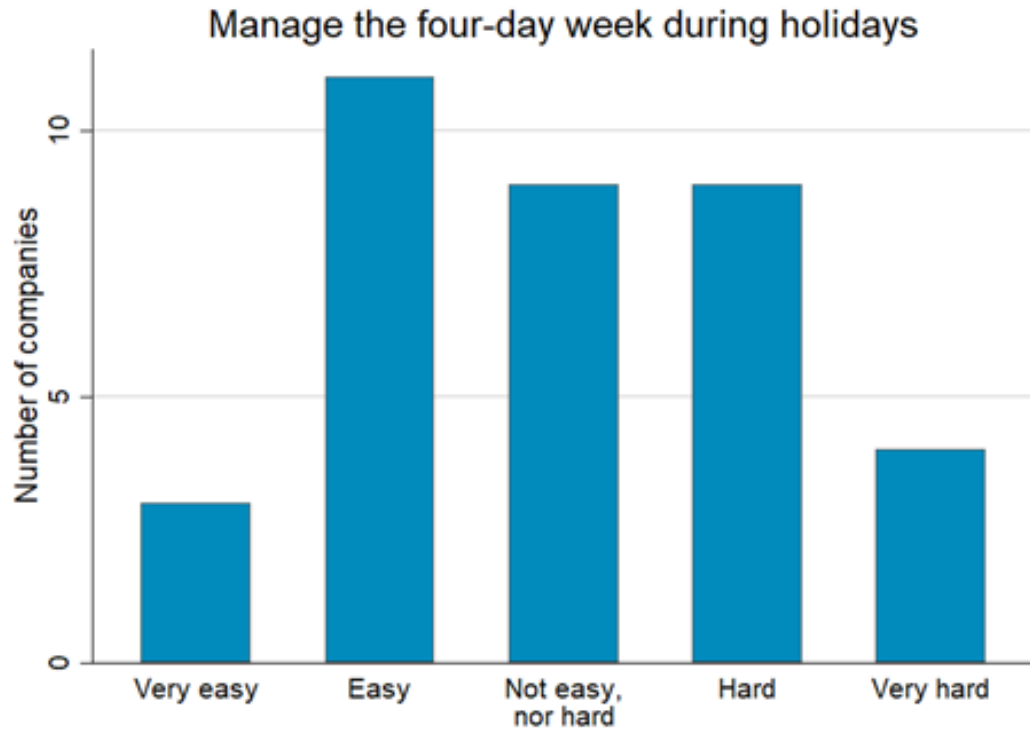


What was difficult?



1. Define productivity measures

What was difficult?



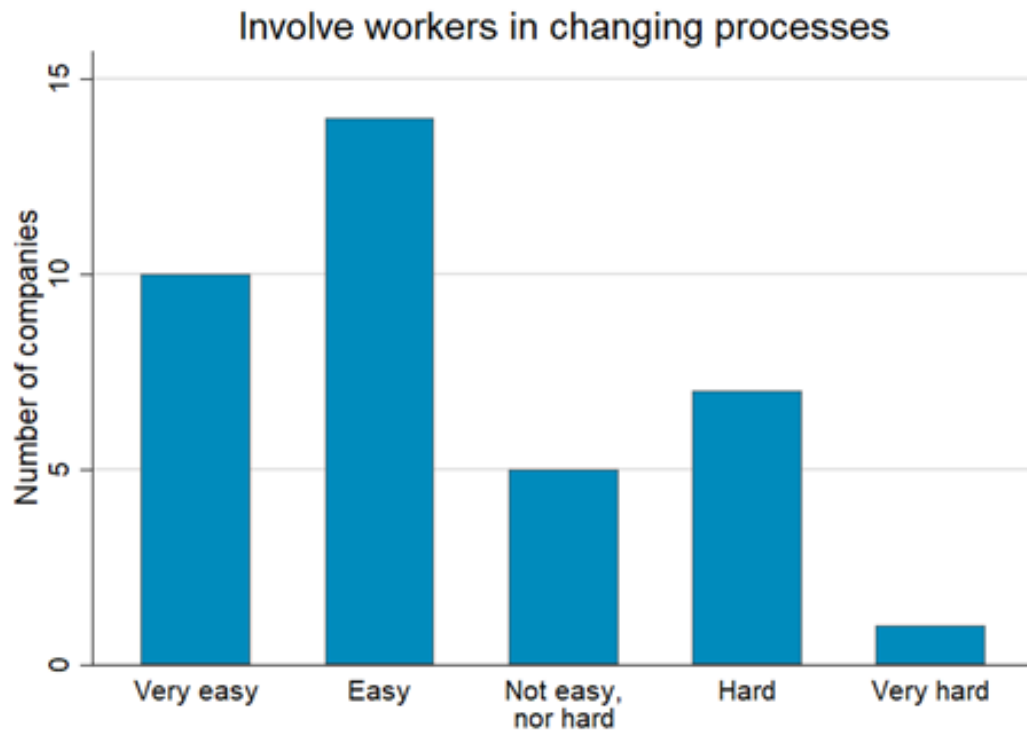
1. Define productivity measures
2. Manage holidays

What was difficult?



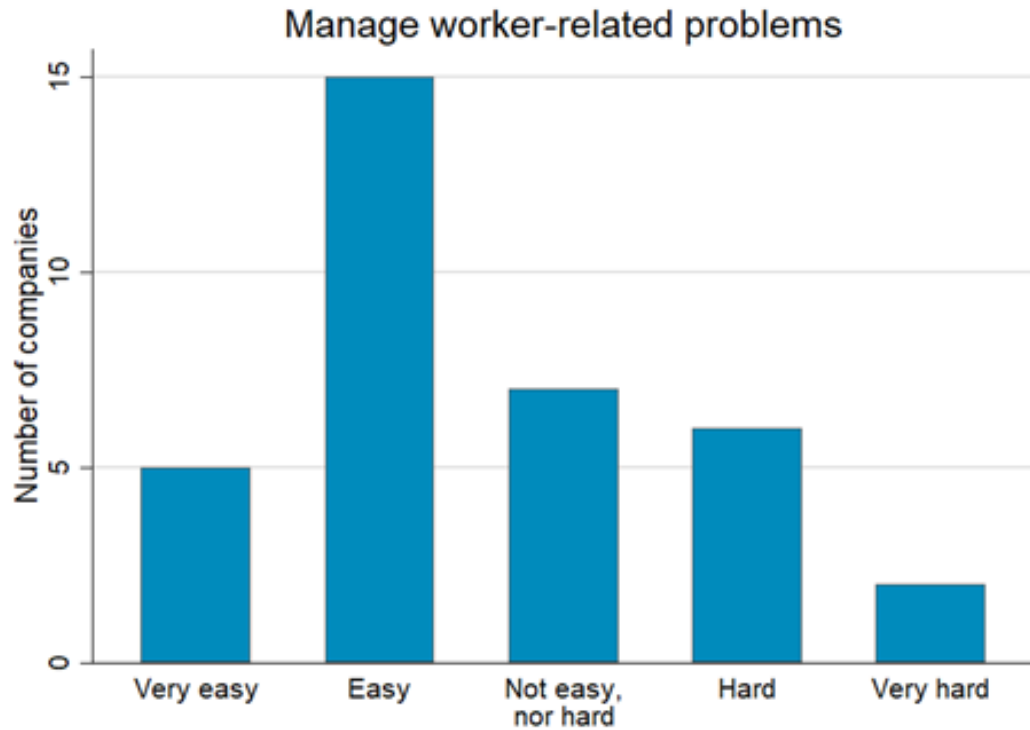
1. Define productivity measures
2. Manage holidays
3. Change the culture

What was easy?



1. Involve workers in the changes

What was easy?



1. Involve workers in the changes
2. Manage worker-related problems

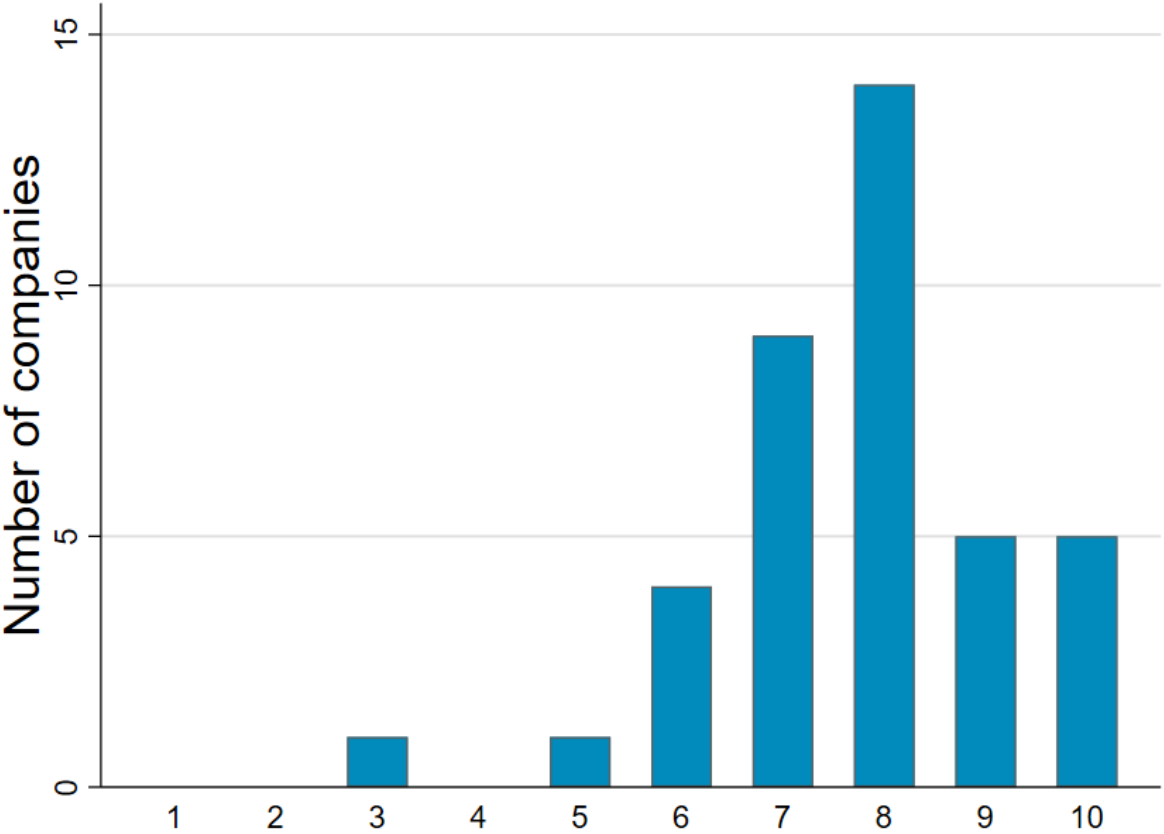
What was easy?



1. Involve workers in the changes
2. Manage worker-related problems
3. Communicate change to clients

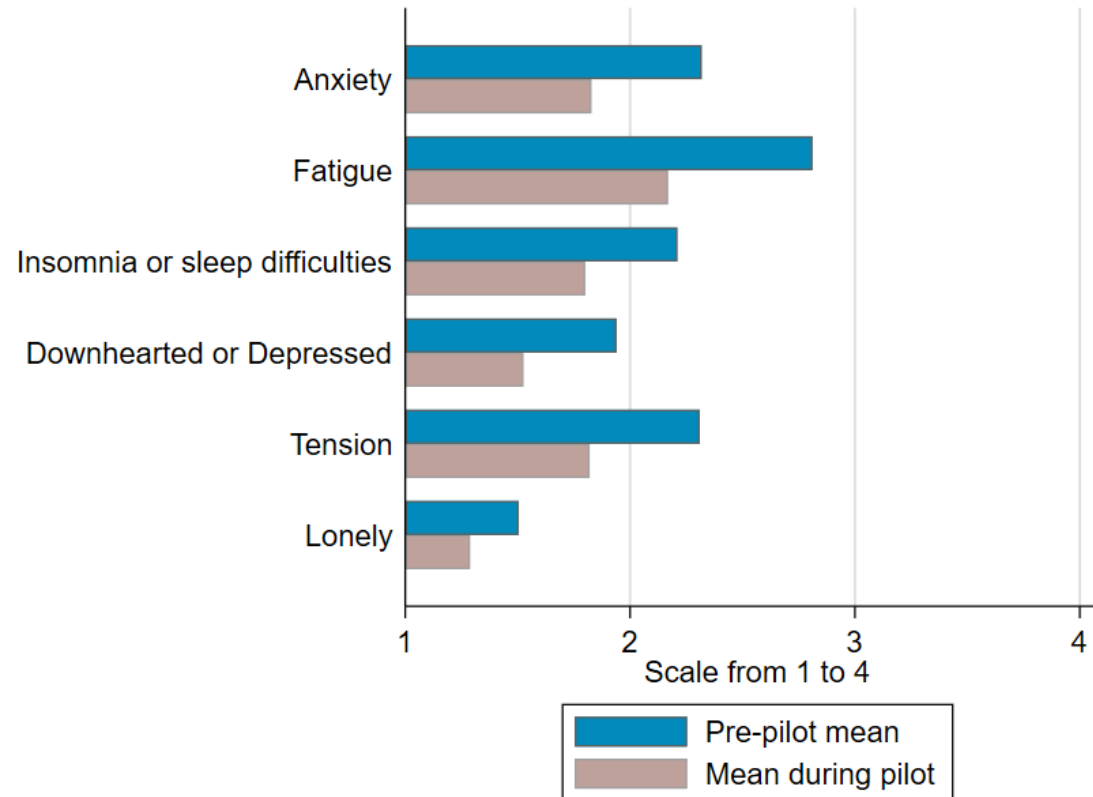
Evaluation so far

Figure 13: How would you rate the experience so far (from 1 to 10)?



Workers: Improvement of mental health

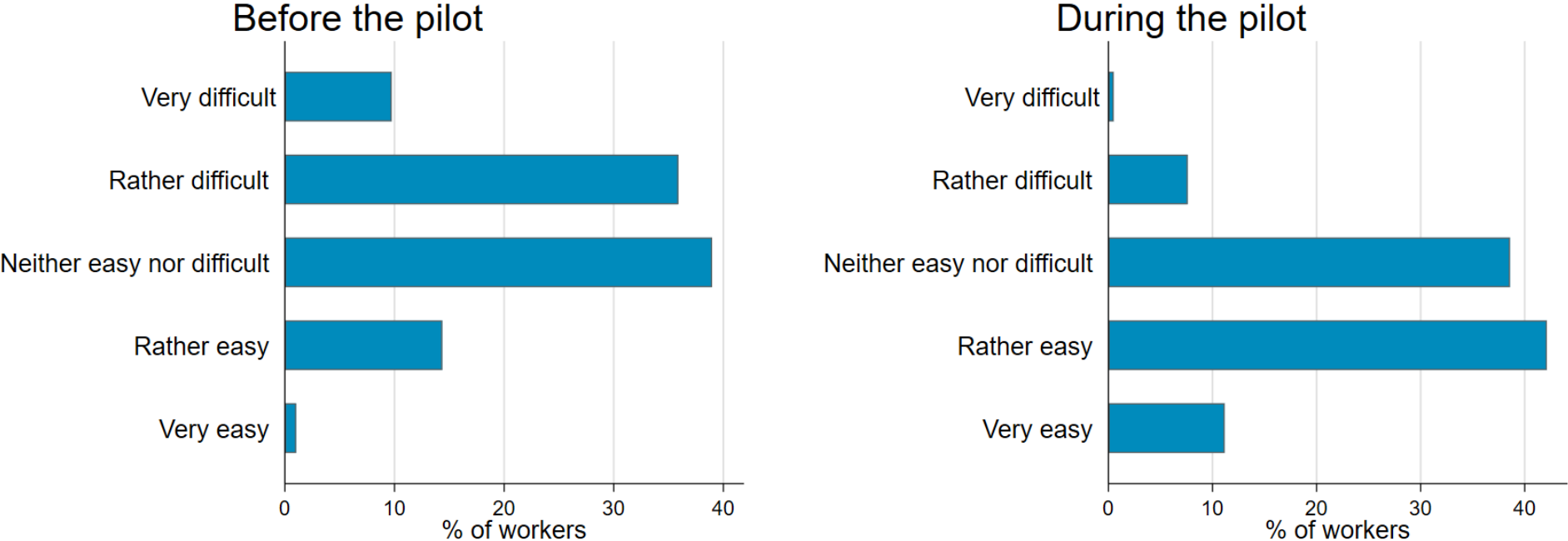
Figure 23: Effects in frequency of mental health symptoms



Nota: Data from the 200 employees of the companies participating in the pilot who responded to the pre-pilot survey and the 3-month survey. Average of a scale from 1 to 4 where: (1) never, (2) once or twice a month; (3) once or twice a week, and (4) daily, over the previous month. The differences between the pre-pilot and 3 months into the pilot periods are statistically significant ($p < .001$) in all these mental health indicators ($t = -7.92$, $t = -9.90$, $t = -6.09$, $t = -6.93$, $t = -7.37$, $t = -3.48$).

Workers: Improvement in work-life balance

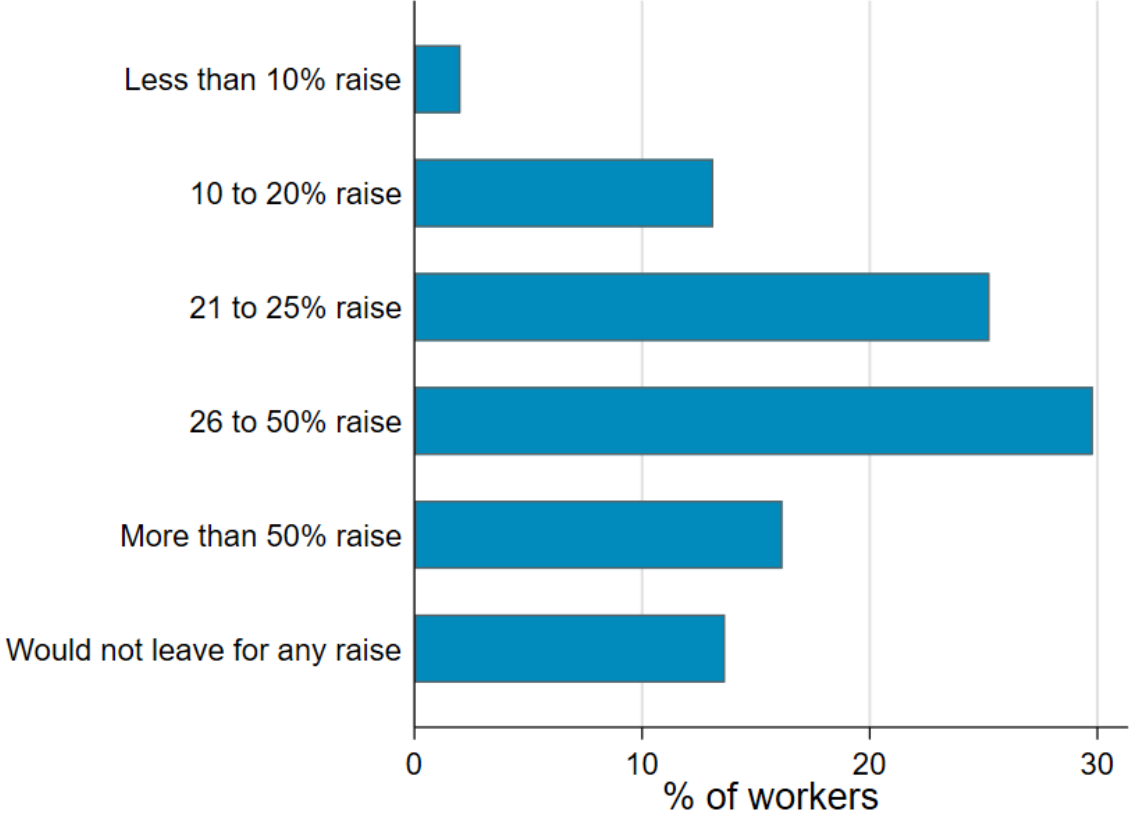
Figure 24: How difficult has it been to reconcile work with family responsibilities?



Note: Data from the 200 employees of the companies participating in the pilot who responded to the pre-pilot survey and the 3-month survey.

Workers give a large value

Figure 31: Wage increase necessary to leave the company for a five-day week job



Note: Data from the 200 employees of the companies participating in the pilot who responded to the pre-pilot survey and the 3-month survey.