

ARE WE GETTING CLOSER TO A **FOUR-DAY WORKING WEEK?**

The Irish pilot of a four-day week, a trial that saw no loss in pay for employees working four days instead of five, concluded late last year.

The majority of the companies that participated said they will continue with the arrangement, but does this really herald a change in attitudes and are we getting closer to the four-day week becoming a reality throughout the world of work?

We surveyed almost 1,000 professionals and employers in a bid to gauge current opinions towards this working trend and practice.

95%
think the
four-day week
is a **good idea**



WHERE DO PEOPLE THINK IT COULD MAKE A **POSITIVE IMPACT?**

89%

Employee **mental health**
and **well-being**

59%

Organisational
productivity/efficiency

48%

Talent **attraction**
and **retention**

THE CURRENT STATE OF PLAY

Who's doing it?

Have introduced or are trialling a four-day week

4%

Are considering implementing it

17%

Aren't considering it

62%

Are unable to consider it due to their organisation/sector

17%

WHAT'S THE POTENTIAL CIVIC IMPACT?

28%

think the four-day week could **positively impact** the environment and our carbon footprint

21%

would spend their day off **volunteering** if they worked a four-day week

Methodology

These findings are based on a survey carried out between 6th February to 20th February 2023 that received 881 responses from across Ireland.

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EMPLOYER CHALLENGES

51%

of those not considering implementing a four-day working week say it's because they're **concerned about the impact on productivity**

36%

would be **more likely** to consider offering it if staff spent **all four days in the workplace**

55%

of professionals **would rather work a four-day week with all days spent in the workplace** than a five-day week in a typical hybrid pattern

A year ago, only **11%** of employers were considering introducing a four-day week. That's now risen to **17%**

Although **52%** think the four-day week will become a reality in the next five years, only **4%** of organisations have so far implemented it

LOOKING TO THE FUTURE

73%

of professionals would be **tempted to move to a different organisation** if it was offering a four-day working week, a figure that has gone up from 64% last year

When do people think it will become a reality?

Within 1-2 years

17%

Within 2-5 years

35%

Within 5-10 years

29%

Never

19%

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