

663

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The Ministry of Labor announced a pilot plan (voluntary) to implement a reduced workweek to 4 days per week with equal pay. Our company already uses a 4x3 workday in the production area. But we are considering experimenting the pilot plan for all personnel. We would like to know your opinion (1 of 2).

The initiative, called "Pilot Program Reduced Workweek", seems to me very timely and avant-garde, and is part of the "4 Day Workweek" movement, which has emerged in England since 2019, and which is spreading very rapidly in other countries: Germany, United States, Australasia, Brazil, South Africa, Ireland, etc.

It advocates a daily workday of 8 hours for 4 days, totaling 32 hours per week, followed by a 3-day long weekend. It is called the 100-80-100 model: 100% salary for 80% of the time, in exchange for a commitment to maintain 100% productivity.

However, some companies have introduced variants: "4/10 work week", in which they work 4 days of 10 hours per week, for a total of 40 hours per week, followed by a 3-day long weekend.

Another variant is to split the day off among the staff, with half taking Monday off and the other half on Friday. Thus, business continues to be Monday

through Friday, while the staff will have 3-day long weekends.

The underlying idea is: "Stop measuring productivity in terms of hours worked and measure it in terms of results", as employees who work one day less per week will have more time for leisure, hobbies, and family. As a result, they will be more productive and less likely to leave their jobs.