

664

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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 (2 of 2).

This initiative is in line with the times. To understand it, we must go back to the past.

Since the Laws of the Indies (Spanish) established a single day off per week: "All workers will work 8 hours a day, 4 in the morning and 4 in the afternoon, distributed as appropriate, in the fortifications and factories that they had", and "on Saturday afternoons the work is raised an hour earlier so that wages are paid", "and an obligatory Sunday rest".

Then, in the 20th century, with the introduction of Taylorism (seconded by Fordism, Fayolism, Toyotism), a method of work organization that increases productivity with the division of functions, worker specialization and time control by tasks, the "English week" of 40 hours emerges in England: 5 working days of 8 hours, Monday to Friday and 2 days of Weekend.

And it is this "English week", of the 20th century, which is now projected as

obsolete by the "new English week", of the 21st century, which, in the first cases put into practice, has yielded the following results: 78% of the companies say that the transition was good; 91% of the companies have chosen to continue once the pilot test is concluded; 95% of people worked the same or better in terms of productivity; 73% of the workers observe greater satisfaction with their time; 71% feel less exhausted, and 39% less stressed.

Source : <https://www.4dayweek.com/>,
<https://www.4dayweek.co.uk/>,
https://en.wikipedia.org/wiki/Four-day_workweek.