

HAS UPTAKE OF THE **FOUR-DAY** **WORKING WEEK** INCREASED?

A year ago, we distributed a survey to gauge sentiment around the four-day working week, a practice that had just been piloted by 61 companies as part of a UK-wide trial.

Of the total number who took part in the trial, 54 (89%) are still operating the policy one year on, with 31 (51%) making it a permanent arrangement. But are we getting any closer to the four-day week becoming a reality throughout the world of work?

To get an up-to-date picture, we surveyed almost 11,900 professionals and employers to see whether the uptake of this working practice has increased, how it's impacting talent attraction, and the challenges of implementing it.

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of the participants
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While

51%

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**arrangement
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THE CURRENT STATE OF PLAY

Excluding those who are unable to consider implementing a four-day working week due to their organisation or sector:

2024:

Have introduced or are trialling a four-day week



Are considering implementing it



Aren't considering it



2023:

Have introduced or are trialling a four-day week



Are considering implementing it



Aren't considering it



A year ago, only 7% of employers had introduced or were trialling a four-day working week. That's now risen to 11%

IMPACT ON TALENT ATTRACTION

78%

of the employers offering a **four-day working week** believe it **helps their candidate attraction strategy**

51%

of professionals would be **tempted to move to a different organisation** if it was offering a four-day working week

12%

said they **would not be tempted by** the offer of a **four-day working week**, an increase from 6% last year

28% of employers would be more likely to consider offering a four-day working week if staff spent all four days in the workplace

EMPLOYER CHALLENGES

Why are employers unable to consider implementing a four-day working week?

2024:

We are not prepared from an operational perspective



We are concerned about the impact on productivity



We are not prepared from a financial perspective



We are concerned about the pressure on staff



2023:

We are not prepared from an operational perspective



We are concerned about the impact on productivity



We are not prepared from a financial perspective



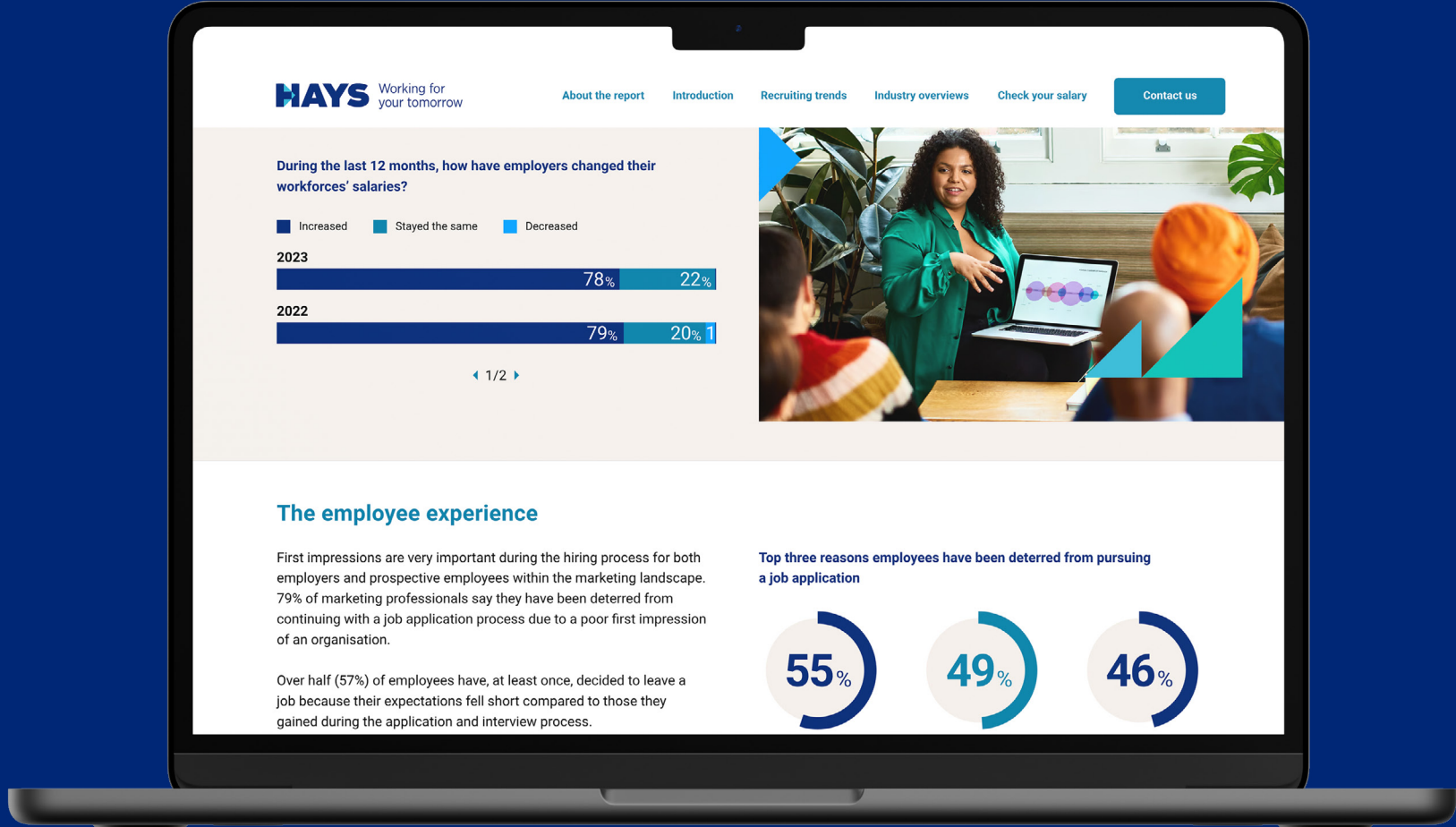
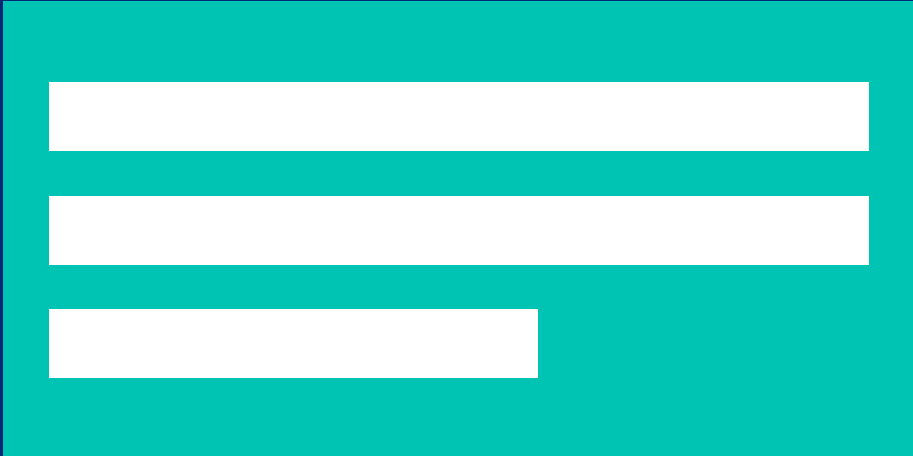
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FIND OUT MORE

For more insights into the world of work check out our latest **Salary & Recruiting Trends**, for key stats and market intel on salary increases, skills shortages, hybrid working and more.

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Methodology

The survey on which these findings are based was carried out between 26th February and 18th March 2024 and received almost 11,900 responses from across the UK. The survey on which the comparison is based was carried out between 6th February to 20th February 2023 and received 11,889 responses.