

PRESENTER: SIMONE HYDE

THE ENABLERS AND BARRIERS OF THE FOUR-DAY WORKING WEEK



He
Pin

Meet Simone



"WE ARE EXPECTED TO WORK MON-FRI
AS THE **UNWRITTEN RULE OF LIFE**"

CAMPBELL & VAN WANROOY, 2013, P. 1133



"THERE ARE **INCREASING CONCERNS** ABOUT
EXCESSIVE WORKING HOURS ON THE HEALTH
AND SAFETY OF STAFF" BURKE, 2006, P. 226

WHERE ARE WE? IT'S FRIDAY THEN...



'FRIDAY' - RITON X NIGHTCRAWLERS, 2021

'FRIDAY TO SUNDAY' - JUSTICE CREW, 2010





DRIVING FORCES

HERE & NOW

THE 'CAN OF WORMS'

PARRALEL REALITIES

DIGGING DEEPER

MOVING FORWARD

THE FOUR DAY WORK WEEK

CAREER PLANNING



NEW WAY OF THINKING

NOT WHAT, BUT HOW?

TOOLKIT

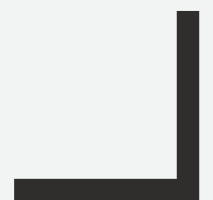


Let's Get Interactive!

STEP 1. DOWNLOAD **SLIDO**

STEP 2. ENTER CODE **#538856**

STEP 3. CONTRIBUTE

The Slido logo, featuring the word "slido" in a bold, green, lowercase sans-serif font, centered within a white rectangular box.

Activity



RIGHT HERE, RIGHT NOW

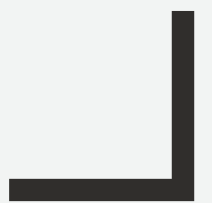


'FRIDAY ON MY MIND' - THE EASYBEATS, 1992

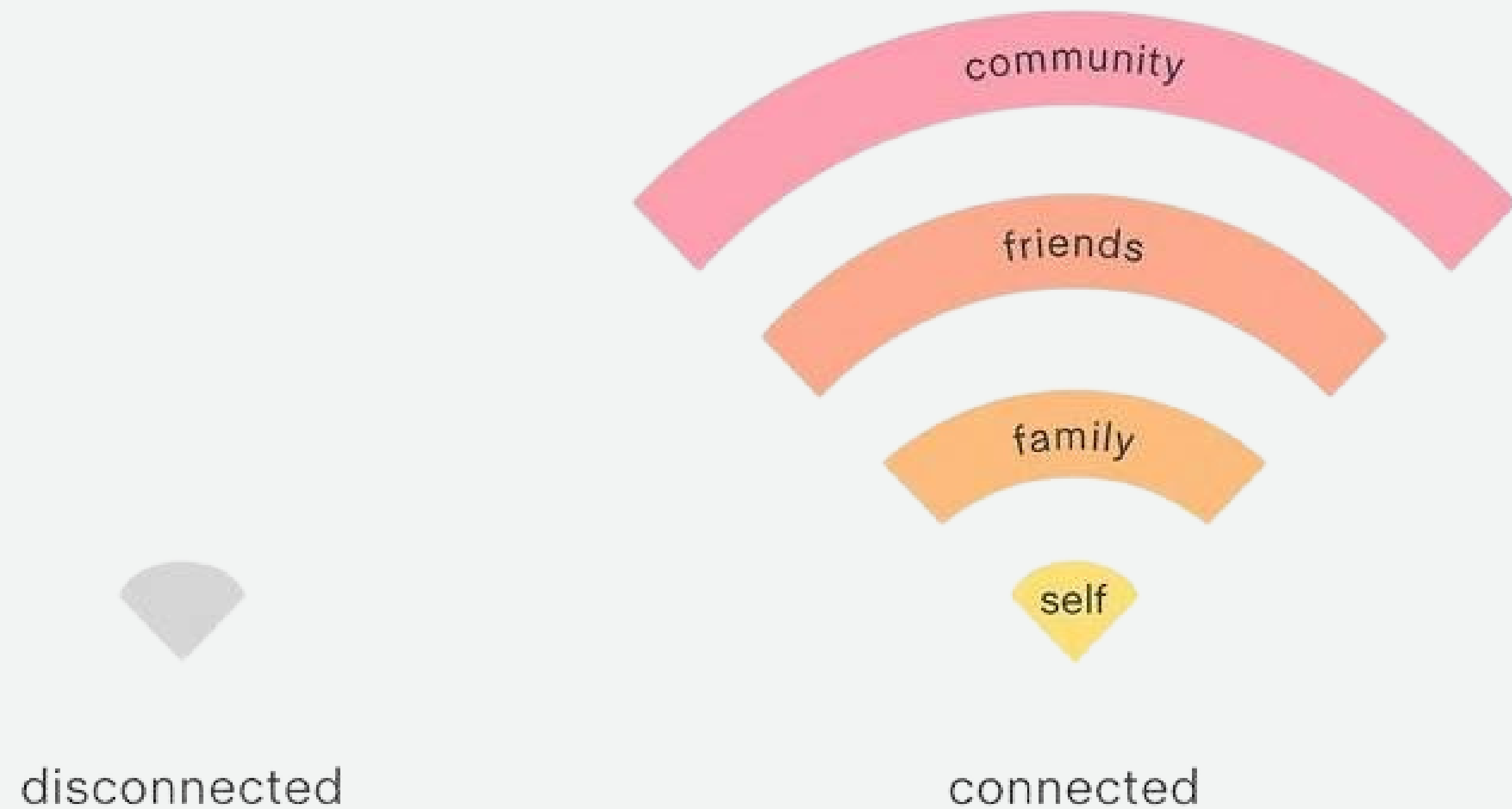
The Four-Day Week & You

**FINISH THE
SENTENCE
WITH THE FIRST
WORD/EMOTION
THAT COMES TO
MIND**

1A & 1B
slido




THE FUTURE OF WORK IS HUMAN



Research Gap

COULD THE FOUR-DAY WEEK BE
THE 'NEXT STEP'
IN WORKING LIFE?



An increased focus
on employee
mental health and
wellbeing

An emphasise on
'working to live,
not living to work'

Introduction the
concept of
self-preservation

Going Global

Ireland / ICE Group

Habits changed; with staff taking fewer breaks and checking social media less often.

Japan / Microsoft

Employees reported being 40% more productive.



Finland /

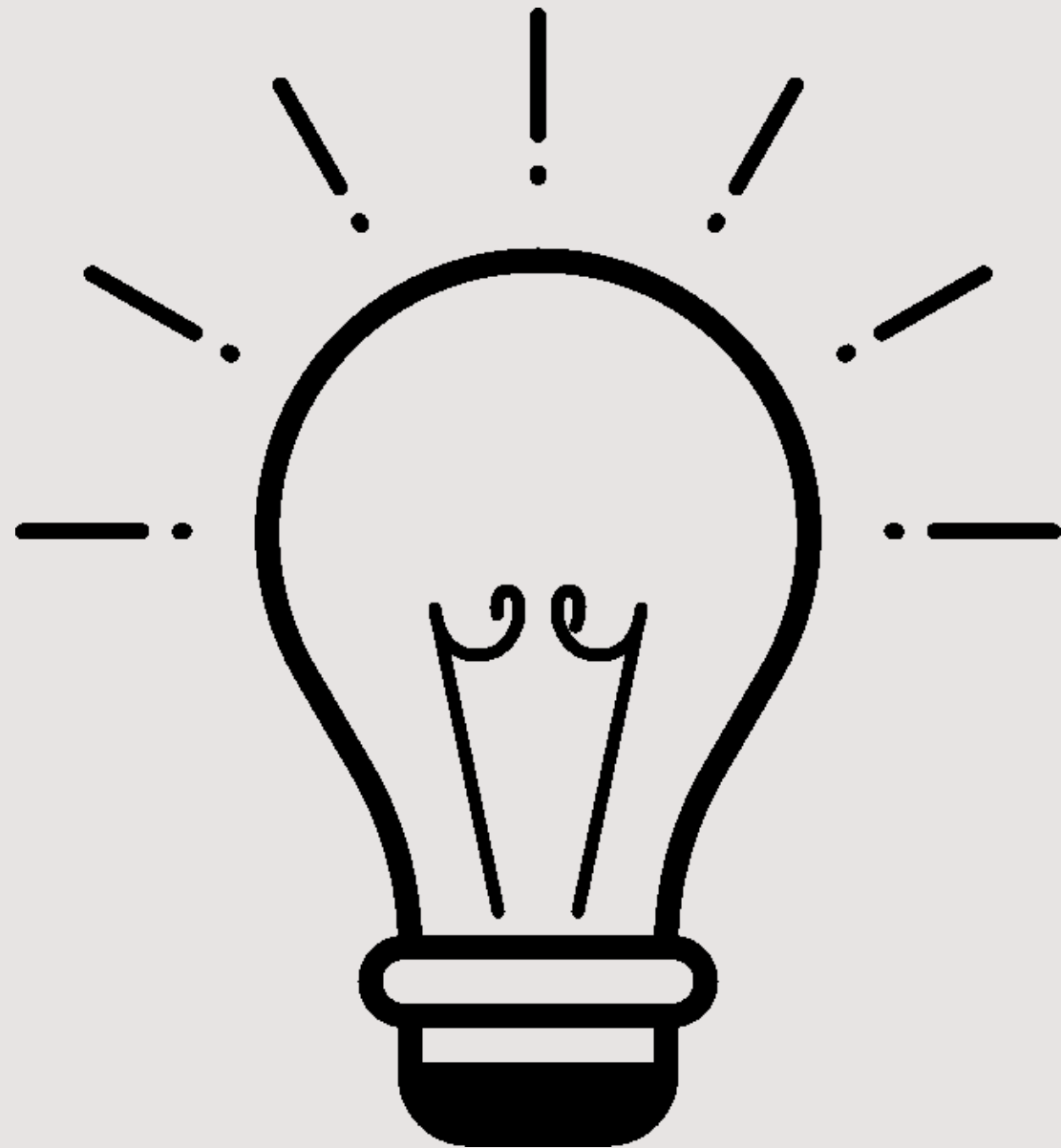
The Prime Minister recently proposed to put the entire country on a four-day workweek or six-hour workday.

New Zealand /

Perpetual Guardian

Trialed a four-day work week before formally adopting the policy in November 2018.

Here & Now



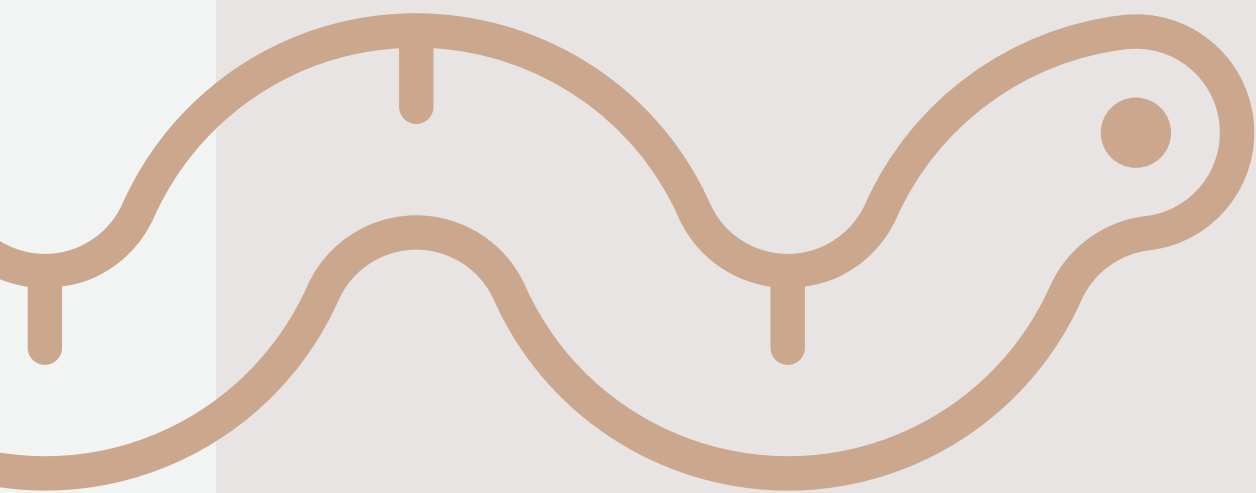
2

slido

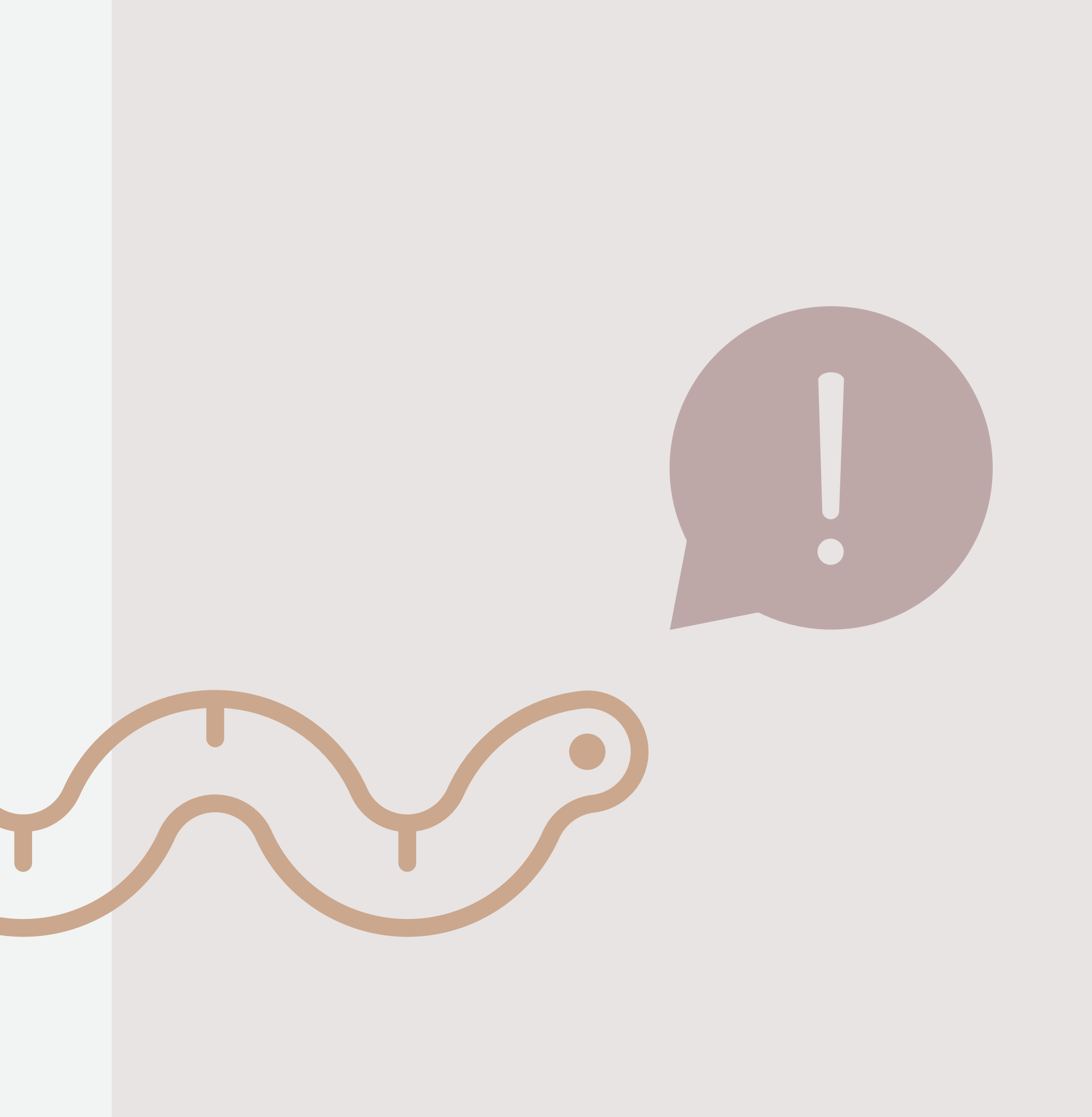
190 regional,
full-time
employees
participated in
Simone's online
survey - 2021



The 'Can of Worms'



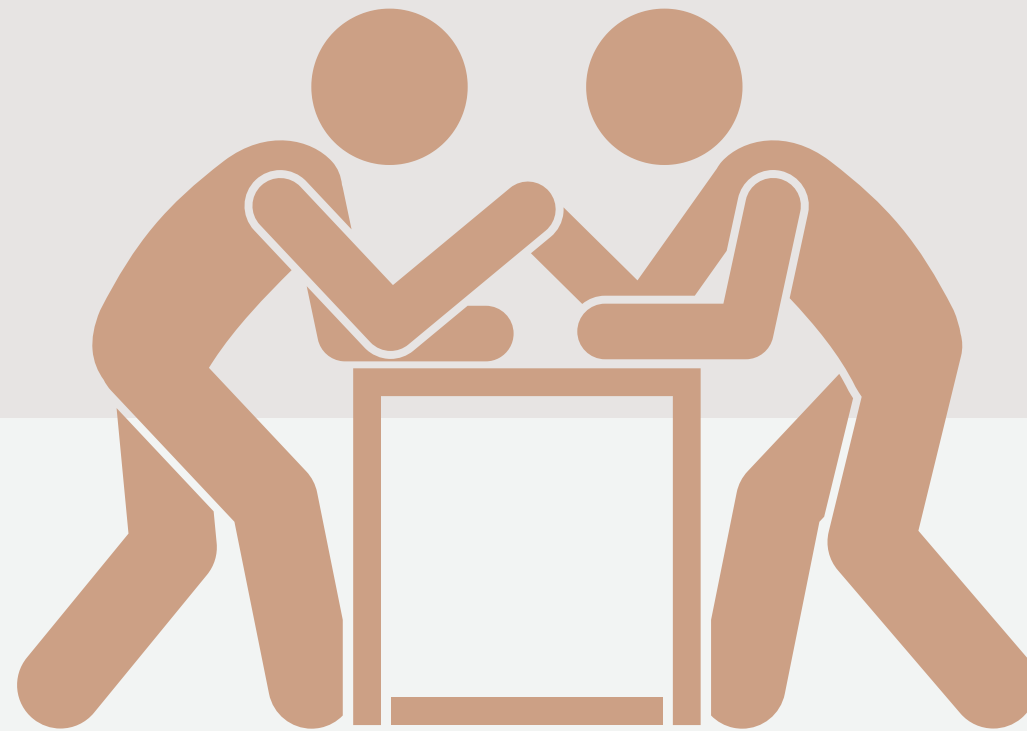
Working
to live,
or living
to work?



Mental Health

Parallel Realities

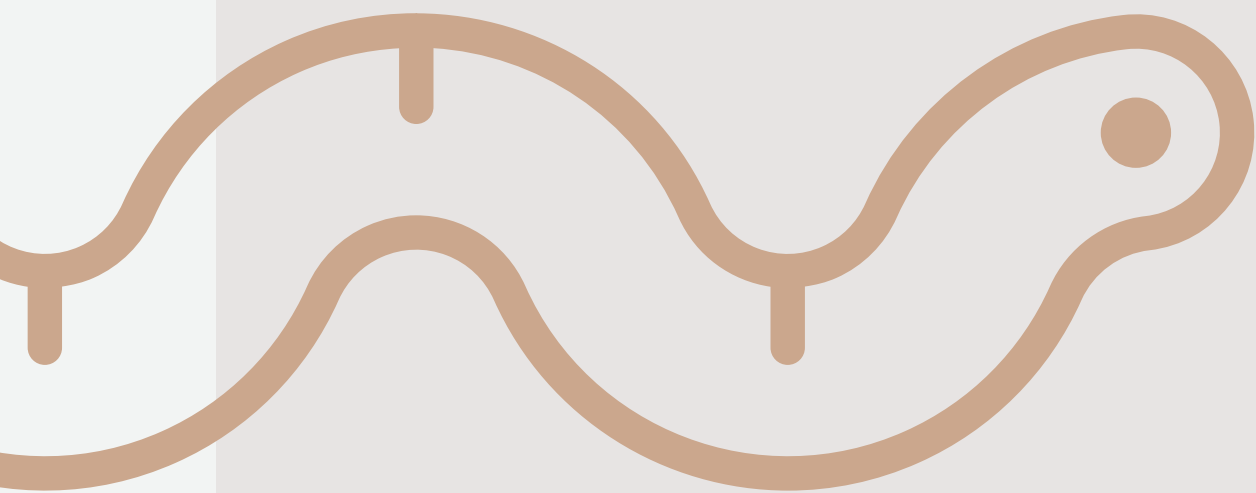
REAL: EMPLOYEE ELIGIBILITY



ALSO REAL: EMPLOYEE EXPERIENCE

For Students

Financial
Education

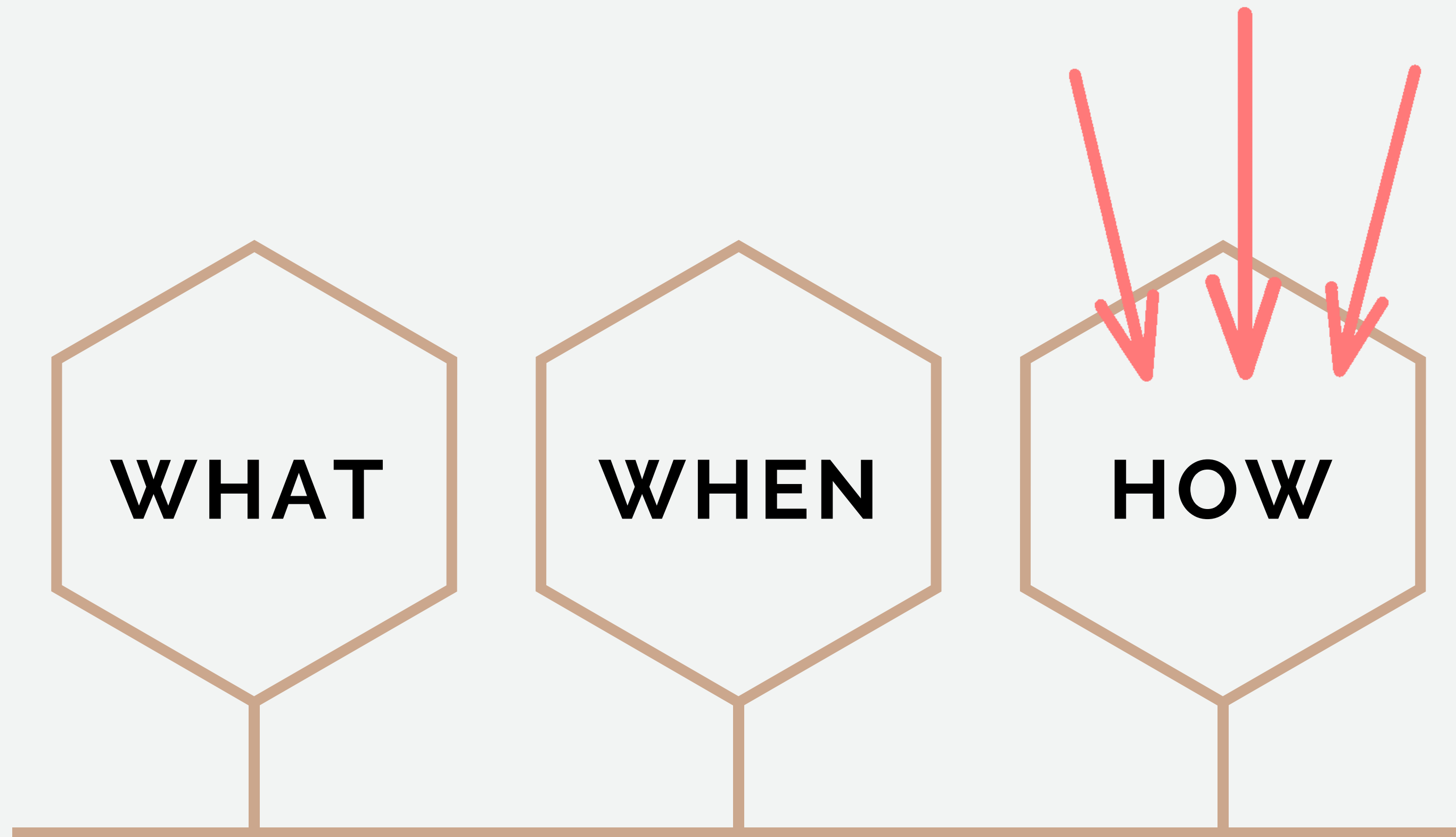


RESOURCES & STRATEGIES FOR STUDENTS

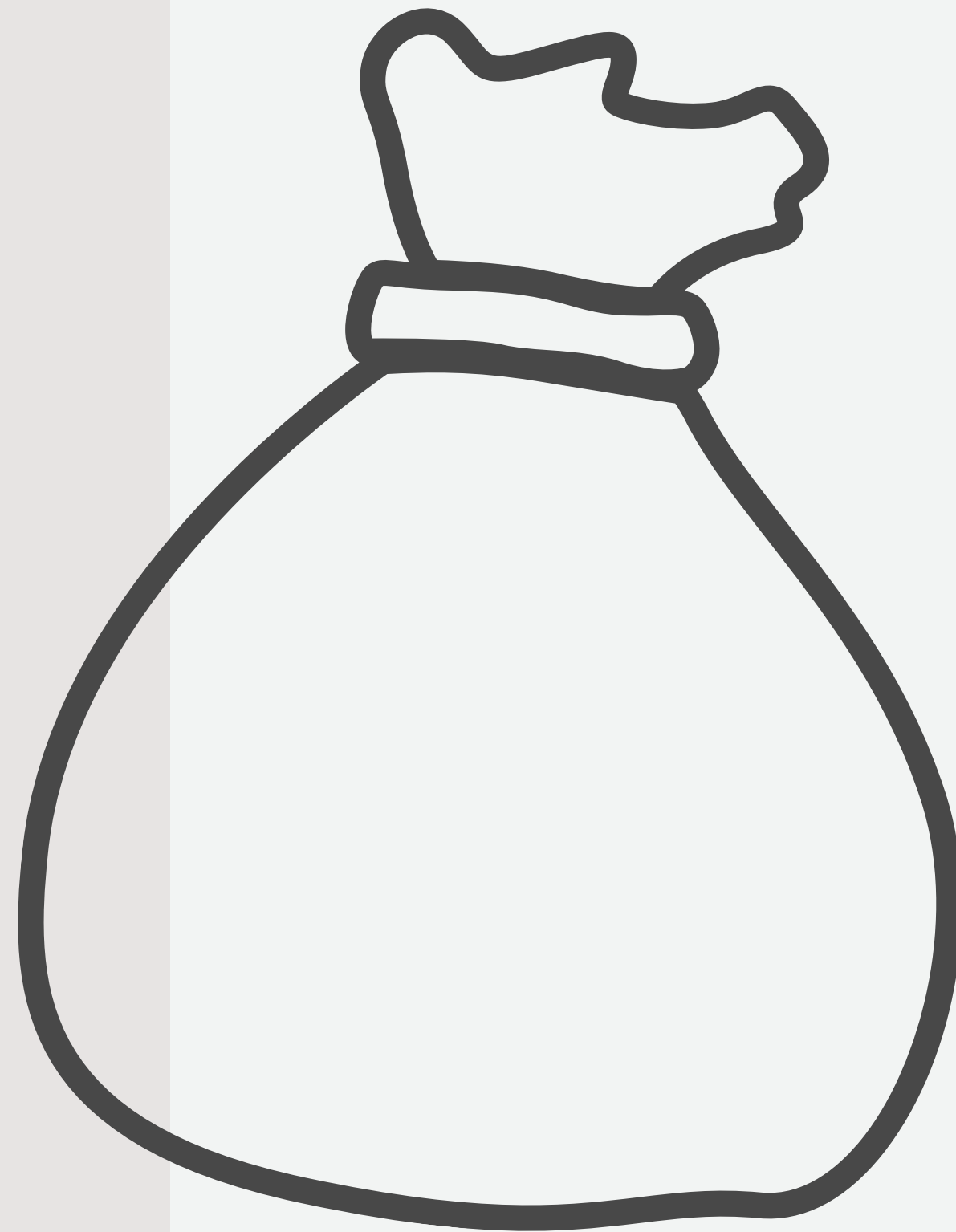
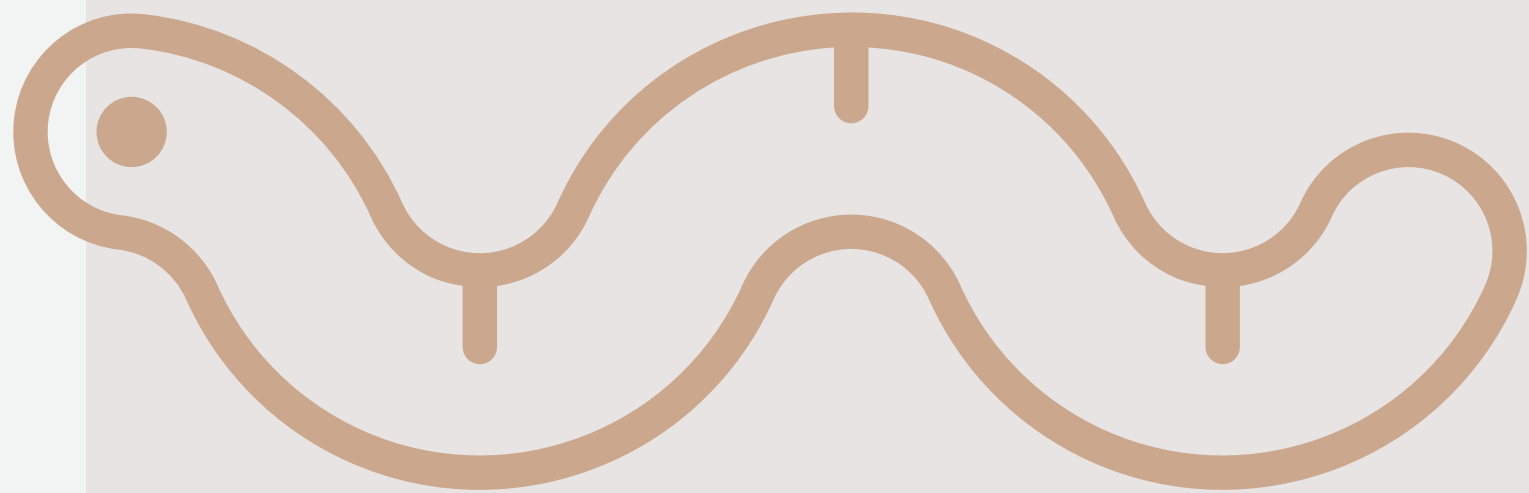
3
slido

The background of the image is a white brick wall with a repeating pattern of rectangular bricks and mortar joints. The text is centered horizontally and vertically over this background.

THE IMPORTANCE OF UNDERSTANDING JOB CONTRACTS & ENTITLEMENTS



STUDENT CAREER PLANNING



"THE FOUR-DAY WORK
WEEK IS A HEALTHIER
ALTERNATIVE
TO WORKING FROM
HOME"

NEILSON, 2020, P. 13-17



The background of the image is a white brick wall with a repeating pattern of rectangular bricks and mortar lines. The text is centered over this background.

THE IMPORTANCE OF WORKPLACE PRESENCE & SOCIAL INTERACTION

All I really want is a
high-paying job with
great benefits,
where I can wear
yoga pants and
only have to work
4 days a week.

som^{ee}cards
user card



If 40 is the new
30, and 50 is the
new 40, why can't
Thursday be the
new Friday?

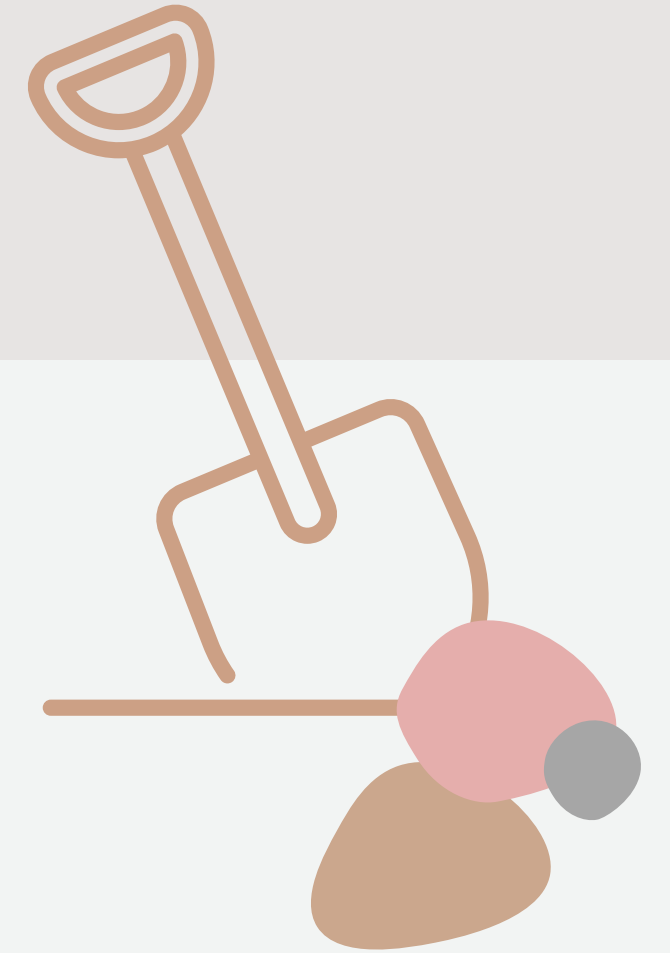
SOURCE: QUICKMEME.COM, 2021

Me laying in bed, thinking about how I gotta go to work tomorrow and the day after that and after that and after that...



SOURCE: AHSEEIT.COM, 2021

Digging Deeper



64% Believe working less hours would reduce their stress levels

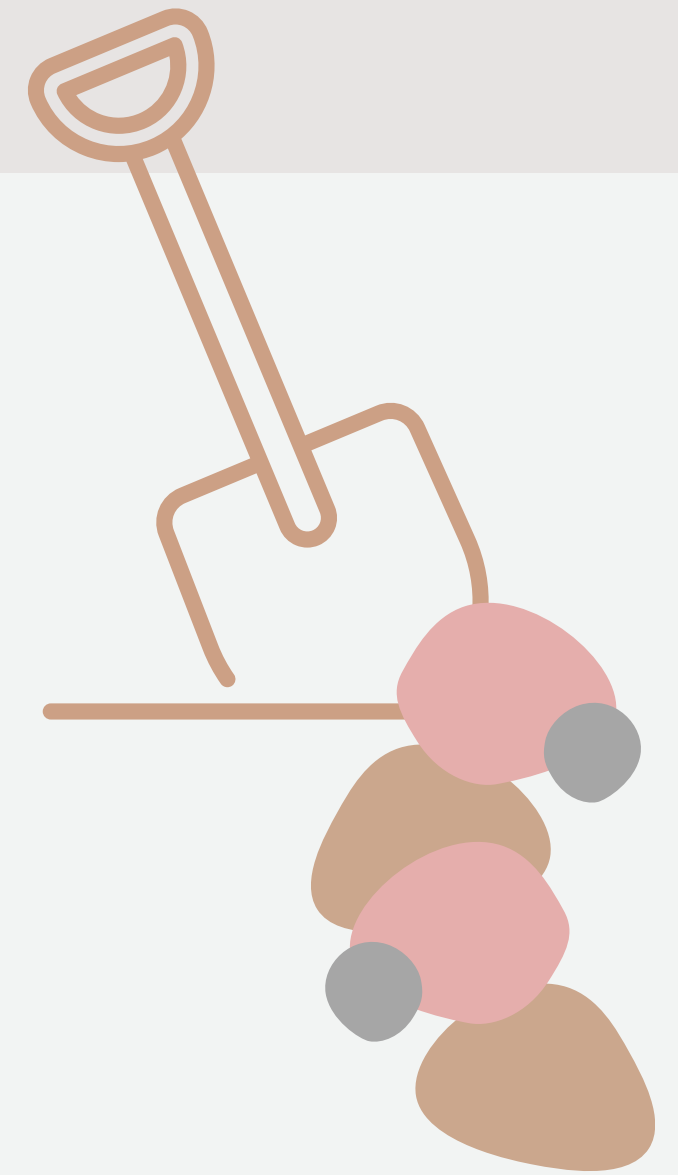
96% Would choose to work a four-day week if there were no barriers to doing so

90% Would work a four-day week if their workplace implemented it

- SurveyMonkey, 2021

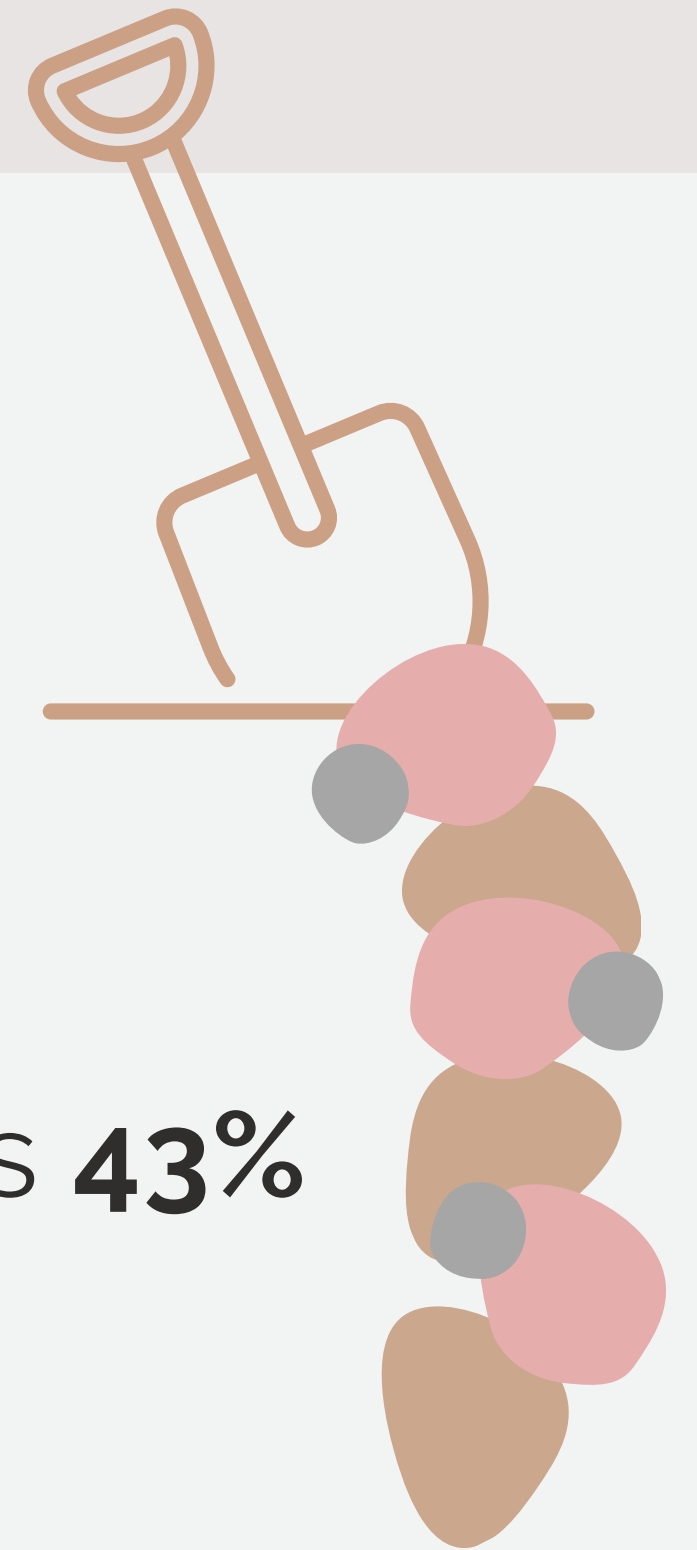
Key Enablers

- Preventing work-related burnout **74%**
- Spending more time at home **76%**
- Improving relationships with family & friends **63%**



Key Barriers

- Interference with financial commitments **54%**
- Not being able to meet workload requirements **43%**

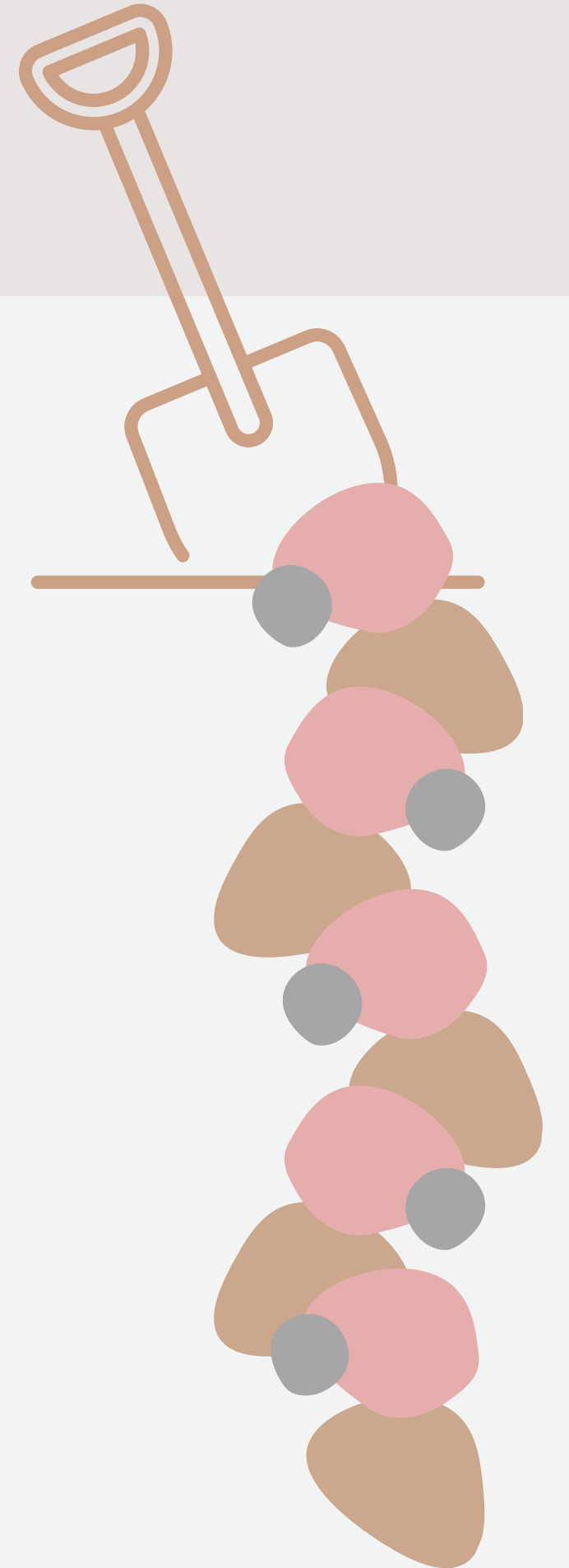


Key Findings

The majority of regional employees are proud of the work they do.

They are not desiring to work a four-day week on the basis of being disengaged or lazy.

- SurveyMonkey, 2021



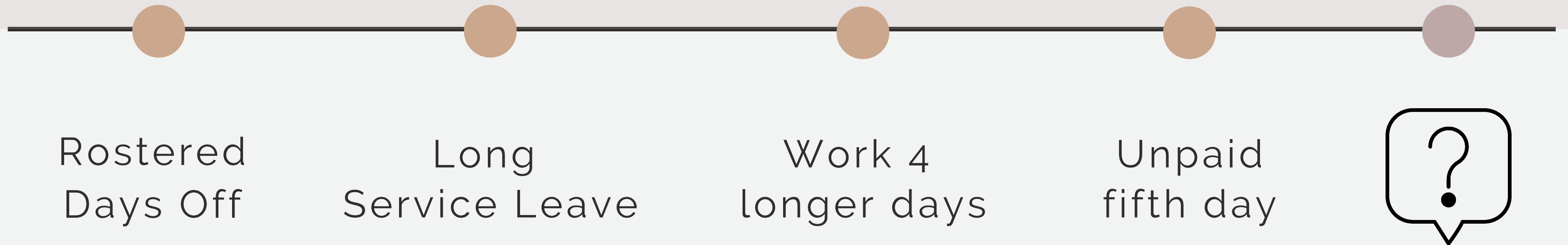
Students in the Driver's Seat



**WORKPLACES DOING A FOUR-DAY WEEK FOR STAFF,
COULD OPEN UP FIFTH DAY FOR WORKPLACEMENT
(EG. REPLACE ONE STAFF MEMBER AT A TIME)**

Moving Forward

VERSATILITY OF THE FOUR-DAY WORK WEEK



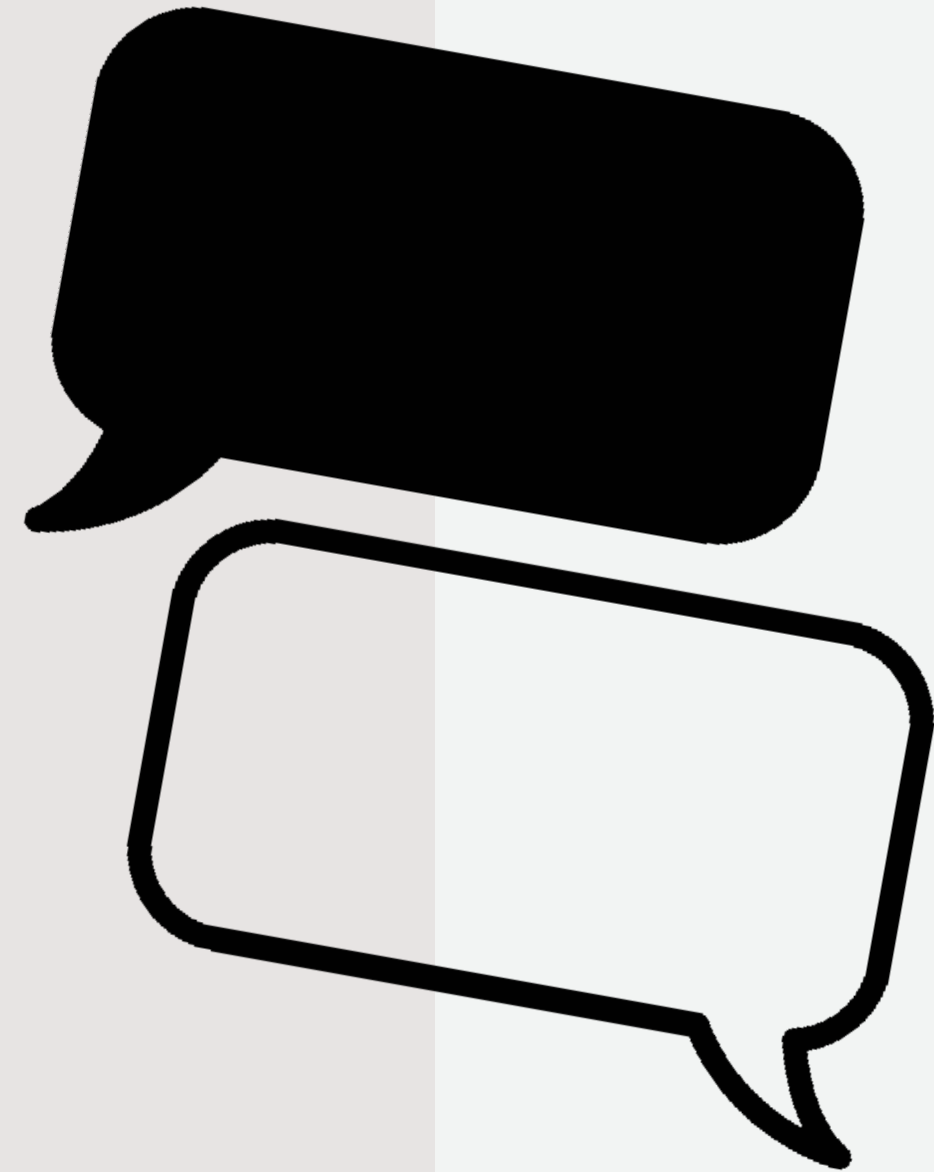
- Fair Work Ombudsman, 2021

RED FLAGS FOR YOU & YOUR STUDENTS



- One-way communication
- Old ways of thinking

OUR ROLE:
**STARTING THE
CONVERSATION**
&
**CHALLENGING OLD
WAYS OF THINKING**



IMPACTS ON CAREER GUIDANCE



Big picture

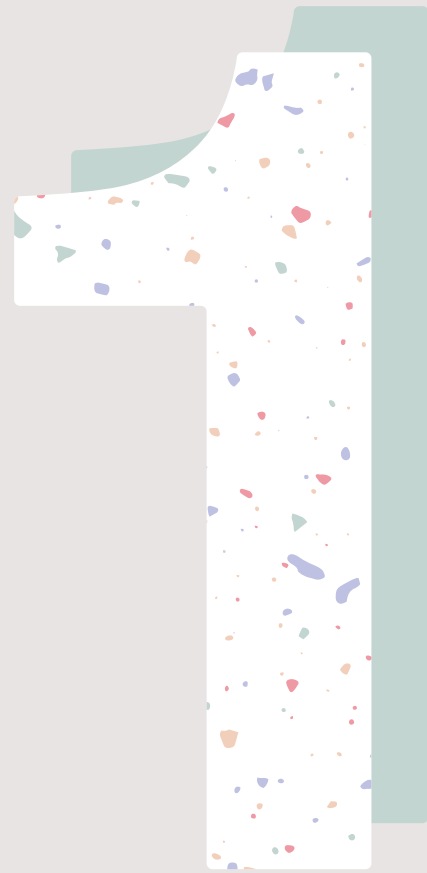
Positive reinforcement

Open doors

Promote creativity

Capture it

IMPACTS ON CAREER GUIDANCE



Big picture

IMPACTS ON CAREER GUIDANCE



Positive reinforcement

IMPACTS ON CAREER GUIDANCE



Open doors

IMPACTS ON CAREER GUIDANCE



Promote creativity

IMPACTS ON CAREER GUIDANCE



Capture it



RECAP





REFLECTION

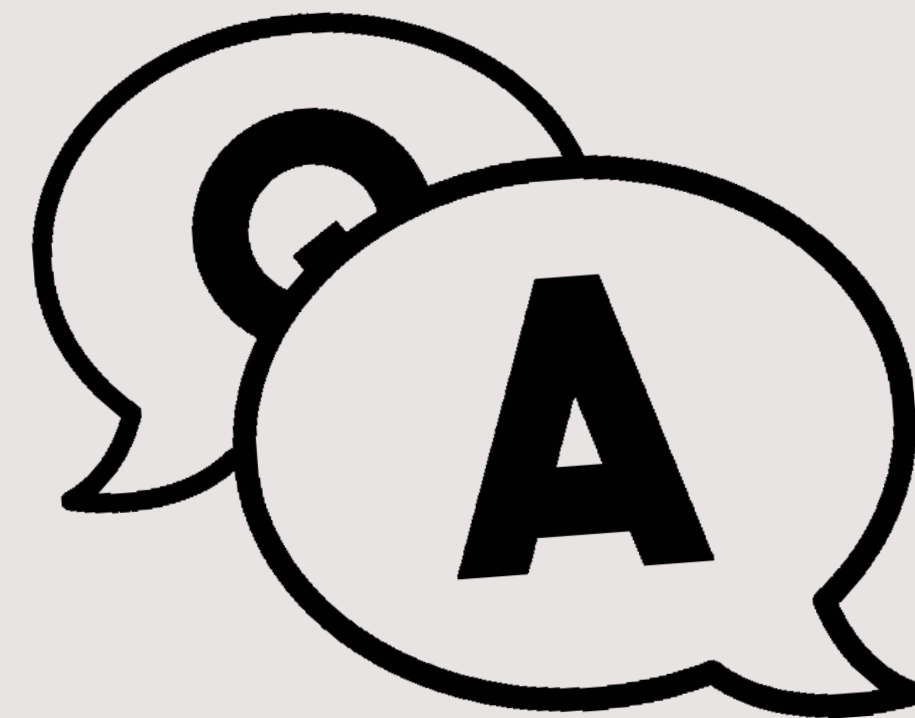
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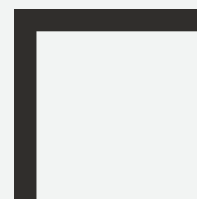
slido



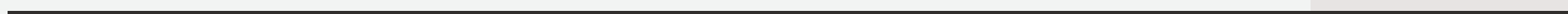


QUESTIONS





THANKYOU



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