

**TABLE 1A**

<b>FORMS OF REDUCED WORKING HOURS</b>		
<b>Type of Work Option</b>	<b>Number of Companies</b>	<b>Percentage</b>
All staff on four day work week	32	72.72727273
Some staff on four day work week	12	27.27272727

**TABLE 1B**

<b>FORMS OF REDUCED WORKING HOURS</b>		
<b>Day off</b>	<b>Number of Companies</b>	<b>Percentage</b>
Friday	14	31.82
Monday or Friday	11	25.00
Wednesday or Friday	1	2.27
Not same day off	11	25.00
Change from week to week	3	6.82
A combination of full and half days	4	9.09

**TABLE 2**

<b>PARTICIPATING COMPANIES BY INDUSTRY</b>		
<b>Type of Industry</b>	<b>Number of companies</b>	<b>% of overall sample</b>
Marketing/Advertising	8	17.77777778
Professional Services	7	15.55555556
Charity / Non-profit	5	11.11111111
Admin, IT & Telecoms	4	8.88888889
Educational services	4	8.88888889
Finance and Insurance	4	8.88888889
Healthcare or social assistance	4	8.88888889
Arts / Entertainment	3	6.66666667
Manufacturing	3	6.66666667
Construction / Housing	2	4.44444444
Engineering	1	2.22222222

**TABLE 3**

<b>SIZE DISTRIBUTION OF COMPANIES BY NUMBER OF EMPLOYEES</b>		
<b>Number of employees</b>	<b>Number of companies</b>	<b>% of overall sample</b>
1-10	15	29.41176471
11-25	19	37.25490196
26-50	6	11.76470588
51-100	5	9.803921569
101+	6	11.76470588

**TABLE 4A**

<b>DEMOGRAPHIC COMPOSITION OF THE EMPLOYEE SAMPLE</b>			
<b>Variable</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage</b>
Gender	Male	455	37.0
	Female	760	61.8
	Other	15	1.2
Race (only including those residing in the UK)	White British or White Other	956	90.0
	Asian or Asian British	41	3.9
	Mixed or multiple ethnic groups	28	2.6
	Black, Black British, Caribbbean, or African	21	2.0
	Other ethnic group	16	1.5
Country of residence	UK	1069	88.8
	Australia	44	3.7
	Canada	42	3.5
	US	24	2.0
	Other	25	2.1
Age	18-24	77	6.4
	25-29	178	14.9
	30-34	199	16.6
	35-44	354	29.5
	45-54	250	20.9
	55-64	127	10.6
	over 65	14	1.2

**TABLE 4B**

<b>OCCUPATIONAL COMPOSITION OF THE EMPLOYEE SAMPLE</b>			
<b>Variable</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage</b>
Occupation	Chief executives, senior officials and legislators	73	5.9
	Administrative and commercial managers	99	8.1
	Production and specialized services managers	47	3.8
	Hospitality, retail and other services managers	4	0.3
	Science and engineering professionals	34	2.8
	Health professionals	29	2.4
	Teaching professionals	28	2.3
	Business and administration professionals	199	16.2
	Information and communications technology professionals	132	10.7
	Legal, social and cultural professionals	184	15.0
	Technicians	3	0.2
	Clerical support workers	46	3.7
	Service and sales workers	57	4.6
	Craft and related trades workers	23	1.9
	Plant and machine operators and assemblers	1	0.1
	Labourers, cleaners, and food preparation assistants	5	0.4
	Other	265	21.6

**TABLE 4C**

<b>DEMOGRAPHIC COMPOSITION OF THE EMPLOYEE SAMPLE</b>			
<b>Variable</b>	<b>Categories</b>	<b>Frequency</b>	<b>Percentage</b>
Whether has a bachelor's degree	No	391	32.5
	Yes	812	67.5
Whether in a relationship (including marriage and cohabitation)	No	363	29.5
	Yes	866	70.5
Whether a parent	No	591	48.1
	Yes	639	52.0
Whether a parent AND live with children under 18 years old	No	770	62.6
	Yes	460	37.4

**TABLE 5A**

<b>COMPANY ATTITUDES AND EXPERIENCES WITH THE TRIAL</b>		
<b>Trial impact</b>	<b>Measure</b> On a scale of 0 (very negative) to 10 (very positive)	<b>Mean</b>
Overall	overall rating of the trial (1-10)	8.3
Productivity	productivity (1-10)	7.5
Performance	performance (1-10)	7.5
Ability to attract	ability to attract employees (1-10)	8.9

**TABLE 5B**

<b><u>NUMBER OF COMPANIES CONTINUING WITH THE FOUR-DAY WEEK</u></b>	
<b>Next steps</b>	<b>Number of companies</b>
Continuing with the four-day week	56
Four-day week policy is permanent	18
Paused	3
Still in pilot phase of one kind or another	2

<sup>1</sup> Data in Table 5B is based on data collected by the UK team, and they count all UK companies participating in the trial, which is a larger set than those that provided the data to the Boston team, which populates the other tables. This is why the total is much higher than in the other tables in this appendix.



**TABLE 6**

<b>COMPANY METRICS: REVENUE AND NUMBER OF EMPLOYEES</b>		
<b>Metric</b>	<b>Number of companies</b>	<b>Weighted change (percentage)</b>
Revenue: % change from start of trial to endpoint	23	1.40
Revenue: % change from comparison to trial period	24	34.5
No. employees: % change from start of trial to endpoint	34	-1.30

**TABLE 7**

<b>COMPANY METRICS: RESIGNATIONS, NEW HIRES AND ABSENTEEISM</b>				
<b>Weighted average</b>	<b>Comparison period</b>	<b>Trial period</b>	<b>% change</b>	<b>Number of companies</b>
Resignation rate (per 100 employees)	2.0	0.8	-57.14285714	29
New hire rate (per 100 employees)	3.4	2.2	-36.62790698	29
No of sick and personal days (per employee per month)	2	0.7	-65	24

**TABLE 8****EMPLOYEE WORK AND EMPLOYMENT OUTCOMES**

Variable	Measure	Baseline	Endpoint	Change	Significance <sup>^</sup>	% decrease	% no change	% increase
Work time	number of working hours per week	38.11	34.18	-3.93	***	71%	13%	15%
Days of work	number of working days per week	4.86	4.52	-0.35	***	38%	59%	3%
Working remotely	never to fully (0-2)	1.17	1.2	0.04	**	6%	85%	9%
Remote work days	number of days working remotely	2.88	2.66	-0.23	***	34%	52%	13%
Overtime	how often do you work overtime? never to daily (1-4)	2.2	1.95	-0.25	***	34%	49%	17%

**TABLE 9**

<b>EMPLOYEE REPORTS OF WORK TIME REDUCTION AT TRIAL END</b>		
<b>Variable</b>	<b>Measure</b>	<b>Mean/Perc.</b>
Trial participation	percentage actually reduced work time	95%
WTR frequency	0-3 (never to every week) reduced work time	2.8
WTR arrangement	percentage with one day off per week	89%
WTR duration	number of months taking reduced work time	5.8

**TABLE 10****EMPLOYEE WORKPLACE EXPERIENCES: WHAT CHANGED**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Current work ability	compared with lifetime best, worst to best (0-10)	7.06	7.88	0.83	***	19%	26%	55%
Turnover intentions	"I am seriously considering quitting or changing my current job", strongly disagree to strongly agree (1-5)	2	1.84	-0.16	***	30%	50%	20%

**TABLE 11****EMPLOYEE WORKPLACE EXPERIENCES: WHAT DIDN'T CHANGE**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Work intensity	2 items: working at very high speeds, working to tight deadlines, never to all the time (1-5)	3.64	3.69	0.05	*	31%	33%	36%
Work complexity	3 items: quality standards, learning new things, autonomy, never to all the time (1-5)	3.73	3.74	0.01		42%	16%	42%
Job security	likelihood of being laid off: very to not at all (1-4)	3.59	3.54	-0.05	*	15%	72%	13%
Second job	percentage with a second job	18%	17%	1%		6%	89%	6%
Schedule control	very little to very much (1-5), 4 items	3.55	3.59	0.04	*	38%	18%	44%

**TABLE 12****RETROSPECTIVE QUESTIONS ON HOW EMPLOYEES EXPERIENCES THE TRIAL.****AS A RESULT OF THE TRIAL, DID THE FOLLOWING CHANGE FOR YOU?**

Variable	Measure	Mean	Significance ^	% decrease	% no change	% increase
Change in work pace	(-1) decrease, 0 no change, 1 increase	0.60	***	2%	36%	62%
Change in workload	(-1) decrease, 0 no change, 1 increase	0.18	***	2%	78%	20%
Change in second job	(-1) decrease, 0 no change, 1 increase	0.06	**	6%	84%	11%
Change in leisure travel	(-1) decrease, 0 no change, 1 increase	0.49	***	4%	44%	52%
Change in energy use	(-1) decrease, 0 no change, 1 increase	0.12	***	14%	61%	26%
Change in childcare costs	(-1) decrease, 0 no change, 1 increase	-0.20	***	21%	79%	1%

**TABLE 13A**

Overall experience with the trial	very bad to very good (0-10)	9.04
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**TABLE 13B**

<b>EMPLOYEE REPORTS OF WORK TIME REDUCATION AT TRIAL END</b>			
<b>Variable</b>	<b>Categories</b>	<b>Count</b>	<b>Percentage</b>
want to continue with reduced working hours	Yes/Definitely want to continue	1057	89.96
	Somewhat want to continue	67	5.7
	No preference	7	0.6
	Somewhat do not want to continue	5	0.43
	No/Definitely do not want to continue	0	0
	Other	39	3.32

**TABLE 14**

<b>HOW MUCH DO EMPLOYEES VALUE A FOUR DAY WEEK?</b>			
<b>Variable</b>	<b>Categories</b>	<b>Count</b>	<b>Percentage</b>
Preference for work days	No preference	32	2.72
	4 days	1125	95.74
	5 days	18	1.53
Willingness to pay for 4 day work week	Less than 10% pay	69	6.13
	10-25%	453	40.27
	26-50%	334	29.69
	50%+	94	8.36
	No amount of money	172	15.29



**TABLE 15****EMPLOYEE EXPERIENCES: REDUCED STRESS AND BURNOUT, INCREASED JOB SATISFACTION**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Work stress	frequency of work stress over the past four weeks, never to all the time (1-5)	3.07	2.74	-0.32	***	0.39	0.48	0.13
Burnout	7 items: exhaustion, frustration, "burnt out" from work etc. never to always (1-5) over the past four weeks	2.8	2.34	-0.46	***	0.71	0.07	0.22
Job satisfaction	not satisfied at all to completely satisfied (0-10)	7.12	7.69	0.57	***	0.23	0.3	0.48

**TABLE 16****EMPLOYEE EXPERIENCES: IMPROVED EMOTIONAL, MENTAL, AND PHYSICAL WELL-BEING**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Physical health	self-rated, poor to excellent in US and very bad to very good in Irish (1-5)	3.01	3.26	0.25	***	0.18	0.45	0.37
Mental health	self-rated, poor to excellent in US and very bad to very good in Irish (1-5)	2.95	3.32	0.37	***	0.16	0.41	0.43
Anxiety	never to daily (1-4)	2.26	1.96	-0.3	***	0.4	0.45	0.16
Positive emotions	5 items: feeling cheerful, vigorous, interested, etc. scale of 1-5	3.13	3.58	0.45	***	0.25	0.11	0.64
Negative emotions	3 items: downhearted, lonely, tense, 1-5	2.22	1.9	-0.32	***	0.54	0.22	0.24

**TABLE 17****EMPLOYEE EXPERIENCES: MORE EXERCISE AND BETTER SLEEP**

Variable	Measure	Baseline	Endpoint	Change	Significance <sup>^</sup>	% decrease	% no change	% increase
Exercise frequency	times per week, taking the mean of five categories, 0, (1-2)1.5, (3-4)3.5, (5-6)5.5, (7+)7	2.43	2.56	0.14	**	20%	53%	27%
Exercise duration each time	minutes spent exercising in a typical session	49.09	48.97	-0.12		28%	41%	31%
Exercise duration per week	minutes spent exercising in a week	150	153	3		36%	25%	39%
Fatigue	overall fatigue, never to daily (1-4)	2.56	2.12	-0.44	***	46%	39%	14%
Sleep problems	insomnia or sleep difficulties, never to daily (1-4)	2.26	1.94	-0.33	***	40%	45%	15%

**TABLE 18****EMPLOYEE EXPERIENCES: IMPROVED WORK - FAMILY / LIFE BALANCE**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Work-family balance	ability to combine paid work with care responsibilities: very difficult to very easy (1-5)	2.76	3.58	0.82	***	10%	30%	60%
Work-life balance	ability to combine paid work with social life: very difficult to very easy (1-5)	2.9	3.78	0.87	***	10%	28%	62%
Family-to-work conflict	difficulty concentrating on work due to family responsibilities: never to several times a week (0-3)	1.54	1.15	-0.39	***	43%	43%	14%
Work-to-family conflict	too tired from work to do household jobs: never to several times a week (0-3)	2.12	1.49	-0.63	***	54%	36%	10%

**TABLE 19****EMPLOYEE EXPERIENCES: INCREASED SATISFACTION**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Life satisfaction	not satisfied at all to completely satisfied (0-10)	6.69	7.56	0.86	***	20%	26%	54%
Satisfaction with household finances	not satisfied at all to completely satisfied (0-10)	6.33	6.79	0.46	***	27%	29%	44%
Satisfaction with relationships	not satisfied at all to completely satisfied (0-10)	7.34	7.92	0.59	***	23%	32%	45%
Satisfaction with time	not satisfied at all to completely satisfied (0-10) with the amount of time you have to do the things you like doing	5.28	7.51	2.23	***	12%	15%	73%

**TABLE 20****HOW HAS THE FOUR DAY WEEK AFFECTED EMPLOYEES' TIME USE PATTERNS?**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Time caring for/educating grand/children	average hours per week in 7 categories, from 0 to 20+ hours	4.8	4.67	-0.13	+	28%	50%	22%
Time doing housework	average hours per week in 7 categories, from 0 to 20+ hours	3.28	3.26	-0.02		29%	43%	28%
Time cooking	average hours per week in 7 categories, from 0 to 20+ hours	3.38	3.39	0.01		27%	44%	29%
Time caring for elderly disabled infirm	average hours per week in 7 categories, from 0 to 20+ hours	2.35	2.41	0.06		19%	57%	24%
Time volunteering	average hours per week in 7 categories, from 0 to 20+ hours	1.57	1.66	0.09	*	12%	69%	19%
Time on own hobbies	average hours per week in 7 categories, from 0 to 20+ hours	3.2	3.74	0.54	***	19%	33%	49%

**TABLE 21****CHANGES IN PERCEIVED TIME INADEQUACY**

Variable	Measure	Baseline	Endpoint	Change	Significance <sup>^</sup>
Caring for/ educating (grand) children	percentage "would like to spend more time"	59%	32%	-27%	***
Housework	percentage "would like to spend more time"	26%	12%	-14%	***
Cooking	percentage "would like to spend more time"	30%	15%	-15%	***
Caring for elderly disabled infirm	percentage "would like to spend more time"	45%	23%	-21%	***
Volunteering	percentage "would like to spend more time"	61%	52%	-9%	***
Own hobbies	percentage "would like to spend more time"	87%	54%	-33%	***

**TABLE 22**

<b>TIME USE ON THE OFF-DAY</b>	
<b>Label</b>	<b>Average hours</b>
Main job	1.13
Other paid work	0.10
Volunteering	0.08
Education	0.15
Housework and caring	3.46
Personal maintenance	2.26
Leisure activities	4.40
Transit	0.48
Other	2.94



**TABLE 23****CHANGES IN COUPLES' DIVISION OF LABOUR, BY GENDER**

Variable	Measure	Baseline	Endpoint	Change	Significance <sup>^</sup>	% decrease	% no change	% increase
Share of time looking after children: female	more time than partner (1), less time (-1), same amount (0)	0.52	0.52	0		12%	75%	13%
Share of time looking after children: male	more time than partner (1), less time (-1), same amount (0)	-0.58	-0.36	0.22	***	8%	65%	27%
Share of housework: female	more than fair share (1), less than (-1), just about (0)	0.27	0.32	0.04	+	14%	67%	18%
Share of housework: male	more than fair share (1), less than (-1), just about (0)	-0.08	-0.02	0.06	+	14%	68%	18%

**TABLE 24**

<b>CHANGE IN CHILDCARE COSTS</b>						
<b>Variable</b>	<b>Measure</b>	<b>Mean</b>	<b>Significance ^</b>	<b>% decrease</b>	<b>% no change</b>	<b>% increase</b>
Change in childcare costs	(-1) decrease, 0 no change, 1 increase	-0.20	***	21%	79%	1%

**TABLE 25****COMMUTING AND TRAVEL BEHAVIOUR**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Commute time per week	number of hours spent per week commuting	3.5	3.15	-0.35	*	42%	21%	37%
Means of commuting to work	percentage commuting to work by car	56%	55%	-1%				
Domestic travel	number of domestic trips taken in the past 4 weeks	3.56	2.36	-1.21	***	56%	28%	16%
International travel	number of round-trip international flights taken in the past 4 weeks	0.19	0.2	0		13%	76%	11%

**TABLE 26****RETROSPECTIVE QUESTIONS ON ENERGY AND TRAVEL**

Variable	Measure	Mean	Significance ^	% decrease	% no change	% increase
Change in leisure travel	(-1) decrease, 0 no change, 1 increase	0.49	***	4%	44%	52%
Change in energy use	(-1) decrease, 0 no change, 1 increase	0.12	***	14%	61%	26%

**TABLE 27****PRO-ENVIRONMENTAL BEHAVIOURS**

Variable	Measure	Baseline	Endpoint	Change	Significance ^	% decrease	% no change	% increase
Pro-environment behavior: household	3 items: recycling, buying eco friendly, walking+cycling over driving, never to always (1-5)	3.58	3.64	0.05	**	35%	25%	40%
Pro-environment behavior: volunteering	"I volunteered to help care for the environment", never to always (1-5)	1.58	1.62	0.04		17%	63%	20%
Pro-environment behavior: social	2 items: encouraging others and educating oneself about environmental protection, never to always (1-5)	2.96	2.92	-0.03		36%	33%	31%

**TABLE 28**

<b>UNWEIGHTED COMPANY METRICS: RESIGNATIONS, NEW HIRES AND ABSENTEEISM</b>			
<b>Unweighted average</b>	<b>Comparison period</b>	<b>Trial period</b>	<b>Number of companies</b>
Resignation rate (per 100 employees)	2.1	0.9	29
New hire rate (per 100 employees)	4.7	2.4	29
No of sick and personal days (per employee per month)	1.7	0.4	24

**TABLE 29**

<b>UNWEIGHTED COMPANY METRICS: REVENUE AND NUMBER OF EMPLOYEES</b>		
<b>Metric</b>	<b>Number of companies</b>	<b>Unweighted change % (weights are by company size)</b>
Revenue: % change from start of trial to endpoint	23	1.8
Revenue: % change from comparison to trial period	24	29.3
No. employees: % change from start of trial to endpoint	34	9.8



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