

## 《那些试行四天工作制的企业，现在都怎样了？》

2022年，英国智库Autonomy发起了一项四天工作制试点计划，共有61家英国公司，约2900名工人参与其中。在2022年6月至12月期间，员工们每周工作4天，每周平均工作34小时，同时保持现有的工资。

试点计划结束后，这些公司是否选择继续实行四天工作制?员工们对这一模式的评价如何?Autonomy发布的研究报告给出了答案：



[Photo/Unsplash]

The pilot program has been hailed as a "resounding success" after employees reported improved well-being and a majority of the participating companies said they would keep the change.

Autonomy的四天工作制试点计划被视为“巨大的成功”，员工表示，幸福感提高了，大多数参与公司表示他们将维持四天工作制。

Employees at companies that adopted a four-day work week without pay cuts said they were happier and healthier, while revenues did not fall

实行四天工作制而不减薪的公司员工表示，他们更快乐、更健康，而收入并没有下降。

At the conclusion of the six-month trial, 56 of those companies, or 92%, decided to stick with a four-day work week, and 18 did so permanently.

在六个月的试验结束时，61家公司中的56家(92%)决定坚持每周四天工作制，其中18家决定永久实行这一政策。

四天工作制，员工老板都受益

The companies that participated were from a wide range of sectors and sizes and were permitted to design a four-day week policy tailored to their own needs, with the only conditions being that pay was not cut and employees were given a "meaningful" reduction in work time.

参与研究的公司行业不同，规模不一，并可以根据自身需求设计每周工作四天的政策，唯一的要求是不减薪，并“实际”缩减员工工作时间。

A shorter work week was found to improve employees' well-being. Before and after data showed that 39% of employees reported feeling less stressed, while 71% had reduced levels of burnout at the end of the trial. Surveyed employees said they also felt less anxious, less fatigued and were sleeping better.

研究发现，缩短工作时间可以提高员工幸福感。试点计划开展前后数据显示，39%的员工表示压力减轻，而71%的员工在试验结束时的倦怠程度有所降低。接受调查的员工表示，他们还感到不那么焦虑、疲劳，睡眠有所改善。



Employees also said their work-life balance improved, but the benefits were not limited to workers.

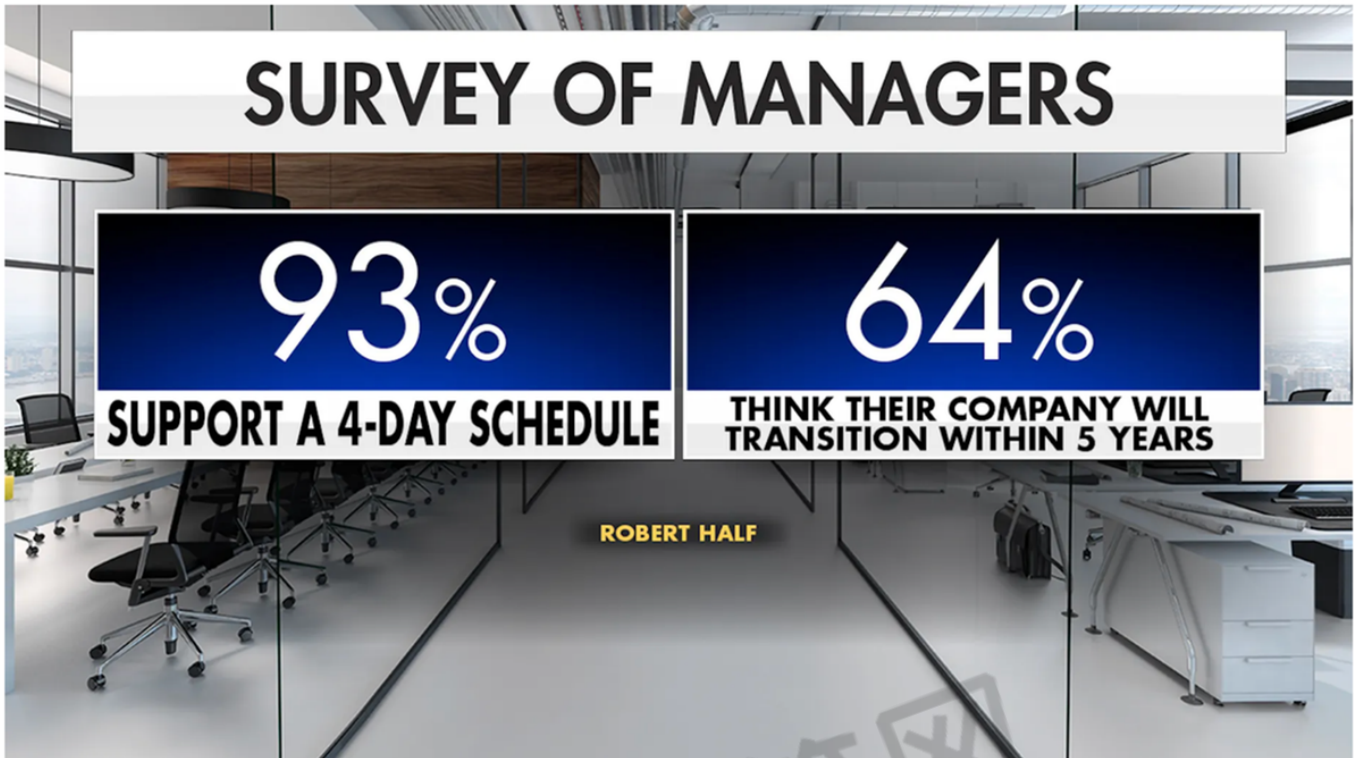
员工们还称，他们的工作与生活更加平衡，但四天工作制不仅仅给员工带来了好处。

Administrative data from the participating companies showed that revenues rose by 1.4% on average, weighted by company size, during the trial period. When compared to a similar period from previous years, organizations with a shorter work week actually reported revenue increases of 35% on average—which the study authors said indicated healthy growth at the same time there was a reduction in work.

参与试验的企业的管理数据显示，在试验期间，按公司规模加权，收入平均增长1.4%。与往年同期相比，每周工作时间较短的企业，实际上报告的收入平均增长了35%——研究作者表示，这表明在员工工作时间缩短的同时，企业实现了健康增长。

四天工作制越来越受欢迎

罗致恒富人力资源的一项调查显示，93%的企业管理者支持每周四天工作制度，64%的管理者认为，他们所在的企业将在未来5年内实行四天工作制。



Research from Robert Half, an employment agency, shows a large majority of U.S. managers (93%) support a four-day workweek for their team. The data shows 64% expect their company to transition to one within the next five years. (Robert Half / Fox News)

Data also showed employees were much less likely to leave the companies that participated in the trial program, with staff losses dropping by 57% in the six-month trial period.

数据还显示，员工从参与试验的公司离职的可能性要小得多，在六个月的试验期内，员工流失率下降了57%。

"Results are largely steady across workplaces of varying sizes, demonstrating this is an innovation which works for many types of organizations," said Professor Juliet Schor of Boston College, the lead researcher.

该研究领头人、波士顿学院的朱丽叶·肖尔教授表示：“不同规模企业的结果基本一致，表明四天工作制是一项适用于多种类型机构的创新”。

Some employees enjoyed the change so much they said keeping the extra day off each week would be more important than a raise. Fifteen percent of employees said that no amount of money would induce them to return to a five-day schedule.

一些员工非常喜欢这种变化，他们认为，每周多休息一天比加薪更重要。15%的员工表示，再多的钱也无法促使他们恢复到五天工作制。

Charlotte Lockhart, co-founder and managing director of 4 Day Week Global, said the

results were encouraging and that results from similar pilot programs around the globe would be forthcoming.

非营利组织“全球四天工作制”联合创始人兼总经理夏洛特·洛克哈特表示，试验结果令人鼓舞，全球各地类似试点项目的结果也即将出炉。

## 重点词汇

has been 已经

hailed 赞扬...为...；招手；跟...打招呼；向...喊；hail的过去分词和过去式

resounding 巨大的；令人瞩目的；响亮的；嘹亮的；回响的；回响；回荡；回荡着声音；回响着声音；resound的现在分词

keep the change 不用找零钱了！

work week 工作周；一周的工作时间

without pay 无报酬的

healthier 健康的；健壮的；有益于健康的；反映健康的；healthy的比较级

来源：Fox Business