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# Four Day Week is no longer a pipe dream, ADC fringe told

A 4-day week is no more revolutionary an idea now than the concept of a weekend was 100 years ago, attendees were told at a fringe meeting chaired by national vice president Hannah David at PCS conference yesterday (22).

Joe Ryle from the [4 Day Week campaign](#) stated that the demand for a 4-day week with no loss of pay was most definitely a trade union issue and that the demand would not be won without the support of the trade union movement.

Joe highlighted Atom Bank as a case study, where job applications surged after adopting a four-day workweek. Public support for the policy is high across political lines. He pointed out that the UK works some of the longest hours in Europe but remains one of the least productive, suggesting that long hours are not translating into better workplace outcomes.

Public sector trials, like the one at South Cambridgeshire District Council, have also shown positive results, including cost savings, reduced agency worker reliance, maintained performance, and lower sickness rates.

Turning to areas organised by PCS, Dan Durcan, Efra Group Organiser, reflected on the shift in perception within the group, where initially, the idea of a four-day week seemed unrealistic, but through persistent campaigning, it has become a tangible goal. The campaign has been invigorating for members, offering a proactive and hopeful change rather than merely defending existing conditions. The personal stories shared by members about how a four-day week would impact their lives, such as caring for family members, have provided strong motivation for the campaign.

To sustain and build on this momentum, Efra reps continue to recruit and engage members, emphasising that higher union density will be crucial for future successes. They have positioned the four-day week not just as a policy goal but

as a collective movement, leveraging the strength and unity of their membership to push for substantial, life-improving changes.

Ruby Aldon-Gibson, full-time officer for the Scottish Government Sector, explained the significant progress made in reducing working hours since 2017 and addressing the issue of the four-day work week, in collaboration with the think tank Autonomy, PCS Scotland conducted a feasibility study on a four-day workweek within the Scottish government. The study involved over 2,300 participants and showed strong support, with 87% backing the idea and 85% believing they could adapt their work processes accordingly.

[Read our mythbusting FAQs about the 4-day week campaign.](#)