

Semana de Quatro Dias



Pedro Gomes

Conferência de abertura do XXIII Curso de Pós-graduação em Direito do Trabalho

Semana de Quatro Dias

1. Enquadramento histórico
2. Argumentos económicos
3. Experiência em empresas
4. Interrogações jurídicas

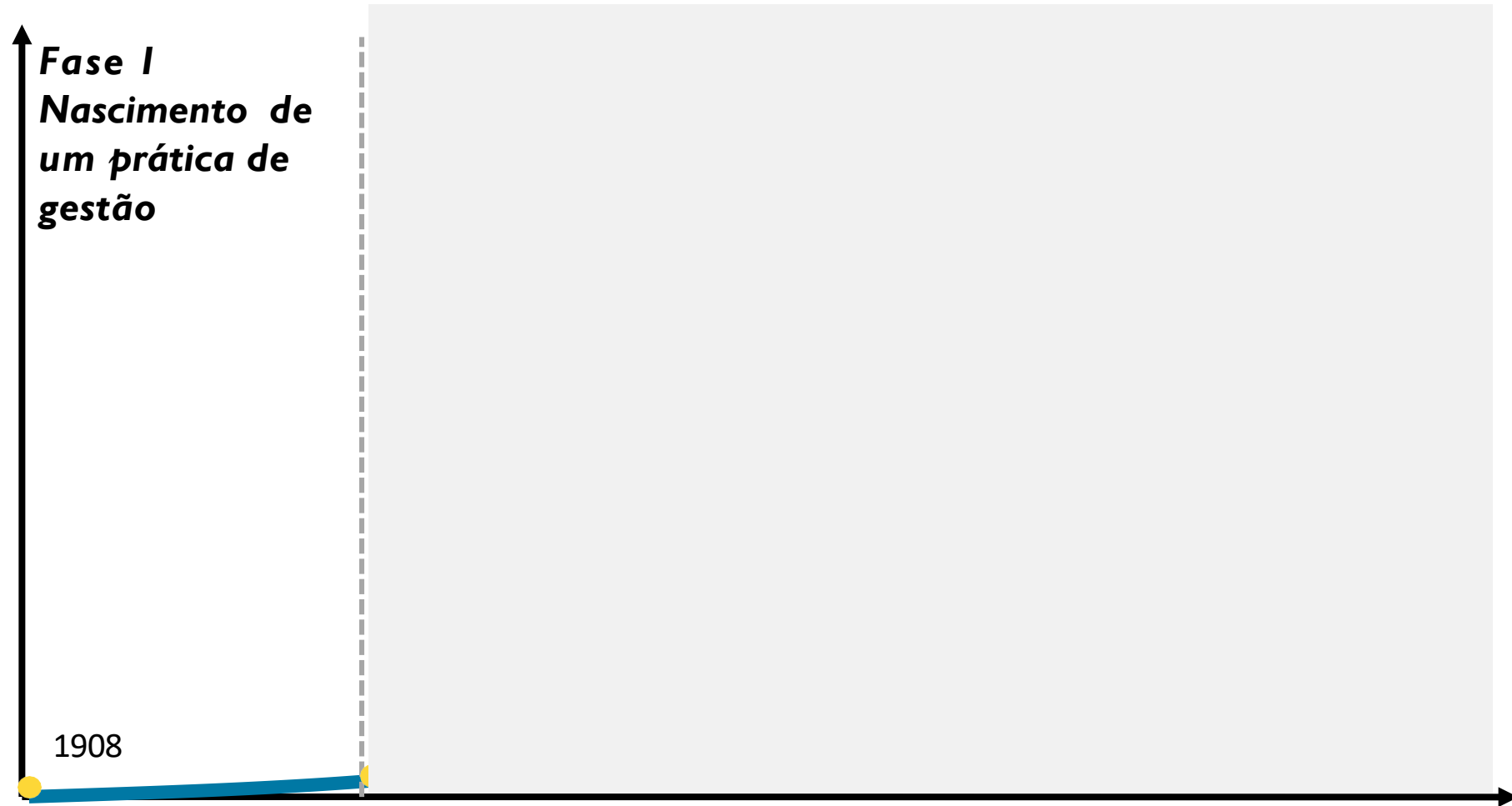
Pedro Gomes

Conferência de abertura do XXIII Curso de Pós-graduação em Direito do Trabalho

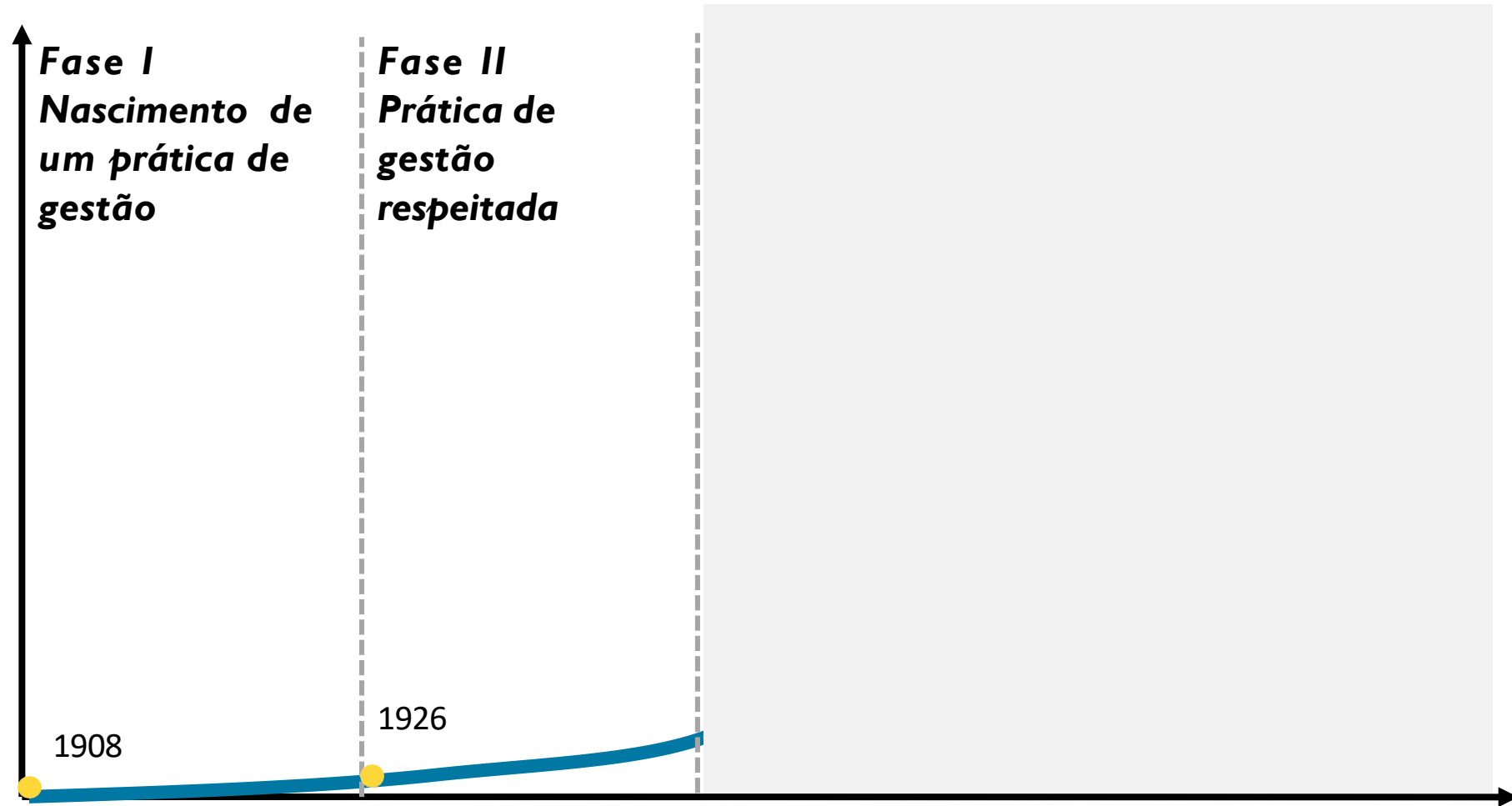


1. Enquadramento histórico

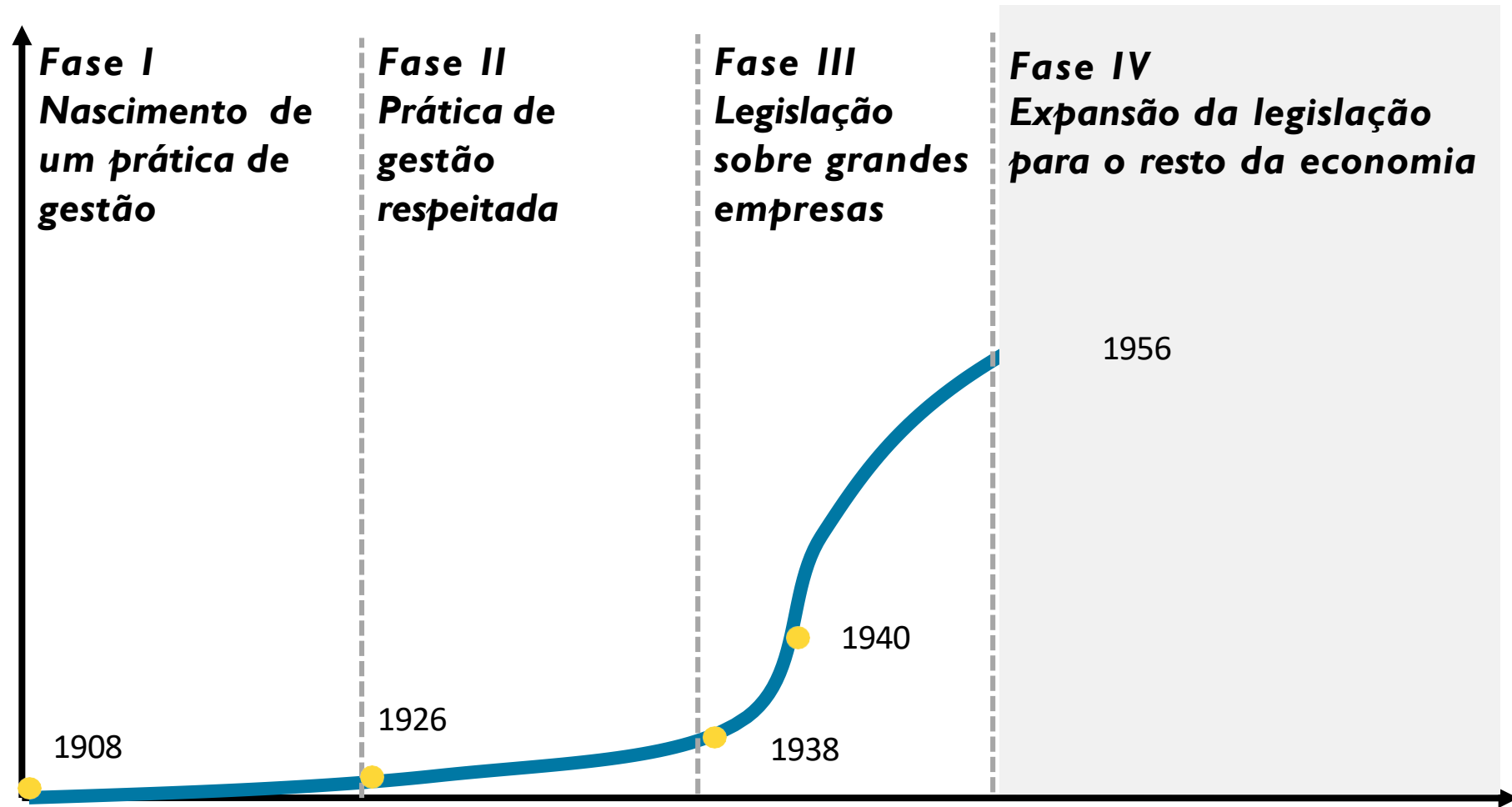
O caminho dos 6 para os 5 dias (EUA)



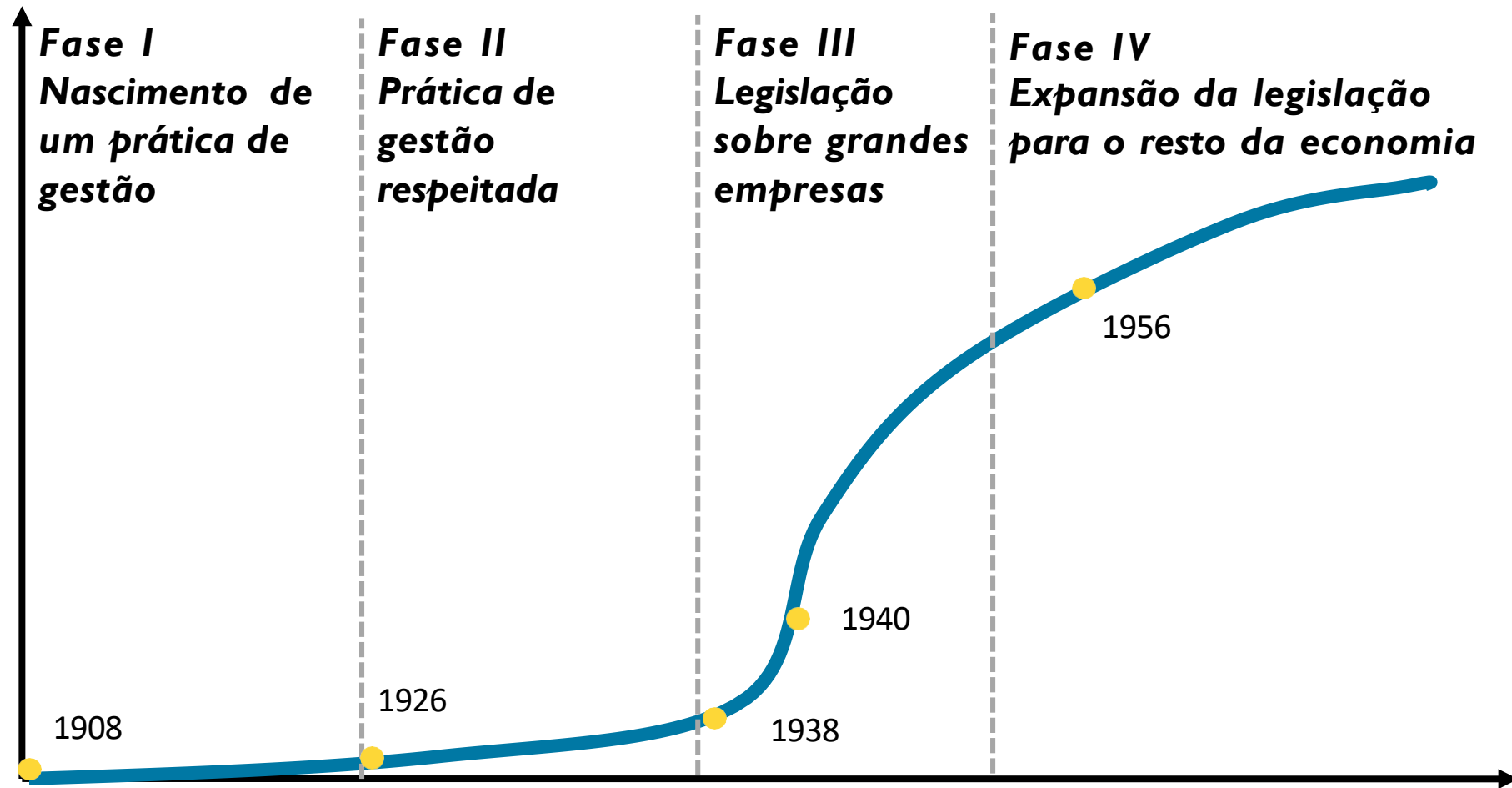
O caminho dos 6 para os 5 dias (EUA)



O caminho dos 6 para os 5 dias (EUA)



O caminho dos 6 para os 5 dias (EUA)



O que desperta o interesse em Davos?

The screenshot displays the 'Annual Meeting Session Occupancy' interface. At the top, it features the World Economic Forum logo, the title 'Annual Meeting Session Occupancy', and navigation options for 'Sign-up Required' and 'Livestream'. The current time is 10:48. A red 'Live Sessions' button is visible. The main content lists three sessions with their respective times, titles, locations, and seat availability. Each session entry includes a play button icon and a bar chart representing the number of seats.

Time	Session Title	Location	Sign-up Required	Livestream	Available Seats
10:15 11:00	The Four-Day Week	Ignite - Congress Centre	Yes	Yes	0
10:15 11:00	In the Name of National Security	Sanada - Congress Centre	Yes	Yes	111
10:30 11:00	Investing	Ideas Hub - Congress Centre	No	No	10

O que está a acontecer?

 The Guardian

['No downside': New Zealand firm adopts four-day week after successful trial](#)

Perpetual Guardian says staff were more focused and productive after the experiment and better able to manage work-life balance.

01/10/2018



 Washington Post

[4-day workweek trial so successful 91% firms to continue, trial shows](#)

Fifteen percent of employees who took part in the world's largest trial of the four-day workweek said no amount of money could sway them to...

21/02/2023



 Forbes

[The Four-Day Workweek Pilot Worked. Is Everyone Else Next?](#)

Results of a four-day workweek pilot reported a resounding success but the story isn't that participants enjoyed working shorter hours for...

25/02/2023



 Forbes

[The Surprising Benefits Of Working Four Days A Week](#)

The big idea is to think about how work gets done in new and maybe unfamiliar ways to improve employee productivity and performance.

30/04/2023



 BusinessTech

[4-day workweek pilot in South Africa – the results are in, with some surprises](#)

4-day workweek pilot in South Africa – the results are in, with some surprises · A 10.5% average increase in company revenue over the course of...

01/12/2023



 Valor Econômico

[Semana de 4 dias: conheça as empresas que farão o projeto piloto no Brasil](#)

Vinte empresas irão participar do experimento da semana de quatro dias no Brasil, com início previsto para setembro. Algumas delas são:.

31/08/2023



 Spiegel

[\(S+\) Pilotprojekt zur Viertagewoche in Deutschland: »Lasst uns doch smarter arbeiten – nicht mehr«](#)

Nur vier statt fünf Tage arbeiten – und das bei voller Bezahlung: 45 deutsche Unternehmen starten heute das sechsmonatige Experiment.

há 2 dias



O que está a acontecer?

 Daily Mail

[Four day work week in Australia: Change 'inevitable' after Unilever and Bunnings make switch](#)

Four day work week in Australia: Change 'inevitable' after Unilever and Bunnings make switch · Union says four day week 'inevitable' · Model is...

11/09/2023



 Libération

[Semaine de quatre jours à Lidl : progrès pour les salariés ou mirage social ?](#)

L'enseigne de grande distribution se félicite de tester de nouvelles organisations de travail dans une vingtaine de ses supermarchés.

01/12/2023



 Il Post

[Lamborghini introdurrà la settimana lavorativa da quattro giorni per i propri dipendenti](#)

L'azienda di automobili Lamborghini – con sede in Italia ma di proprietà della tedesca Volkswagen – ha annunciato di aver trovato un accordo...

05/12/2023



 Le Figaro

[EssilorLuxottica, Lamborghini: ces géants italiens qui passent à la semaine de quatre jours](#)

DÉCRYPTAGE - Le géant des lunettes et le constructeur automobile ont signé des accords. Ils s'appliqueront dans les usines,...

06/12/2023



 The Telegraph

[Issa brothers introduce four-day week at Asda](#)

The billionaire Issa brothers are trialling a four-day week at Asda as they seek to stamp out a revolt among disgruntled store managers,...

há 3 semanas



 HR Grapevine

[JPMorgan boss predicts AI will lead to 3.5 day work week](#)

Yes, you read that right. While the HR conversation on a shorter working week has focused largely on a four-day week, the finance giant's...

05/10/2023



O que está a acontecer?

E El País

[La prueba de jornada de cuatro días en Valencia mejoró la salud, redujo la contaminación pero perjudicó al comercio](#)

Un informe del Ayuntamiento de Valencia analiza los efectos de la experiencia en la que se aprovechó una serie de cuatro lunes festivos en...

17/10/2023



e elDiario.es

[Reducir la jornada laboral, la reforma pendiente de Yolanda Díaz atravesada por la semana de cuatro días](#)

El debate sobre trabajar menos horas está calando en España y a nivel internacional. La vicepresidenta se ha mostrado favorable a reducir la...

15/04/2023



a lavenir.net

[Des entreprises belges testeront la semaine de quatre jours dès le mois de mars](#)

Les entreprises intéressées pourront tester la semaine de quatre jours à partir du mois de mars. Ce jeudi 1er février 2024,...

há 1 día



H Herald Scotland

[Scottish public sector workers trial four-day working week](#)

Scottish public sector workers have started working a four-day week to test whether the practice could be rolled out country-wide.

há 1 semana



C CNBC

[This Massachusetts lawmaker wants to create a 4-day workweek: 'A life built around working all the time is not a very happy one'](#)

U.S. lawmakers at state and federal levels are trying to bring the four-day workweek to more people.

13/04/2023



F Le Figaro

[Gabriel Attal demande aux ministères d'expérimenter la «semaine de quatre jours» dans leurs administrations](#)

Le premier ministre Gabriel Attal a demandé à ses ministres «d'expérimenter la semaine en 4 jours, sans réduction du temps de travail» dans...

há 3 dias



O que está a acontecer?

☰ SEARCH

FORTUNE

Europe Energy Economy Tech Retail

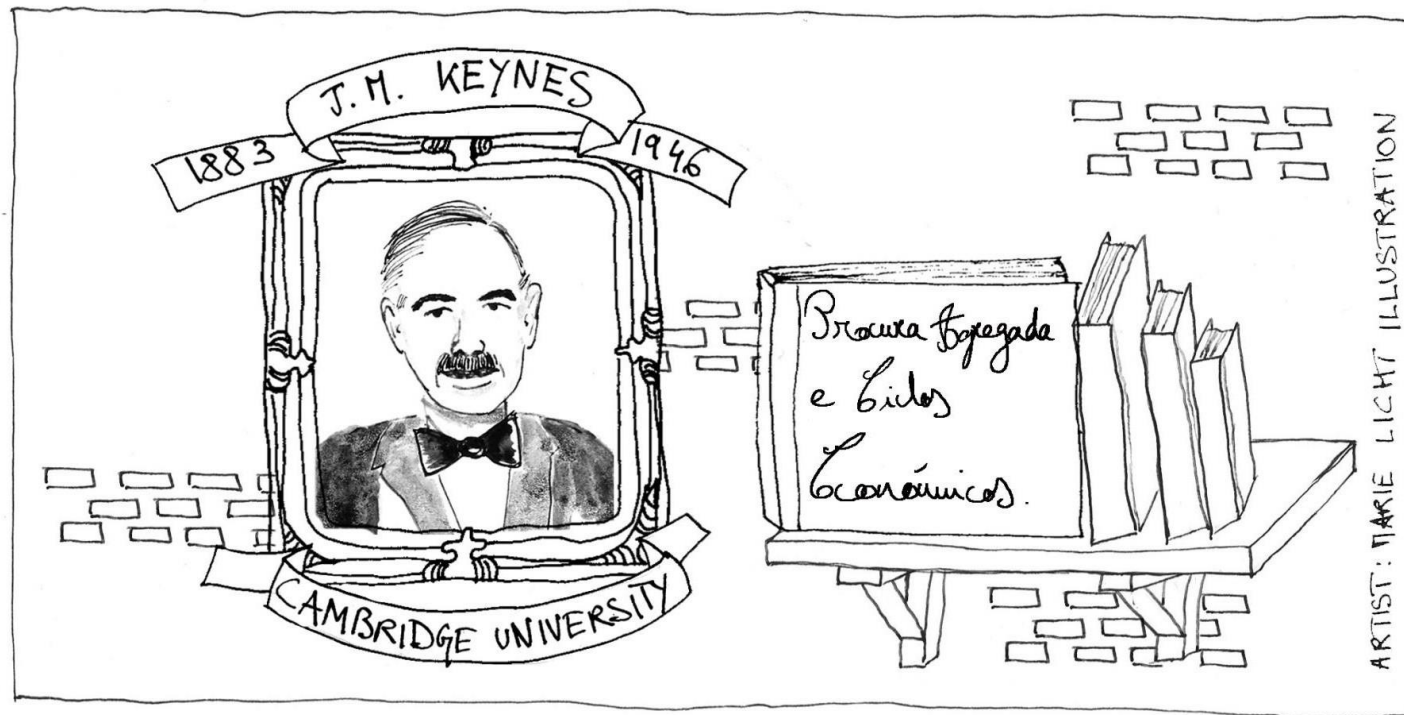
LIFESTYLE · FUTURE OF WORK

Germany is trialing a 4-day week like the U.K., U.S., and Portugal—but the country needs the opposite of a short week, senior economist says

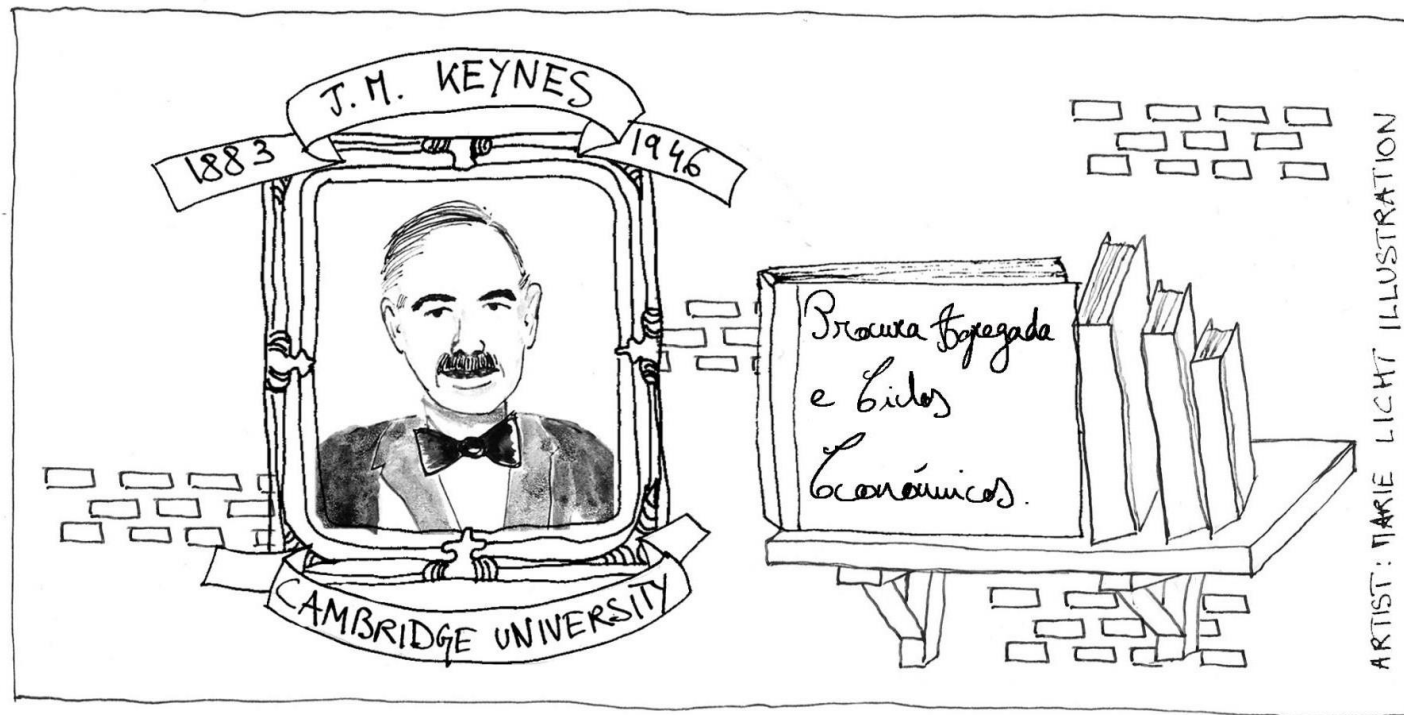
BY **PRARTHANA PRAKASH**
January 31, 2024 at 1:25 PM GMT



2. Argumentos económicos



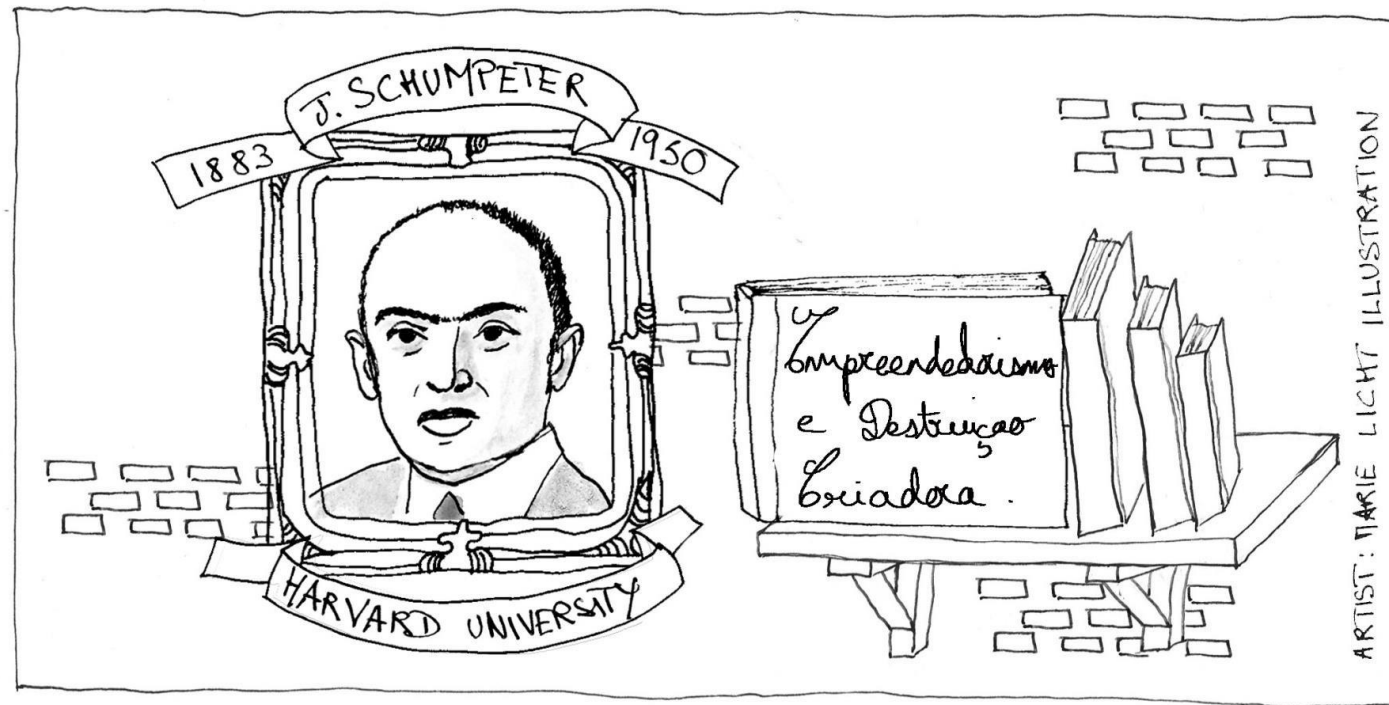
1. Porque é possível.



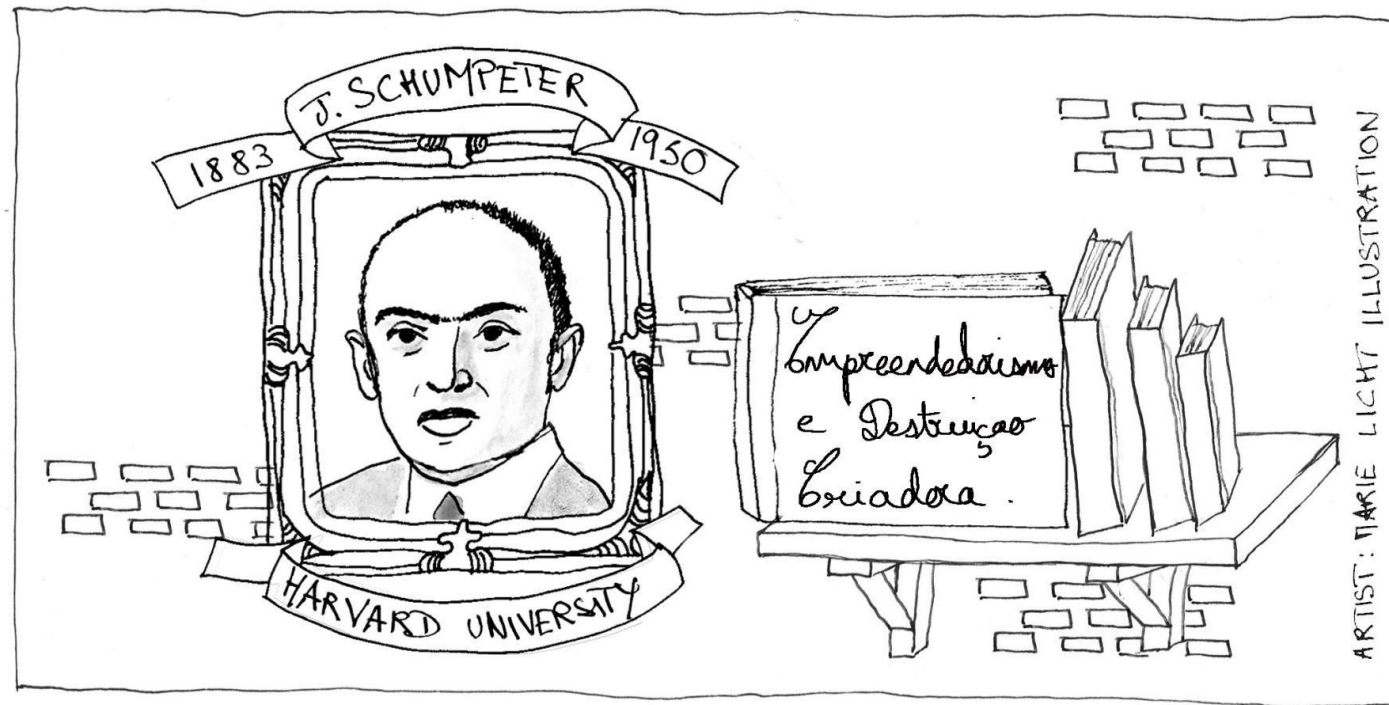
2. Porque estimulará a economia através da procura nas indústrias de lazer.

“O comércio em vez de abrandar por as pessoas estarem «sem trabalhar», vai-se acelerar, porque as pessoas consomem mais no seu tempo de lazer do que no seu tempo de trabalho. O que conduzirá a mais trabalho. E isso a mais lucros. E isso a mais salários. O resultado de mais tempo de lazer será exactamente o contrário do que a maior parte das pessoas crê que seria.”

Henry Ford, 1926



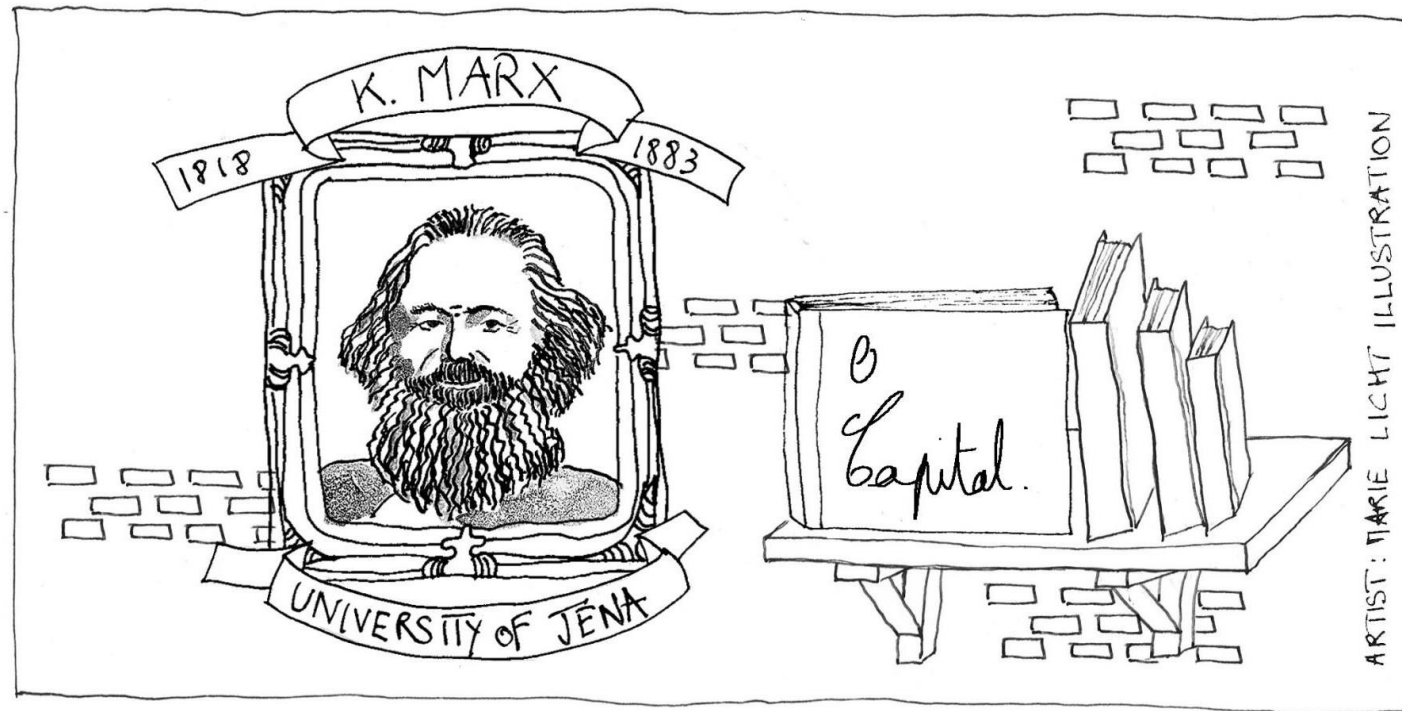
3. Porque aumentará a produtividade.



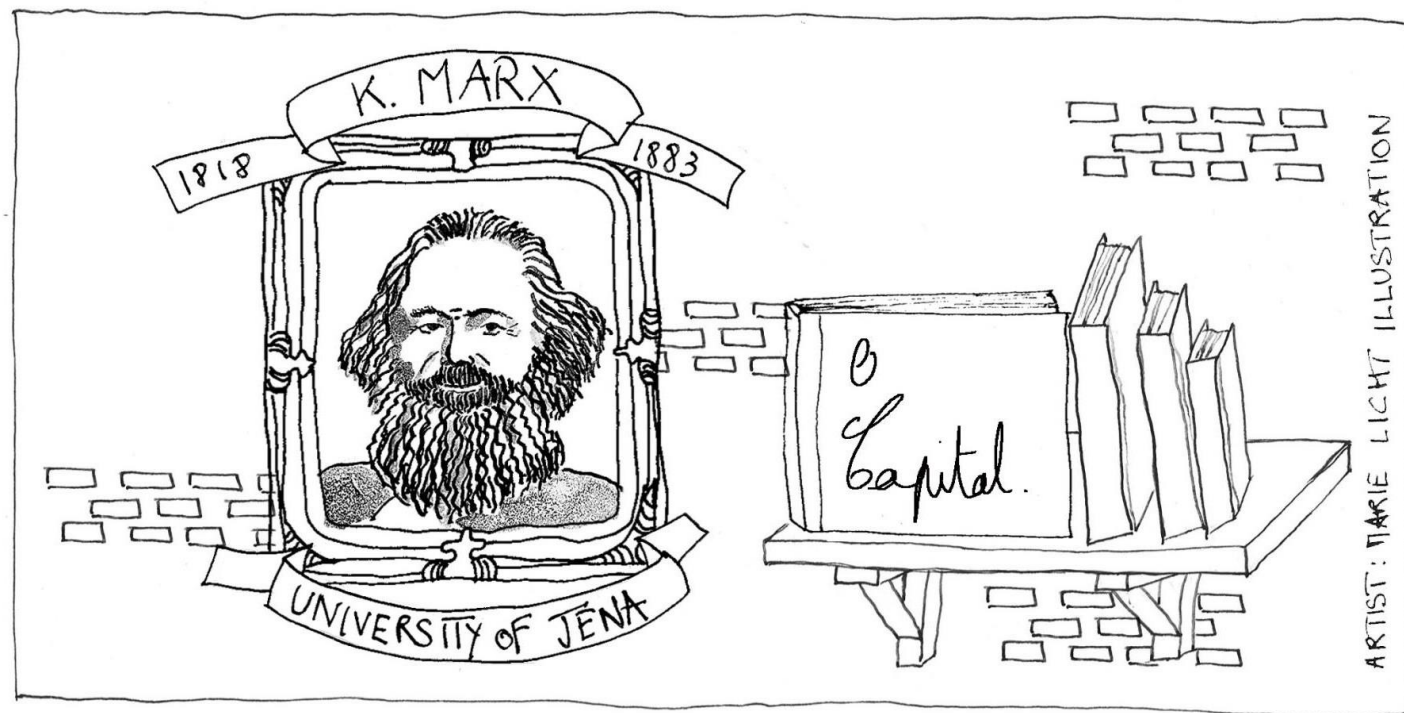
4. Porque desencadeará o potencial de talento inovador.

“Foi em 1890 que comecei a trabalhar um motor de dois cilindros. [...] Durante os primeiros meses, estava no turno da noite na secção da iluminação eléctrica — o que me deixava muito pouco tempo para as experiências —, mas passei depois para o turno de dia e todas as noites, incluindo as de sábado, continuei a trabalhar no novo motor. Não posso dizer que fosse um trabalho duro. Nenhum trabalho interessante é um trabalho duro. [...] Em 1892, acabei por construir o meu primeiro carro a motor, mas só na Primavera seguinte o seu funcionamento me satisfez.”

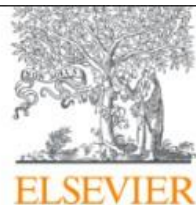
Henry Ford, 1926



5. Porque reduzirá o desemprego tecnológico.



6. Porque aumentará os salários e reduzirá a desigualdade.



How working time reduction affects jobs and wages

Pedro S. Raposo ^a✉, Jan C. van Ours ^{a, b, c}✉

[Show more](#) ✓

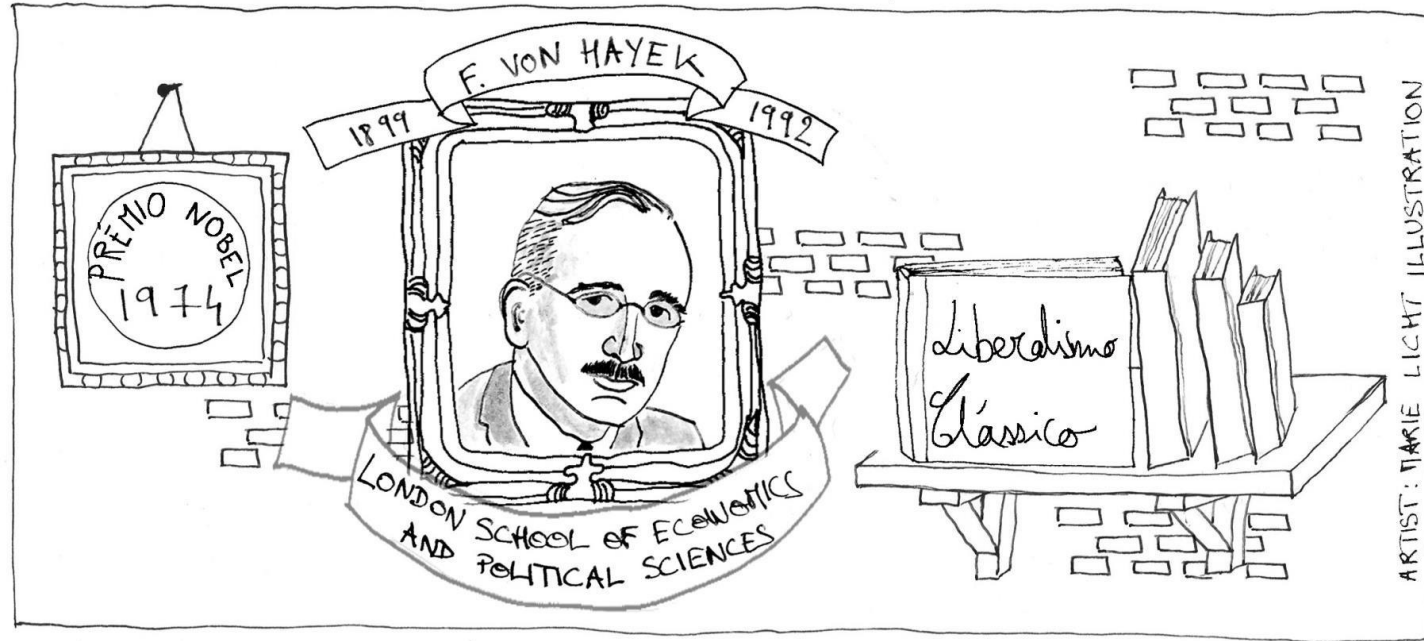
[+](#) Add to Mendeley [🔗](#) Share [📄](#) Cite

<https://doi.org/10.1016/j.econlet.2009.10.001>

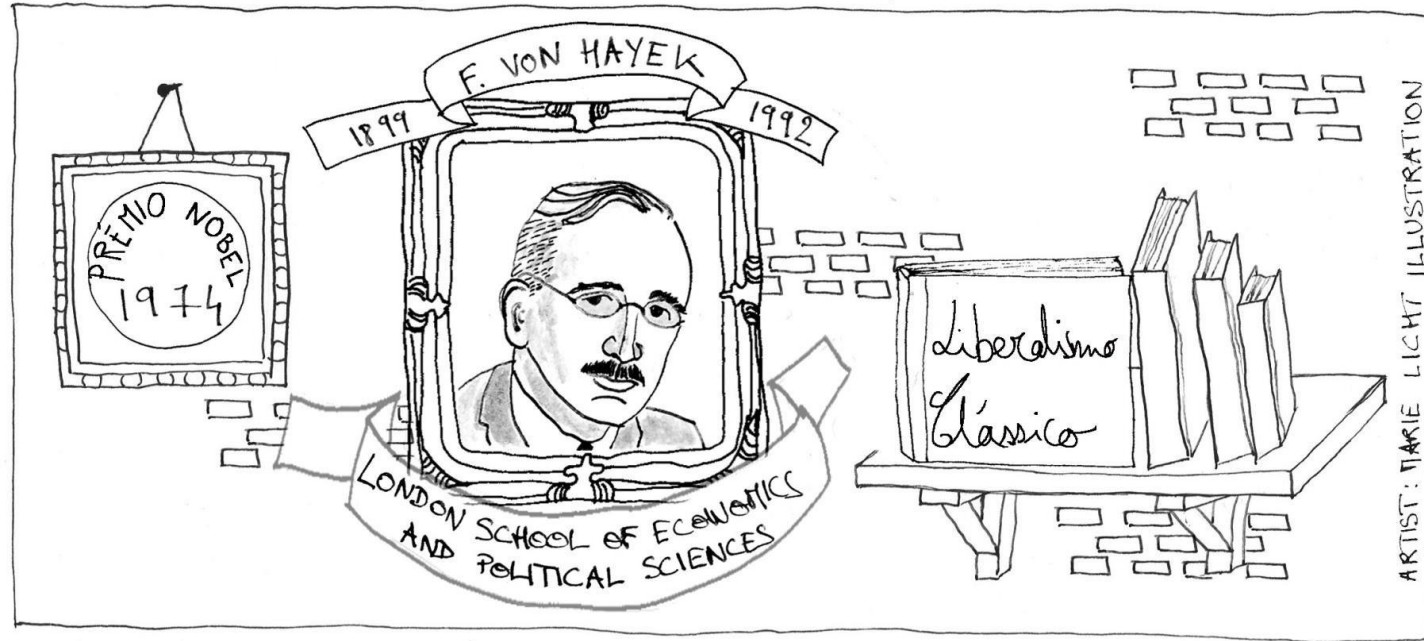
[Get rights and content](#)

Abstract

In 1996, by law the maximum standard workweek in Portugal was reduced from 44 h to 40 h. We find that for workers involved this change reduced the job separation rate and increased hourly wages, keeping monthly earnings approximately constant. The working hours reduction



7. Porque dará às pessoas mais liberdade para escolherem o que fazer com o seu tempo.



8. Porque reconciliará uma sociedade polarizada e esvaziará os movimentos populistas.