

Quick Poll on 4-Day Workweek & Unlimited Paid Annual Leave



01

BACKGROUND

Data Collection Period: 16 – 25 August 2023

Participating Companies: 238



02

4-DAY WORKWEEK

- Only **3%** of responding companies adopted **4-day workweek** pattern for the majority of employees.



- **Top 3 reasons*** for **not introducing** 4-day workweek:

- | | |
|--|------------|
| 1. Not suitable for their business nature | 53% |
| 2. Lack of leadership buy-in | 50% |
| 3. Hard to manage employees' schedules to ensure adequate staffing | 39% |

03

UNLIMITED PAID ANNUAL LEAVE

- **Almost one-third** of HR practitioners (32%) was **unaware** of **unlimited paid annual leave**.



- **Top 3 reasons**** for **not introducing** unlimited paid annual leave:

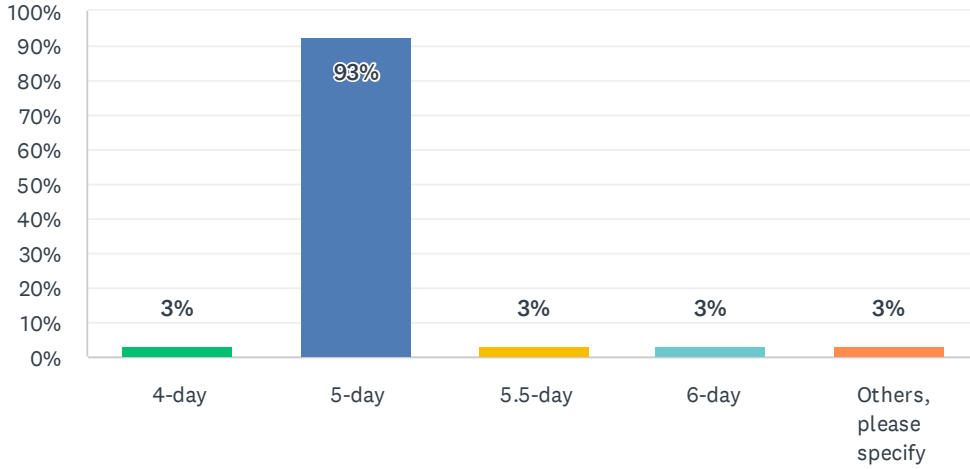
- | | |
|--|------------|
| 1. Policy abuse by irresponsible employees | 68% |
| 2. Lack of leadership buy-in | 60% |
| 3. Hard to manage employees' schedules to ensure adequate staffing | 59% |

* Companies that not introduced 4-day workweek

** Companies that not introduced unlimited paid annual leave

Q1 Which of the following workweek patterns does your company currently adopt for the majority of employees? Please select all that apply.

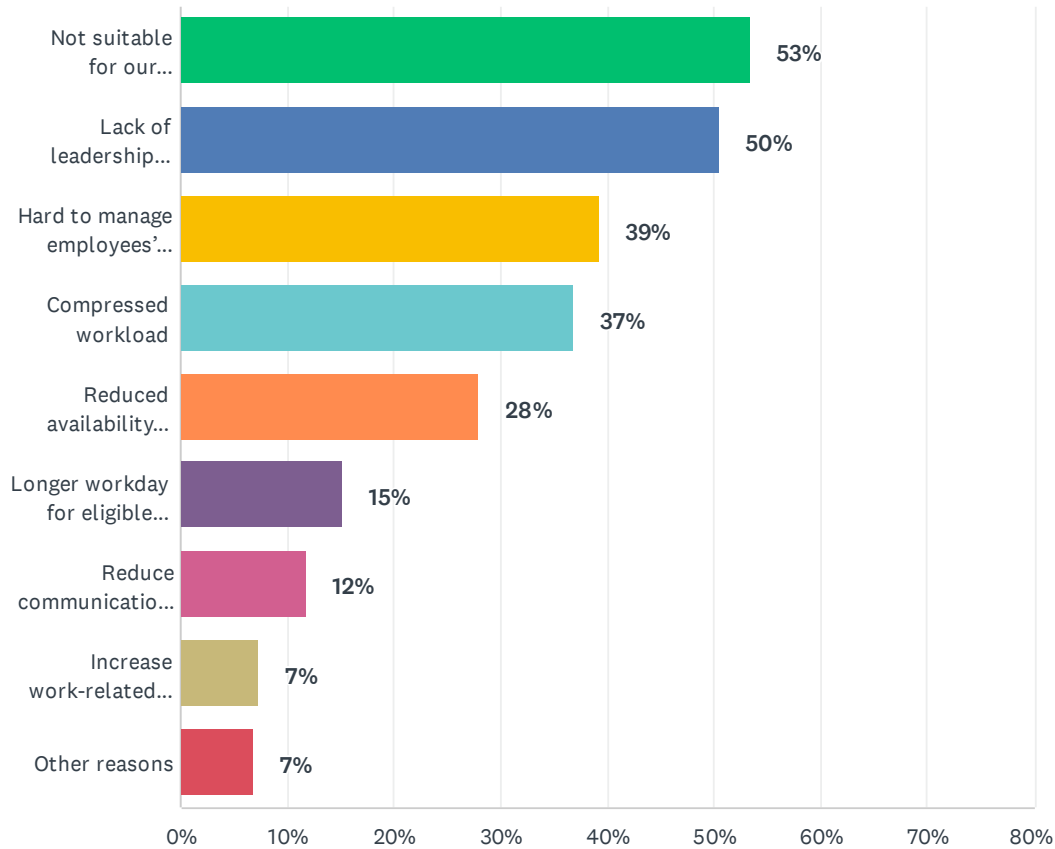
Answered: 238 Skipped: 0



ANSWER CHOICES	RESPONSES
4-day	3% 7
5-day	93% 221
5.5-day	3% 8
6-day	3% 8
Others, please specify	3% 7
Total Respondents: 238	

Q4 Why does your company not introduce a 4-day workweek? Please select at most 3 answers.

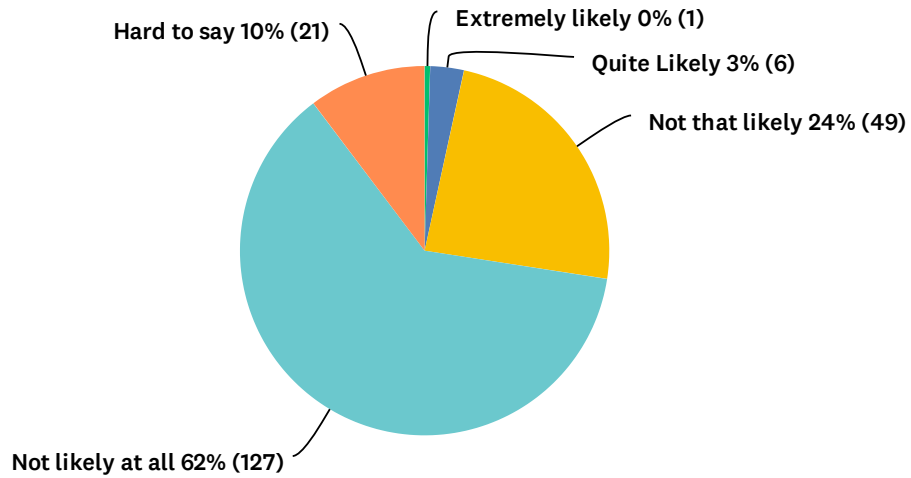
Answered: 204 Skipped: 34



ANSWER CHOICES	RESPONSES	
Not suitable for our business nature	53%	109
Lack of leadership buy-in	50%	103
Hard to manage employees' schedules to ensure adequate staffing	39%	80
Compressed workload	37%	75
Reduced availability of staff for meetings, client interactions etc.	28%	57
Longer workday for eligible staff (if total workhours remain the same)	15%	31
Reduce communication between colleagues	12%	24
Increase work-related stress	7%	15
Other reasons	7%	14
Total Respondents: 204		

Q5 How likely will your company introduce a 4-day workweek in the coming 12 months?

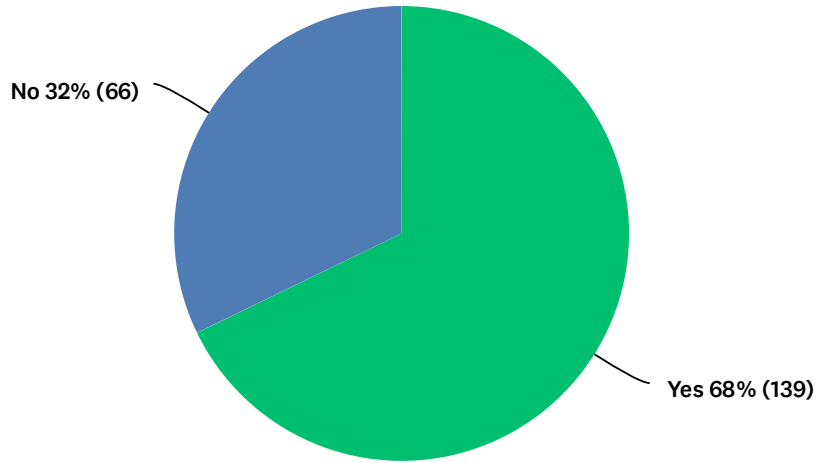
Answered: 204 Skipped: 34



ANSWER CHOICES	RESPONSES	
Extremely likely	0%	1
Quite Likely	3%	6
Not that likely	24%	49
Not likely at all	62%	127
Hard to say	10%	21
TOTAL		204

Q7 Are you aware of Unlimited Paid Annual Leave?

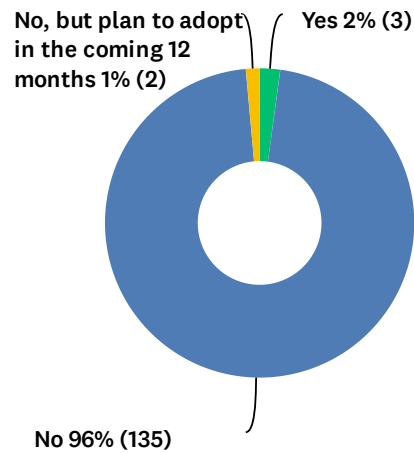
Answered: 205 Skipped: 33



ANSWER CHOICES	RESPONSES	
Yes	68%	139
No	32%	66
TOTAL		205

Q8 Does your company currently adopt Unlimited Paid Annual Leave for any of the staff members ?

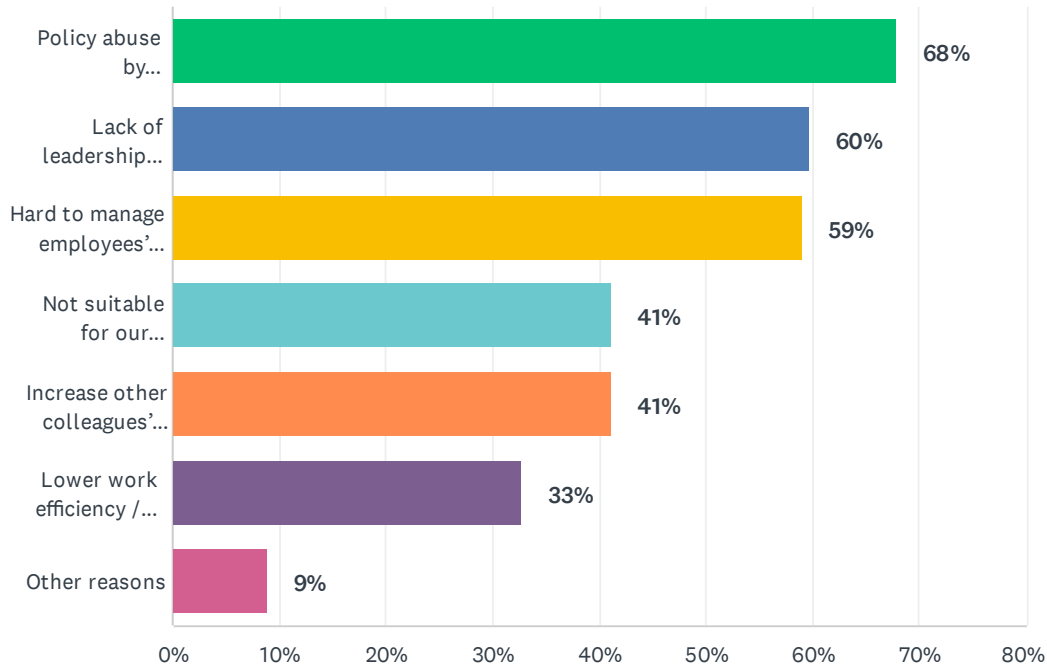
Answered: 140 Skipped: 98



ANSWER CHOICES	RESPONSES	
Yes	2%	3
No	96%	135
No, but plan to adopt in the coming 12 months	1%	2
TOTAL		140

Q11 Why does your company not introduce an Unlimited Paid Annual Leave? Please select all that apply.

Answered: 134 Skipped: 104



ANSWER CHOICES	RESPONSES	
Policy abuse by irresponsible employees	68%	91
Lack of leadership buy-in	60%	80
Hard to manage employees' schedules to ensure adequate staffing	59%	79
Not suitable for our business nature	41%	55
Increase other colleagues' workload	41%	55
Lower work efficiency / productivity	33%	44
Other reasons	9%	12
Total Respondents: 134		