

Further to the request received to make a written submission regarding the General Scheme of a Work Life Balance and Miscellaneous Provisions Bill 2022 please note my reply below.

1.0 Concept of a 4 Day Working Week:

The Four Day Working Week concept is one which recognises the benefit of changing the balance between Work and Life. The concept proposes the individual worker maintain the same level of pay and productivity as they would do over 5 days, while reducing their working hours and only work for 4 days. Essentially, provide the same productivity in 4 days as is normal in 5 days, and most importantly maintain the same level of pay.

2.0 Benefits:

The immediate benefits include:

- ✓ Better Employee Wellness
- ✓ A 20% reduction in work commutes
- ✓ More opportunity to spend more personal time in supporting family life
- ✓ More opportunity to spend more personal time in supporting communities
- ✓ Greater productivity can be achieved by changing culture and work practices

3.0 ICE Group Experience

In July 2019, my company ICE Group, a Recruitment and Training Company headquartered in Galway, initiated a 4 Day Working Week. The model we have chosen to operate is a 3 Day Weekend model. We open Monday to Friday, and staff work either Monday to Thursday and have a 3 day week-end, or they work Tuesday to Friday and have a 3 day week-end.

The results have been amazing.

We have seen:

- ✓ 33% increase in employee happiness scores
- ✓ 27% increase in productivity
- ✓ Reduced single day absenteeism
- ✓ Better Staff Retentions
- ✓ Reduced carbon footprint due to 20% reduction in commuting

4.0 Conclusion

I would like to thank the Cathaoirleach of the Oireachtas Joint Committee on Children, Equality, Disability, Integration and Youth, Ms. Kathleen Funchion, T.D for the invite to make a submission, and would also like to thank the committee for their consideration of my thoughts.

Having read through the document provided, I believe that this piece of legislation should recognise the Concept of a Shorter Working Week, however the design and implementation of same needs careful consideration and would not fit into this specific piece of legislation.

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www.icegroup.ie / www.4dayweek.ie / www.the3dayweekend.ie