

Italy - Lamborghini introduces 4-day week for production workers.

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In December 2023, car manufacturer Lamborghini on the one side and metal unions FIOM-CGIL and FIM-CISL on the other side, signed a company agreement for the years 2023-2026, focusing on work-life balance. It provides for alternation between five and four-day weeks for production workers, without pay cuts.

Workers will have Friday off every two weeks, for departments working in two shifts, amounting to a reduction of 22 days per year, or two Fridays off every three weeks for departments working in three shifts, amounting to 31 days per year. Non-production employees will be given 12 days holiday extra per year, plus the possibility of up to 12 days of remote working per month.

In addition to reduced hours, parenthood will be supported through 8 hours' paid leave when a child enters a kindergarten and 10 days when a child is adopted. Moreover, mandatory training will be introduced to combat gender-based violence.

Both FIOM and FIM consider the agreement to be historical as it is the first in the automotive industry in Europe with a significant reduction in working hours without cutting wages, but rather increasing them. 'Work less and work better'! This is the principle that guided the negotiations, according to the two unions.

The agreement with Lamborghini, a subsidiary of Volkswagen, is part of a broader renegotiation of a framework which also includes 500 new jobs, an increase of annual wages and further benefits. The deal includes a one-off bonus of more than 1,000 euros. As many as 70% of almost 30,000 workers who had the option of asking for a 4-day week, have done so, with requests still on the rise.

Other Italian industrial groups are also in talks with unions to extend flexible working. In January, the country's largest bank introduced shorter hours to curb energy bills.

The Lamborghini agreement has already received attention from abroad, including the US. Across Europe, many companies and public offices are changing work patterns to improve workers' well-being and promote savings after the pandemic and rising living costs, with good results. In Britain, a pilot project found that shorter working time led to lower sickness levels.

Edited by industriAll Europe.