

Italy: Lamborghini introduces four-day weeks at its plants.

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In December 2023, after a year of negotiations, the management at Lamborghini on the one side and FIOM CGIL as well as FIM CISL on the other side signed a new company agreement for 2023-2026. It provides for alternation between five and four-day weeks for production workers, with no impact on pay.

Workers will have Friday off every two weeks, amounting to a reduction of 22 working days per year, or two Fridays off every three weeks, amounting to 31 fewer working days per year, depending on their number of shifts. Non-production employees are granted an additional 12 days' holiday per year, plus the possibility of up to 12 days of remote working per month.

In addition to reductions in working hours, the agreement introduces new measures to support parenthood, including eight hours' paid leave when a child enters kindergarten and 10 days when a child is adopted.

Lastly, 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.

Edited by industriAll Europe.