

Iceland's National & Reykjavík Four-Day Week Trials (2015–2019)

City Innovation Library · Good practice · Iceland

Quality score: 86/100

Evidence strength: Observational / pre–post

Summary

Reykjavík City and Iceland's government cut over 2,500 public workers to a 35–36 hour week at full pay; productivity held or rose, and unions then secured shorter hours for 86% of Iceland's workforce — though reviewers flagged the pilots' non-random samples.

Key dimensions

Dimension	Score
Evidence of impact / measured results	2/3
Transferability / demonstrated replication	3/3
Scalability	3/3
Sustainability / continuity	3/3
Innovation	2/3
Inclusiveness / equity	2/3
Multi-stakeholder collaboration	3/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-03

[Reykjavík City Council & Government of Iceland](#) — accessed 2026-09-03

[Autonomy/Alda: Going Public report](#) — accessed 2026-09-03

[CBS News: 'overwhelming success'](#) — accessed 2026-09-03

[The Conversation: results overstated](#) — accessed 2026-09-03

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