

Iceland's National Shorter Working Week Trials — From Pilot to a 36-Hour Norm

City Innovation Library · Good practice · Iceland

Quality score: 81/100

Evidence strength: Observational / pre–post

Summary

Iceland's 2015–2019 public-sector trials cut hours from 40 to 35–36/week for 2,500 workers (>1% of the workforce) at full pay; productivity held or improved, and by 2021 renegotiated union contracts had extended shorter hours or the right to them to 86% of the workforce.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-08-15

[Government of Iceland & Reykjavík City Council, evaluated by Alda \(Association for Sustainable Democracy\) and Autonomy](#) — accessed 2026-08-15

[Euronews coverage](#) — accessed 2026-08-15

[Common Dreams coverage](#) — accessed 2026-08-15

Cite this — Evidoria. *Iceland's National Shorter Working Week Trials — From Pilot to a 36-Hour Norm*. Persistent ID: fb5c71db-e70c-40e4-bb20-7c025b901d9b.