

Perpetual Guardian — Auckland's 100:80:100 Four-Day Week Trial

City Innovation Library · Good practice · New Zealand

Quality score: 62/100

Evidence strength: Moderate

Summary

In 2018, Auckland's Perpetual Guardian trialled a four-day week (100% pay, 80% hours) for ~240 staff; university researchers measured a 7-15% drop in stress and a rise in work-life balance from 54% to 78%, and the firm made the policy permanent that November.

Key dimensions

Dimension	Score
Evidence of impact / measured results	2/3
Transferability / demonstrated replication	3/3
Scalability	1/3
Sustainability / continuity	2/3
Innovation	3/3
Inclusiveness / equity	1/3
Multi-stakeholder collaboration	1/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-27

[Perpetual Guardian](#) — accessed 2026-09-27

[AUT: Overview of the Perpetual Guardian 4-day \(paid 5\) Work Trial \(2018\)](#) — accessed 2026-09-27

[CNBC: 4-day work week is a success, New Zealand experiment finds](#) — accessed 2026-09-27

[World Economic Forum: New Zealand firm adopts its four day work week permanently](#) — accessed 2026-09-27

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