

Is the Games Industry Ready for a Four Day Workweek?

Introduction

The push for more diverse workplaces and recurrent talent shortages in the games industry has been the subject of headlines for many years. More recently, the Covid-19 environment has sparked a new topic for us to mull over in the rise of remote-working. In the midst of all of this chaos, one old, relatively straightforward idea has quietly also been gaining popularity: the four-day workweek.

General polls from around the world have shown an increase in the desire to trial this slightly radical idea, and it's gaining more traction from both employees and business owners alike. We thought it would be a good idea to find out what the video games industry thinks on the matter.

Sections

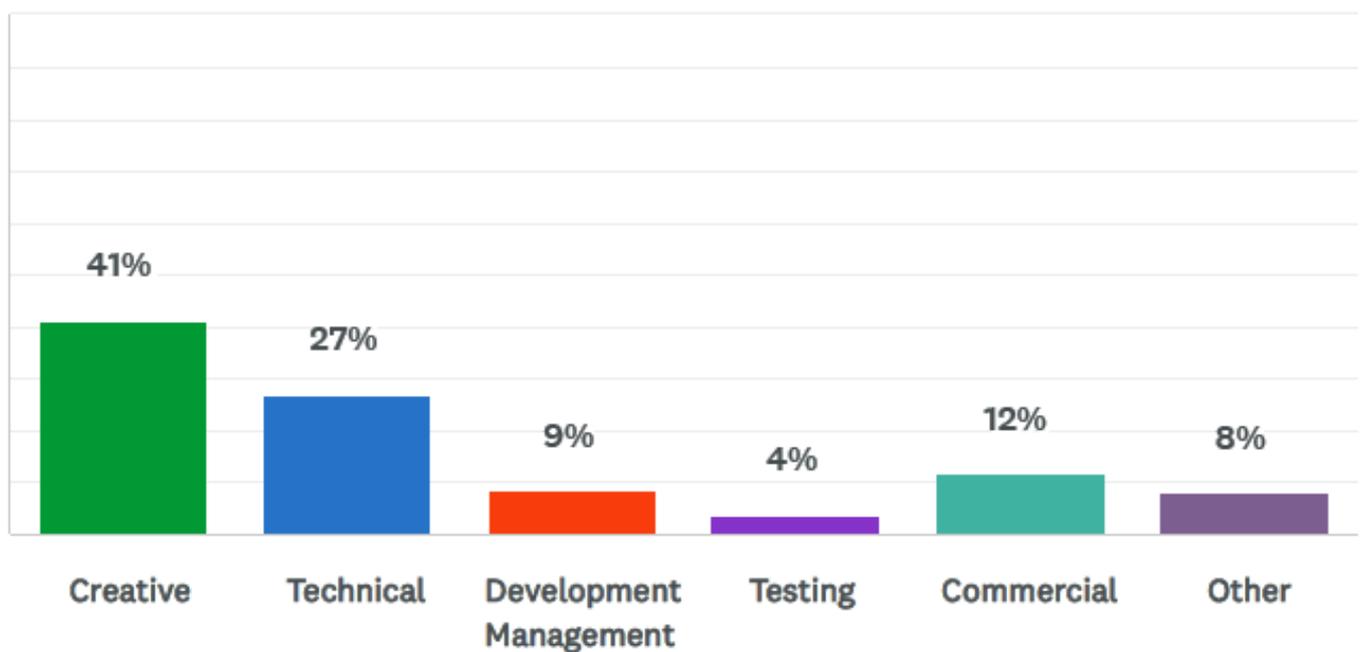
- 1. Who took part in the survey?**
- 2. How did people respond?**
- 3. What are the main takeaways?**

Who took part in the survey?

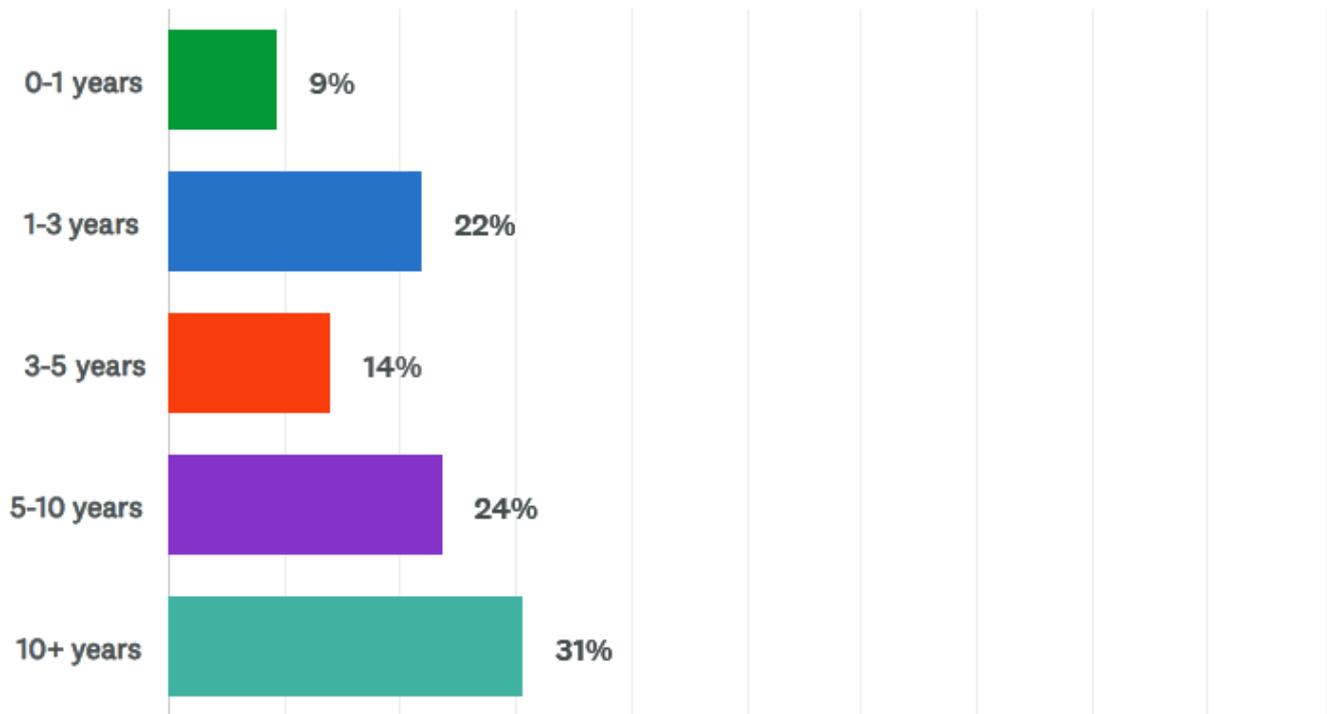
Over 120 games professionals filled out our survey on the four day work week.

The large majority of respondents are from the development side of the industry, with creative, technical, development management, and testing specialists all taking part. The commercial side of the industry also had their say, as well as anyone that works in the industry, but falls into another category.

Skill specialism



Experience working in the games industry



People filled out the survey from all seniorities and experience levels, with the highest number of respondents having over 10 years experience in games. 95% of answerers are employed full-time in the industry.

Employment status:



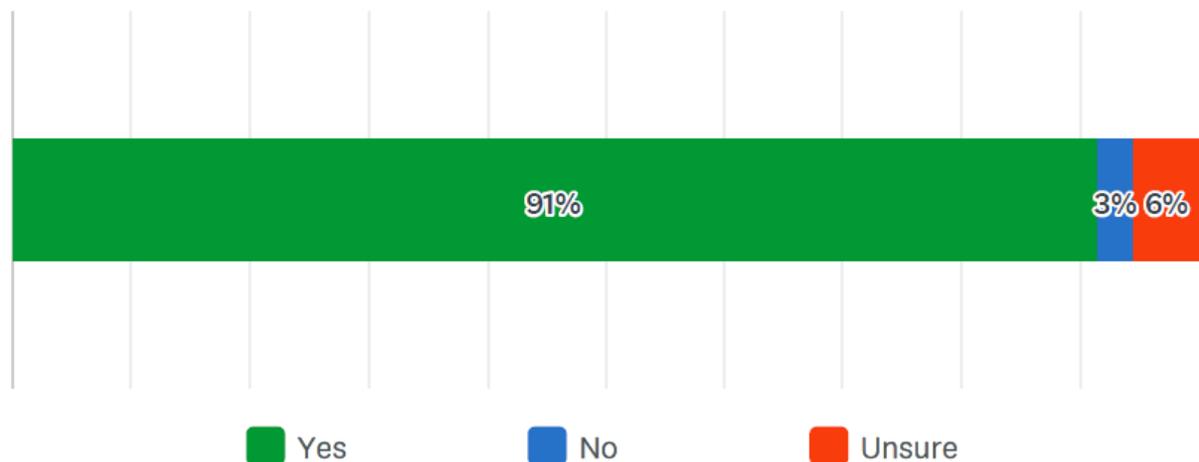
 Full-time

 Part-time

How did people respond?

Overall, there is a general desire to move to a four day workweek. When asked if they would be in favour of introducing a four day workweek, 91% of respondents said yes. Six percent were unsure, and only three percent were not in favour.

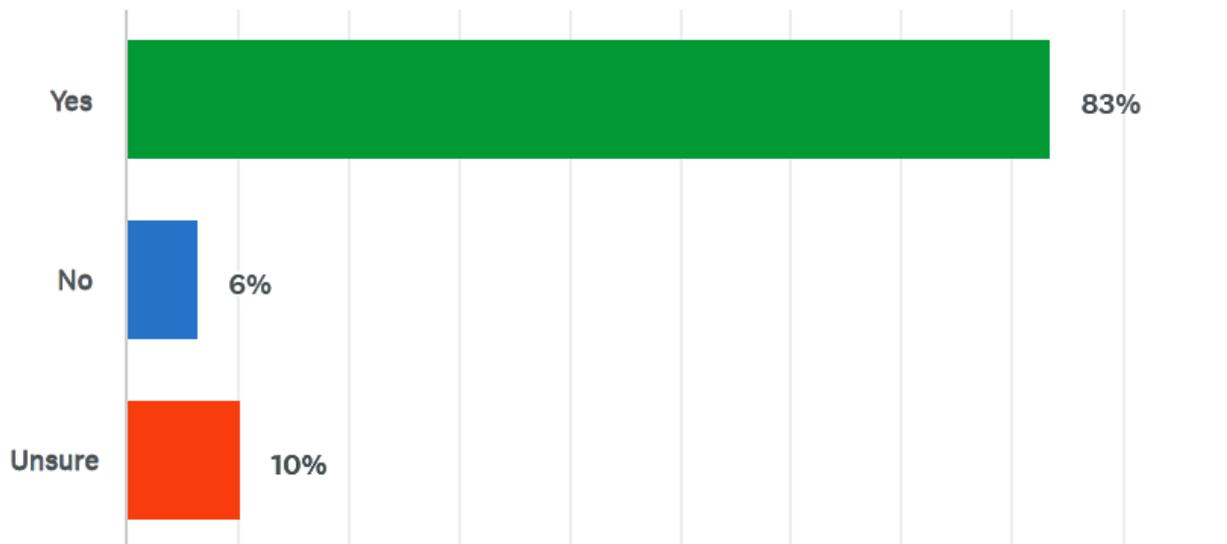
Would you be in favour of introducing a four day week in the games industry?



The results are astronomically in favour of the four day workweek across all skills and experience levels, with all specialisms answering at over 90% in favour of the move. That is aside from commercial responders, who were only 73% in favour, 7% unsure, and 20% were not in favour.

Interestingly, more people indicated that they were in favour of a four day workweek than the amount of people that actually thought it was possible for them as individuals to do so.

Is a four-day work week logistically possible for you?

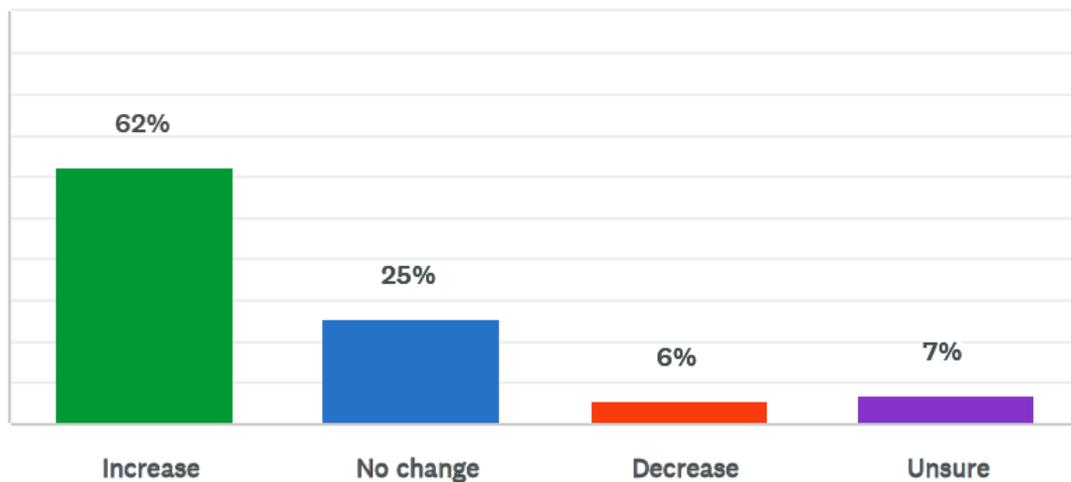


Six percent said that it wouldn't be logistically possible for them to work four days a week, yet only three percent stated that they were against the four day work week being implemented.

Uncertainty is higher in this area too, with ten percent stating they're unsure it would work for them logistically.

This is where things get a little interesting. 62% of people think that they will see an increase in their productivity and 25% of people believe there will be no change by having a four day workweek.

Do you think having a four-day workweek would increase or decrease your productivity levels?

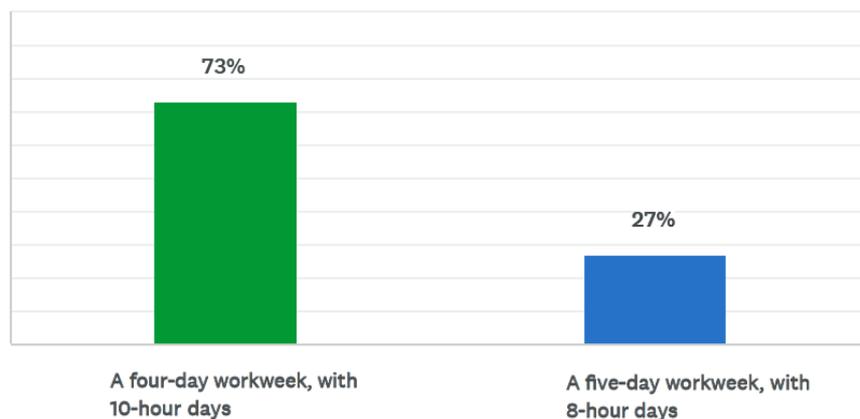


Respondents that work in development management showed some uncertainty on this section, with 55% being unsure if a four day week would affect productivity, nine percent stated that they think it would decrease levels.

They also showed more uncertainty with the logistics of the idea, with only 64% stating it is logistically possible for them to work four days a week, and the remaining 36% were unsure it would work.

With the next question we aimed to cover potential reservations about the loss of working hours. When asked if they'd prefer the standard working hours over four days instead of five, respondents were 73% in favour of this.

Assuming you were working a full-time job and your pay would be the same in either scenario, which of the following would you prefer?

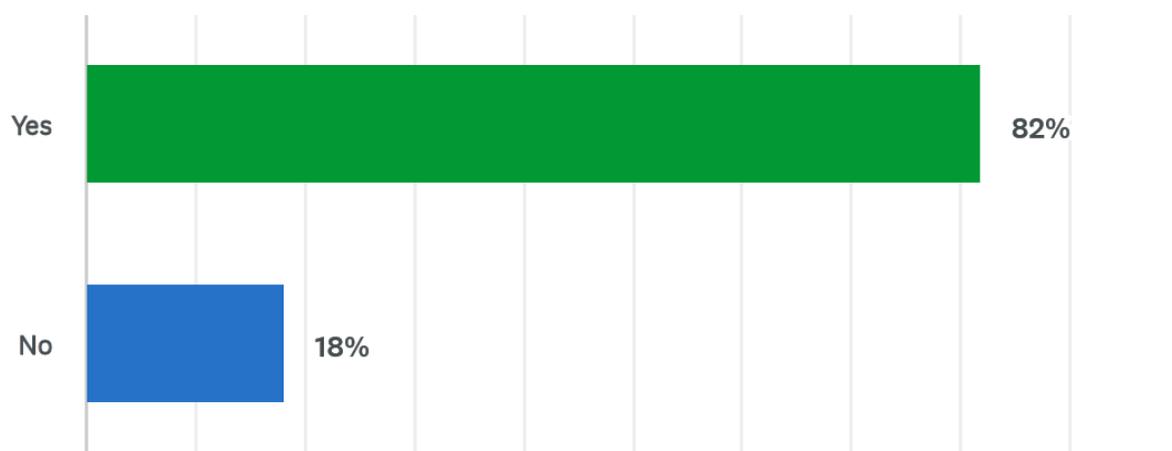


This shows that most people would prefer an extra day to themselves if given the option, however, this is noticeably down on those in favour of a four day working week week with standard eight hour day hours applied.

There is evidence here to suggest that having less working hours is more desirable than the option of having the same working hours over four days.

The final question in our survey gives us some very revealing information for owners, managers and recruiters in the games industry. When asked if they would consider a new job at a company working a four day workweek, 82% of respondents said they would.

Would you consider switching from your current company for a role offering a four-day working week?



For many companies around the world, offering remote-working has become crucial to hiring new staff and retaining current staff.

Numbers like the above suggest that the four day working week could end up having a similar impact on recruitment as companies start to offer this as a benefit to new and current employees.

What are the main takeaways?

The vast majority of games industry workers want a four day work week

Most surveys and polls from the general public on the Internet show a 60-80% approval of a four day working week, however our survey ended with 91% of the games industry being in favour of this once considered radical idea.

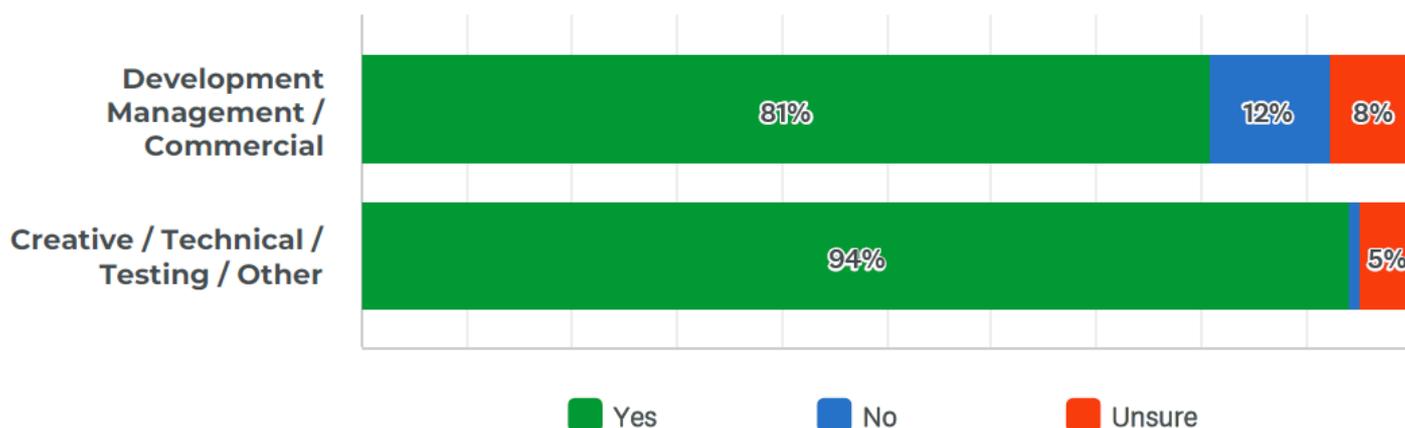
The majority of people in our survey believe that their productivity will increase or stay the same.

However there are those that are unsure or think it will lead to less productivity, a lot of people in this camp are still in favour of making the transition, which gives evidence to suggest that they believe the health and lifestyle benefits will outweigh any potential loss of production.

There is less certainty from games industry people in management and commercial roles

It should come as no surprise that people in these positions are somewhat less confident in making such a big change.

In favour of introducing a four day workweek in the games industry



In the graph above we've merged the results from development management and commercial people and compared it to the rest of the respondents.

Even though there is a clear difference, the majority of managers and commercial staff still approve of implementing a four day workweek in the games industry. The people that are concerned need to be considered by any companies making the change.

When companies start to implement the four day workweek, they will become a very attractive proposition for talented people working in the games industry

As suggested earlier in the report, implementing this idea could end up being something a lot of companies have to do to remain competitive in the games industry jobs market.

The change to industry wide remote-working was sudden, and largely successful for the companies that took it seriously. Companies that were quick to adapt to remote-working found it easier to attract staff. While companies that were slow on the uptake lost employees to this more attractive working practice.

Once the first big companies start to implement four day weeks, which we strongly believe will happen, the rest may feel like they need to follow to attract the best talent, and keep the people they already have.



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