



STATEMENT

ICSC begins 4-day work week

MANILA, 3 October 2022 – The Institute for Climate and Sustainable Cities (ICSC) has begun implementing a four-day work week at full pay beginning this October 2022 for all staff.

The organization tested several approaches leading to flexible and reduced workweeks over the last two years. This is in keeping with ICSC's human resources principle that, across ICSC's teams, staff are more productive and efficient when they gain more personal time for rest and renewal while nourishing domestic and personal pursuits.

Friday is now officially adopted as the standard '*ginhawa day*' (rest day) across the organization in order to further empower staff while providing predictability to partners. The four-day work week policy seeks to complement existing benefits such as monthly menstrual leaves, and annual 15-day sick and 15-day vacation leaves.

ICSC will sustain its [work-from-home policy](#) which was instituted even before COVID-19 was declared a pandemic in mid-March 2020. The organization maintains safety measures when staff have to report to the office or go outside their homes on official duties.

"We are excited to implement the four-day work week arrangement and the chance to demonstrate why more meaningful personal lives can translate into more productive, effective, and efficient work outcomes. We look forward to sharing outcomes of this approach with our partners and friends after an initial period of implementation. We will continue to translate our values into organizational practice, starting with the importance of working, living, and being the change we want to see in our society," said ICSC deputy executive director Angelo Kairos Dela Cruz.

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