

AUTOMOTIVE

# Lamborghini makes four-day workweek official

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*The move is historic, as no other European automakers have adopted the truncated calendar as of yet. Image credit: Lamborghini*

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By LUXURY DAILY NEWS SERVICE

Italian automaker Lamborghini is ratifying an agreement with its associates.

The manufacturer has renewed its "Corporate Supplementary Contract" following near unanimous consent from its employees, leading to its vocational workforce's schedule moving to a four-day week, among other updates. After introducing the resolution in December, the changes have been made official.

"We are truly proud to have reached this historic agreement," said Stephan Winkelmann, chairman and CEO of [Automobili Lamborghini](#), in a statement.

"This is a new development in the workplace that, once again, demonstrates how much our company cares about the welfare of its employees and constantly strives to be more and more attractive," Mr. Winkelmann said. "Once again Automobili Lamborghini has proven to be a forerunner by signing a groundbreaking agreement.

"The goal is to further improve productivity and create a more inviting and welcoming work environment."

## **Workplace revamp**

Lamborghini's modifications to its working hours are set to take effect between late 2024 and early 2025.

Production workers will alternate between four-day and five-day workweeks, getting every other Friday off and cutting 22 days from their annual schedules. For those on a three-shift quota, this will result in working 31 fewer days over the course of each year, per [Reuters](#).



*Lamborghini's employees will work fewer hours and with more opportunities to take time off. Image credit: Lamborghini*

The move is historic, as no other European automakers have adopted the truncated calendar as of yet. The shortened working hours will be assessed through a pilot program in which the company and a panel of experts will determine if the new setup is feasible and sustainable in the long term.

The overarching agreement, made in conjunction with multiple trade union representatives, will also see 500 new hires added to the mix by 2026 and a revamp of its maternity/paternity leave system. Going forward, employees will receive a minimum of between 70 and 80 percent of their base pay, with single parents or those with disabled children guaranteed their full salary during their time away.

"Bringing such a complex negotiation to a successful conclusion is a source of satisfaction, but the most important gratification comes from the innovative content of the agreement, which redesigns the shift and working-time system," said Umberto Tossini, chief people, culture and organization officer at Automobili Lamborghini, in a statement.

"We have respected our entrepreneurial vocation, which is based on the company's competitiveness and ability to innovate pragmatically," Mr. Tossini said. "At the same time, we have reaffirmed the centrality of people in the organization by valuing professional and generational differences.

"Lamborghini believes that the success of any company is based on the motivation and well-being of its people."

Others within the automotive industry have also been making internal changes, as Italian automaker Maserati announced a global restructuring of its business ([see story](#)).