

THE REALITIES OF A FOUR-DAY WORKWEEK

Since the pandemic brought unprecedented change to the world of work, there's been considerable discussion around the four-day workweek. Touted as a panacea for burnout and work stress, businesses and even governments have been experimenting with the idea.

Shortening the workweek

1926.
Henry Ford's five-day workweek idea - shorten workweek for a day and keep the same pay to increase worker productivity

Workers would put more effort in the shorter workweek - theory proven correct

MON	TUE	WED	THU	FRI	SAT	SUN



1950s
Labour unions' began to call for four-day workweek, but take-up of it has remained slow. Gallup's 2020 study of 10 000 US full-time employees showed that

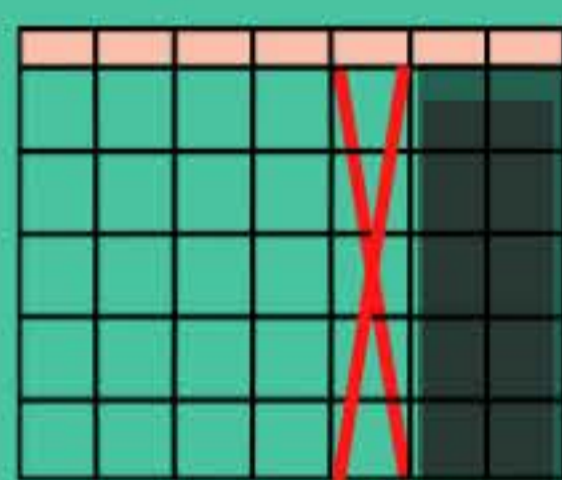
5 out of **100**
worked a shorter week

However, the pandemic has caused a huge uptick in the number of four-day workweek trials and announcements.

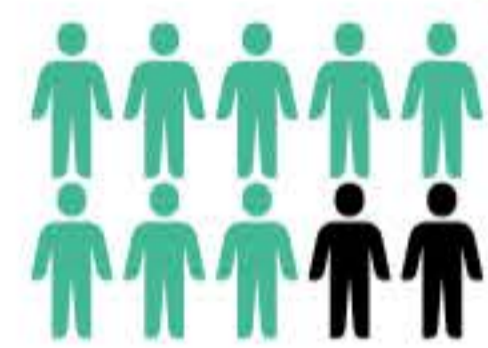
Two basic ways of implementation



reducing working hours of five-day workweek working effectively four days



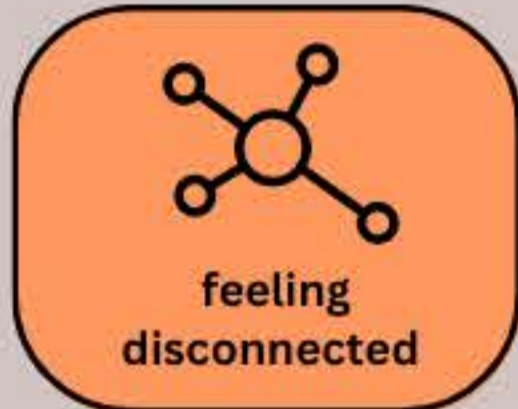
cutting one workday off a workweek



According to a GoodHire recent survey of 4,000 US workers, 83% want a four-day workweek.

Right now, many firms are looking for new ways to attract and retain the best talent. Hence it's more likely that firms could rush into a shorter workweek.

Some potential pros and cons



Rather than piling pressure on staff to work more quickly over fewer days, careful thought and preparation are crucial in making the working model sustainable.