

# The Benefits of a 4 Day Work Week

A 4-day work week has been tested in several countries and companies, and many report positive outcomes. Here are some of the main benefits:

## **For Employees:**

- **Improved work–life balance** → More time for family, hobbies, rest, and personal commitments.
- **Better mental health** → Reduced stress and burnout with more recovery time.
- **Increased productivity** → People often focus better and waste less time when working fewer hours.
- **Greater job satisfaction** → Feeling trusted and valued can boost morale and loyalty.

## **For Employers:**

- **Higher productivity** → Research shows employees can accomplish the same (or more) in fewer hours.
- **Lower turnover and absenteeism** → Workers are more engaged and less likely to call out sick or quit.
- **Stronger recruitment tool** → Attracts top talent, especially younger workers seeking flexibility.
- **Cost savings** → Potential reductions in overhead costs (utilities, office space, etc.).

## **For Society:**

- **Environmental benefits** → Fewer commutes mean less traffic and lower carbon emissions.
- **Healthier communities** → With more free time, people may exercise more, volunteer, or pursue education.

- **Stronger families** → Parents gain more time to spend with children or care for loved ones.

Some companies run it as *4 days, 32 hours*, while others compress *40 hours into 4 days*. The biggest gains seem to come from the true shorter work week (32 hours), rather than simply squeezing hours into fewer days.