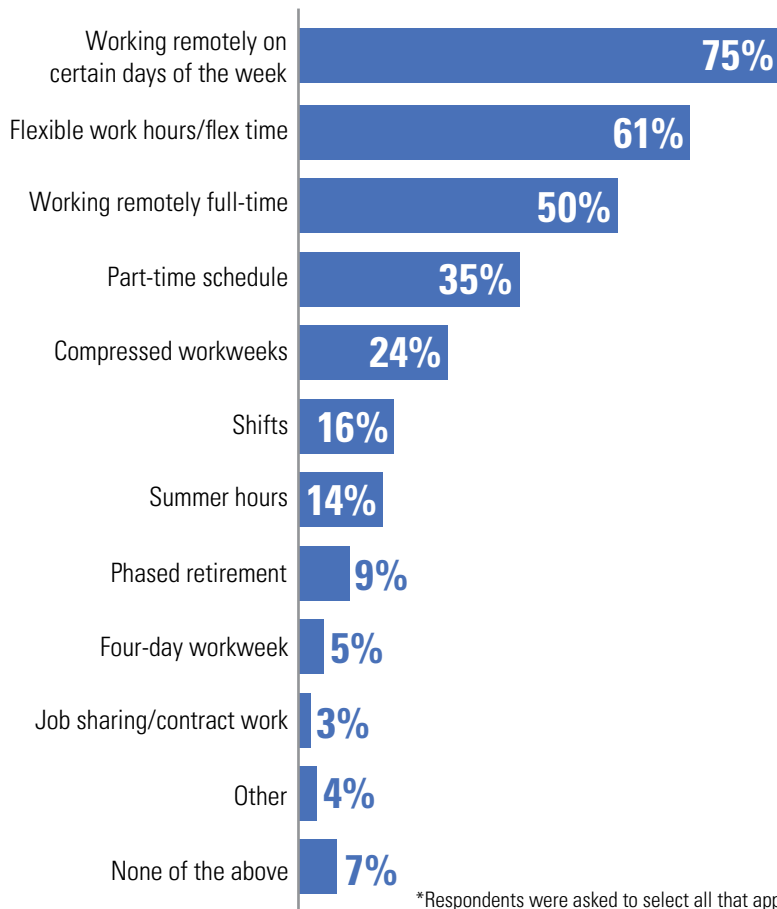


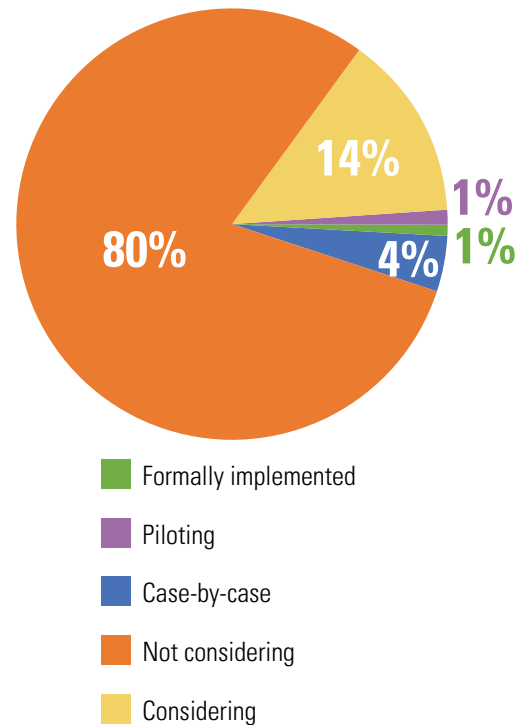
Four-Day Workweek 2023 Pulse Survey

A defining characteristic of the COVID-19 pandemic was an increased emphasis on work-life balance. Particular attention has been paid to the implementation of four-day workweeks. This pulse survey is designed to help U.S. employers navigate this rapidly changing landscape and benchmark their plans against their peers. The data below reflects responses from corporate/single employer plans.

Flexible Work Arrangements Offered* (n=376)



Implemented a Four-Day Workweek* (n=376)

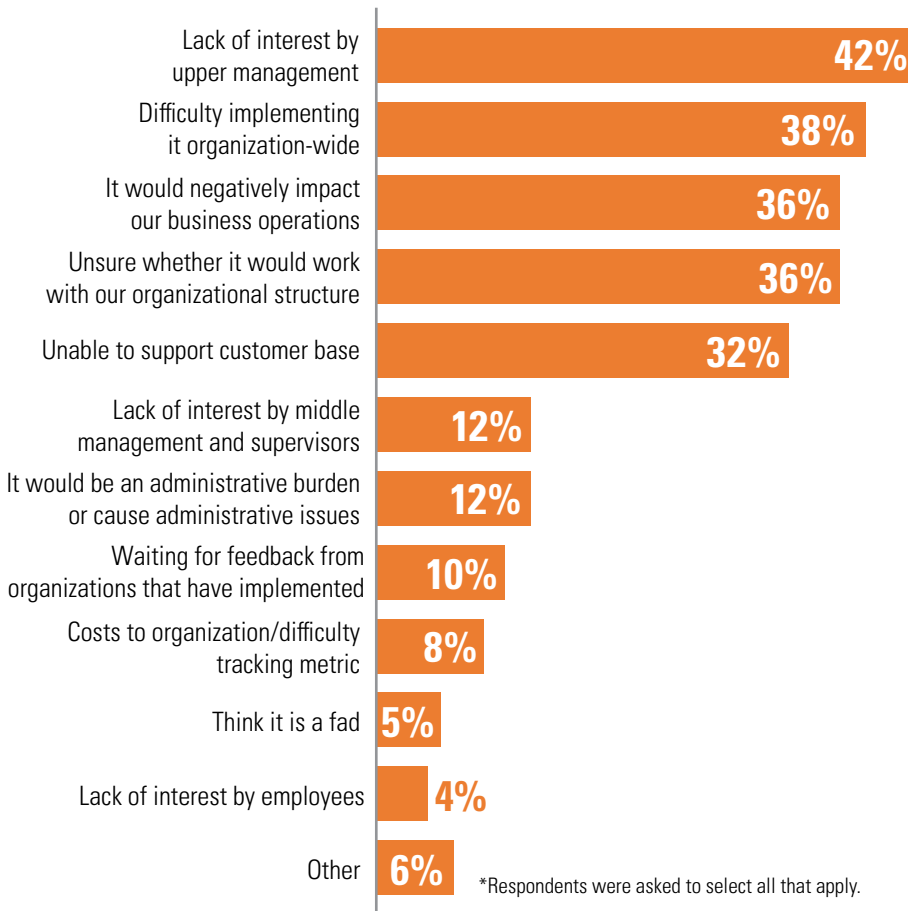


*Defined as working four days and decreasing the required weekly work hours from 40 to 32.

Those few organizations that have implemented a four-day workweek did so as a response to worker requests, as a retention strategy, to create work-life balance for workers/rethink company culture, and as a recruitment strategy. These organizations have limited them to certain functions (such as office workers) and certain locations.



Reasons for Not Implementing a Four-Day Workweek* (n=354)



Respondents that are considering the implementation of a four-day workweek are most commonly considering the impact on business operations, and employee retention and productivity.

Nearly 70% of the those that have or are considering implementing a four-day workweek are from five industries.



Professional service firm



Manufacturing/distribution



Health care and medicine



Nonprofit



High technology

Number of Active Workers (n=374)

