

Feasible or Unreasonable? The Four-Day Work Week

Group 3

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THE 4-DAY WORK WEEK

- “THE FIRST 40 HOURS OF WORK PER WEEK ARE FOR SURVIVAL. EVERYTHING AFTER THAT IS FOR SUCCESS.” - THOMAS EDISON
- “THE FIVE-DAY WEEK IS A NINETEENTH-CENTURY CONSTRUCT, NOT FIT FOR THE 21ST CENTURY” - ANDREW BARNES, AUTHOR

THE 4-DAY WORK WEEK

WHAT IS THE 4-DAY WEEK?

WHAT ARE THE
ADVANTAGES/DISADVANTAGES?

COULD IT – AND SHOULD IT – BE APPLIED
IN STATE AGENCIES?



THE 4-DAY WORK WEEK: ADVANTAGES/DISADVANTAGES

- IMPROVED PHYSICAL AND MENTAL HEALTH
- INCREASED PRODUCTIVITY
- GOAL ORIENTED
- WORK-LIFE BALANCE
- INCREASED EMPLOYEE MORALE
- DECREASED TURNOVER RATE, RECRUITING, AND TRAINING COSTS
- LEGISLATION
- TEAM BUILDING
- INEQUITIES
- LONGEVITY
- STRESS
- INCREASED OVERSIGHT

IMPLEMENTATION FEASIBILITY



LESSONS FROM STUDIES AND TRIALS

- DAY OFF IS EARNED, NOT GIVEN
- LEADERSHIP COMMITMENT
- PREPARE AND COMMUNICATE
- INTENSE WORKDAYS

IMPLEMENTATION FEASIBILITY



STEPS FOR SUCCESSFUL IMPLEMENTATION

- ACTIVITIES WITH QUESTIONABLE VALUE
- TAKING LESS TIME OFF
- EMPLOYEE HEALTH AND SATISFACTION
- WORKWEEK FLEXIBILITY
- PREPARATION AND COMMUNICATION
- PERFORMANCE METRICS

IMPLEMENTATION FEASIBILITY



CONSIDERATIONS FOR THE PUBLIC SECTOR

- INEVITABILITY
- SHIFTING WORK HORIZON
- HIRING
- OTHER CONSIDERATIONS

CONCLUSION

“IF YOU ALWAYS DO WHAT YOU’VE ALWAYS DONE, YOU’LL ALWAYS GET WHAT YOU’VE ALWAYS GOT.” – HENRY FORD

“WITHOUT CONTINUAL GROWTH AND PROGRESS, SUCH WORDS AS IMPROVEMENT, ACHIEVEMENT, AND SUCCESS HAVE NO MEANING.” – BENJAMIN FRANKLIN

WE RECOMMEND THAT DHRM CONDUCT A PILOT PROJECT TO DETERMINE IF THE 4-DAY WORK WEEK IS FEASIBLE FOR STATE AGENCIES.