



## TOPLINE & METHODOLOGY

### Two-thirds of Americans support implementing a 4-day work week

#### American workers also want more flexibility for working hours and locations

**Washington, DC, August 11, 2021** – A recent Ipsos poll finds that two-thirds of Americans support implementing a 4-day work week. Americans also show support for more flexibility at work through flexible hours and working locations. Additionally, three in five employed Americans believe Americans work too much. The poll also finds that while less than 1 in 10 Americans use public transportation in a typical week, most people support creating more public transit options in their communities.

#### Detailed Findings

1. Two-thirds of Americans support implementing a 4-day work week.
  - Support for a shorter work week is even higher among workers, with 7 in 10 employed Americans saying they support a 4-day work week.
  - Half of all workers believe people would be more productive with a 4-day work week. A slightly larger share of Gen Z workers (57%) and Millennial workers (56%) say the same.
  - Most American workers want more flexibility at work, including flexible working locations and flexible working hours (76% for both). Baby Boomer workers show less support for flexible working hours (70%) than Gen X and Millennial workers (79% for both).
2. Three in five employed Americans believe Americans work too much.
  - Employed Baby Boomers are the least likely to say the same (46%) and Millennials are the most likely (71%).
  - Support is low for European-style vacations where entire companies take longer vacations at the same time. Over two-thirds (68%) of workers would prefer 2-3 day long vacations taken at their choosing to 2-3 week long vacations at mandated times.
3. Seven in ten Americans support creating public transit alternatives in their communities.
  - Nearly all Americans (94%) use a car as their primary transportation during the week. Less than 1 in 10 Americans (6%) use public transportation in a typical week, despite high support for more public transit options.
  - Support for creating more public transit options is highest among Urbanites (77%) and lowest among those living in rural areas (52%).
  - Rural Americans also show the lowest support for redesigning their communities to be more pedestrian friendly and minimize car traffic (44%) while the majority of urban and suburban residents express support for this policy (67% and 65%).
  - One third of Americans (34%) support adding in more highways to their communities. Less than a quarter of rural Americans support this (23%).

*These are the findings of an Ipsos poll conducted between August 6-9, 2021. For this study, a sample of 1,016 adults age 18+ from the continental U.S., Alaska, and Hawaii was interviewed online in English. The poll has a margin of error of plus or minus 3.3 percentage points for all respondents.*



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## Ipsos Poll

Conducted by Ipsos using KnowledgePanel®  
A survey of the American general population (ages 18+)

Interview dates: August 6 – August 9, 2021  
Number of interviews: 1016  
Number of Worker interviews: 569  
Number of Gen Z Worker interviews: 62  
Number of Millennial Worker interviews: 176  
Number of Gen X Worker interviews: 189  
Number of Baby Boomer Worker interviews: 141  
Number of Urban interviews: 326  
Number of Suburban interviews: 504  
Number of Rural interviews: 186

Margin of error: +/- 3.3 percentage points at the 95% confidence level

NOTE: All results show percentages among all respondents, unless otherwise labeled. Reduced bases are unweighted values.

NOTE: \* = less than 0.5%, - = no respondents

### Annotated Questionnaire:

1. In general do you support or oppose...?

#### Total Support Summary

	Total (N=1016)	Total Workers (N=569)	Gen Z Workers (N=62)	Millennial Workers (N=176)	Gen X Workers (N=189)	Baby Boomer Workers (N=141)
Flexible/hybrid working locations (allowing employees to work in the office or remotely)	73%	76%	68%	79%	76%	75%
Flexible work hours (as long as the work gets done it doesn't matter when)	69%	76%	72%	79%	79%	70%
A 4-day work week (work week is Monday to Thursday)	64%	70%	61%	79%	70%	65%
Mandatory 1-2 hour focus periods at work, during which no meetings are scheduled so employees can focus on their tasks	52%	57%	53%	60%	59%	50%
Mandatory meeting-free work days	40%	45%	45%	46%	46%	44%
Company wide vacation scheduling (everyone in the company takes their vacation at the same time)	14%	16%	14%	22%	15%	10%

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GAME CHANGERS





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### a. A 4-day work week (work week is Monday to Thursday)

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly support	38%	46%	38%	54%	45%	42%
Somewhat support	26%	24%	23%	25%	24%	23%
Neither support nor oppose	27%	21%	25%	14%	24%	22%
Somewhat oppose	6%	6%	14%	4%	4%	8%
Strongly oppose	3%	3%	-	3%	2%	5%
Skipped	1%	*	-	1%	1%	-
<i>Support (net)</i>	64%	70%	61%	79%	70%	65%
<i>Oppose (net)</i>	9%	9%	14%	7%	6%	13%

### b. Flexible work hours (as long as the work gets done it doesn't matter when)

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly support	39%	46%	45%	56%	44%	35%
Somewhat support	30%	30%	27%	23%	34%	35%
Neither support nor oppose	22%	17%	20%	14%	15%	20%
Somewhat oppose	6%	5%	8%	4%	3%	9%
Strongly oppose	2%	2%	-	2%	3%	2%
Skipped	1%	1%	-	1%	1%	-
<i>Support (net)</i>	69%	76%	72%	79%	79%	70%
<i>Oppose (net)</i>	8%	7%	8%	6%	6%	10%

### c. Company wide vacation scheduling (everyone in the company takes their vacation at the same time)

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly support	6%	6%	6%	10%	4%	5%
Somewhat support	8%	9%	7%	12%	11%	5%
Neither support nor oppose	36%	29%	24%	29%	31%	29%
Somewhat oppose	23%	24%	39%	23%	25%	19%
Strongly oppose	27%	31%	23%	26%	29%	42%
Skipped	1%	*	-	1%	1%	-
<i>Support (net)</i>	14%	16%	14%	22%	15%	10%
<i>Oppose (net)</i>	50%	55%	62%	49%	54%	61%



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### d. Flexible/hybrid working locations (allowing employees to work in the office or remotely)

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly support	42%	47%	43%	53%	46%	41%
Somewhat support	31%	29%	25%	26%	31%	34%
Neither support nor oppose	21%	17%	25%	14%	17%	19%
Somewhat oppose	4%	4%	7%	3%	4%	5%
Strongly oppose	2%	2%	-	3%	3%	1%
Skipped	1%	*	-	1%	1%	-
<i>Support (net)</i>	73%	76%	68%	79%	76%	75%
<i>Oppose (net)</i>	5%	7%	7%	6%	7%	6%

### e. Mandatory 1-2 hour focus periods at work, during which no meetings are scheduled so employees can focus on their tasks

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly support	26%	30%	23%	37%	35%	19%
Somewhat support	26%	26%	30%	24%	24%	32%
Neither support nor oppose	41%	34%	37%	33%	34%	35%
Somewhat oppose	4%	5%	7%	4%	4%	6%
Strongly oppose	3%	4%	3%	2%	2%	8%
Skipped	1%	*	-	1%	1%	-
<i>Support (net)</i>	52%	57%	53%	60%	59%	50%
<i>Oppose (net)</i>	7%	9%	10%	6%	7%	14%

### f. Mandatory meeting-free work days

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly support	18%	21%	23%	23%	20%	17%
Somewhat support	22%	25%	21%	23%	26%	26%
Neither support nor oppose	49%	43%	40%	44%	43%	44%
Somewhat oppose	7%	7%	12%	7%	5%	5%
Strongly oppose	4%	4%	3%	2%	5%	7%
Skipped	1%	*	-	1%	1%	-
<i>Support (net)</i>	40%	45%	45%	46%	46%	44%
<i>Oppose (net)</i>	11%	11%	15%	9%	10%	13%



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2. To what extent do you agree with the following statements?

### Total Agree Summary

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Americans work too much	48%	59%	53%	71%	59%	46%
When I take time off, I usually can be completely disconnected from work during that time	47%	55%	66%	55%	53%	52%
People would be more productive with a 4-day work week	43%	50%	57%	56%	47%	42%
I don't have enough down time in a week to unwind or spend time with loved ones	40%	51%	48%	56%	56%	38%
I worry that if I take too much personal time off from work, I will not be seen as hard worker	40%	40%	43%	46%	41%	32%
I would be willing to take a pay cut to have a 4-day work week	16%	19%	29%	20%	19%	13%
It would be easier to take a vacation if everyone took vacation at the same time	14%	13%	19%	13%	14%	10%

a. People would be more productive with a 4-day work week

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	19%	25%	29%	35%	22%	15%
Somewhat agree	24%	25%	28%	21%	25%	28%
Neither agree nor disagree	40%	33%	24%	30%	35%	39%
Somewhat disagree	11%	10%	16%	8%	13%	8%
Strongly disagree	6%	6%	4%	5%	5%	11%
Skipped	1%	1%	-	1%	1%	-
<i>Agree (net)</i>	43%	50%	57%	56%	47%	42%
<i>Disagree (net)</i>	16%	17%	20%	13%	18%	19%

b. I would be willing to take a pay cut to have a 4-day work week

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	5%	7%	10%	6%	8%	4%
Somewhat agree	11%	12%	18%	14%	10%	9%
Neither agree nor disagree	27%	16%	25%	15%	14%	18%
Somewhat disagree	23%	25%	22%	28%	23%	25%
Strongly disagree	33%	39%	25%	35%	44%	45%
Skipped	1%	*	-	1%	1%	-
<i>Agree (net)</i>	16%	19%	29%	20%	19%	13%
<i>Disagree (net)</i>	56%	64%	47%	64%	67%	70%



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c. It would be easier to take a vacation if everyone took vacation at the same time

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	3%	4%	5%	4%	4%	3%
Somewhat agree	11%	10%	14%	10%	11%	7%
Neither agree nor disagree	30%	25%	18%	29%	22%	26%
Somewhat disagree	25%	26%	36%	28%	25%	22%
Strongly disagree	30%	35%	27%	29%	38%	43%
Skipped	1%	1%	-	1%	1%	-
<i>Agree (net)</i>	14%	13%	19%	13%	14%	10%
<i>Disagree (net)</i>	55%	61%	63%	57%	63%	64%

d. I don't have enough down time in a week to unwind or spend time with loved ones

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	15%	19%	16%	23%	21%	12%
Somewhat agree	26%	32%	32%	33%	36%	26%
Neither agree nor disagree	32%	22%	31%	20%	19%	27%
Somewhat disagree	16%	17%	12%	15%	15%	22%
Strongly disagree	11%	10%	10%	8%	10%	13%
Skipped	1%	1%	-	1%	1%	-
<i>Agree (net)</i>	40%	51%	48%	56%	56%	38%
<i>Disagree (net)</i>	26%	27%	21%	23%	25%	35%

e. Americans work too much

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	25%	33%	34%	39%	36%	21%
Somewhat agree	24%	26%	19%	32%	24%	26%
Neither agree nor disagree	29%	21%	23%	15%	20%	29%
Somewhat disagree	14%	13%	16%	9%	14%	14%
Strongly disagree	8%	7%	8%	4%	6%	11%
Skipped	1%	1%	-	1%	2%	-
<i>Agree (net)</i>	48%	59%	53%	71%	59%	46%
<i>Disagree (net)</i>	22%	20%	24%	14%	20%	25%



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f. I worry that if I take too much personal time off from work, I will not be seen as hard worker

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	13%	12%	15%	15%	12%	8%
Somewhat agree	27%	28%	29%	31%	29%	24%
Neither agree nor disagree	34%	25%	24%	18%	20%	40%
Somewhat disagree	15%	20%	22%	22%	23%	13%
Strongly disagree	11%	14%	11%	13%	16%	15%
Skipped	1%	1%	-	1%	1%	-
<i>Agree (net)</i>	40%	40%	43%	46%	41%	32%
<i>Disagree (net)</i>	26%	35%	33%	36%	39%	29%

g. When I take time off, I usually can be completely disconnected from work during that time

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Strongly agree	20%	24%	27%	24%	24%	25%
Somewhat agree	28%	30%	40%	31%	29%	28%
Neither agree nor disagree	25%	12%	14%	12%	11%	13%
Somewhat disagree	19%	22%	15%	22%	22%	24%
Strongly disagree	8%	11%	5%	10%	14%	11%
Skipped	1%	1%	-	1%	1%	-
<i>Agree (net)</i>	47%	55%	66%	55%	53%	52%
<i>Disagree (net)</i>	27%	32%	19%	31%	36%	35%

3. If you had to select one, which of the following would you prefer?

	Total	Total Workers	Gen Z Workers	Millennial Workers	Gen X Workers	Baby Boomer Workers
Mandatory 2-3 week long vacations that everyone in the company takes at the same time	30%	31%	33%	35%	29%	30%
Shorter vacations (2-3 days) taken throughout the year at times you choose	68%	68%	67%	65%	69%	70%
Skipped	2%	1%	-	-	3%	-

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4. Which of the following types of transportation do you use in a typical week?

	<b>Total (N=1016)</b>	<b>Urban (N=326)</b>	<b>Suburban (N=504)</b>	<b>Rural (N=186)</b>
A car	94%	88%	96%	98%
Walking	30%	36%	31%	15%
Public transportation	6%	11%	4%	1%
A bike, scooter, or skateboard that you own	5%	6%	4%	4%
A ride share service (e.g Uber, Lyft)	3%	7%	2%	-
A bike or scooter share program (e.g Divvy, Bird, Lime)	1%	1%	1%	1%
Taxis	1%	1%	1%	-
Other	3%	2%	2%	5%
Skipped	*	*	*	-

5. To what extent do you support or oppose the following?

### Total Support Summary

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Improving the road conditions in my community	90%	89%	91%	91%
Creating or improving public transit alternatives in my area (bus, metro, lightrail, or train)	70%	77%	72%	52%
My city or town redesigning the community to be more pedestrian friendly and to minimize car traffic	62%	67%	65%	44%
Adding more bike lanes in my community	56%	59%	58%	45%
Incentivizing trading in gasoline cars and purchasing new electric cars	49%	55%	51%	31%
Cities banning electric scooters or bikes that do not have a designated docking station (i.e can be left anywhere on the sidewalk after use)	39%	42%	41%	28%
Adding more highways in my area	34%	36%	36%	23%

a. Adding more bike lanes in my community

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	22%	26%	21%	19%
Somewhat support	34%	33%	37%	26%
Somewhat oppose	17%	14%	20%	18%
Strongly oppose	11%	12%	9%	13%
Don't know	15%	15%	13%	24%
Skipped	*	*	*	-
<i>Support (net)</i>	56%	59%	58%	45%
<i>Oppose (net)</i>	28%	26%	29%	31%



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### b. Improving the road conditions in my community

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	63%	64%	63%	61%
Somewhat support	28%	25%	28%	30%
Somewhat oppose	3%	4%	3%	2%
Strongly oppose	1%	2%	1%	1%
Don't know	5%	5%	4%	6%
Skipped	1%	*	1%	-
<i>Support (net)</i>	90%	89%	91%	91%
<i>Oppose (net)</i>	4%	6%	3%	3%

### c. Adding more highways in my area

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	10%	11%	11%	7%
Somewhat support	24%	25%	25%	15%
Somewhat oppose	31%	27%	33%	33%
Strongly oppose	21%	22%	20%	24%
Don't know	14%	15%	11%	19%
Skipped	1%	1%	1%	1%
<i>Support (net)</i>	34%	36%	36%	23%
<i>Oppose (net)</i>	52%	49%	52%	57%

### d. Creating or improving public transit alternatives in my area (bus, metro, lightrail, or train)

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	35%	41%	36%	21%
Somewhat support	35%	36%	37%	30%
Somewhat oppose	10%	9%	11%	12%
Strongly oppose	6%	3%	5%	14%
Don't know	13%	11%	12%	21%
Skipped	*	*	*	1%
<i>Support (net)</i>	70%	77%	72%	52%
<i>Oppose (net)</i>	16%	12%	16%	26%

### e. Cities banning electric scooters or bikes that do not have a designated docking station (i.e. can be left anywhere on the sidewalk after use)

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	14%	19%	14%	6%
Somewhat support	25%	24%	27%	22%
Somewhat oppose	22%	22%	21%	24%
Strongly oppose	14%	12%	16%	12%
Don't know	25%	23%	22%	35%
Skipped	1%	*	1%	1%
<i>Support (net)</i>	39%	42%	41%	28%
<i>Oppose (net)</i>	36%	34%	37%	36%

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f. Incentivizing trading in gasoline cars and purchasing new electric cars

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	21%	24%	21%	13%
Somewhat support	28%	31%	30%	18%
Somewhat oppose	14%	13%	15%	15%
Strongly oppose	21%	16%	21%	32%
Don't know	16%	16%	14%	21%
Skipped	1%	1%	*	1%
<i>Support (net)</i>	49%	55%	51%	31%
<i>Oppose (net)</i>	35%	29%	35%	47%

g. My city or town redesigning the community to be more pedestrian friendly and to minimize car traffic

	<b>Total</b>	<b>Urban</b>	<b>Suburban</b>	<b>Rural</b>
Strongly support	25%	29%	25%	15%
Somewhat support	38%	38%	40%	30%
Somewhat oppose	16%	12%	17%	21%
Strongly oppose	8%	10%	6%	11%
Don't know	14%	11%	12%	24%
Skipped	1%	*	1%	-
<i>Support (net)</i>	62%	67%	65%	44%
<i>Oppose (net)</i>	24%	21%	23%	32%



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### About the Study

This Ipsos poll was conducted August 6 – 9, 2021, by Ipsos using the probability-based KnowledgePanel®. This poll is based on a nationally representative probability sample of 1,016 general population adults age 18 or older. The sample includes 569 Workers, 62 Gen Z Workers, 176 Millennial Workers, 189 Gen X Workers, 141 Baby Boomer Workers, 326 Urban Residents, 504 Suburban Residents, and 186 Rural Residents. Generation Z includes ages 18-25, Millennials include ages 26-39, Generation X includes ages 40-55, and Baby Boomers include ages older than 55.

The margin of sampling error is plus or minus 3.3 percentage points at the 95% confidence level, for results based on the entire sample of adults. The margin of sampling error takes into account the design effect, which was 1.12. The margin of sampling error is higher and varies for results based on other sub-samples. In our reporting of the findings, percentage points are rounded off to the nearest whole number. As a result, percentages in a given table column may total slightly higher or lower than 100%. In questions that permit multiple responses, columns may total substantially more than 100%, depending on the number of different responses offered by each respondent.

The survey was conducted using KnowledgePanel, the largest and most well-established online probability-based panel that is representative of the adult US population. Our recruitment process employs a scientifically developed addressed-based sampling methodology using the latest Delivery Sequence File of the USPS – a database with full coverage of all delivery points in the US. Households invited to join the panel are randomly selected from all available households in the U.S. Persons in the sampled households are invited to join and participate in the panel. Those selected who do not already have internet access are provided a tablet and internet connection at no cost to the panel member. Those who join the panel and who are selected to participate in a survey are sent a unique password-protected log-in used to complete surveys online. As a result of our recruitment and sampling methodologies, samples from KnowledgePanel cover all households regardless of their phone or internet status and findings can be reported with a margin of sampling error and projected to the general population.

The data were weighted to adjust for gender by age, race/ethnicity, education, Census region, metropolitan status, household income, race/ethnicity by gender, race/ethnicity by age, and race/ethnicity by education. The demographic benchmarks came from the 2019 American Community Survey (ACS) except for the metropolitan status, which is not available from the 1-year ACS data, were obtained from the 2020 March Supplement of the Current Population Survey (CPS).

- Gender (Male, Female) by Age (18–25, 26–39, 40-54 and 55+)
- Race/Hispanic Ethnicity (White Non-Hispanic, Black Non-Hispanic, Latinx, Asian, Other)
- Education (Less than High School, High School, Some College, Bachelor or higher)
- Census Region (Northeast, Midwest, South, West) by Metropolitan status (Metro, non-Metro)
- Household Income (Under \$25,000, \$25,000-\$49,999, \$50,000-\$74,999, \$75,000-\$99,999, \$100,000-\$149,999, \$150,000+)
- Race/ethnicity (White/Other Non-Hispanic, Black Non-Hispanic, Latinx, Asian) by Gender (Male, Female)
- Race/ethnicity (White/Other Non-Hispanic, Black Non-Hispanic, Latinx, Asian) by Age (18-44, 45+)
- Race/ethnicity (White/Other Non-Hispanic, Black Non-Hispanic, Latinx, Asian) by Education (Some College or less, Bachelor and beyond)





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### About Ipsos

Ipsos is the world's third largest Insights and Analytics company, present in 90 markets and employing more than 18,000 people.

Our passionately curious research professionals, analysts and scientists have built unique multi-specialist capabilities that provide true understanding and powerful insights into the actions, opinions and motivations of citizens, consumers, patients, customers or employees. We serve more than 5000 clients across the world with 75 business solutions.

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