

Belgium's Legal Right to a Compressed Four-Day Week (2022 Labour Deal)

City Innovation Library · Good practice · Belgium

Quality score: 67/100

Evidence strength: Moderate

Summary

Belgium's 2022 Labour Deal gave every employee the right to request compressing a full working week into four longer days at the same total pay — but two years on, only around 1% of the workforce has taken it up, a cautionary case on legislating flexibility alone.

Key dimensions

Dimension	Score
Evidence of impact / measured results	1/3
Transferability / demonstrated replication	2/3
Scalability	3/3
Sustainability / continuity	3/3
Innovation	2/3
Inclusiveness / equity	1/3
Multi-stakeholder collaboration	2/3

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-03

[Federal Public Service Employment, Labour and Social Dialogue \(Belgium\)](#) — accessed 2026-09-03

[L&E; Global: Belgium Labour Deal 2022 analysis](#) — accessed 2026-09-03

[Newsweek: Evaluating Belgium's Four-Day Workweek Impact](#) — accessed 2026-09-03

Cite this — Evidoria. *Belgium's Legal Right to a Compressed Four-Day Week (2022 Labour Deal)*. Persistent ID: 9a0f2afb-471d-45a0-b25a-f67fdc56b976.