

Portugal's Government-Backed Four-Day Week Pilot (2023)

City Innovation Library · Good practice · Portugal

Quality score: 71/100

Evidence strength: Strong

Summary

A Portuguese government-backed pilot cut hours by 13.7% at over 1,000 workers across 41 companies for six months in 2023; 95% of firms rated it positive and workers' work-life-balance struggles fell from 46% to 8%, per Henley Business School's evaluation.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

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

[CoLABOR, with 4 Day Week Global and Henley Business School \(University of Reading\)](#) — accessed 2026-09-03

[Henley Business School: Portugal 4-day week trial results](#) — accessed 2026-09-03

[Portuguese Government: 95% of companies assess experiment positively](#) — accessed 2026-09-03

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