

A Study on The Effectiveness of Four- Day Work Week And Employee Awareness of The Legal Framework Governing It In The It-Sector

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Abstract- *The four-day work week is a growing trend in the global workspace and many companies are trying with this new model of work. India is exploring to implement four-day work week. This research paper examines of four-day work week in the IT sector and evaluates the extent of employee awareness regarding the legal framework governing working hours, over time, and flexible working arrangements. Productivity often increased due to shorter and more focused work periods. The research focuses on the key indicators such as productivity levels, employee job satisfaction, stress reduction, work-life balance, employee retention. Additionally, the study investigates whether employees possess sufficient knowledge about relevant labour law provisions such as working hours, overtime entitlements contractual obligations and employee responsibilities under Indian Labour Laws and related workplace regulations.*

Keywords: 4 day work week, Employee Awareness, Work-Life Balance, Indian Labour Laws, Government's role

I. INTRODUCTION

The four- day workweek has gained interest as a potential alternative to the traditional five- day workweek. Proponents argue that it can offer numerous benefits for both employees and employers, such as improved work- life balance, reduced stress, and increased productivity. As the global pandemic intensified from end- 2019, it became clear that the work from home regime was necessary for the workplace to continue their function. This sudden shift in working culture has prompted different organizations around the world to explore ways to increase worker's work- life balance and productivity without suffering pay cuts. Thus, the idea of reduced working where employees work four- day/ eight hours per week instead of a five- day work week has been a talking point in various developed countries around the world.

The concept of a four- day workweek has emerged as a significant development in modern labour practices,

particularly with in knowledge- driven industries such as the Information Technology (IT Sector). The four- day workweek, typically involving reduced working days without reduction in pay, is increasingly being viewed as a progressive approach to enhance productivity, work- life balance, and overall employee satisfaction. In the IT Sector, where work is often based on project- based, flexible and heavily reliant on digital infrastructure, the feasibility of a compressed or reduced workweek is particularly relevant. Employees in the IT sector frequently faces high level of stress, long working hours and global competition. The adoption of four- day work week has the potential to mitigate these issues by providing employees with additional rest time.

From a legal perspective, the introduction of a four- day workweek raises the important questions regarding labour laws, employment contracts and statutory compliance. In jurisdictions like India, labour regulations such as Factories Act, 1948 and the Occupational safety, Health and Working Conditions Code, 2020 prescribe limits on daily and weekly working hours, rest intervals. While these laws do not explicitly mandate a five- day workweek. This study aims to critically analyse the effectiveness of four- day workweek in the IT Sector simultaneously assessing the legal awareness among employees. The effectiveness of a four- day workweek, therefore, cannot be evaluated solely in terms of productivity or employee satisfaction; it must also be examined through the lens of legal compliance and employee rights protection.

II. STATEMENT OF THE PROBLEM

While the Information Technology Sector is pioneering the adoption of flexible work arrangements to enhance productivity and employee well-being, the implementation of a four-day workweek remains largely experimental, unstructured and legally ambiguous. Despite global traits indicating that four-day work week can reduce burnout and maintain productivity, significant challenges persist particularly in the Indian IT context, where long working hours, client- driven deadlines. And 5- day

workweek culture are common. While new labour codes provide a framework for 4- day shifts, there is limited awareness among employees regarding their rights regarding overtime pay, working hours limit, and rest periods in a compressed model. The four- day workweek remains at a nascent and experimental stage in India.

III. REVIEW OF LITERATURE

In 2025, Dr.Sakthi Kamal, Sambasivam, Asmitha, Prapathi, Raj Shrestha, RiyaYogesh, Shristi Gupta The study aims to assess whether reducing the standard workweek can enhance employee performance, job satisfaction, and overall quality of life.The findings of this research could provide valuable insights for businesses and policymakers seeking to optimize workplace practices and promote employee well-being. A four-day workweek can have both positive and negative effects on employee and businesses. In addition to productivity, it's important to study the well-being of employees. Tracking sleep patterns, stress levels, and overall health before and after switching to a four-day workweek can show if employees complete whether deadlines are met.¹

In 2024, Karpagavalli G and R. SethumadhavanThe four-day workweek is a growing trend in the global workplace and many companies are trying with this new model pf work. India is exploring to implement a four-day workweek and this study aims to analyse the opinion of employees across different IT companies for this concept and its impact on organizational productivity. A structured questionnaire aiming 174 IT employees to assess their opinion and views on the four-day workweek concept. The survey results showed that a majority of employees would be supportive with the most common reasons being increased work-life balance, improve productivity and reduced stress levels².

In 2025, Sreeyanshi Bhatt, The four-day workweek - reducing workdays while maintaining pay and productivity- has generated global interest as a means to enhance employee well-being and organizational performance. While several countries and companies have piloted such models with positive outcomes in productivity, mental health, and retention, the concept remains largely unexplored in India's context, particularly within IT Sector and e-commerce Sector that drive much of the nation's economic growth. India's IT

Sector and e-commerce Sectors are among the fastest growing industries, driven by global clientele and digital platforms.³

In 2025, JokoPurnomo, NurWening, SujokoSujoko, This study examines the 4- day workweek system, an innovative approach that aims to improve employee productivity and well-being. By reviewing the literature on the implementation of 4DWW in different countries and industries, the study identifies benefits, challenges and implication of transitioning to this model, particularly in the post-pandemic context. This research ranges from the early implementation of 4DWW in the 1970s to recent studies conducted after COVID- 19 pandemic. The study underscores the need for legislative support and effective communication strategies.⁴

In 2023, Dr.Nadimithi Rajesh Kumar, Shivani et al India, on the cusp of the Fourth Industrial Revolution, stands at the precipice of a potential paradigm shifts in its work culture. This study delves into the feasibility of transitioning to a 4- day workweek, each day consisting of 9 hours of work, a stark departure from the current 12- hours workdays, mandated by Indian Labour Laws. The research investigates crucial factors including mental- health, physical well-being, quality of life and productivity within the context, shedding light on the potential benefits and challenges of such a transition.⁵

In 2025, MahekJitendarjain et al, The concept of 4DWW has gained traction as organizations explore ways to improve employee well- being and productivity. This study investigates the opportunities, challenges and perceived feasibility of adopting a 4DWW in the UK, from the perspective of employees on five-day schedules. A qualitative research design was employed, involving semi- structured interviews with 14 participants from diverse sectors, including education, finance and health care and manufacturing. Highlighted the role of strong leadership and clear government policy.⁶

In 2020, International Labour Organization, This study explores working time reduction and its implications on labour standards globally. It concludes that shorter The ILO

³A study on the feasibility of a four-day workweek in India's IT and E- Commerce Sector, Vol. 27, Issue 12, December 2025.

⁴Literature review on the 4DWW system to improve worker productivity and well- being, vol.6, No 1 (2025)

⁵A study on perception of professionals on working hours in adopting four day workweek India, 2023.

⁶From five to four: examining employee perspectives towards the four-day workweek, Vol 15, Issue 3,2025

¹Exploring the effects of a fourday workweek on employee productivity and well-Being, Vol.05,Issue 3, March 2025.

²Opinion Analysis among the IT Employees on four day workweek and Assessing its impact on organizational productivity, January 2024

emphasizes that any reduction in working hours must comply with international labour standards and national laws. This study highlights the importance of ensuring fair wages and social security benefits. It stresses that legal literacy is essential in sectors like IT.⁷

IV. RESEARCH GAP AND OBJECTIVES OF THE STUDY

There is limited understanding of the effectiveness of the four-day workweek in the IT sector, particularly regarding employees awareness of the legal framework governing working conditions. Although this model is promoted for improving work-life balance and productivity, employees often lack knowledge of the legal aspects involved. In India, labour laws clearly define limits on working hours, overtime, and rest intervals. However, many IT employees rely mainly on company policies rather than statutory provisions. This lack of awareness may lead to non-compliance with labour regulations and possible exploitation. Existing studies do not adequately examine how legal awareness affects employee satisfaction and flexible work arrangements. Proper awareness is essential to ensure effective and lawful implementation of such work models.

This study is guided by the following objectives:

- i. To find out whether IT Sector employees are aware of labour regulations.
- ii. To examine whether a four- day workweek or a five- day workweek combination is more effective.
- iii. To analyse IT Sector employee’s awareness about where to report legal violations related to working hours.
- iv. To evaluate the government’s role in regulating the four- day workweek.
- v. To understand the main reasons for employees preferring a four- day workweek

V. METHODOLOGY

This research incorporates both doctrinal and non- doctrinal approaches. Data has been gathered from various sources including newspaper, magazines, books, reports, and online resources. The sample size for this study consists of 146 respondents. The research employs a stratified random sampling technique. Additionally, key statistical tools such as percentage method and average method have been utilized. The research duration is 3 months.

VI. SIGNIFICANCE OF THE STUDY

The study is significant as it examines the emerging concept of a four- day workweek within by rapidly evolving IT Sector, where flexible working arrangements are becoming relevant. The study holds a particular importance in the context of Indian Labour laws, which do not explicitly mandate a four- day workweek but allow flexibility under existing legal provisions. The Occupational Safety, Health and Working Conditions Code, 2020 permits organizations to structure working hours.

This research is useful for the government as it provides insights into the effectiveness of alternative work models like four- day workweek. It can assist policymakers in evaluating whether existing labour laws are adequate or requires reforms to accommodate modern work practices while ensuring employee protection.

VII. HYPOTHESIS

This study is founded on the following hypothesis:

H₁ Awareness of laws such as the Factories Act, 1948, The Shops and Establishment Act, and The Occupational Safety, Health and Working Conditions Code, 2020, among employees is limited, with mainly relying only on IT Company Policy.

H₂ Employees should report legal violations related to working hours primarily through the Internal Grievance cell within the organization.

VIII. LIMITATION OF THE STUDY

The study is based on a limited sample size of 146 respondents, which may not adequately represent the entire IT Sector. The research focuses on a specific group within the IT Sector. The concept of a four- day workweek is still evolving, and its effectiveness may vary across different companies, job roles, and work environments, making it difficult to draw universal conclusions. The study examines employee awareness of the legal framework governing the IT Sector, but the complexity and frequent changes in labour laws may not be fully captured. There is a lack uniform legal provisions in India specifically addressing the four- day workweek, which restricts a comprehensive legal analysis. External factors such as organizational policies, workload distribution are not fully controlled, which may impact the effectiveness of the four- day workweek.

⁷Working time and work- life balance (2020).

IX. RESULTS AND DISCUSSIONS

The concept of four-day workweek, popularized by author Timothy Ferriss in his book of the same name, is a revolutionary concept that challenges traditional notions of work and productivity. At its core, the 4DWW advocates for maximizing employee engagement and effectiveness in a condensed time frame, enabling employees to achieve freedom and fulfillment outside of conventional working hours.

9.1 What is a 4 Day Work Week

A four-day workweek changes how the work week is planned, not what employees are expected to do. People work fewer days, but their targets, tasks, and responsibilities stay the same. In some workplaces, regularly weekly hours are spread across four longer days. In others, total working hours are reduced, and work is measured by what gets done, not by time spent at a desk.

In India the 4 day work week is still new. Labour Laws, business needs, and work culture are different, so employers need to understand the structure clearly before moving ahead.

9.2 Pros of implementing 4 Day Work Week

Increased employee morale and motivation:

Embracing the 4DWW can lead to a boost in employee morale and motivation. By condensing work hours and focusing on high-impact tasks, employees feel a sense of accomplishment and fulfillment, which in turn enhances job satisfaction and overall engagement.

9.3 Cons of implementing a 4 Day Work Week

While proponents of a 4DWW emphasize the benefits of increased personal time for family, friends, hobbies and exercise, there are several disadvantages of a 4DWW that need to be carefully considered before adopting this model.

Longer Working Hours:

Adopting a 4DWW often requires fitting the same amount of work into fewer days, leading to longer daily hours. This increased workload can raise stress levels and heighten the risk of burnout, ultimately affecting employee performance, efficiency and the overall quality of work.

Nature of Model:

India follows a “Compressed workweek model”, not a reduced-hours model like in some western countries.

Example:

4 days x 12 hours = 48 hours/ week

3 days = rest days.

9.4 Concept of 4 day Work Week in India:

The model is not mandatory in India and is implemented based on mutual agreement between employers and employees. It was primarily introduced to enhance flexibility and work-life balance while maintaining productivity levels. It's an optional, not a legal right. Implementation depends on employer policies and state rules.

India has reformed its labor law system by consolidating 29 existing laws into four comprehensive labor codes. The introduction of these codes reflects a shift toward modern labor regulations that accommodate evolving working environments, including flexible arrangements such as four-day work week.

9.5 Statutory framework governing 4- Day Work Week:

Occupational Safety, Health and Working Conditions Code, 2020:

The Occupational Safety, Health and Working Conditions Code, 2020 does not explicitly mention a “Four day work week”. However, it provides the legal foundation that makes such a system possible through provision relating to working hours, spread-over, overtime and weekly rest. The flexibility allowed under these sections enables employers to compress working hours into fewer days within the legal weekly limit.

Section 25 - Weekly and Daily Working Hours

Maximum 48 hours per week. The government can prescribe daily working limits. This provision enables flexible distribution of working hours. It also forms the legal basis for compressed workweek.

Section 26 - Weekly Holiday

The section mandates at least one weekly holiday is compulsory. Additional rest days arise from compressed schedule. It also ensures employee recovery and well-being.

Section 27 - Extra Wages for Overtime

The section ensures that overtime paid at double the wage rate. This is particularly important in a 4 Day work week, where daily working hours, may extend up to 10 - 12 hours. Any work beyond prescribed limited must be compensated accordingly.

Section 28 - Spread over of Working Hours

The section 28 deals with spread over working hours and rest intervals. It ensures that the total period between the start and end of a workday does not exceed prescribed limits. This section is important in a 4DWW because longer working days must still comply with spread - over restrictions.

Section 29 - Night Shifts

It ensures that workers receive proper rest when shifts extend beyond midnight. In IT Sector and related Sectors where global operations are common, this provision becomes relevant when implementing flexible schedules like a 4 Day Workweek.

Although the OSH Code, 2020, does not directly introduce a four- day workweek, section 25 - 29 collectively create flexible framework that permits such arrangements.

9.6 Applicability to the IT Sector:

The applicability of labour laws, including the framework enabling a four - day workweek, is particularly significant in the Information Technology (IT) sector due its flexible and dynamic nature. The IT Sector in India is primarily governed by the state- **Shops and Establishments Acts** along with central labour legislation.

The IT sector is classified as a commercial establishment and is therefore governed by the respective state shops and Establishments Act. These laws regulate working hours, leave policies, holidays, and working conditions. Since these Acts are state- specific, the extent to which a four- day workweek can be implemented depends on state rules and notifications.

The IT Sector is characterized by flexible working arrangements such as remote work, hybrid models, and project based assignment. These features make it easier to implement alternative work schedules, including four day work week, without significantly affecting productivity.

The implementation of a four- day workweek in IT companies largely depends on internal organizational policies. Employers have discretion to adopt such models based on

operational feasibility, client requirement and workforce management strategies. Even though flexibility is allowed, IT companies must comply with statutory provisions.

Despite its flexibility, the IT Sector faces challenges in implementing a four- day workweek. These include high workload, pressure from global clients, lack of strict enforcement of labour laws, and risk of employee burnout to extended working hours.

In the IT Sector, its implementation depends on organizational policies and regulatory compliance. A balanced approach is necessary to ensure both efficiency and employee welfare.

Table No 1: Demographic Information

S.No.	Particulars	Indicators	No. of Respondents	Percentage
1.	Age	Below 25	46	31.5
		25 - 30	28	19.2
		31 - 35	12	8.2
		36 - 40	23	15.8
		Above 40	37	25.3
		Total	146	100
2.	Gender	Male	73	50
		Female	72	49.3
		Others	1	0.7
		Total	146	100
3.	Education Qualification	Diploma	11	7.5
		Undergraduate	37	25.3
		Postgraduate	54	37
		Professional Degree	41	28.1
		Others	3	2.1
		Total	146	100

Source: Primary Data

Interpretation: The survey data represents the demographic details of 146 respondents based on age, gender, and

educational qualification. Most respondents are below 25 years 31.5%, while the least are in the 31–35 age group 8.2%. Gender distribution is nearly equal, with males at 50%, females at 49.3%, and others at 0.7%. In terms of education, the majority are postgraduates 37%, followed by professional degree holders 28.1% and undergraduates 25.3%. Diploma holders 7.5% and others 2.1% form a small portion of the respondents.

Interpretation: The survey data represents the work-related profile of respondents in terms of experience, organization type, employment nature, and work location. Most respondents have above 10 years of experience 24.8%, followed by 1–3 years 22.8%, while the least have 7–10 years 15.9%. A majority work in large IT companies/MNCs 37.7% and medium-scale companies 33.6%. In terms of employment, most respondents are full-time employees 80%, with smaller proportions in contract 11.7%, internship 4.8%, and freelance roles 3.5%. Regarding work location, 60% work from office, while 20.7% follow hybrid mode and 19.3% work from home.

Table 2: Includes experience, organization, employment, location

S.No	Particulars	Indicators	No. of Respondents	Percentage
1.	Years of experience in the IT Sector	Less than 1 Year	28	19.2
		1 - 3 Years	33	22.8
		4 - 6 Years	26	17.7
		7 - 10 Years	23	15.9
		Above 10 Years	38	24.8
		Total	146	100
2.	Type of Organization	Start up	21	14.4
		Small Scale IT Company	21	14.4
		Medium Scale IT Company	49	33.6
		Large IT Company/ MNC	55	37.7
		Total	146	100
3.	Nature of Employment	Full Time	116	80
		Contract	17	11.7
		Freelance	6	3.5
		Internship	7	4.8
		Total	146	100
4.	Current Work Location	Work from Office	88	60
		Work from Home	28	19.3
		Hybrid	30	20.7
		Total	146	100

Source:Primary Data

	fixed amount of time.	More than 4 hours	2	1.4
		Total	146	100
3.	Source of awareness about the Four-day workweek .	Media / News	42	28.8
		Academic Sources	19	13
		Collageaus	22	15.1
		Company communication	45	30.8
		No Idea	18	12.3
		Total	146	100
4.	Main reason for preferring a Four-day workweek .	Better work-life balance	69	47.3
		Reduced stress	24	16.4
		Higher productivity	30	20.5
		More personal time	13	8.9
		Not applicable	10	6.8
		Total	146	100

Source:Primary Data

Interpretation:The survey data represents respondents’ preparatory routine, commute duration, awareness sources, and reasons for preferring a four-day workweek. Most respondents share preparatory responsibilities with family members 45.2%, while few rely on external help 3.4%. A majority have a daily commute of less than 1 hour 45.9%, followed by 1–2 hours 37.7%. Awareness about the four-day workweek mainly comes from company communication 30.8% and media/news 28.8%. The primary reason for preferring a four-day workweek is better work-life balance 47.3%, followed by higher productivity 20.5% and reduced stress 16.4%.

Table 4: Awareness and compliance of Four-Day workweek and Indian Labour Laws among IT Employees

S.No	Particulars	Indicators	No. of Respondents	Percentage
1.	Awareness of the Four-Day workweek	Yes	98	68
		No	24	16
		May be	24	16
		Total	146	100

2.	Organizational’s of the Four-Day workweek	Yes	54	36.6
		No	66	45.5
		Planning to Implement	26	17.9
		Total	146	100
3.	Compliance with Indian Labour Laws	Yes	84	57.5
		No	23	15.8
		Not Sure	39	26.7
		Total	146	100
4.	Adequacy of legal awareness among IT employees	Yes	65	44.8
		No	23	15.2
		Needs Improvement	58	40
		Total	146	100
5.	Awareness of maximum weekly working hours	Yes	93	64.4
		No	25	16.8
		Partially	28	18.8
		Total	146	100
6.	Project Deadline	Low	27	17.5
		Moderate	94	65.7
		High	25	16.8
		Total	146	100
7.	Compliance with prescribed daily working hours	Yes	98	67.8
		No	24	16.1
		May be	24	16.1
		Total	146	100

Source:Primary Data

Interpretation: The survey data represents the awareness and compliance of the four-day workweek and Indian labor laws among IT employees. Most respondents are aware of the four-day workweek 68%, though only 36.6% reported that their organizations implement it, while 45.5% do not. A majority believe their organizations comply with Indian labor laws 57.5%, and 44.8% feel legal awareness is adequate, though 40% state it needs improvement. About 64.4% are aware of maximum weekly working hours. Most respondents experience moderate project deadlines 65.7%. Additionally, 67.8% reported compliance with prescribed daily working hours, while a small portion remain unsure or report non-compliance.

Table 5: Impact of Four- Day workweek on stress and productivity

S.No	Particulars	Indicators	No. of Respondents	Percentage
1.	The four-day workweek reduces work-related stress	Strongly Agree	52	35.6
		Agree	51	34.9
		Neutral	28	19.2
		Disagree	11	17.5
		Strongly Disagree	4	2.7
		Total	146	100
2.	The four-day workweek improves overall productivity	Strongly Agree	41	28.1
		Agree	71	48.6
		Neutral	28	19.2
		Disagree	4	2.7
		Strongly Disagree	2	1.4
		Total	146	100

Source:Primary Data

Interpretation: The survey data represents the impact of a four-day workweek on stress and productivity among respondents. A majority agree that a four-day workweek reduces work-related stress, with 35.6% strongly agreeing and 34.9% agreeing. Similarly, most respondents believe it improves overall productivity, with 48.6% agreeing and 28.1% strongly agreeing.

Table 6: Awareness of labour laws, Government role, Work Preferences and Reporting of Legal Violations

S.No	Particulars	Indicators	No. of Respondents	Percentage
1.	Awareness of relevant labour laws	Factories Act, 1948	14	9.6
		Shops and Establishment Act	10	6.8
		Occupational, safety, Health and Working Condition Code, 2020	15	10.4
		IT company policy only	73	50
		Not aware	34	23.2
		Total	146	100
2.	The government should regulate the Four-day workweek effectively	Frame Clear Laws	92	63
		Leave it to the organization	23	15.8
		Issue guide	27	18.4
		No regulation required	4	2.8
		Total	146	100
		3.	Preferred work schedule Combination	4 day workweek + Remote
4 day workweek + Office	49			33.5
Traditional 5 day workweek + Remote	14			9.6
Traditional 5 day workweek + Office	10			6.9
Total	146			100
4.	Awareness of reporting			HR Department

mechanisms for working hours	Labour Department	38	26.1
	Internal Grievance Call	11	7.5
	Not aware	24	16.4
	Total	146	100

Source: Primary Data

Interpretation: The survey data represents respondents' awareness of relevant labor laws, where most rely on IT company policy only 50%, while fewer are aware of laws such as the Occupational Safety, Health and Working Conditions Code, 2020 10.4%, Factories Act, 1948 9.6%, and Shops and Establishment Act 6.8%, with 23.2% not aware. It also shows that awareness of reporting mechanisms is mainly through the HR department 50%, followed by the labor department 26.1%, while only 7.5% know about the internal grievance cell and 16.4% are not aware.

Testing of Hypothesis:

Hypothesis 1- "Awareness of laws such as the Factories Act, 1948, The Shops and Establishment Act, and The Occupational Safety, Health and Working Conditions Code, 2020, among employees is limited, with mainly relying only on IT Company Policy".

"A hypothesis test was conducted on H₁ that employees are mainly aware of IT company policies rather than labour laws such as the Factories Act, 1948, Shops and Establishments Act, and Occupational Safety, Health and Working Conditions Code, 2020. It was initially assumed that employees have greater awareness of internal company policies than statutory legal frameworks. After conducting the survey, the results as shown in Table 6, indicate that employees mainly rely on IT Company policy. After the survey, the findings revealed that 50% percentage of respondents was agreed with this adjustment. Therefore, In light of the survey, the stated hypothesis was proved and it is a alternative hypothesis".

Hypothesis 2- "Employees should report legal violations related to working hours primarily through the Internal Grievance cell within the organization".

"A hypothesis was test was conducted on H₂ that employees should report about the legal violations to Internal Grievance Cell. It was initially assumed that employees will report to Internal Grievance cell. After conducting survey, the results as shown in the Table 6, indicate that employees report

to HR Department. After the survey, the findings revealed that 50% percentage of respondents was not agreed with this adjustment. Therefore, In light of the survey, the stated hypothesis was not proved and it is a null hypothesis".

X. CONCLUSION

The Study on the effectiveness of the four- day workweek and employee awareness of the legal framework governing it in the IT Sector reveals a balanced and evolving perspective. The four-day workweek model is largely perceived as a progressive work model that enhances employee well- being, productivity and work-life balance. The four- day workweek in India is governed primarily by the Occupational Safety, Health and Working Conditions, 2020 which allows flexibility in structuring work schedules. The law permits organizations to compress the standard 48- hour weekly limit into four days, subject to a maximum of 12 working hours per day. The study further concludes that employee awareness of these legal provisions remains limited. Effective implementation requires not only supportive organizational policies but also greater awareness of the legal framework to ensure employee rights protected and productivity is sustained.

XI. FINDINGS:

The study finds that a majority of IT sector employees prefer a four-day workweek combined with remote work, as it improves work–life balance. Employees believe this model helps them manage personal and professional responsibilities more effectively. However, the findings also reveal limited awareness of the legal framework governing working conditions in India. Most employees rely mainly on company policies rather than statutory provisions. This is insufficient for protecting employee rights in all situations. Awareness of laws such as the Occupational Safety, Health and Working Conditions Code, 2020 is essential. In cases of violations, employees should report issues to the internal grievance cell. Overall, the study highlights the need for greater legal awareness among employees.

XII. SUGGESTIONS:

1. Employees should be given basic knowledge about labour laws like the Occupational Safety, Health and Working Conditions Code, 2020 so they understand their rights and working hour limits.
2. Companies should ensure that the four-day workweek does not result in very long daily working hours, which may lead to stress and reduced productivity.

3. Employees should report any violations to the internal grievance cell, and organizations must resolve complaints quickly and fairly.
4. Company rules should be aligned with laws like the Factories Act, 1948 to ensure proper protection of employee rights.
5. Organizations should combine the four-day workweek with remote or hybrid work to improve work-life balance and employee satisfaction.

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