四天工作制可能会带来哪些变化？

What It’s Really Like to Have a 4-Day Workweek

To many people in corporate America, working five days a week — Monday to Friday, 9 to 5 — feels as habitual as brushing their teeth. But it wasn’t always that way. In the late 1800s, a full-time manufacturing worker could easily spend 100 hours per week on the job. It wasn’t until around 1940, after a concerted push from labor unions, that the 40-hour workweek became standard in the U.S.

Now, almost a century later, there’s growing momentum for an even more condensed schedule, with major companies — including Panasonic, Kickstarter, and the online thrift store ThredUp — trying out four-day workweeks. “We’ve all been working far too hard, and we’re missing out on life,” says Charlotte Lockhart, co-founder of 4 Day Week Global, a group pushing for shorter workweeks worldwide. “It’s affecting our health and our planet and our communities.”

Lockhart’s group advocates for what she calls the “100-80-100 rule”: workers hit 100% of their productivity targets in 80% as many hours, while earning 100% of their regular pay. For some companies, getting there is as simple as canceling some meetings and making better use of technology to free up time, while others need to completely overhaul their workflows and scheduling systems. But, Lockhart says, employers in fields ranging from hospitality to law enforcement have seen success with shortened schedules.

Pilot studies in countries including the U.K., Spain, Portugal, and South Africa suggest that shorter workweeks can help employees reduce burnout, manage stress, get more sleep and exercise, spend additional quality time with loved ones, and feel all-around happier and healthier. Employers see perks, too, including lower rates of turnover and absenteeism. The study in Spain even tracked a drop in fuel emissions due to fewer commuting trips.

In the Gallup survey, people who worked four days a week were slightly more likely to report feeling burned out, compared to those with traditional schedules — potentially because they had to cram the same amount of work into less time. That result is in direct conflict with the results of pilot studies run by groups like 4 Day Week Global; in fact, Lockhart identified burnout reduction as one of the largest benefits of a condensed schedule.

It’s hardly a new phenomenon for people to want to work less, says Juliet Schor, a sociology professor at Boston College who studies working hours. But with growing support from employers and lawmakers, she believes a sea change is coming. “Pre-pandemic, it felt like something that would be great but was unrealistic,” Schor says. “Once the pandemic came, the thinking switched because people felt so beleaguered and stressed and burned out. It became common sense that we should do this.”

1.workweek /ˈwɜ:kwi:k/

n. 一周的工作时间，工作周

【释】the total amount of time that you spend at work during the week

【例】We need a shorter workweek and protected benefits for contract workers. 我们必须缩短一周的工作时间以保障合同工的利益。

构词法：

1）合成（Compounding）：将两个单词组合在一起形成一个新单词。例如，“handshake”（握手）。

2）派生（Derivation）：通过添加前缀（prefixes）或后缀（suffixes）来形成新词。例如，从“happy”（快乐的）派生出“unhappy”（不快乐的）。

3）转换（Conversion）：词性的变化，不改变拼写。例如，“to run”（跑，动词）可以转换为“a run”（跑步，名词）。

4）混合（Blending）：将两个词的一部分合并，形成新词。例如，“smog”（烟雾）是“smoke”（烟）和“fog”（雾）的混合。

5）缩写（Clipping）：缩短一个词，通常去掉词的中间部分。例如，“advertisement”缩短为“ad”。

6）首字母缩略词（Acronyms）：用一个词组中每个词的首字母组成的词。例如，“NATO”（北大西洋公约组织）。

2.corporate America

美国企业界

【释】An informal (and sometimes derogatory) phrase describing the world of corporations and big business within the United States.

3.concerted /kənˈsɜːtɪd/

adj. 努力的；共同筹划决定的；同心协力的

【释】done in a planned and determined way, especially by more than one person, government, country, etc.

【例】She has begun to make a concerted effort to find a job. 她开始尽全力寻找工作。

4.momentum /məˈmentəm/

n.

1）推进力；动力；势头

【释】the ability to keep increasing or developing

【例】The fight for his release gathers momentum each day. 争取使他获释的斗争声势日益加强。

2）冲力

【释】a force that is gained by movement

【例】The vehicle gained momentum as the road dipped. 那辆车顺着坡越跑冲力越大。

3)（术语）动量

【释】(technical) the quantity of movement of a moving object, measured as its mass multiplied by its speed

5.condense /kənˈdens/

v.

1）（由气体）冷凝；（使气体）凝结

【释】to change from a gas into a liquid; to make a gas change into a liquid

【例】Steam condenses into water when it cools. 蒸汽冷却时凝结为水。

2）（使）浓缩，变浓，变稠

【释】if a liquid condenses or you condense it, it becomes thicker and stronger because it has lost some of its water

【例】Condense the soup by boiling it for several minutes. 煮几分钟把汤熬浓。

3）简缩；压缩（文字、信息等）

【释】 to put sth such as a piece of writing into fewer words; to put a lot of information into a small space

【例】The article was condensed into just two pages. 这篇文章被简缩成仅两页。

6.miss out on sth

错失获利（或取乐等）的机会

【释】to fail to benefit from sth useful or enjoyable by not taking part in it

【例】Of course I'm coming — I don't want to miss out on all the fun! 我当然要来，我可不想错失好玩的机会。

7.overhaul /ˈəʊvəhɔːl , ˌəʊvəˈhɔːl/

v.

1）彻底检修

【释】to examine every part of a machine, system, etc. and make any necessary changes or repairs

【例】The engine has been completely overhauled. 发动机已彻底检修过了。

2）赶上，超过（赛跑对手）

【释】to come from behind a person you are competing against in a race and go past them

【例】He managed to overhaul the leader on the final lap. 他在最后一圈发力超过了领先的选手。

n. 检修；大修；改造

【释】an examination of a machine or system, including doing repairs on it or making changes to it

【例】A radical overhaul of the tax system is necessary. 有必要彻底改革税制。

8.pilot /ˈpaɪlət/

adj. 试验性的；试点的

【释】[only before noun] done on a small scale in order to see if sth is successful enough to do on a large scale

【例】a pilot project/study/survey 试验性项目/研究/调查

n.

1）飞行员；（飞行器）驾驶员

【释】a person who operates the controls of an aircraft, especially as a job

【例】The accident was caused by pilot error. 这场事故是飞行员的失误造成的。

2）领航员；引水员；领港员

【释】a person with special knowledge of a difficult area of water, for example, the entrance to a harbor, whose job is to guide ships through it

3）（电视的）试播节目

【释】a single television program that is made in order to find out whether people will like it and want to watch further programs

v.

1）引导；使通过（尤指复杂的地方或系统）

【释】to guide sb/sth somewhere, especially through a complicated place or system

【例】She piloted a bill on the rights of part-time workers through parliament. 她几经周折终于使兼职劳工权利法案在议会中得以通过。

2）试点；试行

【释】to test a new product, idea, etc. with a few people or in a small area before it is introduced everywhere

9.burnout /ˈbɜ:naʊt/

n.

1）精疲力竭；过度劳累

【释】the state of being extremely tired or ill, either physically or mentally, because you have worked too hard

【例】Burnout is common among teachers. 过度劳累在教师中很常见。

2）（火箭）熄火点，燃烧终止

【释】the point at which a rocket has used all of its fuel and has no more power

10.perk /pɜːk/

n.

1）（工资之外的）补贴，津贴，额外待遇

【释】something you receive as well as your wages for doing a particular job

【例】Perks offered by the firm include a car and free health insurance. 公司给予的额外待遇包括一辆汽车和免费健康保险。

v.

perk up

1）（使）振奋，活跃，快活

【释】to become or to make sb become more cheerful or lively, especially after they have been ill/sick or sad

【例】He soon perked up when his friends arrived. 朋友一来他就精神起来了。

2）上扬；增加；使增值

【释】to increase, or to make sth increase in value, etc.

【例】Share prices had perked up slightly by close of trading. 收盘时股价略有上扬。

3）使更有趣；使更诱人

【释】to make sth more interesting, more attractive, etc.

【例】perking up bland food 给无味的食品增添味道

11.turnover /ˈtɜːnəʊvə(r)/

n.

1）一定时期内的）营业额，成交量

【释】the total amount of goods or services sold by a company during a particular period of time

【例】an annual turnover of $75 million 7500万元的年营业额

2）人事变更率；人员调整率

【释】the rate at which employees leave a company and are replaced by other people

【例】a high turnover of staff 很高的人员变更率

3）（商店的）货物周转率，销售比率

【释】the rate at which goods are sold in a shop/store and replaced by others

【例】a fast turnover of stock 快速的存货周转

4）三角馅饼，半圆馅饼（以水果或果酱作馅）

【释】a small pie in the shape of a triangle or half a circle, filled with fruit or jam

12.absenteeism /ˌæbsənˈti:ɪzəm/

n.（经常性无故的）旷工，旷课

【释】the fact of being frequently away from work or school, especially without good reasons

【例】Employee absenteeism has gotten out of hand. 雇员们旷工已经失去控制。

13.cram /kræm/

v.

1）把……塞进；挤满；塞满

【释】to push or force sb/sth into a small space; to move into a small space with the result that it is full

【例】He crammed eight people into his car. 他往他的车里硬塞进八个人。

2）（为应考）临时死记硬背

【释】to learn a lot of things in a short time, in preparation for an exam

【例】He’s been cramming for his exams all week. 他整个星期都一直在拼命准备应考。

14.a sea change

彻底的变化，翻天覆地的变化

【释】dramatic changes

【例】With the birth of Sean came a sea change in John’s life. 肖恩的降生让约翰的生活发生了翻天覆地的变化。

15.beleaguered /bɪˈli:gəd/

adj.

1）饱受批评的；处于困境的

【释】(formal) experiencing a lot of criticism and difficulties

【例】The beleaguered party leader was forced to resign. 那位饱受指责的党领导人被迫辞职。

2）受到围困（或围攻）的

【释】surrounded by an enemy

【例】supplies for the beleaguered city 给受围困城市的补给品