

**MICRO-RETIREMENT: A PHILOSOPHICAL APPROACH TO PAUSE WITH PURPOSE
AS THE PURSUIT OF EUDAEMONIA**Bawa, Simmin¹ and Hinduja, Juhi²¹Head of Department, Philosophy and Assistant Professor, Jai Hind College, Mumbai²TYBA student Philosophy-Psychology, Jai Hind College, Mumbai**Abstract**

Stress is one of the common problems in today's world, particularly in the workplace, where demanding tasks and deadlines can negatively impact people's emotional and physical well-being. Many people put off their personal happiness and fulfilment in the hopes of achieving success in the future. It is believed that one can only truly enjoy life after becoming wealthy or by retiring, frequently ignoring the uncertainties of life and the demands of contemporary workplaces. People bear risk of jeopardizing their wellbeing when they choose to live in the present over an uncertain future. The aim of this research paper is to examine the idea of micro-retirement, which is the practice of taking short, deliberate pauses in one's work that can last for a few months to a few years in order to prioritize moral and personal development. These pauses are not meant to be idle; rather, they are thoughtfully planned to live a satisfactory life. Micro-retirement allows people to reconsider their life goals by stepping back from the responsibilities of their careers. Aristotle's concept of eudaimonia is a major area of interest for this research. Human flourishing, or eudaimonia, is about leading a life that is meaningful. Those who take these intentional pauses can attain eudaimonia. Furthermore, existentialist philosophy emphasizes how each person shapes their own life, as expressed by Jean-Paul Sartre and Albert Camus. In the context of micro-retirement, existentialism suggests that people can reclaim their life and make sincere choices about their time management by purposefully taking a break from work. This freedom from social pressures makes it possible to experience deep self-discovery. The practical and ethical implications of micro-retirement are examined through informative discussions with professionals in organizational behaviour and financial planning, with an emphasis on the potential benefits for both workers and companies, as well as the ethical duties of employers to encourage such efforts. This research suggests that micro-retirement offers a viable solution to the problems of

contemporary life by analyzing the connection between stress, workplace culture and personal fulfilment.

Keywords: Stress, Workplace, Happiness, Micro-retirement, Introspection, Eudaimonia, Freedom, Solution, Aristotle, Growth, Pauses, Break, Self-discovery.

INTRODUCTION

The idea of micro retirement is a lesser-known concept and it is usually considered synonymous to the idea of sabbaticals, Micro retirements are often linked to finding purpose, ongoing life satisfaction and delayed retirement with greater productivity whereas sabbaticals are more specific to certain situations like health recovery or professional renewal generally formalized by the organisations. Micro retirements are non-permanent breaks with an intention to recharge, live a passion-driven and purposeful life, that may include stepping away from a job or a company, planning a new career move or even to enjoy travelling while being young and make the most out of their youth. Due to the decrease in lifespan and uncertainties of life people opt for micro retirement, it acts like a positive reinforcement to people as they get some time to re-evaluate their choices and its outcomes which can help them achieve a fulfilling life, these periodic breaks are rewarding as they act like a motivating force to work diligently and develop habits like saving or investing money wisely for the future to enjoy the break, this will inculcate long term responsibility, discipline and zeal to continue learning as well as earning. The duration of these pauses can last from a few weeks to months or sometimes years depending on various factors such as the time and skills that are required to make a career shift, the amount of funds they have saved to pursue this and many more. The notion of micro retirement can be unique to each individual and so is the experience. It is a 'Flexible approach' to prevent oneself from burnout and maintain work-life balance. It paves the way to self-exploration by pursuing their hobbies and passions, individuals can use this time to upgrade themselves in learning new skills that directly or indirectly help them in their professional life. These intentional breaks can make one stand out in the crowd due to additional life experiences and street smartness' as experience is considered as the best teacher. It is prevalent where people in their late 20's and 30s are quitting high paying jobs and switching to lower paying jobs by prioritizing their health over money. Due to the stressful

corporate culture, people find these jobs as the source of toxic productivity and the money earned from such toxic sources will lead to these funds later being used in hospital bills and ill health. Which seems more like a loss than gain, it is not just a waste of money but a waste of time, effort, and energy.

COMPARING MICRO- RETIREMENT TO TRADITIONAL RETIREMENT

The question arises of whether to choose the ‘retire early’ or ‘retire often’ approach in order to work effectively, efficiently and also to not compromise on quality of living, the answer to this would be that who can take micro retirement? There are various factors that are to be considered before planning on taking one. Micro-retirements focus on taking shorter ‘retirement-like’ breaks during their working period in order to reflect and refocus, these can be taken with a motive of purposeful leisure and productivity in not just one area of life instead explore other areas that they didn't have time for, due to their busy lifestyle. Traditional retirement on the other hand is a long-term approach involving securing funds for the future to support their old age. People work continuously until the age of retirement under an ever-increasing pressure and workload then retiring forever to enjoy the rest of their life is a concept that is usually implemented, people often forget to live in the present by worrying about an uncertain future. Increased mortality rate and rise in stress related diseases are a result of burnout and toxic work culture. The workplaces are setting unachievable targets with narrow deadlines making a person neglect their personal life and happiness, making it difficult for individuals to wait until the final retirement. Therefore, micro-retirement seems like a viable solution to this problem.

ALIGNING ARISTOTLE’S CONCEPT OF EUDAIMONIA WITH MICRO-RETIREMENT

Human beings are inherently intuitive beings; their actions are subconsciously backed by constant reasoning and cognitive functioning even if they are not fully aware of this. Every action that is acted upon is a result of subconscious thinking, even the reflexes acted upon are based on the body's fight or flight response that occurs due to the brain signals of threat and danger. This shows a constant interplay of reason and intuition reflected upon our actions. Hence, humans generally know what they are doing and why they are doing a particular task or a behaviour. Similarly,

Aristotle has mentioned the role of reason, it is an essential characteristic that makes a human different from other beings. The use of reasoning is necessary to achieve the ultimate good through the means of actions. The ultimate good here is happiness or eudaimonia, that is the highest form of human flourishing.

Eudaimonia is a Greek concept of moral happiness and state of wellbeing, it means to live a prosperous life, to grow, reach a state of flourishing by exploring personal happiness and inner purpose. One can achieve eudaimonia by discovering their source of happiness and taking relevant actions needed to reach that source. An action is responsible and required towards the goal in order to achieve the highest good because actions are done in the pursuit of some good. There are various human goods like security, education, money, fame and many more, human beings work diligently to achieve these goods but the question arises that why is one in need of these human goods and what is the purpose of achieving them? For instance, a person is working hard to earn money and use that money to travel, this is because travel gives him happiness. Therefore, happiness is the highest human good that an individual aims for, it is also an end and other goods are means to this end, which are a result of some action/s needed to pursue them. Virtues can lead us to happiness and help us achieve eudaimonia. One has to act or possess certain acts that are virtuous in nature but certain circumstances can make it impossible for us to act virtuously. Considering this, one must use reason to judge the wrong or right course of action that is most likely to lead you to happiness, making us responsible for our own happiness. Being virtuous takes practice until it becomes a habit, once it becomes a habit an individual progresses towards the path of achieving eudaimonia.

Micro-retirement seems like a perfect application of Aristotle's concept of human flourishing in the modern times, because everything a person is doing in their life is to achieve happiness then why is he/she currently unhappy? Working overtime, not spending quality time with loved ones, immense stress, sleepless nights, and suffering cannot lead anyone to the path of happiness rather invite health issues and misery. People can often be wrong about what makes them happy but they can eventually learn what can make them happy through experience and micro- retirement can bridge the gap between what one thinks can make them happy and what can actually make them happy. Circumstances may or may not be in our control but happiness can be, by choosing to do the right thing, in the right way, at the right time.

Micro-retirement accurately represents Aristotle's 'Golden Mean', which is an approach to find the middle ground between two extremes. The concept emphasises the importance of finding balance, as anything in surplus or deficit is not favourable. For example, too much courage can lead to uncalculated and risky behaviour whereas lack of courage can lead to cowardness. Micro-retirement is the middle ground between two extremes namely idleness and overworking. Where a person can take short breaks during their work life to prevent burnout and increase motivation resulting in better productivity and quality of life. If someone spends their entire life working without breaks, it can have negative effects on various aspects of their life similarly in the case of someone who is not working at all.

Finding and implementing the middle ground can be difficult, in case of micro-retirement there is barely any awareness about this concept, making it difficult for a person to consider it an option and even if they discover and consider this approach it always gets narrowed down to one's emotional and financial capacity to be able to decide. Implementation of micro-retirement can also be subjective in accordance with an individual's ability to afford it in various ways. Eudaimonia can never be achieved by chance; it is a result of conscious decisions that allow an individual to grow and prosper towards the state of well-being or human flourishing. It is a state of being achieved by focusing on a sense of meaning or purpose and realization of one's own potential as a virtuous being regardless of the circumstances. Finding a balance in life can deepen a sense of well-being to be the best version of oneself.

The Stoics also encouraged the idea of eudaimonia but with a slightly different view, quite unlike how Aristotle would perceive it. The Stoics considered eudaimonia as the centre of life, while Aristotle considered both the internal virtues as prerequisites and external goods as enablers for life flourishing. As a result of this antagonism, eudaimonia of Stoics is most suited to the concept of micro-retirement in modern times that promotes hope, strong sense of awareness and the purpose of healthy life is drawn from stoic ideals. The stoics teach that one can essentially be satisfied only with what are internal sources of contentment and not by the external sources and accumulation of wealth.

Micro retirement on the other hand promotes not the accrual of riches instead the building of an emphasis on relationships with meaning alongside a strong internal sense of prosperity.

MICRO-RETIREMENT THROUGH THE LENS OF EXISTENTIALISM

Jean Paul Sartre is one of the most well-known existentialist philosophers, his works influenced and revolutionized the idea of finding purpose, sense of autonomy and responsibility in human life. His theory focuses on themes of existence, authenticity, freedom, and responsibility along with their relevance in a world that is seemingly different.

A vital component of Sartre's study was the concept of 'essence'. Essence, according to Sartre, is a fundamental thing that makes something that it identifies with. It can be an identification or characteristic of a thing that is unique to itself, this characteristic of identification is called as the essential property of that thing. For example, the body of the pen can be made from plastic or wood, it would not matter but if the pen does not have the ink to write, then it is not serving the purpose of being a pen because the essential property of the pen is missing and it is lacking its essence. Similarly, even humans need to find and create their essence to live a meaningful life. Theological and Metaphysical theories support the idea of human beings having an innate essence and purpose before their existence but Sartre challenges this view by asserting that "existence precedes essence." We exist first without any predefined essence, then later we are responsible to find and develop our essence during the journey of life. One is not guided or controlled by any external entity; in fact, it is the individual himself that is responsible for their own choice and freedom. Sartre's theory rejects the presence of the divine creator and the idea of imposing meaning to one's life. Instead, he shifts this authority from the divine creator to the individual itself, which will inculcate a sense of radical freedom and responsibility in the individual by making them aware of their choices and accepting the consequences of these choices, it is only possible because humans are free beings along with the ability to judge what is right or wrong to make informed choices and practice their freedom of autonomy. Experiences that are the results of these choices help develop the essence of a human being and give purpose to human existence. Micro- retirement can be one such choice that one could make to gain experience and find purpose keeping in mind their current standing in terms of their mental, physical, and financial soundness. The purpose of micro-retirement is to priorities oneself by doing things that can help an individual explore and discover life choices that can benefit them developing their essence by utilizing their power of autonomy. which can be empowering and contribute to life satisfaction when aligned with values, conscious decision making and time management. Sartre also focused on living life

authentically by embracing challenges of freedom, taking ownership of your decisions without excuses and expectation of divine intervention. Authenticity in life inculcates a sense of commitment as well as confidence, shaping one's essence by taking actions that are meaningful.

Humans along with freedom also have the power to create. Micro-retirement gives this opportunity of creativity to an individual, where they can engage in activities that they are passionate about, they can pursue their interests, redefine their values, focus on personal development by giving meaning to their life. Micro-retirement gives an individual the space to perform these actions that contribute in making them realise the essence of life. It is important that a person needs to align their authentic self with their actions to achieve a sense of fulfilment. Themes of liberty and customisation of one's own life in accordance to one's own values fits perfectly with the concept of micro-retirement.

Micro-retirement is a self-determined approach that challenges the predefined notion of traditional retirement like the idea of Sartre's rejection of predetermination and acceptance of personal freedom. The theory of Jean Paul Sartre and Albert Camus both have acknowledged the absurd interpretations of it differs. According to Sartre, confrontation of the absurd can be a great opportunity to exercise their freedom and develop the essence. On the contrary, Albert Camus believed that the absurd must be embraced and not feared. Ancient sources like religion do not confront the absurd. Absurd was always a part of human existence, finding joy in the ups and downs of life even without knowing the ultimate purpose. This view of Camus focuses on living in the present and enjoying little joys of life. As absurdity exists inherently, one should always be open to experiences rather than delaying something for the future. It is a balanced approach to find one's purpose in the present instead of postponing it to an uncertain future.

From an existentialist's perspective, obligations and demands of society are also regarded as norms that are placed externally where individuals are compelled to submit and thus limiting their unique self and their freedom to express. Jean-Paul Sartre says that people should rise above the roles assigned to them, while Albert Camus claims that life can still be meaningful in spite of such absurdities. Micro-retirement concepts fall well in line with existentialism in such a way that it offers systematic breaks in daily routines that society expects, allowing people to self-evaluate and contemplate over their focus. Such pauses give an opportunity to analyze stressors such as

workload, materialism, and societal expectations, which in effect makes people restore their focus in life and act accordingly. Hence forth, micro-retirement is seen as an existential act of by eliminating external expectations and instead redefining success to what it is for the individual.

The essence of micro-retirement can be beautifully understood through the lens crafted by Camus in his essay titled ‘The Myth of Sisyphus’. He recounts the story of a man named Sisyphus, who was condemned to continually roll a boulder up a hill, only to have it roll back down again. This endless loop, without final purpose, is a symbol of life’s absurdity—the friction between humanity’s quest for meaning and the emptiness in response. For Camus, the solution is in the act of acceptance, the burden of such an activity which lacks a conclusive purpose represents the broad spectrum of Absurd – the beliefs existent between the eye of faith in meaning and action. In Camus’s view, the remedy is too ‘live’ this absurdity, is to embrace it rather than fearing it. The important thing is the ‘journey’ instead.

The micro-retirement is somewhat a good representation of the persons who ritually undergo Sisyphus-like activities of going to workplaces fully set to meet career ambitions at the expense of their personal life. Micro-retirement attempts to provide space and time that is above and beyond the common place by providing ‘scheduled breaks’ from work to introspect, indulge in activities that matter and find meaning in things that are out of the ordinary.

Work and life itself can be modified from the narrow confines of what they ought to embody through micro-retirement. Like the encouragement of Camus ‘imagine Sisyphus happy’, micro-retirement seeks to motivate people in the fantasies around them and make the most use of them. Such free intervals make it possible for the person to get up. Ultimately, micro- retirement seems like a contemporary approach inspired by existentialist philosophy.

INSIGHTS FROM EXPERT ON OPTIMIZING MICRO-RETIREMENT

Micro-retirement is a new-age idea that combines finance, mental health, and life with intention. In an interactive session with Mr. Sandeep Jadwani, financial advisor, few insights came out regarding this trending topic to know its possibility, practicality and implications for the individuals and organizations. At its core, micro-retirement rests on the idea of “pausing with purpose,” a concept closely aligned with the notion of eudaimonia or human flourishing, as conceived by Aristotle. Instead of following the conventional retirement method, people take time

out of their careers on a recurring basis to refresh, gain perspective, and focus on their growth or other pursuits. This path Mr. Jadwani said, led to an avoidance of burnout and a path toward meaningful living if done correctly. He emphasized that it allows an individual a well-deserved break to reflect on their skills and align their time accordingly with pursuits that involve peace and fulfilment.

Mr. Jadwani also believes that the term "micro-retirement" might be something quite unfamiliar to many people, but the practice itself is rather common. Making career changes or taking a break-for a longer or shorter time for reasons such as mental health, skill acquisition, or overall lifestyle reassessing efforts is something just about every professional gets into at certain times in their careers. Thus, the change is not merely about changing jobs but taking a healthy pause to take charge of your growth and direction.

He highlighted how organizations now support such breaks more often than before. Organizations recognize that they are now able to allow a break for their employees, especially when it is based on skills with a purpose. This change reflects an evolving attitude towards career planning and work-life balance. Solid financial planning determines a successful micro-retirement. Thus, people must make sure to pay off their loans, debts, and to live frugally before getting started. Passive sources of income in the form of mutual fund investments, bonds, or rental income come in very useful during this micro-retirement stage. He also introduced the concept of a "micro-retirement number," which explains the amount of financial funds required for sustenance throughout the interval. This calculation takes into account current and future expenses, ensuring that people do not run out of funds too quickly. For instance, he explains that a trial period in micro-retirement could involve a month-long break, which can be an opportunity for individuals to test whether they can manage their lifestyle expenses and adapt to a new rhythm of life before committing to a more extended break. Beyond financial readiness, Mr. Jadwani mentioned the three-way interplay between financial, physical, and mental fitness. According to him, mental fitness would develop only when a person is financially as well as physically fit to face the micro-retirement challenges. In this fast-paced world, where social media and societal pressures often overshadow personal aspirations, mental resilience plays a vital role. Micro-retirement, he explained, is among those few conceptions which provide an alternative definition of success that gives us mental peace, purpose and happiness instead of worldly gains. He also emphasized the importance of

transparency and intention in communication. While confronting societal pressure and scepticism in the workplace or speaking about career breaks during the hiring process, individuals would be able to communicate their experience as a period of growth and skill enhancement. Such narratives often resonate with hiring managers, who value self-awareness and intention behind such choices. Mr. Jadwani highlighted different approaches to micro-retirement with reference to the cultural and regional factors. For instance, India and Europe. European clients had more extensive social security protection, while Indian clients were left to their own savings and inheritance. These are examples of how different paths to micro-retirement are available, depending on the requirements and culture of each client. A lot of that conversation was about long-term financial planning and how it relates to micro-retirement. Mr. Jadwani talked about FIRE (Financial Independence, Retire Early), The model can even define a "micro-retirement number" so one can make adjustments for these breaks without disrupting long term wealth. He was clear that one should reduce lifestyle expectations in micro-retirement to match resources. In micro-retirement, for example, if you can find somewhere less expensive to relocate or spend less on miscellaneous spending, it can really ease the pinch of cash crunch. The meaning of purpose is a key element of the research. Micro-retirement would 'work', he said, if linked to aims of developing skills, finding your passions and a fresh perspective. Micro-retirement that lacks a purpose will end up as a season of idleness, leading to dissatisfaction and unfulfillment. Also, he emphasized the transformative power of micro-retirement if done thoughtfully. Some who take these breaks to pursue new career directions or entrepreneurial opportunities return enriched, to the benefit of themselves as well as their organizations.

By redefining success and by expanding their view of life and career to adopt a holistic perspective, people can use micro-retirement to achieve their perfection of life or eudaimonia. Although various obstacles, including social stigma and financial limitation, still exist, careful consideration and a strong purpose will help make micro-retirement a life-changing shift. This exchange highlights the importance of ongoing discussion and exploration of micro-retirement, integrating abstract ideas into actionable frameworks. As the idea is an emerging one, it has the potential to revolutionize the way in which people and organizations think about work, purpose and leisure.

He believes that managing lifestyle expectations in this phase meant scaling back. A fruitful micro-retirement does not have to become an expense, but it should focus on the process as well as the outcome that matters. Moving to a less expensive area (even just temporarily), or lifestyle budget cuts to reduce spending allows for a greater allocation of resources to be spent on more purposeful activities during time off.

For long-term rewards, Mr. Jadwani advises making a note of achievements at the end of the micro-retirement. He said individuals should consider whether they have met the goals they had and the experience has added value to their lives, personal or professional. For example, if a person tried out a new skill set or career track during this time, he or she should take note of whether this has led to new opportunities or clearer insights on future purpose. Whether it is time with family, exploring creativity, planning for the next career phase, the micro-retirement should have a positive after effect. Aligning financial well-being with more purposeful endeavours and how much lifestyle one can afford, is the secret to optimizing one's micro-retirement. Following this will not only make it a refreshing time but it becomes a purpose filled period that makes a person even more energetic, insightful, and goal-oriented before they return to their work life.

ACCEPTANCE AND IMPLEMENTATION OF MICRO-RETIREMENT IN WORKPLACES

The approach of micro-retirement is a revolutionary concept; it challenges the conventional methods of retirement. In this fast-paced life where everything is rapidly changing, sticking to traditional methods can hinder our personal and professional growth. Modern work culture prioritizes constant upgrade of skills and creativity, making it difficult for freshers as well as the existing employees to catch up the pace along with excessive workload.

Lack of work-life balance and short deadlines has popularized the trend of micro-retirement. The idea is very much supported by the youth as this model of retirement prioritizes mental health and meaningful life. There are two perspectives that one must consider both in the process of acceptance as well as implementation. Both the perspectives are equally important of 'organisational perspective' and an individual's perspective. In the view of organisations perspective, acceptance of micro retirement becomes an investment in the human capital, as the employees are the greatest asset an organisation can have, investment in the asset can help

organisations give better outcomes in terms of productivity as well as well-being of the employees.

A happy employee can be motivated and creative resulting in favourable outcomes. The option of micro retirement makes it more flexible for the youth to upscale themselves while working, the organisation can be an attractive choice for the youth, when they offer such options they gain a good reputation in the job market, as the result fresh perspectives and creativity in accordance to the recent trends enter the workspace making it more contemporary and efficient. Acceptance of micro retirement can be a cost-efficient option in the long run as the organisation can avoid the phenomena of constant hire and fire, there will be better employee retention and loyalty towards the company. This will save training, paperwork and recruitment costs of the organisation. The concept ultimately focuses on the well-being of the employee making it a sustainable choice taken by the organisation.

From the view of an individual's perspective on accepting this concept, an individual has to priorities themselves and be open to diverse experience that will help them grow, the acceptance of micro-retirement can inculcate a sense of responsibility by improved financial planning and preparedness. An individual would make informed choices and have a long-term vision. Individuals can find their passion and purpose not just by working in an organisation, instead explore the sources that can ultimately help them find happiness and meaning in life. Micro-retirement can help them reassess their career goals by analysing their current interests and skills. Sometimes people end up choosing career options that are more ideal according to the society's expectations and family pressures but micro retirement can be a second chance for them to rethink and reassess their personal interest by developing relevant skills ensuring a smooth transition.

Implementation is a crucial part for any idea to succeed and have an impact. To ensure a successful implementation the organisation must include the concept of micro retirement in the policies of the organisation. They can effectively integrate micro retirement in an already existing sabbatical policy, making employees aware of the perks offered by the organisation and align them with their career goals. Financial planning is an important step pre and post micro retirement as well as in the duration of the break. Providing financial planning support to the employee before micro retirement can help build employee's confidence and loyalty to return to the organisation post break. Training must be provided to the employees when they resume the work so that they are updated about the ongoing work trends and happenings in the workplace. The organisation must

promote the concept, encourage employees to implement the practice as and when required. The organisation should also welcome the employees when they plan on resuming back without any judgement or criticism. The companies should be open to hire micro retirees and allow existing employees to pause with purpose. This can help the organisation to achieve their goals of diversity and inclusion.

In the view of personal implementation, one must believe in the concept of ‘purposeful idleness.’ Individuals can achieve this by monitoring their outcomes during the break to track their progress and after the break to draw conclusions on the experience of micro-retirement. Individuals must align their personal goals with organisational goals to ease the process of resumption. Starting to build a financial cushion or a financial support for this break can also be beneficial for the individual to enjoy and have a productive break without any stress of funds to explore and discover their passion.

CONCLUSION

A micro retirement should not be defined solely as a personal endeavour, and the same could be said for defining it only as an ethical plight for employers and policymakers. Given the context in which work-related pressure and burnout is becoming a universal epidemic, then there is a duty to create environments that foster wellbeing for the employees. All micro retirement practitioners should come out and advocate for micro breaks because it will aid in the betterment of society.

Moreover, micro retirement advances other societal goals like reduction of healthcare expenditure, improvement in mental health, and strengthening of social bonds. Several individuals talking about micro retirement will lead to several people living in a better world. The adoption of micro retirement can change people’s lives and society’s ideals and moral codes. Having a larger set of people adopt this concept can also help in bringing a cultural change towards living an authentic and purposeful life where well-being is prioritised, however this will not be easy and is a goal that requires teamwork from people, organizations and the structures guiding policymakers and the intellectuals.

Micro retirement can be facilitated through several means including educational initiatives, organizing campaigns to sensitize the public and formulating new policies. For example, governments can encourage micro-retirement by offering tax deductions, tax credits and subsidies.

Micro-retirement bridges the gap between contemporary workplace hustle and the pursuit of self-actualization by serving as a rethinking viewpoint. Employing adaptations of Aristotelian philosophy of seeking eudaimonia, existentialist ideas of being true to one's own self, along with Aristotle's work on ultimate happiness aligns with the benefits of deliberate rest makes the idea of micro-retirement a possibility to eliminate the adverse effects of modern work culture.

Micro-retirement is far from the conventional retirement strategy which encourages postponing satisfaction to an indefinite future, instead it provides micro-opportunities where a person has a chance to refresh their memories with the things they love and enjoy. This minimization of monotony ensures no exhaustion is felt and cultivates further introspection that serves to enhance the holistic sense of well-being as well. By doing so, micro-retirement raises the bar for traditional metrics of performance and asks people and businesses to concentrate on effective human growth rather than just mechanical output alone. The transformation of the working culture, especially the emergence of remote and freelance work offers an excellent chance for micro-retirement to be simply added to new lifestyles. Since the boundary between work and life becomes increasingly merged, the intentional exercise of micro-retirement becomes critical. Micro-retirement aligns closely with wider societal objectives of sustainability and development, highlighting its ability to foster a healthier and fairer future. By encouraging a balance between personal life and work, micro-retirement aids in enhancing mental health and well-being. By motivating people to focus on self-care, take planned pauses, and alleviate burnout, it contributes to worldwide initiatives aimed at improving mental resilience and general well-being.

This approach also highlights the significance of continuous learning and the enhancement of skills. In their micro-retirement periods, individuals may investigate new interests, seek educational prospects, and cultivate various skill sets that correspond with the changing needs of the job market. These practices play a crucial role in fostering personal and professional development, allowing individuals to stay flexible and empowered in an ever-evolving world.

At the organizational level, adopting micro-retirement fosters inclusive and sustainable work environments. By focusing on employee well-being, organizations can create robust work environments where innovation, productivity, and satisfaction flourish. Workers who perceive themselves as valued and backed are more inclined to make significant contributions to their positions, promoting lasting economic development and enduring organizational success.

Additionally, micro-retirement prompts people to consider their lifestyle decisions, encompassing their effect on the environment. These deliberate breaks allow for the adoption of more sustainable habits, encourage mindfulness, and involve actions that advance environmental protection. By incorporating sustainability into personal habits and organizational strategies, micro-retirement aids in harmonizing personal and group efforts toward the objective of creating a healthier planet. In the end, micro-retirement transcends mere personal fulfilment; it represents a transformative approach that aligns with worldwide goals for sustainability and advancement. It connects personal well-being with social progress, providing a route to a future where human growth and sustainable living can thrive together in harmony.

This paper discusses the potential of micro-retirement as a modern solution for people's work-life balance and ends on a positive note. In a world where people feel the pressures of the fast-paced work environment, micro-retirement is great for individuals and businesses as that encourages looking beyond the outdated concepts of work and retirement. Micro-retirement enables people to take strategic breaks to pursue hobbies and grow personally. That allows them to better integrate with the core values and goals of the company.

Micro-retirement can transform lives by solving major problems of stress, burnout and even job dissatisfaction. Companies that offer micro-retirement show that they care about their employees, which in turn boosts their employment brand as they are likely able to retain top talent. Such initiatives widen businesses' prospects by helping them retain and attract great talent and as people take care of their mental wellness, productivity increases leading to better business success.

With micro-retirement, people get the opportunity to take a break, eliminate distractions and go back to work with more energy making them more productive. It allows them to work towards their goals while balancing the over demanding work obligations with the use of periods.

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