【3.4】

**3.4每日一篇 | 外刊精读**

labour-market trends：All good things  
   
When will WFHers see their pay fall?  
   
【1】EMPLOYERS ARE ordering workers back to the office.In recent weeks Dell, a **hardware**-maker, and JPMorgan Chase, a bank, have **issued** such **decrees**. They join a growing list that includes AT&T, Amazon and even the American government, where Elon Musk—who has called **remote** work “**morally** wrong” and its **supporters** “**detached** from reality”—has **championed** the shift.Bosses **insist** that mandates will boost productivity. Workers see them as a way to cut staff without mass firings.Panda Foreign Magazine Intensive Reading:Respect for Originality, Piracy Must Be Punished  
   
【2】If the goal is to reduce costs, there may be a **simpler** way: lower pay for **remote** workers. A new study **indicates** many would take the deal. Zoe Cullen of Harvard Business School, Bobak Pakzad-Hurson of Brown University and Ricardo Perez-Truglia of the University of California, Los Angeles, find that tech workers are willing to accept a pay cut of 25% in return for fully or partly **remote** jobs.That suggests **remote** work is much more than a **perk**. If workers value it more than bosses dislike it, there should be **scope** for **bargaining**.  
   
【3】The authors reached this **estimate** by **analysing** real-world job offers and acceptances, **controlling** for company type, **benefits** and the local cost of living, so as to **isolate** the impact of **remote** work. Their **findings** contrast with those from a survey by Nicholas Bloom of Stanford University and co-authors, which found that American workers, on average, would accept only an 8% pay cut for a **hybrid** **schedule**, with just one in five willing to take a hit of 15% or more.The **discrepancy** may **stem** from **methodology**. Surveys **reflect** what workers say they want; Ms Cullen and her co-authors **track** the trade-offs they actually make.Sample differences may also matter.Tech workers, who tend to be higher earners, may place a greater **premium** on **flexibility** than the general **workforce**.  
   
【4】Historically, **perks** with clear **monetary** value have come at a cost to wages. Jonathan Gruber of the Massachusetts Institute of Technology and Alan Krueger of Princeton University have found that when American states in the 1980s raised **mandatory** **compensation** insurance for **workplace** **injuries**, wages fell to **offset** the cost.Price Fishback of the University of Arizona and Shawn Kantor of Florida State University found a similar pattern when workers’ **compensation** laws were introduced in dangerous **industries** such as coal **mining** or **lumber** **milling**.If **remote** work is, like the **provision** of **benefits**, costly to **companies** but valuable to workers, wages should follow the same pattern.  
   
【5】Yet in most cases so far they have not. One **explanation** may be that firms are **reluctant** to create **visible** pay gaps between **remote** and in-office workers.Human-**resource** policies generally aim for internal **equity** to **prevent** **resentment**.There may be legal risk, too.As women are more likely to work remotely, cutting pay for **remote** jobs could **indirectly** lead to a gender wage gap, which firms would prefer to avoid.Panda Foreign Magazine Intensive Reading:Respect for Originality, Piracy Must Be Punished  
   
【6】Another **explanation** is that **remote** work has become a **bargaining** chip.Rather than **lowering** wages, firms use **flexibility** to attract and **retain** top performers.Take an **artificial**-intelligence **specialist** earning $250,000 at Amazon. If the tech **giant** orders them back to the office, a less **prestigious** **rival** may not match the salary but could **lure** them with a **remote**-work offer.**flexibility** also helps with **retention**. Mr Bloom finds that **hybrid** policies reduce quit rates among engineers by a third.  
   
【7】But what happens when labour-market **conditions** worsen?If workers have fewer options, firms may no longer need to compete by offering **remote** work.Instead, they may begin pricing it in—offering lower salaries for **remote** roles, knowing job-**hunters** have fewer **alternatives**.Some signs of such a shift are already evident. Employment rates for middle-aged women and **disabled** **folk** have **risen**, with many newly able to take up **remote** work, yet their wages in these new **remote** roles are falling.  
   
【8】Workers hate return-to-the-office mandates. When JPMorgan announced the shift, it had to **disable** **comments** on its online post after a **fierce** **backlash**.At Dell nearly half of **employees** opted to stay **remote** last year, even when bosses made it clear they would not be **promoted** if they did so. All the same, workers might like what comes next even less.

**①短语**

1.原文：who has called remote work “morally wrong” and its supporters “detached from reality”

词典：detach from 从某个人或事物中分离出来，不再与其有联系。

例句：The skis should detach from the boot if you fall.

要是你跌倒了，滑雪板就该脱离靴子。

2.原文：A new study indicates many would take the deal.

词典：take the deal 接受交易

例句：Naveen returns and says he'll take the deal.

内维回到房间内，说他愿意做这笔交易。

3.原文：If workers value it more than bosses dislike it, there should be scope for bargaining.

词典：scope for 机会，发展空间

例句：There's still plenty of scope for improvement.

还有很大的改进余地。

4.原文：Their findings contrast with those from a survey by Nicholas Bloom of Stanford University and co-authors

词典：contrast with 与……形成对比；和……相对照

例句：Nietzsche's love of the enlightenment deliberately contrasts with Wagner's mediaevalism and tormented emotion.

尼采对启蒙运动的热爱与对瓦格纳中世纪精神和痛苦的情感形成了鲜明的对比。

5.原文：The discrepancy may stem from methodology.

词典：stem from 源于，来自/起源于，根源于

例句：He told the magazine in an exclusive interview: "All my problems stem from drinking."

他在一次独家采访中告知那家杂志：“我所有的问题源于饮酒。”

6.原文：Historically, perks with clear monetary value have come at a cost to wages.

词典：come at a cost 以某种代价而来

例句：Sadly, this success has come at a cost.

可悲的是，这一成果已带来一定的损失。

7.原文：One explanation may be that firms are reluctant to create visible pay gaps between remote and in-office workers.

词典：reluctant to 不情愿的，勉强的

例句：Mr. Spero was reluctant to ask for help.

斯珀洛先生不愿意请求帮助。

8.原文：Employment rates for middle-aged women and disabled folk have risen, with many newly able to take up remote work,

词典：take up 开始从事（某项活动）

例句：Mr. Fay is to take up an appointment as a researcher.

费伊先生将担任研究员的职务。

9.原文：At Dell nearly half of employees opted to stay remote last year

词典：opt to 选择做某事

例句：If the banks opt to pull the rug from under the ill-fated project, it will go into liquidation.

如果这些银行选择不再支持那项倒霉的工程，它就将破产。

**②长难句**

原文：They join a growing list that includes AT&T, Amazon and even the American government, where Elon Musk—who has called remote work “morally wrong” and its supporters “detached from reality”—has championed the shift.

分析：这个句子的核心结构是They join a growing list，即主语They加入了一个不断扩大的名单。接下来的定语从句that includes AT&T, Amazon and even the American government用来具体列举该名单中的成员。随后，where Elon Musk… has championed the shift是一个非限制性定语从句，修饰the American government，说明在这个名单中的美国政府里，埃隆·马斯克推动了这一变化。而破折号中的插入语who has called remote work ‘morally wrong’ and its supporters “detached from reality”进一步补充了马斯克的态度，表明他强烈反对远程办公，并认为其支持者脱离现实。整个句子通过多个从句和插入语层层递进，使信息更加丰富和紧密。

译文：它们加入了包括美国电话电报公司（AT&T）、亚马逊（Amazon）甚至美国政府在内的行列。在美国政府内部，埃隆·马斯克（Elon Musk）一直在推动这一转变，他称远程工作“在道德上是错误的”，并指责支持者“脱离现实”。

原文：Their findings contrast with those from a survey by Nicholas Bloom of Stanford University and co-authors, which found that American workers, on average, would accept only an 8% pay cut for a hybrid schedule, with just one in five willing to take a hit of 15% or more.

分析：这个句子的核心结构是Their findings contrast with those from a survey，即“他们的研究结果与某项调查的结果形成对比”，by Nicholas Bloom of Stanford University and co-authors是后置定语，限定a survey，说明这项调查是由斯坦福大学的 Nicholas Bloom及其合著者进行的。接下来的which found that…是一个非限制性定语从句，修饰a survey，表示该调查的发现内容。that American workers, on average, would accept only an 8% pay cut for a hybrid schedule是宾语从句，指出调查发现美国工人平均而言只愿意接受 8% 的薪资削减来换取混合办公模式。with just one in five willing to take a hit of 15% or more是一个伴随状语结构，进一步补充说明，只有五分之一的工人愿意接受 15% 及以上的薪资削减。

译文：这一发现与斯坦福大学学者尼古拉斯·布鲁姆（Nicholas Bloom）及其合作者的调查结果存在差异。布鲁姆等人的调查发现，美国工作者平均只愿意接受8%的降薪以换取混合工作模式，且仅有五分之一的人愿意接受15%或更高的降薪幅度。

**③写作技巧**

Tech workers, who tend to be higher earners, may place a greater premium on flexibility than the general workforce.

科技工作者通常收入较高，他们可能比普通劳动力更看重灵活性。

在这句话中，“place a greater premium on” 是一个正式且富有表现力的短语，表示“更加重视”或“赋予更高价值”。它的写作特点包括：比直接使用value更有力度，相比于简单的value flexibility more，place a greater premium on更能强调某一事物的重要性，并带有一定的权衡意味，暗示不同群体对某事的优先级不同。

带有经济隐喻，premium原意指保险费或额外支付的费用，放在这里隐喻某群体愿意“付出更多”以换取某种特质（如灵活性），使表达更具深度。适用于正式或学术写作，这个短语常见于经济、商业、社会学等领域的分析性文章，使句子更具说服力和专业感。同义表达可以使用attach greater importance to（更加重视）、 prioritize（优先考虑）、place more value on（更看重）等等。

**例句：**

**Tech workers attach greater importance to flexibility than the general workforce, as their roles often allow for remote collaboration.**

**科技行业的员工比普通劳动力更加重视灵活性，因为他们的工作通常允许远程协作。**

**Compared to other industries, tech employees prioritize flexibility in their job choices, even at the expense of higher salaries.**

**与其他行业相比，科技行业的员工在工作选择时优先考虑灵活性，即使这意味着薪资降低。**

**Highly paid professionals tend to place more value on work-life balance and flexibility than on rigid office routines.  
高收入专业人士往往更看重工作与生活的平衡和灵活性，而不是刻板的办公室作息。**

**④背景知识**

远程办公是一种无需到公司固定地点工作的模式，员工可以在家或其他地点通过互联网完成任务。它在疫情期间迅速普及，并依赖视频会议、云端协作等技术支持。远程办公提高了灵活性和工作效率，但也带来了沟通协作难题和管理挑战。如今，企业对远程办公的态度不一，有些坚持推行，有些则要求员工重返办公室，反映出这一工作模式仍在不断调整与发展。

**⑤段落大意**

【1】**雇主要求**：员工被要求重新线下办公，并且认为这是削减成本的手段

【2】降薪选择：为了能够继续远程办公，很多员工愿意接受降薪选择

【3】**研究差异**：不同研究采用不同研究方法调查远程工作对薪资的影响

【4】福利影响：福利通常对工资有影响，远程工作可能会导致薪资下降

【5】**薪资公平**：尽管远程工作可能增加成本，但多数公司未降低远程工作者的薪资，可能是出于公平和法律风险的考虑

【6】**谈判筹码**：远程工作已成为公司吸引和留住人才的筹码

**【7】市场变化**：劳动力市场变化可能导致企业不再通过远程工作吸引员工，远程职位的薪资可能会下降

**【8】员工态度**：员工普遍不满线下办公的要求，但未来可能面临更大的变革