

性别差距

gender gap

The Economist

听读系列



请多多点赞！谢谢大家 译文在评论区
公众号：狂奔的外刊 分享PDF链接

玻璃天花板指数 间隔年

性别薪酬差距又开始扩大了吗？

The glass-ceiling index Gap year

Is the gender pay gap opening up again?

Rain

bilibili 狂奔的外刊

1. ON AVERAGE, WOMEN **earn** less than men. Much of this is because of the jobs they **perform**, by choice or social expectation; these are often worse-paid than **typical** male **occupations**.



HIS



HERS

earn /ɜːn/ **verb** [T, I] to get money for work that you do 挣得; 赚得; 挣钱

perform /pə'fɔːm/ **verb** [T] ~ **sth** to do sth, such as a piece of work, task or duty 做; 履行; 执行

typical /'tɪpɪk(ə)l/ **adjective** having the usual qualities or features of a particular type of person, thing or group 典型的; 有代表性的

occupation /ɒkjʊ'peɪʃ(ə)n/ **noun** [C] a job or profession 工作; 职业

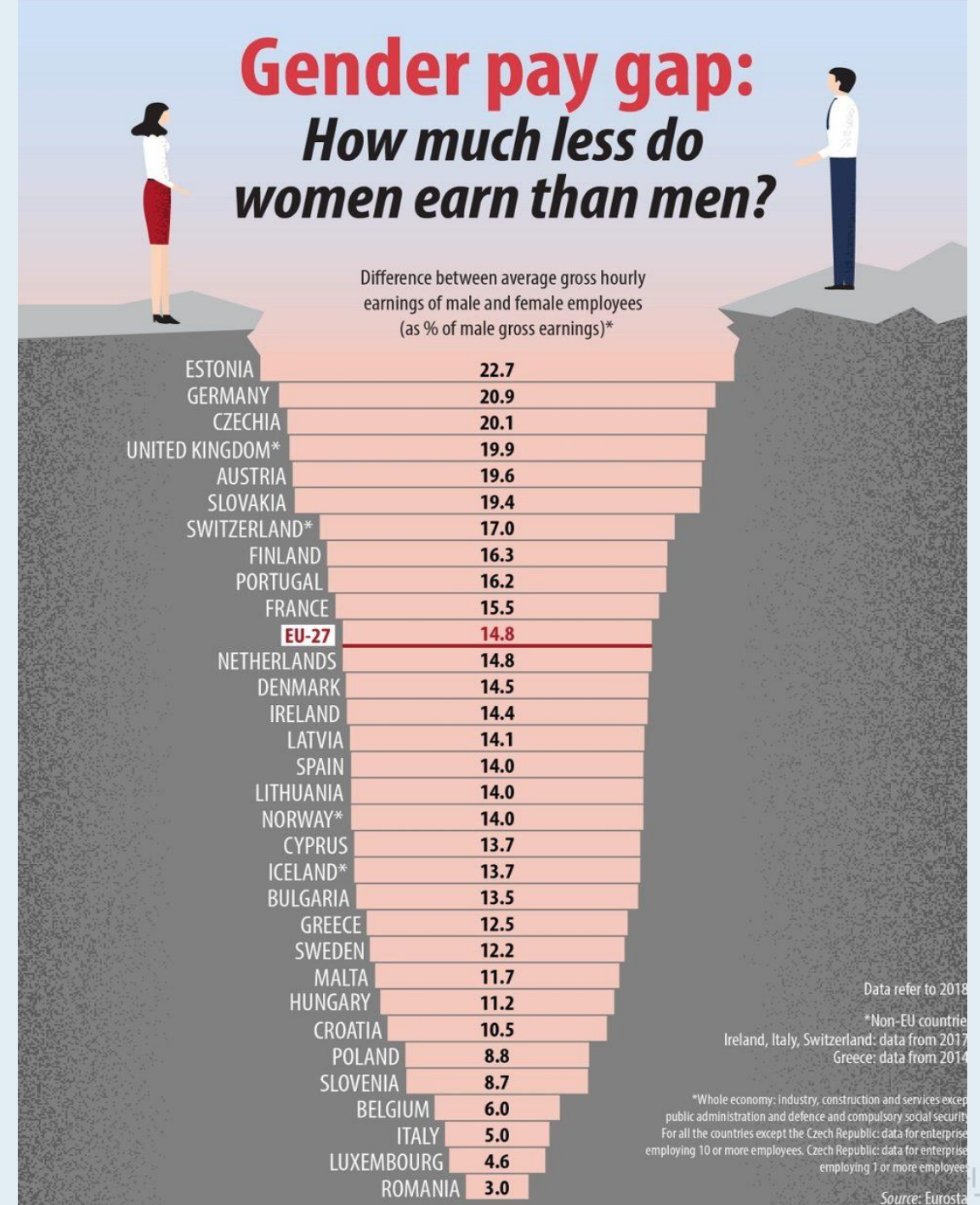
Some, as when women's pay is lower for the same **position**, is the result of **discrimination**. Before the covid-19 pandemic, the gap between **median** male and female wages was at least **edging** down.

position /pə'zɪʃ(ə)n/ **noun** [C] (formal) a job 职位; 职务

discrimination /dɪ,skrɪmɪ'neɪʃ(ə)n/ **noun** [U] the practice of treating sb or a particular group in society less fairly than others 区别对待; 歧视; 偏袒

median /'mi:diən/ **adjective** [only before **noun**] (technical 术语) having a value in the middle of a series of values 中间值的; 中间的

edge /edʒ/ **verb** [I] + **adv./prep.** to increase or decrease slightly 略为增加 (或减少)



The Economist's **glass-ceiling index** of female workplace **empowerment**, published each year on March 8th, **international women's day**, shows that this **salutary** trend **reversed** in 2021



glass-ceiling index *noun* “玻璃天花板”指数，该指数反映了一国劳动女性所处的环境。对全球国家的女性职场平等度做了排名。

empower /ɪm'paʊə/ *verb* [often passive] ~ sb (to do sth) to give sb more control over their own life or the situation they are in 增加（某人的）自主权；使控制局势

international women's day *noun* 国际妇女节

salutary /'sæljʊt(ə)rɪ/ *adjective* having a good effect on sb/sth, though often seeming unpleasant 有益的（尽管往往让人不愉快）

reverse /rɪ'vɜːs/ *verb* [T] ~ sth to change sth completely so that it is the opposite of what it was before 颠倒；彻底转变；使完全相反

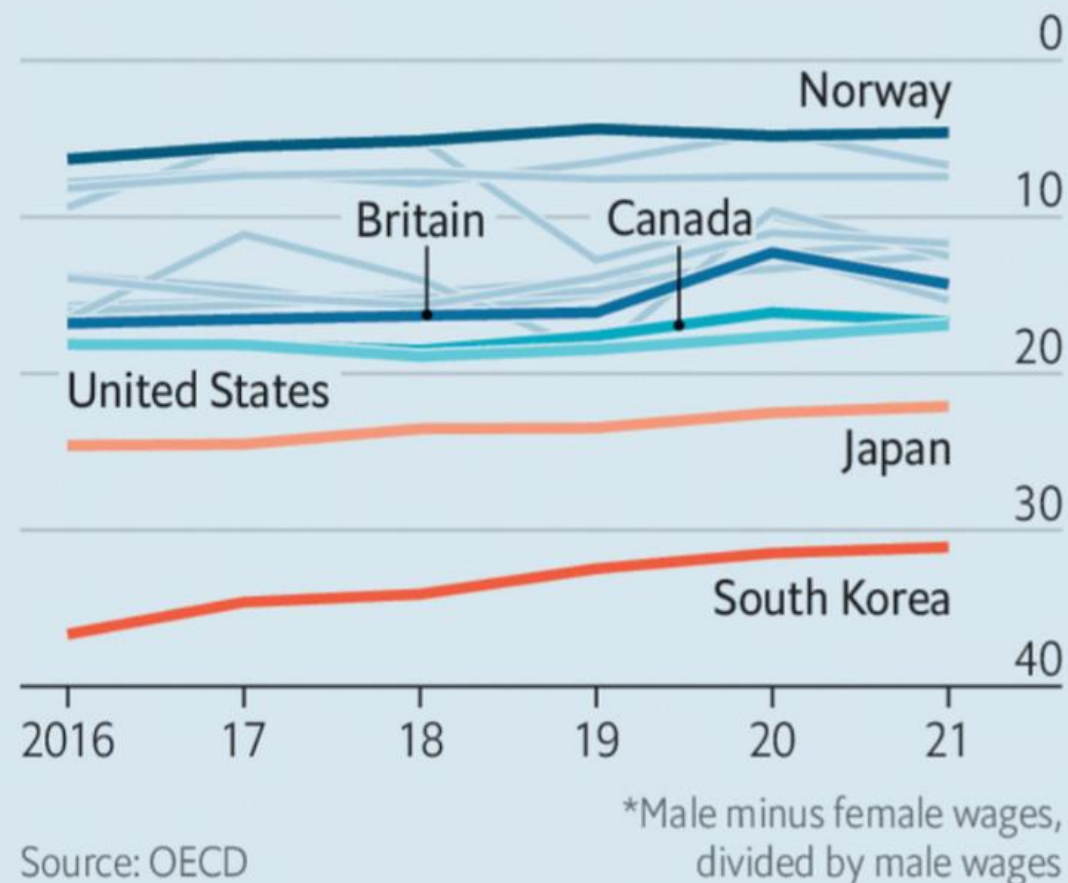
in some of the mostly rich members of the **OECD**, including Britain and Canada (see chart, and economist.com/glassceiling for the full index).

OECD *abbr.* **Organization for Economic Cooperation and Development** (an organization of industrial countries that encourages trade and economic growth) 经合组织，经济合作与发展组织（工业化国家鼓励贸易和经济发展的组织）



Bucks and the trend

Median gender wage gap*, %
Selected OECD countries, inverted scale



2. One explanation is a **hangover** from the pandemic. When hotels, restaurants and shops shut their doors **amid** **lockdowns**, their workers' wages suffered **disproportionately**. And those workers were disproportionately women.



hangover /'hæŋəʊvə/ **noun** [usually sing.] ~ (from sth) a feeling, custom, idea, etc. that remains from the past, although it is no longer practical or suitable 遗留的感觉；沿袭下来的风俗（或思想等）

amid /ə'mɪd/ **prep.** (formal) in the middle of or during sth, especially sth that causes excitement or fear 在 ... 过程中；在 ... 中

lockdown /'lɒkdaʊn/ **noun** [C, U] (especially NAmE) an official order to control the movement of people or vehicles because of a dangerous situation （对人或交通工具的）活动限制，行动限制

disproportionate /_dɪsprə'pɔːʃ(ə)nət/ **adjective** ~ (to sth) too large or too small when compared with sth else 不成比例的；不相称的；太大（或太小）的

If so, the widening pay **gap** may have been a **blip**: demand from employers in these **sectors** has been hot since economies began to **reopen**.



gap /gæp/ *noun* a difference that separates people, or their opinions, situation, etc. 分歧; 隔阂; 差距

blip /blɪp/ *noun* a change in a process or situation, usually when it gets worse for a short time before it gets better; a temporary problem 变故; 暂时性问题

sector /'sektə/ *noun* a part of an area of activity, especially of a country's economy (尤指一国经济的) 部门, 领域, 行业

reopen /ri:'əʊp(ə)n/ *verb* [T, I] ~ (sth) to deal with or begin sth again after a period of time; to start again after a period of time 重新处理; 再次开始; 恢复

Americans working in **leisure** and **hospitality** have seen their earnings grow faster than those **toiling** in more male-**dominated** industries such as **transport** over the past year or so.



leisure /'leɜə/ **noun** [U] time that is spent doing what you enjoy when you are not working or studying 闲暇；空闲；休闲，这里指休闲行业

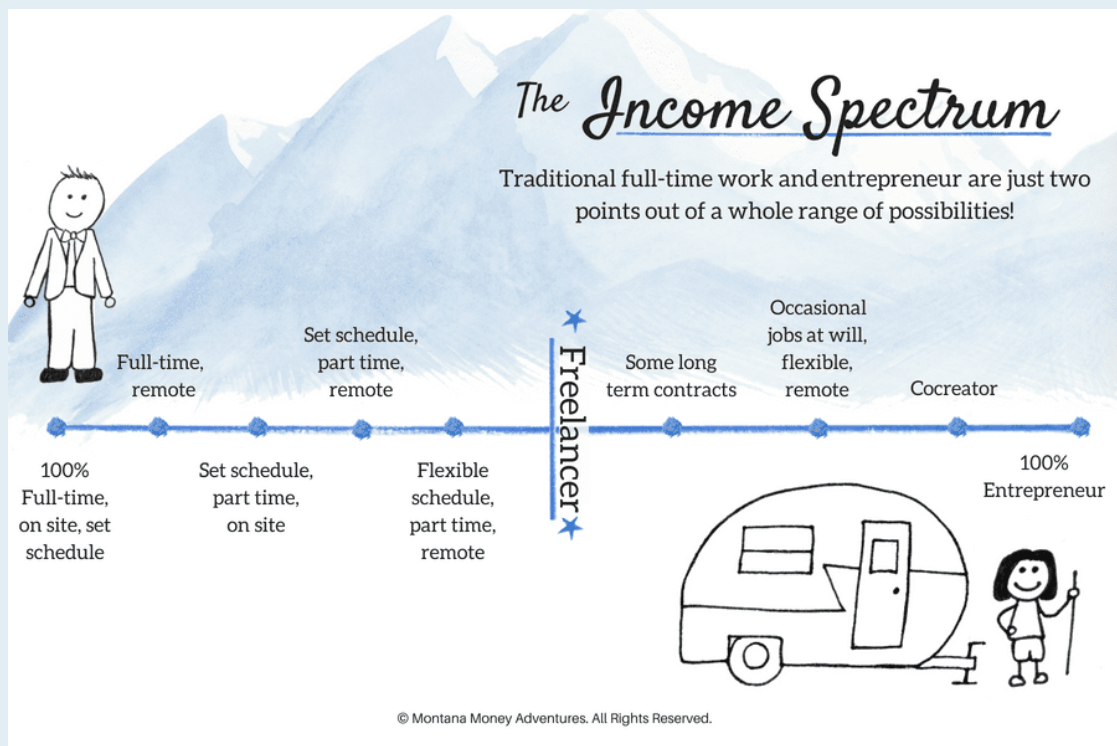
hospitality /hɒspi'tælɪti/ **noun** food, drink or services that are provided by an organization for guests, customers, etc. (款待客人、顾客等的) 食物，饮料，服务；款待，这里指服务业

toil /tɔɪl/ **verb** (formal) [I] to work very hard and/or for a long time, usually doing hard physical work (长时间) 苦干，辛勤劳作

dominate /'dɒmɪneɪt/ **verb** [T, I] ~ (sb/sth) to control or have a lot of influence over sb/sth, especially in an unpleasant way 支配；控制；左右；影响

transport /træn'spɔ:t/ **noun** (especially BrE) (NAmE usually **trans·por·ta·tion**) [U] a system for carrying people or goods from one place to another using vehicles, roads, etc. 交通运输系统

3. The return to the **pre**-pandemic trend will be helped by women's **gains** at the other end of the income **spectrum**. In 2022 the share of board members across the OECD who were women **crept** over 30% for the first time.



pre-/pri/ prefix (in verbs, nouns and adjectives 构成动词、名词和形容词) before 先于; 在 ... 前

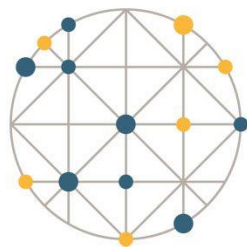
gain /geɪn/ **noun** [C, U] an increase in the amount of sth, especially in wealth or weight (尤指财富、重量的) 增值, 增加

spectrum /'spektrəm/ **noun** [usually sing.] a complete or wide range of related qualities, ideas, etc. 范围; 各层次; 系列; 幅度

creep /kri:p/ **verb** [I] (+ adv./prep.) to move or develop very slowly 非常缓慢地行进; 不知不觉产生; 渐渐出现

MSCI now expects **parity** by 2038, four years earlier than previous **estimates**. Only 64 out of 3,000 or so big companies in the research firm's global **stock index** had a female-**majority** **board**.

MSCI



MSCI *noun* 摩根士丹利资本国际公司. MSCI是一家股权、固定资产、对冲基金、股票市场指数的供应商，其旗下编制了多种指数。

parity /'pærɪti/ *noun* *pl. parities* [U] ~ (with sb/sth) | ~ (between A and B) (*formal*) the state of being equal, especially the state of having equal pay or status (尤指薪金或地位) 平等，相同，对等

estimate /'estɪmeɪt/ *verb* [*often passive*] to form an idea of the cost, size, value etc. of sth, but without calculating it exactly 估计；估价；估算

stock index *noun* [*usually singular*] a list that shows the current value of shares on the stock market, based on the prices of shares of particular companies 股票价格指数

majority /mə'dʒɔːrɪti/ *noun* [*sing. + sing./pl. v.*] ~ (of sb/sth) the largest part of a group of people or things 大部分；大多数

board /bɔːd/ *noun* [*C + sing./pl. v.*] a group of people who have power to make decisions and control a company or other organization (公司或其他机构的) 董事会，委员会，理事会

But that was double the number in 2021 and includes **giants** like **Citigroup** and **Shell**. **Analysis** just published by **Moody's**, a **credit-rating** agency, shows that such firms in North America have consistently higher credit ratings. **Disentangling** cause and effect is not easy. Empowering women ought to be.



giant /'dʒaɪənt/ **noun** a very large and powerful organization 大公司; 强大的组织

Citigroup **noun** 花旗集团, 金融集团



Shell **noun** 荷兰皇家壳牌集团, 石油公司



analysis /ə'nælɪsɪs/ **noun** [U, C] the detailed study or examination of sth in order to understand more about it; the result of the study (对事物的) 分析, 分析结果

Moody's **noun** 穆迪公司, 著名的债券评级机构

credit rating **noun** a judgement made by a bank, etc. about how likely sb is to pay back money that they borrow, and how safe it is to lend money to them (银行等作出的) 信用等级评定

disentangle /dɪsɪn'tæŋɡ(ə)l/ **verb** ~ sth (from sth) to separate different arguments, ideas, etc. that have become confused 理顺, 分清, 清理出 (混乱的论据、想法等)

性别差距

gender gap

The Economist

听读系列



请多多点赞！谢谢大家 译文在评论区
公众号：狂奔的外刊 分享PDF链接

玻璃天花板指数 间隔年

性别薪酬差距又开始扩大了吗？

The glass-ceiling index Gap year

Is the gender pay gap opening up again?

Rain

bilibili 狂奔的外刊

1. ON AVERAGE, WOMEN earn less than men. Much of this is because of the jobs they perform, by choice or social expectation; these are often worse-paid than typical male occupations. Some, as when women's pay is lower for the same position, is the result of discrimination. Before the covid-19 pandemic, the gap between median male and female wages was at least edging down.

平均而言，女性收入低于男性。这很大程度上是因为他们所做的工作，出于选择或迫于社会期望；这些职业通常比典型的男性职业收入低。有些甚至是歧视的结果，例如，妇女在同样的职位上工资较低。在新冠肺炎疫情之前，男女工资中位数的差距至少在逐渐缩小。

The Economist's glass-ceiling index of female workplace empowerment, published each year on March 8th, international women's day, shows that this salutary trend reversed in 2021 in some of the mostly rich members of the OECD, including Britain and Canada (see chart, and economist.com/glassceiling for the full index).

《经济学人》在每年3月8日国际妇女节发布玻璃天花板指数，该指数表明女性在工作场所的权力，数据表明这种有益的趋势在2021年经合组织的一些主要富裕国家中发生了逆转，包括英国和加拿大(见图表，完整指数见 economist.com/glass-ceiling)。

2. One explanation is a hangover from the pandemic. When hotels, restaurants and shops shut their doors amid lockdowns, their workers' wages suffered disproportionately. And those workers were disproportionately women.

一种解释是疫情遗留下来的传统。当酒店、餐馆和商店因封锁而关门时，员工的工资受到了不成比例的影响。这些工人中女性比例过高。

If so, the widening pay gap may have been a blip: demand from employers in these sectors has been hot since economies began to reopen. Americans working in leisure and hospitality have seen their earnings grow faster than those toiling in more male-dominated industries such as transport over the past year or so.

如果是这样的话，不断扩大的薪酬差距可能只是一个暂时现象：自经济重新开放以来，这些行业的雇主需求一直很旺盛。在过去一年左右的时间里，在休闲和服务行业工作的美国人，他们的收入增长速度比那些在交通运输等男性主导的行业工作的人要快。

3. The return to the pre-pandemic trend will be helped by women's gains at the other end of the income spectrum. In 2022 the share of board members across the OECD who were women crept over 30% for the first time. MSCI now expects parity by 2038, four years earlier than previous estimates. Only 64 out of 3,000 or so big companies in the research firm's global stock index had a female-majority board.

在收入表另一端的女性收入增加，将有助于回归到疫情之前的趋势。2022年，整个经合组织中女性董事会成员的比例首次超过30%。摩根士丹利资本国际公司现在预计，到2038年男女收入将会平等，比之前的估计早了4年。在该研究公司的全球股票指数中，大约3000家大公司中只有64家拥有女性占多数的董事会。

But that was double the number in 2021 and includes giants like Citigroup and Shell. Analysis just published by Moody's, a credit-rating agency, shows that such firms in North America have consistently higher credit ratings. Disentangling cause and effect is not easy. Empowering women ought to be.

但这是2021年的两倍，包括花旗集团和壳牌这样的巨头。债券评级机构穆迪公司刚刚发布的分析显示，女性占董事会多数席位的北美公司一直拥有较高的信用评级。虽然理清其中的因果关系并不容易，但赋予女性权利应该就是其中的奥秘。