

READING PASSAGE 2

You should spend about 20 minutes on **Questions 14–26**, which are based on Reading Passage 2 on the following pages.

Questions 14–19

Reading Passage 2 has six sections, **A–F**.

Choose the correct heading for each section from the list of headings below.

Write the correct number, **i–viii**, in boxes 14–19 on your answer sheet.

List of Headings

- i** Opposition by employers to parental leave
- ii** An illustration of a trend in one country
- iii** An explanation for the limited success of government initiatives
- iv** Pressure for change from an unlikely source
- v** The need for cooperation at a global level
- vi** The contrast in attitudes towards leave for mothers and fathers
- vii** A range of measures to encourage more equal responsibility
- viii** The implications of maternity leave

14 Section **A**

15 Section **B**

16 Section **C**

17 Section **D**

18 Section **E**

19 Section **F**

Paternity Leave

*Men have long been discouraged from playing an equal role at home.
That is at last starting to change*

- A** At a course for fathers-to-be in New York, participants are introduced to baby maintenance for beginners: how to keep their babies fed, warm and clean. The City Dads Group was founded when Matt Schneider and Lance Somerfeld became fathers and discovered that people saw their place as firmly outside the home. New York was full of parents' support groups, but nearly all were aimed at mothers. Frustrated, the friends set up their own group, which has spread to 17 cities in the USA, helping fathers who want to get involved from day one.
- B** In general, legal and financial support for new parents is better than it has ever been. According to the International Labour Organization (ILO), 85% of countries now provide at least 12 weeks' maternity leave. In all but two of the 185 countries it surveys, mothers are entitled to some leave paid for by the state, companies or some combination of the two. Although only a third of countries meet the ILO's recommended minimum of at least 14 weeks off for new mothers, paid at two-thirds their salary and funded publicly, the picture is improving.

But how many countries meet the ILO's guidelines on paternity leave? None, because no such guidelines exist. Though it publishes detailed advice regarding female employees, the organisation has drawn up no formal recommendations on fathers' rights and duties. Until recently, national governments have been similarly uninterested; less than half of countries offer paternity leave of any sort. Only around half a dozen offer new fathers more than a fortnight, and companies, not the state, usually foot the bill for the costs of paternity leave. In the eyes of most people, responsibility for bringing up baby still falls squarely on the mother.

- C** Now a different view is slowly emerging, as growing evidence suggests that children benefit from seeing more of their fathers. But much of the demand for a shift in approaches to childcare has come from women, who have started to conclude that they are victims as well as beneficiaries of generous maternity-leave policies.
- D** This may appear paradoxical, as most countries have found that when they offer decent maternity leave, they increase female employment. If women have no right to take time off, or are entitled only to short or poorly paid spells of absence, many have little choice but to leave the workforce when their baby is born. If they can take a few months of paid leave before returning to their old job, they are more likely to continue working. But it turns out that long maternity breaks have unintended consequences. Time away from the labour market reduces women's earning power, as their skills degrade and they miss chances to gain experience and win promotion. Moving into senior management becomes particularly hard, partly because of discrimination by

bosses and hiring committees, who reject candidates they think may be away a lot, and partly because many high-level jobs are hard to combine with serial leave-taking. And the effect is magnified when lengthy maternity leave is combined with policies to encourage part-time work, which tempt more women back into the labour force but help keep them in junior positions.

- E** Rather than simply cutting maternity leave in response to such findings, a growing number of governments are trying to spread the child-rearing burden (or joy, depending on how one looks at it). Britain recently became the latest country to combine maternity and paternity leave into a single chunk of parental leave, to be split between mother and father however they see fit. Several European countries, as well as Australia and New Zealand, already have such a system.

The problem is that dads tend not to take up the offer. In Austria, the Czech Republic and Poland, where all parental leave is transferable, only about 3% of dads make use of it. In Britain, the government estimates that only 2–8% of dads will take more than their existing fortnight.

The main reason for low take-up by fathers is financial: even pre-childbirth, women are paid less than men, meaning that their salaries are easier to forgo during a period of unpaid or low-paid leave. But pressures related to culture also weigh heavily. Mothers still tend to be seen as the main carers, with dads portrayed in domestic terms as blundering sidekicks or well-meaning buffoons.

- F** To overcome these obstacles, some countries are giving fathers a firm nudge. In a few, including Chile, Italy and Portugal, paternity leave is compulsory. Others offer incentives that are hard to turn down. Sweden grants a bonus to parents who share leave more equally.

Swedish fathers now account for more than a fifth of all parental leave taken, compared with almost none when shared leave was introduced. Germany introduced the same system and saw the proportion of fathers taking time off rise from 3% in 2006 to 32% in 2013, and Poland has switched to gender-specific quotas, replacing the previous system of shared leave.

Where leave is well-paid and not seen as ‘belonging’ to the mother, fathers seem willing to request it. State meddling in what has historically been regarded as a natural division of labour may annoy some people. But traditional maternity leave, which channels men into breadwinning and women into child-rearing, is hardly neutral. And shared involvement by parents stands to improve women’s careers, children’s development and perhaps even dads’ life satisfaction.

Questions 20 and 21

Choose **TWO** letters, **A–E**.

Write the correct letters in boxes 20 and 21 on your answer sheet.

According to the writer, which **TWO** problems may be caused by maternity leave?

- A** Women may be less effective at work after maternity leave.
- B** Women may find it difficult to find suitable part-time work.
- C** Women may find they are paid less for doing the same work.
- D** Women's chances of professional advancement may be affected.
- E** Women's pay may be insufficient to support them during maternity leave.

Questions 22–26

Complete the summary below.

Choose **ONE WORD ONLY** from the passage for each answer.

Write your answers in boxes 22–26 on your answer sheet.

Encouraging more fathers to take paternity leave

Even in countries where paternity leave is easy to get, few fathers make use of it, chiefly for **22** _____ reasons. However, issues connected with **23** _____, including traditional views of male and female roles in the family, may also play a part.

Some countries, such as Chile, have made it **24** _____ for men to take paternity leave. Sweden and Germany both offer a bonus to families where parents share leave, and in Poland, mothers and fathers each have **25** _____ of leave which are specified for them. Sharing childcare in this way may be good for both mothers and fathers, and may also support the **26** _____ of the child.

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14–19 答案表 (含定位与细化解释)

题号	题干翻译 (=正确 heading 翻译)	答案	精确定位句 (原文)	定位句翻译	详细解释 (更细)
14	某一国家趋势的例证	ii	“The City Dads Group ... has spread to 17 cities in the USA, helping fathers who want to get involved from day one.” (A 段)	“City Dads Group.....已扩展到美国 17 个城市，帮助那些想从第一天起就参与育儿的父亲。”	A 段的结构是：具体场景/案例 (纽约准爸爸课程) → 组织起因 (发现支持团体几乎都面向母亲、父亲被默认“在家庭之外”) → 结果与扩散 (从纽约扩展到 17 城)。这就是典型的“用一个国家内的实例来呈现趋势”。关键词是 spread to 17 cities、get involved from day one (趋势：父亲更早介入育儿)。不选 vi/iii：A 段并没有对比母亲/父亲假政策，也没解释政府举措为何失败，它只是“举例说明现象/趋势”。
15	社会对母亲假与父亲假的态度对比	vi	“85% of countries now provide at least 12 weeks' maternity leave...” + “But how many... paternity leave? None...” (B 段)	“85% 的国家至少提供 12 周产假.....” + “但有多少国家符合陪产假指南？没有，因为根本没有指南.....”	B 段的写法是先铺垫“产假进步很大” → 立刻转折“那陪产假呢？” → 结论：对父亲权益几乎没同等对待 (no guidelines; less than half offer; only around half a dozen offer more than a fortnight; 常由公司承担；社会观念仍认为育儿责任在母亲)。这就是“态度/制度对比”。同义替换链： maternity leave 制度成熟/普遍 vs paternity leave 缺位/短/不被重视 ；并最终落到观念句： responsibility... falls... on the mother 。因此标题 vi 最精确。
16	来自“意想不到来源”的改革压力	iv	“But much of the demand for a shift in approaches to childcare has come from women...” (C 段)	“但要求改变育儿方式的许多呼声来自女性.....”	C 段核心不是“父亲多参与对孩子有好处” (那是背景)，而是谁在推动变化：作者说“demand... has come from women”。这正吻合“unlikely source”：很多人直觉会以为“争取陪产假/父亲参与”主要由父亲推动，但文中强调女性也会认为自己既是“beneficiaries (受益者)”也是“victims (受害者)”，因此反而成为改革动力。排除其他 heading：不是 vii (没有列措施)、不是 vi (没有做政策对比)、不是 viii (不是讲产假后果细节)。
17	产假带来的影响/后果	viii	“long maternity breaks have unintended consequences.” + “Time away... reduces women's earning power...” (D 段)	“较长的产假会带来意想不到的后果。” + “离开劳动力市场的时间会削弱女性的赚钱能力.....”	D 段逻辑很清晰：先说“较好的产假能提高女性就业率” (看似好事) → 转折：长期产假有副作用。副作用包括： skills degrade (技能退化)、miss chances to gain experience and win promotion (错过经验与晋升) 、以及更隐性的结构性问题：雇主担心你会“away a lot”而拒绝候选人；高阶岗位难与“serial leave-taking (反复请假)”兼容；当“lengthy maternity leave + part-time work encouragement”叠加，会把女性“tempt back”但留在“junior positions”。这些全部属于“implications/consequences (后果)”。所以 viii 最贴。
18	解释政府举措成效有限的原因	iii	“The problem is that dads tend not to take up the offer.” + “The main reason... is financial... culture...” (E 段)	“问题在于父亲往往不愿接受这一安排。” + “主要原因是经济.....文化压力也很大。”	E 段先给出政府做法：把 maternity + paternity 合并成可分配的 parental leave (制度创新) → 但紧接着指出“problem”： dads don't take it (政策落地失败/打折) → 然后解释原因：① 经济：女性本来收入更低，家庭更“算账”让女性休；② 文化：母亲被默认主要照护者、父亲被刻板化为笨拙配角/笑料。标题 iii 的关键词是“explanation (解释原因)” + “limited success (成效有限)”，E 段完全对应。
19	促进更平等分担责任的一系列措施	vii	“some countries are giving fathers a firm nudge.” + “compulsory / incentives / bonus / quotas” (F 段)	“一些国家在强力推动父亲休假。” + “强制/激励/奖金/配额.....”	F 段是标准的“措施清单”：为克服障碍，国家如何做？① compulsory (强制陪产假：Chile/Italy/Portugal)；② incentives (激励难以拒绝)；③ bonus (瑞典：更均衡就给奖金)；④ 数据例证 (瑞典父亲占比>1/5；德国从 3% 到 32%)；⑤ 制度改造 (波兰改为性别配额)。这明显是“a range of measures (一系列措施)” → v ii。排除 ii：这里不是单一国家趋势例子，而是多国政策组合。

Questions 20–21 | Multiple Choice (Choose TWO letters, A–E)

题干翻译：

根据作者，产假 (maternity leave) 可能造成哪两个问题？

题号	答案	精确定位句 (原文)	定位句翻译	详细解释 (含逐项排除)
20–21	A + D	“Time away... reduces women’s earning power, as their skills degrade...” (D 段) + “...they miss chances to gain experience and win promotion.” (D 段)	“离开劳动力市场会削弱女性赚钱能力，因为技能会退化.....” + “她们会错过获得经验与赢得晋升的机会。”	A 对应定位： 题目 A 说 “产假后工作效率可能更低”，文中用因果给出： skills degrade (技能退化) → 直接支持 “less effective”。 D 对应定位： 文中明确说错过经验与晋升机会 → professional advancement 受影响。 排除 B： B 说 “难找合适兼职”，文中不是说 “找不到”，而是说政策鼓励兼职会 “tempt... back” 但 “keep them in junior positions” (回到职场但停留低位)，属于 “发展受阻” 更贴 D，不是 “难找兼职”。 排除 C： C 说 “同工同酬被少付”，文中没讨论 “同岗同工”，只是说女性普遍薪资更低 (pay gap) 作为 E 段解释父亲不休假的经济原因。 排除 E： E 说 “产假期间工资不足支撑”，文章未说 “maternity leave pay insufficient”，反而在 B 段提到产假常由国家 / 公司支付，且许多国家逐步改进。

Questions 22–26 Summary 填空 (ONE WORD ONLY)

Summary 题干翻译

Encouraging more fathers to take paternity leave

鼓励更多父亲休陪产假

(22–26) 即使在陪产假容易获得的国家，也很少父亲会使用，主要出于 22_____原因。然而，与 23_____相关的问题 (包括对家庭中男女角色的传统看法) 也可能起作用。有些国家 (如智利) 已让男性休陪产假变成 24_____。瑞典和德国为更均衡分配假期的家庭提供奖金；在波兰，母亲和父亲各自拥有为其指定的 25_____假期。用这种方式共同育儿可能对父母双方都有好处，也可能促进孩子的 26_____。

答案表 (22–26)

题号	答案 (原文一词)	精确定位句 (原文)	定位句翻译	详细解释
22	financial	第 E 段：“The main reason for low take-up by fathers is financial ...”	“父亲使用率低的主要原因是经济因素.....”	空格后面是 “reasons”，原文直接给出 financial ，且与后文 “women are paid less than men...” (女性收入更低，家庭更倾向让女性休) 逻辑一致。
23	culture	第 E 段：“But pressures related to culture also weigh heavily.”	“但与文化相关的压力也同样沉重。”	题干提示 “including traditional views...” (传统性别角色观)，正是文化层面的内容，对应原文 culture 。
24	compulsory	第 F 段：“In a few... paternity leave is compulsory.”	“在少数国家.....陪产假是强制性的。”	题干说 “made it _____ for men”，与 “compulsory (强制)” 完全同义复现。
25	quotas	第 F 段：“Poland has switched to gender-specific quotas ...”	“波兰已转为实行性别专属配额.....”	题干改写为 “each have _____ of leave which are specified for them” (各自有为其指定的假期份额)，对应 “gender-specific quotas (按性别分配的配额)”，所以填 quotas 。
26	development	第 F 段末句：“...children’s development ...”	“.....儿童的发展.....”	题干 “support the _____ of the child” 直接对应原文 “children’s development”。