

Japan's Gen X workers are struggling

日本X世代劳动者处境艰难

The “ice-age” generation has been cursed several times over

“就业冰河期”一代接连遭遇厄运

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几名穿浅色衬衫的人站在绿化带旁，有人正在使用手机。

难度 63 / 100

建议70–90分钟；选做作文另计。

适用读者：能阅读一般英语新闻，希望读准长句、搭配与作者语气的学习者。

入门准备：能辨认基本主谓结构和常见从句，愿意结合语境查词。

About this lesson 本课导读

一名老员工发现新人的招聘工资比自己更高，引出日本“就业冰河期”一代的长期困境。文章沿着初次就业、职业发展、当前加薪与晚年保障展开，解释经济复苏为什么未必同时改善所有年龄群体的处境。

- 追踪初入职场的不利条件如何延续到晚年
- 区分就业身份、当期工资和终身收入
- 拆解两组定语从句、形式宾语与省略
- 用有条件的语言表达群体趋势和未来风险

Before you read 读前思考

How might the year in which someone starts work affect more than their first salary?

拓展例句与练习情境用于说明用法。

书末答案 (p.15)

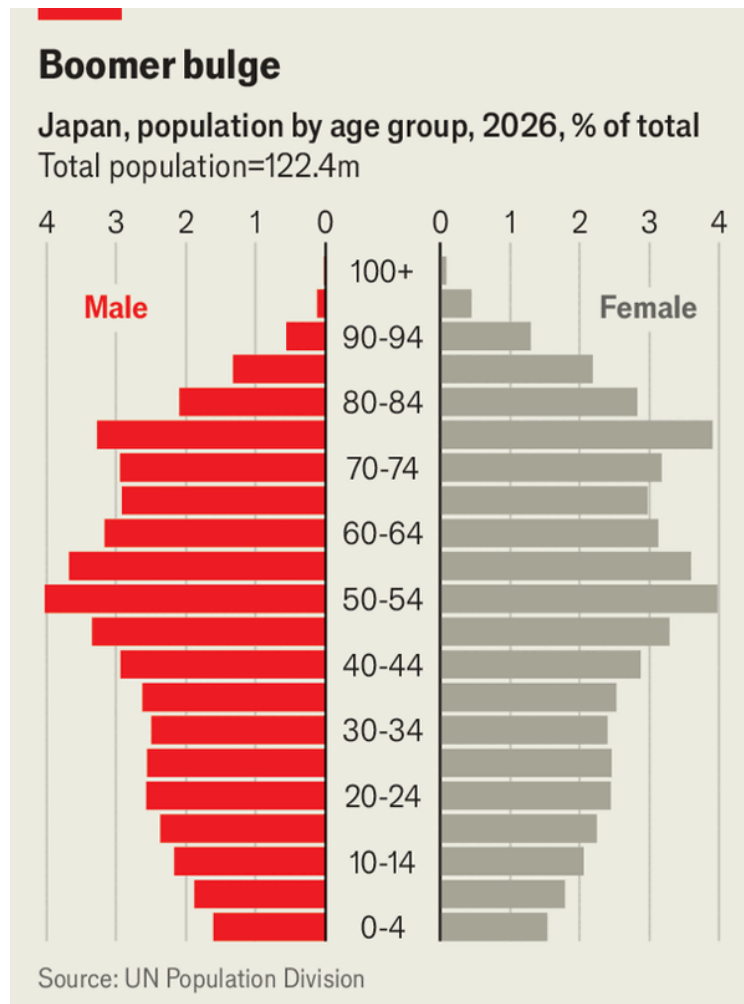
Text 课文

[P01] FOR NEARLY two decades Torigoe Atsushi, who is 50, has worked in the stockrooms of a fashion firm in Tokyo.^{V01} His income rose only modestly, and it recently fell after his employer cut bonuses and reworked its pay scheme; he now earns about ¥3.6m (\$22,600) a year.^{V02V03} Then he spotted the firm's recruitment ads, offering newcomers higher salaries. "It's great
5 that younger people are getting better pay," he says. "But why not raise mine?"



几名穿浅色衬衫的人站在绿化带旁，有人正在使用手机。

[P02] Mr Torigoe belongs to Japan's "ice-age" generation: workers who entered the labour market between 1993 and 2004, after the country's economic bubble burst and many companies stopped hiring. The ice-agers often endured years of insecure work and low pay. Now in their 40s and 50s (thus Generation X), they are losing out again.^{V04} Japan is emerging from decades
10 of deflation, prices are rising and companies are handing out their biggest pay increases in a generation.^{V05} But the ice-agers are not benefiting. Worse may come when this cohort of baby-boomers' children—the last bulge in Japan's population pyramid (see chart)—drifts into retirement.^{V06V07}



日本2026年人口金字塔：左为男性，右为女性，横轴为占总人口的百分比；图示总人口1.224亿。

[P03] The ice-agers' fortunes contrast starkly with those of the generation that came just before.^{V08} During the bubble years of the 1980s, companies hired voraciously.^{V09} College students found their mailboxes stuffed with offer letters, or were treated to fancy meals by employers keen to woo them.^{V10} Everything changed as the bubble popped in the early 1990s. Japan's rigid employment system made it hard for firms to shed existing workers, so they cut hiring instead.^{V11K01} The ratio of job openings to college applicants fell from nearly three at its peak to below one by 2000.^{V12} Nagai Toshihisa, who graduated in 1999, shortly after the Asian financial crisis, abandoned his hope of working for a securities firm. "It felt utterly stupid looking for jobs," he recalls. Many in his generation sent out dozens, even hundreds, of applications, to no avail.^{V13} It did not help that the ice-age cohort was such a big one, adding to the oversupply.^{V14}

[P04] Many graduates who failed to secure regular jobs ended up in temporary or contract work.^{V15} Japan's labour market sharply distinguishes between regular workers, who enjoy strong legal protections and seniority-based pay rises, and irregular ones, who often do similar work for much less money and are the first to be laid off in downturns.^{V16V17K02} Such jobs often used to be filled by housewives supplementing their husbands' salaries.^{V18} Increasingly, they were taken by young people who needed to support themselves, says Kondo Ayako of the

30 University of Tokyo. The term “freeters”—youngsters drifting between casual jobs—became popular, as did “parasite singles”, who lived off their parents well into adulthood.^{K03} There was also growing concern about hikikomori, social recluses.^{V19}

[P05] Time and acute labour shortages have repaired some of the damage.^{V20} The share of ice-agers in regular employment has largely caught up with that of older cohorts, says Shimoda
35 Yusuke of the Japan Research Institute.^{V21} But their earnings have not.^{K04} Those who spent long stretches in irregular work tend not to fully catch up even after switching to the regular track.^{V22} Those in regular jobs faced another problem: the upper ranks of their companies were crowded with the bubble-era workers, delaying promotions for those who followed. Japan’s low labour mobility has meant the unlucky cohort cannot easily seek better pay elsewhere.^{V23}
40

[P06] Japan’s economy is changing. After three decades of stagnation, wages are rising as inflation returns, and job-hopping is becoming more common.^{V24} Yet these improvements are mostly benefiting the young. Companies short of labour are competing fiercely for fresh blood, and paying more to attract and retain it.^{V25} Middle-aged employees are much less likely to
45 switch jobs, giving firms little incentive to raise their wages.^{V26K05} According to Kumano Hideo, an economist at Dai-ichi Life Research Institute, nominal wages for college-educated workers in their 20s and 30s were 10-16% higher in 2025 than five years earlier.^{V27} Meanwhile, those in their early 50s suffered a nominal decline of 1.3%. Abe Katsuya, 48, says the large pay rises dished out to the young give him “mixed feelings”.^{V28} He is part of the “Mammoth Club”, a
50 support group for ice-agers who identify with the woolly beasts that endured harsh times.^{V29}

[P07] All this has left the ice-agers with low lifetime earnings (and therefore little in the way of savings). That points to a looming crisis as they reach old age.^{V30} Japan’s pension system ties payouts to lifetime earnings, so decades of suppressed pay will translate into low pensions.^{V31} “Those who happened to come of age in a downturn are likely to carry that handicap for the
55 rest of their lives,” laments Mr Kumano.^{V32K06} Getting them to work longer, as a growing number of old people already do, is one fix but it will not solve everything.^{K07} Ms Kondo warns that many may end up on welfare, which is not designed to support the elderly over extended periods.^{V33} That would be costly; for instance, the state pays welfare recipients’ medical bills in full. And because the generations behind the ice-agers are smaller, fewer workers will have
60 to support more pensioners.

[P08] The woes of the ice-age generation have long had the government’s attention. For decades, authorities have come up with programmes to help them find jobs and nudge reclusive ones to connect with the outside world.^{V34} Yet as the ice-agers grow older they face new problems. Beyond thin pensions and savings, questions loom, for instance, over housing; compared with
65 older Japanese, this cohort is less likely to own homes, and Japan’s rental market is unfriendly towards older tenants. The government is belatedly adjusting: in April, it produced a three-year plan for the ice-agers, spanning measures from asset-building to housing.^{V35} But a lot more serious thinking will be needed.

New words and expressions 生词和短语

按原文出现顺序排列；*为优先练习表达。

V01 · P01 stockroom

/stɒkru:m/ n. 库房；储货间

stock在这里是货物存量，stockroom不是证券交易室。

V02 · P01 modestly

/mɒdɪstli/ adv. 小幅地；有限地

描述增幅，而非说收入以谦虚的态度增长。

V03 · P01 rework*

/ri:'wɜ:k/ v. 重新调整；改造

rework a pay scheme调整薪酬制度，不必然是提高工资。

The firm reworked its pay scheme after the review.

公司在评估后调整了薪酬制度。

V04 · P02 lose out*

/lu:z aʊt/ phr. v. 吃亏；处于不利地位

再次未受益，不表示每一个人都完全失去工作。

V05 · P02 deflation

/di:'fleɪʃən/ n. 通货紧缩；整体物价持续下降

与后文inflation对应；不是企业一次促销打折。

V06 · P02 cohort*

/kəʊhɔ:t/ n. 具有共同经历或时期特征的群体

本文主要按进入劳动力市场的时期划分，不是一个企业部门。

V07 · P02 bulge

/bʌldʒ/ n. 隆起；凸出部分

人口金字塔某年龄层较宽，反映该年龄群体相对庞大。

V08 · P03 starkly*

/stɑ:kli/ adv. 鲜明地；显著地

contrast starkly with强调相邻世代的际遇反差。

V09 · P03 voraciously

/və'reɪʃəsli/ adv. 大量地；贪婪地

从强烈食欲借喻企业旺盛的招人需求，不是企业真的吃人。

V10 · P03 woo*

/wu:/ v. 争取；招揽

woo students以优厚待遇吸引学生，与之后求职者求职无门对照。

V11 · P03 shed*

/ʃed/ v. 摆脱；裁减

shed workers裁员；过去式与过去分词也为shed。

V12 · P03 job opening

/dʒɒb 'əʊpənɪŋ/ n. phr. 职位空缺

openings与applicants分别为职位和求职者，比例不等于失业率。

V13 · P03 to no avail*

/tə nəʊ ə'veɪl/ phr. 徒劳；毫无效果

申请数量多却没有成功；不是说根本没提出申请。

V14 · P03 oversupply

/əʊvə sə'plaɪ/ n. 供给过剩

相对于企业需求的劳动力供给过多，不能只看人口绝对数。

V15 · P04 secure*

/sɪ'kjʊə/ v. 获得；设法取得

secure a job为动词短语；insecure work中的形容词强调调不稳定。

V16 · P04 seniority-based

/si:'niərəti beɪst/ adj. 以资历为依据的

指工资随资历增长的安排，不等于所有员工同龄同薪。

V17 · P04 lay off*

/leɪ ɒf/ phr. v. 裁员；解雇

be laid off是被动；laid不是laid，也不是lie的过去式。

V18 · P04 supplement*

/sʌplɪment/ v. 补充

supplement an income提供额外收入，与完全依靠它养活自己有别。

V19 · P04 recluse

/rɪ'klu:s/ n. 隐居者；深居简出的人

social recluses解释hikikomori的社会隔离状态，不能从一个标签推断每个人的医学诊断。

V20 · P05 acute

/ə'kju:t/ adj. 严重的；急迫的

acute labour shortages说短缺程度高，不是锐角这个义项。

V21 · P05 catch up with*

/kætʃ ʌp wɪð/ phr. v. 追上；赶上

须补明在哪个指标上追上；本段先肯定就业比例，再否定收入。

Sales have caught up with last year's level, but profits have not.

销售额已追上去年的水平，利润却没有。

V22 · P05 stretch

/stretʃ/ n. 一段连续的时间

long stretches in irregular work为长期从事非正式工作，不是身体伸展。

V23 · P05 labour mobility

/leɪbə məʊ'bɪləti/ n. phr. 劳动力流动性

本文指更换工作、到别处谋求待遇的可能性，不只是通勤交通。

V24 · P06 stagnation

/stæg'neɪʃən/ n. 停滞

经济长期增长乏力的概括，不是说三十年每个指标都一成不变。

V25 · P06 retain*

/rɪ'teɪn/ v. 留住；保留

attract吸引人加入，retain让已经加入的人留下。

V26 · P06 incentive*

/ɪn'sentɪv/ n. 动力；激励因素

incentive to do说明促使行动的原因；员工不易离职会削弱留人加薪压力。

V27 · P06 nominal

/nɒmɪnəl/ adj. 名义的；未经物价调整的

不是虚构工资；说的是货币金额与实际购买力的区分。

V28 · P06 dish out

/dɪʃ aʊt/ phr. v. 发放；给予

原义盛出食物，此处非正式地说发放加薪，也可用于批评等抽象对象。

V29 · P06 identify with*

/aɪ'dentɪfaɪ wɪð/ phr. v. 认同；产生共鸣

把猛犸的艰苦经历与自身相联系，不是辨认某种动物。

V30 · P07 looming

/luːmɪŋ/ adj. 逼近的；隐约将至的

带忧虑色彩，不能把looming crisis译成危机已经全面发生。

V31 · P07 translate into*

/trænz'leɪt 'ɪntuː/ phr. v. 转化为；导致

收入差距影响养老金，不涉及把文字译成另一种语言。

A small improvement in efficiency can translate into lower costs.

效率的小幅改善可以转化为成本降低。

V32 · P07 come of age*

/kʌm əv eɪdʒ/ phr. 成年；成熟

happened to come of age强调成年时点的偶然性，不是指退休年龄。

V33 · P07 welfare

/'welfeə/ n. 社会救助；福利

on welfare在本段指依靠救助生活，须与pension养老金分开。

V34 · P08 nudge*

/nʌdʒ/ v. 推动；温和促使

nudge somebody to do是促使行动，不等于强制命令。

V35 · P08 belatedly

/brɪ'leɪtɪdli/ adv. 迟来地；姗姗来迟地

表达作者认为调整来得晚，与最后还需更多思考的评价一致。

Notes on the text 课文注释**1 一份招聘广告怎样引出一代人的困境？****[P01 / P02]**

开头先建立反常处境：老员工服务近二十年，收入却在调整薪酬后下降，新人的招聘价反而更高。great与But说明他并不反对年轻人加薪，而是质疑自己为何被遗漏；P6的mixed feelings再次回应这种复杂感受。

P2把个人故事放进1993—2004年进入职场的群体。ice age借冰冷环境形容难找工作，最后的Mammoth Club继续这个意象。本文的划分依据是入职时期，不宜把它当作在所有国家都通用、出生年份完全一致的Generation X定义。

2 为何难裁旧员工，反而让新人更难进门？**[P03 / P04]**

文章给出的链条是：泡沫破裂使企业减少用人需求，但既有员工难以裁减，于是企业收紧招聘入口。受冲击的就不只是在岗者，而是当时刚毕业、尚未进入制度保护的人。so与instead把这种调整方向说得很清楚。

职位与求职者之比从接近3降到不足1，表示每名求职者对应的空缺变少。假设100名求职者对应80个职位，比值为0.8；不能直接断言最终失业率就是20%，因为还涉及岗位匹配、其他求职者和统计范围。大群体同时入场又加重竞争。

3 追上的是就业比例，留下的是收入差距

[P04 / P05]

regular与irregular是本文的雇佣类别。后者往往不稳定、保障或待遇较弱，却不意味着从事非法或“不正规的坏工作”。文中的freeters、parasite singles是报道转述的社会称呼；后一称呼带贬义，不能拿来解释所有人为什么依赖父母。

P5先承认进入正式就业的比例大体追平，再用But their earnings have not切换指标。假设两组人都已有80%正式就业，一组此前长期做低薪工作、晋升较晚，他们的当期工资与累计收入仍可较低。这个例子说明比例相同不等于工资和职业积累相同。

两种路径都可能留下影响：转正者带着过去的低收入经历，始终正式就业者又遇到高层岗位拥挤。low labour mobility使到别处重来更难，解释为什么经济好转不能自动消除过去的差距。

4 为何缺人时，企业仍未必给所有人同幅加薪？

[P06]

企业要吸引新人，也要留住可能离开的人，因此attract与retain成对出现。文章说中年员工较少换工作，企业面对的流失压力就较小。giving firms little incentive概括这一后果，不是说中年人没有贡献或不值得加薪。

P6把2025年与五年前比较：10%—16%是该五年期间的累计名义变化，并非连续五年每年涨这么多。假设起点工资为100，增长10%后是110；若同期间价格也涨10%，能买到的同一篮子商品数量基本不变。这是区分名义与实际的教学例子，不是对日本这五年物价的额外估算。

原文未说明统计是否跟踪同一批个人，因此不能把两时点年龄组工资比较自动说成每一位受访者五年中的个人加薪记录。

5 从一次不利入场，延伸到终身收入和养老

[P07]

All this把此前的低薪、不稳定和晋升延迟收束为low lifetime earnings。低储蓄来自过去未能积累，低养老金则涉及制度给付与收入经历的联系；两条路径共同压缩晚年可用资源，不能把储蓄账户和养老金当成同一笔钱。

may、likely、would把预测与已经观察到的工资数据分开。延长工作是一种fix，但not solve everything限制它的效果；后面更少的劳动者与更多退休者，又把个人问题推向代际供养。原文说的是风险与机制，不是每个中年人都进入救助体系的确定判决。

日本年金机构区分老龄基础年金与老龄厚生年金：基础年金主要按缴费等期间记录计算；厚生年金中的报酬比例部分则与参保期间的标准报酬及参保时长相关。因此P7是长期低薪影响养老的机制概括，不能理解为全部养老金都仅由一生工资总额决定。

6 问题随着年龄改变，帮助也需要跟着改变

[P08]

have long had ... attention与belatedly并不矛盾：政府早就关注过找工作和社会联系，但当这批人逐渐变老，住房、储蓄与养老金变得更突出，文章认为相应调整来得迟。

Beyond引入收入之外的住房问题；less likely to own homes是群体间概率比较，不能译成“所有人都没有房”。结尾承认已有三年计划，再说还需更多思考，评价是“已采取行动但仍不足”。

Special difficulties 难点辨析

1 that、those和ones分别替代什么？

[P03 / P04 / P05 / P06]

P3 those of the generation中的those替代复数fortunes；P5 that of older cohorts中的that替代单数share。P4 irregular ones的ones替代workers。它们不是都指同一批人，要看前面的被替代名词。P6 those in their early 50s再次指劳动者，接续前一句大学学历工资比较的语境。P5 Those who ...则直接用Those指一类人，再由who限定经历。先补回名词，再理解比较，能减少“就业比例”和“收入”的串线。

The new group's employment rate is similar to that of the older group, but their salaries are lower.

新群体的就业率与老群体相近，但他们的薪水较低。

2 largely、tend not to和likely不是可有可无的小词

[P05 / P07 / P08]

has largely caught up表示大体追上，保留未完全一致的余地；tend not to fully catch up描述通常趋势，而不是禁止或绝不可能。are likely to说可能性较高，并不等于必然。

复述群体报道时可写Many workers face lasting disadvantages，避免无依据地写Every worker will remain poor。准确保留程度，比把一句话背成更强的结论重要。

Background 背景与延伸

1 当期工资、终身收入、储蓄与养老金怎样区分？

[P05 / P06 / P07]

当期工资是某段时间的劳动收入；终身收入把不同年份的收入经历连起来；储蓄还受消费等因素影响；退休养老金则依制度规则给付。它们相互关联，却不能从一个指标直接算出另外三个。

例如甲乙今年工资同为100，若甲前十年每年都比乙少20，即使今年差距消失，过去累计收入仍相差200。未来继续工作可能增加资源，但不会让过去少赚的200自动补回。这是本文“晚一点追上仍留下长期影响”的关键。

2 人口金字塔：先读年龄，再看左右的宽度

[P02]

纵向排列年龄组，左侧为男性、右侧为女性；横轴标的是各年龄性别组占全国总人口的百分比，不是分别以全部男性或全部女性为分母。要看某年龄段合计规模，应把同一行两侧合起来理解。

图中五十岁上下的一层较宽，其下的年轻年龄层整体较窄。这为P2的大群体与P7的后继代际较小提供人口结构背景；它不是就业率图，也不能单从宽度读出某人的工资或养老金。

Key structures 关键句型

K01 · P03 make it hard for somebody to do : 形式宾语托住长动作

Japan's rigid employment system made it hard for firms to shed existing workers, so they cut hiring instead.

日本僵化的雇佣制度使企业很难裁减已有员工，因此它们转而削减招聘。

主干Japan's rigid employment system made it hard，it为形式宾语，hard为宾语补足语；实际被评价为困难的内容在for firms to shed existing workers。for firms点明动作执行者，不能把it解释成某一个员工。

so引出结果they cut hiring，they回指firms；instead强调改为压缩新人入口。拆成“裁旧员工困难→减少招聘”后，句法与机制正好对应。

The narrow entrance made it difficult for the team to move the equipment, so they used another door.

狭窄的入口使团队难以搬入设备，因此他们改用了另一扇门。

K02 · P04 distinguish between A, who ... , and B, who ...

Japan's labour market sharply distinguishes between regular workers, who enjoy strong legal protections and seniority-based pay rises, and irregular ones, who often do similar work for much less money and are the first to be laid off in downturns.

日本劳动力市场严格区分正式员工与非正式员工：前者享有较强的法律保护和按资历增长的薪酬，后者做的工作往往相似，收入却低得多，而且在经济低迷时首先被裁。

先找到distinguishes between regular workers and irregular ones。between的两个并列成分都带补充性who从句，第一个从句结束后才出现and irregular ones，不要把and误接到第一个从句的pay rises。

第二个who从句有两个并列谓语do与are：做相似工作却报酬少，并最先被裁。the first to be laid off中的不定式为被动，表示首先遭遇该动作。

The report distinguishes between permanent staff, who receive annual training, and temporary staff, who often work similar hours but have fewer benefits.

报告区分正式员工和临时员工：前者每年接受培训，后者往往工作时数相近，福利却更少。

K03 · P04 as did ... : 重复的动作省去，助动词提前

The term "freeters"—youngsters drifting between casual jobs—became popular, as did "parasite singles", who lived off their parents well into adulthood.

“飞特族”——辗转于各种零工的年轻人——这一称呼流行起来；“寄生单身族”这一称呼也一样，指已经成年很久却仍靠父母生活的人。

主干The term ... became popular，破折号解释freeters。as did “parasite singles”相当于“parasite singles” also became popular，did替代became popular并置于主语前。

后面的who lived off their parents说被该称呼指向的人，不是说一个词语会靠父母生活。well into adulthood表示成年后很久仍如此，well加强延续程度。

The first expression became common, as did another term borrowed from music.

第一个表达流行起来，另一个从音乐中借来的词也一样。

K04 · P05 But their earnings have not : 省略后仍要跟踪指标

But their earnings have not.

但他们的收入没有追上。

have not后省去caught up, 前一句比较就业比例, 本句换成earnings。意思是Their earnings have not caught up with those of older cohorts, 不是他们没有收入或没有正式工作。

省略可以让对照更有力, 却要求读者同时补回动作和比较对象。汉语可译为“但他们的收入没有追上”, 不能只机械地译“但他们的收入没有”。

The number of customers has recovered, but revenue has not.

顾客人数已经恢复, 营收却没有。

K05 · P06 giving ... : 把整句情况写成结果

Middle-aged employees are much less likely to switch jobs, giving firms little incentive to raise their wages.

中年员工换工作的可能性低得多, 因此企业缺少为他们加薪的动力。

主句Middle-aged employees are much less likely to switch jobs; giving ...为现在分词结构, 概括这件事给企业带来的后果。逻辑上是较低的跳槽可能性削弱加薪动力, 并不是员工主动把某种礼物交给企业。

little incentive与to raise their wages组成名词及后置说明; their回指中年员工。much修饰less likely的比较程度, 不能丢成中年员工绝不会跳槽。

Customers rarely changed suppliers, giving the company little incentive to improve its service.

顾客很少更换供应商, 这使公司缺少改善服务的动力。

K06 · P07 Those who happened to ... are likely to ... : 偶然时点与长期后果

“Those who happened to come of age in a downturn are likely to carry that handicap for the rest of their lives,” laments Mr Kumano.

Kumano先生叹息说: “那些碰巧在经济低迷时期成年的人, 很可能在余生中一直背负这份不利。”

主语是Those who happened to come of age in a downturn, 中心Those指人, who从句说明哪些人。主句谓语are likely to carry; 先跨过从句找到are, 句子就不会误读为多个并列事件。

happened to强调时点并非个人选择; handicap在此为不利条件, 指低迷时期入场留下的劣势, 不是给群体作残障诊断。likely保留预测性质, laments又说明经济学家的惋惜态度。

Those who happened to graduate during the closure are likely to need extra support at the start of their careers.

那些碰巧在停业期间毕业的人, 在职业生涯起步时很可能需要额外支持。

K07 · P07 Getting them to ... is ... : 动名词主语与插入说明

Getting them to work longer, as a growing number of old people already do, is one fix but it will not solve everything.

让他们像越来越多的老年人已在做的那样, 工作得更久, 是一种补救办法, 但无法解决所有问题。

Getting them to work longer整个结构作主语, 中心动作是“使他们工作更久”, 所以主句用单数is。get somebody to do中的to不可漏; them指冰河期一代。

as a growing number of old people already do插入说明, do回指work longer, 主体是老年人本人在延长工作, 而非他们正强迫这群人工作。后面的but限制补救效果, it回指延长工作这一办法。

Getting staff to share information, as some teams already do, is one improvement, but it will not remove every delay.

让员工分享信息, 正如一些团队已经在做的那样, 是一项改进, 但它无法消除所有延误。

Exercises 练习与写作

Listening 听力 (选做)

选做：听录音，抓住开头老员工最直接的不满。

02 What did Torigoe notice in his employer's recruitment advertisements?

Comprehension 理解

按文章作答；将群体、指标和比较期间写清。

03 Which workers does the article call Japan's ice-age generation?

04 Why did employment protection for existing workers worsen conditions for new graduates?

05 What does a job-openings-to-applicants ratio below one indicate?

06 What has largely caught up in P5, and what has not?

07 Why are firms under greater pressure to raise younger workers' pay, according to P6?

08 Does P6 say that young graduates' nominal wages rose by 10–16% in each of five years?

09 Why might later retirement help without solving all the cohort's problems?

Words in use 词汇

用词库填空，每项一次。

词库：to no avail / retain / incentive / translate into / identify with

10 She sent several requests for a reply, but ____.

11 The firm offers training to attract and ____ skilled staff.

12 A clear promotion path gives employees an ____ to develop new skills.

13 Higher sales do not always ____ higher profits.

14 Many readers ____ the character's mixed feelings.

Key structures 句型

按要求展开或改写，保留原句的比较对象与可能性。

15 Use make it difficult for ... to: "Because the gate was narrow, the workers could not easily move the boxes."

16 In P4's sentence beginning Japan's labour market, identify the two groups linked by between ... and.

17 Expand the ellipsis: "The first term became popular, as did the second."

18 Expand But their earnings have not in P5, stating the comparison clearly.

19 Rewrite using so: "Customers rarely left, giving the firm little incentive to improve."

20 Identify the subject and main predicate of P7's sentence beginning Those who happened to come of age.

21 Use the present simple: "Getting people to share information ____ (be) useful, but it does not solve everything."

Summary writing 摘要

用90–110词串起入职冲击、后续收入与晚年风险；保留改善与不足的对照。

22 Write a 90–110-word summary.

Composition 作文（选做）

选做：用100–120词说明如何判断一种就业帮助措施是否真正有效，至少提出两个不同指标。

23 How could a training programme be evaluated beyond the number of people who finish it?

Reference translation 参考译文

P01 50岁的Torigoe Atsushi在东京一家时装公司的库房工作了近二十年。他的收入只小幅增加，而最近，雇主削减奖金并调整薪酬制度后，收入反而下降；他现在每年挣约360万日元（2.26万美元）。随后，他看到公司的招聘广告，给新员工开出的工资比他的更高。他说：“年轻人的薪水更高了，这是好事。”“但为什么不给我也涨一涨呢？”

P02 Torigoe先生属于日本的“就业冰河期”一代：他们在1993年至2004年间进入劳动力市场，当时日本经济泡沫已经破裂，许多企业停止招聘。这一代人往往多年承受工作不稳定、薪酬偏低的处境。如今，他们四五十岁了（因此文中称为X世代），却再次吃亏。日本正在走出持续数十年的通缩，物价上涨，企业也给出了数十年来最大幅度的加薪。但“冰河期”一代没有从中受益。当这批婴儿潮一代的子女——日本人口金字塔上最后一处明显隆起（见图）——逐渐退休时，更糟的情况可能还在后面。

P03 “冰河期”一代的际遇，与紧挨着他们之前的一代形成鲜明对照。在20世纪80年代的泡沫时期，企业大举招人。大学生发现信箱里塞满了录用通知，或者受到急于招揽他们的雇主邀请，享用丰盛餐食。随着泡沫在90年代初破裂，一切都变了。日本僵化的雇佣制度使企业很难裁减已有员工，因此它们转而削减招聘。大学毕业生求职市场的职位空缺数与求职人数之比，从高峰时接近3降至2000年的不足1。1999年、也就是亚洲金融危机后不久毕业的Nagai Toshihisa，放弃了去证券公司工作的希望。他回忆说：“找工作这件事让人觉得简直傻透了。”他们这一代中的许多人发出几十份甚至几百份申请，却一无所获。“冰河期”这一群体规模如此庞大，进一步增加了劳动力供给过剩，也让情况更糟。

P04 许多未能找到正式工作的毕业生，最终从事临时或合同工作。日本劳动力市场严格区分正式员工与非正式员工：前者享有较强的法律保护和按资历增长的薪酬，后者做的工作往往相似，收入却低得多，而且在经济低迷时首先被裁。这类岗位过去往往由家庭主妇担任，用来补充丈夫的收入。东京大学的Kondo Ayako说，后来越来越多需要自食其力的年轻人接下了这些工作。“飞特族”——辗转于各种零工的年轻人——这一称呼流行起来；“寄生单身族”这一称呼也一样，指已经成年很久却仍靠父母生活的人。人们也越来越担忧“蛰居族”，即与社会隔离、深居简出的人。

P05 随着时间推移，加上严重的劳动力短缺，部分损伤得到了弥补。日本综合研究所的Shimoda Yusuke说，“冰河期”一代正式就业的比例已大体追上更早出生的群体。但他们的收入没有追上。那些长期从事非正式工作的人，即使转入正式就业轨道，往往也无法完全追平收入。正式员工面临另一个问题：企业高层职位挤满了泡沫年代入职的人，延缓了后来者的晋升。日本劳动力流动性低，意味着这批运气不佳的人也不容易到别处谋求更高薪酬。

P06 日本经济正在变化。经历三十年停滞之后，随着通胀回归，工资开始上涨，跳槽也变得更加普遍。然而，这些改善主要惠及年轻人。缺人的企业为争夺新鲜血液激烈竞争，并支付更高薪酬来吸引和留住他们。中年员工换工作的可能性低得多，因此企业缺少为他们加薪的动力。第一生命经济研究所的经济学家Kumano Hideo说，2025年，二三十岁、受过大学教育的劳动者的名义工资，比五年前高出10%至16%。与此同时，五十出头的劳动者的名义工资下降了1.3%。48岁的Abe Katsuya说，年轻人获得大幅加薪，让他“心情复杂”。他是“猛犸俱乐部”的成员；这是一个“冰河期”一代的互助团体，成员对那些熬过严酷年代、浑身长毛的巨兽产生了认同。

P07 这一切使“冰河期”一代的终身收入偏低（因此储蓄也很少）。这预示着他们步入老年时，一场危机正在逼近。日本养老金制度将给付与终身收入挂钩，因此几十年的低薪将转化为低养老金。Kumano先生叹息说：“那些碰巧在经济低迷时期成年的人，很可能在余生中一直背负这份不利。”让他们像越来越多的老年人已在做的那样，工作得更久，是一种补救办法，但无法解决所有问题。Kondo女士提醒说，许多人最终可能依靠社会救助生活，而这套制度并不是为长期供养老年人设计的。那样会花费很大；例如，国家全额支付救助对象的医疗费用。而且，由于“冰河期”一代之后的几代

人口更少，将有更少的劳动者供养更多退休者。

P08 “冰河期”一代的困境早已引起政府注意。几十年来，当局提出了各种计划，帮助他们找工作，并促使其其中深居简出的人与外界建立联系。然而，随着这一代人变老，他们面临新的问题。除了微薄的养老金和储蓄，住房等问题也日益逼近；与更年长的日本人相比，这一群体拥有自住房的可能性更低，而日本租赁市场对年长租客并不友好。政府正在迟来地作出调整：4月，它出台了针对“冰河期”一代的三年计划，措施涵盖资产积累到住房。但还需要更深入、更认真的思考。

Reference answers 参考答案与解析

开放题不要求与参考答案逐字一致；先检查信息和意思，再修改表达。

Before you read 读前思考

01 读前思考

It could affect access to stable work, training and promotion, which may influence later earnings and savings.

开放题；说明传导路径即可，不必假设起点决定全部人生。

Listening 听力

02

Newcomers were being offered higher salaries than his.

不是说他反对年轻人收入提高；原话要求也提高自己的工资。

Comprehension 理解

03

Workers who entered the labour market between 1993 and 2004, after the economic bubble burst.

按入职时期定义，不把1993—2004写成出生年份。

04

Firms found it difficult to shed existing staff, so they reduced hiring when demand weakened.

解释需求调整落在招聘入口，而不是反复说就业制度僵硬。

05

There are fewer openings than applicants in the measured market. It does not by itself give the unemployment rate.

分子是职位，分母是求职者；不要把比值直接当百分比失业率。

06

The share in regular employment has largely caught up with that of older cohorts; earnings have not.

同一段比较不同指标，保留largely。

07

They compete to attract and retain young workers, while middle-aged staff are less likely to leave.

这是文章提出的留人激励机制，不是在评价两组人的劳动价值。

08

No. It compares wages in 2025 with wages five years earlier; the increase is over that interval.

名义金额变化也不能直接等同实际购买力变化。

09

Working longer may provide more income, but it does not automatically repair low savings, low pensions, housing difficulties or the pressure of a smaller following generation.

用may保留可能性，说明多条问题路径。

Words in use 词汇

10

to no avail

行动已经发生，却没有产生希望的结果。

11

retain

与attract对应：先吸引，再留住。

12

incentive

an incentive to do，注意名词前的不定冠词。

13

translate into

表示结果转化，利润还受成本等因素影响。

14

identify with

是产生共鸣，而非确认角色身份。

Key structures 句型

15

The narrow gate made it difficult for the workers to move the boxes.

it为形式宾语，真正内容在for ... to之后。

16

Regular workers and irregular workers.

两个who从句分别补充两组人；ones替代workers。

17

The first term became popular, and the second term also became popular.

可接受表达：

- The first term became popular; the second term became popular too.

did替代became popular；不改成第二个词做了什么。

18

But their earnings have not caught up with those of older cohorts.

those代earnings，不能用单数that代复数收入。

19

Customers rarely left, so the firm had little incentive to improve.

可接受表达：

- Customers rarely left, so the firm was given little incentive to improve.

后半句是前面情况产生的结果；little不能删成很多动力。

20

The subject is Those who happened to come of age in a downturn; the main predicate is are likely to carry that handicap for the rest of their lives.

who从句位于主语内部；laments Mr Kumano是引语后的归属说明。

21

is

整个动名词结构作主语，按一项活动用单数is。

Summary writing 摘要

22

Japan's ice-age generation entered work when companies were cutting recruitment after the economic bubble burst. Many spent years in insecure jobs, while others faced slow promotion. Although their rate of regular employment has largely caught up with that of older cohorts, earnings have not. Recent wage growth mainly helps younger workers, whom firms compete to attract and retain. Lower lifetime earnings leave many middle-aged workers with limited savings and weaker retirement prospects. Working longer may help, but housing and support needs remain. The article argues that government assistance must evolve as this large cohort grows older.

示例约100词，须区分正式就业比例与收入，且把养老写成前景与风险而非每个人已发生的结果。

Composition 作文

23

A training programme should be judged by what happens after participants finish it. Completion numbers can show that people stayed in the course, but they do not reveal whether useful work followed. Evaluators could check how many participants found stable jobs and whether their earnings improved over time. They should also ask whether the new jobs offer relevant experience and opportunities for promotion. Comparisons with similar workers would help distinguish the programme's contribution from a general recovery in hiring. No single measure would tell the whole story. A convincing assessment would combine employment, income and job quality, while recognising that lasting benefits may take time to appear.

区分结业人数、就业、收入与工作质量；示例还提出相似群体比较，避免把经济复苏全部归功于培训。