

2023年12月·第2套 英语四级长篇阅读（信息匹配） 第1篇·36-45 题答案与解析

STATEMENTS & ANALYSIS • 信息匹配题和解析

信息匹配题和解析·36-45 题

本页 36-45 题的段落匹配答案与逐句解析由懒笔记基于2023年12月·第2套 英语四级长篇阅读（信息匹配）原卷逐题核对整理。与试卷排版同一卷面：先是 Directions 与 16 段字母标号长文（逐段附中文翻译）；之后 10 句陈述逐句排列，每句英文陈述后紧接本句解析——陈述句中译、信息所在段落、锚点强弱、定位句中英对照、陈述句与原文的同义改写对照与易混相邻段辨析。

真题卷第2套(2023-12) · 四级

Part III Section B

Directions: In this section, you are going to read a passage with ten statements attached to it. Each statement contains information given in one of the paragraphs. Identify the paragraph from which the information is derived. You may choose a paragraph more than once. Each paragraph is marked with a letter. Answer the questions by marking the corresponding letter on **Answer Sheet 2**.

More fathers are taking paternity leave, but mothers are still doing all the work

A) Attitudes towards paternity leave(陪产假) have drastically changed in America in the last five years as more fathers feel comfortable taking extended time off, but gender bias persists when it comes to career prospects and the home, according to a new study of working parents.

一项针对在职父母的新研究显示,在过去五年里,美国人对陪产假的态度发生了巨大变化,越来越多的父亲愿意请较长时间的假期,但在职业前景和家庭方面,性别偏见依然存在。

B) Research by the Boston College Center for Work & Family, which surveyed new parents at four large US companies who were qualified for taking at least six weeks paid parental leave, found that 81% of the 1,240 employees surveyed said the notion of fathers taking leave has become more acceptable.

Boston College工作与家庭研究中心对四家大型美国公司中有资格享受至少六周带薪育儿假的新生儿父母进行了调查,研究发现,在1240名受访员工中,81%的人表示父亲请假的观念已变得更容易被接受。

C) Of those surveyed, 62% of fathers took the maximum amount of time off compared to 93% of mothers, and around three-quarters of workers said their employer was equally supportive of mothers and fathers taking parental leave and over half said leave policies had made workplace culture better. 在受访者中,62%的父亲请了最长时间的假期,而母亲的这一比例为93%;约四分之三的员工表示,雇主对母亲和父亲请育儿假同样支持,超过半数的人表示休假政策改善了职场文化。

D) The US is one of only three countries in the world not to offer statutory(法定的) paid leave, but increasingly states and companies are starting to take up the issue. So far, eight states and the

District of Columbia have their own paid family leave laws.

美国是世界上仅有的三个不提供法定带薪休假的国家之一,但越来越多的州和公司开始关注这一问题。到目前为止,已有八个州和哥伦比亚特区制定了各自的带薪家庭假法律。

- E) Brad Harrington, executive director of the center and lead author of the study, estimates only 20% to 30% of companies in the US offer paid parental leave. He feels the research findings reflect an obvious change in corporate attitudes to new fathers taking time off.

该研究中心执行主任、该研究的主要作者Brad Harrington估计,美国只有20%到30%的公司提供带薪育儿假。他认为研究结果反映了企业对新生儿父亲请假态度的明显转变。

- F) "We did a study on paternity leave five years ago. Compared with those findings, these numbers were shocking to me. I did not expect 80% of people to say the organisation finds dads taking this leave acceptable and three-quarters to say it's equally supportive of women and men taking leave," Harrington said.

Harrington说:"我们五年前做过一项关于陪产假的研究。与那次的调查结果相比,这些数字令我震惊。我没想到80%的人会说组织认为父亲请这种假是可以接受的,四分之三的人会说对女性和男性请假同样支持。"

- G) The previous study found that nearly three-quarters of fathers saw two to four weeks as an appropriate duration for paternity leave and 76% said they would prefer not to take all their time off at once.

之前的研究发现,近四分之三的父亲认为两到四周是陪产假的适当时长,76%的人表示不希望一次性休完所有假期。

- H) Since then, there have been a number of legal cases against companies involving paternity leave—including cases against JPMorgan Chase and Estee Lauder—which have helped put pressure on companies to make their parental leave policies gender neutral.

此后,出现了多起涉及陪产假的针对公司的法律诉讼案件,包括针对JPMorgan Chase和Estee Lauder的案件,这些案件有助于向公司施压,使其育儿假政策在性别上保持中立。

- I) However, the study also shows how traditional gender roles endure both at work, where more women than men reported changes in their perceived career potential, and at home—even among workers who claim to have a strong desire for equality.

然而,该研究也显示了传统性别角色如何在工作中持续存在,报告职业潜力受到影响的女性多于男性,在家庭中也是如此,即使在声称强烈渴望平等的员工中也是这样。

- J) The vast majority of men, 97%, said one of the top reasons to take leave was to share caregiving with their partner. But when they were asked about how caregiving and household tasks were divided, their answers painted a different picture. While about 75% of employees said both genders should give the same amount of care, the majority of men and nearly half of women admitted that in reality the female actually did most of it. A tiny fraction, 2%, of men said they did more of the childcare.

绝大多数男性,即97%的人表示,请假的首要原因之一是与伴侣分担照顾孩子的责任。但当被问及如何分配照顾孩子和家务时,他们的回答呈现出不同的画面。虽然约75%的员工表示两性应该提供同等的照顾,但大多数男性和近一半的女性承认,实际上女性做了大部分工作。只有极少数男性,即2%的人说他们承担了更多的育儿工作。

- K) Men and women's experiences of the return to work following parental leave were also considerably different. Of the women surveyed, 32% reported a downturn in their job satisfaction, while 14% said it increased. In comparison, 17% of men said their job satisfaction went down and 20% said it went up. Meanwhile, more women reported an increase in their responsibilities and manager expectations after childbirth. Half of the women said they used flexible work arrangements after becoming a parent, while just 27% of men did. Similar percentages of men and women said they enjoyed their careers and that it gave them a sense of achievement, while around half of women and 44% of men said it was a key part of their identity.

男性和女性在育儿假后重返工作岗位的经历也有很大不同。在受访女性中,32%的人报告工作满意度下降,而14%的人表示有所提高。相比之下,17%的男性表示工作满意度下降,20%的人表示有所上升。同时,更多女性报告在生育后责任和管理者期望有所增加。一半的女性表示在成为父母后使用了灵活工作安排,而男性中只有27%这样做。相似比例的男性和女性表示他们享受自己的职业,并认为职业给了他们成就感,而约一半的女性和44%的男性表示职业是他们身份认同的重要组成部分。

- L) On the subject of career advancement, 59% of women and 49% of men said leave could be limiting and both genders said they feared it would have an impact on their progress long-term. But on opportunity for promotion, more than double the number of women, 30% compared with 15% of men, believed their chances to be lower after becoming a parent. Despite progress, the struggle for women to reach the highest positions of power is demonstrated in this year's Fortune 500 list, which featured a record 33 female CEOs, but this still represents a tiny fraction of the total.

在职业发展方面,59%的女性和49%的男性表示休假可能会造成限制,两性都表示担心这会对他们的长期发展产生影响。但在晋升机会方面,认为自己在成为父母后机会降低的女性人数是男性的两倍多,为30%比15%。尽管取得了进步,但女性在达到最高权力位置方面的挣扎体现在今年的财富500强榜单中,该榜单创纪录地有33位女性CEO,但这仍只占总数的极小部分。

- M) Harrington said culture change depends on companies putting more focus on men and their responsibilities. "By that I mean companies need to give men paternity leave and encourage men to take time off to be with their kids early on in the kids' life. They also need to recognise that men have to make significant adjustments when they become parents. Companies cannot do all these things to enhance women's advancement and then turn around and say, 'Oh, but we don't expect the men to take over for the women at home.'"

Harrington表示,文化变革取决于公司更加关注男性及其责任。"我的意思是,公司需要给男性陪产假,并鼓励男性在孩子生命早期请假陪伴孩子。他们还需要认识到,男性在成为父母时必须做出重大调整。公司不能一方面做所有这些事情来提升女性的发展,然后转过身来说,'哦,但我们不期望男性在家接替女性的工作。'"

- N) In May, the American Civil Liberties Union (ACLU) and Outten & Golden LLP announced a historic class-action \$5m settlement with JPMorgan Chase on behalf of male employees who claim they were illegally denied access to paid parental leave. Derek Rotondo, 35, filed the discrimination charge against his company after he was allegedly told by his HR department that mothers were considered primary caregivers. Thus, they were allowed to take 16 weeks of paid parental leave. Fathers, however, could take just two weeks.

5月,美国公民自由联盟和Outten & Golden律师事务所代表声称被非法拒绝享受带薪育儿假的男性员工,宣布与JPMorgan Chase达成具有历史意义的500万美元集体诉讼和解。35岁的Derek Rotondo在

向公司提出歧视指控,此前他的人力资源部门据称告诉他,母亲被视为主要照顾者,因此可以享受16周的带薪育儿假,而父亲只能休两周。

- O) The father of two from Columbus, Ohio, who still works at the company as an associate and investigator, said he has witnessed a "domino effect(多米诺效应)" across companies since the settlement, but that there is still substantial progress to be made towards changing attitudes towards paternity leave.

这位来自俄亥俄州哥伦布市的两个孩子的父亲,目前仍在该公司担任助理和调查员,他说自和解以来,他见证了各公司之间的"多米诺效应",但在改变对陪产假的态度方面仍有很大进步空间。

- P) "I do think there's still some way to go...there's still going to be sort of the unstated expectation for new dads to essentially come right back to work, but I think the research is showing that's starting to change." He said equal parental leave is an essential component to creating gender equality in the workplace. "The old standard of women staying home, having babies and cooking doesn't apply and hasn't applied for a long time."

"我确实认为还有一段路要走.....仍然会有对新生儿父亲立即返回工作的不言而喻的期望,但我认为研究表明这种情况正在开始改变。"他说,平等的育儿假是在职场创造性别平等的重要组成部分。"女性待在家里、生孩子和做饭的旧标准已经不适用了,而且已经很长时间不适用了。

陈述句与逐句解析

36. In the absence of Federal legislation, some states in the US have passed laws concerning paid family leave.

在缺乏联邦立法的情况下,美国一些州通过了有关带薪家庭假的法律。

【答案】 D 段(强锚点)

【锚点】 州立法填补联邦空缺

【定位】 The US is one of only three countries in the world not to offer statutory(法定的) paid leave, but increasingly states and companies are starting to take up the issue. So far, eight states and the District of Columbia have their own paid family leave laws.

美国是全球仅有的三个不提供法定带薪假的国家之一,但越来越多的州和公司开始着手处理这个问题。迄今为止,已有八个州加上哥伦比亚特区拥有自己的带薪家庭假法律。

【改写】 In the absence of Federal legislation ↔

one of only three countries in the world not to offer statutory(法定的) paid leave

缺联邦立法即无全国法定假

some states in the US have passed laws concerning paid family leave ↔

eight states and the District of Columbia have their own paid family leave laws

八个州即some states

【辨邻】 H H段是 put pressure on companies to make their parental leave policies gender neutral, 主体是公司政策,没有任何"州通过法律"的陈述,故不是源头段。

legal cases against companies involving paternity leave

37. Most fathers admitted that even during their paternity leave they actually did much less childcare than the mother.

大多数父亲承认,即使在陪产假期间,他们实际承担的育儿工作也比母亲少得多。

【答案】 J 段 (强锚点)

【锚点】 父亲承认照护远少于母亲

【定位】 While about 75% of employees said both genders should give the same amount of care, the majority of men and nearly half of women admitted that in reality the female actually did most of it. A tiny fraction, 2%, of men said they did more of the childcare.

尽管约75%的员工说两性应付出同等照护,但多数男性和近半女性承认,现实中女性实际承担了大部分照护。只有极小一部分、2%的男性说自己承担了更多育儿。

【改写】 Most fathers admitted ↔ **the majority of men**...admitted

多数男性即多数父亲

they actually did much less childcare than the mother ↔

in reality the female actually did most of it

女性做大部分等于父亲做更少

【辨邻】 K K段焦点是 Half of the women said they used flexible work arrangements after becoming a parent, while just 27% of men did, 是另一侧面的数据,没有本句的"父亲承认照护更少"。

more women reported an increase in their responsibilities and manager expectations after childbirth

38. According to one father, equal parental leave is indispensable to achieving gender equality in the workplace.

据一位父亲说,平等的育儿假对于实现职场性别平等是不可或缺的。

【答案】 P 段 (强锚点)

【锚点】 平等育儿假对职场性别平等不可或缺

【定位】 He said equal parental leave is an essential component to creating gender equality in the workplace.

他说,平等的育儿假是在职场创造性别平等的一个必要组成部分。

【改写】 equal parental leave is indispensable ↔ **equal parental leave is an essential component**
indispensable即essential

achieving gender equality in the workplace ↔ **creating gender equality in the workplace**
achieving与creating同指实现平等

【辨邻】 M M段是 culture change depends on companies putting more focus on men and their responsibilities, 说话人与具体主张都不同,没有"平等育儿假是职场平等必要条件"这句话。

companies need to give men paternity leave

39. One survey indicated there is now less objection to paternity leave.

一项调查显示,现在对陪产假的反对意见减少了。

【答案】 **B** 段 (弱锚点)

【锚点】 对陪产假的反对减少

【定位】 Research by the Boston College Center for Work & Family, which surveyed new parents at four large US companies who were qualified for taking at least six weeks paid parental leave, found that 81% of the 1,240 employees surveyed said the notion of fathers taking leave has become more acceptable.

波士顿学院工作与家庭中心的研究调查了四家美国大公司中、有资格享受至少六周带薪育儿假的新晋父母,发现在1240名受访员工中,81%的人表示父亲休假的理念已变得更可接受。

【改写】 One survey indicated ↔

Research by the Boston College Center for Work & Family\\\\.found that
survey即这项research

less objection to paternity leave ↔

the notion of fathers taking leave has become more acceptable
更少反对即更可接受

【辨邻】 **F** 段是 these numbers were shocking to me 的主观反应, 且与第40题的"五年前对比"绑定; 本句无"五年前"也无"惊讶", 应落在B段的客观调查结论。

I did not expect 80% of people to say the organisation finds dads taking this leave acceptable

40. Compared to five years ago, according to one researcher, many more people said their organisation gave the same support to men and women taking parental leave.

据一位研究人员称,与五年前相比,更多的人表示他们的组织对休育儿假的男性和女性给予同样的支持。

【答案】 **F** 段 (强锚点)

【锚点】 与五年前相比对男女支持相同

【定位】 "We did a study on paternity leave five years ago. Compared with those findings, these numbers were shocking to me. I did not expect 80% of people to say the organisation finds dads taking this leave acceptable and three-quarters to say it's equally supportive of women and men taking leave," Harrington said.

"我们五年前做过一项关于陪产假的研究。与那些发现相比, 这些数字让我震惊。我没想到80%的人会说组织认为父亲休这种假是可接受的, 四分之三的人会说它对女性和男性休假给予同等支持, "Harrington说。

【改写】 Compared to five years ago, according to one researcher ↔

We did a study on paternity leave five years ago

研究者即说话的Harrington

gave the same support to men and women taking parental leave ↔

three-quarters to say it's equally supportive of women and men taking leave

same support即equally supportive

【辨邻】 **B** B段是 81% of the 1,240 employees surveyed said the notion of fathers taking leave has become more acceptable, 无时间对比, 本句的"五年前"与"对男女同等支持"只在F段。

81% of the 1,240 employees surveyed

41. One study finds that even workers who claim to desire gender equality stick to traditional gender roles both at work and at home.

一项研究发现,即使是那些声称渴望性别平等的员工,在工作和家庭中也坚持传统的性别角色。

【答案】 **I** 段 (弱锚点)

【锚点】 渴望平等者仍守传统角色 (职场与家庭)

【定位】 However, the study also shows how traditional gender roles endure both at work, where more women than men reported changes in their perceived career potential, and at home—even among workers who claim to have a strong desire for equality.

然而, 这项研究还显示, 传统性别角色如何在职场 (更多女性而非男性报告了对自身职业潜力认知的变化) 和家庭中都持续存在——即便在那些声称强烈渴望平等的员工中也是如此。

【改写】 even workers who claim to desire gender equality ↔

even among workers who claim to have a strong desire for equality

desire gender equality即strong desire for equality

stick to traditional gender roles both at work and at home ↔

traditional gender roles endure both at work and at home

stick to与endure同表持续守旧

【辨邻】 **J** J段是 in reality the female actually did most of it, 只覆盖家庭照护, 本句的"职场"与"声称渴望平等"两个限定它都没有, 故不是源头。

While about 75% of employees said both genders should give the same amount of care

42. The majority of workers surveyed said parental leave policies had improved workplace culture.

大多数接受调查的员工表示,育儿假政策改善了职场文化。

【答案】 **C** 段 (弱锚点)

【锚点】 多数受访者说政策改善了职场文化

【定位】 Of those surveyed, 62% of fathers took the maximum amount of time off compared to 93% of mothers, and around three-quarters of workers said their employer was equally supportive of mothers and fathers taking parental leave and over half said leave policies had made workplace culture better.

在受访者中，62%的父亲休满了最长假期，而母亲为93%；约四分之三的员工说雇主对父母双方育儿假同等支持；超过半数的人说休假政策让职场文化变得更好。

【改写】 The majority of workers surveyed said ↔ **over half said**
过半即多数

parental leave policies had improved workplace culture ↔

leave policies had made workplace culture better
made better即improved

43. In spite of progress, the number of women in top positions of big companies remains extremely small.

尽管取得了进展,但在大公司高层职位中女性的数量仍然极少。

【答案】 L 段 (强锚点)

【锚点】 大公司高位女性仍极少

【定位】 Despite progress, the struggle for women to reach the highest positions of power is demonstrated in this year's Fortune 500 list, which featured a record 33 female CEOs, but this still represents a tiny fraction of the total.

尽管有进步，女性争取最高权力职位的艰难，在今年的财富500强榜单中可见一斑——榜单上有创纪录的33位女性CEO，但这在总数中仍只占极小一部分。

【改写】 In spite of progress ↔ **Despite progress**
in spite of即despite

the number of women in top positions of big companies remains extremely small ↔

this still represents a tiny fraction of the total
极小数量即极小比例

44. According to one estimate, less than one third of companies in the US provide paid parental leave.

据一项估计,美国不到三分之一的公司提供带薪育儿假。

【答案】 E 段 (强锚点)

【锚点】 不到三分之一公司提供带薪假

【定位】 Brad Harrington, executive director of the center and lead author of the study, estimates only 20% to 30% of companies in the US offer paid parental leave.

该中心执行主任、研究主笔Brad Harrington估计，美国只有20%到30%的公司提供带薪育儿假。

【改写】 According to one estimate ↔ **estimates**

estimate动词与名词对应

less than one third of companies in the US provide paid parental leave ↔

only 20% to 30% of companies in the US offer paid parental leave

20%-30%小于三分之一

【辨邻】 **C** C段是 62% of fathers took the maximum amount of time off, 讲的是休假员工比例, 与本句"提供带薪假的公司不到三分之一"不是同一指标。

around three-quarters of workers said their employer was equally supportive

45. A number of lawsuits have pressured companies to formulate gender neutral policies on parental leave.

一些诉讼迫使公司制定关于育儿假的性别中立政策。

【答案】 **H** 段 (强锚点)

【锚点】 多起诉讼迫使公司制定性别中立政策

【定位】 Since then, there have been a number of legal cases against companies involving paternity leave—including cases against JPMorgan Chase and Estee Lauder—which have helped put pressure on companies to make their parental leave policies gender neutral.

自那以后, 出现了一系列针对公司、涉及陪产假的法律案件——包括针对摩根大通和雅诗兰黛的案件——它们帮助向公司施压, 促其将育儿假政策改为性别中立。

【改写】 A number of lawsuits have pressured companies ↔

a number of legal cases against companies\...\put pressure on companies

lawsuits即legal cases、pressured即put pressure on

to formulate gender neutral policies on parental leave ↔

make their parental leave policies gender neutral

formulate即make policies

【辨邻】 **N** N段是 a historic class-action \$5m settlement with JPMorgan Chase 的单一案例细节, 没有 gender neutral 政策这一概括结果, 故不是源头。

Derek Rotondo, 35, filed the discrimination charge against his company

PARAGRAPH MAP • 段落主旨图

16 个段落各讲了什么

逐段一句主旨 + 该段最具区分度的「信息指纹」, 是逐句回扫定位的工作台。

A 总起段：近五年美国对陪产假的态度大变，越来越多父亲愿意休长假，但在职业前景与家务上性别偏见依旧。

信息指纹 态度转变与偏见并存的总纲

B 波士顿学院的调查：1240名员工中81%认为父亲休假比以前更可接受。

信息指纹 81%认为更可接受

C 调查数据：62%父亲休满假、对比93%母亲；约四分之三说雇主对父母双方一视同仁；过半说休假政策改善了职场文化。

信息指纹 过半说政策改善职场文化

D 美国是全球仅有的三个不提供法定带薪假的国家之一，但越来越多州和公司开始立法，已有八个州加哥伦比亚特区立法。

信息指纹 八个州已自行立带薪家庭假法

E 研究主笔Harrington估计美国只有20%到30%的公司提供带薪陪产假；他认为研究反映了企业态度的明显转变。

信息指纹 估计仅20%-30%公司提供带薪假

F Harrington对比五年前旧研究，惊讶于80%的人说组织接受父亲休假、四分之三说对男女一视同仁地支持。

信息指纹 对比五年前的惊讶数字（80%与四分之三）

G 此前那项旧研究发现：近四分之三父亲认为两到四周是合适的陪产假时长，76%表示不愿一次性休完。

信息指纹 旧研究中两到四周的时长偏好

H 此后出现一系列针对公司的陪产假诉讼（含针对摩根大通和雅诗兰黛的案件），迫使公司把假期政策改为性别中立。

信息指纹 诉讼施压催生性别中立政策

I 研究同时显示：即便是声称强烈渴望平等的员工，传统性别角色在职场和家庭中依然根深蒂固。

信息指纹 渴望平等者仍守传统角色

J 97%男性称休假是为分担照护，但实际上多数男性和近半女性承认家务和照护仍主要由女性承担，仅2%男性说自己做得更多。

信息指纹 现实中照护仍由女性主导

K 男女重返职场体验差异大：32%女性工作满意度下降、男性17%；更多女性报告责任与上司期望增加；半数女性用弹性工作安排，男性仅27%。

信息指纹 重返职场的满意度与弹性安排差异

L 在职业晋升上，更多女性担心休假限制晋升；女性认为生育后晋升机会变低的比例是男性两倍多；今年财富500强仅33位女性CEO，占比仍极小。

信息指纹 财富500强女性CEO仅33位

M Harrington说文化变革取决于公司多关注男性及其责任：给男性陪产假、鼓励早期陪孩子，并承认男性当父亲也要做重大调整。

信息指纹 文化变革需公司聚焦男性责任

N 五月，美国公民自由联盟与一家律所宣布与摩根大通达成500万美元历史性集体诉讼和解；Derek Rotondo因HR称母亲为主要照护者、父亲只能休两周而提起歧视指控。

信息指纹 摩根大通500万美元和解案

O 这位来自俄亥俄州的两个孩子的父亲说，和解后他目睹了跨公司的"多米诺效应"，但改变对陪产假的态度仍有很大进步空间。

信息指纹 和解后的多米诺效应

P 这位父亲说仍有路要走，新爸爸面临立刻返工的潜在期待；他说平等的育儿假是创造职场性别平等的必要组成部分；旧的女性持家观早已不适用。

信息指纹 平等育儿假是职场性别平等的必要条件

17 句真题句逐层精讲

下列真题句各有独立的句子解析页——中文翻译、结构树逐层拆解、成分与时态、考点讲解与真题高频词。点击句子进入完整解析。

Research by the Boston College Center for Work & Family, which surveyed new parents at four large US companies who were qualified for taking at least six weeks paid parental leave, found that 81% of the 1,240 employees surveyed said the notion of fathers taking leave has become more acceptable.

B段，第1句

本句结构在四六级和考研真题中高度典型：主句包含定语从句和宾语从句的多层嵌套、定语从句的递进修饰（非限制性套限制性）、宾语从句的连环嵌套（"found that ... said that ..."）、过去分词作后置定语、动名词短语等，都是真题中反复出现的句式。掌握本句的分析方法后，学生可以直接迁移到大量类似的长难句，实战价值很高。

The US is one of only three countries in the world not to offer statutory(法定的) paid leave, but increasingly states and companies are starting to take up the issue.

D段，第1句

并列转折结构在四六级和考研真题中非常常见，"but" 连接两个对比观点是典型的议论文句式。第一个主句中 "one of + 名词复数 + 后置定语" 的结构也是考试高频句型。整体结构具有较强的代表性和复用价值。

Brad Harrington, executive director of the center and lead author of the study, estimates only 20% to 30% of companies in the US offer paid parental leave.

E段，第1句

主句带宾语从句 + 同位语插入是四六级和考研阅读中的常见句式。宾语从句省略 that 也是高频现象。同位语用逗号隔开并对人物身份进行补充说明，这种结构在新闻报道和学术文本中非常典型，掌握后可迁移到大量类似句子。

He feels the research findings reflect an obvious change in corporate attitudes to new fathers taking time off.

E段，第2句

"感知动词 + 省略 that 的宾语从句" 是四六级和考研阅读中的高频句式，宾语从句内部带多层定语修饰也是常见结构。本句结构具有较强的代表性，掌握后可迁移到大量类似句子（如 think、believe、suppose 等动词引出的宾语从句）。是典型的书面语复杂句式。

"We did a study on paternity leave five years ago. Compared with those findings, these numbers were shocking to me. I did not expect 80% of people to say the organisation finds dads taking this leave acceptable and three-quarters to say it's equally supportive of women and men taking leave," Harrington said.

F段，第1句

典型的引语结构搭配从句，以及常见的 "find + 宾语 + 补语" 句型，在阅读理解中非常高频。

The previous study found that nearly three-quarters of fathers saw two to four weeks as an appropriate duration for paternity leave and 76% said they would prefer not to take all their time off at once.

G段，第1句

主句 + 并列宾语从句 + 从句内再嵌套宾语从句的结构，是四六级和考研阅读中高频出现的复杂句式，掌握后可迁移到大量类似长难句，典型性强。

Since then, there have been a number of legal cases against companies involving paternity leave—including cases against JPMorgan Chase and Estee Lauder—which have helped put pressure on companies to make their parental leave policies gender neutral.

H段，第1句

there be 句型、后置定语密集修饰名词、非限制性定语从句补充说明，都是四六级和考研阅读中的高频结构。句子长度和复杂度与真题长难句接近，学习此句的拆解方法可直接迁移到大量同类句式，实用性强。

However, the study also shows how traditional gender roles endure both at work, where more women than men reported changes in their perceived career potential, and at home—even among workers who claim to have a strong desire for equality.

I段，第1句

本句结构高度典型:主句 + 宾语从句 + 嵌套定语从句的组合是四六级和考研阅读的常见句式,"both...and..." 并列、非限制性定语从句的补充说明、限制性定语从句的限定作用都是考试重点。句中还包括比较结构 "more...than..." 和破折号引出的进一步说明,这些都是真题中反复出现的典型模式,掌握后可大量复用。

Meanwhile, more women reported an increase in their responsibilities and manager expectations after childbirth.

K段，第4句

简单句的主谓宾结构加状语是英语中最常见的句式之一，宾语内并列名词短语的用法在新闻和学术文本中频繁出现，具备一定的代表性和复用价值，但因结构过于基础，区分度不高。

Half of the women said they used flexible work arrangements after becoming a parent, while just 27% of men did.

K段，第5句

两个并列主句加宾语从句的结构在四六级和考研阅读中非常常见,while 连接的对比句式也是典型的考点句式。这种结构在真题中反复出现,掌握后可以应用于大量类似句子的分析。

By that I mean companies need to give men paternity leave and encourage men to take time off to be with their kids early on in the kids' life.

M段，第2句

本句成分种类丰富: 包含双宾语结构 give men paternity leave、宾语补足语 to take time off、目的状语 to be with their kids、时间状语 early on in the kids' life，以及方式状语 By that I mean。这些成分涵盖了多种常考类型，特别是双宾语和宾补是易混点，适合作为成分划分练习题。

Companies cannot do all these things to enhance women's advancement and then turn around and say, 'Oh, but we don't expect the men to take over for the women at home.'

M段，第4句

本句结构典型、成分丰富，涵盖并列谓语、目的状语、宾语从句等常考点，且包含 "expect sb to do" 等实用句式。虽然主干识别有一定难度，但嵌套层级简单，时态语态适中，整体适合作为中等偏上难度的句子结构与时态训练材料，优先级较高。

In May, the American Civil Liberties Union (ACLU) and Outten & Golden LLP announced a historic class-action \$5m settlement with JPMorgan Chase on behalf of male employees who claim they were illegally denied access to paid parental leave.

N段，第1句

本句的 "主句 + 定语从句修饰名词 + 宾语从句嵌套" 结构，以及被动语态在从句中的运用，是四六级和考研阅读中的高频句式；新闻报道类长句常采用这种层层修饰的写法，学生掌握后可迁移到大量真题句子，结构代表性强

Derek Rotondo, 35, filed the discrimination charge against his company after he was allegedly told by his HR department that mothers were considered primary caregivers.

N段，第2句

句子成分丰富:主句包含同位语、后置定语、宾语;从句包含被动语态的施事状语、方式状语、宾语从句、宾语补足语。特别是被动语态中的宾语补足语 "primary caregivers" 和介词短语定语 "against his company",是易错点,适合作为划分练习。

Thus, they were allowed to take 16 weeks of paid parental leave.

N段，第3句

被动语态 + 宾语补足语 ("be allowed to do") 是四六级和考研阅读中高频出现的句式，尤其在新闻、政策、学术文本中常见。掌握这一结构后，学习者可以迁移到 "be required to"、"be expected to"、"be encouraged to" 等大量类似表达，具有较强的典型性和复用价值。

Fathers, however, could take just two weeks.

N段，第4句

简单句 + 情态动词 + 插入语转折，是英语表达中的常见组合，具有一定代表性，但不属于四六级或考研中特别高频的复杂句式类型。

Compared to five years ago, according to one researcher, many more people said their organisation gave the same support to men and women taking parental leave.

第40题题干

本句结构高度典型：主句 + 宾语从句（省略that）+ 双宾语结构 + 现在分词短语作定语，这些都是四六级和考研阅读中的高频句式。句首状语提供背景信息的用法也很常见。掌握本句的结构分析方法，可以直接迁移到大量真题句子中。

HIGH-FREQUENCY · 真题高频词

本篇出现的 106 个英语四级真题高频词

下列单词既在本篇真题中出现，又是 **英语四级** 历年真题的高频词（在该考试真题中出现的句子数均不少于 8）。每个词标注本篇 出现次数与该考试真题句频，点击可查看该词的释义、音标、词形与真题例句。

parental

B2

adj. 父母的

本篇13次 · 真题 21 句

gender

B1

n. 性别（社会文化意义上的）

本篇10次 · 真题 71 句

paternity

C1

n. 父亲身份

本篇9次 · 真题 9 句

paid

A2

v. 付款

本篇5次 · 真题 9 句

career

B1

n. 职业

本篇4次 · 真题 119 句

policy

B1

n. 政策

本篇4次 · 真题 61 句

workplace B1

n. 工作场所

本篇4次·真题 48 句

equality B2

n. 平等

本篇4次·真题 11 句

less A1

det. 较少的

本篇3次·真题 224 句

employee A2

n. 雇员, 员工

本篇3次·真题 194 句

accord C1

n. (国家、团体间的) 协议

本篇3次·真题 174 句

claim B1

v. 声称

本篇3次·真题 56 句

majority B2

n. 大多数, 大部分

本篇3次·真题 40 句

would A1

aux. (will 的过去式) 将要, 会

本篇2次·真题 466 句

actually A2

adv. 实际上, 事实上 (用于纠正或补充信息)

本篇2次·真题 148 句

finding B2

n. 调查结果

本篇2次·真题 99 句

case A2

n. 情况

本篇2次·真题 89 句

amount A2

n. 数量

本篇2次·真题 87 句

traditional B1

adj. 传统的

本篇2次·真题 79 句

pressure B1

n. 心理压力

本篇2次·真题 63 句

apply A2

v. 申请

本篇2次·真题 58 句

responsibility B1

n. 责任

本篇2次·真题 55 句

desire B2

n. 愿望

本篇2次·真题 52 句

female A2

adj. 女性的

本篇2次·真题 37 句

expectation B2

n. 期待;预期

本篇2次·真题 34 句

estimate B2

v. 估计

本篇2次·真题 27 句

satisfaction B2

n. 满意

本篇2次·真题 27 句

equal A2

adj. 相等的

本篇2次·真题 23 句

admit B1

v. 承认 (事实、错误等)

本篇2次·真题 20 句

organisation B1

n. 组织;机构

本篇2次·真题 20 句

chase B1

v. 追赶,追逐

本篇2次·真题 11 句

acceptable B1

adj. 可接受的

本篇2次·真题 9 句

advancement B2

n. 进步

本篇2次·真题 8 句

neutral B2

adj. 中立的

本篇2次·真题 8 句

author A2

n. 作者

本篇1次·真题 244 句

researcher B2

n. 研究人员

本篇1次·真题 239 句

effect A2

n. 影响

本篇1次·真题 156 句

better A1

adj. 更好的 (good 的比较级)

本篇1次·真题 139 句

support A2

v. 支持

本篇1次·真题 118 句

focus B1

n. 重点

本篇1次·真题 107 句

impact B2

n. 影响

本篇1次·真题 98 句

opportunity B1

n. 机会

本篇1次·真题 89 句

according B1

prep. 根据

本篇1次·真题 88 句

least A2

det. 最少的

本篇1次·真题 84 句

access B1

n. 进入

本篇1次·真题 83 句

issue B1

n. 问题

本篇1次·真题 83 句

department A2

n. 部门

本篇1次·真题 66 句

involve B1

v. 包含

本篇1次·真题 65 句

potential B2

adj. 潜在的

本篇1次·真题 63 句

power A2

n. 权力

本篇1次·真题 59 句

male A2

adj. 男性的

本篇1次·真题 54 句

struggle B1

v. 奋斗

本篇1次·真题 54 句

increasingly B2

adv. 越来越;日益;不断增加地

本篇1次·真题 53 句

employer B1

n. 雇主

本篇1次·真题 52 句

associate B2

v. 联系

本篇1次·真题 45 句

partner B1

n. 伴侣

本篇1次·真题 44 句

charge B1

v. 收费

本篇1次·真题 42 句

despite B1

prep. 尽管

本篇1次·真题 40 句

reflect B1

v. 反映, 显示

本篇1次·真题 39 句

working A2

adj. 有工作的

本篇1次·真题 39 句

district B1

n. 地区

本篇1次·真题 38 句

reality B1

n. 现实

本篇1次·真题 38 句

enhance B2

v. 提高

本篇1次·真题 37 句

feature B1

n. 特征

本篇1次·真题 37 句

previous B1

adj. 先前的

本篇1次·真题 37 句

significant B2

adj. 重要的

本篇1次·真题 36 句

indicate B2

v. 表明

本篇1次·真题 35 句

extremely B1

adv. 极其

本篇1次·真题 34 句

achievement B1

n. 成就

本篇1次·真题 33 句

household B1

n. 家庭

本篇1次·真题 33 句

oh

A1

intj. 哦（表示惊讶、理解或反应）

本篇1次·真题 31 句

essential

B1

adj. 必不可少的

本篇1次·真题 30 句

executive

B2

n. 主管;经理;管理人员

本篇1次·真题 30 句

represent

B1

v. 代表

本篇1次·真题 28 句

thus

B2

adv. 因此，所以

本篇1次·真题 26 句

announce

B1

v. 宣布

本篇1次·真题 24 句

federal

B2

adj. 联邦（制）的

本篇1次·真题 24 句

legal

B1

adj. 法律的

本篇1次·真题 23 句

flexible

B2

adj. 灵活的

本篇1次·真题 22 句

perceive

B2

v. 理解，领悟（某事的性质或意义）

本篇1次·真题 21 句

vast

B2

adj. 巨大的

本篇1次·真题 20 句

meanwhile

B1

adv. 与此同时

本篇1次·真题 19 句

corporate

B2

adj. 公司的

本篇1次·真题 18 句

identity

B2

n. 身份

本篇1次·真题 18 句

promotion

B2

n. 晋升，升职

本篇1次·真题 18 句

demonstrate

B2

v. 证明

本篇1次·真题 16 句

following B1

adj. 接下来的

本篇1次·真题 16 句

obvious B1

adj. 明显的

本篇1次·真题 16 句

prospect B2

n. 可能性

本篇1次·真题 16 句

absence B1

n. 缺席

本篇1次·真题 15 句

bias B2

n. 偏见

本篇1次·真题 15 句

percentage B1

n. 百分比, 百分率

本篇1次·真题 15 句

witness B2

n. 目击者

本篇1次·真题 13 句

appropriate B2

adj. 合适的

本篇1次·真题 12 句

considerably B2

adv. 相当大地

本篇1次·真题 12 句

union B2

n. 工会

本篇1次·真题 12 句

arrangement B1

n. 安排

本篇1次·真题 11 句

deny B1

v. 否认

本篇1次·真题 11 句

discrimination C1

n. 歧视

本篇1次·真题 11 句

fortune B2

n. 财富

本篇1次·真题 11 句

qualified B2

adj. 有资格的

本篇1次·真题 11 句

component B2

n. 组成部分

本篇1次·真题 10 句

concerning

B2

prep. 关于

本篇1次 · 真题 10 句

essentially

B2

adv. 本质上

本篇1次 · 真题 10 句

file

A2

n. 文件

本篇1次 · 真题 9 句

adjustment

B2

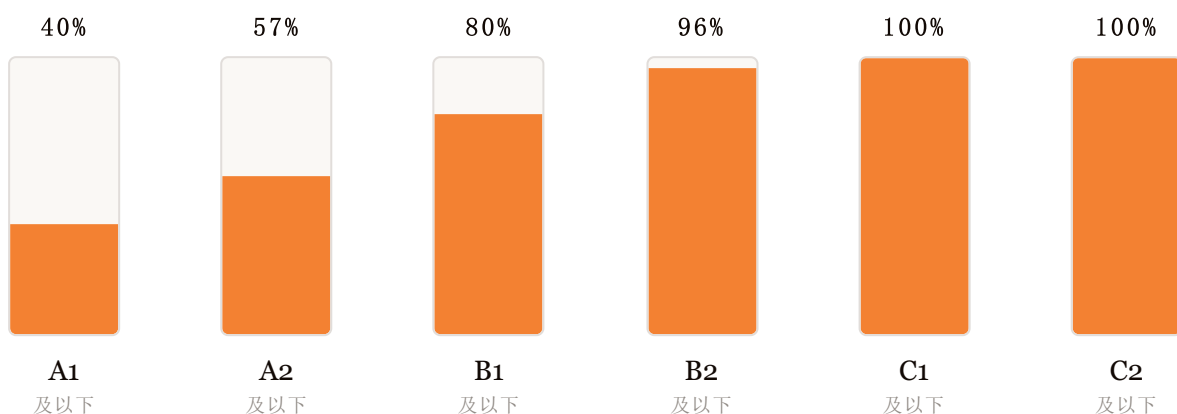
n. 调整

本篇1次 · 真题 8 句

VOCABULARY · 词汇难度分布

全文 315 词按 CEFR 难度累积覆盖

全文去重后共 **315** 个单词，按欧框 CEFR 等级统计。每根柱表示「该等级及以下」的累积占比（CDF），最右一柱为 100%。B2 以上（C1/C2）为高阶词，本篇共 14 个 · 约 4%。



每柱为「按 CEFR 等级及以下」的累积覆盖率（CDF）· 数据为全文去重词 315 个 · 末柱为 100%

去重总词数

315

B2 以上难词

4%

B1 及以下覆盖

80%

英语四级 2023年12月·第2套 · 全卷构成

Part I	写作	题目解析 →
Part II	听力	题目解析 →
Part III Section A	完形填空（选词填空）	题目解析 →
Part III Section B	长篇阅读（信息匹配）	本题
Part III Section C (1)	阅读理解（四选一）	题目解析 →
Part III Section C (2)	阅读理解（四选一）	题目解析 →
Part IV	汉译英（段落翻译）	题目解析 →