

## Lesson 95

1 TOPIC QUESTION  
今日のトピック

## Are you in favor of a work share system?

ワークシェアに賛成ですか？

2 ARTICLE  
記事

Directions: Read the following article aloud.

課題：以下の記事をはっきりとした声で音読しましょう。



## Work share VS. Layoffs

As an alternative to a layoff, with its accompanying negative emotions and workplace disruptions, the concept of “work share” is gaining popularity. In particular, Germany’s positive results in creating a work share program are generating more interest in this approach to managing workforce needs in challenging financial times.

While the US recently struggled with increasing unemployment rates, Germany was able to slow its unemployment rate, mainly through its work sharing system. In a standard example, an organization would lower 50 employees’ hours by 20%, rather than laying off 10 employees. In such an arrangement, an employee would see a loss of 4% of his / her salary. In essence, instead of having the organization experience the panic, anxiety, and paranoia related to a layoff, the employer can “spread a small amount pain” among all. In an extra step to mitigate the pain, Germany’s government also gives employees a tax credit to make up for the loss of pay. Such a structure can balance the stress employees may feel during a financial downturn.

## Lesson 95

## 3 VOCABULARY

語い

Directions: First repeat after your tutor and then read aloud by yourself.

課題: 先生の後に続いてくり返した後、今度はひとりで発音してみましょう。

**disruption** 混乱

**mitigate** 軽減する

**paranoia** パラノイア、妄想症

**essence** 本質

**anxiety** 不安

**financial** 金融の

## 4 Questions

質問

Directions: Read the questions aloud and answer them.

課題: 質問を声に出して読んだ後、答えてみましょう。

1. What is the purpose of the work share system?
2. How does a standard work share system work?
3. Are you in favor of work share system?  
Explain your answer.
4. Is the work share system popular in your country?