

Why you should know how much your coworkers get paid by David Burkus

VOCABULARY:

1. Put the following words into appropriate category:

- pay tiers
- payroll
- overpaid
- pay scales
- gender wage gap
- negotiate for raise
- earnings
- underpaid
- paid at the market rate
- pay rate
- compensation
- remuneration
- get paid
- discriminate against
- to be paid unfairly

Synonyms of "salary"	Expression to talk about how much somebody is paid	Synonyms of pay levels	Other expressions connected with paying employees
earnings compensation remuneration	underpaid overpaid paid at the market rate to be paid unfairly gender wage gap	pay scales pay tiers pay rate	discriminate against negotiate for raise payroll

2. Fill in the gaps below with words from the table above.

- a) I believe that the **gender wage gap** was recently been closing in my country.
- b) Migrant workers was **discriminated against** many years ago but now they get similar salaries as nationals.
- c) I wouldn't like to share my salary with co-workers because I'm **overpaid** and they might be jealous because of this.
- d) **Pay tiers** is being an imperfect system as the spread within one level may be very high.
- e) Most people haven't known how to **negotiate for raise** with their employers.
- f) The average **earnings** are going up for years now in my country.
- g) Most people believe they are **underpaid** but in reality they are not.
- h) It was a normal situation that some people is **paid unfairly** because this is the way the free market works.

3. Some sentences above have a **grammar error**. Find and fix them.

- | | |
|-----------------------|-----------------------|
| a) has recently been | e) don't know |
| b) were discriminated | f) have been going up |
| c) OK | g) OK |
| d) is | h) are |

4. In pairs, discuss whether you agree or disagree with the sentences from ex. 2

Why you should know how much your coworkers get paid by David Burkus

5. Look at the idioms below and example sentences, then create a definition for each of them:

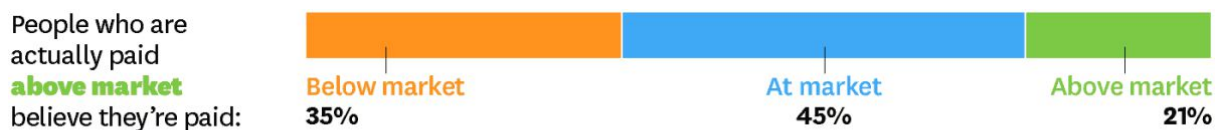
Idiom	Definition	Example sentence
all hell breaks loose	used for saying that something happens that makes people angry or upset, and they start fighting or arguing	All hell will break loose when my boss hears about that mistake we've made.
not sit well with sb	if something that someone does or says does not sit well with you, you do not agree with it or do not like it	Her remarks at dinner didn't sit well with some of the guests.
one-size-fits-all	a one-size-fits-all system or solution is considered to be suitable for a wide range of situations or problems	If we are to ensure that our education system can deliver for all, there needs to be a broader departure from a one-size-fits-all approach.

VIDEO & DISCUSSION:

6. Watch the video and discuss the following questions:

- Would you share how much you get paid with your colleagues or neighbours?
- How much do you think person next to you gets paid?
- How much do you think the person sitting next to you in the office gets paid? Can you discuss it in your company? Why yes/no?
- What would happen if we had total pay transparency?
- Who do you think benefits most from pay secrecy? Why?
- Do you think that you are paid a) below market, b) at market, c) above market?

Check the graph below to see how accurately employees from the USA answered this question.



SOURCE Payscale

© HBR.ORG