



**Why you should
know how much
your co-workers
get paid**



**Let's learn some
vocabulary**

Put the words and phrases into the appropriate category.

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

Synonyms for 'salary'	Expressions to talk about how much somebody is paid	Synonyms for 'pay levels'	Other expressions connected with paying employees

Let's check the answers.

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

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

Complete the gaps with the words in the box. Ignore any grammar issues for now. [part 1/2]

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

- A. I believe that the was recently been closing in my country.
- B. Migrant workers was 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 and they might feel jealous about this.
- D. is being an imperfect system as the spread within one level may be very high.

Complete the gaps with the words in the box. Ignore any grammar issues for now. [part 2/2]

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

- E. Most people haven't known how to with their employers.
- F. The average are going up for years in my country.
- G. Most people believe they are..... but in reality they are not.
- H. It is normal that some people is because this is the way the free market works.

Let's check the answers.

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

- 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 feel jealous about 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 a raise** with their employers.
- F. The average **earnings** are going up for years in my country.
- G. Most people believe they are **underpaid** but in reality they are not.
- H. It is normal that some people is **paid unfairly** because this is the way the free market works.

Some sentences below have grammar errors. Find and fix them.

- 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 feel jealous about 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 a raise with their employers.
- F. The average earnings are going up for years in my country.
- G. Most people believe they are underpaid but in reality they are not.
- H. It is normal that some people is paid unfairly because this is the way the free market works.

Let's check your answers.

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



Let's discuss!



Discuss whether you agree or disagree with the sentences. [part 1/2]

- I believe that the gender wage gap has recently been closing in my country.
- Migrant workers were discriminated against many years ago but now they get similar salaries as nationals.
- I wouldn't like to share my salary with co-workers because I'm overpaid and they might feel jealous about this.
- Pay tiers is an imperfect system as the spread within one level may be very high.



Discuss whether you agree or disagree with the sentences. [part 2/2]

- Most people don't know how to negotiate for a raise with their employers.
- The average earnings have been going up for years in my country.
- Most people believe they are underpaid but in reality they are not.
- It is normal that some people are paid unfairly because this is the way the free market works.



Let's learn some idioms!

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

IDIOM	DEFINITION	EXAMPLE SENTENCE
all hell breaks loose	...	All hell will break loose when my boss hears about that mistake we've made.
not sit well with someone	...	Her remarks at dinner didn't sit well with some of the guests.
one-size-fits-all	...	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.

Let's check the answers.

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 someone	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.



In a moment, you'll watch a TED Talk by David Burkus titled:

Why you should know how much your coworkers get paid

Try to predict what reasons he will give.

Watch the video and check your ideas.

ESL
BRAINS



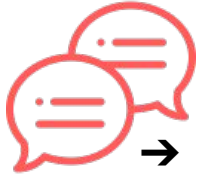


Let's discuss!



Discuss the questions. [part 1/2]

- Would you share how much you get paid with your colleagues or neighbours?
- How much do you think the person sitting next to you in the office gets paid? Can you discuss it in your company? Why/ Why not?
- What would happen if we had total pay transparency?
- Who do you think benefits most from pay secrecy? Why?



Discuss these questions. [part 2/2]

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.

People who are
actually paid
above market
believe they're paid:



People who are
actually paid
at market
believe they're paid:



People who are
actually paid
below market
believe they're paid:



SOURCE PAYSACLE

© HBR.ORG

Thanks!