

Vocabulary: work 词汇: 工作

It's a **touchy** subject. Talking socially about money can make people feel **uncomfortable**. But at work, have a conversation about how much people earn, and things can not only get **awkward**, but, in some cases, it can get you **sacked**.

According to a survey by the Trades Union Congress, 1 in 5 workers "have been told they can't talk about their pay at work". This, concludes the TUC, indicates how common **pay secrecy** or '**gagging**' clauses are in **employment contracts**. 'Pay secrecy clauses are a get out of jail free card for bad bosses,' said TUC general secretary Frances O'Grady. 'They stop workers from challenging unfair pay, allow **top executives** to hoard profits and encourage **discrimination**. More openness about **wages** is essential to building fairer workplaces.'

So, should we talk about how much we earn? It's not so simple. Even without the **contractual obligations**, people may still be **reluctant**. "I personally have found it's better not looking and not knowing," Tracy Jordan, an HR professional, told the BBC. "Even if you feel you are paid a fair wage, there will always be someone that you perceive is doing a lesser job and is earning more. Rather than feeling perpetually **dissatisfied**, I think **ignorance** can **be bliss**."

Money is tied up with complex emotions, Brianna McGurran, a money expert at the **personal finance** blog NerdWallet, told the New York Times. It involves emotions like shame, success and **fear of failure**. It also influences how people view you. People's money is tied to their **self-worth**. As a result, culturally, it can be bit of a taboo.

But all that may change. First of all, pay secrecy clauses are **unenforceable** in the UK due to the UK Equality Act 2010. An employee must always be able to find out if they are being discriminated against in terms of pay. In addition, The European Union is considering new legislation on pay transparency in order to reduce gender **pay**, earnings and pension **gaps**. So, for better or worse it may be something we all have to get used to. Over time, talking about our **salaries** may become just another matter for small talk.

词汇表

touchy	敏感的，需要小心对待的
uncomfortable	令人不自在的
awkward	尴尬的
sacked	被解雇
pay secrecy	薪资保密
gagging clause	封口条款
employment contract	雇佣合同
top executives	高层管理团队
discrimination	歧视
wage	工资，工钱
contractual obligation	合同义务
reluctant	不情愿的
dissatisfied	不满意的
ignorance is bliss	无知即是福
personal finance	个人财物
fear of failure	害怕失败
self-worth	自我价值
unenforceable	不能强制执行的
pay gap	薪酬差距
salary	薪水，工资

测验与练习

1. 阅读课文并回答问题。

1. What percentage of workers has been told not to talk about pay at work?
2. Why is pay secrecy bad for workers, according to the TUC?
3. Why does Tracy Jordan think 'ignorance is bliss'?
4. Why can money be a bit of a taboo, culturally speaking?
5. What is the European Union considering?

2. 选择意思恰当的单词或词组来完成下列句子。

1. Sue just broke up with her boyfriend, so she's a little _____ today.

touchy	sacked	dissatisfied	self-worth
--------	--------	--------------	------------

2. The judge said both parties had to sign a _____ forbidding them to speak to the media.

pay secrecy	gagging clause	contractual obligation	pay gap
-------------	----------------	------------------------	---------

3. You can't pay them different wages for the same job. That's _____.

awkward	discrimination	reluctant	shame
---------	----------------	-----------	-------

4. My dad says it's the _____ that stops people even trying in the first place.

shame	success	self-worth	fear of failure
-------	---------	------------	-----------------

5. He comes across as a bit _____, but he's just shy and he has a very warm heart.

touchy	awkward	dissatisfied	shame
--------	---------	--------------	-------

答案

1. 阅读课文并回答问题。

1. What percentage of workers has been told not to talk about pay at work?

20% (1 in 5 workers "have been told they can't talk about their pay at work".)

2. Why is pay secrecy bad for workers according to the TUC?

It stops workers from challenging unfair pay and allows top executives to hoard profits and encourage discrimination.

3. Why does Tracy Jordan think 'it's better not knowing'?

Because even if you're paid a fair wage, there will always be someone that you perceive is doing a lesser job and is earning more.

4. Why can money be a bit of a taboo, culturally speaking?

It is connected to complex emotions and people's self-worth.

5. What is the European Union considering?

It is considering new legislation on pay transparency.

2. 选择意思恰当的单词或词组来完成下列句子。

1. Sue just broke up with her boyfriend, so she's a little **touchy** today.

2. The judge said both parties had to sign a **gagging clause** forbidding them to speak to the media.

3. You can't pay them different wages for the same job. That's **discrimination**.

4. My dad says it's the **fear of failure** that stops people even trying in the first place.

5. He comes across as a bit **awkward**, but he's just shy and he has a very warm heart.