# Work

VOCABULARY PRACTICE

ADVANCED | C1

**Name:** _____ **Date:** _____

## 1 Match each labour-market concept with its meaning.

| | | |
|---|---|---|
| 1 labour-market precarity | ____ | a influence employees have over workplace decisions |
| 2 underemployment | ____ | b openness about how pay is determined and distributed |
| 3 occupational mobility | ____ | c movement between occupations or career levels |
| 4 collective bargaining | ____ | d work that underuses a person's time or qualifications |
| 5 pay transparency | ____ | e insecure and unpredictable employment conditions |
| 6 algorithmic management | ____ | f negotiation between employers and organised workers |
| 7 psychosocial risk | ____ | g harm linked to stress, control, workload or workplace relations |
| 8 skills mismatch | ____ | h increasing reliance on temporary or insecure labour |
| 9 employee voice | ____ | i gap between workers' abilities and the demands of available roles |
| 10 workforce casualisation | ____ | j use of automated systems to allocate, monitor or evaluate work |

## 2 Complete the labour-policy collocations.

**bargaining | casualisation | management | mismatch | mobility | risk | transparency | voice**

**1** protect collective _____

**2** reverse workforce _____

**3** regulate algorithmic _____

**4** address a persistent skills _____

**5** facilitate occupational _____

**6** mitigate psychosocial _____

**7** ensure pay _____

**8** strengthen employee _____

## 3 Choose the concept that best captures the distinction.

**1** Insufficient hours or work below a person's qualification level: *underemployment / unemployment*.

**2** Negotiation over conditions by organised workers: *collective bargaining / employee consultation*.

**3** Automated allocation and evaluation of tasks: *algorithmic management / digital training*.

**4** Openness about salary structures and decisions: *pay transparency / payroll administration*.

**5** The ability to influence decisions at work: *employee voice / staff communication*.

**6** A harmful gap between capabilities and available roles: *skills mismatch / professional development*.

**7** Growth in temporary or insecure employment: *workforce casualisation / labour mobility*.

**8** Stress-related harm created by how work is designed: *psychosocial risk / occupational mobility*.

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## 4 Complete the labour-market analysis with terms from the box.

**algorithmic management | collective bargaining | employee voice | labour-market precarity | occupational mobility | pay transparency | psychosocial risk | skills mismatch | underemployment | workforce casualisation**

The report links rising **1** _____ to wider **2** _____: workers face unstable hours, short contracts and weak income security. At the same time, **3** _____ persists when qualified people can obtain only limited or lower-level work. Better training alone will not solve every **4** _____; institutions must also support **5** _____ into new roles. Where platforms rely on **6** _____, decisions about tasks and ratings need explanation and appeal. Stronger **7** _____ and meaningful **8** _____ can rebalance workplace power. **9** _____ may expose unjustified inequalities, while attention to **10** _____ is essential when workload and low control threaten well-being.

## 5 Read the text and answer the questions concisely.

**Who benefits from flexibility?**
Flexibility is often presented as a shared benefit, yet its meaning depends on who controls it. An employee may value choosing when and where to work, whereas an employer may value the ability to vary staffing at short notice. The same policy can therefore increase autonomy for one group and transfer risk to another. Digital monitoring may improve coordination, but excessive surveillance can narrow discretion and intensify work. Evaluating job quality requires attention not only to productivity but also to security, predictability, voice, fair reward and the distribution of risk.

**1** Why does flexibility not have one fixed meaning? _____

**2** What form of flexibility may an employee value? _____

**3** What form may an employer value? _____

**4** How can one policy affect different groups differently? _____

**5** What benefit and risk of digital monitoring are named? _____

**6** Which five criteria beyond productivity indicate job quality? _____

## 6 Paraphrase using the expression in capitals.

**1** Workers jointly negotiated pay and conditions. **BARGAINING** _____

**2** The system automatically assigned and rated tasks. **ALGORITHMIC** _____

**3** Qualified staff could obtain only low-level work. **UNDEREMPLOYED** _____

**4** Employees gained more influence over decisions. **VOICE** _____

## OVER TO YOU

Write a **160-190 word** critical response: How should organisations balance flexibility, efficiency, security and worker autonomy? Develop a qualified position.

[ ] Use at least ten target terms or collocations. [ ] Identify competing interests. [ ] Address power, technology and job quality.

# ANSWER KEY

## 1 Labour-market concepts

1 **e** 2 **d** 3 **c** 4 **f** 5 **b** 6 **j** 7 **g** 8 **i** 9 **a** 10 **h**

## 2 Labour-policy collocations

1 **bargaining** 2 **casualisation** 3 **management** 4 **mismatch** 5 **mobility** 6 **risk** 7 **transparency** 8 **voice**

## 3 Conceptual distinctions

1 **underemployment** 2 **collective bargaining** 3 **algorithmic management** 4 **pay transparency**
5 **employee voice** 6 **skills mismatch** 7 **workforce casualisation** 8 **psychosocial risk**

## 4 Labour-market analysis

1 **workforce casualisation** 2 **labour-market precarity** 3 **underemployment** 4 **skills mismatch** 5 **occupational mobility**
6 **algorithmic management** 7 **collective bargaining** 8 **employee voice** 9 **pay transparency** 10 **psychosocial risk**

## 5 Reading - suggested answers

1 Its effects depend on who controls it. 2 Choosing when and where to work. 3 Varying staffing at short notice.
4 It can increase one group's autonomy while transferring risk to another. 5 Better coordination; reduced discretion and intensified work. 6 Security, predictability, voice, fair reward and risk distribution.

## 6 Paraphrasing - possible answers

1 Pay and conditions were set through **collective bargaining**. 2 The organisation used **algorithmic management**. 3 Qualified staff were **underemployed**. 4 Employees gained a stronger **voice**.

**Over to you:** Answers will vary. Check conceptual precision, competing interests, evidence and attention to power.