

Unit 18. NEW FORMS OF EMPLOYMENT

LEAD-IN

Task 1. Work in pairs. Discuss advantages and disadvantages of the following work environments. Which one would you personally prefer?

- open-plan office with individual workstations
- office overlooking warehouse or factory
- office/studio outside the city
- individual office in a high-rise office block
- room converted into an office for working from home

VOCABULARY

Task 2. Put the events in Mark's career in chronological order. Discuss job-related vocabulary in italics.

- Before graduating, Mark *applied for* jobs in twenty countries.
- Mark *was offered a position* as a management trainee.
- He *attended a second interview* conducted by a panel of managers.
- He found a new job but *was dismissed* after arguing with his boss.
- Two years later he *was appointed* Logistics Manager.
- He *was short-listed* for a second interview at Wilson Brothers.
- While he *was unemployed* Mark studied for a master's degree.
- When Wilson's got into difficulties, Mark *was made redundant*.
- In his early fifties he *took a sabbatical* to write a book.
- He *retired from business* and now lives in the south of France.
- Thanks to his enhanced CV, Mark *was hired* by a firm of consultants.
- The book was a best-seller, and Mark *resigned from* the firm.

Task 3. Correct the sentences from a biography. The words in italics have been mixed up.

1. Lisa's resume was impressive; she was *dismissed* without even attending a first interview.
2. At the second interview Lisa did so well that she was *made redundant* on the spot.
3. A few years later she wrote her first novel while she was *unemployed*; it sold only 400 copies.
4. Lisa was a journalist who preferred to work at night; after arriving four hours late for a meeting she was *hired*.
5. When the editor in the next job refused to publish the article she had written, Lisa immediately offered to *retire* but the editor refused to let her.
6. However, when the newspaper was taken over by a large competitor, Lisa was *short-listed*.
7. After difficult times while she was *on sabbatical*, she was finally able to live in comfort when her sixth novel became a best-seller.
8. She was 74 when she finally decided to *resign* from writing novels.

Task 4. Fill the gaps with the given words. Use a dictionary, if necessary.

multiparty, technological, umbrella term, shifts, temporary, conditions, self-employment, integrated

'Non-standard forms of employment' is an (1)_____for different employment arrangements that deviate from standard employment. They include (2)_____employment; part-time and on-call work; temporary agency work and other (3) employment relationships; as well as disguised employment and dependent (4) _____. Non-standard employment features prominently in crowdwork and the gig economy.

The increase in non-standard forms of employment in the past few decades has been driven by a variety of forces, including demographic (5) _____, labour market regulations, macroeconomic fluctuations, and technological changes. In some instances, non-standard forms of employment accommodated such changes and allowed more workers

to get (6)_____into the labour market, in others, they posed challenges for working (7)_____and for performance of companies, as well as for the overall performance of labour markets, economies and societies. While digital labour platforms are a product of (8)_____ advances, work on these platforms resembles many long-standing work arrangements, merely with a digital tool service as an intermediary.

Task 5. Translate the sentences into English.

1. Мой друг сходил на второе собеседование и был принят на работу.
2. Если тебя не устраивает график работы, нужно уволиться и найти другую работу.
3. Благодаря своим достижениям Алекс был назначен исполнителем директором.
4. Компания столкнулась с некоторыми сложностями, и руководству пришлось сократить несколько сотрудников.
5. Пока я учусь, мне подходит временная работа на летних каникулах.
6. После окончания университета я буду работать на себя.
7. Экономика свободного заработка способствует развитию нестандартных форм занятости.
8. Многие из новых форм занятости связаны с технологическим прогрессом.

READING

Task 6. Read the article and complete the statements with no more than three words.

1. Zero-hours contracts caused much_____.
2. _____,_____and_____characterize new forms of working.
3. Employee and job sharing result in_____employment.
4. _____ is a form of employment when a professional works part-time to solve some particular problem using different opportunities.
5. In crowd employment the tasks are done by and .

New Forms of Employment¹

Social and economic changes in Europe have given rise to new forms of employment, many very different from traditional ‘work’. The huge increase in the use of zero-hours contracts for workers in the UK and some other parts of Europe has rightly attracted a lot of attention – and criticism. There are said to be almost 250,000 in the UK in this type of employment alone. But there are plenty of other new forms of working that have emerged in the last 15 years. Some appear to offer some flexibility and security; others some precarity. Some of these new forms of working have the potential to transform traditional relationships between employers and employees. Also, work no longer is done at a permanent place (office or factory). It can involve an intermittent visit to the internet café to perform some task for another person over a few hours or sitting at one’s laptop or tablet at home running a small business.

Here are the new — and widely differing — forms of employment:

Employee sharing, where an individual worker is jointly hired by employers in different companies, resulting in permanent full-time employment;

Job sharing, where an employer hires a group of workers to jointly fill a specific job, combining several part-time jobs into the equivalent of a full-time position;

Interim management, where experts are hired temporarily to conduct a specific project or solve a specific problem, integrating external management capacities within the organisation;

Casual work, where an employer is not obliged to provide regular work to the employee, but has the flexibility of calling them in on demand;

ICT-based mobile work, where workers do not exclusively work at the premises of the employer or client, but from any place at any time, supported by new technologies;

Voucher-based work, where the employer-employee relationship is not based on an employment or civil law contract, but on a voucher

¹New Forms of Employment Offer Both Benefits and Risks. URL : <https://www.socialeurope.eu/new-forms-of-employment-offer-both-benefits-and-risks>

that the employer buys from an authorised organisation and hands over to the worker; this covers remuneration and social security contributions;

Portfolio work, where self-employed individuals work for a large number of clients and carry out small jobs for each of them;

Crowd employment, where a virtual platform matches employers and workers, often linked to larger tasks broken down into small jobs with a division of labour among a ‘virtual cloud’ of workers;

Collaborative employment, where freelancers, self-employed people or micro enterprises cooperate to overcome the limitations of their small size and professional isolation.

Task 7. Answer the questions.

1. What processes gave rise to new forms of employment in Europe?
2. What is a ‘zero-hours contract’?
3. Where are employees supposed to work in new forms of employment?
4. What is the difference between ‘employee sharing’ and ‘job sharing’?
5. What forms of employment are connected with information technologies?
6. In what jobs can the mentioned forms of employment be observed?
7. Which form of employment is currently popular in the field you study?
8. If you were to choose, what form of employment would you consider in your future career?

GRAMMAR

Study the information.

Conditional Sentences (Type III, Mixed Type) **(Условные предложения III и смешанного типа)**

Условные предложения III типа в английском языке описывают события прошедшего времени, которые могли бы прои-

зойти, но не произошли. Обратите внимание, что на русский язык данные предложения переводятся в сослагательном наклонении, с частицей *бы*.

Способ образования

If ... Past Perfect ..., ... would have + причастие прошедшего времени...

или

... would have + причастие прошедшего времени ... if ... Past Perfect ...

If you had invited them, they would have come. Если бы ты пригласил их, они бы пришли.

(Но ты их не пригласил, и поэтому они не пришли.)

If you had worked harder, you would have passed the exam. Если бы ты больше занимался, ты бы сдал экзамен. (Но ты не занимался, и поэтому не сдал экзамен.)

If I had won that award, my life would have changed. Если бы я выиграл эту награду, моя жизнь бы изменилась.

If she had studied science, she would have found a better job. Если бы она изучала науку, она бы нашла лучшую работу.

Использование модальных глаголов в предложении-результате

Вместо *would have* могут использоваться глаголы *could have, might have, should have*, и др.

If he had known, he could have helped you. Если бы он знал, он бы мог тебе помочь.

You might have finished the assignment on time, if you had planned more carefully. Ты, возможно, выполнил бы задание вовремя, если бы ты спланировал все более внимательно.

If you hadn't prepared, you should have told the professor. Если бы ты не подготовился, то ты должен был бы сказать об этом профессору.

Предложения с wish

Wish + Past Simple (пожелание на будущее)	I wish they came today. Приехали бы они сегодня. (Я хочу, чтобы они приехали)
Wish + Past Perfect (сожаление о прошлом)	I wish I had not said it. Жаль, что я сказал это. (Я хотел бы, чтобы я этого не говорил).

Иногда событие, о котором идет речь в главном предложении, и условие придаточного предложения могут относиться к разным моментам времени: условие — к прошедшему, а следствие — к настоящему/будущему или наоборот. В таком случае мы имеем дело со смешанным типом условных предложений. И мы можем использовать различные комбинации времен глаголов в главном и придаточном предложениях, те, которые больше всего подходят по смыслу.

Таким образом, в грамматике принято выделять три типа смешанных условных предложений:

1. Условие относится к прошлому (Type 3), а следствие — к настоящему/будущему (Type 2). Форма: **If + Past Perfect (Simple or Continuous), + would + bare infinitive.**

If he had won a lot of money, he would buy a yacht. Если бы он выиграл много денег, он бы купил яхту (но он не выиграл в прошлом и не купил яхту сейчас).

If my mother had taken English in the university, she would have more offers on her job. Если бы моя мама учила английский в старшей школе, то у нее было бы больше предложений работы (но она не учила и теперь у нее мало предложений).

2. Условие, как правило, не относится к конкретному времени, а следствие имеет отношение к прошлому. Отношения между условием и следствием Type 2 – Type 3. Форма: **If + Past Simple or Past Continuous, + would + have + Past Participle.**

If she were more concentrated, she would not have made so many mistakes in that test. Если бы она была более сосредоточенной, она не сделала бы столько ошибок в тесте (но она рассеянная, и наделала ошибок в тесте в прошлом).

Still John had taken the trouble to buy medications for me. He would not have done that if he didn't like me at all. Все-таки Джон взял на себя труд и купил мне лекарства. Он бы этого не сделал, если бы я ему совсем не нравилась.

Условие может относиться и к будущему:

If Mr. Smith weren't going on his holiday next month, he would have participated in the conference. Если бы мистер Смит не уезжал на отдых в следующем месяце, он бы принял участие в конференции.

3. Соотношение второго и первого типа условных предложений. Форма: **If + Past Simple or Past Continuous + will + bare infinitive.**

If she got back late last night, she won't come to school today. Если она пришла поздно вчера, она не придет в школу сегодня.

Task 8. Put the verbs in brackets into the correct form to complete conditional sentences (type III).

1. If investors (give) more money to the company, it (not close).
2. If Dan (know) how to run a business, he (not loose) his money.
3. If Molly (listen) to her supervisor, she (make) such a mistake.
4. If Greg (tell) about the problem, I (be) more sympathetic.
5. If she (prepare) for the exam, she (pass) it.
6. If Bill (see) working conditions, he (not apply) for the job.
7. But what (you do), if you (see) what I saw?
8. It (be) all done though, if Jill (help) at the right time.

Task 9. Complete conditional sentences (type I, II, III) using the correct form of the verb in brackets.

1. If I had to make a speech, I (be) pretty nervous.
2. If I (know) you were busy, I would not have called you.
3. If she bought a suit, she (look) completely different.
4. If Tom (not write) a resume, he won't get a job.
5. They (come) to the meeting if they had been informed about it.
6. I'll (give) you the money if you pay me back next week.

7. If they had locked the door properly, nobody (break) into their office.
8. If he (not waste) much time, he would go to the university.

Task 10. Find and correct five sentences with mistakes. Tick the sentences that are correct.

1. If you would want to work in Europe, would you move to Brussels or somewhere else?
2. The job wouldn't have been so bad if there hadn't been so much travelling.
3. If we'd won the Innovation Award, it gave us many prospects, but unfortunately, we didn't win.
4. Your salary would be significantly bigger if you could speak a foreign language.
5. If currency rates would go up, many people would be able to buy less with the money.
6. If I moved to Stockholm, I have to sell my house, so I'm going to refuse the Swedish job offer.
7. If investors had more confidence in top management, would they be less critical of the company's recent economic results?
8. If they wouldn't have spent so much on the new offices, they wouldn't have had such problems.

Task 11. Highlight the verb form, define the type of conditional sentences and translate them into Russian.

1. If I were you, I would have gone to that interview.
2. If Jillian had studied at university, she would have a diploma now.
3. If Nick had turned in his application, he would probably be working here now.
4. If our partners had recorded that webinar last night, we could watch it now.
5. If Jim had not called Mary, they wouldn't be going to the presentation tomorrow.
6. If Nataly had finished her work, she would be able to take a day-off.
7. If Jim spoke better French, he could have got that job.
8. If you were smarter, you wouldn't have told this to me.

Task 12. Translate the sentences into English.

1. Марк не смог бы попасть в компанию, если бы он не встретил своего одноклассника.
2. Александр наверняка бы работал полный рабочий день, если бы не учился.
3. Если бы я работал в этом банке, я бы не опаздывал на работу.
4. Если бы у него были значимые достижения, он бы рассказал о них.
5. Я бы никогда не поставил себя в такое положение, если бы не доверял тебе полностью.
6. Ты бы работал сейчас в Бразилии, если бы подписал контракт.
7. Если бы ты не потерял его номер, я бы ему позвонил.
8. Мы бы хорошо знали китайский язык, если бы чаще ходили на занятия.

LISTENING

Task 13. Listen to the interview with business psychologists and write down the differences between:

1. Careers ten or fifteen years ago and careers today.
2. A vocation, a career and a job.

Task 14. Listen again and decide if the sentences are true (T) or false (F).

1. People in business have more choices today than before.
2. Previously people didn't stay at one job for a long time.
3. A decade or two ago companies were responsible for a person's career.
4. Today it is impossible to create your own career within a company.
5. Vocation is a current place of work.
6. People can have different careers at different points of their lives.
7. A job is work that you're doing at the moment.
8. It is common today to talk about your job prospects for the next 2–3 years.

Task 15. Discuss the following questions with your groupmates.

1. Would you like your company or yourself to be responsible for your career? Why?
2. How often do you think you'll change your job?
3. What can help a person to define his/her vocation?

SPEAKING

Task 16. Study the information about effective presentations in Appendix 2. Choose a profession that involves new forms of employment and make a presentation about it. In your presentation, you should cover the following points:

1. Duties and responsibilities.
2. Working conditions.
3. People who usually get the job.
4. Benefits and drawbacks.

MODULE 6. Progress check list

- ▶ I can talk about qualities demanded by employers in the field I study.
- ▶ I can write a resume and go through an interview in English.
- ▶ I can make a presentation of a job.