

## vocabulary

digital native (n)  
transparency (n)  
ambiguity (n)  
influx (n)  
muddy (adj)  
divulge (v)  
tech=savvy (adj)  
vlogger (n)  
line (n)

1. \_\_\_\_\_ → having a very clear understanding of how technology works and what can be done with it (adj., para. A)
2. \_\_\_\_\_ → a large number of people arriving somewhere over a short period of time (n, para. A)
3. \_\_\_\_\_ → someone who was born after the Internet became widely used and so is naturally comfortable with it and modern technology (n, para. B)
4. \_\_\_\_\_ → a person who regularly uploads videos online talking about subjects which interest them (n, para. C)
5. \_\_\_\_\_ → give information about something, particularly when it is usually kept secret (v, para. C)
6. \_\_\_\_\_ → the quality which makes something easy to follow and understand and not hidden or secret (n, para. D)
7. \_\_\_\_\_ → a belief or an attitude that a person or an organization has which affects the way it behaves or thinks (n, para. D)
8. \_\_\_\_\_ → unclear and not easy to understand (adj., para.D)
9. \_\_\_\_\_ → the state of not being easy to understand as there are lots of different aspects to it (n, para. D)

Look at the vocabulary in the box and use it to complete gaps 1-8 in the article on the next page. There are more collocations than gaps.

A) corporate life

B) formal rules

C) sudden fame

D) extra income

E) bar work

F) main feature

G) rising prices

H) rent increase

I) remote work

J) job ads

## Hustle culture and corporate culture

- A. Recent years have seen the cost of living for people around the world increasing, financial instability and an increase in \_\_\_\_\_.<sup>1</sup> It is perhaps these factors which have fueled the rise of the 'side hustle'. Where the need for people to work an extra job has always been around, it was usually for people who were desperately trying to make a living and who were underpaid or underemployed. With tech-savvy professionals now also being affected by \_\_\_\_\_,<sup>2</sup> we have seen an influx of people who hold steady, white collar jobs needing to earn additional income.
- B. Given that Generation Z (those born between the late 1990s and early 2010s) is entering the world of work in force and they are the first generation of digital natives, the online route to \_\_\_\_\_<sup>3</sup> has become popular. Many view the side hustle as a way of pursuing an interest, and so document their hobbies or interests in videos or blogs and use advertising as a way to earn money. The potential earnings from doing this far exceeds more traditional extra jobs, such as \_\_\_\_\_<sup>4</sup> or driving a taxi. Some even view it as a pathway to eventually setting up a business that they will be able to move to doing full time in the future.
- C. An interesting trend with those promoting their online side hustles is how open many of them are about the income that they earn from it. It can even be a \_\_\_\_\_<sup>5</sup> with some bloggers and vloggers who are exploring how to escape debt or build wealth in a public forum. Videos detailing how much they made in a year or a month aren't hard to find, and are often created as encouragement to others to follow their example. However, the same people do not divulge the salaries from their main jobs. This is likely due to this kind of online work being relatively new without any \_\_\_\_\_<sup>6</sup>, while the corporate world has long had a culture of secrecy when it comes to revealing salaries.
- D. Observers have commented that Generation Z attitudes towards transparency about pay will start to be felt in the workplace. Currently, the official line tends to be that openness will lead to conflict and people should not have to make their salaries known. Yet it has often been noted that having a muddy pay structure benefits companies financially and can even help with discrimination. The practice of not giving salaries in \_\_\_\_\_<sup>7</sup> and asking for previous salaries during the interview process has already received a lot of bad press from younger workers, and rightly so. Neither is a sign that the company in question has good intentions. As Generation Z more fully enters the workforce, we may see an increasing lack of ambiguity around pay at all levels of \_\_\_\_\_<sup>8</sup>, making for a very interesting, and perhaps not unwelcome, development.
- Sources: *bbc.com, indeed.com, gusto.com*



Read the following statements and decide if they are True (T), False (F), or Not Given (NG).

1. People needing a side hustle has only happened in modern times. \_\_\_\_\_
2. We've recently started to see people with full-time office jobs find ways to make extra money. \_\_\_\_\_
3. The majority of people with a side hustle connect it to something they're interested in. \_\_\_\_\_
4. Some people use side hustles as a way of starting their own business. \_\_\_\_\_
5. People making extra money online rarely talk about what they earn. \_\_\_\_\_
6. There are more people earning money online now than doing traditional extra jobs. \_\_\_\_\_
7. Companies typically don't make their pay structures clear or public. \_\_\_\_\_
8. Not giving the salary of a job in an advertisement is seen negatively by some Generation Z workers. \_\_\_\_\_

In paragraph D, what do you think the author's feelings are towards changes in attitudes to salary and the way salary is dealt with in the job application and interview process?

Observers have commented that Generation Z attitudes towards transparency about pay will start to be felt in the workplace. Currently, the official line tends to be that openness will lead to conflict and people should not have to make their salaries known. Yet it has often been noted that having a muddy pay structure benefits companies financially and can even help with discrimination. The practice of not giving salaries in job ads and asking for previous salaries during the interview process has already received a lot of bad press from younger workers, and rightly so. Neither is a sign that the company in question has good intentions. As Generation Z more fully enters the workforce, we may see an increasing lack of ambiguity around pay at all levels of corporate life, making for a very interesting, and perhaps not unwelcome, development.

Let's take some minutes to discuss the ideas from the chart with your classmates

1. People should be rewarded for getting academic qualifications.		5. The company I worked for had a lack of equality in the way people were paid.	
2. A job ad should contain the salary offered.		6. Being open about salaries can cause unnecessary problems between employees.	
3. It should be possible for an employee to make more than their manager.		7. Companies aren't open about salaries because they gain financially from it.	
4. I witnessed staff discussions about salary which caused problems.		8. Management tried to stop us from talking about salary.	