

A A job for life

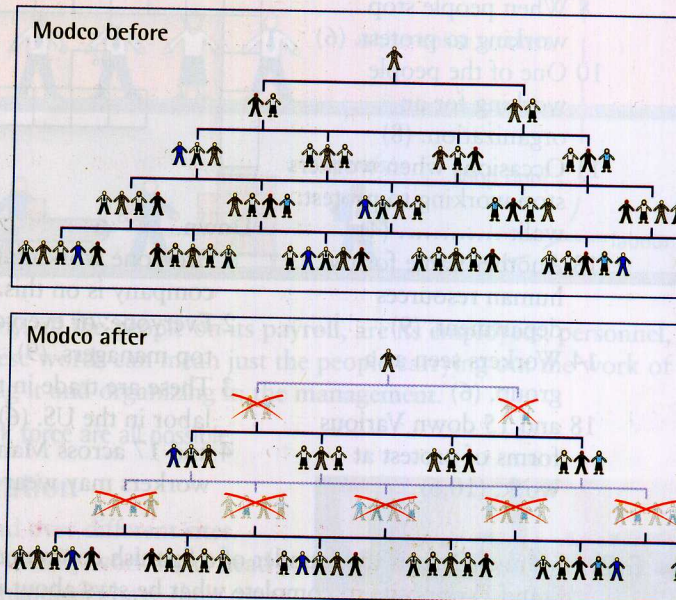
Many people used to work for the same organization until they reached **retirement**: the age at which people retire, or end their working life. **Career paths** were clear: you could **work your way up the career ladder**, getting **promotion** to jobs that were more senior, with greater responsibility. You would probably not be **demoted**: moved to a less senior job.

To leave the company, you could **resign** or **hand in your notice**.

B A job for now

Modco has **downsized** and **delayered**. The number of management levels in the company hierarchy has been reduced from five to three, and many managers have lost their jobs. Modco has reorganized and **restructured** in order to become **flatter** (with fewer layers of management) and **leaner** (with fewer, more productive employees).

They did this to reduce costs, and increase **efficiency** and **profits**. Employees said the company used words like 'restructure' to make the situation sound positive and acceptable.



C In-house staff or freelancers?

Modco has **outsourced** many jobs previously done by **in-house** personnel: outside companies clean the offices, transport goods and collect money from customers. This allows Modco to concentrate on its main business activities. Modco uses more **freelancers**, independent people who may work for several different companies, and they employ people for short periods on **temporary contracts**. Modco expects **flexibility**, with people moving to different jobs when necessary, but for many employees, this means **job insecurity**, the feeling that they may not be in their job for long. The way that they are doing their job is discussed at **performance reviews**: regular meetings with their manager.

Note: You say **freelancers** or **freelances**.

D Losing your job

If you do something wrong, you are ...

- dismissed
- fired
- sacked
- terminated

If you've done nothing wrong, you are ...

- laid off
- made redundant
- offered early retirement

Employees who are made redundant may get advice about finding another job, retraining, etc. This is called **outplacement** advice.