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Redundancy Packages 裁员一揽子补偿

Yang Li: 大家好,我是杨莉。欢迎收听英国问答节目 from BBC Learning English. 今天我选的问题来自四川的一位听友。

Question

When I watch some news on TV, I often hear 'redundancy package' mentioned, but I don't know what this term means. Could you explain it? Thanks.

Yang Li: It is true that redundancy is never far from the headlines, and it is estimated that one in three of us are likely to experience it at some point in our working lives. 这是个很实际的问题,如今的就业市场不稳定,铁饭碗,不多见了。裁员的事情天天都在发生。

裁员 redundancy. So what is a redundancy package? 我邀请了 BBC 人事部的 Tracey Lee 给大家做了介绍。

Insert

Well, I think to start off with I think we need to explain the difference between redundancy and a resignation.

Yang Li: 首先要弄清裁员和辞职的区别,裁员是 redundancy, 辞职是 resignation.

Insert

Resignation is where an employee voluntarily just decides they want to leave the organisation they're working for. So they would just hand in their resignation, say, "I'm going to be leaving", and hand in their notice, and they would leave voluntarily. But with redundancy it's a form of dismissal from your job.

Yang Li: Tracey 说,辞职 resignation 是雇员主动提出离职, voluntarily decide to leave. Voluntarily 是关键词,意思是主动的,自愿的。接着她说裁员的性质就不同了,它是一种正式的解雇。 A form of dismissal.

公司或企业为什么要裁员呢? So why are people made redundant? Tracey explains:

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There could be some new technology or a new system that's basically made the job unnecessary; so the job is no longer needed. There's also situations where an organisation would actually need to cut costs and some of those costs could be

staff costs; so they reduce the number of jobs and therefore the job is no longer required. Or the business itself is actually closing down and therefore the job will no longer exist.

Yang Li: Tracey 刚刚提到了三个主要原因，第一，新技术或新系统的使用导致某些工作不需要了 **new technology or system**.

Insert

There could be some new technology or a new system that's basically made the job unnecessary; so the job is no longer needed.

Yang Li: 第二，需要压缩开支 **to cut costs**.

Insert

There's also situations where an organisation would actually need to cut costs and some of those costs could be staff costs; so they reduce the number of jobs and therefore the job is no longer required.

Yang Li: 第三，企业自身关闭了 **business is closing down**.

Insert

Or the business itself is actually closing down and therefore the job will no longer exist.

Yang Li: 请大家注意她用了三个不同的词组来表示同一个概念，这就是不要需要了。First she said, "The job is no longer needed"; then she said, "the job is no longer required"; then finally she said, "the job would no longer exist". This is a good example of the use of rich vocabulary.

Now we move on to look at the term **redundancy package**. 对裁员的一揽子补偿。

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Now, this would be if you have actually worked for your employer for at least two years. And there are certain ways of working out how much you're entitled to. Now, that's a UK statutory redundancy pay. And there would be a minimum figure for that and there are certain formulas that you can work out how much somebody is entitled to. However, when you're taking about other packages you're looking at other organisations, who would actually have, say, for example, a policy where they offer a package that is above the UK statutory minimum.

Yang Li: Tracey 说遣散补偿有两层意思，首先是法定的起码补偿费 **statutory redundancy pay**. 然后在此基础上有些公司会给被裁雇员增加一些补偿内容，这在英语里就是 **a redundancy package** 遣散裁员的一揽子补偿。

So what would you expect from a redundancy package then?

Insert

You're looking at more pay, I suppose you could call it, for redundancy. And they could also include other things like offer some sort of enhanced pension.

Yang Li: **More pay**, 可能还包括 **enhanced pension** 提升的退休金。此外, 很多企业还提供各种技巧的培训。

Insert

There could possibly be some training support. There could be, for example, counselling. There could possibly be sessions to help them with interview skills, CV writing, assistance in how to actually fill in an application form to help them to look for alternative employment outside the organisation. There could be help in order to possibly find redeployment. Obviously all this is generally tending to be as part of an enhanced package.

Yang Li: There are some very good vocabulary from this clip here. I will translate them one by one.

Counselling 咨询; **interview skills** 面试技巧; **CV writing** 写个人简历表; **to fill in an application form** 填写申请表; **alternative employment** 其他就业机会; **and redeployment** 重新安置。

好了, 以上我们一起听了 **Tracey Lee** 解释了对裁员的一揽子补偿是怎么回事, 也就是 **redundancy package**. 有收获吗? **If you have any further questions please email us at chinaelt@bbc.co.uk**. Thank you for your questions and thank you for listening. 我是杨莉。 See you next time.

Glossary

redundancy package 裁员一揽子补偿	resignation 辞职
voluntarily 主动地/志愿地	a formal dismissal 正式解雇
statutory 法定的	counselling 咨询
interview skills 面试技巧	CV writing 写个人简历表
application form 申请表	enhanced pension 提升的养老金
to be entitled to 有享受资格的	formula 公式
tend to be 往往是	training support 培训支持
alternative employment 替代就业机会	redeployment 重新安置