

WORK

- ☐ Faire une fiche de vocabulaire sur la thématique
- ☐ Faire une fiche culturelle sur la thématique
- ☐ Faire les entraînements sur Quizlet (lexique et grammaire)
- ☐ Parler pendant 1 minute à propos d'un document
- ☐ Rédiger la présentation d'un document
- ☐ Formuler un point de vue
- ☐ Choisir 3 documents du dossier et trouver une problématique
- ☐ S'entraîner à répondre à une question sur la thématique à l'écrit

A voir/lire au sujet du travail:

Movies: *The Iron Lady* (2011), *Pride* (2014), *We Want Sex Equality* (2010)

Series: *Severance* (2022), *Mad Men* (2007-2015), *The Office* (2005-2013), *The IT Crowd* (2006-2013)

Books: *The Devil Wears Prada* by Lauren Weisberger,



Document A - A New Yorker cartoon by David Sipress



"I can't remember—do I work at home or do I live at work?"

1. Write as many words as you can about the document.
2. Do you think that work has changed? How?
3. Describe your ideal job in 8 sentences

Document B - Perks to take vacation time

<https://www.youtube.com/watch?v=qZ0kK0W-6gg>

1. Listen to the document and fill in the grid with your notes:

Problem	Origin	Solution	Details

2. Recap orally about one problem and give your opinion.
3. Listen again and write one complete question.
4. Pairwork: ask 3 questions to your neighbour about their work habits and then swap.

Toolbox:

Full-time job	flexible hours vs set hours
Part-time job	an <u>employer</u> /im/
Remote work/meetings	an <u>employee</u>
A skilled job	to be a shift worker
To be self-employed /im/	a <u>factory</u>
A paying trade	<u>grueling</u> /oo/
	<u>salary</u> / wages

5. These sentences are wrong, correct them.
 - American workers are relaxed.
 - The CEO says using vacations is optional.
 - When they come back they are tired and easily distracted.
 - Companies do nothing to help the employees.
6. Check with the script.

Script:

The Monday to Friday grind can be grueling. Traffic, emails, phone calls, and that's before even getting to the office. A new study shows that more than half of Americans experience stress a lot of the day. So for all those overworked and under-pressured employees, there's no surprise me time often takes a backseat. Are you taking a full hour for lunch? Oh, I wish. It can be as simple as stepping outside during the day. Any chance to get out and get some sun, get out of the office, um, get some fresh food, why not? It breaks the monotony, you know? Gives you a release.

But experts say disconnecting for longer periods is also key. Here at Creative Plan Designs in New York, disconnecting is non-negotiable. What do you tell your employees? I tell them, "I want you to unplug, I want you to be gone." CEO Ronald Stair says using vacation days is mandatory. That means no calls and no emails, not even checking them. It allows you to really be off when you're off. And off means off. Business emails are automatically forwarded to someone else. People think they have to be there to demonstrate that they're working as hard or harder than their coworkers. And you're finding that when they do come back, they are more focused. They're refreshed, they are focused, they are, they're clear.

But research shows nearly half of employees don't use all their paid time off. You have to meet your deadlines and do everything that's expected of you at work. To help workers help themselves, some companies are offering incentives. At Olark Live Chat in California, taking a week off will get you an extra \$1,000. Epic in Wisconsin offers a paid month off every five years. If you go to a country you've never visited, the company will help fund the trip for you and a guest. Companies turning convention on its head, a win for everyone.

Language:

- A. Observez cet exemple tiré du document:

I want you to unplug, I want you to be gone.

1. Entourez le/les verbe(s) conjugués
2. Combien de propositions relevez-vous ? Comment sont-elles organisées?
3. Citez les caractéristiques d'une phrase complète. Qu'est-ce qui est typique de l'anglais ?
4. Commentez l'emploi de "working" dans cette phrase.

B. Observez ces exemples tirés du document:

Do I work at home or do I live at work?
Are you taking a full hour for lunch?

1. A quels types de phrases avons-nous affaire ?
2. Entourez les sujets. Où se situent-ils?
3. Que signifie la présence de "do"?

A retenir !

Pour former une phrase il y a deux possibilités:

A. La phrase comporte un
(BE, HAVE, MODAL)
=> Je n'ai rien à ajouter, je procède uniquement
à une entre le et le

B. La phrase ne comporte pas
.....
=> J'ajoute l'auxiliaire au
. présent ou à la 3e pers

Exercices:

A. Transformez ces phrases affirmatives en phrases interrogatives:

- 1) He is good at working by himself.
- 2) You work long hours.
- 3) They can finish early.
- 4) It is difficult to do.
- 5) She earns a good salary.
- 6) We have a large office.

B. Traduisez les énoncés suivants:

- 1) Martin est-il à Londres ?
- 2) Elle pense que je suis à la maison.
- 3) Respecte-il son supérieur ?
- 4) Puis-je ouvrir la fenêtre ?

Curiosity didn't kill the cat 🐱 What is the CBI? What is the TUC in Great Britain?

<u>Date:</u>	<u>Subject:</u>	<u>Topic:</u>
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<u>Cues:</u>	<u>Notes:</u>
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<u>Summary:</u>

Document C - Working parents

<https://www.youtube.com/watch?v=EvIgQSzb5T8>

1. Listen and find the elements corresponding to each figure.

Half of working mother =>

$\frac{1}{3}$ (a third) of all men =>

$\frac{2}{3}$ (two thirds) of those surveyed =>

1 in four working parents surveyed =>

2. Fill in the grid: How do these women achieve work-life balance?

	Strategy	Benefits
Melanie Puglisi		
Rowena Walker		

3. These statements are wrong. Correct them.

- a. Flexible work makes people less productive.
- b. They are trying to do 100% of their work but only to give 90% to their families.
- c. Some women work overtime to achieve work-life balance.
- d. Rowena's employer wants her to work set hours.
- e. Some people quit their jobs because they have too much responsibility.

3. How do you achieve work-life balance? Give precise examples.

4. Tell your neighbour how you spend your free time, including a lie. Your classmate will have to guess what the lie is.

Toolbox:

(on) average /idge/
To spend* time (*spent)
To exercise /ai/
Work-life balance
A suvey /ei/
weekdays

overtime
usually, regularly (adv)
often, frequently/kw/ (adv)
rarely (adv) /re/
to chill out
to hang out with friends
whenever I can

5. Check your answers to questions 1, 2 and 3 with the script.

Transcript: It's a juggle every working parent can relate to. Including this reporter. Getting children ready before getting to work. We know that half of working mothers find it incredibly stressful balancing work and family, and, and a third of all men said the same. That stress is taking its toll. Two thirds of those surveyed say they don't have enough time to take care of their own physical and mental health. We're trying to do 100% of, you know, our work life and, or our work responsibilities and get that right, but equally 100% giving it to family. Part-time worker, Melanie Puglisi, got up almost two hours before everyone else this morning to get some me time. I get up at 5:00 in the morning, I go to the gym just to scoop out an hour for myself, and that usually sets me up for the day and is making me quite happy. It's good for my physical, but as well for my mental health. Sydney mum of two, Rowena Walker, works as a full-time executive. She achieves work/life balance through a flexible work arrangement, as well as live-in help. So it allows me to be able to get to do the things with my kids that I really want to do. I do feel privileged that I've got an employer that is very sympathetic to flexible working. One in four working parents and carers surveyed say they're thinking of leaving their jobs in the next 12 months because they're not able to make the juggle work, and that's led to calls for employers to do more. We're calling on workplaces to reevaluate their flexible working and paid parental leave approach. Rowena Walker agrees and says, "Flexible conditions make for a more productive workplace."

6. Summarize the document in your own words (speak for 1 minute)

Language:

A. Observez cet exemple tiré du document:

So it allows me to be able to get to do the things with my kids that I really want to do.

1. Entourez les verbes.
2. Soulignez les sujets.
3. Que constatez-vous à propos des verbes ?

B. Observez à présent ce deuxième exemple issu du document:

It's good for my physical, but as well for my mental health.

1. Soulignez le sujet et entourez le verbe.
2. Quel est ce verbe ? Pouvez-vous en donner la conjugaison complète ?

C. Observez :

They don't have enough time to take care of their own physical and mental health

1. Entourez le verbe et soulignez le sujet.
2. De quel type de phrase s'agit-il ?
3. Qu'observez-vous dans cette phrase ?

A retenir !

Avec le présent simple, on n'exprime pas son point de vue. On s'intéresse aux faits bruts. On sous-entend: "voici les faits." (comme une vérité générale, une action habituelle ou qui se répète, une action à venir décrite comme un programme objectif).

Hormis les verbes "être" et "avoir", la conjugaison est simple, le présent simple est identique à la base verbale à toutes les personnes SAUF à la 3e personne du singulier (he, she, it) où il faut ajouter un "s" à la base verbale. Attention aux verbes qui se terminent par Y !

Pour former une phrase il y a deux possibilités:

B. La phrase comporte un
(BE, HAVE, MODAL)
=> J'ajoute simplement
après.....

B. La phrase ne comporte
pas
=> J'ajoute l'auxiliaire au
présent ou À la 3e pers du singulier

Exercises:

A. Mettez ces phrases à la forme négative:

- 1) I play video-games in my free time.
- 2) She is very self-motivated.
- 3) He works 7 hours a day.
- 4) They are looking for a job.
- 5) I am always happy to go to work.

B. Traduisez les énoncés suivants:

- 1) Sandy travaille pour la NASA.
- 2) Ce soir, le bureau ferme à 18h.
- 3) Je me réveille habituellement à 6h.
- 4) Ils ne regardent pas la télé après le travail.
- 5) Elle n'aime pas lire.

Curiosity didn't kill the cat 🐱 Who was Margaret Thatcher? What is the "Welfare State"?

Document D - Working at home.¹

1. WORKING AT HOME: What are your impressions about working from home?

2. CHAT: In pairs / groups, talk about these topics or words from the article. What will the article say about them? What can you say about these words and your life?

boss / employees / coronavirus / decision / company / pandemic / office / careful /

position / online / video conferencing / emphasis / home / role / situation / forever

3. AT HOME: What are the good and bad things about working at home? How could you overcome problems? Complete this table with your partner(s).

	Good Things	Bad Things	Problems
Meetings			
Phone calls			
Space			
Family			
Commuting			

4. Working at home Twitter

The boss of Twitter has told many of his employees that they can work from home forever if they want to. CEO Jack Dorsey told many workers on Tuesday that they will be allowed to work from home even after the coronavirus pandemic ends. A Twitter spokesperson said: "Opening offices will be our decision. When and if our employees come back, will be their [decision]." Twitter was one of the first companies to allow workers to work from home after the COVID-19 pandemic started. The spokesperson said it would not be, "one of the first to return to offices".

¹ Copyright L.Chapman

Twitter said most of its offices would not open before September. It added when they do open, it would be "careful, intentional, office by office and gradual".

Twitter said it was in a good position to have many of its workers working from their home. It is an online company so many employees and bosses can contact each other on video conferencing platforms like Zoom. The company said: "We were uniquely positioned to respond quickly and allow folks to work from home, given our emphasis on decentralization and supporting a distributed workforce capable of working from anywhere." It added: "The past few months have proven we can make [working from home] work. If our employees are in a role and situation that enables them to work from home and they want to continue to do so forever, we will make that happen."

Vocabulary paragraph 1

- | | |
|-----------------|--|
| 1. boss | a. A person who says important things for a company to the public, newspapers or television. |
| 2. allowed | b. A disease that is over a whole country or the world. |
| 3. pandemic | c. Let someone do something. |
| 4. decision | d. Happening slowly. |
| 5. spokesperson | e. The leader / top person of a company. |
| 6. intentional | f. A choice you make after thinking about what to do. |
| 7. gradual | g. Done on purpose; deliberate; not by accident. |

Vocabulary paragraph 2

- | | |
|--------------|--|
| 8. position | h. Say something in reply. |
| 9. contact | i. Showed that something is true. |
| 10. platform | j. Special importance on something. |
| 11. respond | k. Communicate with someone. |
| 12. emphasis | l. Makes possible. |
| 13. proven | m. Place. |
| 14. enables | n. A computer system that can run all kinds of software. |

Questions:

- 1) Who is Jack Dorsey?
 - a) an office worker
 - b) Twitter's CEO
 - c) someone banned on Twitter
 - d) an actor
- 2) Who will decide when workers go back to work in Twitter's offices?
 - a) the government
 - b) the managers
 - c) the boss
 - d) the workers
- 3) What was Twitter one of the first companies to do after COVID-19?
 - a) sent tweets
 - b) give workers masks
 - c) let workers work from home
 - d) test workers
- 4) What did Twitter say it would not be one of the first companies to do?
 - a) return to offices
 - b) hire new workers
 - c) make a profit
 - d) give up
- 5) When is the earliest Twitter will reopen its offices?
 - a) October
 - b) September
 - c) January
 - d) 2023
- 6) What kind of position did Twitter say it was in?
 - a) a good position
 - b) a difficult position
 - c) the number one position
 - d) last
- 7) Who did the article say could contact each other on platforms like Zoom?
 - a) tweeters
 - b) everyone

- c) employees and bosses
- d) staff and tweeters

8) What did Twitter say it was uniquely positioned to do?

- a) respond quickly
- b) tweet
- c) hire new workers
- d) make money

9) What have the past few weeks proven that Twitter can do?

- a) make people happy
- b) survive
- c) keep a great service
- d) make working from home work

10) What did Twitter say it would make happen?

- a) the future
- b) a safe workplace
- c) allow workers to work at home forever
- d) tweets

Over to you!

Sum up the document in your words. Speak for 1 minute.

Document E - Companies around the world try out four-day work week pilot programs

<https://www.youtube.com/watch?v=rBfNjhNmHZI>

1) Summing up ("Synthèse")

Listen to the recording and put the following arguments in the correct order.

- ☐ They report significant improvements in employee well-being.
- ☐ As a consequence, legislative efforts in Massachusetts and Pennsylvania aim to promote these pilot programs with tax incentives.
- ☐ According to a 2023 survey, 83% of workers aged 18 to 42 support the idea of a four day work week.
- ☐ The trial has been so successful that companies have not reverted to a five-day schedule.
- ☐ The document discusses the growing demand for a four-day work week among Gen Z and millennial workers.
- ☐ It can be measured through fatigue and anxiety levels, burnout and stress.

- ☐ Younger workers are more willing to make sacrifices such as longer hours, job changes, or even pay cuts.
- ☐ Younger generations are more interested in a four day work week than older ones.
- ☐ However, workers have to make sacrifices.

2) Now check your answers with the script.

3) Find two arguments/examples you would like to develop to comment on what you heard on the recording ("Commentaire").

4) Introduction

Fill in the blanks to write a full introduction to the document.

The document is the recording of a (nature of doc.)..... . It is extracted from (source of the doc.)..... and was published in (date)..... .

It is entitled, and it deals with (topic of the doc.)..... .

SCRIPT - Our growing demand for a four day work week among Gen Z and millennial employees. But how many companies are actually offering the sought after or benefit CCBs two's? Nia Maldonado spoke with workforce experts to discuss the future of a shorter work week and what employers and employees have to be willing to give up for it.

83% of Gen Z and millennial workers, those between the ages of 18 and 42 say they support a four day work week according to a 2023 bank rate survey. However, a DP data shows that just 12% of US workers say their employer offers a four day work week. We did see that. Younger Americans are more interested and willing to make sacrifices for a four day work week than older generations.

Bank rate analyst, Sarah Foster, says some of those sacrifices include working longer hours, changing jobs or companies and giving up remote work. A smaller share is about 13% so that they would be willing to take a pay cut. But you know, there are still people out there who say that they'd rather work a four day work week than.

Work their current salary. Juliet Shore is the lead researcher for four Day Week Global, a program that is currently running trials of companies worldwide, including the US that are giving their employees four day work weeks without pay cuts or increasing their hours. It's been. I have to say kind of remarkable how successful these trials have been for both employees and employers.

Sure. Says the biggest takeaway is that 95% of the companies that run the four day work week pilot do not go back to the five day schedule. And there's also many other benefits. The results are really strong, showing big improvements in all kinds of wellbeing measures. We have almost 20. Measures of wellbeing, looking at things like burnout and stress, positive and negative emotions, anxiety, fatigue, um, life satisfaction, job time satisfaction work and family conflict, uh, work life conflict.

All of those things improve, uh, measurably currently in both Massachusetts. And Pennsylvania. There are bills pushing for four day work week pilot programs that would provide tax cuts to companies that participate. The programs would also provide important data other employers can use to implement the change more strategically in the future.

Shore believes the number of US companies offering the four day work week is expected to grow quickly in the next few years. Zia Maldonado, CBS two news.

Language:

Observez cet exemple tiré du document:

“Nia Maldonado spoke with workforce experts to discuss the future of a shorter work week and what employers and employees have to be willing to give up for it.”

Complétez le tableau:

Groupe nominal	Singulier ou pluriel	Article	Valeur	Traduction

A retenir !

Il existe 3 articles en anglais:

1) L'article zéro

On parle d'article zéro en anglais pour signaler l'absence d'article visible devant un nom. Cette absence

est symbolisée par le signe ø. On s'intéresse au nom en lui-même sans ajouter le moindre commentaire. Il peut donc facilement exprimer une généralité. Il se traduit le plus souvent par "le, la, les".

I like ø chocolate => j'aime le chocolat

2) L'article a/an

A+ son consonne et An+ son voyelle. Cet article signale que je renvoie à du non connu, du non défini pour la personne à qui je m'adresse. Il se traduit souvent par "un,une".

Cas particulier: on emploie a /an devant les noms de métiers, sauf si la position ne peut être occupée que par une seule personne. "She's a judge" mais "She's ø head of the English department".

3) L'article the

Avec "the", on parle de quelque chose connu. Le sous-entendu est "vous savez de quoi je parle". "The" est proche de "le,la,les" mais "le, la, les" ne se traduisent pas toujours par "the".

Cas particuliers: On n'emploie pas "the" devant les noms de pays, sauf s'ils incluent un nom commun (states, kingdom, republic) The United States, the Republic of Ireland.

On trouve "the" devant les noms de fleuves, de mers, de montagnes (The Thames, the Alps, the Atlantic.....) mais pas devant les noms de rues, de bâtiments, de parcs, de lacs (øRegent Street, øHyde Park...)

Exercises:

A. Soulignez les segments où "le,la,les" expriment une généralité, puis traduisez les phrases concernées.

- 1) La vie était dure en ce temps-là.
- 2) La vie de Jeanne d'Arc a inspiré de nombreux films.
- 3) Les loutres de mer passent leur vie dans l'eau.
- 4) Les loutres de la baie de Valdez ont beaucoup souffert de la marée noire de 1990.
- 5) La photo numérique a révolutionné la photographie.
- 6) Les photos que j'ai prises cet été sont surexposées

B. Employez l'article a (an), the ou ø

- 1) turkey does not come fromTurkey. It gets its name from its cry "turk-turk" and is native of Mexico.
- 2) Santa Claus is name of town inU.S.A., more precisely in Indiana. It was founded by German settlers in 1852. In 1935 giant Santa Claus statue was erected in town park and dedicated to "..... children ofworld".
- 3) Was there really star in East that led Three Wise men to Bethlehem?Modern wise men still don't know.

- 4) ancient Romans held a feast for God Saturn on December 17. For several daysschools were closed. war was forbidden.

Document F² - U.K. employees now have the right to request flexible work from day one—but employers may have to bear the brunt of the new measures, experts say

BY Prarthana Prakash, April 10, 2024, <https://fortune.com>

§ 1 In parts of the U.K., new measures that took effect last weekend allow employees to choose **flexibility** at work from day one.

§2 Employees in England, Scotland, and Wales now have the right to request **flexible work** from the day they start a new job, instead of waiting 26 weeks as per previous legislation.

§3 Flexible work covers a wide range of **workplace arrangements**—whether that’s part-time, remote, or compressed work—and could differ from employee to employee.

§4 The new regulation isn’t a substantial change from what was already in place, but it’ll help normalize conversations around **flexible working** and make it more straightforward for employees to ask for it right off the bat. The purpose of these measures, when they were first approved last year, is to create a “happier **workforce**,” which could help Britain improve productivity.

§5 While flexibility has increasingly become a want in the workplace, it’s not without challenges.

Why do people in the U.K. care about working flexibly?

§6 The onset of the pandemic forced people to adjust to **remote work**, but breaking out of it has been harder even with return-to-office mandates. Now, people are fighting to keep some semblance of flexibility.

§7 In the U.K., that’s translated into higher turnover as 2 million people quit their **jobs** every year over the lack of flexibility.. Flexibility-related **perks** are what over 50% of the people looking for a new job are in search of.

§8 Amy Cunningham, founder of employment law firm Cunningham Legal, told *Fortune* that **employees** value flexibility because of the productivity benefits it offers. But there’s more to it than that.

§ 9 “Where properly managed, the benefits to **employers** are significant. These include increased productivity/performance, reduced sickness absence and stress, greater employee morale, increased employee retention, and reduced costs in some cases,” she said.

§10 Given the clarion call among employees for flexibility, the potential benefits of the regulation could be huge, as roughly 2.2 million people could now have the option to request an arrangement that works best for them. In the long term, that could translate to greater productivity in **the workplace**—something the U.K. desperately needs.

² Copyright L.Chapman

§11 On the flip side, limited flexible working options are often more punitive for some parts of the labor force than others, including women, older workers, and those with disabilities. However, the new regulation could prove beneficial by allowing people to work in a way that best suits them without impacting **productivity** or **output**.

§12 “There is good evidence that flexible working practices can help **recruit** and **retain staff**, particularly those with caring responsibilities, older workers, and those with health conditions,” Ben Willmott, head of public policy at CIPD, told *Fortune*.

Despite the benefits, employers are worried

§13 Experts told *Fortune* that the regulation could potentially be imposed on employers without necessarily helping them.

§14 Studies have shown that there are downsides to remote work (which is one form of flexible working) such as **proximity bias** and **disconnect** with the team during **onboarding**, which employers are mindful of.

§15 “COVID has already shifted the parameters of ‘normal’ working into more remote-based and hybrid spheres, but [it] is not always for the better—for either employers or employees—and, as has become apparent, there are substantial downsides to both these types of working,” said Andrea London, a partner at Winckworth Sherwood.

§16 As the adage goes, it truly is all about **balance**. The benefits of flexibility can’t be ignored, which is why the right to request it is now at every employee’s disposal. It could certainly help the broader British workforce, too.

I. Present the document: title, source, author, date, subject

II. Reading comprehension: Answer the following questions briefly

1. Pick out the new rights employees in England, Scotland, and Wales have regarding flexible Work? §1
2. Pick out how this changes previous requirements for requesting flexible work? §2
3. Say what types of work arrangements are included under the term “flexible work”? §3
4. Say why is flexibility in the workplace increasingly important to U.K. employees? §6-7
5. How might the new measures impact productivity in the U.K. workforce? §8-9
6. What challenges do employers face with the new flexible work regulations? §10
7. How could the new flexible work options affect different segments of the workforce, such as women and older workers? §11-12
10. §16: In your opinion, how could flexibility help the broader British workforce?

- III. **Grammaire:** write down the words in boldface with the article. Translate the expression and the appropriate article.
- IV. **Written expression:** Over to you. You are an employee in a startup. Your boss asks you to write a short memo about flexibility in the workplace. Using elements from the text, other documents studied or your own experience, write a short paragraph on the **benefits** and **downsides** of flexibility for employees and employers. Give examples when possible. 50-100 words

Document G - Four women's strikes that made history [groupwork]

<https://www.bbc.co.uk/bitesize/articles/zghvbqt>

Group 1 - The Match Girls Strike

In the late 19th-Century, London's East End was a place of deprivation and poverty. It was here that many of the teenage girls and young women who worked at the Bryant & May matchmaking factory lived.

Girls as young as 13 would work long days, standing on their feet and with only two scheduled breaks. Anyone who went to the toilet outside of those breaks would have a fine deducted from their wages. Fines were also given for talking and having an untidy workspace. The match workers were also at risk of physical injury from operating machinery and inhaling white phosphorus.

In 1888, the social reformer Annie Besant wrote an article about the terrible working conditions at Bryant & May, having interviewed several workers. After it was published, the factory tried to pressure the women into saying that Annie was lying. They refused to do so and one woman was fired. In response, 200 match workers went on strike on 5 July 1888.

Word of the strike action quickly spread and another 1,400 East End workers walked out in sympathy. Annie helped to organise a strike fund to support these young women, a Union of Women Matchmakers was established and around 50 girls visited parliament to discuss their plight. With so much bad publicity around, Bryant & May were forced to negotiate and eventually reach an agreement. All fines were abolished and pay improved.

Group 2 - The Grunwick Dispute

In the hot summer of 1976, women were back on strike in London, but this time it was workers from the Grunwick photo processing laboratory. Most of the staff were migrants of South Asian origin who had taken on low-paid factory jobs in order to help support their families.

Forced to work overtime with little notice and often disrespected by her employer, one day a worker called Jayaben Desai had enough. Together with her son, she walked out of the Grunwick factory and set up a picket line outside.

Soon enough, Jayaben was joined by 137 other strikers from the 500-strong Grunwick workforce. Together, they joined a trade union and travelled across the country to address workers in other factories. At the peak of the strike, 20,000 people turned up to support these women on the Grunwick picket line. The strike was drawn out over two years, and eventually, the trade union leadership withdrew their support. Jayaben and some fellow strikers even went on hunger strike, but when this did not succeed, the strike was brought to an end.

While the strikers were never given their jobs back and the trade union wasn't recognised, future employees at the factory were able to benefit from higher pay and pensions, thanks to their actions. According to researchers, the strike also helped to challenge stereotypes of South Asian women being passive and subservient.

Group 3 - Uprising of the 20,000

Across the Atlantic Ocean in New York City, another charismatic leader was emerging in November 1909. When Clara Lemlich addressed a crowd of thousands of garment workers, predominantly young Jewish women, in Yiddish, she inspired them to go on strike in protest about long hours, low pay and poor workplace safety.

The next day, over 15,000 New York garment workers walked out of work demanding a 20% pay raise, a 52-hour workweek and extra pay for overtime. Numbers then continued to grow, resulting in the name 'Uprising of the 20,000'. Strikers were subjected to intimidation and violence on the picket line but did receive support from wealthy suffragists.

In the end, the factories agreed to demands for higher pay and shorter hours, but the strikers were unable to secure closed shop agreements.

Sadly, their success was overshadowed by a tragic fire at the Triangle garment factory in March 1911 which killed 146 workers. Some women had been unable to escape because fire doors had been locked, going against the workplace safety changes the strikers had been pushing for.

Group 4 - The Women's Day Off

On 24 October 1975, 90% of Iceland's female population either didn't go to work or refused to do any housework. Instead they attended rallies, calling for equal rights with men. It was known as the 'Women's Day Off'.

The largest of these took place in Reykjavik's Downtown Square, with 25,000 women in attendance. That's pretty impressive given that Iceland's population was only around 220,000.

This strike is also known as the 'Long Friday', reflecting how it felt for some of the men tasked with taking on the work and childcare traditionally done by women.

By drawing attention to the importance of their role within society and their economic power, Icelandic women were able to influence public opinion. In 1976 a law was passed to ban wage discrimination due to gender, in an attempt to tackle the 40% gender pay gap. In 1980, Vigdis Finnbogadóttir became the first woman in the world to be democratically elected as a head of state.

1. Read your document. Highlight the most important elements. Underline the parts that are not clear to you.
2. Discuss those elements with your group.
3. Find the words corresponding to your group

Group 1	Group 2	Group 3	Group 4
Usine	Équipe	Ouvriers de l'industrie textile	Tâches ménagères
Amende	Mal payé	Manifester	Assister à des rassemblements
Salaire	Heures supplémentaires	Sécurité	Attirer l'attention
Blessure	Piquet de grève	Une augmentation de salaire	Une loi
Conditions de travail	Grévistes	Exiger	Interdire
Être renvoyé	Grève de la faim	Accord du monopole syndical	Discrimination salariale
Se mettre en grève	Syndicat	Éclipser	Ecart salarial entre hommes et femmes
Un syndicat	servile		

4. Prepare a short presentation of your text with your group.
 - 1 sentence to introduce the document
 - 3 sentences to sum up the main ideas
 - 2 sentences to comment on the document
 - 2 sentences to give your opinion
5. Class Puzzle: Present your work to the other groups

Document H - UK awarded its lowest ranking for workplace gender equality in a decade (Sarah Butler, March 2025)

<https://www.theguardian.com/world/2025/mar/03/uk-awarded-its-lowest-ranking-for-workplace-gender-equality-in-a-decade>

§1 Women's worsening unemployment and participation in the workforce has pulled the UK behind Canada to its lowest ranking for workplace equality among large economies in a decade.

The “sluggish” pace of change on women’s earnings relative to men’s – which means closing the gender pay gap could take more than 30 years at the current pace – has knocked the UK back one place to 18th in the Women in Work Index produced by advisory firm PwC.

The decline means the UK fell to second among G7 countries, and now sits behind Canada.

Iceland, New Zealand and Luxembourg are the best performers in the index, which looks at factors including the gender pay gap and employment levels.

§2 While the UK did marginally improve the gap between the average earning of men and women, it was held back by the relatively slow pace of change and worsening unemployment levels and in participation in the workforce relative to men, according to the rankings based on 2023 data.

The UK’s performance on female full-time employment was found to be particularly poor at 68.9% in the figures, putting it 27th out of 33 of the OECD’s most important economies, and significantly below the OECD average of 78.1%.

Alia Qamar, an economist at PwC UK, said: “The UK is improving its gender pay disparity, but at a slower pace than other countries. The sluggish progress compared to peers means long term the UK’s performance is consistently only just ahead of the OECD average, whereas other similar countries such as Ireland and Canada have shown impressive improvements in the post-pandemic era.”

§3 PwC’s research suggested it was vital that the UK improve women’s earnings as it found a correlation between increased female participation and productivity and GDP growth across OECD countries from 2011 to 2023.

Phillippa O’Connor, chief people officer at PwC UK, said: “The positive link between gender equality in the workplace and economic growth shows that investing in gender equality isn’t just the right thing to do, it’s the smart thing to do.

“The benefits of a larger and more diverse workforce are translating directly into GDP gains, as well as enriching economic diversity, reducing income inequality, and providing a stronger overall skills base.

1. Present the document: title, source, author, date, subject.
2. Read each paragraph and highlight the key elements.
3. Write 1 or 2 sentences to sum up the ideas developed in each paragraph.
4. Find the equivalents in the text for: paresseux, combler l’écart de rémunération entre les sexes, chômage, OCDE, PIB.
5. Your task is to help the UK to go up in the rankings. What would you suggest?

Curiosity didn’t kill the cat 🐱 What is Affirmative Action in the US? Why is it unlawful in the UK?

Toolbox:

Close the gender pay gap
Gross Domestic Product (GDP)
Inclusiveness
Positive action vs affirmative action (US)
Underrepresented
To be discriminated against

Document I - Zero-hours contracts affect young people's health, study finds

The Guardian - 5 July 2017

Research found that 25-year-olds on short-hours contracts are more likely to report poor mental or physical health than other workers.

NOTE: A zero-hours contract is a type of contract of employment in use in the United Kingdom. It contains provisions which create an "on call" arrangement between employer and employee. The employer has no obligation to provide work for the employee. The employee agrees to be available for work as and when required, and no particular number of hours or times of work are specified. The employee is expected to be on call (= to be immediately available) and receives compensation only for hours worked. It implies that the employee can be out of work for days – even weeks. Zero-hours contracts may be ideal for some people such as retirees and students who want occasional earnings and are able to be entirely flexible about when they work, but people in the general working population, including those with mortgages and responsibility for supporting a family, run the risk of unpredictable hours and earnings. Unite, Britain's largest labour union, estimates that as many as 2 million workers are subject to zero-hours contracts, 40% of those employed privately. Many low-paid women in the UK population are said to be affected by such provisions. Zero-hours contracts are frequently used by hotels, catering and leisure (48%), education (35%) and healthcare (27%). For example 90% of McDonald's workforce in the UK - 82,000 staff members - are employed on a zero-hours contract.

Young people employed on zero-hours contracts are more likely to have worse mental and physical health than peers with more stable positions, a study has found. The study, conducted by the UCL Institute of Education, found 25-year-olds employed on contracts that do not guarantee a minimum number of work hours were 41% less likely to report having good physical health compared with those with secure contracts.

Young people on zero-hours contracts were also one-and-a-half times more likely to report having a mental health problem compared with someone on a more secure employment contract.

The research, part of wider work looking at young people's experiences of the labour market, has prompted concern among unions and MPs, who are calling for the government to crack down on exploitative employment arrangements.

The Unite union's assistant general secretary, Steve Turner, said that only by banning zero-hours contracts could the "scourge of insecure work" be tackled. He said: "This shocking research points to zero-hours contracts not just harming people's wallets, but also harming people's physical and mental health. Our young people deserve a better future than low-paid, insecure work and the stress of not knowing from one week to the next whether they will be able pay the bills and eat."

The Labour MP for Great Grimsby, Melanie Onn, said: "Not knowing how many days you'll be working, or even if you will be working, from day to day, puts huge strain on people trying to balance their household budget."

The study's lead author, Dr Morag Henderson, said: "Millennials have faced a number of challenges as they entered the world of work. They joined the labour market at the height of the most recent financial crisis and faced higher than ever university fees and student loan debt."

She said one likely cause for the negative impact of zero-hours contracts on mental health was financial stress or anxiety “associated with having a low-status job”.

There were 1.7m zero-hours contracts in the UK in November 2016, making up 6% of all employment contracts.

People on zero-hours contracts do not have set working hours a week, although there can be pressure for them to come in when needed. Companies including Sports Direct and McDonald’s have been criticised for using such employment methods.

The Trades Union Congress (TUC) and Unite have urged the government to follow New Zealand’s lead and ban zero-hour contracts.

Frances O’Grady, the general secretary of the TUC, said: “If you don’t know how much work you will have from one day to the next, this is bound to impact on your health and mental wellbeing.”

“Employers must not be allowed to get away with treating workers like disposable labour.”

1. Translate into French:

Research

Young people are more likely to report poor mental or physical health.

Peers with more stable positions.

The study, conducted by the UCL Institute of Education, found that...

Someone on a more secure employment contract.

The research has prompted concern among unions and MPs.

Unions and MPs who are calling for the government to crack down on labour exploitation.

Steve Turner said that only by banning zero-hours contracts could the “scourge of insecure work” be tackled.

Zero-hours contracts are not just harming people’s wallets, but also...

Our young people deserve a better future than low-paid, insecure work and the stress of not knowing from one week to the next whether they will be able to pay the bills and eat.

It puts a huge strain on people trying to balance their household budget.

Millennials have faced a number of challenges as they entered the world of work.

Companies including Sports Direct and McDonald’s have been criticised for using such employment methods.

Employers must not be allowed to get away with treating workers like disposable labour.

2. Explain the use of those forms:

Finds (titre) / found (chapeau) / has found (1e phrase de l’article)

Document J- Opinion page - Working from home

Adapted from The Guardian - 18 Aug 2020

Working from home, we miss the personal interactions with colleagues that can lighten the load. When we interact in person, we feel connected and part of something bigger than just doing our jobs.

1- Working in an office, we might see a colleague, already settled in for the day, headphones on, focused, and we would assume they have a lot going on and are up against a deadline. Or we bump into someone in the kitchen who tells you their son's asthma has flared, and we would assume that they are tired and worried about their child.

2- In this new world where many of us are working at home 100% of the time, so many of those real life micro-interactions have become non-existent. Face to face interaction makes it possible to understand a colleague's context. If I'm in a meeting with one of these colleagues, and they seem distracted, I instantly have a sense that they may be stressed because of their context.

3- But how does this translate when we don't get these interactions, and we're suddenly dropped into a Teams, or Meet, or Zoom with people who are distracted? Or worse, appear frustrated, irritated? We can't help but take it personally. We haven't got a sense of their context. We haven't had the chance to check in, to see how they're doing. We get the singular dimension of this person via their face on our screen at that moment. People may not be as comfortable sharing that they're stressed or tired in this new setting.

4- I spoke to a young woman in Victoria who's working from home and struggling with the lockdown and between big sobs, she said, "I just don't feel like anyone cares anymore. Everyone I talk to is just after their own piece of work from me and that's it." Of course, that's the nature of work; people do just want their own piece of work from you, but when we interact in person, it's less likely to feel like that. We feel connected to people. We feel part of something bigger than the transactional nature of our jobs. Shift to online? All that goodwill can fly out the window. No time for personal, it's all business.

5- And therein lies the problem. Personal is what's missing. It's our connection and our humanity. It's what makes us genuinely like and care for our colleagues. It's the little interactions and sparks of communication that add up over time to give you this complete picture of who a person is, what they've got going on, informational clues that help us understand how best to interact with them. These sparks make us understand them and their context. In turn, it helps them understand us.

6- One way of turning this around is by making a point of being personal at the beginning of every virtual meeting. The n° 1 tip is "make it personal" followed by "convey warmth". It praises the power of small talk and keeping the camera on in order to share our expressions. Oh, the humanity! Interactivity and engagement is high on the agenda.

7- For those of us working from home (for a long, long time yet, no doubt), we can be mindful of showing up as ourselves, not just as our roles. We can be mindful that we are all missing out priceless moments of communication with the people we work with, so let's pause at the start of every meeting; take a moment to be personal and warm, share a moment, ignite a spark.

8- This pandemic has taken an enormous toll on people in so many different ways. Being mindful in caring for our working relationships, bringing back the sparks of humanity, is one small way we can lighten the load.

• Nicola Hannigan leads communications at the Centre for Social Impact and is based at UNSW Sydney

1. Read and highlight the key elements.
2. Write an introduction to this article.
3. Find out a point of discussion (problematique) and discuss it.

How to express advantages and drawbacks

pros:

- It can give you more...
- It can enable you to do...
- It can allow you to...
- It is a way to have...
- You can do...
- What it brings is more...

cons:

- It may be hard for you to learn...
- You may find it difficult to leave...
- You might have difficulty adapting to...
- You run the risk of feeling...
- There is a small / an obvious risk that...
- You are at risk of losing...
- It could endanger your...

PHRASES DE THÈME LEXICAL ET GRAMMATICAL

- 1- Tous les candidats doivent posséder au moins deux langues étrangères.
- 2- Il y a des gens qui aiment travailler à domicile.
- 3- Mais d'autres préfèrent se rendre au bureau quotidiennement.
- 4- Il doit faire des petits boulots en attendant un travail à temps complet.
- 5- Les chiffres du chômage des hommes augmentent de façon inexorable.
- 6- Dans les emplois de service, la discrimination s'exerce maintenant contre les hommes.
- 7- Beaucoup d'hommes britanniques sont peu enclins à postuler à des emplois qu'ils décrivent comme des emplois de femmes : le ménage, le service en salle ou les emplois de la petite enfance.
- 8- La cellule familiale traditionnelle est soumise à des tensions considérables.
- 9- Et les problèmes sociaux qu'on associe d'habitude au chômage des hommes, comme le vandalisme ou les violences conjugales, sont repartis à la hausse.
- 10- Beaucoup des emplois réservés aux femmes sont à temps partiel ou mal payés.
- 11- Le secteur des services semble fait sur mesure pour les femmes car elles ont de meilleures compétences relationnelles.
- 12- J'ai envoyé mon cv et j'espère obtenir un entretien d'embauche.

- 13- Tout ce que je veux, c'est monter en grade et obtenir un poste haut placé.
- 14- Je vais finir par prendre une année sabbatique car je n'arrive pas à avoir un équilibre entre vie personnelle et vie professionnelle.
- 15- Malgré les heures supplémentaires que je fais, j'ai l'impression que mon pouvoir d'achat a diminué.
- 16- Je gagne ma vie comme vendeuse en magasin mais je suis prête à prendre de nouvelles responsabilités.
- 17- Ce qu'il me faut c'est une expérience professionnelle afin que je puisse décrocher ce stage.
- 18- Cela fait deux ans qu'il est parti à la retraite.

Document K - Traduction d'un extrait d'un article du Monde – juillet 2022

Le droit à la déconnexion en vacances : pas pour tout le monde

Conséquence de la généralisation du télétravail, plus d'un tiers des salariés français disent travailler en vacances, selon une étude.

« Le problème de la déconnexion ne date pas d'aujourd'hui, mais le télétravail l'a amplifié, en abolissant les frontières entre temps de travail et temps de repos. » Comme l'exprime Fabienne Tatot, secrétaire nationale de l'Union générale des ingénieurs, cadres et techniciens (Ugict)-CGT, les nouvelles habitudes générées par le travail à distance ne font pas toujours bon ménage avec l'équilibre entre vie personnelle et vie professionnelle, surtout lors des congés.

En effet, 36 % des salariés français se connectent à distance pour travailler en vacances, selon une étude publiée par le site d'évaluation des entreprises Glassdoor, menée le 14 juillet auprès d'un échantillon représentatif de mille d'entre eux âgés de plus de 18 ans et travaillant à temps plein.

Dans une partie non négligeable des cas, cette surcharge hors du temps de travail provient d'une pression directe de l'employeur. Un sondé sur cinq télétravaille, car ce dernier lui adresse des demandes lors des congés, et 24 % des personnes interrogées se disent sommées de prendre leur ordinateur portable en vacances.

Pression sociale

Plus étonnant, cette habitude a souvent pour origine le travailleur lui-même. Ainsi, 35 % des répondants utilisent leurs outils professionnels « par peur de manquer des informations », et reconnaissent que le télétravail les incite à travailler plus dur, à faire leurs preuves. Par ailleurs, 20 % rapportent même que le télétravail augmente tellement le niveau d'exigence des employeurs et des clients qu'ils estiment normal que les projets en cours continuent d'être gérés pendant les heures de repos.

Avocate spécialisée en droit du travail, Elise Fabing y voit une pression indirecte de l'entreprise : « Il y a une culture qui consiste à montrer qu'on travaille deux fois plus quand on est à la maison, qu'on est loyal... Les salariés se sentent responsabilisés et ont des objectifs sur le long terme. »

Document L - Traduction d'un extrait d'un article de La Croix – juillet 2017

Égalité hommes-femmes en entreprise, le « name and shame » a ses limites

Les dix grandes entreprises qui respectent le moins l'égalité hommes-femmes pourraient bientôt se voir dénoncées publiquement. C'est ce que promet l'action « name and shame » annoncée mercredi 5 juillet par le secrétariat d'État chargé de l'égalité entre les femmes et les hommes. Si l'intention paraît louable, la pratique montre des limites sur le plan moral.

Alors qu'une étude publiée par l'Insee le 5 juillet 2017 mesurait que les femmes sont rémunérées 14 % de moins que les hommes, la secrétaire d'État chargée de l'égalité hommes-femmes était déjà sur la brèche. Marlène Schiappa, invitée au micro de France Inter le même jour, a en effet annoncé avoir mis en place une action « name and shame » sur la problématique de l'égalité.

« Name and shame », littéralement : nommer et blâmer. Ce « bonnet d'âne », très prisé par les Anglo-Saxons, poursuit un but simple mais sans pitié : dénoncer publiquement les mauvaises pratiques des grands groupes. Se mettant au diapason, la secrétaire d'État a affirmé avoir commandé un baromètre à l'entreprise Ethic & Boards, qui se targue d'être le « premier Observatoire international de la gouvernance des sociétés cotées », afin d'obtenir les noms des dix entreprises qui respectent le moins cette égalité hommes-femmes.

Les mauvais élèves recensés ont tous été contactés et invités à une « journée de formation » au secrétariat d'État à l'égalité. « Nous faisons le pari que nous allons pouvoir les transformer en actrices et acteurs de l'égalité professionnelle », a lancé Marlène Schiappa avec véhémence. Et pour ceux qui ne daigneront pas venir, la sentence sera lourde : leur nom sera dévoilé au grand jour, assorti de l'étiquette « discrimination », « puisqu'ils n'auront pas saisi cette forme de dernière chance de l'égalité », selon la secrétaire d'État.

Essays (write the intro OR intro + outline OR intro + conclusion : 80 to 100 words)

1- Taking a year off: list the arguments for and against.

Key words: careful planning and research, daily living expenses, around-the-world itinerary, travel to faraway places, gain experience, do volunteer work overseas, humanitarian aid, to step off the career fast-track, cultural immersion, community service.

2- Working abroad? List the pros and cons.

Key words: brain drain, human capital flight, an economic cost, large-scale emigration, technical skills and knowledge, rich opportunities, better living conditions, better pay.

3- Taking a long maternity / paternity leave (16 months in Sweden, including a minimum of 2 months' paternity leave for any parental leave)

Key words: paid parental leave, to make arrangements for the child's welfare, to be entitled to paid leave.

4- Can gender pay disparity really be combated by law? Is equal pay for equal work something of a utopia?

5- The 35-hour working week: a boon or a bane? The debate over **shorter work weeks**. Key words: salary, quality of life, distribution of labour

6- Should the minimum wage be increased significantly? Key words: standards of living, below poverty line or poverty level, a decent income, the bare minimum, spending power or purchasing power

7- Does globalization mean more or less job opportunities? Key words: outsourcing, unemployment, cheap labour, skilled workers / unskilled workers

8- The right to strike: should it be limited or protected?

9- Telecommuting: for or against?

Key words: to work from their homes or in other nearby locations, telework, a work arrangement, to enjoy flexibility in working location and hours, the often long daily commute to a central place of work is reduced, telecommunication links, to reduce CO2 emissions.

10- Does the accelerating pace of technology threaten jobs? Key words: ICT, machines vs man, to e-mail, paperless office, automation

11- Do you think that the increased use of ICT has caused a reduction or a rise in the number of hours employees are required to work? **ICT:** Information and Telecommunication Technology.

