

THE GLASS-CEILING AND THE GENDER GAP

I) VOCABULAIRE

English	French	English	French
Gender [dj]	Le genre / le sexe	The upbringing of children, child-rearing, parenting [è]	L'éducation des enfants
The gender gap [dj]	Le fossé entre hommes et femmes	Women's [wimin'z] status [steitəs] in society [səsaɪəti]	Le statut, la position, la place des femmes dans la société
The glass-ceiling [i:]	Le plafond de verre	school-age children [ou:] [eidj][i]	Des enfants d'âge scolaire
Female [i:] [ei]	(Du sexe) féminin	a housewife [ai]	Une femme au foyer, une ménagère
Gender inequalities [dj] [qwa]	Les inégalités entre les hommes et les femmes	The gender pay gap, the gender wage gap	Le différentiel de salaire entre les sexes
(To) stand up against gender inequalities [qwa]	Se battre contre les inégalités entre les sexes	Equal [ikwəl] pay [ei]	L'égalité des salaires
Gender imbalance [dj]	Le déséquilibre entre les sexes	(to) do the housework [as in « bird »]	Faire le ménage
the gender war [dj]	La guerre entre les sexes	(To) do the cooking / washing / washing-up / shopping [as in "cop"]	Faire la cuisine / la lessive / la vaisselle / les courses
A (male) chauvinist [ei] [əʊ]	Un phallocrate, un machiste	(To) do the Hoovering [ou:]	Passer l'aspirateur
Machismo [tʃ us/ k uk]	Le machisme	domestic appliances [ə] [ə] [ai] [siz]	Les appareils ménagers
Misogyny [dj]	La misogynie	Household chores [tʃ]	Les tâches ménagères
A misogynist [dj] [o as in « cop »]	Un misogyne	(To) be faced [ei] [t] with a dilemma / to be confronted [id] to a dilemma	Être confronté à un dilemme
Sexism [izəm]	Le sexisme	a nursery, a child-care center (us), a day-care [è] centre (uk)	Une crèche, une garderie
sexist prejudices [siz]	Des préjugés sexistes	a nanny	Une nounou, une nourrice
feminism [izəm]	Le féminisme	a childminder [ai] [ai]	Une assistante maternelle, une nourrice
The Women's [wimin'z] Movement, the women's rights movement	Le mouvement des femmes, le mouvement pour les droits de la femme	(to) balance, combine work and family [n]	Trouver un équilibre entre travail et famille
(To) become emancipated [ei][id]	s'émanciper	(To) juggle a career and a family [ə] [i:] [n]	Jongler pour concilier carrière et famille

(To) empower women [m] [aʊ] [wimin]	Rendre les femmes autonomes	(To) reconcile [ai]	Concilier
a forced [t] marriage / an arranged [d] marriage	Un mariage forcé / arrangé	Family responsib il ities	Les responsabilités familiales
a sham marriage [idj]	Un mariage blanc	(To) be financ ia lly [fai] dependent on sb	Être dépendant financièrement de qqn
A dowry [daʊəri]	Une dot	(To) earn [as in "bird"] a living , to make a living	Gagner sa vie
Ø poly gamy [ə]	La polygamie	(To) support one's family [ə] (my/your...)	Subvenir aux besoins de sa famille
poly gamous [əs] [ə]	Un polygame	(To) feed one's children [i :] (my/your...)	Nourrir ses enfants
Female [i :] [ei] circumci [j] sion, female [dj] g enital mutilat ion [chən]	l'excision	(To) be the breadwinner [è]	Être celui qui fait vivre la famille
a battered [d] wife [ai]	Une femme battue	She is the family wage-earner [= "bird"] [ei][dj]	C'est elle qui fait vivre sa famille
Ø domestic violence [ə] [vareləns]	Violence conjugale, familiale	(To) bring home the bacon [beikən]	Faire bouillir la marmite (être la personne qui nourrit sa famille)
(To) be disen fr anchised [ai][d]	Être privé du droit de vote	Ø female labour [er] [i :] [ei] [ei]	La main d'œuvre féminine
The right to vote [əʊ]	Le droit de vote	Ø female employment [i :] [ei] [mənt]	L'emploi des femmes
(To) become pregnant [Gn]	Tomber enceinte	women [wimin] make up x% of the workforce [= "bird"]	Les femmes représentent x% de la main d'œuvre
Women of childbearing g [wimin] [è] age [eidj]	Les femmes en âge d'avoir des enfants	(to) have a career [ə] [i :r]	Faire carrière
The (contr ac ceptive) pill [ə]	La pilule (contraceptive)	(to) be a working woman [= "bird"] [womən]	Être une femme qui travaille
(To) go on maternity leave [ə] [i:]	Partir en congés maternité	a career woman [womən] [ə] [i :r]	Une femme qui fait carrière/ une femme carriériste
Ø parental leave, career break [ə] [ei]	Congé parental	(To) work part time [= "bird"]	Travailler à temps partiel ou à mi-temps
(to) look after one's children [i]	S'occuper de ses enfants	(To) work full time [= "bird"]	Travailler à plein temps
(To) bring up, (to) raise [ei] a child [ai]	Élever un enfant	(To) compete with men [i :]	Être en concurrence avec les hommes
(To) appoint sb to a post [ə] [pəʊst]	Nommer qn à un poste	a top job [o as in cop*2]	Un poste de haut niveau
Ø affirmative action [ə][as in "bird"] [chən]	La discrimination positive	(To) have a successful career [ə] [ə] [i :r]	Réussir sa carrière
a menial job [as in « cop »] [mi :]	Un emploi subalterne	a male [ei] preserve [i :] [z]	Une chasse gardée pour les hommes

Barriers to female advancement [fi :meil] [ə]	Les obstacles à la promotion des femmes	☹ harassment	Le harcèlement
(To) discriminate against sb [ei]	discriminer qqn	☹ parity	La parité
☹ sexual harassment [kch]	Le harcèlement sexuel	(To) introduce quotas [qw] [ə]	Instaurer des quotas
Under-represented	Sous-représenté	egalitarian / être égal à	Egalitaire / be equal TO sb
The introduction of quotas [chən] [qw]	L'instauration de quotas	(to) be on an equal footing with (men) [i][qw]	Être sur un pied d'égalité avec (les homes)
☹ equal opportunity [i][qw] [əpətju :niti]	L'égalité des chances	(To) achieve equality with men [tchi:v] [iqw]	Atteindre l'égalité avec les hommes
☹ egalitarianism [izəm]	L'égalitarisme	The weaker/stronger sex [i :]	Le sexe faible / fort
(To) be discriminated against [id] [ei]	Être victime de discrimination	credentials	Des références/ qualifications
an application [chən]	Une candidature	A (job) interview	Un entretien (d'embauche)
skills	Les compétences / les qualifications	(to) Turn down (an applicant)	Refuser (un candidat) à l'embauche
☹ ageism [dj][izəm] [ei]	La discrimination par l'âge	(to) Be promoted [id] [prəməut]	Être promu
(to) retrain [ri :][ei]	(se) recycler (se former pr changer de secteur)	The purchasing power [ə] [tch][ei] [aʊ]	Le pouvoir d'achat
a wage increase / a pay raise [ei] / a pay rise [ai]	Une hausse de salaire	a perk	Un avantage en nature
a bonus [bəʊnəs]	Une prime, une gratification	(to) climb up the corporate ladder	Monter dans la hiérarchie d'une entreprise
a lunch voucher [vaʊtcher]	Un ticket restaurant	badly-paid [eid]	Mal payé
(to) Keep one's head above water [è]	Survivre tant bien que mal (garder la tête hors de l'eau)	(to) unionize [youniənaiz]	(se) syndiquer
an occupational disease [o as in « cop »] [ziz]	Une maladie du travail	(to) back up a claim [ei]	Soutenir une revendication
(to) protect rights [ə]	Préserver les droits	☹ gallantry	La galanterie
☹ socializing [ch] [ai]	La vie sociale	The respect of Human rights	Le respect des droits de l'homme
☹ individual liberties	Les libertés indiv.	☹ Legality, lawfulness	La légalité
☹ fraternity, brotherhood	La fraternité	(to) defend the weak [i :]	Défendre la veuve et l'orphelin (= défendre les faibles)
☹ national unity	L'unité nationale	peaceful, non-violent [i :] [vaɪələnt]	Pacifique, non violent
(to) abide by the law [ə][ai]	Respecter la loi	(to) foster a relationship with [= "cop"]	Entretenir des relations avec
(to) push for change [tcheinj]	Militer pour le changement	A humanitarian mission [è] [chən]	Une mission humanitaire

II) CIVILISATION

– **The second sex** : published in 1949, is a major feminist work in which Simone de Beauvoir argues that women throughout history have been defined as the « other » sex, an aberration from the normal male sex. Her notion that one is not born, but rather becomes a woman provides the basis for the distinction between **sex**, a **biological** characteristic, and **gender**, an aspect of identity which is gradually **acquired**.

– **Equal Pay Act (1963)**

made it illegal to pay men and women different wage rates for jobs that require equal skill and responsibility and are performed under similar working conditions. Similar acts were passed in Great Britain in 1970 and in France in 1972.

According to the 2008 Employment Outlook from the OECD, women are paid **17%** less than men on average. Anti-discrimination laws and greater access to higher education for women have helped narrow the employment and wage gaps in recent decades.

– **Affirmative action**

A lot of measures of positive discrimination were taken in the USA during the 20th century to **correct** the imbalances which come from years of exploitation and contempt. Three amendments aimed at improving the situation of minorities but there are such groups as the Ku Klux Klan which were opposed to these measures. It was only in 1961 that we started talk about « affirmative action », thanks to President Kennedy. The latter ordered the American firms working for the Federal State to stop discriminations. This « affirmative action » enables minorities to improve their social integration. But some people think it is also a kind of discrimination.

– **Five key-women in US history**

* **Indian heroine**

Pocahontas :

- helped the firsts colonists
- she married with a colonist
- she was received by the king in London
- she led Lewis & Clark in their North-America crossing (cf the westward expansion/ cf Native Americans)

* **Harriet Tubman**

- she was a slave who ran away
- she organised the escape of other slaves to the northern states
- she participated to the Civil War
- she struggled for women's rights

* **Jane Addams**

- she funded a hosting center in Chicago where she wanted the improvement of immigrants, young people and women's living conditions
- she worked for the equality between races
- the first American woman to receive the Nobel prize

* **Eleanor Roosevelt**

- she helped her husband during his term
- she created UNICEF

* **Rosa Parks**

- black woman who refused to let her seat to a white person on a bus

→ cancelation of the segregation in transports by the Supreme Court

– **Four key-women in British history**

***Queen Victoria (1819-1901)**

64 years of reign which were marked by the development of the Empire and industry

***Florence Nightingale (1820-1910)**

she became a nurse and she fought to improve aids and health

***The « Suffragettes »**

They enabled women to have the right to vote

***Margaret Thatcher (1925-...)**

Her nickname : The Iron Lady

She was the first woman to manage a British political party

She was the Prime Minister of Britain from 1979 to 1990 (for the Conservative Party)

III) GRAMMAIRE

La comparaison

– **Adjectifs courts**

Ce sont les adjectifs d'une syllabe ou deux syllabes terminés par -er -y ou -w et -le

...er ...than

It is bigger than I thought _ C'est plus gros que je ne le pensais.

As... as, not...so...(as)

She is not as fat as she used to be _ Elle n'est pas aussi grosse qu'avant.

« De plus en plus »

It's bigger and bigger. _ C'est de plus en plus gros.

– **Adjectifs longs**

3 syllabes et plus

More... than

He's more attractive than you are _ Il est plus séduisant que toi

Less... than

He is less attractive than you are. _ Il est moins séduisant que toi.

« De plus en plus »

She was getting more and more nervous _ Elle devenait de plus en plus nerveuse.

ATTENTION !!

Les adjectifs en -ful (doubtful) et -re (obscure) sont considérés comme des adjectifs longs.

+ passif/voix passive