

## Male bosses' bonuses double those of female colleagues

### Level 1 • Elementary

#### 1 Warmer

Do people where you work get bonuses?

If so, how much are they? How often are they paid? Who gets them?

#### 2 Key words

Write the key words next to their definitions below. Then scan the article to find the key words and read them in context. The paragraph numbers have been given to help you.

average

boss

well-being

performance

transparency

bonus

1. someone with a powerful position in an organization \_\_\_\_\_ (para 1)
2. extra money that you are paid at work in addition to your usual salary \_\_\_\_\_ (para 1)
3. an amount calculated by adding a group of numbers together and dividing the total by the amount of numbers \_\_\_\_\_ (para 2)
4. an honest way of doing things that allows other people to know exactly what you are doing \_\_\_\_\_ (para 5)
5. the standard to which someone does their job \_\_\_\_\_ (para 5)
6. the state of being happy, healthy and safe, and having enough money \_\_\_\_\_ (para 6)

culture

equality

juggle

pay gap

promote

recruit

7. a set of ideas, beliefs and ways of behaving of a particular organization or group of people \_\_\_\_\_ (para 7)
8. the difference in the amounts of money people get from their job \_\_\_\_\_ (para 7)
9. the state of being the same, especially in having the same rights, status, money and opportunities \_\_\_\_\_ (para 9)
10. to get someone to work in a company or join an organization \_\_\_\_\_ (para 10)
11. to move someone to a job at a higher level \_\_\_\_\_ (para 10)
12. to try to do several important things at the same time, especially when this is difficult \_\_\_\_\_ (para 11)

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#### Male bosses' bonuses are double those of female colleagues in identical jobs

Simon Goodley  
20 August, 2013

- 1 Male bosses are paid bonuses double the size of bonuses given to female colleagues in the same jobs. This means that men get bonuses of £141,500 more than women over their working lives.
- 2 The numbers, released by the Chartered Management Institute (CMI), show that men in UK management jobs earned average bonuses of £6,442 in 2012 – compared with £3,029 for women.
- 3 Female directors received bonuses of £36,270 over the past 12 months, compared with £63,700 received by male directors.
- 4 The numbers show that pay in British business is still not equal. Campaigners believe we must do something to improve equality at work.
- 5 Ann Francke, the CMI's chief executive, said that there should be more flexibility and less masculine cultures, and that the good work people do should be more important than how much time they spend in the office. Also, there should be more transparency around performance and bonuses.
- 6 "If we solve this issue, we will improve the performance of organizations and the well-being of people at work," she said. "What are we waiting for?"
- 7 Some of the numbers may be affected by women doing jobs where there is less of a culture of bonus payments. But the differences in the sizes of bonuses do make Britain's pay gap worse. The government says the pay gap is closing but that full-time male employees still earn 10% more than women.
- 8 Maria Miller, the Minister for Women and Equalities, said that the CMI numbers are another example from the world of work that shows that women still earn less than men doing the same job.
- 9 "Changes in the workplace are happening and it's good that the pay gap is closing – but there is still more to do before we see full equality in the workplace.
- 10 "The government is trying to help. 120 companies have joined our Think, Act, Report scheme, which encourages companies to improve the way they recruit, promote and pay women.
- 11 "We've also looked at other causes of the pay gap, such as having to juggle work and family."
- 12 Large companies such as Tesco, BT, Unilever and the international law firm Eversheds are some of the companies that have signed up to Think, Act, Report. The scheme has only attracted 120 companies in nearly two years.
- 13 But the CMI's numbers also showed that the pay gap is closing: the difference between the average salaries earned by male and female bosses appeared to be smaller than in 2012.

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First published in *The Guardian*, 20/08/13

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#### 3 Comprehension check

Are these statements from the article true (T) or false (F)? Correct any that are false.

1. In Britain, women get higher bonuses than men.
2. Men get double the bonuses that women do.
3. The pay gap between men and women is getting bigger.
4. Men earn 12% more than women on average.
5. Pay in British business is not equal.
6. Women often don't work in jobs where bonuses are given.
7. Women often have to juggle work and family.
8. The British government is trying to get big companies to change the way they recruit and promote their employees.

#### 4 Numbers

Say these numbers from the article.

- a. 12
- b. 120
- c. 10%
- d. £6,442
- e. £3,029
- f. £141,500
- g. £36,270
- h. £63,700

#### 5 Similar words

a. Define and compare these words from the article.

pay                      salary                      bonus

b. Write a sentence of your own for each of the words.

#### 6 Discussion

Underline the word you think fits best or write your own word. Then complete the sentence by adding your opinion. Discuss all the completed statements in class.

New reports about bonuses and pay gaps are *(un)important* / *(un)necessary* / *good* / *bad* / \_\_\_\_\_  
because ....

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#### KEY

#### 2 Key words

1. boss
2. bonus
3. average
4. transparency
5. performance
6. well-being
7. culture
8. pay gap
9. equality
10. recruit
11. promote
12. juggle

#### 5 Similar words

- a.
- pay** – a general term for money that you receive for doing your job
- salary** – a fixed amount of money that you earn each month or year from your job
- bonus** – extra money that you are paid in addition to your usual salary

#### 3 Comprehension check

1. F – In Britain, men get higher bonuses than women.
2. T
3. F – The pay gap between men and women is closing.
4. F – Men earn 10% more than women on average.
5. T
6. T
7. T
8. T

#### 4 Numbers

- a. twelve
- b. one/a hundred and twenty
- c. ten per cent
- d. six thousand, four hundred and forty-two pounds
- e. three thousand and twenty-nine pounds
- f. one/a hundred and forty-one thousand, five hundred pounds
- g. thirty-six thousand, two hundred and seventy pounds
- h. sixty-three thousand, seven hundred pounds