

Male bosses' bonuses double those of female colleagues

Level 2 • Intermediate

1 Warmer

What kind of bonuses might an employee or manager get from their company?

Does your place of work give bonuses? If so, what are they?

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.

agenda

counterpart

outcomes

pay gap

top-ups

transparency

1. money given in addition to a basic salary _____ (para 1)
2. all the things that need to be done or that need to be thought about or solved _____ (para 5)
3. the final results of a process, meeting, activity etc _____ (para 6)
4. an honest way of doing things that allows other people to know exactly what you are doing _____ (para 6)
5. the difference in the amounts of money people get from their job _____ (para 8)
6. someone who has the same job another person _____ (para 9)

equality

juggle

leave

promote

recruit

shrink

7. the state of being equal, especially in having the same rights, status, money and opportunities _____ (para 10)
8. to get someone to work in a company or join an organization _____ (para 11)
9. to move someone to a job at a higher level _____ (para 11)
10. to try to do several important things at the same time, especially when this is difficult _____ (para 12)
11. a period of time away from your job _____ (para 12)
12. to become smaller in amount _____ (para 14)

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

Report reveals men in UK management roles earned average bonuses of £6,442 in 2012, compared with £3,029 for women

Simon Goodley
20 August, 2013

- 1 Male bosses are paid bonuses double the size of those given to female colleagues in identical jobs. This means that men get salary top-ups of £141,500 more than women over their working lives.
- 2 The figures, released by the Chartered Management Institute (CMI), reveal that men in UK management roles earned average bonuses of £6,442 in 2012 compared with £3,029 for women.
- 3 In the most senior roles, female directors received bonuses of £36,270 over the past 12 months, compared with £63,700 awarded to male directors.
- 4 The latest figures show that pay in British business is still not equal. This has led to calls for action from campaigners on workplace equality.
- 5 Ann Francke, the CMI's chief executive said: "It's time to move this issue into the mainstream management agenda.
- 6 "This is about changing our approach to management. There should be greater flexibility, less masculine cultures, more emphasis on outcomes rather than time in the office and greater transparency around performance and rewards.
- 7 "In solving this issue, we would actually raise the performance of organizations and the well-being of individuals at work. What are we waiting for?"
- 8 While some of the data may be affected by factors such as women doing jobs where there is less of a culture of bonus payments, the differences in the sizes of bonuses do appear to 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.
- 9 Maria Miller, the Minister for Women and Equalities, said: "The CMI figures are another example from the world of work showing that women still lose out to their male counterparts.
- 10 "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.
- 11 "The government is playing its part. We have signed up 120 companies to our Think, Act, Report scheme, which encourages companies to improve the way they recruit, promote and pay women.
- 12 "We've also looked at other pay gap causes, such as having to juggle work and family responsibilities. We have introduced shared parental leave and the right to request flexible working to all employees."
- 13 Large companies such as Tesco, BT, Unilever and the international law firm Eversheds are among those signed up to Think, Act, Report. The scheme has only attracted 120 supporters in nearly two years of existence.
- 14 However, the CMI's data did provide some evidence to support Miller's statement that the overall pay gap is narrowing: the difference between the average salaries earned by male and female bosses appeared to shrink from 2012.
- 15 A sub-set of 17,000 individual managers, whose salaries and bonuses have been followed over a number of years, showed that male managers' earnings are rising faster than women's for the first time in five years. Men's earnings increased by 3.2% compared with a 2.8% increase for women, when salaries and bonuses are combined.
- 16 At the most senior level, male directors' earnings rose by 5.3% over the past 12 months, compared with just 1.1% for female directors.

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3 Figures

Say these figures.

- a. 17,000
- b. 120
- c. £141,500
- d. £27,430
- e. £3,413
- f. 2.8%
- g. 3.2%
- h. 4.2%
- i. 10%

4 Comprehension check

Answer these questions with the figures above in task 3.

- 1. How much more than women do men earn in bonuses in a working lifetime?
- 2. On average, how much more than women did men earn in bonuses in 2012?
- 3. On average, how much more than women did men earn in bonuses at senior management level?
- 4. How much more on average do men in Britain earn than women in similar jobs?
- 5. How many managers had their salaries and bonuses recorded for several years?
- 6. How many companies have signed up to the Think, Act, Report scheme?
- 7. By how much did men's combined bonus and salaries increase on average?
- 8. By how much did women's combined bonus and salaries increase on average?
- 9. At senior level, how much more did male director's earnings increase compared to their female counterparts'?

5 Similar words

Define, compare and contrast the following sets of words from the article.

- a. pay salary earnings
- b. reward bonus

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6 Pay gap

Complete these phrases from the text.

- The differences in the sizes of _____ do appear to make Britain's pay gap _____.
- The government says the pay gap is _____.
- We've also looked at other pay gap _____, such as having to juggle work and family responsibilities.
- The overall pay gap is _____.

7 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.

Reports about bonuses are *(un)important* / *(un)necessary* / *damaging* / *helpful* / *revealing* / _____
because

The overall pay gap is _____.

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KEY

1 Warmer

Bonuses may be financial or other benefits, such as company shares and extra holiday.

2 Key words

1. top-ups
2. agenda
3. outcomes
4. transparency
5. pay gap
6. counterpart
7. equality
8. recruit
9. promote
10. juggle
11. leave
12. shrink

3 Figures

- a. seventeen thousand
- b. one/a hundred and twenty
- c. one/a hundred and forty-one thousand, five hundred pounds
- d. twenty-seven thousand, four hundred and thirty pounds
- e. three thousand, four hundred and thirteen pounds
- f. two point eight per cent
- g. three point two per cent
- h. four point two per cent
- i. ten per cent

4 Comprehension check

1. £141,500
2. £3,413
3. £27,430
4. 10%
5. 17,000
6. 120
7. 3.2%
8. 2.8%
9. 4.2%

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

earnings – the amount of money that you earn; the profit made by a company

b.

reward – something good that happens or that you receive because of something that you have done; money that you receive for working

bonus – extra money that you are paid in addition to your usual salary

Teacher's note: As some of the differences in meaning are small, find out how the words are used by putting them into a concordancer.

6 Pay gap

- a. bonuses; worse
- b. closing
- c. causes
- d. narrowing