

Male bosses' bonuses double those of female colleagues

Level 3 • Advanced

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 form do they take and when are they given?

2 Key words

Complete the definitions using key words from the text.

skewed
discretion

tribunals
contention

disparity
aggravating

discrepancies
transparency

inequitable
clauses

1. a difference between things _____
2. unfair because people are not being treated equally _____
3. an honest way of doing things that allows other people to know exactly what you are doing

4. freedom to decide how to act in a particular situation _____
5. facts, information or results that are _____ are not accurate because they have
been affected by something
6. differences between things that should be the same _____
7. making something bad become worse _____
8. parts of legal documents such as contracts that officially state that something must be done

9. special law courts organized to judge a particular case _____
10. an opinion or statement that something is true, especially one made during a discussion or argument

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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 being paid bonuses double the size of those given to female colleagues in identical jobs – a disparity that means men enjoy salary top-ups of £141,500 more than women over the course of a working lifetime.
- 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 highlighting the inequitable nature of pay in British business 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 to allow for 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 Dr Ruth Sealy, a senior research fellow at Cranfield School of Management, added: "It is not surprising. Bonuses are a method of payment that can be used with discretion. As to what should be done about it, these things should be made more transparent."
- 9 While statisticians warned that some of the data may be skewed by factors such as women entering occupations where there is less of a culture of bonus payments, the discrepancies in the sizes of awards do appear to be aggravating Britain's pay gap, which the government says is closing but still sees full-time male employees earn 10% more than women.
- 10 Maria Miller, the Minister for Women and Equalities, said: "The CMI figures are yet another damaging example highlighting that, in the world of work, women still lose out to their male counterparts and that the playing field is far from level.
- 11 "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.
- 12 "The government is playing its part: we have made pay secrecy clauses illegal, given tribunals the power to force employers who break equal pay laws to carry out equal pay audits and signed 120 companies up to our Think, Act, Report scheme, which encourages companies to improve the way they recruit, promote and pay women.
- 13 "We've also looked at other pay gap causes, such as having to juggle work and family responsibilities, by introducing shared parental leave and the right to request flexible working to all employees."
- 14 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, having risen from 54 participants in November 2012.
- 15 However, the CMI's data did provide some evidence to support Miller's contention that the overall pay gap is narrowing: the difference between the average salaries earned by male and female bosses has appeared to shrink, decreasing from an average of £10,060 in 2012 to £8,502 in the CMI's most recent figures.
- 16 However, the institute cautioned against direct comparisons between the 2012 and 2013 samples – which both polled around 40,000 managers – as they are not identical.
- 17 A sub-set of 17,000 individual managers, whose salaries and bonuses have been tracked over a number of years, showed that male managers' earnings are rising faster than women's for the first time in five years, with men enjoying total increases of 3.2% compared with 2.8% for women, when salaries and bonuses are combined.
- 18 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 Comprehension check

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. Who carried out the survey and in which country?
5. What is Maria Miller's job title? What field does she work in?
6. What might have affected the figures?
7. How much more on average do men in Britain earn than women in similar jobs?
8. What is the Think, Act, Report scheme?
9. What figures are provided to show the inequality of pay rises between men and women?

4 Similar words

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

- a. pay salary earnings
- b. reward bonus

5 Expression

In paragraph 10, Maria Miller says that 'the playing-field is far from level'. What does she mean by this?

6 Discussion

Complete the statement by either choosing the word you think fits best or by writing your own word and then adding your opinion. Use the completed statement as the basis for a discussion.

Reports of this kind are *(un)important / (un)necessary / damaging / helpful / revealing /* _____
because

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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. disparity
2. inequitable
3. transparency
4. discretion
5. skewed
6. discrepancies
7. aggravating
8. clauses
9. tribunals
10. contention

3 Comprehension check

1. £141,500
2. £3,413
3. £27,430
4. the Chartered Management Institute (CMI), in the UK
5. Minister for Women and Equalities; politics
6. factors such as women entering occupations where there is less of a culture of bonus payments
7. 10%
8. a UK government scheme, which encourages companies to improve the way they recruit, promote and pay women
9. On average, men's earnings have increased by 3.2% compared with 2.8% for women, when salaries and bonuses are combined. Male directors' earnings rose by 5.3% over the past 12 months, compared with just 1.1% for female directors.

4 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.

5 Expression

The situation is not fair for all the people involved. (This phrase derives from the requirement for fairness in games that are played on a field or pitch from end to end and where a slope would give one team an advantage, e.g. football.)