Topic 14.4

Employees - Equal Opportunities



equal opportunities N-PLUBAL

Equal opportunities refers to the policy of giving everyone the same opportunities for employment, pay and promotion, without discriminating against particular groups.

The profession's leaders must take action now to tackle racist behaviour and to promote <u>equal opportunities</u> for all. It recently appointed an <u>Equal Opportunities</u> Monitoring Officer who examines all job applications.

Common Collocations

an equal opportunities <u>policy</u> an equal opportunities <u>employer</u> equal opportunities <u>legislation</u>

discriminate (discriminates, discriminating, discriminated) VERB

discrimination N-UNCOUNT

To **discriminate** against a group of people or in favour of a group of people means to unfairly treat them worse or better than other groups. **Discrimination** is the practice of treating one person or group of people less fairly or less well than other people or groups.

They believe the law discriminates against women.

...legislation which would <u>discriminate</u> in favour of racial minorities.

The Commission for Racial Equality teaches organisations not to <u>discriminate</u>.

She is exempt from sex discrimination laws.

India swiftly denounced the proposal as deplorable and patent <u>discrimination</u> against minorities.

age discrimination N-UNCOUNT sexual discrimination N-UNCOUNT racial discrimination N-UNCOUNT

Age discrimination is the practice of treating older people less fairly or less well than other people. **Sexual**

discrimination is the practice of treating the members of one sex, usually women, less fairly or less well than those of the other sex. Racial discrimination is the practice of treating people of some races less fairly or less well than those of another race.

The government finally published its code of conduct to combat age discrimination.

Women's groups denounced sexual discrimination.

...the elimination of <u>racial discrimination</u> and the promotion of equal opportunity.

positive action n-uncount positive discrimination n-uncount

Positive action or positive discrimination means making sure that people such as women, members of smaller racial groups, and disabled people get a fair share of the opportunities available. [BRIT]

Labour has promised to change the law to allow political parties to use positive action to boost the number of women candidates.

...a referendum on whether <u>positive discrimination</u> in favour of women and blacks should be abolished.

★ disability (disabilities) N-COUNT

A **disability** is a permanent injury, illness, or physical or mental condition that tends to restrict the way that someone can five their life.

Facilities for people with <u>disabilities</u> are still insufficient. ...athletes who have overcome a physical <u>disability</u> to reach the top of their sport.

recruitment policy (recruitment policies)

N-COUNT

A company's **recruitment policy** is the set of attitudes and actions it uses for the selection of new staff.

Editors of newspapers will never admit to a racist <u>recruitment</u> <u>policy</u>.

under-represented AD!

If a group of people is **under-represented** in a particular activity, there are fewer of them involved in the activity than you think there should be.

Women are still <u>under-represented</u> in top-level civil service jobs. ...<u>under-represented</u> groups such as women and ethnic minorities.

* interview (interviews, interviewing, interviewed)

1 Vere

If you are interviewed for a particular job, someone asks you questions to find out if you are suitable for it.

When Wardell <u>was interviewed</u>, he was impressive, and on that basis, he was hired.

2. N-COUNT

If you go for an **interview**, someone asks you questions to find out whether you are suitable for a job.

...an <u>interview</u> for a job as a TV researcher.

Employees – Equal Opportunities



PRACTISE YOUR VOCABULARY

1 Use the terms in the box to complete the paragraph.

Then a company interviews a candidate for a job they are not allowed to discriminate against him or her on the grour frace, sex, age or	(han a sampanu interviews	والمراجع والمراجع	o for a li	ah thay ar	o not allow	od to discriminate ac	sainet him or har on the are
nance to get the job. EU laws help to promote this, as do other laws in other parts of the world. Figures suggest that andidates often are discriminated against on the grounds of race. Many people believe that	' '			•		=	=
andidates often are discriminated against on the grounds of race. Many people believe that by imployers is an important part of a good equal opportunities policy. This should help to increase the number of worke elonging to a particular racial group, if they are in the firm. Firms need to be aware of the male p of their labour force, and many companies carry out during the selection procedure. As well iscrimination in the selection process, employees can also be discriminated against in the area of pay. In manufacturing rexample, women earn 72% of men's pay. Additionally, occupations that employ mainly women, such as hairdressing or example, tend to involve low pay. If an employee thinks that they have been they can take the ase to an industrial tribunal. Sook at the two tables showing employment trends in one country and answer the questions. A. Percentage of the workforce by gender and occupation B. Unemployment by ethnic groups Men							
mployers is an important part of a good equal opportunities policy. This should help to increase the number of worke elonging to a particular racial group, if they are	= '						
in the firm. Firms need to be aware of the male pof their labour force, and many companies carry out		_		_			
p of their labour force, and many companies carry out							
iscrimination in the selection process, employees can also be discriminated against in the area of pay. In manufacturing or example, women earn 72% of men's pay. Additionally, occupations that employ mainly women, such as hairdressing or example, tend to involve low pay. If an employee thinks that they have been they can take to an industrial tribunal. Sook at the two tables showing employment trends in one country and answer the questions. A. Percentage of the workforce by gender and occupation B. Unemployment by ethnic groups Area of employment Area of employment Year 1 Year 5 Year 1 Year 5 Managers 16 19 8 12 Professional 11 13 8 9 Clerical 8 8 31 25 Others 14	elonging to a particular raci	ial group, if	they ar	·e		in the firm. Firms	s need to be aware of the r
or example, women earn 72% of men's pay. Additionally, occupations that employ mainly women, such as hairdressing or example, tend to involve low pay. If an employee thinks that they have been	p of their labour force, and	many com	panies d	arry out _		during the	e selection procedure. As w
or example, women earn 72% of men's pay. Additionally, occupations that employ mainly women, such as hairdressing or example, tend to involve low pay. If an employee thinks that they have been	liscrimination in the selectio	n process, e	employe	ees can als	so be disc r it	minated against in the	e area of pay. In manufactu
they can take to an industrial tribunal. Ook at the two tables showing employment trends in one country and answer the questions. A. Percentage of the workforce by gender and occupation Men Women Area of employment Year 1 Year 5 Year 1 Year 5 Managers 16 19 8 12 Professional 11 13 8 9 Clerical 8 8 8 31 25 Others 14						_	
A. Percentage of the workforce by gender and occupation Men Women Ethnic Group % Unemployment Area of employment Year 1 Year 5 Year 1 Year 5 Managers 16 19 8 12 Professional 11 13 8 9 Clerical 8 8 8 31 25 Others 14	-			-			
A. Percentage of the workforce by gender and occupation Men Women Ethnic Group White S Managers 16 19 8 12 Professional 11 13 8 9 Clerical 8 8 31 25 Others 14 Others 14 Occupation B. Unemployment by ethnic groups Ethnic Group Women White S White S Black 21 Asian 9 Others 14			an emp	noyee tim	ing that the	y nave been	trey carr tan
A. Percentage of the workforce by gender and occupation Men Women Area of employment Year 1 Year 5 Year 1 Year 5 Managers 16 19 8 12 Professional 11 13 8 9 Clerical 8 8 31 25 B. Unemployment by ethnic groups Ethnic Group % Unemployment White 5 Black 21 Asian 9 Others 14	ase to all industrial tribuliar.						
Managers 16 19 8 12 Black 21 Professional 11 13 8 9 Asian 9 Clerical 8 8 31 25 Others 14		force by g	-	and occup	oation		
Professional 11 13 8 9 Asian 9 Clerical 8 8 31 25 Others 14	A. Percentage of the work	force by g	ender a	and occup	oation	Ethnic Group	% Unemployment
Clerical 8 8 31 25 Others 14	A. Percentage of the work Area of employment	Men Year 1	ender a	and occup Womer Year 1	oation Year 5	Ethnic Group White	% Unemployment 5
Manufacturing 25 17 4 3 Country average 7	A. Percentage of the work Area of employment Managers	Men Year 1	ender a	and occup Womer Year 1 8	Year 5	Ethnic Group White Black	% Unemployment 5 21
	A. Percentage of the work Area of employment Managers Professional	Men Year 1	Year 5	Womer Year 1 8	Year 5	Ethnic Group White Black Asian	% Unemployment S 21 9
	A. Percentage of the work Area of employment Managers Professional Clerical	Men Year 1 16 11 8	Year 5 19 13	Womer Year 1 8 8 8	Year 5	Ethnic Group White Black Asian Others	% Unemployment 5 21 9 14
	A. Percentage of the work Area of employment Managers Professional Clerical	Men Year 1 16 11 8	Year 5 19 13	Womer Year 1 8 8 8	Year 5	Ethnic Group White Black Asian Others	% Unemployment 5 21 9 14
According to the information in the tables:	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing	Men Year 1 16 11 8 25	Year 5 19 13 8 17	Womer Year 1 8 8 31	Year 5	Ethnic Group White Black Asian Others	% Unemployment 5 21 9 14
According to the information in the tables: i Has discrimination against women in management increased or decreased?	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the information again	Men Year 1 16 11 8 25 ation in the	Year 5 19 13 8 17	Women Year 1 8 8 31 4	Year 5 12 9 25 3	Ethnic Group White Black Asian Others Country average	% Unemployment 5 21 9 14 7
	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the information again	Men Year 1 16 11 8 25 ation in the	Year 5 19 13 8 17	Women Year 1 8 8 31 4	Year 5 12 9 25 3	Ethnic Group White Black Asian Others Country average	% Unemployment 5 21 9 14 7
 i Has discrimination against women in management increased or decreased? ii Do men and women have equal opportunities to gain employment in the manufacturing sector? iii Is there any sexual discrimination in the clerical sector? 	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the information again if Has discrimination again if Do men and women ha iii Is there any sexual discrimination.	Men Year 1 16 11 8 25 ation in the last women are equal or imination in	Year 5 19 13 8 17 17 e tables in manapportunn the cle	Womer Year 1 8 8 31 4 c: agement i ities to gaerical sector	Year 5 12 9 25 3 Increased onlin employments	Ethnic Group White Black Asian Others Country average r decreased? nent in the manufactor	% Unemployment 5 21 9 14 7
i Has discrimination against women in management increased or decreased? ii Do men and women have equal opportunities to gain employment in the manufacturing sector? iii Is there any sexual discrimination in the clerical sector? iv Which ethnic group suffers the worst racial discrimination in employment?	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the information again if Do men and women hatilities there any sexual discription.	Men Year 1 16 11 8 25 ation in the enst women ave equal or imination in fers the wo	Year 5 19 13 8 17 e tables in mans	Womer Year 1 8 8 31 4 : agement if ities to gaerical sectorial sectorials	Year 5 12 9 25 3 Increased on in employment or?	Ethnic Group White Black Asian Others Country average r decreased? nent in the manufactor	% Unemployment 5 21 9 14 7
 i Has discrimination against women in management increased or decreased? ii Do men and women have equal opportunities to gain employment in the manufacturing sector? iii Is there any sexual discrimination in the clerical sector? 	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the information again if Do men and women hatilities there any sexual discription.	Men Year 1 16 11 8 25 ation in the enst women ave equal or imination in fers the wo	Year 5 19 13 8 17 e tables in mans	Womer Year 1 8 8 31 4 : agement if ities to gaerical sectorial sectorials	Year 5 12 9 25 3 Increased on in employment or?	Ethnic Group White Black Asian Others Country average r decreased? nent in the manufactor	% Unemployment 5 21 9 14 7
 i Has discrimination against women in management increased or decreased? ii Do men and women have equal opportunities to gain employment in the manufacturing sector? iii Is there any sexual discrimination in the clerical sector? iv Which ethnic group suffers the worst racial discrimination in employment? v Which ethnic group has the highest level of employment? o If far-reaching programmes of compulsory positive discrimination were introduced, what trends might be seen in the 	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the information again in Domen and women had iii is there any sexual discription with the ethnic group suffer with the ethnic group has a lift far-reaching programment.	Men Year 1 16 11 8 25 ation in the est women are equal or imination in the work in the highest work in the	Year 5 19 13 8 17 e tables in manapportun n the cla rst racia st level of	Womer Year 1 8 8 31 4 agement if ities to gaterical sector of employ	Year 5 12 9 25 3 Increased on in employment?	Ethnic Group White Black Asian Others Country average or decreased? The manufactor of the manufactor o	% Unemployment 5 21 9 14 7 uring sector?
 i Has discrimination against women in management increased or decreased? ii Do men and women have equal opportunities to gain employment in the manufacturing sector? iii Is there any sexual discrimination in the clerical sector? iv Which ethnic group suffers the worst racial discrimination in employment? v Which ethnic group has the highest level of employment? 	A. Percentage of the work Area of employment Managers Professional Clerical Manufacturing According to the informa i Has discrimination again ii Do men and women ha iii Is there any sexual discriv Which ethnic group suf v Which ethnic group has of far-reaching programme tables above:	Men Year 1 16 11 8 25 ation in the enst women ave equal or imination in fers the work in the highest set of computers of c	Year 5 19 13 8 17 17 18 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	Womer Year 1 8 8 31 4 ities to gaerical sector discriminate of employ ositive discriminate of the control of employ ositive discriminate of employ osi	year 5 12 9 25 3 Increased of a member of the member of th	Ethnic Group White Black Asian Others Country average r decreased? nent in the manufactor inployment? were introduced, who	% Unemployment 5 21 9 14 7 uring sector?

a What is the company's position on equal opportunities?

background of its staff that reflects the global reach of its many brands.

b Why is cultural diversity important to this company?