

VOCABULARY

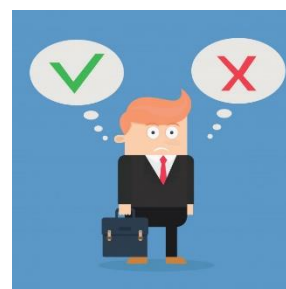
1. Match the words with their definitions



- | | | |
|----------------|---|-----------------------------------------------------------------------------------------------------|
| A MEASURE | 1 | Farther than usual |
| B REGARDLESS | 2 | The member of a family who earns the money that the family needs |
| C WIDER | 3 | To discover the exact size or amount of something |
| D PAY GAP | 4 | A relationship between two groups or amounts that expresses how much bigger one is than the other |
| E RATIO | 5 | Despite |
| F BREADWINNERS | 6 | Something made illegal or unacceptable |
| G OUTLAWED | 7 | The difference between the average pay of two different groups of people, for example men and women |

2. Complete the sentences with the correct form of the words in ex. 1.

- Discrimination based on colour or gender has been _____ years ago.
- _____ of their abilities, men earn more money than women.
- The _____ of men working in senior positions equals that of women.
- Men of colour are the main _____ at home.
- The income men earn is not _____ than that of women of colour.
- There is an organization which _____ the salaries of men and women.
- There is no such thing as _____.



VIDEO

3. In pairs, discuss if the statements in ex. 2 are true or false.

4. Watch the [video](#) and check if your answers were correct. Correct the false ones.

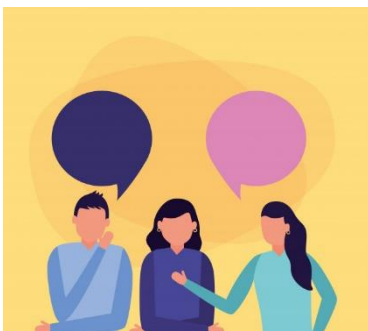
5. Watch the video again and complete the sentences.



- Women earn _____ cents for every dollar earned by men.
- Women of colour who makes _____ cents to every dollar made by men.
- For every _____ men who get promotions only _____ woman gets a similar chance.
- For every 100 men with promotions _____ white women will also get promoted but only _____ black women will get the same opportunity.
- More than _____ percent of black mothers are the main breadwinners for their families more than any other race.
- In the United Kingdom nearly _____ percent of those who earn more than _____ per year are men.
- If the current trends continue this gap is not to set close for another _____ years even though gender discrimination was outlawed in the UK in the _____.
- According to global rankings by the World Economic Forum that rates all countries around the world, Iceland has a smallest gender pay gap with Norway and Finland coming in _____ and _____, New Zealand comes the _____. the UK and Canada _____ and _____.
- Cuba comes in _____ and Bangladesh _____.
- The United States doesn't come in until _____ and the _____ worst performing countries are Syria, Pakistan and Yemen.

VIDEO

6. In pairs, discuss.



- What are the advantages and drawbacks of having men as bosses? And women?
- Why do you think women tend to choose a male leader and not a female leader?

7. You will read or watch a [video](#) about why women prefer male bosses. Check if what you talked about in ex. 6 appears in the video.

We've all seen the stereotype of the overbearing queen bee boss who makes everyone else's life miserable. It may seem like a tired trope, but some women do feel that female bosses bully them more than their male ones do.



Studies show that when women have a preference, they would choose to have a male boss instead of a female one. One paper even found that the longer a woman was in the workforce, the less likely she was to want a woman as her boss. So, where does this feeling come from?

At a glance, the queen bee phenomenon seems to reinforce the idea that women are naturally vicious. But that's actually not true.

Instead, bitchiness is a by-product of the modern workplace. There are a few conditions that create these toxic attitudes. Some women disparage each other simply because they believe negative ideas about their own gender.

System justification is a psychological concept in which oppressed groups struggle to make sense of an unfair world and internalize negative stereotypes. You can see this at play in a series of studies where researchers asked participants to pick teammates for a round of computerized jeopardy. Players were given a choice between insecure and confident male and female partners and there was a cash prize. The male participants had no preference between the confident man and the confident woman, but not a single female participant chose the confident woman over the confident man.

Another theory is that when women work in male-dominated environments, they're actually less likely to have solidarity with their fellow female

employees. A 1980 study looked at male-dominated law firms where no more than 5% of the partners were female and other firms where women were better represented. It found that in the overwhelmingly male firms, competition between the women was intense, and almost everyone hated the female partners. But in the firms with more female partners, women were more supportive of each other. Women in the male-dominated firms believed that only so many of them would make it to the senior ranks, and that they were vying with one another for those spots.

This dynamic is known as tokenism. When there appear to be few opportunities for women, they begin to view their gender as an impediment. Feeling like a token can lead to another psychological phenomenon known as "favouritism threat." Women's concern that they'll seem biased if they help one another. One study found that women in prestigious positions were reluctant to recruit other women to join their teams. That's because women often think that the way to get ahead is to distance themselves from other women and to try to blend in with the men. But when women do try to act like men, they run into a whole new set of biases.

Male bosses can be frank, but female managers are expected to soften their language or always act like team players. Because of that, some academics have argued workers just don't respect female bosses as much as male ones. This leads to a vicious cycle of bosses treating their workers worse, which makes the workers think less of their bosses, and so on.

But at the root of it all is the same problem: when the path to success is too narrow for women, they feel like they can barely squeeze through themselves, let alone bring other women along. So how do we fix it?

We could make it easier for women to break through to the top so they don't feel so threatened, and we can recognize our biases so we can tell the difference between a queen bee and just a tough boss.

LANGUAGE FOCUS

8. Watch the video or read the text again and complete the following sentences.

Meaning

- a. Some women do feel that female bosses _____ them _____ their male ones do.
 - b. _____ a woman was in the workforce, _____ she was to want a woman as her boss.
 - c. In firms with more female partners, women were _____ of each other _____ in firms with less female partners.
 - d. Some academics have argued workers just don't respect female bosses _____ male ones.
- i. Which sentences **compares an action** done by two groups of people?
 - ii. Which sentence says that **one thing depends on another thing**?
 - iii. Which sentences say that **things are not equal**?

Form

iv. Complete the following table. Use the sentences above to help you.

- a. ... _____ than ...
- b. _____ + (comparative _____ /adverb) ..., the + _____/less ...
- c. More _____ than ...
- d. (not) _____ + much + _____

9. Complete the following exercises using the comparative forms. Use the adjectives in the box to help you.

POPULAR – GOOD – RICH – EXPENSIVE – POOR

- a. _____ expensive the food,
_____ quality it is.
- b. _____ money I earn,
_____ I become.
- c. The Korean band BTS is now
_____ the Backstreet Boys!
- d. _____ I know people,
_____ I like my dog.
- e. I like Avengers Endgame _____
you do.
- f. _____ you study, _____
income you earn.

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g. _____ I spend, _____ for
my savings.

h. Kylie Jenner has had _____
plastic surgeries _____ you.

i. Bezos is _____ Bill Gates.

j. My husband doesn't earn _____
I do.

10. Using the comparative structures, make sentences about you or a friend. Then compare your answers in pairs or small groups.

For example:

The more I sleep, the worse I wake up!

My brother likes pop music as much as I do.



VOCABULARY

1. Match the words with their definitions



- | | |
|--------------------|-------------------------------------------------------------------------------------------------------|
| A MEASURE (3) | 1 Farther than usual |
| B REGARDLESS (5) | 2 The member of a family who earns the money that the family needs |
| C WIDER (1) | 3 To discover the exact size or amount of something |
| D PAY GAP (7) | 4 A relationship between two groups or amounts that expresses how much bigger one is than the other |
| E RATIO (4) | 5 Despite |
| F BREADWINNERS (2) | 6 Something made illegal or unacceptable |
| G OUTLAWED (6) | 7 The difference between the average pay of two different groups of people, for example men and women |

2. Complete the sentences with the correct form of the words in ex. 1.

- Discrimination based on colour or gender has been **outlawed** years ago. TRUE
- Regardless** of their abilities, men earn more money than women. TRUE
- The **ratio** of men working in senior positions equals that of women. FALSE
- Men of colour are the main **breadwinners** at home. FALSE
- The income men earn is not **wider** than that of women of colour. FALSE
- There is an organization which **measures** the salaries of men and women.
- There is no such thing as **pay gap**.



VIDEO

3. In pairs, discuss if the statements in ex. 2 are true or false.

4. Watch the [video](#) and check if your answers were correct. Correct the false ones.

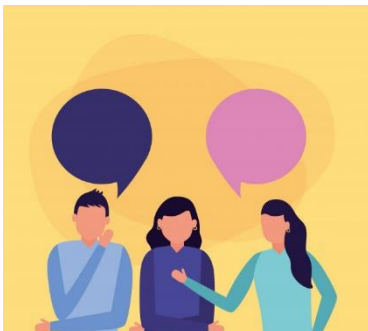
5. Watch the video again and complete the sentences.



- a. Women earn **77.9** cents for every dollar earned by men.
- b. Women of colour who makes **62** cents to every dollar made by men.
- c. For every **100** men who get promotions only **78** woman gets a similar chance.
- d. For every 100 men with promotions, **84** white women will also get promoted but only **60** black women will get the same opportunity.
- e. More than **8** percent of black mothers are the main breadwinners for their families more than any other race.
- f. In the United Kingdom nearly **8** percent of those who earn more than **131.000** per year are men.
- g. If the current trends continue this gap is not to set close for another **36** years even though gender discrimination was outlawed in the UK in the **1970s**.
- h. According to global rankings by the World Economic Forum that rates all countries around the world, Iceland has a smallest gender pay gap with Norway and Finland coming in **2nd and 3rd**, New Zealand comes the **9th**. the UK and Canada **15th** and **16th**.
- i. Cuba comes in **25th** and Bangladesh **47th**.
- j. The United States doesn't come in until **49th** and the **3** worst performing countries are Syria, Pakistan and Yemen.

VIDEO

6. In pairs, discuss.



- a. What are the advantages and drawbacks of having men as bosses? And women?
- b. Why do you think women tend to choose a male leader and not a female leader?

7. You will read or watch a [video](#) about why women prefer male bosses. Check if what you talked about in ex. 6 appears in the video.

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Another theory is that when women work in male-dominated environments, they're actually less likely to have solidarity with their fellow female

employees. A 1980 study looked at male-dominated law firms where no more than 5% of the partners were female and other firms where women were better represented. It found that in the overwhelmingly male firms, competition between the women was intense, and almost everyone hated the female partners. But in the firms with more female partners, women were more supportive of each other. Women in the male-dominated firms believed that only so many of them would make it to the senior ranks, and that they were vying with one another for those spots.

This dynamic is known as tokenism. When there appear to be few opportunities for women, they begin to view their gender as an impediment. Feeling like a token can lead to another psychological phenomenon known as "favouritism threat." Women's concern that they'll seem biased if they help one another. One study found that women in prestigious positions were reluctant to recruit other women to join their teams. That's because women often think that the way to get ahead is to distance themselves from other women and to try to blend in with the men. But when women do try to act like men, they run into a whole new set of biases.

Male bosses can be frank, but female managers are expected to soften their language or always act like team players. Because of that, some academics have argued workers just don't respect female bosses as much as male ones. This leads to a vicious cycle of bosses treating their workers worse, which makes the workers think less of their bosses, and so on.

But at the root of it all is the same problem: when the path to success is too narrow for women, they feel like they can barely squeeze through themselves, let alone bring other women along. So how do we fix it?

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LANGUAGE FOCUS

8. Watch the video or read the text again and complete the following sentences.

Meaning

- a. Some women do feel that female bosses **bully** them **more than** their male ones do.
 - b. **The longer** a woman was in the workforce, **the less likely** she was to want a woman as her boss.
 - c. In firms with more female partners, women were **more supportive** of each other **than** in firms with less female partners.
 - d. Some academics have argued workers just don't respect female bosses **as much as** male ones.
- i. Which sentences **compares an action** done by two groups of people? **A & C**
 - ii. Which sentence says that **one thing depends on another thing**? **B**
 - iii. Which sentences say that **things are not equal**? **D**

Form

iv. Complete the following table. Use the sentences above to help you.

- a. ... **more** than ...
- b. **the** + (comparative **adjective** /adverb) ..., the + **more/less** ...
- c. More **adjective/adverb** than ...
- d. (not) **as** + much + **as**

9. Complete the following exercises using the comparative forms. Use the adjectives in the box to help you.

POPULAR – GOOD – RICH – EXPENSIVE - POOR

- a. **The more** expensive the food, **the better** quality it is.
- b. **The less** money I earn, **the poorer** I become.
- c. The Korean band BTS is now **more popular than** the Backstreet Boys!
- d. **The more** I know people, **the more** I like my dog.
- e. I like Avengers Endgame **more than** you do.
- f. **The more/the less** you study, **the more/the less** income you earn.

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- g. **The less** I spend, **the better** for my savings.
- h. Kylie Jenner has had **more** plastic surgeries **than** you.
- i. Bezos is **richer than** Bill Gates.
- j. My husband doesn't earn **as much as** I do.

10. Using the comparative structures, make sentences about you or a friend. Then compare your answers in pairs or small groups.

For example:

The more I sleep, the worse I wake up!

My brother likes pop music as much as I do.

