Glass Ceiling

To mark the International Women's Day on March 8th, a glass ceiling index has been created to show where women have the best chances of equal treatment at work. It combines data on higher education, labour-force participation, pay, child-care costs, maternity rights, business-school applications and representation in senior jobs. Each country's score is a weighted average of its performance on nine indicators.

To no one's surprise, Nordic countries come out well on educational attainment and labour-force participation. Women in those countries are also relatively well represented in their respective parliaments. Finland and Sweden were among the first countries to allow women to vote and stand for election. Yet even there women are paid less than men for similar work, in other words the salary gap between the sexes is still quite difficult to bridge. In Finland and Sweden the gap is close to the Organization for Economic Co-operation and Development (OECD) average of 15%, though in Norway it has fallen to 8%.

In Finland women accounted for almost half of those who took the Graduate Management Admission Test (GMAT), an entrance exam for business schools, in 2012-13. Worldwide, the share was 43%, an increase of five points in the course of a decade. In Norway nearly two-fifths of board members for the largest listed companies are women, owing largely to the introduction of mandatory quotas in 2008. That is twice the share in the European Union, which is considering bringing in quotas if the current voluntary approach proves unsuccessful.

At the bottom of our index are Japan and South Korea. Too few women there have jobs, few senior managers or board members are women and pay gaps are large—in South Korea, at 37%, the largest in the OECD. If, in the UN's words, "equality for women is progress for all", both countries have a long way to go.

Ex. 1 Find the words or expressions in the text which mean the following:

1) to join two or more elements together: _____

2) how well somebody or something does: _____

3) a measurement that points to something: _____

4) an achievement: _____

5) in relation to: _____

6) referring to each of two or more things: _____

7) to make a difference disappear: _____

8) OECD: _____

9) 10 years: _____

10)thanks to: _____

11)GMAT: _____

12)a preset amount of something : _____

Ex. 2 Match the expressions from the two columns into logical collocations:

1) a glass ceiling	participation
2) equal	average
3) labour-force	gap
4) maternity	treatment
5) a business-school	rights
6) senior	members
7) a weighted	index
8) to stand for	jobs
9) a salary	elections
10) board	application

Ex. 3 **Provide English equivalents of these expressions:**

1) członek zarządu	7) obowiązkowy
2) wskaźnik (np. wrostu gospodarki)	8) bieżący (np. aktywa)
	9) stanowiska wyższego szczebla
3) prawa macierzyńskie	10) równe traktowanie
4) szklany sufit	11) siła robocza
5) osiągnięcie	12) parytet
6) podejście	

Grammar corner…

Too few women have jobs in South Korea. Too little is spent on education. In both cases we talk about there not being enough of somebody or something. Why, then, did we use FEW in the first example and LITTLE in the other? Both mean NOT ENOUGH, but the former is used with nouns that can quite easily be counted (e.g. women - it's relatively easy to count how many of them there are), while the latter goes with nouns that are uncountable, in other words quite difficult to count. You can't count all the beer in the world (as a mass, hence uncountable nouns are often called MASS nouns), but beer bottles are much more COUNTABLE. Other words that often go with countable or uncountable nouns include: SOME, ANY, NO, MUCH, MANY, FEW, A FEW, LITTLE, A LITTLE, NONE.

Ex. 4 Fill in the sentences with the appropriate modifier from above:

1) There is _____ money left in the bank account. We're broke!

2) Do you have _____ idea what to invest in to prevent your savings from inflation?

3) I have _____ money saved up for a rainy day, so I'll manage somehow.

4) There are _____ financial instruments that offer low risk, but every business or investment activity is risky.

5) How much I earn is _____ of your business! I'd rather not discuss that.

6) How _____ times have you gone out of business before you succeeded?

7) Very _____ has been done so far to tackle the ebola issue.

8) There are _____ things I'd like to discuss with you during this

meeting.

9) There is _____ change whatsoever of you landing this job.

10)How _____ per share is this company trading right now?

GLOSSARY	
the former	ten pierwszy
the latter	ten ostatni
to be broke	być spłukanym
to prevent something from happening	zapobiec czemuś
to save up for a rainy day	odkładać na czarną godzinę
to manage	poradzić sobie
financial instruments	instrumenty finansowe
to tackle an issue	poradzić sobie z problemem
whatsoever	absolutnie, wcale, w ogóle
to land a job	dostać pracę
a weighted average	średnia ważona
board members	członkowie zarządu
a salary gap	różnica w poziomie wynagrodzeń
to stand up for election	ubiegać się o stanowisko polityczne
maternity rights	prawa macierzyńskie
a glass ceiling	szklany sufit
equal treatment	równe traktowanie
a quota	parytet
relatively	względnie
an attainment	osiągnięcie
senior jobs	stanowiska wyższego szczebla
labour force	siła robocza
to bridge the gap	zniwelować różnicę
owing to	dzięki
respectively	odpowiednio

ANSWER KEY:

Ex. 1

1) to combine

2) performance

3) an indicator

4) an attainment

5) relatively

6) respective

7) to bridge the gap

8) Organization for Economic Co-Operation and Development

9) a decade

10) owing to

11) Graduate Management Admission Test

12) a quota

Ex. 2

1) a glass ceiling index

2) equal treatment

3) labour-force participation

4) maternity rights

5) a business-school application

6) senior jobs

7) a weighted average

8) to stand for elections

9) a salary gap

10)board members

Ex. 3

1) a board member

2) an indicator / an index

3) maternity rights

4) glass ceiling

5) an attainment

6) an approach

7) mandatory

8) current

9) senior jobs

10)equal treatment

11)labour force

12)a quota

Ex. 4

1) no

2) any

3) a little / some

4) some

5) none

6) many

7) little

8) a few

9) no

10)much