

Ministère de l'Éducation Nationale

CAPES EXTERNE D'ANGLAIS

CAFEP EXTERNE D'ANGLAIS

Session 2004

ÉPREUVE EN LANGUE ÉTRANGÈRE

Consigne

Dans le cadre de votre épreuve, vous procéderez :

- à la présentation, à l'étude et à la mise en relation des trois documents proposés
(en anglais)
- à l'explication des trois faits de langue soulignés dans le document
(en français)
- à la restitution du document sonore que le jury vous proposera
(en français)

ELE9



Women. Men. Different. Equal.
Equal Opportunities Commission

Press release: Employers still see pregnancy as a problem says EOC research



Embargoed 00:01, Thursday 26th February, 2004

EMPLOYERS STILL SEE PREGNANCY AS A PROBLEM, SAYS EOC RESEARCH

In an average year more than a thousand women take legal action claiming they were sacked because of their pregnancy, and this figure is only the tip of the iceberg, Julie Mellor, Chair of the Equal Opportunities Commission (EOC) said today. Yet employers who do support women when they are pregnant and on their return to work see real benefits to their bottom line.

Ms Mellor was speaking on the day of the launch of *Pregnancy discrimination at work: a review*, which was carried out by the EOC as part of **Pregnant and Productive**, the first ever investigation into the problems encountered by new and expectant mothers and their employers in managing pregnancy at work. She said the report revealed many employers still see pregnancy as a problem and discrimination still goes on. Knowing more about the challenges employers face in dealing with pregnant staff will help us develop recommendations that work for both employers and individuals. 10

Ms Mellor went on to say:

"Our research indicates that employers' concerns about the impact of their staff's childcare problems can mean that some see the announcement of an employee's pregnancy as forewarning of difficulties in the future. The childcare challenge for parents is made worse by Britain's long hours and a lack of flexibility. The economic realities of modern life mean that most parents have to work. 15

"However, pregnant women who are treated fairly by their employers are more likely to go back to work after having children. With the average cost of replacing one member of staff amounting to £4,000, the British economy and individual employers themselves simply cannot afford to lose valuable, skilled staff – just because they are pregnant. Many firms do manage pregnancy successfully and we are keen to learn the lessons of those that do as part of our forthcoming in-depth research into the problems employers, large and small, face. 20

"When women are pushed out they don't just pay a financial cost, the evidence also suggests that they are more likely to suffer from depression."

The investigation's first report, a review of existing research, reveals that:

- Between 1996 and 2002, on average more than 1000 pregnancy related unfair dismissal claims per year were registered at tribunals in England and Wales; 25
- The average compensation award for women who have been dismissed because of their pregnancy for injury to feelings is £2,000 lower than the average awards given for non-pregnancy related dismissals;
- The amount of maternity pay women in Britain receive is amongst the lowest in the European Union although maternity leave entitlement is higher in Britain than in most other countries;
- Small studies of tribunal cases reveal that the majority of women are dismissed prior to going on maternity leave, sometimes within hours or days of informing their employers that they are pregnant; 30
- The current legal time limit for making a claim of pregnancy discrimination is three months. This means that many women must lodge their claim with the employment tribunal during the latter stages of pregnancy or when they have recently given birth. More research is needed to look at whether the current tribunal system is fully accessible to pregnant women; 35
- The fact that pregnancy discrimination still persists may reflect a traditional image of motherhood as incompatible with paid employment. As someone who e-mailed the EOC remarked, " I work for an organisation that seems to believe that having a day off for a hangover is pretty macho, but having a day off for morning sickness is a pain in the neck. I call the place Jurassic Park."

In order to plug the gaps in-knowledge about the causes of discrimination against expectant mothers, highlighted by the research released today, the EOC has commissioned NOP Research Group to carry out in-depth research into the attitudes and experiences of employers over the coming months. The EOC is also calling for more employers to contact us with details of their experiences in dealing with pregnant staff in order to help us develop recommendations that work for both employers and individuals. 40

Changes

Birds singing in the rain, in the dawn chorus,
on power lines. Birds knocking on the lawn,
and poor mistaken worms answering them...

5 They take no thought for the morrow, not like you
in your new job. – It paid for my flowers, now
already stricken in years. The stiff cornflowers

bleach, their blue rinse grows out. The marigolds
develop a stoop and go bald, orange clowns,
straw polls, their petals coming out in fistfuls...

10 Hard to take you in your new professional pride –
a salary, place of work, colleagues, corporate spirit –
new *femme d'affaires* haircut, hard as nails.

15 Say I must be repressive, afraid of castration,
loving the quest better than its fulfilment.
– What became of you, bright sparrow, featherhead?

Michael Hofmann
Acrimony, Faber & Faber 1986



Picture from the video to the song « I want To Break Free » by Queen
Release dates : 02/04/84 (UK), 13/04/84 (US). Highest chart position : N° 3 (UK), N° 45 (US)