

الاسم:
الرقم:
مسابقة في مادة اللغة الانكليزية
المدة: ساعتان و نصف

Part One: Reading Comprehension

(Score: 12/20)

In the selection below, the writer sheds light on the discriminatory practices against mothers and pregnant women in the workplace. Read it carefully, and then answer the questions that follow.

Working Mothers Face Discrimination

1 When she was pregnant, Peggy Young, a former driver at United Parcel Service (UPS), requested a change to her workload, as her doctor advised. The company refused and put her on unpaid leave, citing her inability to lift the 32 kilograms required of her in the job description. Despite complications in her pregnancy, Peggy took her case to the court. She sued UPS for discriminatory practices against her. The court decided in Young's favor on the grounds that UPS, which makes special adjustments for employees with specific health conditions, needed to make similar **ones** for pregnant women that enable them to continue working.

2 Peggy's scenario is unfortunately so common. Three out of four working mothers have been affected by pregnancy and maternity discrimination, an "alarming" new government-commissioned study has revealed. Research among 3,000 mothers showed that many women were not told about promotion opportunities, were denied training, forced to leave their jobs or even threatened with dismissal. Only one in four women affected by discrimination raised **it** with their employer, and less than 1% took a case to an employment court, the survey by the Equalities and Human Rights Commission (EHRC) found.

3 The £1,200 cost of taking a case to a court was blamed, as well as a lack of information and the stress of pursuing a charge. The government was pressed to take urgent action to tackle the problem, including preventing employers asking during job interviews about a women's intention to have children.

4 Caroline Waters, deputy chairwoman of the EHRC, said, "We simply cannot ignore the true scale of the hidden discrimination that working mothers face. This is unacceptable in modern Britain, and urgent action is needed to ensure women are able to challenge discrimination. This is why we are calling on the government to look at the barriers working pregnant women and mothers face in accessing justice."

5 Waters intends to make workplaces fairer for everyone and to get rid of outdated practices like asking women during job interviews whether they intend to have children. "For businesses to thrive," she adds, "they need to enhance the talents, skills and experience of all employees." Female workers are entitled to the same employment rights as males. Discrimination and exploitation should never be tolerated in any workplace, according to Waters.

6 Maria Miller, a member of the parliament who chairs the Women and Equalities Committee said, "This report provides strong evidence that there is widespread and worrying discrimination against women during pregnancy and when they return to work from maternity leave." Miller acknowledges that discrimination is very dominant against pregnant women who are viewed by many employers as a heavy burden that reduces the productivity of the business. She calls on women organizations and the government to make vital changes to improve the workplace experiences so they are the best they can be for pregnant employees.

7 Tara Firth, a sales representative, angrily recalled her manager's words, "You're pregnant, not ill! Pregnancy didn't affect my wife like this." From an early stage in her pregnancy, Tara suffered from severe morning sickness. When she took two sick leaves in one month, the area manager decided he would withhold her pay for excessive absence. She was then demoted to a junior position and finally forced to quit. Unlike Peggy, Tara did not go to the court because she could not afford the fees for the case. Now, she regrets not standing up for herself.

8 The commission called on the government to change the cost of taking a case to a court, so it would not be seen as a "barrier" for pregnant women and mothers. The report noted that, since the introduction of high fees in 2013, the number of gender discrimination cases has dropped by 76% and pregnancy-related cases by 50%.

9 Indeed, the research findings should be a wake-up call to employers. Discrimination is unlawful and completely unacceptable. For companies to flourish, attracting and retaining female talent is crucial; it does not

make any sense for employers to discriminate against women in their workforce.

10 Damian Hinds, the British minister of the State of Employment, voiced his support for pregnant women in the workplace. In a recent interview, he asserted, “We are determined to stand up for all workers and are taking action to tackle pregnant women being discriminated against at work.” To Hinds, companies and businesses should be held accountable for their illegal conduct. “Only then,” he said, “female employees, whether childless, pregnant, or with children, will be given the same benefits and rights as their male counterparts.” For him, Britain should always give the right example of proper professional ethics which entails absolute gender equality in the workplace.

Questions

- A.** Answer each of the following questions in 1- 4 complete sentences using your own words.
1. Based on Paragraph 1, state the discriminatory practice that Peggy Young was subjected to. **(0.5)**
 2. Based on Paragraphs 2 and 3, what two main challenges do working mothers face inside and/or outside the workplace? **(01)**
 3. In reference to Paragraphs 4 and 6, what common view do Waters and Miller have? Explain. **(01)**
 4. Based on the last paragraph, deduce whether gender equality will be attained in the workplace. **(01)**
- B.**
1. What type of introduction does the writer use in the selection? What two purposes does it serve? **(01)**
 2. What two adjectives best describe Tara’s tone in Paragraph 7? Justify. **(01)**
 3. What two types of audience, other than the general reader, might be interested in reading this selection? Then state what interest each type finds in it. **(01)**
- C.** Paraphrase the last sentence of Paragraph 9: “For companies to... in their workforce.” **(01)**
- D.** The table below shows the difference in pay between males and females in years 2000 and 2015 in three developed countries. Read the table carefully, and then answer the question that follows. **(02)**

Country \ Year	2000 Gender Pay Gap	2015 Gender Pay Gap
Italy	24%	11%
Britain	31%	15%
Japan	42%	40%

What does the table indicate about the gender pay gap in the countries mentioned? Explain your answer in 3 to 5 sentences, using evidence.

- E.** Refer to Paragraphs 1, 5 and 7 to find words that can best replace the words or phrases underlined in the sentences below. **(02)**
1. The factory owner was so furious because he had realized that the workers charged him for unfair pay.
 2. The family business will flourish if the two brothers are as committed to success as their late father.
 3. The employer could not deduct from the salary of the new worker because it is unlawful.
 4. The manager lowered the rank of Ghina because she skipped another department meeting.
- F.** What does each of the following words, bold-typed in the selection, refer to? **(0.5)**
1. **ones** (Paragraph 1)
 2. **it** (Paragraph 2)

Part Two: Writing (Choose ONE of the following prompts.)

(Score: 08/20)

Prompt A: “There is no tool for development more effective than the empowerment of women because when women succeed, all of society benefits, and coming generations are given a better start in life.”

Write a persuasive essay of 250-300 words in which you provide convincing pieces of evidence about the importance of empowering women in the society.

Prompt B: Countries with high levels of gender inequality have lower economic growth. Some studies show that countries with fewer female leaders ignore a wider range of issues such as health, education, and child support. **Write a problem-solution essay of 250-300 words in which you identify two different problems (social, economic, political, etc.) caused by gender inequality, and then suggest practical solutions to these problems.**

Working Mothers Face Discrimination

Q	Answer Key	Score
I-A-1	<p>Peggy's company refused to make appropriate adjustments for her workload as a pregnant woman and forced her to take an unpaid leave.</p> <p>Or: There were no special adjustments for pregnant working women as there were for employees having health issues.</p>	0.5
I-A-2	<p>In the workplace, many working mothers cannot be promoted or trained. In addition, they are sometimes forced to quit job. Outside the workplace, working mothers cannot take their case to the court because the costs are very expensive. In addition, they lack knowledge regarding their legal rights. (Other outside challenges include: <u>the stress of following their charge</u> and <u>asking women during job interviews about their intention to be pregnant.</u>)</p> <p>(Two challenges are required: <u>two inside</u> or <u>two outside</u>, or <u>one inside and one outside</u>; 0.5 for each)</p>	01
I-A-3	<p>Both Waters and Miller are worried about the current situation of working mothers in Britain and call for changes. Waters expresses her concerns about the hidden discrimination working mothers are subjected to and calls for urgent steps to achieve justice in the workplace. Similarly, Miller clarifies that women suffer from discrimination regarding maternity and pregnancy, which is a serious burden to a woman's career; she, also, calls for serious changes to improve the conditions of work for pregnant workers.</p> <p>(0.5 for their common view and 0.5 for the explanation: 0.25 for the explanation of Water's view and 0.25 for the explanation of Miller's view)</p>	01
I-A-4	<p>According to the British Minister of State of Employment, the government should reinforce anti-discriminatory policies and protect female workers from unfair practices. In addition, he urges companies and businesses to respect the laws and deal with male and female workers equally otherwise they will be subjected to legal pursuits. Thus, it is clear that the government is serious in its attempt to attain gender equality in the workplace.</p>	01
I-B-1	<p>The introduction is an anecdote/real-life example of Peggy Young who was subjected to discrimination by her company because of her pregnancy. First, the introduction attracts readers' attention by giving a real-life example about the topic of discrimination against women in the workplace. Second, it introduces the selection's topic about the different discriminatory practices against working mothers and pregnant women. Third, it helps the writer achieve credibility through the use of a real-life example about the discriminatory practices working mothers, like Peggy Young, encounter.</p> <p>(0.5 for the type; two functions are required, 0.25 each)</p>	01

I-B-2	Tara sounds angry/upset and regretful/helpless. She seems annoyed from the unfair treatment she was subjected to (remembering the way her manager dealt with her when she suffered from morning sickness) and which ended by forcing her to quit. She further expresses her regret (sense of helplessness) for not suing the company for their discriminatory and unbearable practices against her. (0.5 for each tone with its justification)	01
I-B-3	First, human rights organizations/ activists might be interested in reading the selection because it informs them about the violations of rights working mothers are subjected to in the workplace in Britain. Second, working mothers/ pregnant employees might also be interested because the selection highlights the challenges they might encounter and the steps that should be taken to help them achieve justice. (0.5 for each; any other logical answers are accepted)	01
I-C	In Paragraph 9 of the selection “Working Mothers Face Discrimination”, the writer states that if companies aim towards more development and productivity, they have to empower their female workers and provide suitable working conditions for them, not to be against them.	01
I-D	The table presents the statistical figures about the gender pay gap in three countries in 2000 and 2015. The percentages show that in 2000, Japan had the highest pay gap (42%), Italy had the lowest (24%), and Britain had a pay gap in between (31%). In 2015, the pay gap considerably diminished in Italy to reach only 11%, and in Britain to reach only 15%; on the other hand, in Japan the change in the pay gap remained insignificant because it decreased only by 2%. Thus, the three countries witnessed a decrease in the pay gap between male and female workers between 2000 and 2015, with Italy and Britain much closer to narrow this pay gap than Japan. (0.5 for the introductory sentence, 01 for the analysis of the statistics, and 0.5 for the results)	02
I-E-1	sued	0.5
I-E-2	thrive	0.5
I-E-3	withhold	0.5
I-E-4	demoted	0.5
I-F-1	“ones” refers to special adjustments; adjustments	0.25
I-F-2	“it” refers to the practice/issue of discrimination; discrimination	0.25
II-A	Content and organization	3.5
II-B	Language and style	3.5
II-C	Tidiness and handwriting	01