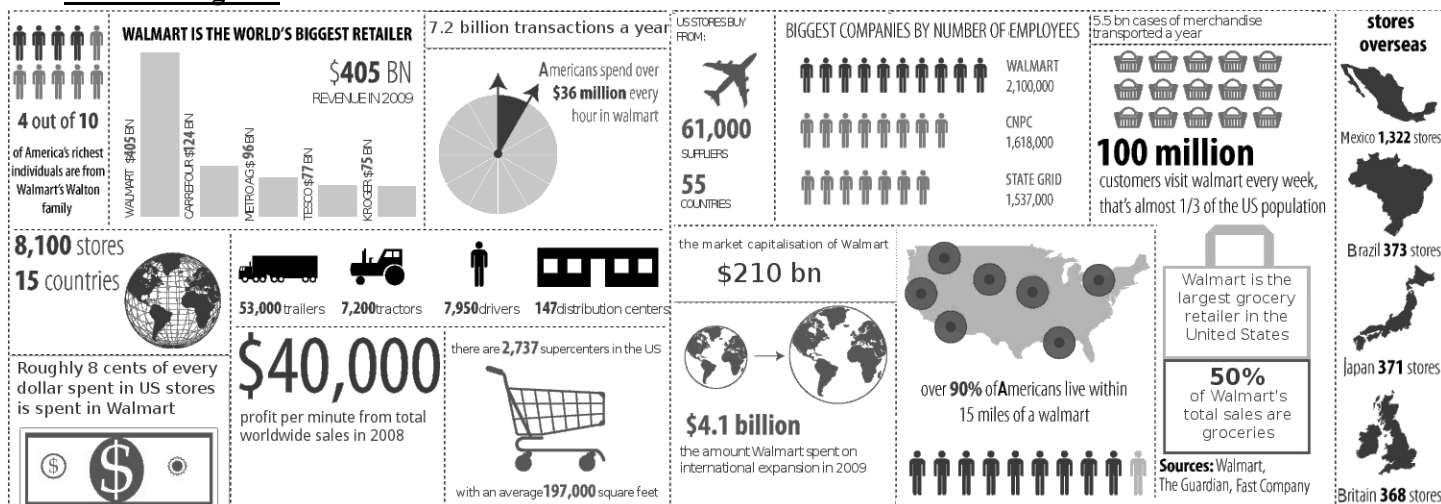


Worksheet 1: Discrimination at Walmart

1. Facts and figures



2. BBC newsreport : Who is Who ?

a) *Answer the following questions :*

What is the specificity of this group? _____

Where are they? _____

What are they doing? _____

b) *Match the names and jobs to the pictures below :*

executive vice-president/ lead plaintiff/ reporter/

Betty Dukes/Rajini Vaidyanathan/Gisel Ruiz



3. Fill in the blanks

The US Supreme Court is reviewing whether or not a court case about women being treated unfairly at work can proceed. Six women, who worked for the supermarket group Walmart, want to sue on behalf of over one million other women.

As protesters _____ chanted, the judges _____ the US _____ Court were hearing evidence on what could turn into the largest sex _____ lawsuit in American _____. This group of women are suing their bosses at Walmart, claiming they've been passed up for pay and _____ in favour of _____. It's been a ten-year battle, but they are calling on their case to be heard as a class action, so the grievances of all women _____ can be heard together.

« I brought this case because I believe that there was a pattern of _____ at Walmart, not just in my store, but I believe it is across the _____. Since we filed our lawsuit in 2001, I have heard from numerous women telling me basically the same story as mine of disparate treatment in lack of _____ as well as in lack of pay . »

The women claim thousands of _____ have been held back from opportunities based on their _____. It's for the _____ Court to decide in the coming weeks whether the lawsuit should cover all female retail _____ who've worked in Walmart stores in America since _____. Walmart says any grievances should be heard on a case-by-case basis, rather than be lumped together as one, and deny any claims of _____.

« We've always had processes in _____, and like Ted said earlier, we've had policies, strong policies, against _____ in place long before the lawsuit was filed. »

The _____ which is being deliberated by judges here at the US _____ Court won't just be watched by the women working at Walmart but by corporate America as a whole. Many _____ businesses fear that if the _____ Court does allow a class action lawsuit to go ahead, it could open the floodgates to many _____ large-scale _____ cases.

4. **Vocabulary:** Find in the text equivalents to the words or expressions below:

to examine•
if•
unjustly•
to continue•
to start a legal action•
in the name of•
proof•
lamentations•
system•
shop•
different•
shortage•
to affirm•
shop workers•
the American business world•
to permit•
big dimension•

- on behalf of
- to go ahead/ to proceed
- grievances
- whether
- to review
- evidence
- pattern
- to file a lawsuit/to sue
- unfairly
- lack
- to claim
- store
- to allow
- corporate America
- large-scale
- retail staff
- disparate

5. **Vocabulary /Crosswords** : Find the words or expressions corresponding to the definitions

Across:

1. sang and shouted phrases repeatedly
4. here, moving to a more senior position at work
7. to the advantage of (a group)
8. a legal case where a small number of people can sue on behalf of a larger group
9. grouped together
10. legal cases where a person believes she (or he) has not been fairly treated because of her (or his) gender

Down:

2. prevent from getting (something)
3. make it possible (for something significant to happen)
5. rejected
6. here, include, deal with

6. **Comprehension:** Say whether the following statements are right or wrong. Justify with a quote from the text.

- | | |
|--|-------------|
| a) Demonstrators invaded the Supreme Court. | Right/Wrong |
| <hr/> | |
| c) They wanted each of their cases to be treated individually. | Right/Wrong |
| <hr/> | |
| d) The decision will be taken at the highest level. | Right/Wrong |
| <hr/> | |
| e) Wal Mart disagrees with protesters on two points. | Right/Wrong |
| <hr/> | |
| f) No other business in the US runs the risk of such a trial. | Right/Wrong |

7. **Grammar:**

Explain the unusual presence of *does* in the following positive sentence:

If the Supreme Court *does* allow a class action lawsuit...

Transform the following sentences using the same pattern:

We filed our lawsuit in 2001. _____

The women claim thousands of workers have been held back from opportunities based on their gender. _____

Six women want to sue on behalf of over one million other women. _____

8. Grammar: Since/Since

Examples :

Since we filed our lawsuit in 2001, I have heard from numerous women [...]

[...] the lawsuit should cover all female retail staff who've worked in Walmart stores in America since 1988.

Rules : Ne confondez pas les emplois suivants de for et de since:

for sert à exprimer une durée à propos d'un bilan. **since** sert à indiquer le point de départ d'une action dans le cadre d'un bilan.

durée	point de départ
<i>He has worked there for three months.</i> Il travaille là-bas depuis trois mois.	<i>He has worked there since June.</i> Il travaille là-bas depuis juin.
<i>It's been raining for hours.</i> Cela fait des heures qu'il pleut.	<i>He has worked there since he left school.</i> Il travaille là-bas depuis qu'il a quitté l'école.
	<i>It's been raining since 2 this morning.</i> Il pleut depuis 2 heures du matin.

For et **since** servant à faire le bilan de ce qui a été réalisé, on utilisera le **present perfect**.

RAPPEL: Le **present perfect** se construit toujours avec HAVE au présent suivi du participe passé du verbe à conjuguer.

Exercise : Fill in the blanks using the adequate verb form and preposition

Walmart (to be) _____ the largest private employer in the US _____ 1998. Its workplace policies (to be criticised) _____ a while now. For instance, several women (to fight) _____ against Walmart _____ a decade because they believed they were discriminated against. But the company's vice-president rejects the criticism and considers that Walmart (to have) _____ strong policies against discrimination _____ many years. _____ the Supreme Court sided with Walmart, female employees (to wonder) _____ what to do next.

9. Grammar : Comparatives and superlatives

Rules :

Adjectifs		Comparatif de supériorité « plus...que »	Superlatif de supériorité « le plus... »
courts : -1 syllabe - 2 syllabes en-y	tall/big/large lucky	taller/bigger/larger (than) luckier (than)	the tallest/the biggest/the largest the luckiest
longs	interesting	more interesting (than)	the most interesting
		Comparatif d'égalité « aussi...que »	
tous	rich /excellent	as rich as / as excellent as	
		Comparatif d'infériorité « moins...que »	Superlatif d'infériorité « le moins »
tous	rich/ expensive	less rich (than) / less expensive (than)	the least rich / the least expensive

Text : Find in the text 3 different types of comparatives or superlatives :

Sentence building : Make sentences using the prompts :

comparatif de supériorité:men/high/ wages/women _____

superlatif de supériorité : Walmart/big/ private employer/ world _____

comparatif d'égalité : Gender discrimination/ important/ any other type of discrimination _____

comparatif d'infériorité : plaintiffs/ wealthy/ Walmart _____

superlatif d'infériorité : Walmart/ expensive/ supermarket _____

Irregular forms : Fill in the table with the adequate comparative and superlative forms:

adjective	comparative	superlative	adjective	comparative	superlative
bad/ill	_____	_____	much/many	_____	_____
far (place)	_____	_____	old (people & things)	older	oldest
(place+time)	_____	_____	(people)	_____	_____
good	_____	_____	little (amount)	_____	_____
late (time)	later	latest	(size)	_____	_____
(order)	_____	_____			

Specific cases:

- Traduction de: “deux fois plus”, “deux fois moins” : *twice as much / half as much*.

Contrairement au français, c’est le comparatif d’égalité et non le comparatif de supériorité ou d’infériorité que l’on emploie en présence d’un multiplicateur. Si le multiplicateur est grand, on peut aussi trouver le comparatif de supériorité ou d’infériorité.

Sarah has got twice/ ten times as much money as Brian.

They could have spent ten times less money and got the same results.

Traduire: Le chiffre d’affaire de Carrefour est deux fois plus élevé que celui de Tesco.

Walmart a deux fois moins de supermarchés au Salvador qu’au Costa Rica.

Walmart possède dix fois plus de semi-remorques que de tracteurs.

- Comparaison entre deux éléments : l’anglais utilise le comparatif alors que le français utilise le superlatif.

Ex : *C’est la plus intelligente des deux sœurs. She’s the smarter of the two sisters.*

Traduire: C’est la plus déterminée des deux plaignantes.

C’est le plus qualifié des deux managers.

10. Cryptogramme : What did the Supreme Court decide ?

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
7							2							9					14						

T H O T T H A T T H A
14 2 24 22 12 12 22 11 4 24 8 24 3 9 22 4 14 16 24 3 15 16 24 16 14 2 7 14 14 2 24 3 7 12 24
O O T O O A T H O T A
3 9 22 21 16 25 9 14 19 9 26 9 4 10 7 4 16 14 2 24 3 9 22 4 14 10 7 12 16 15 23 15 16 24 16
T O O T T H A A T O
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A A T O T A T A
26 7 15 21 24 16 13 24 3 7 22 12 24 15 14 16 15 16 25 9 14 14 7 4 19 24 14 7 12 15 25 19 21 24
A T O O O A A T T T H
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O O T A T H O O
16 9 24 12 25 9 14 13 7 4 14 2 24 10 9 8 24 25 26 4 9 8 13 4 15 25 19 15 25 19 15 25 16 15 23 15
A A T H A A O A
16 22 7 21 3 7 12 24 12 14 2 24 5 3 7 25 7 21 12 9 12 24 24 18 3 21 7 12 12
A T O A T T H T A T
7 3 14 15 9 25 12 7 14 14 2 24 12 14 7 14 24 21 24 23 24 21

11. Pairwork

STUDENT A's QUESTIONS

- Had you heard of Walmart before ?
- What can you say about working conditions in supermarkets ?
- What is discrimination?
- What is your image of gender equality in the US?
- What kinds of inequalities exist in France?
- Do you think having 30% of female managers is enough ?
- Do you think France will achieve perfect gender equality?
- Are there areas in France where gender inequality hits men?
- Do you ever have thoughts that are discriminatory?
- According to you, which countries around the world have shocking levels of discrimination?

STUDENT B's QUESTIONS

- Is it surprising for a supermarket chain to be the biggest private employer in a country ?
- Would you like to work in one ?
- Where does discrimination come from?
- Is France equally fair to women and men?
- Do you think men or women make better managers?
- What do you think of the idea of encouraging female entrepreneurs?
- Do you think discrimination in the world will ever disappear?
- Have you ever been discriminated against?
- How do people who are discriminated against react?
- According to you, what is the worst kind of discrimination?

12. Translation :

La Cour suprême américaine a rejeté une plainte en nom collectif déposée par des employées de Walmart. Elles ont tenté de poursuivre Walmart en justice pour discrimination.

Le géant de la distribution, premier employeur aux États-Unis, était accusé de moins rémunérer ses employées que leurs homologues masculins.

13. Essay : Do you think it would be a good idea to force firms to hire the same number of men and women ? Is it a fair solution?