



MIND THE (GENDER) GAP



Scan to review worksheet

Expemo code:
1A5X-N1LA-ICSK



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Warm up

Look at the image and discuss the questions in groups.



1. What does the term "gender gap" mean to you?
2. From the point of view of society and the law, why is the "gender gap" a negative thing?
3. In what ways have you noticed different treatment between men and women in society, including business, law, or education?



2 Focus on vocabulary

Part A: Match the vocabulary to the definitions.

desire (v)

equality (n)

investment (n)

progression (n)

statistics

categorise (v)

largely (adv.)

outcome (n)

- _____ being equal in rights, status and advantages
- _____ the result of an action
- _____ put people or things into groups according to what they are
- _____ the process of developing from one stage to the next
- _____ the science of analysing information using numbers
- _____ the act of giving money to something to make money from it
- _____ want something or want to do something
- _____ mainly or mostly

Part B: Now complete the sentences with words from Part A. You may have to change the word forms.

- Judge Mastriano's rulings are _____ for the plaintiff in cases like these, so the defendant should not expect a positive _____.
- The _____ show that women are paid less than men, so it is not just an opinion.
- If you look at the _____ of the case, you can see the point at which the relationship between the defendant and her attorney changed.
- The accountant refused to _____ the money as an _____, as the lender went out of business.
- Women _____ to be treated with _____ in the workplace, especially with regards to salaries and status.

3 Listening for main idea

Choose the sentence that best expresses the main idea of the broadcast.



- In Australia, patents are more likely to be granted to applications with male-sounding names.
- There is a gender bias for granting patents in Australia, which has many implications.
- Patents should be granted based on the quality of the application, not the gender of those applying.
- More research needs to be done on why some patent applications are accepted and others are not.



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Listening comprehension

Listen to the broadcast again and choose the correct answer.

1. The researchers looked at the applications...
 - a. submitted over a 14-year period.
 - b. of females applying for patents.
 - c. of inventors who worked alone.
 - d. for patents in the life science field.

2. The researchers categorised the inventors based on whether they...
 - a. were Australian or from other countries.
 - b. had received a patent before or had not.
 - c. had a male-sounding or a female-sounding name.
 - d. were applying for a patent in the life sciences or not.

3. Most female inventors...
 - a. apply for patents across all 35 fields equally.
 - b. do not receive patents in the life science category.
 - c. submit applications in one of four fields.
 - d. submit 60% of the applications in the life science category.

4. It is easier to get a patent in fields...
 - a. that are not in the life science category.
 - b. that are in the life science category.
 - c. that have many female inventors.
 - d. that have an equal number of male and female inventors.

5. Patents with female inventors are more likely to...
 - a. secure investment in future scientific work.
 - b. be approved if there are also male inventors.
 - c. include statistics as part of their application.
 - d. focus on diseases affecting the health of women.

6. The researchers think that the reason for gender gap in patent approval is...
 - a. a simple case of gender bias.
 - b. not very clear at the moment.
 - c. based on the lack of woman in the sciences.
 - d. due to the number of non-Australian inventors.



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Word building: prefixes: im-, in-, il- and ir-

The prefixes *im-* and *in-* are common ways to change the meaning of words. They change the meaning of a word to its opposite.

Look at these examples:

1. The company believes it is important to have a **balance** of male and female managers.
2. Although there are equal numbers of male and female managers, there is an **imbalance** in their salaries.
3. **Equality** between men and women requires equal pay. Until salaries are the same, **inequality** will remain.
4. It is **logical** that managers would hire the best person for a job, but sometimes people behave in **illogical** ways.
5. Our **regular** way of doing business is to sign a contract before we begin, so sending a team to your office before you return the contract would be highly **irregular**.

The choice of prefix depends on the sound of the letter that follows it.

- Use **im-** for words that begin with *m*, *b*, *p*.
- Use **ir-** for words that begin with *r*.
- Use **il-** for words that begin with *l*.
- Use **in-** for all other letters, including vowels.

Note that other prefixes, such as **un-**, can change the meaning of a word to its opposite, but these are not affected by the sound of the letter that follows.



Now, read the sentences. Add the correct prefix im-, in-, il- or ir- to the word in bold. If no prefix is needed, leave the space blank.

1. As your legal advocate, I cannot recommend that you do anything that is _____ **legal**.
2. At the moment, we have received three applications from men and one from a woman, so we should do something about this _____ **balance** and find a way to encourage more women to apply.
3. I think your argument is _____ **logical**, so I will present it to the court.
4. Discriminating against someone because of their gender is _____ **defensible** in my opinion. Everyone should be treated equally.
5. The gender of the inventor should be _____ **relevant** when granting a patent. The patent office should not even look at the names of the inventors.
6. There are some _____ **tangible** things I like about my job. They are hard to explain because they are not connected to anything I can easily point to.
7. We must follow the _____ **proper** procedures when filing the claim or it will be rejected.

6**Reading**

Read the title and the first paragraph. Which issue will likely be addressed in the text?

1. The reason why there is a gender gap.
2. The need for women to stop working in the home.
3. The reason why women become politicians or scientists.
4. The need to get women involved in making laws and policies.





Closing the gap

Addressing gender inequality

1. Although there have been advances in closing the gender gap, an imbalance remains: women do most of the work at home while men make most of the laws and policies that affect us all. Nothing seems to change or change fast enough. But new research offers ideas to fix gender inequality. A woman working toward her PhD in Australia spoke to politicians, legal experts, and social scientists about how to solve this issue.

More women in power

2. Most interviewees believed more women are needed as lawmakers. For example, the number of women in the House of Commons in the UK is at an all-time high, with 220 women serving as Members of Parliament (MPs). This may seem to be cause for celebration, but women represent only 35% of MPs as there are 650 MPs. The representation of women as lawmakers in the United States is not much better as only 28% of the House of Representatives are women. Australia is in a similar situation, with women representing 31% of the lower house.
3. In contrast, Scandinavian countries, like Sweden, Iceland, and Finland, have parliaments with higher proportions of female MPs. In these countries, the number of women and men running for and serving in parliament is almost equal. These countries have also passed laws that are more favourable to women. While a higher percentage of females in law-making positions may seem like a logical way to pass laws that promote equality, this is not always the case. For example, Rwanda leads the world in number of women serving in its parliament, with 61%, but the country does not have policies that match those of Scandinavian countries. For example, Rwandan women receive only 12 weeks of maternity leave whereas Scandinavian women have the right to over 40 weeks. However, women in Rwanda do have more maternity leave than women in the United States and other countries that are typically thought of as more favourable to women.

More men prioritising equality

4. Interviewees also believed that more men within government need to prioritise gender equality. In other words, men in power should examine whether policy decisions are biased against women or try to improve conditions for women in the workplace and society at large. One way this may happen is to incorporate gender equality into the review process of every new law. Therefore, if a law's impact on women is considered at the outset, it may be possible to raise the status and power of women.
5. The need to prioritise women's interests also extends to the business world. The feeling is that if men in executive positions prioritise interests of women in the workplace, the gender gap will begin to close. For example, in many countries, including the UK, US, and Australia, salaries are typically negotiated behind closed doors. As a result, salaries are not visible to all, which enables companies to pay women less. As one of the people interviewed said, "If you are not prepared to shine a light on it, you are going to struggle to get there." If everyone is aware of the salary paid for the same work, women are less likely to be offered less, or if they are, the difference would be known.

Reframing the language

6. As a final thought, interviewees also spoke of the need to reframe the debate in more positive terms within the media. Instead of talking about negative things, like discrimination or barriers to equality, it may be more effective to highlight the benefits of equality. A simple reframing of the issue in a different language may lead to positive change.



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Finding vocabulary

Scan the article and find words or phrases which mean the same as the following.

- a. _____ the relationships of one thing to another in amount or size (n, Paragraph 3)
- b. _____ try to get people to vote for you for something (phr. v, Paragraph 3)
- c. _____ accept a law by voting on it (v, Paragraph 3)
- d. _____ the state of becoming a mother (n, Paragraph 3)
- e. _____ as a whole or in general (adj., Paragraph 4)
- f. _____ from or at the very beginning of something (phrase, Paragraph 4)
- g. _____ in secret or without the knowledge of others (idiom, Paragraph 5)
- h. _____ make it possible for someone to do something or for something to happen (v, Paragraph 5)



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Reading comprehension

Read the text again and decide if the statements below are true (T) or false (F).

1. More than 60% of the lawmakers in the UK are men. _____
2. Finland has more females serving in its parliament than Rwanda does. _____
3. Women in the United States have more leave after having a baby than Rwandan women do. _____
4. Raising the status and power of women should be an important goal of all laws. _____
5. It is common for companies to share information about the salaries of all workers in the UK. _____
6. The statement "If you are not prepared to shine a light on it, you are going to struggle to get there." means that it is possible to prevent change by keeping information or actions secret. _____
7. The media should only write news articles about the gender gap that discuss discrimination and barriers to equality. _____



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Legal vocabulary

Complete the chart with the correct forms for the different parts of speech.

verb	noun	adjective
promote	1	2
3	prioritisation / ⁴	prioritised
5	favour	favoured / ⁶
extend	7	extended / ⁸

Now, complete the sentences with the correct forms from the table.

1. Your case is a _____ for us, so I will be available whenever you need me.
2. If you are not able to complete the report by Friday, we will need to ask for an _____.
3. Men in this office receive _____ more frequently than women, so we would like to know when more women will be _____ to management positions.
4. I do not think the result will be _____, so I am preparing to lodge an appeal.

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Talking point

Work in pairs and discuss these questions.

1. Which of the article's solutions to the problem of gender inequality do you think has the best chance of working? Why?
2. Why do you think the patent applications with female-sounding names were not as successful as those with male-sounding names? Do you think it is gender bias or something else, like cultural or country bias?
3. What should someone do if they find out they have been discriminated against because of their gender?