

26 EQUAL OPPORTUNITIES

Student B

(Agreeing/disagreeing; correcting; liking and preferring)

Equal opportunities is an area where many companies and many states have rules or legislation designed to protect specific groups from discrimination or unfair treatment. Such areas as terms of contract, wages and salaries, career prospects, job security and working conditions are affected by equal opportunities policies.

You are part of a discussion group which must produce recommendations to the Board on ways to improve the position of women in the company.

Note that:

- **58% of the 400 company employees are women**
- **only 5% of management positions are held by women**
- **the company has no policy on encouraging women to return to work after maternity leave, consequently only a very small number do return**
- **the Chairman has said he wants to improve the position of women in the company.**

In discussion with a colleague, prioritize the following suggestions (from the most important to the least important) to create an enlightened and progressive policy for employment.

- | | |
|--|--------------------------|
| • Actively encourage women to return to work after taking maternity leave. | <input type="checkbox"/> |
| • Improve internal training opportunities, encouraging women to apply for internal promotions. | <input type="checkbox"/> |
| • Encourage more part-time work, job-sharing, etc. with full employee rights. | <input type="checkbox"/> |
| • Introduce flexible time-tabling (flexitime). | <input type="checkbox"/> |
| • Provide crèche facilities. | <input type="checkbox"/> |
| • Improve maternity leave with full job security. | <input type="checkbox"/> |
| • Set a quota for female representation in management positions. | <input type="checkbox"/> |
| • Corporate statement on sexual harassment to be included in employment conditions. | <input type="checkbox"/> |
| • A promise from management to investigate reports of sexual harassment immediately. | <input type="checkbox"/> |
| • More liberal attitude towards women's choice of clothing. | <input type="checkbox"/> |

YOU START.