

BTS INDUSTRIELS

ÉPREUVE ORALE D'ANGLAIS

SESSION 2020

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Durée : 15 minutes
Préparation : 30 minutes
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Dès que le sujet vous est remis, assurez-vous qu'il est complet.
Le sujet comporte 2 pages.

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When it pays to know the salaries of your boss and colleagues

Telling colleagues what we earn is a powerful and "subversive" act — but there are pitfalls.

Disclosing your salary to a colleague is one of the "most subversive acts" an employee can do, says Melanie Simms, professor of work and employment at Glasgow University's Adam Smith Business School.

- 5 Organisations work "very hard" to make pay opaque, she says. "They know they can't always justify differences. It's in [their] interest as an employer not to be open about these things."

- 10 Such secrecy puts workers at a huge disadvantage in negotiating salary, says Alison Green, the United States management consultant behind the site Ask A Manager, who has compiled an anonymous database on pay. "It also makes it far harder to uncover pay disparities by gender or race."

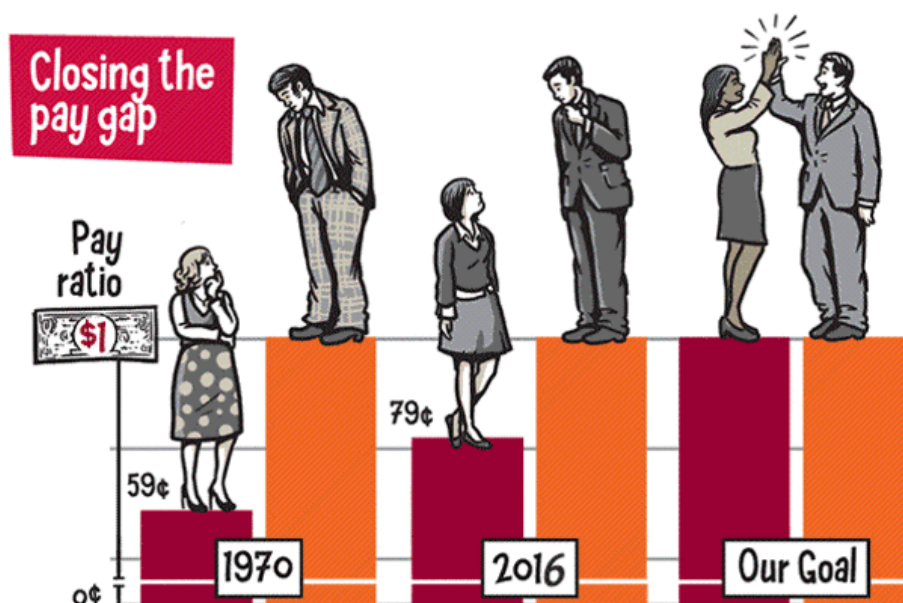
Pay has long been considered a taboo subject in many parts of the world. However, technology and legislation are shifting attitudes to pay secrecy.

At its most extreme, some companies have embraced radical transparency — making their staff's salaries accessible to each other. Could this be the future?

- 15 In the US and United Kingdom, listed companies are required to publish the pay ratio between chief executives and workers' averages.

Financial Times, Published 16 May, 2019

Document 2



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