

# STUDENT TEST BOOKLET

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## READING SECTION (40 questions)

### Reading Passage 1

The seeds of the modern women's rights movement were sown in the fertile ground of the 19th century, a period of immense social and political change. While the concept of women's rights had been debated for centuries, it was during this time that organized efforts to achieve equality began to take shape. The Seneca Falls Convention in 1848, held in New York, is widely regarded as a pivotal moment in this struggle. Organized by a group of determined women, including Elizabeth Cady Stanton and Lucretia Mott, the convention produced the "Declaration of Sentiments," a document that boldly called for women to be granted the same rights and privileges as men, including the right to vote.

This early movement faced formidable opposition. Prevailing societal norms dictated that women's sphere was the home, and the idea of women participating in public life was considered radical and unnatural. The suffragists, as they came to be known, were often ridiculed, harassed, and even imprisoned for their beliefs. Despite these challenges, they persisted, tirelessly campaigning for their cause through lectures, protests, and civil disobedience. The fight for suffrage was a long and arduous one, spanning several decades and involving generations of activists. It was not until the passage of the 19th Amendment to the US Constitution in 1920 that women in the United States were finally granted the right to vote, a landmark victory that energized the movement and paved the way for further progress.

The struggle for equality did not end with suffrage. The 20th century saw the rise of the feminist movement, which expanded the focus beyond political rights to include a broader range of issues, such as economic equality, reproductive rights, and an end to gender-based violence. The publication of Betty Friedan's "The Feminine Mystique" in 1963 is often credited with sparking the second wave of feminism. The book struck a chord with countless women who felt unfulfilled by their traditional roles as housewives and mothers, and it inspired a new generation of activists to challenge the status quo.

The latter half of the 20th century witnessed significant legal and social advancements for women. Landmark legislation, such as the Equal Pay Act of 1963 and Title IX of the Education Amendments of 1972, helped to dismantle discriminatory practices in the workplace and in education. Women began to enter professions that had once been exclusively male domains, and the number of women in higher education and the workforce soared. However, progress was not always linear, and the movement continued to face resistance from those who sought to maintain traditional gender roles.

Today, the fight for gender equality continues on a global scale. While significant strides have been made, women around the world still face numerous challenges, including the gender pay gap, underrepresentation in leadership positions, and the pervasive threat of violence. The rise of social media has provided a new platform for activism, allowing women to connect, share their stories, and organize for change. The #MeToo movement, for example, has brought unprecedented attention to the issue of sexual harassment and has empowered countless women to speak out against their abusers. As we look to the future, it is clear that the struggle for gender equality is far from over, but the legacy of the women who came before us serves as a powerful reminder of the transformative power of collective action.

## Questions 1-13

### *Questions 1-6*

Do the following statements agree with the information given in Reading Passage 1?

In boxes 1-6 on your answer sheet, write

**TRUE** if the statement agrees with the information **FALSE** if the statement contradicts the information **NOT GIVEN** if there is no information on this

1. The Seneca Falls Convention was the first time the idea of women's rights had ever been discussed.
2. The suffragists were widely praised for their efforts to achieve equality.
3. The 19th Amendment to the US Constitution was the final step in achieving gender equality.
4. Betty Friedan's "The Feminine Mystique" was not a popular book when it was first published.

5. The Equal Pay Act of 1963 made it illegal to pay men and women different salaries for the same job.
6. The #MeToo movement has had little impact on the issue of sexual harassment.

### *Questions 7-10*

Choose the correct letter, A, B, C or D.

Write the correct letter in boxes 7-10 on your answer sheet.

1. The Seneca Falls Convention is significant because it A. was the first time women had ever gathered to discuss their rights. B. led to the immediate granting of the right to vote for women. C. produced a document that called for equal rights for women. D. was organized by a group of male and female activists.
2. The suffragists faced opposition because A. they were not well-organized. B. their ideas were considered too radical for the time. C. they were all from the upper class. D. they did not have the support of the media.
3. The second wave of feminism A. focused solely on the right to vote. B. was less successful than the first wave. C. was sparked by the publication of a book. D. was not concerned with economic issues.
4. The author's attitude towards the future of gender equality is A. pessimistic. B. optimistic. C. neutral. D. uncertain.

### *Questions 11-13*

Complete the summary below.

Choose **NO MORE THAN TWO WORDS** from the passage for each answer.

Write your answers in boxes 11-13 on your answer sheet.

The fight for women's rights has been a long and challenging journey. The early movement, which began in the 19th century, was met with strong 11. \_\_\_\_\_. Despite this, the suffragists persevered and eventually won the right to vote. The 20th century saw the rise of the feminist movement, which addressed a wider range of issues. While significant progress has been made, the struggle for 12. \_\_\_\_\_ is not over. Today, women continue to fight for equality on a 13. \_\_\_\_\_.

### **Reading Passage 2**

**A.** The pursuit of gender equality in the workplace is one of the most significant social and economic challenges of our time. While considerable progress has been made in recent decades, deep-seated inequalities persist, hindering the full participation of women in the global economy. The gender pay gap, a persistent and well-documented phenomenon, is a stark reminder of this disparity. On average, women around the world earn significantly less than men for comparable work, a gap that can be attributed to a complex interplay of factors, including occupational segregation, biases in hiring and promotion, and the unequal burden of unpaid care work.

**B.** Occupational segregation, the tendency for men and women to be concentrated in different occupations, is a major driver of the gender pay gap. Fields traditionally dominated by women, such as education, healthcare, and social work, tend to be lower-paying than those dominated by men, such as engineering, technology, and finance. This segregation is often rooted in gender stereotypes that steer young men and women towards different career paths, limiting their choices and perpetuating a cycle of inequality. Even within the same occupation, women are often underrepresented in senior and leadership positions, a phenomenon commonly referred to as the “glass ceiling.”

**C.** The “glass ceiling” is a metaphor for the invisible barriers that prevent women from advancing to the highest levels of leadership. These barriers are often subtle and systemic, ranging from unconscious biases in recruitment and promotion processes to a lack of mentorship and networking opportunities for women. The absence of women in leadership positions not only limits their individual earning potential but also has broader implications for organizational performance. Studies have shown that companies with greater gender diversity in their leadership teams tend to be more innovative, profitable, and socially responsible.

**D.** In recent years, there has been a growing recognition of the importance of addressing the “motherhood penalty,” the career and wage disadvantages that women experience after having children. Women are often forced to choose between their careers and their caregiving responsibilities, a choice that men are rarely forced to make. The lack of affordable and accessible childcare, coupled with inflexible work arrangements, can make it difficult for mothers to remain in the workforce and advance in their careers. This not only harms women’s economic security but also deprives the economy of their valuable skills and talents.

**E.** To address these challenges, a multi-faceted approach is required. Governments have a crucial role to play in enacting and enforcing legislation that promotes equal

pay, prohibits discrimination, and supports working parents. This includes measures such as pay transparency laws, paid parental leave, and investments in affordable childcare. Companies also have a responsibility to create more inclusive and equitable workplaces. This can be achieved through a variety of strategies, such as implementing blind recruitment processes, providing unconscious bias training, and establishing mentorship and sponsorship programs for women.

**F.** Ultimately, achieving gender equality in the workplace is not just a matter of fairness; it is also an economic imperative. A growing body of evidence suggests that closing the gender gap could add trillions of dollars to the global economy. By empowering women to fully participate in the workforce, we can unlock their immense potential, drive innovation, and create a more prosperous and equitable world for all. The journey towards gender equality is a long one, but it is a journey that we must all undertake together.

## **Questions 14-26**

### *Questions 14-19*

Reading Passage 2 has six paragraphs, A-F.

Choose the correct heading for each paragraph from the list of headings below.

Write the correct number, i-viii, in boxes 14-19 on your answer sheet.

### **List of Headings**

i. The economic benefits of gender equality ii. The role of government and business in promoting equality iii. The challenges faced by working mothers iv. The impact of gender stereotypes on career choices v. The underrepresentation of women in leadership vi. The persistence of the gender pay gap vii. The history of the women's rights movement viii. The importance of education for women

1. Paragraph A
2. Paragraph B
3. Paragraph C
4. Paragraph D
5. Paragraph E
6. Paragraph F

### Questions 20-23

Choose the correct letter, A, B, C or D.

Write the correct letter in boxes 20-23 on your answer sheet.

1. The gender pay gap is caused by A. a single, easily identifiable factor. B. a combination of complex factors. C. women choosing to work in lower-paying jobs. D. men being more qualified than women.
2. The “glass ceiling” refers to A. the physical barriers that prevent women from entering certain professions. B. the wage gap between men and women. C. the invisible barriers that prevent women from advancing to leadership positions. D. the lack of educational opportunities for women.
3. The “motherhood penalty” is a term used to describe A. the financial rewards that mothers receive for having children. B. the career and wage disadvantages that women experience after having children. C. the legal protections that are in place for working mothers. D. the social stigma associated with being a working mother.
4. The author argues that achieving gender equality in the workplace is A. a moral issue, but not an economic one. B. an economic issue, but not a moral one. C. both a moral and an economic issue. D. neither a moral nor an economic issue.

### Questions 24-26

Complete the sentences below.

Choose **NO MORE THAN THREE WORDS** from the passage for each answer.

Write your answers in boxes 24-26 on your answer sheet.

1. Occupational segregation is a major cause of the \_\_\_\_\_.
2. Companies with greater gender diversity in leadership tend to be more \_\_\_\_\_.
3. Closing the gender gap could add \_\_\_\_\_ to the global economy.

### Reading Passage 3

Education is a fundamental human right and a powerful tool for empowerment. For girls and women, access to quality education can be a transformative force, enabling

them to break the cycle of poverty, improve their health and well-being, and participate fully in society. Despite significant progress in recent decades, gender disparities in education persist, particularly in developing countries. An estimated 129 million girls are out of school worldwide, and many more are not learning the basic skills they need to thrive.

The barriers to girls' education are numerous and complex. Poverty is a major factor, as families may not be able to afford school fees, uniforms, and supplies. In many cultures, there is a preference for educating boys over girls, as boys are seen as future breadwinners, while girls are expected to marry and take on domestic roles. Child marriage and early pregnancy are also significant obstacles, forcing many girls to drop out of school before they can complete their education. Furthermore, a lack of safe and accessible schools, as well as a shortage of female teachers, can make it difficult for girls to attend school, particularly in rural areas.

Addressing these barriers requires a concerted effort from governments, civil society, and the international community. Investing in girls' education is one of the most effective ways to promote gender equality and achieve sustainable development. When girls are educated, they are more likely to marry later, have smaller and healthier families, and earn higher incomes. They are also more likely to be active and engaged citizens, contributing to the social and economic development of their communities.

The benefits of girls' education extend beyond the individual. Educated women are more likely to invest in the health and education of their own children, creating a virtuous cycle of empowerment that can transform entire communities. Moreover, countries with higher levels of female education tend to have lower rates of poverty, higher levels of economic growth, and more stable and democratic societies. In short, investing in girls' education is not just the right thing to do; it is also the smart thing to do.

In recent years, there has been a growing global movement to promote girls' education. The United Nations' Sustainable Development Goals, for example, include a specific target to ensure that all girls and boys complete free, equitable, and quality primary and secondary education by 2030. A number of international organizations and initiatives, such as the Malala Fund and the Global Partnership for Education, are working to remove the barriers to girls' education and ensure that every girl has the opportunity to reach her full potential.

While the challenges are significant, there is reason for optimism. The number of girls out of school has declined by more than 100 million since 1995, and the gender gap in primary and secondary education has narrowed in many countries. However, there is still much work to be done. To achieve true gender equality, we must ensure that every girl has the opportunity to receive a quality education, from early childhood to higher education. By empowering girls with the knowledge and skills they need to succeed, we can create a more just, prosperous, and sustainable world for all.

### Questions 27-40

#### *Questions 27-32*

Do the following statements agree with the claims of the writer in Reading Passage 3?

In boxes 27-32 on your answer sheet, write

**YES** if the statement agrees with the claims of the writer **NO** if the statement contradicts the claims of the writer **NOT GIVEN** if it is impossible to say what the writer thinks about this

1. Education is the most important human right.
2. The main reason girls are out of school is because their families cannot afford it.
3. Educating girls only benefits the individual girl.
4. Countries with more educated women tend to be more democratic.
5. The United Nations has failed to make any progress on girls' education.
6. The author is hopeful about the future of girls' education.

#### *Questions 33-36*

Choose the correct letter, A, B, C or D.

Write the correct letter in boxes 33-36 on your answer sheet.

1. According to the passage, what is a major obstacle to girls' education? A. Lack of interest from girls themselves B. A shortage of schools for boys C. Cultural preference for educating boys D. The high cost of higher education
2. The author argues that investing in girls' education is A. a waste of resources. B. a low priority for developing countries. C. a smart and effective way to promote development. D. a controversial issue with little international support.

3. The Sustainable Development Goals aim to A. provide free education for all girls, but not boys. B. ensure all children complete primary and secondary education. C. focus solely on girls' education in developing countries. D. provide scholarships for girls to attend university.
4. The author's purpose in writing this passage is to A. criticize the efforts of international organizations. B. argue that girls' education is no longer a major issue. C. highlight the importance of girls' education and the challenges that remain. D. provide a historical overview of girls' education.

### *Questions 37-40*

Complete the notes below.

Choose **NO MORE THAN TWO WORDS** from the passage for each answer.

Write your answers in boxes 37-40 on your answer sheet.

### **The Benefits of Girls' Education**

- Empowers girls to break the cycle of 37. \_\_\_\_\_.
- Leads to smaller and healthier 38. \_\_\_\_\_.
- Contributes to higher levels of 39. \_\_\_\_\_.
- Creates a more stable and 40. \_\_\_\_\_ society.

## **LISTENING SECTION (40 questions)**

### **Section 1: Questions 1-10**

#### *Questions 1-10*

Complete the form below.

Write **NO MORE THAN TWO WORDS AND/OR A NUMBER** for each answer.

### **Gender Equality Initiative - Volunteer Sign-up**

<b>Name</b>	<b>Sarah 1.</b> _____
<b>Email</b>	s.jeffries@email.com
<b>Phone</b>	07700 900 2. _____
<b>Occupation</b>	3. _____
<b>Availability</b>	Evenings and 4. _____
<b>Interests</b>	- Mentoring young women
- 5. _____	
<b>Previous Experience</b>	- Volunteered at a 6. _____ last year
- Organized a fundraiser for a women's charity	
<b>How did you hear about us?</b>	7. _____
<b>Reason for volunteering</b>	Believes in the importance of 8. _____
<b>Questions</b>	- What is the time commitment?
- Is there a 9. _____ process?	
<b>Next Steps</b>	- Attend an information session on 10. _____

## Section 2: Questions 11-20

### Questions 11-15

Choose the correct letter, A, B, or C.

- The speaker says that the 'HeForShe' campaign aims to A. encourage women to take on more leadership roles. B. involve men and boys in the fight for gender equality. C. provide financial support to women in developing countries.
- According to the speaker, what is one of the main goals of the campaign? A. To end violence against women B. To close the gender pay gap C. To achieve equal representation in politics

3. The speaker mentions that the campaign has been particularly successful in A. schools and universities. B. the corporate world. C. the entertainment industry.
4. What does the speaker say about the role of men in the campaign? A. They are expected to lead the movement. B. They are encouraged to be advocates for change. C. They are asked to donate money to the cause.
5. The speaker concludes by saying that gender equality is A. a women's issue. B. a human rights issue. C. an economic issue.

### *Questions 16-20*

What action is recommended for each of the following groups?

Choose **FIVE** answers from the box and write the correct letter, A-G, next to questions 16-20.

#### **Actions**

A. Challenge gender stereotypes B. Support female entrepreneurs C. Advocate for policy changes D. Mentor young women and girls E. Promote women in leadership F. Educate themselves on the issues G. Donate to women's organizations

1. Individuals
2. Businesses
3. Governments
4. Schools
5. Media

### **Section 3: Questions 21-30**

#### *Questions 21-25*

Choose the correct letter, A, B, or C.

1. The students are discussing a report on A. the history of feminism. B. the gender pay gap in the UK. C. the underrepresentation of women in STEM fields.
2. According to the report, what is one of the main reasons for the gender pay gap?  
A. Women are less educated than men. B. Women are more likely to work in part-time jobs. C. Women are less ambitious than men.

3. The students agree that the report's findings are A. surprising. B. encouraging. C. concerning.
4. What does the tutor suggest the students do for their presentation? A. Focus on a specific industry B. Interview female CEOs C. Analyze data from other countries
5. The students decide to focus their presentation on A. the technology sector. B. the healthcare sector. C. the education sector.

### *Questions 26-30*

Choose **FIVE** answers from the box and write the correct letter, A-G, next to questions 26-30.

### **Recommendations**

A. Implement pay transparency B. Offer flexible work arrangements C. Provide unconscious bias training D. Set targets for women in leadership E. Increase the minimum wage F. Encourage girls to study STEM subjects G. Create mentorship programs

1. To address the issue of occupational segregation
2. To help women balance work and family life
3. To tackle unconscious bias in hiring and promotion
4. To increase the number of women in senior roles
5. To ensure that women are paid fairly

### **Section 4: Questions 31-40**

#### *Questions 31-40*

Complete the notes below.

Write **NO MORE THAN TWO WORDS** for each answer.

### **Lecture on Gender and Development**

#### **Introduction**

- Gender equality is a key factor in achieving 31. \_\_\_\_\_.
- The lecture will focus on the link between gender and 32. \_\_\_\_\_.

## The Feminization of Poverty

- Women are more likely to live in poverty than men.
- This is due to a number of factors, including:
  - Unequal access to 33. \_\_\_\_\_ and resources.
  - The burden of unpaid care work.
  - 34. \_\_\_\_\_ and violence.

## Women's Economic Empowerment

- Investing in women's economic empowerment is crucial for poverty reduction.
- When women have control over their own income, they are more likely to invest in:
  - Their children's 35. \_\_\_\_\_ and health.
  - Their own businesses.
- This creates a ripple effect that benefits the entire 36. \_\_\_\_\_.

## Case Study: Microfinance in Bangladesh

- Microfinance programs provide small loans to women to start their own businesses.
- These programs have been shown to be very effective in:
  - Reducing poverty.
  - Empowering women.
- One of the key challenges is ensuring that the loans are used for their intended purpose and not controlled by 37. \_\_\_\_\_.

## Conclusion

- Gender equality is not just a women's issue; it is a 38. \_\_\_\_\_ issue.
- To achieve sustainable development, we must address the root causes of 39. \_\_\_\_\_.
- This requires a concerted effort from governments, civil society, and the 40. \_\_\_\_\_.

# LISTENING SCRIPTS

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## Section 1

(The phone rings)

**Mark:** Hello, Gender Equality Initiative, Mark speaking.

**Sarah:** Oh, hello. I'm calling to inquire about volunteering.

**Mark:** That's great! We're always looking for new volunteers. Can I take your name?

**Sarah:** Yes, it's Sarah Jeffries. That's J-E-F-F-R-I-E-S.

**Mark:** Thanks, Sarah. And can I get your email address?

**Sarah:** Of course, it's s.jeffries@email.com.

**Mark:** Perfect. And a contact number?

**Sarah:** It's 07700 900 382.

**Mark:** Got it. And what do you do for a living, Sarah?

**Sarah:** I'm a graphic designer.

**Mark:** Excellent. We can always use help with our promotional materials. Now, what's your availability like?

**Sarah:** I work full-time, so I'm mostly free in the evenings and on weekends.

**Mark:** That's fine. We have plenty of opportunities for evening and weekend volunteers. Do you have any particular interests?

**Sarah:** Well, I'm very passionate about mentoring young women. And I'd also be interested in helping with fundraising.

**Mark:** Both are areas where we need support. Have you done any volunteer work before?

**Sarah:** Yes, I volunteered at a food bank last year. And I also organized a fundraiser for a women's charity a few years ago.

**Mark:** That's fantastic experience. How did you hear about us?

**Sarah:** I saw a post on social media.

**Mark:** Great. And what's your main reason for wanting to volunteer with us?

**Sarah:** I just believe in the importance of gender equality and I want to do something to contribute.

**Mark:** We're very glad to have you. Do you have any questions for me?

**Sarah:** Yes, I was wondering what the time commitment is. And is there a training process?

**Mark:** The time commitment is flexible, you can give as much or as little time as you like. And yes, we do have a training process. The next step would be to attend an information session. We have one coming up on Tuesday evening.

**Sarah:** Tuesday evening works for me.

**Mark:** Wonderful. I'll send you an email with all the details.

**Sarah:** Thank you so much.

**Mark:** You're welcome. We look forward to seeing you on Tuesday.

## **Section 2**

### **(Sound of a conference or presentation)**

**Speaker:** Good morning, everyone. Today, I want to talk to you about a campaign that is very close to my heart. It's called 'HeForShe', and it's a global effort to engage men and boys in the fight for gender equality. The campaign was launched by UN Women in 2014, and it's based on a simple but powerful idea: that gender equality is not just a women's issue, it's a human rights issue that affects all of us.

The goal of the HeForShe campaign is to create a world where no one is held back by gender stereotypes or discrimination. We want to see a world where women and girls have the same opportunities as men and boys. A world where women are safe from violence, where they are paid equally for equal work, and where they are equally represented in positions of leadership.

The campaign has been incredibly successful so far. We've had millions of men from all over the world sign up to be HeForShe advocates. We've seen a huge amount of engagement on social media, and we've also seen real-world impact. For example,

we've seen a big increase in the number of men who are speaking out against gender-based violence. And we've seen a lot of support from schools and universities, which are using the campaign to educate young people about gender equality.

So, what can you do to get involved? Well, the first step is to go to our website, [HeForShe.org](https://HeForShe.org), and take the pledge. By taking the pledge, you are making a commitment to take action for gender equality. But we don't just want you to take the pledge; we want you to be an active advocate for change. We want you to challenge gender stereotypes in your own life. We want you to speak out against sexism and discrimination. And we want you to support the women and girls in your community.

For businesses, we recommend promoting women in leadership. For governments, we urge them to advocate for policy changes. For schools, the focus should be on educating students on the issues. And for the media, it's about challenging gender stereotypes.

Gender equality is not a zero-sum game. It's not about taking power away from men and giving it to women. It's about creating a more just and equal world for everyone. It's about creating a world where everyone, regardless of their gender, can reach their full potential. Thank you.

### **Section 3**

**Tutor:** So, James and Chloe, you're here to discuss your presentation on the gender pay gap. How's the research going?

**Chloe:** It's going well, Dr. Evans. We've been looking at a recent report on the gender pay gap in the UK.

**Tutor:** And what have you found?

**James:** Well, the findings are quite concerning. The report shows that there is still a significant pay gap between men and women in the UK. On average, women earn about 15% less than men.

**Chloe:** And the report identifies a number of reasons for this. One of the main ones is that women are more likely to work in part-time jobs, which are often lower-paying.

**James:** The report also talks about occupational segregation, the fact that men and women tend to work in different sectors. And the sectors that are dominated by women, like caring and administrative roles, tend to be less well-paid.

**Tutor:** Those are all important factors. So, for your presentation, I'd like you to think about how you can go beyond just describing the problem. What solutions can you propose?

**Chloe:** We were thinking of focusing on a specific industry. That way, we can give more concrete recommendations.

**Tutor:** That's a good idea. Which industry are you thinking of?

**James:** We were considering the technology sector. It's an industry that's known for being male-dominated, so it would be interesting to look at the challenges and opportunities for women in that field.

**Tutor:** Excellent choice. So, what kind of recommendations are you considering?

**Chloe:** Well, to address occupational segregation, we think it's important to encourage girls to study STEM subjects at school.

**James:** And to help women balance work and family life, we think companies should offer flexible work arrangements.

**Chloe:** We also think it's important to tackle unconscious bias in hiring and promotion. So, we're going to recommend that companies provide unconscious bias training.

**James:** And to increase the number of women in senior roles, we're going to suggest that companies set targets for women in leadership.

**Chloe:** Finally, to ensure that women are paid fairly, we're going to recommend that companies implement pay transparency.

**Tutor:** Those are all excellent recommendations. I think you have a very strong plan for your presentation. I look forward to seeing it.

## **Section 4**

### **(Sound of a university lecture)**

**Lecturer:** Good morning. In today's lecture, we're going to be talking about the relationship between gender and development. As you know, gender equality is a key factor in achieving sustainable development. But what does that mean in practice? Well, today, we're going to focus on the link between gender and economic development.

Now, one of the most significant challenges in this area is what is known as the “feminization of poverty.” This refers to the fact that women are disproportionately represented among the world’s poor. In other words, women are more likely to live in poverty than men. This is due to a number of factors. One is unequal access to education and resources. In many parts of the world, girls are less likely to go to school than boys, and women are less likely to own land or have access to credit. Another factor is the burden of unpaid care work. Women are responsible for the vast majority of unpaid care work, such as cooking, cleaning, and caring for children and the elderly. This leaves them with less time and energy to participate in the paid economy. And finally, women are also more vulnerable to discrimination and violence, which can further limit their economic opportunities.

So, what can be done to address this? Well, one of the most effective strategies is to invest in women’s economic empowerment. When women have control over their own income, they are more likely to invest it in their families and communities. For example, they are more likely to spend it on their children’s education and health. They are also more likely to start their own businesses, which can create jobs and stimulate economic growth. This creates a ripple effect that benefits the entire community.

A great example of this is the microfinance movement in Bangladesh. Microfinance programs provide small loans to women to start their own businesses. These programs have been shown to be very effective in reducing poverty and empowering women. However, it’s not without its challenges. One of the key challenges is ensuring that the loans are used for their intended purpose and not controlled by male relatives.

In conclusion, gender equality is not just a women’s issue; it is a development issue. To achieve sustainable development, we must address the root causes of gender inequality. This requires a concerted effort from governments, civil society, and the private sector. Thank you.

## **WRITING SECTION**

### **WRITING TASK 1**

You should spend about 20 minutes on this task.

*The chart below shows the percentage of men and women in different professions in the UK in 2019. Summarise the information by selecting and reporting the main features, and make comparisons where relevant.*

Write at least 150 words.

**(A bar chart would be inserted here showing the following data:)**

**Percentage of Men and Women in Different Professions, UK, 2019**

Profession	Men (%)	Women (%)
Engineering	85	15
Healthcare	20	80
Education	30	70
Law	55	45
Retail	45	55
Arts	50	50

**WRITING TASK 2**

You should spend about 40 minutes on this task.

Write about the following topic:

*Gender inequality remains a persistent issue in many societies. What are the main causes of this inequality, and what measures can be taken to address it?*

Give reasons for your answer and include any relevant examples from your own knowledge or experience.

Write at least 250 words.

**SPEAKING SECTION**

**Part 1**

*The examiner will ask you some introductory questions about yourself and the topic.*

1. Do you think it is important for men and women to have equal opportunities?
2. In your country, are there any jobs that are considered more suitable for men or women?
3. Do you think that parents should treat their sons and daughters in the same way?
4. What are some of the benefits of having both men and women in a team?
5. Do you think that gender equality has improved in recent years?

## **Part 2**

*You will have to talk about the topic on the card for one to two minutes. You have one minute to think about what you are going to say. You can make some notes to help you if you wish.*

Describe a woman who you admire.

You should say:

- who she is
- what she does
- why you admire her

and explain what you have learned from her.

## **Part 3**

*The examiner will ask you some more abstract questions related to the topic in Part 2.*

1. Do you think it is important for children to have positive female role models?
2. In your opinion, what are the qualities of a good leader?
3. Do you think that women are better leaders than men?
4. What are some of the challenges that women face when they try to achieve leadership positions?
5. How can we encourage more women to take on leadership roles in society?

## **GRAMMAR SECTION (20 questions)**

### **Questions 1-5: Error Correction**

*Identify the error in each sentence and correct it.*

1. The fight for gender equality have been a long and difficult one.
2. Many women is still paid less than men for the same work.
3. The company is committed to create a more diverse and inclusive workplace.
4. It is important to challenge gender stereotypes wherever we seen them.
5. Educating girls has a profound impact on society as a whole.

### **Questions 6-10: Sentence Transformation**

*Complete the second sentence so that it has a similar meaning to the first sentence, using the word given. Do not change the word given. You must use between two and five words, including the word given.*

1. Companies should do more to promote women to leadership positions. (be)  
More should \_\_\_\_\_ by companies to promote women to leadership positions.
2. It is illegal to discriminate against someone because of their gender. (against) It is \_\_\_\_\_ to discriminate against someone because of their gender.
3. The gender pay gap is a complex issue. (not) The gender pay gap \_\_\_\_\_ a simple issue.
4. We must all work together to achieve gender equality. (achieved) Gender equality can only \_\_\_\_\_ if we all work together.
5. She is a role model for many young women. (looks) Many young women \_\_\_\_\_ her as a role model.

### **Questions 11-15: Fill in the Blanks**

*Fill in the blanks with the correct form of the verb in brackets, or a suitable article or preposition.*

1. The suffragettes \_\_\_\_\_ (fight) for women's right to vote for many years before they finally succeeded.
2. It is important to create a society where everyone has \_\_\_\_\_ equal opportunity to succeed.

3. The company has made significant progress \_\_\_\_\_ promoting gender diversity.
4. She is \_\_\_\_\_ most inspiring person I have ever met.
5. We need to address the root causes \_\_\_\_\_ gender inequality.

### Questions 16-20: Word Formation

*Use the word in capitals at the end of each line to form a word that fits in the gap in the same line.*

1. The \_\_\_\_\_ of women in leadership positions is still a major issue.  
(REPRESENT)
2. We need to create a more \_\_\_\_\_ and just society for everyone.  
(EQUAL)
3. Gender \_\_\_\_\_ can limit the opportunities available to both men and women. (STEREO)
4. The economic \_\_\_\_\_ of women is crucial for sustainable development. (EMPOWER)
5. She is a passionate \_\_\_\_\_ for gender equality. (ADVOCACY) - -

## ANSWER KEY

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### READING

1. FALSE
2. FALSE
3. FALSE
4. NOT GIVEN
5. TRUE
6. FALSE
7. C
8. B
9. C

10. B
11. opposition
12. gender equality
13. global scale
14. vi
15. iv
16. v
17. iii
18. ii
19. i
20. B
21. C
22. B
23. C
24. gender pay gap
25. innovative/profitable/socially responsible
26. trillions of dollars
27. NOT GIVEN
28. YES
29. NO
30. YES
31. NO
32. YES
33. C
34. C
35. B
36. C
37. poverty
38. families

39. economic growth

40. democratic

## **LISTENING**

1. Jeffries

2. 382

3. graphic designer

4. weekends

5. fundraising

6. food bank

7. social media

8. gender equality

9. training

10. Tuesday evening

11. B

12. A

13. A

14. B

15. B

16. F

17. E

18. C

19. F

20. A

21. B

22. B

23. C

24. A

25. A

- 26. F
- 27. B
- 28. C
- 29. D
- 30. A
- 31. sustainable development
- 32. economic development
- 33. education
- 34. discrimination
- 35. education
- 36. community
- 37. male relatives
- 38. development
- 39. gender inequality
- 40. private sector

## **GRAMMAR**

- 1. have -> has
- 2. is -> are
- 3. create -> creating
- 4. seen -> see
- 5. No error
- 6. be done
- 7. against the law
- 8. is not
- 9. be achieved
- 10. looks up to
- 11. had been fighting / fought
- 12. an

13. in
  14. the
  15. of
  16. underrepresentation
  17. equal
  18. stereotypes
  19. empowerment
  20. advocate
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## TUTOR GUIDE

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### Model Answer for Writing Task 1

The bar chart illustrates the gender distribution in six different professions in the United Kingdom in 2019. The data reveals significant gender imbalances in several fields, with engineering and healthcare showing the most pronounced disparities.

Overall, men dominated the engineering sector, accounting for 85% of the workforce, while women constituted a mere 15%. Conversely, the healthcare profession was overwhelmingly female-dominated, with women making up 80% of the workforce compared to 20% of men. A similar trend was observed in the education sector, where women comprised 70% of the workforce.

In contrast, the legal and retail professions exhibited a more balanced gender distribution. In law, men held a slight majority at 55%, while women accounted for 45%. The retail sector showed a reverse trend, with women making up 55% of the workforce. The arts sector was the most gender-balanced of all the professions shown, with an equal 50% representation of both men and women.

In summary, the chart highlights that while some professions have achieved a relatively even gender balance, significant segregation remains in fields such as engineering and healthcare, indicating that traditional gender roles may still influence career choices in the UK.

## Model Essay for Writing Task 2 (Band 9)

Gender inequality is a multifaceted and deeply entrenched issue that continues to permeate societies worldwide. Despite considerable progress in recent decades, the disparity between men and women in social, economic, and political spheres remains a significant barrier to human development. This essay will explore the primary causes of this persistent inequality and propose several measures that can be taken to foster a more equitable world.

The root causes of gender inequality are complex and often interconnected, stemming from a combination of historical and cultural factors. For centuries, patriarchal societies have perpetuated the notion of male superiority, relegating women to subordinate roles. These traditional beliefs have become ingrained in cultural norms and institutions, creating systemic barriers that limit women's opportunities. For instance, the unequal distribution of unpaid care work, which is disproportionately shouldered by women, restricts their ability to participate fully in the workforce and pursue leadership roles. Furthermore, gender stereotypes, reinforced by media and education systems, often steer girls and boys towards different career paths, leading to occupational segregation and a persistent gender pay gap.

To effectively address gender inequality, a comprehensive and multi-pronged approach is essential. Firstly, legal frameworks must be strengthened to ensure that women's rights are protected and that discrimination is prohibited. This includes enacting and enforcing laws that mandate equal pay for equal work, as well as legislation that supports working parents, such as paid parental leave and affordable childcare. Secondly, education is a powerful tool for challenging gender stereotypes and promoting new norms. Curricula should be revised to be gender-sensitive, and girls should be encouraged to pursue education in all fields, including science, technology, engineering, and mathematics (STEM). Finally, promoting women's economic and political empowerment is crucial. This can be achieved through initiatives that support female entrepreneurs, such as access to credit and training, as well as measures to increase women's representation in leadership positions, both in the public and private sectors.

In conclusion, gender inequality is a deep-rooted problem with far-reaching consequences. By tackling its underlying causes through a combination of legal reforms, education, and economic and political empowerment, we can create a more just and prosperous society for all. The journey towards gender equality is a collective

responsibility, requiring a concerted effort from governments, civil society, and individuals alike.

## Speaking Part 2 Sample Response

(Who she is)

A woman who I deeply admire is Malala Yousafzai. She is a Pakistani activist for female education and the youngest Nobel Prize laureate. I first heard about her story in the news when she was shot by the Taliban for speaking out about the importance of education for girls.

(What she does)

Malala is a global advocate for girls' education. Through her organization, the Malala Fund, she works to ensure that every girl has the opportunity to receive 12 years of free, safe, and quality education. She travels the world, speaking to leaders and policymakers, and she uses her platform to raise awareness about the barriers that prevent girls from going to school.

(Why you admire her)

I admire Malala for her incredible courage and resilience. Despite facing unimaginable violence, she has never wavered in her commitment to her cause. She is a powerful and articulate speaker, and she has a remarkable ability to inspire people with her words. I am also inspired by her unwavering optimism and her belief in the power of education to change the world.

(And explain what you have learned from her)

From Malala, I have learned the importance of standing up for what you believe in, even in the face of adversity. She has taught me that one person, no matter how young, can make a difference. Her story is a powerful reminder that education is a precious gift, and that we should never take it for granted. She has inspired me to use my own voice to advocate for positive change in my community.

## Key Vocabulary List

1. **Gender Equality:** The state in which access to rights or opportunities is unaffected by gender.

2. **Suffrage:** The right to vote in political elections.
3. **Feminism:** The advocacy of women's rights on the basis of the equality of the sexes.
4. **Patriarchy:** A system of society or government in which men hold the power and women are largely excluded from it.
5. **Gender Stereotype:** A preconceived idea whereby females or males are arbitrarily assigned characteristics and roles determined and limited by their gender.
6. **Discrimination:** The unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age, or sex.
7. **Gender Pay Gap:** The difference in average gross hourly earnings between women and men.
8. **Occupational Segregation:** The distribution of workers across and within occupations, based upon demographic characteristics, most often gender.
9. **Glass Ceiling:** An unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities.
10. **Motherhood Penalty:** A term sociologists use to describe the systemic disadvantages working mothers encounter in perception, pay, and promotion.
11. **Empowerment:** The process of becoming stronger and more confident, especially in controlling one's life and claiming one's rights.
12. **Advocate:** A person who publicly supports or recommends a particular cause or policy.
13. **Resilience:** The capacity to recover quickly from difficulties; toughness.
14. **Disparity:** A great difference.
15. **Systemic:** Relating to a system, especially as opposed to a particular part.
16. **Ingrained:** (of a habit, belief, or attitude) firmly fixed or established; difficult to change.
17. **Subordinate:** Lower in rank or position.
18. **Perpetuate:** Make (something, typically an undesirable situation or an unfounded belief) continue indefinitely.
19. **Multi-faceted:** Having many different aspects or features.
20. **Concerted:** Jointly arranged, planned, or carried out; coordinated.