

## SESSION 2008

## UE12 - ANGLAIS APPLIQUÉ AUX AFFAIRES

Durée : 3heures – coefficient 1

**Matériel autorisé :**

Aucun matériel (agendas, calculatrices, traductrices...) ni dictionnaire n'est autorisé.

Le sujet comporte 5 pages numérotées de 1/5 à 5/5.

**Document 1 :***Transit Miami, June 27, 2007*

A survey issued by the *Center for the New American Dream* found that half of all Americans with full-time jobs would prefer to work a four-day week at 80% of their current pay.

## **Document 2:**

### **Work until you drop: how the long-hours culture is killing us**

With the longest working week in Europe, experts say Britain's health and productivity will decline unless something is done about it.

Audrey Gillan, Saturday August 20, 2005.

In Japan they call it 'karoshi' and in China it is 'guolaosi.' As yet there is no word in English for working yourself to death, but as more and more people put in longer hours and suffer more stress there may soon be.

This week, an American survey concluded that long working hours increased an individual's chances of illness and injury. It noted that for those doing 12 hours a day, there was a 37% increase in risk compared to those working fewer hours.

Professor Cary Cooper, a stress expert at Lancaster University Management School, says the risk is not just confined to those who work more than 60 hours but hits those that put in more than 45.

"If you work consistently long hours, over 45 a week every week, it will damage your health, physically and psychologically. In the UK we have the second-longest working hours in the developed world, just behind the States and we now have longer hours than Japan," he says.

Prof Cooper advocates "working smarter", not longer, and introducing flexibility into the workplace.

He acknowledges that the Department of Trade and Industry is trying to encourage business to adopt such practices, but it is a slow process.

Derek Simpson, the general secretary of Amicus, the manufacturing, technical and skilled persons' union, agrees with Prof Cooper. "UK employees work the longest hours in Europe, yet all the evidence shows that long working hours are bad for our health, equality, our families and for society. People's jobs are by far the biggest single cause of stress, and stress-related illness is the silent killer in our workplaces, impacting on workers' physical and mental health."

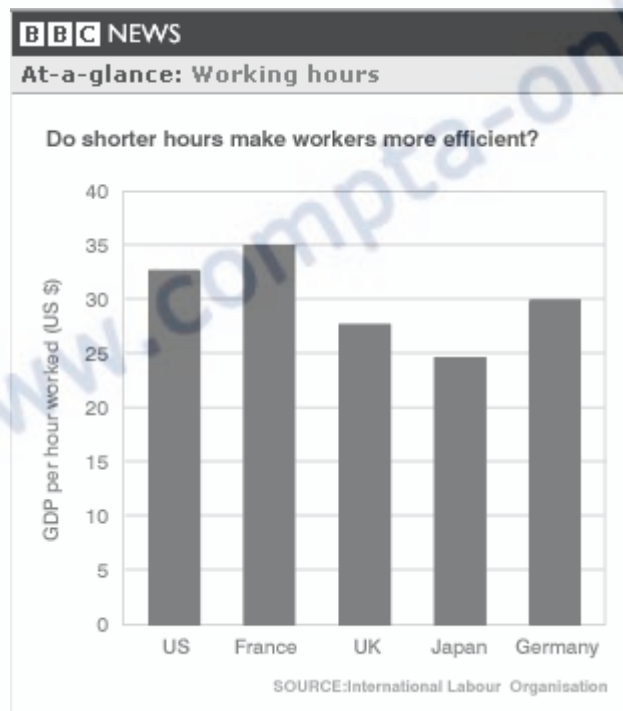
As well as being bad for individuals, our long-hours culture is also bad for business because lower working hours relate directly to higher productivity. It is no coincidence that the UK has the least-regulated economy in Europe and is the least productive in the industrialised world.

"Yet while other European governments are aiming to reduce weekly working hours below the working-time directive limit of 48 hours, our government is still desperately trying to keep the opt-out."

The health and safety magazine *Hazards* has continually warned that karoshi does exist in the UK. It said: "In July 2003 the government proposed abolishing the mandatory retirement of 65 years. The old notion that "we work to live, not live to work" could soon be superseded by "we work until we drop"."

*The Guardian* (abridged)

### Document 3 :



*BBC News, 2005*

### Document 4:

## **Flexible working and work-life balance**

### **What is it?**

'Flexible working' is a phrase that describes any working pattern adapted to suit your needs. Common types of flexible working are:

- part-time: working less than the normal hours, perhaps by working fewer days per week
- flexi-time: choosing when to work (there's usually a core period during which you have to work)
- annualised hours: your hours are worked out over a year (often set shifts with you deciding when to work the other hours)
- compressed hours: working your agreed hours over fewer days
- staggered hours: different starting, break and finishing times for employees in the same workplace
- job sharing: sharing a job designed for one person with someone else
- home working: working from home

You can combine any of these working patterns to come up with something to suit your circumstances.

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*"Flexible working and work-life balance", Directgov (<http://www.direct.gov.uk>)*

## **Document 5:**

### **Reasons for offering flexible working arrangements**

The majority of employers had offered some flexibility in response to employees' requests but the need to be viewed as a progressive employer and to support recruitment and retention also featured strongly. Their key motivation was to retain good employees by accommodating their needs and most of them were aware of an association between reciprocity in the employment relationship and developing employee commitment.

### **Reasons for not offering flexible working arrangements**

A number of owner-managers felt that the nature of the services they provided meant that flexible working arrangements were just not a realistic option because of concerns about the adverse impact these might have on levels of customer service. For example, a job share scheme could have a detrimental impact upon the continuity of service received by the customer.

Others were concerned about making a distinction in a small workforce between those who could have some flexibility in their working hours and others for whom it would not be possible due to the nature of the job role.

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*Employment Research Series n°47 'Small, flexible and family friendly work practices in service sector businesses'*  
*Published in October 2005 by the Department of Trade and Industry*

## Travail à faire

### **I. COMPREHENSION (10 points)**

Le dossier qui vous est proposé comporte 5 documents :

- document 1 : un dessin humoristique publié dans le *Transit Miami* du 27 juin 2007
- document 2 : un article publié dans *The Guardian* le 20 août 2005 : « Work until you drop : how the long-hours culture is killing us ».
- document 3 : un graphique publié par BBC News en 2005 : « Do shorter hours make workers more efficient? »
- document 4 : un extrait du site Internet du gouvernement britannique, Directgov (<http://www.direct.gov.uk>) intitulé « Flexible working and work-life balance ». *Site visited in January 2008.*
- document 5 : un extrait de l'étude intitulée « Small, flexible and family friendly work practices in service sector businesses » (Employment Research series n° 47) publié en octobre 2005 par le *Department of Trade and Industry*.

**Vous rédigerez une note en français de 250 mots (+ ou – 10%) en synthétisant les éléments du dossier pour mettre en évidence les avantages et les inconvénients sociaux et économiques de l'aménagement du temps de travail (indiquez le nombre de mots employés).**

### **II. EXPRESSION EN LANGUE ANGLAISE (10 points)**

**Les deux exercices doivent être rédigés en anglais.**

**1. Comment on document 1 (150 words, + ou – 10%) : What factors may account for the man's state and what are the consequences? Would a four-day working week change his personal and professional life?(5 points)**

**2. À partir des éléments de contextualisation suivants, rédigez un courrier de 150 mots (+ ou – 10%). (5 points)**

Vous êtes John Smith/Nora White, directeur/directrice des ressources humaines dans une grande chaîne de distribution à Londres (Waitrose). Vous répondez à une employée (Sheila West) qui travaille au service des expéditions pour lui expliquer que vous acceptez d'aménager son horaire durant sa grossesse (*pregnancy*). Vous lui faites une proposition et l'assurez même que vous l'adapterez lorsqu'elle rentrera de son congé de maternité (*maternity leave*). Vous lui adressez le courrier au service des expéditions.

Salutations et formules d'usage.

**Pour chacun des deux exercices, indiquez le nombre de mots employés.**