

UNIVERSITE PARIS 1 PANTHEON-SORBONNE

UFR 06 / SGEL

LICENCE DE GESTION ET ECONOMIE D'ENTREPRISE, Semestre 2

Partiel d'anglais appliqué à la gestion

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Date : 17 avril 2013

Maître de Conférences

Durée : 2 heures

Sujet rédigé en collaboration avec monsieur Pascal Laurent Martin, Professeur certifié, Chargé de cours à l'université

No documents allowed. Write your answers on the official answer sheets provided.

PART I: Vocabulary (1) (1.5 points)

From your knowledge of the subjects studied in class, write in full the acronyms used in the sentences below:

- 1) As stated in the ICA definition, the essential element of cooperatives is that membership is voluntary.
- 2) The definition of “a cooperative “ adopted in 1987 by the USDA is widely accepted.
- 3) The NYSE deals only with the best-known and most heavily traded securities.
- 4) NASDAQ has no physical trading floor.
- 5) The SEC is the American federal government agency that oversees the stock market's self-regulation.
- 6) Many trade unions in Britain are affiliated to the TUC.

PART II: Reading Comprehension

*Read carefully the text below entitled **Trade unions are beginning to learn from community activists** and address the ensuing vocabulary and comprehension exercises.*

Trade unions are beginning to learn from community activists

WHEN HSBC moved to Canary Wharf in 2003, it discovered some troublesome neighbours. London Citizens, a collection of local community groups, rallied the bank's cleaners to demand a higher, “living” wage. The bank said no. So they bought shares, and at the annual general meeting the chairman found himself being addressed by the man who cleaned his office by night. Later nuns brought a bank branch to a standstill by paying in the week's collection in trolleys full of pennies. HSBC agreed to pay its cleaners more.

London Citizens has since grown to encompass 237 institutions—most religious or educational. Neil Jameson, its monkish director, focuses on causes uniting this colourful patchwork of London life. Though broadly leftish in tone, it is uninterested in ideology and has admirers from across the political spectrum. Mr Jameson's mantra is “power

before programme". His organisation is one of several that now harry firms over workers' pay, as well as things like tax avoidance. In some ways they are taking the place of trade unions—which, these days, have programmes but little power.

Britain's unions are shrinking and ageing. Since 1979 their membership, including retired and unemployed folk, has dropped from 13.2m to 7.3m. The decline of heavy industry and the rise of subcontracting has driven them from much of the corporate world: today only 14.1% of private-sector workers are members. The growth of the more heavily unionised public sector under the last government slowed the overall fall. But austerity is now eating into the bosses' public-sector power base. The public is fairly well disposed towards unions, says Paul Nowak of the TUC. But many "just don't think we're relevant".

Worse, some unions are becoming more intransigent as their strength fails. Stand-offs with employers have replaced the partnerships of the late 1990s. John Monks, a former general secretary of the TUC, blames the shift on irresponsible behaviour and excessive pay in boardrooms. But union bosses have hardly helped matters. Edmund Heery of Cardiff Business School says it is often cheaper for unions to poach each others' members than to recruit new ones. Since the unions frequently compete on toughness, that encourages them to become ever more bolshie.

For a Labour Party dependent on union donations, this is a problem. Unite, the party's largest source of cash, is controlled by the left. Len McCluskey, its general secretary, is hunting for a successor. Some reckon he is steering Unite towards a merger with the Public and Commercial Services (PCS) union, whose militant boss, Mark Serwotka, could run the new colossus. Earlier this year the PCS threatened the London Olympics with a strike by airport border guards. With other unions, it now advocates a general strike. The CBI, an employers' group, cites such provocations when calling for rules that would make it harder for unions to call industrial action.

A few unions are resisting these trends, however. One is USDAW, whose partnership agreement with the supermarket Tesco (Britain's largest private-sector employer) is a model of union-management concord. The two sides work together not just on pay and working conditions, but also on training, neighbourhood initiatives and union recruitment. Tesco's staff are well paid by supermarket standards, and USDAW is Britain's fastest-growing union. Likewise, the recently announced restructuring at Tata Steel's factories is a case study in co-operation: Community, the union, is working with the firm on employee retraining. The growing union for professionals, Prospect, is similarly constructive.

As decentralised, pragmatic outfits with engaged members, such unions are closer to their movement's roots. They also resemble groups like Mr Jameson's. Indeed, London Citizens grew out of the east London neighbourhoods whose gasworks, docks and match factories spawned the mass labour movement in the 1880s. Britain's most modern unions are also its most traditional.

A. Vocabulary (2)

I. Find the word in the text that corresponds to the definition below. Give the paragraph and line references. **(1.25 points)**

- 1) Parts or portions of the capital of a company:
- 2) Combination or amalgamation of the resources of two different companies in order to form a new one:
- 3) Stopped working because of old age:
- 4) Are jobless although willing and able to work:
- 5) Money or goods given to help an organisation:

II. Define or explain the meaning of the underlined words or expressions in the sentences below. **(2.5 points)**

- 1) Trade unions are beginning to learn from community activists.
- 2) Since 1979, the membership of unions in Britain has dropped from 13.2 m to 7.3 m.
- 3) London Citizens is uninterested in ideology and has admirers from across the political spectrum.
- 4) Union bosses have hardly helped matters.
- 5) The two sides work together not just on pay and working conditions.

III. Find a synonym for the following words in the text. Give the paragraph and line references. **(1.25 points)**

- 1) wage (paragraph 1, line 3):
- 2) decline (paragraph 3, line 2):
- 3) staff (paragraph 6, line 5):
- 4) strike (paragraph 5, line 6):
- 5) concord (paragraph 6, line 3):

B. Comprehension (5 points)

Say whether the following statements are **true (T)** or **false (F)**. Justify your answer with a quote from the text.

- 1) London Citizens is a trade union that defends the interests of a London bank's cleaners. **(T/F)**
- 2) London Citizens succeeded in persuading bank cleaners to become shareholders of their company. **(T/F)**
- 3) London Citizens is a community group that is close to the Labour party. **(T/F)**
- 4) These days, trade unions are replacing community groups in defending workers' interests. **(T/F)**
- 5) Trade unions in Britain are flourishing. **(T/F)**
- 6) Many people in Britain think that trade unions are useful organisations. **(T/F)**
- 7) Because the unions often compete with one another, they are getting more inflexible in their negotiations with company employers. **(T/F)**

- 8) The Labour Party's finances are being affected by the current situation of trade unions in Britain. (T/F)
- 9) USDAW and TESCO get on well. (T/F)
- 10) The origins of community groups such as London Citizen and those of trade unions such as USDAW are quite different. (T/F)

PART III: Grammar (3.5 points)

Make sentences with for, since or ago, using the words below in the correct order. Put the verbs in the correct tense.

- 1) decrease / union membership / in England/ 30 years (for)
- 2) for London Citizens /work /Neil Jameson/ he /become director (since)
- 3) more than a century/ start/ the mass labour movement (ago)
- 4) Len McCluskey / Unite's general secretary / 2011/ be (since)
- 5) last week/ 3 days/ stop/ Tesco's workers/ working (for)
- 6) stage/workers /last Thursday/ a wildcat action (since)
- 7) pressure groups/trade unions/years/as/consider (for)

PART IV: Essay writing (5 points)

In a minimum of 250 words or a maximum of 300, discuss the following statement:

“Community groups, such as London Citizens in some ways are taking the place of trade unions- which, these days, have programmes but little power.” (Lines 12-13)

Do you agree or disagree with the statement? Would you rather join a community group or a trade union? Why?

You will be marked on the substance of your arguments and on the standard of your English. Please provide your word count at the end of the essay.

Key to answers and guidelines for marking

Part I: Vocabulary (1) (1.5 points)

Answers

- 1) ICA = International Co-operative Alliance
- 2) USDA= United States Department of Agriculture
- 3) NYSE= New York Stock Exchange
- 4) NASDAQ= National Association of Securities Dealers' Automated Quotations
- 5) SEC= Securities and Exchange Commission
- 6) TUC= Trades Union Congress

Marking

0.25 point for a good answer. Nothing to be awarded if the answer, however good, has spelling mistakes. Nothing to be awarded for a wrong answer.

Part II.

A. Vocabulary (2)

I. Reverse definitions (1.25 points)

Answers

- 1) shares (paragraph 1, line 3)
- 2) merger (paragraph 5, line 3)
- 3) retired (paragraph 3, line 2)
- 4) unemployed (paragraph 3, line 2)
- 5) donations (paragraph 5, line 1)

Marking

0.25 point for a good answer. Nothing to be awarded if the answer, however good, has spelling mistakes. Nothing to be awarded for a wrong answer.

II. Definitions (2.5 points)

Answers

- 1) *Trade unions*: workers' organizations set up to defend the rights and interests of their members.
- 2) *Membership*: the number of members
- 3) *Political spectrum*: a range of different political parties extending from the (far) left to the (far) right
- 4) *Union bosses*: leaders of trade unions
- 5) *Working conditions*: factors affecting the work environment such as hours of work, safety arrangements and fringe benefits

Marking

0.5 point for a correct answer. 0.25 point if the answer however correct is delivered in poor English. Nothing to be awarded for a wrong answer or a blank.

III. Synonyms (1.25 points)

Answers

1. wage = pay (paragraph 2, line 6)
2. decline = fall (paragraph 3, line 5)
3. staff = workers (paragraph 2, line 6)
4. strike = industrial action (paragraph 5, last line)
5. concord = agreement (paragraph 6, line 2)

Marking

0.25 point for a good answer coupled with a good paragraph and line reference. Nothing to be awarded otherwise.

B. Comprehension (5 points)

Answers

- 1) **False.** London Citizens is not a trade union. It's a collection of local groups of community activists. (paragraph 1, line 2)
- 2) **True.** They rallied the bank cleaners to buy company shares after the bank had refused to raise their salaries. (paragraph 1, line 2)
- 3) **True.** It is broadly leftist in tone. (paragraph 2, line 3)
- 4) **False.** It's the opposite. Community groups are doing the work of trade unions. (paragraph 2, line 6: "In some ways they are taking the place of trade unions.")
- 5) **False.** They are shrinking and ageing. (paragraph 3, line 1)
- 6) **False.** Many just don't think we're relevant, says Paul Nowak. (paragraph 3, last sentence)
- 7) **True.** Some unions are becoming more intransigent. Standoffs with employers have replaced the partnerships of the late 1990s. (paragraph 4, line 2). They frequently compete on toughness that encourages them to become ever more bolshie. (paragraph 4, last line)
- 8) **True.** For a Labour party dependent on union donations, this is a problem. (paragraph 5, line 1)
- 9) **True.** USDAW, whose partnership agreement with the supermarket Tesco is a model of union-management concord. (paragraph 6, lines 1 & 2)
- 10) **False.** They are quite similar. They all grew out of East London's industrial neighbourhoods. (Last paragraph, line 3)

Marking

0.5 point for a correctly and thoroughly written answer. 0.25 point for a correct answer without justification. Nothing to be awarded if otherwise.

Part III. Grammar (3.5 points)

Answers

- 1) Union membership in England *has decreased / has been decreasing* for 30 years.
- 2) Neil Jameson *has worked / has been working* for London Citizens since he became director
- 3) The mass labour movement started more than a century ago.
- 4) Len McCluskey has been Unite's general director since 2011.
- 5) Tesco's workers stopped working for 3 days last week.
- 6) Workers have been on strike since Thursday.
- 7) Trade unions have been considered as pressure groups for years.

Marking

0.5 point for a correct answer. Nothing to be awarded if otherwise.

Part IV. Essay writing (5 points)

Marking

1 point to be systematically awarded for requisite length. Please make sure that the student has counted the number of words used in the essay and that the word count is genuine or accurate. This point is to be withheld if the essay is too long or not long enough or again if the student has failed to provide the word count.

Up to 2 points to be awarded for satisfactory substance.

Up to 2 points to be awarded for the standard of English.

Please note that *up to* means that you should feel free to award less if warranted.