

**BREVET DE TECHNICIEN SUPÉRIEUR  
BTS TERTIAIRES**

**E1 / E2 : LANGUE VIVANTE ÉTRANGÈRE ÉCRITE  
U12 / U21 : LANGUE VIVANTE ÉTRANGÈRE  
ÉCRITE – NIVEAU A**

**ANGLAIS**

SESSION 2026

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Durée : 2 heures

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| Spécialités                                               | Dictionnaire |           | Coefficient |
|-----------------------------------------------------------|--------------|-----------|-------------|
|                                                           | Bilingue     | Unilingue |             |
| Assurance                                                 | X            |           | 1           |
| Banque                                                    | X            |           | 1           |
| Collaborateur juriste notarial                            | X            |           | 1           |
| Communication                                             |              | X         | 1,5         |
| Conseil et commercialisation de solutions techniques      |              | X         | 1,5         |
| Gestion de la PME                                         |              | X         | 1           |
| Gestion des transports et logistique associée             |              | X         | 1,5         |
| Management commercial opérationnel                        |              | X         | 1,5         |
| Management en hôtellerie restauration (toutes options)    |              | X         | 1           |
| Management opérationnel de la sécurité                    |              | X         | 2           |
| Professions immobilières                                  | X            |           | 2           |
| Services informatiques aux organisations (toutes options) |              | X         | 1           |
| Support à l'action managériale                            |              | X         | 1           |

Tout autre document ou matériel est interdit.

**Dès que le sujet vous est remis, assurez-vous qu'il est complet.  
Le sujet se compose de 4 pages, numérotées de 1 à 4.**

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## Diversity, Equity and Inclusion in the Workplace are Under Attack. Here's Why They Matter More Than Ever

As International Women's Day approaches, we must redouble our efforts to champion social justice and the principles of Diversity, Equity and Inclusion (DEI). These are under unprecedented attack by some political leaders. [...]

5 We must resist attempts to tear down all the progress that has been made and remind ourselves of the many good reasons why we pursue DEI in the workplace.

Women, racial minorities, people with disability and others continue to face barriers to equal opportunities at work. Too often, they remain excluded from leadership and decision-making roles.

### Defending diversity

10 Given the assault on DEI measures, it is worth restating why they are so important to a truly inclusive modern workplace.

DEI initiatives work to address obstacles and correct disadvantages so everyone has a fair chance of being hired, promoted and paid, regardless of their personal characteristics.

15 They ensure every person has a genuinely equal chance of access to social goods. They can be seen as "catch up" mechanisms, recognising that we don't all start our working lives on an equal footing.

Gender equality initiatives address discrimination, stereotypes and structural barriers that disadvantage people on the basis of their gender.

20 These initiatives call into question the idea of "merit-based" hiring, which often disguises the invisible biases which are held by many people in power – for example, against someone of a particular gender.

### Australia's story

25 In Australia, we have a mixed story to tell when it comes to diversity, equity and inclusion.

The federal workplace gender laws require companies with more than 100 employees to report annually on gender equality indicators, including pay gaps and workforce composition.

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30 In Victoria<sup>1</sup>, the Gender Equality Act 2020 promotes “positive action” to improve gender equality in higher education, local government and the public sector, which covers around 11% of the total state workforce.

35 Despite these laws, Australia is behind on gender equality indicators compared to other countries such as Iceland, Norway and New Zealand. According to the World Economic Forum’s Global Gender Gap report, Australia is ranked 26th out of 146 countries, albeit a step up from 54th in 2021.

The report shows continuing and significant gender gaps, particularly regarding women’s representation in various industries such as science and political leadership.

### Increased recognition

40 But in a cross section of fields, including politics, sports, medicine, media and academia, there have been positive changes. Gender equality is promoted through a wide range of initiatives that seek to push back against centuries of patriarchal dominance.

45 Workplace policies around paid parental leave, flexible working arrangements, part-time work, breastfeeding and anti-discrimination are part of the broader agenda to make workplaces more inclusive for women, gender-diverse people and working parents.

While many would not consider these improvements specific diversity initiatives, they are clear examples of the ways in which workplaces now recognise the different needs of women and working mothers.

50 Today, we see more women in the workplace and in positions of leadership across sectors.

But as feminist Sara Ahmed has noted, it is often the marginalised employees who carry the burden of doing all the “diversity work” in the workplace.

### Redoubling efforts

55 Despite the welcome advances made, inequalities persist in the workplace.[...]

Given the challenging political climate, it is more important than ever that we continue to strive for gender equality – rather than simply uphold the status quo.

*The Conversation.com*, February 28, 2025

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<sup>1</sup> Victoria: a state in Australia.

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## TRAVAIL À FAIRE PAR LE CANDIDAT

### I – COMPRÉHENSION ÉCRITE (10 points)

Vous rédigerez en français un compte rendu de ce texte en 200 mots (+ ou – 10 %) en faisant ressortir les idées essentielles de façon organisée. Vous indiquerez le nombre de mots utilisés. Toute présentation sous forme de notes sera pénalisée.

### II – EXPRESSION ÉCRITE (10 points)

VOUS RÉPONDREZ EN **ANGLAIS** À LA QUESTION 1 OU À LA QUESTION 2 AU CHOIX ; VOUS RÉDIGEREZ UN MINIMUM DE 200 MOTS.

1) Based on your experience (in an internship or at school), what can be done to reduce inequalities in the workplace ?

2) Vous rédigerez en **ANGLAIS** le courriel suivant.

Vous êtes Gemma Hamilton ([gghamilton@deepfun.au](mailto:gghamilton@deepfun.au)), assistante du responsable de la communication de l'entreprise *Deep Fun*. À l'occasion de la journée internationale de la femme, vous avez été chargée d'informer le personnel de la tenue d'une conférence, à laquelle participera Sue Richard, spécialiste des questions d'égalité au travail.

Vous allez informer l'ensemble des personnels du déroulement de l'événement.

Vous aborderez, **dans le cadre d'un courriel**, les points suivants.

- 1) Vous indiquerez les lieu, date et heure de la conférence : rassemblement le 25 juin à 10 h 00 en salle de réunion.
- 2) Vous préciserez le déroulé (prise de parole du DRH, intervention de Sue Richard à partir de 10 h 30, échange avec cette dernière à partir de 11 h 30 pour un partage d'expériences).
- 3) Vous expliquerez le but de cette conférence (sensibiliser, échanger sur les propositions à mettre en place au sein de l'entreprise pour réduire les inégalités). Vous conclurez avec l'annonce d'un pot de l'amitié à la fin de la conférence.

Présentation d'usage et formules de politesse.

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