



# Business lesson 1 – Answer sheet

### Question 1 – What is a pharmaceutical company?

A pharmaceutical company is a business which is licensed to research, develop, market and distribute medication with the aim of curing and preventing diseases or alleviating symptoms for patients.

### Question 2 – Using graph 1, how many employees at the pharmaceutical company identify themselves in the category 'White'?

3040

### Question 3 – Using graph 2, what does the graph show?

- A pay gap exists between employees who identify themselves as White and all other ethnic groups combined.
- Pay per hour for both groups has increased since 2021.
- Pay has increased at a higher rate for employees who identify themselves as White.

### Question 4 – Using graph 2, is the company making progress in reducing their ethnicity pay gap?

Yes and no – it can be argued that the company is making progress with closing the pay gap as pay has increased for both groups. However, employees who identify themselves as being White have seen their pay increase at a higher rate than employees who identify themselves as all other ethnic groups combined.

### Question 5 – Using graph 2, should the company consider any other data when analysing their ethnicity pay gap?

Yes, the company could also consider the other following pieces of data:

- Median pay.
- Skillset.
- Employment length.
- Career development stage.

Question 6 – Why does the data in graphs 1 and 2 matter to companies such as the pharmaceutical company?

The data matters to organisations, primarily down to the basis of equality. Everyone has the right to equal working conditions and opportunities. It also affects how attractive an organisation is to potential employees.

Question 7 – What can we do to improve our recruitment process?

Some possible strategies include:

- Offer internships / work experience to targeted groups.
- Encourage employees to recommend possible applicants.
- Use inclusive language in job adverts.

Question 8 – What changes can we implement within our business?

Some possible strategies include:

- Highlight future career opportunities.
- Provide mentoring.
- Set specific targets.

Question 9 – How can we promote the actions which we are undertaking?

Some possible strategies include:

- Publicise in the staff newsletter.
- Social media campaign.
- Publish and share data.

Question 10 – Calculate the total number of employees who identify themselves as Black, Black British, Caribbean or African.

114

Question 11 – Calculate the total number of employees who opted for the prefer not to say option.

76

