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Diverse Europe at Work



Scripts Express Units

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The scripts *Ageism*, *Disability*, and *Sexual Orientation* are the newest, commissioned for this DEW project in 2009.

The remaining scripts from the previous EIWP project have been edited to meet the criteria of the DEW project.

AGEISM

Is she too old?

AUTHORITY

He's the boss

BODY LANGUAGE

Look me in the eye!

CULTURAL SENSITIVITY

In my country, everything's better!

DISABILITY

She can manage fine

DRESS

Should she wear that?

FITTING IN

She doesn't fit in

FOOD

Can they eat that?

GENDER

That's no job for a woman

PUNCTUALITY

Is she late again?

RACE

Are you picking on me?

RELIGION IN THE WORKPLACE

We need somewhere to pray

SEXUAL ORIENTATION

You can't say that!

TALKING TO FOREIGNERS

How else can I put it?

UNDERSTANDING FOREIGNERS

I don't know what she's talking about!

WORK RELATIONSHIPS

Friend or colleague?

UNA If I didn't want the job, I wouldn't have applied.

TREVOR We're a very energetic team. We work hard, we play hard but we get the results. It's pretty lively in that office. Do you think you're up to that?

UNA As you will see from my application, I managed a large workload under stressful conditions.

TANYA Yes, your application was exceptional and your experience is...

TREVOR To be perfectly honest, Miss McCall, I think you might find the... cultural differences rather challenging.

UNA What does that mean, cultural differences? Are you saying I'm too old for the job?

TREVOR No. I'd never say that.

UNA But you'd think it.

TREVOR We've got a motivational day coming up and the whole team's going white-water rafting. How do you feel about white-water rafting, Miss McCall?

UNA Have you heard of the Kawarau River in New Zealand, Mr Stanford?

TREVOR No.

UNA Rather more exhilarating than.... where is it you raft?

TREVOR You'll also find most of our team are rather keen on five-a-side football. Are you more defence or do you like to play upfront?

UNA Well as long they're not making policy decisions on the pitch, it shouldn't worry me. Good day.

TANYA AND TREVOR ARE REVIEWING THE CANDIDATES' INTERVIEWS.

TREVOR She's pretty touchy.

TANYA I wonder why. You know I wouldn't be surprised if she took legal action about the way you talked to her. Especially with her background in law.

TREVOR Really? It would our word against hers.

TANYA Our word!

TREVOR You'd better work out whose side you're on, Tanya. And don't forget who pays your wages.

AUTHORITY		MELIK	Maybe we don't need so much safety training. Perhaps it's not necessary.
He's the boss		THEA	What?
ALAN IS A DEPARTMENTAL MANAGER IN CABLE INSTALLATION COMPANY. MELIK AND THEA ARE LINE MANAGERS IN THE COMPANY. THEY ARE IN A FAIRLY INFORMAL MEETING. MELIK APPEARS TO BE MIDDLE EASTERN WHILE THE OTHER TWO ARE WESTERN EUROPEAN.		MELIK	We can save time and stay on target.
THEA	It's not right, is it?	THEA	What about the unions?
MELIK	Risky.	MELIK	We can't be pushed around by Gunter and his buddies.
THEA	Can't compromise on healthy and safety, can you? Don't you think?	ALAN	Look, these are difficult times. Gunter will be the first to complain if we have to start laying people off. Let's start implementing this next month, all right?
MELIK	It's difficult.	MELIK	OK.
THEA	Well, we can't agree with him on this one, can we ?	THEA	I don't like it
MELIK	Let's see what he says.	ALAN	I know, but sometimes management is about making tough decisions. Thanks, Mali.
THEA	But it isn't right, is it?	ALAN LEAVES.	
MELIK	Well, its ...	THEA	And if this goes wrong, who takes the blame?
THEA	I mean	MELIK	Us.
ALAN	All right, Thee?	THEA	Why didn't you back me up there?
THEA	Hi, there. Hi, Alan. All right.	MELIK	It's not good to argue with the boss.
ALAN	Mali, Nice to see you. Sit down. Sit down, So what do we think ?	THEA	He's not always right.
THEA	I'm not sure.	MELIK	It doesn't matter. He's the boss.
ALAN	What do you mean?	THEA	Look. We're supposed to be working as a team.
THEA	Well, It's risky, isn't it. You can't change health and safety procedures	MELIK	It's not a team. They tell you it's a team to make you work harder. Back home we don't do things this way and it still gets the job done. The best way is to not argue, otherwise you're going to end up with the short straw or no straw at all.
ALAN	I'm just speeding up the training. Look, if you've got a better Idea . . .	THEA	We could have persuaded him there.
THEA	We could cut two percent off the targets across the board.	MELIK	Thea, you disagree with him if you want but I'd sooner keep my job.
ALAN	Do you want to explain that to the board of directors?	THEA	(TO CAMERA) I just don't believe it. It just seems ,well, so two-faced. I thought we were on the same side. Maybe it's a cultural thing. Maybe they just do things differently in Iran or Turkey, wherever it is he comes from.
THEA	Well, it's better than compromising health and safety, surely. What if there's an accident?		
ALAN	We have never had an accident.		
THEA	Yeah, because of the safety training.		
ALAN	Legally, we are still in compliance.		
THEA	Mali, what do you think?		

BODY LANGUAGE
Look me in the eye!

A POLICE INTERVIEW ROOM HASSAN KHAN (20) IS A NORTH AFRICAN IMMIGRANT IN EUROPE. HE HAS BEEN PICKED UP BY THE POLICE AND AWAITS QUESTIONING. HE SITS ALONE AT A TABLE. HE IS ANXIOUS AND FRIGHTENED. POLICE OFFICER SAM SCHENCK (35+) IS IN PLAIN CLOTHES. HE TALKS TO ANOTHER PLAIN CLOTHES OFFICER, MOHAMED AL-ABIDINE.

SCHENCK Hessian Khan. No fixed abode. No identification.

AL-ABIDINE Has he been charged?

SCHENCK Not yet.

AL-ABIDINE Brought in on suspicion of. . .?

SCHENCK That is what we're going to find out.

THE TWO OFFICERS MOVE TOWARDS HASSAN

SCHENCK He's shifty, this one. I saw him at the back of the High School, hanging out there. He looked as if he was waiting for someone or something, in possession.

SCHENCK EMPTIES THE CONTENTS OF A BAG ONTO THE TABLE.

SCHENCK Two Rolex watches. Fake. Street value twenty euros.

AL-ABIDINE EXAMINES THEM THE BRIEFLY.

SCHENCK Four pairs of Gucci sunglasses. Fake. Street value ten euros. I can't believe anyone buys this crap.

AL-ABIDINE You can't charge him for that.

SCHENCK No, drugs. He's hiding something.

AL-ABIDINE Yes?

SCHENCK Yes, aren't you, Kid?

AL-ABIDINE You think he was dealing?

SCHENCK I'm damn sure of it. Shiftest damn kid I ever saw.

AL-ABIDINE Shifty?

SCHENCK He didn't want to talk to me. Wouldn't look at me. His head kept

hanging down. I told him to look at me but he just couldn't look me in the eye.

AL-ABIDINE Let me have a word to him.

AL-ABIDINE (in Arabic)
HASSAN? TELL ME WHERE ARE YOU FROM, AL-ABIDINE TALKS TO HASSAN IN ARABIC.

AL-ABIDINE (TO SCHENCK)
Says he's never touched drugs.

SCHENCK I don't believe him.

AL-ABIDINE Hassan has the utmost respect for you. In his culture it would be insubordinate to look a man of authority like you in the eye.

HASSAN TOUCHES HIS HEART WITH HIS RIGHT HAND AS A MARK OF RESPECT TO SCHENCK.

AL-ABIDINE Also where he comes from it can be very dangerous to look the police in the eye. He travelled across half a continent to get to the Mediterranean coast. There he and four hundred others were rounded up and thrown into prison.

AL-ABIDINE Hassan. Let me see your legs.

HASSAN PULLS UP HIS TROUSERS TO REVEAL HIS SHINS COVERED IN BURNS. SCHENCK WINCES AT THE SIGHT.

AL-ABIDINE In prison he was very badly mistreated by the authorities. These are cigarette burns. Two months later he was dumped in the desert by the local police. No food. No water. He was left to die. Fortunately he was discovered by some aid workers.

AL-ABIDINE Hassan, I want you to look at Police Officer Schenck in the eye.

HASSAN IS ALARMED AND FRIGHTENED.

AL-ABIDINE REASSURES HIM IN ARABIC.

HASSAN SLOWLY LOOKS UP AT SCHENCK

AL-ABIDINE Tell the officer what you were doing.

HASSAN POINTS TO HIS WATCH THEN PICKS UP A PAIR OF GLASSES FROM TABLE.

HASSAN Girl. Boy. School.. Gucci. Good price. Cheap. Hot!

HASSAN MIMES SELLING THE GUCCI TO THE SCHOOL CHILDREN.

CULTURAL SENSITIVITY

In my country, everything's better!

IVANKA, A MIGRANT WORKER, IS ABOUT TO CLEAN THE OFFICE FLOOR. MARY, HER SUPERVISOR, IS WAITING FOR IVANKA TO FINISH SO THAT SHE CAN GO HOME.

MARY Ivanka.

IVANKA Oh, this food! In my country we have the best food. Not only the best food, we have the best wine. You taste the wine. It is the best. Here I go to market to buy vegetable and they no fresh.

MARY Ivanka, if you wouldn't mind just...

IVANKA The vegetables is no fresh. They floppy.

MARYcleaning the floor, just quickly.

IVANKA You want me to clean the floor?

MARY If you wouldn't mind, just a quick once over.

IVANKA Okay. I clean the floor for you.

MARY (relieved) Thank you. Then I can lock up and go home.

MARY LOOKS AT HER WATCH ANXIOUSLY.

IVANKA I get the brush. I clean the floor.

MARY Thank you.

MARY TURNS TO GO BUT IVANKA SPEAKS.

IVANKA It's no good.

MARY What?

IVANKA The food is no good. The weather is lousy.

MARY Ivanka, the floor, please.

IVANKA These men are no good. They are no real men. In my country we have men who are men. Here, they're not proper men, they like half men.

MARY Ivanka, I need to lock the door and go home. If you wouldn't mind, please.

IVANKA No, I don't mind.

IVANKA SWEEPS A LITTLE.

MARY Thank you.

IVANKA STOPS SWEEPING.

IVANKA You're so serious! Life is to enjoy. In my country people know how to enjoy life. We like to dance. Here people don't know how to enjoy the life. We love to dance. We love to enjoy the life.

MARY LOOKS AT HER WATCH. SHE HAS GIVEN UP HOPE OF IVANKA SWEEPING THE FLOOR QUICKLY.

MARY Ivanka, I need to lock the door now.

IVANKA You want me to clean the floor?

MARY No. I'm going to miss my train.

IVANKA So you don't want me to clean the floor.

MARY No.

IVANKA But I need money now. I have no money. I need money for the bus.

MARY But you get paid tomorrow.

MARY TRIES TO HOLD BACK HER ANGER.

IVANKA I need ten Euro till tomorrow. You help me cause you my friend.

MARY No, I'm just the supervisor.

IVANKA You no my friend. Ten euro is nothing. In this country, ten euro buys bus tickets, in my country I can eat like a princess.

MARY (TO CAMERA) Why doesn't she go back to her stupid country if it is so good?

MARY TAKES A NOTE OUT OF HER PURSE TO GIVE TO IVANKA.

IVANKA You my friend. You good lady. Don't miss your train.

MARY I have missed my train!

DISABILITY

She can manage fine

LAUREN, THE HR MANAGER IS DISCUSSING JENNY, A NEW RECRUIT, WITH DAVID, THE DEPARTMENTAL MANAGER. JENNY IS PARTIALLY BLIND.

LAUREN Retinitis pigmentosa.
15 per cent central vision depending on the light.

DAVID Lauren, look I don't have time. We've got the new rules and regs. I've got a heavier workload.... look I don't have time to... look after a blind woman.

LAUREN Partially blind. Jenny worked at Rolands for eight years before they closed. She's got great references, commitment beyond the call of duty, loyalty, an asset to the company etc, etc.

DAVID IS SHOWING JENNY THE OFFICE.

DAVID OK. This will be your workstation, just mind the boxes everywhere.

JENNY Actually, can I just take your arm, please?

DAVID Yeah. Sure. Sorry. OK, just round here and if you take a seat then I'll show you how to log in.

JENNY No more than six letters and two digits.

DAVID That's right. If you type your password in here....ok, I won't look.

JENNY OK.

DAVID OK, and press 'enter' and, as you can see, that takes you through to our homepage. Would you like me to show you where the coffee machine is?

JENNY I'm alright, actually.

IN LAUREN'S OFFICE

LAUREN Have you talked to your staff?

DAVID It's fair to say most of them don't know what to think.

LAUREN Right, well we've done the audit. We're still waiting for the scanner and let's get a bigger screen for Jenny.

AT JENNY'S WORKSTATION

DAVID Jenny, could you go

through these for me, please?

JENNY To be honest with you I'm going to struggle with this.

DAVID Right. I suppose I could get someone to come and read them for you.

JENNY Well, that's going to be a waste of time. Once we get the scanner I'll be able to go through it then.

DAVID Yeah, the scanner. I do need these done today so what I'm going to do, I'm going to print them off bigger, ok? Be back in five. Just stay there.

JENNY Jesus, the computer!

DAVID Don't worry I've got it. It's fine.

JENNY Sorry.

DAVID No, no. It's fine.

LAUREN 'S OFFICE

LAUREN (ON THE PHONE)
I'll speak to you soon. Bye now.
(PUTS PHONE

DOWN).
David! So how's it all going? How's Jenny settling in?

DAVID Well, we're still waiting for the scanner so it's difficult to know what to do with her, really. And she's kind of slow. I mean, obviously she's not going to be up to the speed of, well, I don't want to say 'normal' person.

LAUREN Well, I'm sure as soon as you provide what she needs, like the scanner, she'll be up to speed with everyone else. Otherwise, I don't see a problem here.

DAVID She's blind.

LAUREN Partially. How's the team coping?

DAVID Well, they've never worked with anyone like her before. And neither have I. So I guess I'm just wondering why we hired somebody who isn't suitable for the job.

LAUREN Just give her chance. Anyone starting a new job takes a bit of time to get up to speed.

AT JENNY'S WORKSTATION

DAVID Jenny, I just wanted

FITTING IN
She doesn't fit in

CHIDIMMA IS FROM WEST AFRICA. SHE IS A TEACHING ASSISTANT IN A EUROPEAN PRIMARY SCHOOL. SHE SITS ALONE AT A CLASSROOM DESK MARKING SOME MATHS SHEETS. CAITLIN RYAN, THE DEPUTY HEAD TEACHER OF THE SCHOOL, ARRIVES.

CAITLIN Hi, Chidimma. How are you?

CHIDIMMA I'm fine, thank you, Ms Ryan.

CAITLIN TRIES TO BREAK THROUGH CHIDIMMA'S FORMAL ATTITUDE.

CAITLIN Still hard at work?

CHIDIMMA Yes, Ms Ryan.

CAITLIN How are you getting on?

CHIDIMMA Fine, thank you.

CAITLIN Is everything okay?

CHIDIMMA DOESN'T LOOK UP FROM HER MARKING

CHIDIMMA Yes.

CAITLIN I've just been talking to Ms Hagan.

CHIDIMMA IGNORES THE COMMENT

CAITLIN She's not happy.

CHIDIMMA REMAINS TIGHT LIPPED.

CAITLIN IS NOT FINDING CHIDIMMA EASY GOING, BUT SHE IS DETERMINED TO AIR THE MATTER.

CAITLIN She's not finding it easy to work with you.

CHIDIMMA Ms Hagan does not teach properly.

CAITLIN You're there to support Ms Hagan. She's a qualified teacher and you're a teaching assistant.

CHIDIMMA I know how to teach, Ms Ryan. I'm a qualified teacher.

CAITLIN But not qualified to

teach in this country.

CHIDIMMA Ms Hagan doesn't know how to teach. Most of the time the children are playing computer games

CAITLIN I'm sure they're educational games.

CHIDIMMA They're not linked to the mathematics curriculum. I know how to teach mathematics. I won the National Mathematics Competition for two consecutive years.

CAITLIN I'm sure you're very good at maths, Chidimma. Look, we really value your hard work and your contribution but you need to learn how to adapt. What works in your country might not be what's best for our children. You see, this is a child centred school.

CHIDIMMA Child centred! The only proper education system is centred on God, not children.

CAITLIN Actually, ours is a non-denominational school.

CHIDIMMA You can't separate academic work from a proper moral education.

CAITLIN IS EXASPERATED. SHE TAKES A DEEP BREATH AND TREATS CHIDIMMA WITH FIRM DETERMINATION.

CAITLIN Chidimma, I really think that you need get to know the staff better. A lot of us are going for an Indian meal tomorrow night. It's a chance for colleagues to get know one another and to relax.

CHIDIMMA I don't need to relax

CAITLIN (very firm) It would be nice if you could come.

CHIDIMMA No.

CAITLIN Why not?

CHIDIMMA I don't fit in.

CAITLIN Perhaps you should try. Look, Chidimma, I know it's not easy for you but if you just make a little bit of effort ...

CHIDIMMA IS CLOSE TO TEARS.

CHIDIMMA (TO CAMERA)
I studied to be a teacher. I want to be a teacher.

FOOD

Can they eat that?

A DAUGHTER VISITS HER HINDU MOTHER IN A EUROPEAN HOSPITAL. THE DAUGHTER IS UPSET BECAUSE HER MOTHER HAS NOT BEEN EATING PROPERLY. MRS KANTI DOESN'T WANT THE DAUGHTER TO MAKE A FUSS. THE HOSPITAL REGISTRAR, A SENIOR DOCTOR, HAS COME TO MRS. KANTI'S BEDSIDE TO TRY TO RESOLVE THE SITUATION.

RANI (TO THE REGISTRAR)
Surely, it is on her record. She's a Hindu. All her life my mother has been a devout Hindu. Food for her is sacred.

REGISTRAR We do our best to care for the patients.

RANI You served her Irish stew with mashed potatoes.

REGISTRAR We've been very short-staffed.

RANI Short-sighted, you mean. You serve her meat and when she says she doesn't eat meat you scrape it off and give her plate back. Is that what you call care !

MRS KANTI Rani!

REGISTRAR Some of the staff are new and....

RANI It is terrible! It's no way to treat a sick woman.

MRS KANTI Rani, I'll be fine.

RANI SNAPS AT HER MOTHER.

RANI I'm trying to talk to the registrar.

MRS KANTI Please don't make a fuss.

RANI Mother, will you please be quiet.?

MRS KANTI GIVES A WEAK CONCILIATORY SMILE TO THE REGISTRAR.

MRS KANTI She means well.

RANI Has anyone been

keeping an eye on her to make sure she's eating?

REGISTRAR Yes, of course.

RANI She hasn't been eating. I can see she's not been eating.

REGISTRAR I'll make sure she gets put on a proper vegetarian diet.

RANI No. I don't want you poisoning her anymore. I'll bring her food in. I'll prepare it myself.

REGISTRAR Ms Kanti, there are hospital regulations about bringing in food for the patients.

RANI So we'll starve her to death...

MRS KANTI Please, don't be so dramatic.

RANI I'll bring you some Doodh Peda.

MRS. KANTI'S MOUTH WATERS AT THE THOUGHT.

RANI And I'll make some Lauki koftes specially for you, mother...

MRS KANTI SIGHS WITH PLEASURE

RANI And coriander chutney with apple and tomato

REGISTRAR Ms Kanti, ...

RANI Cucumber raita with beetroot. ...

MRS KANTI Rani ...

REGISTRAR: Ms Kanti, please. There are regulations.

RANI (to Registrar) You see ... she is looking better already. So, no more Irish stew for my mother.

REGISTRAR (TO CAMERA)
What's wrong with Irish stew? This isn't a hotel. We can't have her bringing her mother samosas. What happens if she's called into surgery? If I had my way, everyone would eat exactly the same.

GENDER

That's no job for a woman

INGRID HELLMAN IS THE MANAGER OF A CHAIN OF CARE HOMES. SHE IS WORKING AT HER COMPUTER WHEN ASIF WALKS IN.

INGRID Asif, how are you?

ASIF I'm very well, thank you.

INGRID Good, and how's the new vehicle?

ASIF Oh, she runs like a dream.

INGRID And your family?

ASIF Oh, thank you. They are very well.

INGRID How's your daughter?

ASIF Oh, Nejma! Yes, she has settled in the secondary school. And she's studying very hard.

INGRID I'm very pleased to hear it. What can I do for you, Asif?

ASIF It's about Jamila.

INGRID Jamila?

ASIF Yes. Jamila.

INGRID What's wrong with Jamila?

ASIF Oh, there's nothing wrong with her.

INGRID She's very good at her job.

ASIF Oh, a very good woman!

INGRID And she's patient with the clients.

ASIF But you must not offer her promotion.

INGRID I'm sorry?

ASIF You are bribing her.

INGRID I've offered her a full time job, if that's what you mean.

ASIF And more responsibility.

INGRID But I've no doubt Jamila will make a very good manager one day.

ASIF No. Not Jamila. Sorry, I cannot allow it.

INGRID What are you talking about, Asif?

ASIF Jamila has two young boys. She cannot work full time.

INGRID Asif, that's not up to you. It's up to Jamila to make her decisions.

ASIF No.

INGRID What do you mean, 'No'?

ASIF Jamila would not be working here part time if it were not for me. I cannot ask her to abandon her children to work for you night and day.

INGRID Her children aren't going to be abandoned. There's plenty of child care available.

ASIF Child care is not good.

INGRID The child care is perfectly adequate.

ASIF A good Muslim mother does not abandon her children to child care. The mother is the centre of the home. And the home is sacred.

INGRID It's up to Jamila to make her decisions. Maybe she wants more money and more responsibility. She is a very capable woman.

ASIF No, Ms Hellman. Children need their mother. Her children need her at home. Not cleaning up after old people.

INGRID Have you ever heard of equal opportunities? I can't refuse Jamila promotion because she's a mother. It's against the law.

ASIF REALISES THAT MS HELLMAN DOESN'T UNDERSTAND. ASIF TURNS TO CAMERA AND REVEALS HIS INNER THOUGHTS.

ASIF (TO CAMERA) I will talk to Jamila's husband. He's a sensible man. He would not want his wife working all hours.

ASIF EXITS.
INGRID TURNS TO CAMERA.

INGRID (TO CAMERA) Asif has really overstepped the mark. How dare he! I can't let him impose his sexist views on my staff.

(PICKS UP PHONE)
Jamila. it's Ms Hellmann. When you've finished the round, can you come to my office?

PUNCTUALITY
Is she late again?

LARS KUHLMAN IS A MANAGER IN A SUPERMARKET. ADANNAYA WORKS IN THE STORE AS A CLEANER.

LARS KUHLMAN Adannaya.
ADANNAYA Morning, Mr Kuhlman.
LARS KUHLMAN Morning. You're late.
ADANNAYA Me miss something crucial?
LARS KUHLMAN You're ten minutes late.
ADANNAYA Ten minutes! You always check my time.
LARS KUHLMAN You have to be here at eight o'clock. Not around eight o'clock. But eight o'clock on the dot.
ADANNAYA Don't you worry, Mr Kuhlman. I will make up the time. You'll no come up short.
LARS KUHLMAN That's not the point.
ADANNAYA No need to be fussing about ten minutes. I will make up the precious ten minutes. You got no worries, Mister Kuhlman. You will get them ten minutes.
LARS KUHLMAN I'm going to have to give you a warning.
ADANNAYA What are you saying?
LARS KUHLMAN I've asked you three times to be punctual.
ADANNAYA You are clowning with me, right?
LARS KUHLMAN No, this is serious. I'm giving you an unofficial warning.
ADANNAYA No need for the drama, Mr Kuhlman.
LARS KUHLMAN Adannaya, I'm serious. It's important. I can't have my staff just rolling in whenever they feel like it.
ADANNAYA Because I is ten minutes late? The bus – they're late, not me.
LARS KUHLMAN You have to be here at eight o'clock. It's in your contract.
ADANNAYA Ten minutes don't make a difference to nobody. I've been standing here bitching with you for five.
LARS KUHLMAN I'm giving you an

unofficial warning.

ADANNAYA I don't want no unofficial warning. You think me lazy?
LARS KUHLMAN Adannaya, I didn't say you were lazy. You're a good worker.
ADANNAYA Then what are you saying?
LARS KUHLMAN I'm saying you're late and I'm giving you an unofficial warning.
ADANNAYA Is I off sick or lazing all day? No, Me do my work and me do my work well. Ain't that good enough?
LARS KUHLMAN What I want is for you to arrive here on time.
ADANNAYA I don't want no unofficial warning, nor no official warning neither. I want to be getting on with my work. I don't need to be cussing with you.
LARS KUHLMAN OK, OK. But if you're late again, I'll have to take disciplinary action.
ADANNAYA That make you the big man? Standing with the watch. Watching the minutes them disappear.
LARS KUHLMAN If I let you turn up late, everyone will think it's OK to come late.
ADANNAYA I've been your best worker and you is giving the unofficial warning to me?
LARS KUHLMAN Just make sure you're here at eight o'clock on the dot and it's the end of the matter.
ADANNAYA So what about licky-licky bimbo girl?
LARS KUHLMAN What?
ADANNAYA Russian girl. When she go sick you forget that, Mr Kuhlman? Me never say I am on lunch break, you know. Remove them boxes for licky-licky bimbo girl. You forget that, Mr Kuhlman?
LARS KUHLMAN I know you're a good worker.
NOW ADANNAYA IS ANGRY.
ADANNAYA You're all the same.
LARS KUHLMAN Adannaya...
ADANNAYA All them times I work extra. The builders them causing chaos and all that extra cleaning. Did I say, "My time come. Me going home"? No. Me stayed.

LARS KUHLMAN Adannaya, please. All I
want is ...

ADANNAYA I'm walking out of here
and I'm never come back.

ADANNAYA TAKES OFF HER WORK OVERALL.
SHE THROWS IT ON THE FLOOR.

LARS KUHLMAN Adannaya, just calm
down. Adannaya!

LARS KUHLMAN (TO CAMERA)
What a start to the morning! I can't afford to lose
Adannaya. And I know Adannaya can't afford to lose
this job. Her husband 's not working. She's got three
children to look after.
Stupid girl! Why can't she just get here on time?

RACE

Are you picking on me?

NILS IS A MANAGER ON A BUILDING SITE.
AHMED IS A YOUNG WORKER FROM NORTH AFRICA.

AHMED Boss! Boss! You wanted to see me.

NILS Where's your hard hat?

AHMED It's in... It's in ...

NILS Look! How many times? It's for your own safety! Jorgen says he asked you three times to move the scaffolding boards.

AHMED He's always asking me to do extra. Do this and do that. He not ask the others, you know. Crazy man!

NILS The others do what needs to be done. They don't have to be told. Jorgen says you been smoking marijuana on site.

AHMED What? Me smoking marijuana? I don't think so.

NILS They're saying you're lazy. Not fitting in. Not pulling your weight,

AHMED Look, I'm not lazy, OK?

NILS Look, we work together as a team and we get the results. it's about fitting in. If you want to work here, you've got to make an effort.

AHMED Because I'm black.

NILS I'm talking about becoming part of a team.

AHMED You saying I don't fit in cause of the colour of my skin.

NILS It's nothing to do with colour. You're lazy.

AHMED I'm not lazy.

NILS If there's any lifting to do, you disappear.

AHMED Look. Them boys there, they don't like me. They say me steal all them girl and me take all them job. They don't like an immigrant boy like me, you know. Them hate me. Them racist, all of them.

NILS If you can't pull your weight, then you're out.

AHMED You can't fire me because I am black.

NILS No. It's the same for everyone. I don't care about the colour of your skin. I just want the work done, properly and on time.

AHMED LEAVES.

NILS (TO CAMERA)
Me, a racist. No. But some of the lads. I know Jorgen can stir things up a bit. Says things that don't help the situation. Jorgen's the best foreman I've ever had. I can't go upsetting Jorgen or we'd never get the work done.

RELIGION IN THE WORKPLACE

We need somewhere to pray

THE ADMINISTRATOR OF A LARGE HOSPITAL IS IN HER OFFICE WORKING ON HER COMPUTER WHEN RASHID ENTERS. RASHID IS SITTING, WAITING FOR THE ADMINISTRATOR TO FINISH A PHONE CALL.

ADMINISTRATOR Yes, yes, Julia, good, Could I have them by tomorrow? I need them by nine-thirty tomorrow. You can do that? Thank you so much. OK. I'll speak to you later. Bye bye.

(TO

RASHID) Rashid. Thank you very much for coming in. I'm sorry. I'm very, very busy at the moment. It's good to see you. How are you?

RASHID I'm fine, thank you. How are you?

ADMINISTRATOR I'm very well. Very, very busy as usual.

RASHID Yes, I realise I can see you're very, very busy. But have you given any thought to my request for a prayer room for the Muslim doctors and clerical staff and the visitors who come to visit the sick here?

ADMINISTRATOR Yes. Yes, we have given that much more consideration. And we spoke about it at the last meeting and we think we might have come up with a solution, actually.

RASHID OK.

ADMINISTRATOR It's quite a good solution but there are a few conditions.

RASHID Conditions ?

ADMINISTRATOR Well, we thought we could use the hospital chapel but providing, of course, the Muslim members of staff don't use it on a Sunday morning.

RASHID Do you know that the Muslims pray on their hands and face, which touch the ground? It is completely unacceptable for the Muslims to be allowed to pray there when people could easily walk in the

dog poo.

Can you imagine putting your nose or your face to the ground where there may be some dog poo? And when Muslims pray, they pray in a room which doesn't have any statues or pictures.

ADMINISTRATOR It's unacceptable of you to demand your own space for the Muslim members of staff. We simply don't have the resources.

RASHID This is such a large hospital. All we are looking for is a small room. This would help the hospital's reputation, to say that the hospital is going out of its way to look after those people who work for the hospital and those who come and visit the hospital and we are looking after their needs.

ADMINISTRATOR I do understand, Rashid but we don't have the resources. I mean, there is a mosque in the city. You are aware of that, aren't you?

RASHID Do you know that the mosque is ten kilometres away? If you are going to ask every Muslim who's going to pray to go to the mosque when they need to pray, the hospital's going to come to a standstill.

ADMINISTRATOR What do you mean 'when they need to pray'? They can pray on their way into work in the morning.

RASHID Muslims pray five times a day. And it cannot be done. There are certain times when they need to pray. You can't ask them to pray at different times. More than that, other hospitals are doing this and we haven't done this yet.

ADMINISTRATOR I've taken your points on board and I totally understand what you're saying. Can you leave it with me and I'll discuss it once again at the next meeting and I'm sure we can come to some resolution on this.

RASHID Thank you for your time.

ADMINISTRATOR (TO CAMERA)

I do take on board what he's saying and I do actually understand him a lot more but my boss won't be as understanding as I am! He just won't be interested at all.

SEXUAL ORIENTATION

You can't say that!

IN THE OFFICE OF A TELEPHONE SALESMAN.

JAY (ON THE PHONE)
Hello, Mrs Snow! Yes. This is Jay, calling from KR Research. Carol Snow, can I call you Carol? OK. I just wanted to ask you a few questions concerning your... (CAROL HANGS UP) Yeah, and you have a good day too.

JAY (TO CAMERA)
Here, Mate, where were you last night? You missed a classic. So we go into the King and Queens, yeah, and we start with a couple and then go to this other place on the corner of Market Street. You ever been there? Well, no.

OK, so we go in, I go up to bar, I'm about to get a couple of drinks, feeling good about myself, and then I noticed there's no women. It's just fellas. Not fellas like you and me fellas. No, no, no, they're all of a different persuasion. Know what I mean? We've walked into a pooker's bar. Ah, there's all these old queens everywhere. Two good looking guys going right into their den. Ah, You should have seen the look on Terry's face. It was classic. So we run out of there as fast as we can - backs to the wall, know what I mean? Hang on!

(HE GREETES A COLLEAGUE.)

JAY Hi, Rachel.

SUSAN Er, Susan. Jay, could you come into my office, please?

JAY (CONTINUES TALKING TO CAMERA)
Thirty two hits and counting. Oh yeah! So I think this is going to be it; paid holiday, bonus, promotion, I don't know, something to keep their top player happy, know what I mean?

IN SUSAN'S OFFICE

JAY See, told you I could do it. Thirty-two hits. No one's going to beat that are they? Not even close.

SUSAN Jay, do you realise that everyone has the right to work here without harassment, regardless of their sexual preferences?

JAY What?

SUSAN It's not just company policy, it's the law.

JAY What's that got to do with me?

SUSAN We can be sued unless we take action to stop harassment.

JAY Who's been harassed?

SUSAN I've heard that you've been making homophobic remarks.

JAY What? No.
not...homophobic?

SUSAN Against gays.

JAY No, no, that's not me.
There's been a mistake

SUSAN You sure?

JAY Yeah of course. I've got nothing against gays.

SUSAN OK, well take this as a friendly warning this time. Things that you may think are harmless may be upsetting to other people.

JAY So who was it then?

SUSAN Pardon?

JAY Well, someone must have said something.

SUSAN That is not the issue.

JAY I bet it was Carl. He's the only one who could be gay because he's always going on about his partner.

SUSAN Look, it doesn't matter who it was, you don't have to be gay to find it offensive.

JAY And he always orders a white wine when we're in the pub.

SUSAN What's wrong with that?

JAY That's not normal, is it? What, and now he's come whinging to you because I've hurt his feelings. Why can't he talk to me face to face? Like a man. He has to pussy-foot around.

SUSAN Jay, I'm going to give you a written warning, and if you persist with your homophobic comments you will be dismissed.

JAY I never meant nothing.

SUSAN Whether it was intentional or not, it's still against the law.

BACK AT JAY'S DESK

JAY (TO CAMERA)
So they're saying I'm homophobic now, you know, because of that stuff I said about the gay bar. I mean I wouldn't have said it if I knew anyone was listening. But, you know, who wants to go into a gay bar? Apart from gays, obviously. Now she's threatening me with the sack. But, you know, I mean she can't do that, can she? What about my rights?

TALKING TO FOREIGNERS

How else can I put it?

IN THE HOSPITAL WARD THERE IS A
SCREEN AROUND MR. PATEL'S BED. THE
DOCTOR LOOKS AT THE PATIENT'S NOTES

DOCTOR Mrs. Patel? How are
you? We'll make an appointment for you to
come back in two weeks.

MRS. PATEL It's bad?

DOCTOR We'll perform a
laparoscopic cholecystectomy.

MRS. PATEL Lap...

DOCTOR A laparoscopic
cholecystectomy. We'll remove the gallstone
that's been causing your problems

MRS. PATEL You'll remove the...

DOCTOR The gallstone.

MRS. PATEL I'm sorry, I'm not
understanding.

DOCTOR We're going to
perform an operation. We'll make four incisions.

MRS. PATEL Incisions?

DOCTOR Cuts ... in your
abdomen ... stomach.

MRS. PATEL It's a big problem?

DOCTOR No. It's a perfectly
standard operation. What we do is make four
cuts in your abdomen. About this size. And then
using keyhole techniques...

MRS. PATEL Keyhole!

DOCTOR We remove the
bladder with the gallstones inside. The gall
bladder is a sac that usually collects bile.

DOCTOR Cuts in your
abdomen. Your stomach.

MRS. PATEL It's a big problem?

DOCTOR No, it's a perfectly

standard operation. We make four cuts in your
abdomen and then, using keyhole techniques...

MRS. PATEL Keyhole!

DOCTOR ... we'll remove the
bladder with the gall stones inside. The gall
bladder is a sac that usually collects bile.

MRS. PATEL Bile?

DOCTOR Bile is a substance
made by the liver that helps your body digest fat.
When you eat a fatty meal, the gall bladder
contracts, squeezing the bile into the intestines.
Now the gall bladder itself doesn't actually make
the bile, and the bile can get into the intestine
without the gall bladder being there, so we find
that most people function perfectly well without
it. Okay?

MRS. PATEL Yes. No, it's a big
problem for me.

DOCTOR Don't worry. I'll need
you to sign a consent form before we perform
the operation, so I'll make sure there's an
interpreter here when you come back for your
appointment.

MRS. PATEL My son. He
understands. I come with my son.

DOCTOR No. I'll get an
interpreter.

MRS. PATEL Yes. My son. Very
clever boy. He speaks well. Fourteen years.

DOCTOR No. That's not a good
idea.

MRS. PATEL Yes. My son, very
clever boy. I come with him.

DOCTOR (TO CAMERA
It is totally unethical for a fourteen year old boy
to try and explain this procedure to ... I'm sorry,
I haven't had a break in eight hours. I've got
thirteen more patients to see. It's such a simple
procedure. Doesn't she trust me?

MRS. PATEL (TO CAMERA, IN
PUNJABI)
I don't understand anything. I just don't know.

UNDERSTANDING
FOREIGNERS

I don't know what she's talking about!

ADAM IS TRYING TO CLAIM A TAX REBATE FROM A GOVERNMENT DEPARTMENT. LILI IS CHINESE. SHE IS TRYING HER BEST TO UNDERSTAND ADAM BUT SHE FEELS INTIMIDATED. HE IS CLEARLY ANGRY WHICH IS PREVENTING HER FROM UNDERSTANDING WHAT HE IS TRYING TO COMMUNICATE. THE ANGRIER HER GETS THE LESS SHE UNDERSTANDS.

ADAM I have made five payments in the last eighteen months but in October I paid a hundred and fifty euros, which was two months before my circumstances changed. Do you understand what I'm saying? I'm entitled to a rebate.

LILI Well, it says here we last received a payment of €79 on the 23rd May.

ADAM I've explained this twice already. It should be clear.

LILI You want rebate for October?

ADAM Are you even listening to me?

LILI Sorry.
(SHE SPEAKS IN CHINESE.)

ADAM Do you even speak the language? I don't speak Chinese. I want rebate.

LILI LOOKS CONFUSED.

ADAM Oh, I'm not going through this again. Get the manager out here. Or does he only speak Chinese?

A FEW MOMENTS LATER LILI IS IN TEARS.

MAGDELENA, A COLLEAGUE, TALKS TO HER.

MAGDELENA Lili. What's the matter? Why are you crying?

LILI So sorry. I thought I was a very good speaker but when he starts screaming at me, I don't understand.

MAGDELENA Don't worry.

LILI I don't want to lose my job. You know it's so important to me.

MAGDELENA I understand.

LILI I mean, I have advanced certificate. I went to college for three years and now, just so stupid.

MAGDELENA I had the same problem.

LILI No, not like me. You talk very good.

MAGDELENA But when I come to this country, I didn't. I got upset with the clients all the time. But then I realised, you see, I never speak the language. I always speak Italian with my boyfriend, Italian with my friends. I go to the Italian restaurant. I need to mix more with the people, you understand and ... Lili, why don't you come to my friend's home for dinner on Friday?

LILI No. No. No, I don't think so.

MAGDELENA But you can speak the language there. I have to go back to work, okay?

LILI (TO CAMERA)
Maybe I should go.

WORK RELATIONSHIPS

Friend or colleague?

MOHAMED IS WORKING at his COMPUTER
WHEN HIS LINE MANAGER, MARK, ENTERS.

MARK I need those figures,
Mohamed.

MOHAMED What figures?

MARK I told you. The
monthly outgoings broken down into five
categories: liquid waste, dry waste services,
forecourt services, jettying and surveying.

MOHAMED Yes. Indeed. Don't
worry, I'll have them for you by tomorrow.

MARK IS EXASPERATED. HE ONLY JUST
MANAGES TO KEEP CONTROL OF HIS
TEMPER.

MARK Tomorrow!
Everything has to be with the client by five
o'clock tonight. It's a four hundred thousand
Euro contract! I need the figures now. What's
taking you so long?

MOHAMED Mark Ravenburg.
Always in a hurry. He doesn't mean any harm.

MOHAMED GOES BACK TO HIS WORK.

MOHAMED (TO HIMSELF)
October budgets. travel. Subsistence. Per diems

MOHAMED (TO CAMERA)
He's a family man. Two handsome boys! Same
age as my two.

MOHAMED HAS A FRAMED PHOTO OF HIS
FAMILY IN PRIDE OF PLACE ON HIS DESK.

MOHAMED Adil and Ahmed. My
wife, Yasmin. Mark used to have a picture of

his family up on the wall by his desk, the pin just
missing his wife's head. A lovely looking family.
But no way to treat a family photo.

MARK LOOKS OVER AT MOHAMED.
MOHAMED FOCUSES BACK ON HIS
COMPUTER

MOHAMED (TO HIMSELF)
Where have I put the October budgets? There.

MOHAMED IS ABOUT TO START WORK ON
THE BUDGETS BUT CAN'T RESIST SHARING
SOMETHING WITH THE VIEWER.

MOHAMED (TO CAMERA)
When we were on holiday last year I saw this
lovely frame in antiques market. Just right size
for Mark's photo. I asked the price. It was twice
what I expected. But I thought it would break the
ice between us, enabling a very friendly
atmosphere in the office. So I bought the silver
frame and I had it engraved, 'to Mark with best
wishes, from Mohamed and family'. When I got
back from holiday my wife wrapped it up
beautifully and I presented it to him.

MARK Mohamed!

MOHAMED (TO CAMERA)
It was very strange. He didn't want to accept the
gift. What was I supposed to do with a silver
frame that was engraved with Mark's name on
it?

(TO MARK)
It's going to the printer now.

(TO CAMERA)
I thought he would be pleased but... He took the
family photo off the wall and I never saw the
silver frame again. Strange, don't you think?

MARK (TO CAMERA)
The November figures aren't looking very good.
We're down for the second month running. It's
not just Mohamed's fault, but...

He asked me again today, "How are those lovely
boys of yours?" It's none of his business. First of
all, Mohamed has to help me meet my figures.
That's his job. That's what he's paid for. After the
figures are met, then maybe we can have a chat
about family.
