Solutions

2.1

- Evening: $6/30 = 20\%$; day: $1/20 = 5\%$.
- Ratio $5/20 = 0.25 < 0.80$ – scrutiny prompted.

2.2

- Mechanism: a scheduling criterion functioning as a shift gate – the same structurally-neutral-gate pattern as "fine-dining".
- Fix: interviews in mixed slots; promotion criteria measured on the floor.
- The audit becomes a habit, not a one-off.

2.3

- 15% vs 15%: ratio 1.0.
- The audit now asks whether the criteria are job-relevant – and watches next cycle.

2.4

- Frames: rights (the contract applies) vs justice (flexibility offerable to all).
- Design: a transparent swap-board – flexibility real, access for everyone, the rush covered.

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