

Anglo-Chinese School
(Independent)



PRELIMINARY EXAMINATION 2024
YEAR FOUR (EXPRESS)

HUMANITIES
Paper 1 Social Studies
(2260/01, 2261/01, 2262/01)

Thursday

1 August

1 h 45 min

INSTRUCTIONS TO CANDIDATES

Section A is **COMPULSORY**. You must answer **all parts** of Question 1.

Answer **BOTH** parts of Question 2 from Section B.

Write your answer on the writing paper provided.

INFORMATION FOR CANDIDATES

The number of marks is given in brackets [] at the end of each question or part question.

This question paper consists of 7 printed pages.

[Turn over

SECTION A (Source-Based Case Study)

Answer **all** questions.

Living in a Diverse Society

Study the Background Information and the sources carefully and answer all the questions.

You may use any of the sources to help you answer the questions, in addition to those sources you are told to use. In answering the questions, you should use your knowledge of the issue to help you interpret and evaluate the sources.

1 Study Source A.

What can you learn from the source? Explain your answer, using details of the cartoon. [5]

2 Study Sources B and C.

Does Source C make Source B surprising about employing older workers? Explain your answer. [7]

3 Study Sources D and E.

How similar are these two sources regarding support provided for the ageing workforce? Explain your answer. [7]

4 Study Source F.

Does the source prove that it is challenging for older workers to find employment? Explain your answer. [6]

5 ‘The future of our ageing workforce looks optimistic.’

Using the sources in this case study, explain how far you would agree with this statement. [10]

Is there any support for ageing workforce?

BACKGROUND INFORMATION

Read this carefully. It may help you to answer some of the questions.

Globally, 150 million jobs will shift to workers over the age of 55 by the next decade, necessitating better integration and programmes. Organizations should acknowledge these changes to the workforce by retaining and recruiting for age, reskilling older workers, and respecting their unique strengths. Older workers around the world are also likely to constitute a greater part of the workforce because people are healthier and living longer. In 2023, Singapore citizens aged 65 and above made up almost one-fifth of the population, up by more than 11 per cent from a decade ago. By 2030, almost 1 in 4 Singaporeans will be over 65. Ageing employees are knowledgeable and have commendable work ethic but there may be other things to consider like their health issues or level of digital skills. Managing an ageing workforce might come with its challenges - governments, employers, individuals and other relevant stakeholders might need to work together to achieve a long-term, sustainable infrastructure for ageing workforce.

Study the sources below carefully to examine if there is support for ageing workforce.

Source A: *From a cartoon published in the Straits Times, December 2021.*



Source B: *From an article on the employment of older workers published in the Financial Times, a British publication, November 2021.*

A recent report by *Age Platform Europe*, a network of non-profit organisations that represents older workers, concluded that the European Union (EU) framework still leaves older workers behind. It said rulings from European and national courts still seem to reflect “biased and outdated views” of older people’s ability to work. The courts will allow certain exemptions if judges believe it can be “objectively and reasonably justified by a legitimate aim” — particularly where health and safety are involved. In 2010, in a case brought by German dentist Domnica Petersen, the European Court of Justice ruled that an age limit of 68 for dentists in the German health service could be justified. It accepted arguments that dentists’ skills declined with age.

Source C: *From an online article by Rest of World, a global non-profit publication website, May 2024.*

Minh, 63, had no trouble registering with ShopeeFood in Ho Chi Minh City four years ago, even though the platform has an upper age limit of 55. But with a wife and a grandchild to provide for, he is now worried about getting ousted from the platform. With the number of orders falling due to an economic slowdown and a rising number of **gig workers*** on the road, Minh recently tried to supplement his dwindling earnings by becoming a driver for Grab. Due to the platform’s age limit, however, he was unsuccessful. “If [ShopeeFood] lets me go because of age, then I’ll accept that, what else can I do?” Minh told *Rest of World*, requesting anonymity for fear of getting banned from the platform. “I could try to plead with them that I had worked for them for a long time, my health is good, I don’t break rules.” But eventually, he said, it’s the company’s call. “If they keep me, fine; if not, so be it. I’ll go hungry — I don’t know what other job I can do.”

*gig workers – people who do various short-term, freelance, or on-demand jobs, typically in the service sector.

Source D: *From an article “Back to work: Why South Korea's seniors are rejoining the workforce” published by CNA, May 2024.*

Seniors aged 65 and above make up about 19% of South Korea's total population of almost 52 million. As life expectancy increases, there are fears the elderly will spend a longer period after retirement without income or purpose. But a new generation of liberated, independent, and often educated baby boomers are opening doors and changing perceptions. Ms Kim Nan-hyang, a 69-year-old jobseeker who has been a homemaker most of her life, approached the Seoul Senior Employment Support Centre, which was set up by the city's government, to seek professional help in her search. She told CNA that the centre has introduced her to various opportunities. An increasing number of employment centres are helping to identify companies seeking to hire seniors and offering training for those making a career switch.

Source E: *From an article published by A*STAR on how ageing workforce can be supported, March 2024.*

Robots can be a promising solution to reduce the physical strain on older workers while still enabling them to contribute valuable skills and experience. Imagine robots doing physical patrols while elderly security guards in centralised control centres get a comprehensive and real-time overview of entire sites to make key security decisions, or robots helping to inspect aircrafts and buildings, allowing their elderly counterparts to take on a supervisory role of recommending targeted maintenance or repairs. To make it easier for aged Singaporean workers to fully embrace robots and reap the benefits of working alongside them, [A*STAR seeks to] transform robots beyond mere mechanical tools to become more human-like in the way they move, sense and interact with the world.

A*STAR - Agency for Science, Technology And Research – a statutory board under the Ministry of Trade and Industry of Singapore which supports R&D.

Source F: *Extracted from a press release published in a website by AARP Foundation, an interest group in America, June 2024.*

A major government contractor has intentionally discriminated against older jobseekers and harmed their employment prospects for years, according to a lawsuit filed in a federal court in Boston by **AARP*** Foundation. Its lawyers allege that Raytheon, one of the world's largest aerospace and defense companies, has refused to hire workers for many positions unless the applicants are recent graduates, which prevented the vast majority of qualified older applicants from obtaining or competing for those jobs and deterred many others from applying. "By filing this civil rights lawsuit against Raytheon, we are putting all employers on notice that it's time to end this unlawful practice and start respecting the rights of older workers."

*AARP - American Association of Retired Persons is an interest group in the United States focusing on issues affecting those over the age of fifty.

SECTION B (Structured-Response Question)

Answer **both** questions.

Being Part of a Globalised World

Study the extracts carefully, and then answer the questions.

Extract 1

In the context of radicalisation, youths are more prone to engaging in negative and extreme responses towards diverse environmental stressors – including the pursuit of violent, extremist causes.

Extract 2

Given its global nature, the fight against cyber threats cannot be fought by a single country alone. They are threats best countered by many countries working together.

Extract 3

Cybercrime is a growing threat to individuals in the digital age. With the increasing sophistication of cyberattacks, individuals are becoming more vulnerable and should step up their efforts to manage such threats.

- 6 Extract 1 states how the terrorism threat to Singapore remains high. In your opinion, how can we as a community strengthen our fight against the threat of self-radicalisation in youths? Explain your answer with reference to **two** ways. [7]

- 7 Extracts 2 and 3 reflect on the roles of **countries** and **individuals** to counter cyber threats due to globalisation.

Do you think countries have a more important role than individuals in managing cyber security threats? Explain your answer. [8]

BLANK PAGE**Copyright Acknowledgements:**

- Source A <https://www.facebook.com/photo?fbid=10153504445057115&set=punchlines-chee-chews-take-on-re-employing-older-workers-httpstrsg4ofm>
- Source B <https://restofworld.org/2024/grab-shopeefood-be-age-limit/>
- Source C <https://www.reuters.com/world/china/rapidly-ageing-china-millions-cant-afford-retire-2024-05-08/>
- Source D https://www.channelnewsasia.com/asia/south-korea-seniors-elderly-jobs-employment-4326156?cid=internal_sharetool_androidphone_11052024_cna
- Source E <https://www.a-star.edu.sg/News/astarNews/news/features/how-making-robots-human-like-can-support-an-ageing-workforce>
- Source F <https://press.aarp.org/2024-6-11-Lawsuit-Alleges-Raytheon-Discriminated-Against-Older-Workers-Hiring>
- Extract 1 <https://tnp.straitstimes.com/news/singapore/2-5-would-report-if-loved-ones-show-radicalisation-signs-spore-remains-terrorism>

Answer Scheme
LORMS for Year 4 SS Preliminary Exams 2024

| | | |
|--------------|--|-------------|
| Q.1 | Study Source A. What can you learn from the source? Explain your answer, using details of the cartoon. | [5] |
| Level | Descriptor | Mark |
| 1 | Describes the source. | 1 |
| 2 | <p>Makes inference, without evidence provided. <i>Award 2 marks for one inference, 3 marks for two inferences.</i></p> <p>E.g. The cartoonist tells me that older workers faced discrimination. The employers do not wish to employ them.</p> <p>E.g. The cartoonist depicts that the older workers can still contribute to the economy especially if there is shortage of manpower.</p> | 2-3 |
| 3 | <p>Makes inference, provided with relevant source details/evidence and explanation <i>Award 5m for a well-explained inference.</i></p> <p>E.g. The cartoonist feels that older workers are still an important source of manpower in the economy. This is seen in the cartoon which depicts a shortage of workers due to various reasons <i>such as employers going on paternity leave, maternity leave or on reservist duty</i>. This highlights that older workers can be still an asset to fill manpower gaps to ensure that economic activities will not be disrupted due to manpower shortage. Hence, the cartoonist feels the businesses need to be more open and accepting towards employment of older workers.</p> <p>E.g. The cartoonist feels that employers are unwilling to hire the elderly/older workers and will only employ them when needed. This is probably due to their lack of skills and health issues. [The elderly people are a backup in the workforce and are only hired when there is a lack of manpower.]</p> <p>Marker's comments:</p> <p>-Moat attained L3/4. -A good inference, well-explained, would be sufficient. -Some students could have developed a deeper analysis and explanation on attitude/perspective of cartoonist regarding employing older workforce, supported with relevant source details/evidence.</p> | 4-5 |

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| Q.2 | <p>Study Sources B and C. Does Source C make Source B surprising about employing older workers? Explain your answer.</p> <div data-bbox="316 241 1361 2116"> <div data-bbox="316 241 833 2116"> <p>Note: Surprising <i>Is it asking if SB and SC are different in terms of the reasons for not employing older workers</i></p> <p>Yes, SC makes SB surprising as both highlighted different reasons for unemployment of older workers: →SB: due to other reasons besides age such as health & safety concerns. →SC: due to age discrimination practised by some companies.</p> <p>Yes, SC makes SB surprising due to age being a consideration for unemployment as supported by Source F which states that <i>“Raytheon, one of the world’s largest aerospace and defense companies, has refused to hire workers for many positions unless the applicants are recent graduates, which prevented the vast majority of qualified older applicants from obtaining or competing for those jobs and deterred many others from applying”</i>.</p> <p>OR</p> <p>Yes, SC makes SB surprising as they disagree on whether jobs having an age limit is justified and beneficial. e.g. SB states that “an age limit of 68 for dentists in the German health service could be justified. It accepted arguments that dentists’ skills declined with age” which implies that having an age limit for certain jobs are reasonable to avoid potential health and safety issues. However, SC states that Minh “had worked for them for a long time, my health is good, I don’t break rules” but unfortunately in the end, it would still be the decision of the company to not employ him. This shows that Minh, despite being healthy and a good worker had to face the prospect of losing his job as he was over the “upper age limit of 55”, implying that having an age limit for jobs may not always be justifiable as people could be sacked from their jobs despite</p> </div> <div data-bbox="841 241 1361 2116"> <p>Note: Not surprising <i>Is it asking if SB and SC are similar in terms of advocating for the rights of older workers to stay employed.</i></p> <p>No, SC does not make SB surprising as both sources have agree that older workers are being discriminated because of their age. →SB: “rulings from European and national courts still seem to reflect “biased and outdated views” of older people’s ability to work”. →SC: “due to the platform’s age limit, however, he was unsuccessful. If [ShopeeFood] lets me go because of age, then I’ll accept that, what else can I do?”</p> <p>No, SC does not make SB surprising due to older workers being discriminated because of their age as this is also supported by Source F which states that “it’s time to end this unlawful practice and start respecting the rights of older workers.” Thus this shows that SC does not make SB surprising regarding older workers continue to face challenges in securing jobs due to their age.</p> <p>OR</p> <p>No, SC does not make SB surprising as both sources have similar perspective/context such as to examine if older workers have access to opportunity to be employed and treated fairly without facing aged discrimination, hence both sources not surprising as they are expected to have similar purpose.</p> <p>→ SB: To create awareness about the struggle of low-income earners like gig workers; to persuade companies to continue employing these workers so that they have a source of income.</p> <p>→ SC: To advocate for fair treatment of older workers and to ensure that reasons for not employing them is justified due to health and safety concerns so that there</p> </div> </div> | [7] |
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| | being able to work with no issues. CR to SD , it supports SC as it shows that “as life expectancy increases there are fears the elderly will spend a longer period after retirement without income or purpose. But a new generation of liberated, independent, and often educated baby boomers are opening doors and changing perceptions”, making SB surprising to have deemed older workers as not fit to work. | will not be any tension/ill- feelings among the aged workers. Context – Laws might not be sufficient/effective to deter companies from implementing unfair employment policies which can be deemed discriminatory in nature. | |
| Level | Descriptor | Mark | |
| 1 | Surprised/Not surprised due to provenance of source(s) | 1 | |
| 2 | Surprised/Not surprised based on content of source(s), unsupported <i>Award 2m for surprise/not surprise, unsupported</i> | 2 | |
| 3 | Surprised/Not surprised based on comparison of B and C Surprised based on <u>DISAGREEMENT</u> of content of B & C Not surprised based on <u>AGREEMENT</u> of content of B & C <i>Note: Lower mark if comparisons are unclear (e.g. match in issue is weak/lacks a clear common criterion) or if explanations are weak. Higher mark for developed and well-supported comparisons</i> | 3-4 | |
| 4 | Both sides of L3 | 5 | |
| | L3+ Surprised Or Not Surprised based on cross-reference <i>Award 6m for a developed and well-explained answer explaining surprising/not surprising with CR</i> <i>Note: Please pay attention to how you craft the stand/conclusion when doing CR. You need to <u>explain the relationship between all three sources</u>. (Accept other valid explanations and CR)</i> | 5-6 | |
| 5 | Not Surprised based on critical analysis of provenance (CAP) and context <i>Award 7 marks for developed and well-explained CAP of both sources B and C</i> E.g. Source C does not make B surprising due to similar sentiments over the employment of older workers and the desire to highlight their plight for fairer and better employment prospects. Possible context – <i>To highlight unfair employment policies which are discriminatory in nature.</i> <i>Note: Remember to always relate provenance/purpose/context <u>back to content</u>. Remember, surprise questions require you to think about whether the content is surprising given the provenance and purpose.</i> | 6-7 | |

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| | <p>Marker's comments:</p> <p>– Clearer and relevant reason/basis should have been established on why SC makes/does not make SB surprising e.g. Surprising as they differed in their views on ...OR Not surprising as they have similar views regarding...</p> <p>-Many students forgot to do cross-reference(s)</p> <p>-Most attained L3/4 (as no CR provided)</p> <p>-Problematic Structure: Some students describes/Infers SC (in 1 lengthy para) then followed by SB (another lengthy para) without establishing why SC makes SB surprising – waste time and not Addressing The Question (ATQ)</p> | |
| Q.3 | <p>Study Sources D and E.</p> <p>How similar are these two sources regarding support provided for the ageing workforce? Explain your answer.</p> <p>Marker's comments:</p> <ul style="list-style-type: none"> • Well-answered questions, with a few shortcomings • Source D seems to be the more difficult source when used to compare difference, as many students are unable to explained clearly what exactly the employment centres are able to do to support older workers. • While it was clear in Source E that the support came in the form of technology/innovation, Source D proved difficult for students to pinpoint the nature/type of support given older workers. The nature/type of support for Source D is simply administrative and/or logistical, as D states that the centres try to matchmake workers to companies, or to offer training to upgrade the ability/skillset of the older workers to make them suitable for work in companies. • Many who tried to compare purpose have misinterpreted the intentions of Source E. Many answers claim that Source E is trying exploit the situation of older workers, in the hopes of profiting from the situation. There is no evidence to suggest this. | [7] |
| Level | Descriptor | Mark |
| 1 | Describes sources. | 1 |
| 2 | False matching – No valid/relevant comparison established. | 2 |
| 3 | Similarities/differences in content, unsupported. | 3 |
| 4 | <p>Similarities AND/OR differences in content, supported.</p> <p><i>Award maximum of 5 marks if similarities OR differences in content is supported.</i></p> <p><i>Award maximum of 5 marks if similarities OR differences in content is supported.</i></p> <p><i>Award maximum of 6 marks if similarities AND differences in content are supported, with 5 marks awarded for weaker comparisons and 6 marks awarded for stronger ones.</i></p> <p>Comparison of CAP only – 5-6m, 6 marks awarded for well-explained answer</p> | 4-6 |

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| | <p><u>Similarity</u> E.g. Both sources are similar to show there is support for senior workers getting help with employment.</p> <p>SD: <i>Ms Kim Nan-hyang, a 69-year-old jobseeker who has been a homemaker most of her life, approached the Seoul Senior Employment Support Centre, which was set up by the city's government, to seek professional help in her search.</i></p> <p>SE: <i>Robots can be a promising solution to reduce the physical strain on older workers while still enabling them to contribute valuable skills and experience.</i></p> <p>OR E.g. Both sources are similar in showing government providing support for aged workers.</p> <p>SD: <i>Support Centre which was set up by the city's government</i> SE: <i>A*STAR – government agency; part of statutory board</i></p> <p>And/or</p> <p><u>Difference</u> Both sources differed in terms of the type of support provided.</p> <p>SD: Assistance/advice on search for suitable jobs seen in '<i>Ms Kim Nan-hyang, a 69-year-old jobseeker who has been a homemaker most of her life, approached the Seoul Senior Employment Support Centre, which was set up by the city's government, to seek professional help in her search</i>'.</p> <p>SE: Tech support seen in '<i>Robots can be a promising solution to reduce the physical strain on older workers while still enabling them to contribute valuable skills and experience</i>'.</p> <p>(Accept other relevant comparisons)</p> | |
| 5 | <p>Analysis of tone/purpose with intended outcome (CAP) Award maximum of 7 marks for well-supported & explained answer. Accept answers that include tone, e.g. both sources show a tone of optimism for older workers</p> <p>Context: Older/senior/aged workers are still important source of human resource especially in countries lacking in resources and worse still having low birth rate. Accept any other reasonable answers, e.g. raise awareness to encourage elderly to look for employment</p> <p>SD: <i>With the support provided, the source wishes to encourage senior workers to continue working so that they can find meaning and purpose in old age.</i></p> <p>SC: <i>With the support provided, the source wishes to encourage senior workers to accept technology as part of their jobs so that they need not be daunted by technology. This is seen in 'to make it easier for aged Singaporean workers to fully embrace robots and reap the benefits of working alongside them'</i></p> <p>(Accept other valid explanation)</p> | 6-7 |

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| Q.4 | <p>Study Source F. Does the source prove that it is challenging for older workers to find employment? Explain your answer.</p> <p>Marker's Comments:</p> <ul style="list-style-type: none"> ▪ Many students can use 1 cross-checking to check on source F ability to 'prove'. Using Source B or Source C is more common approach. Student using Source A (cartoon) have a harder approach as Source A is NOT so clear on 'challenging' for older workers, there is greater need to explain the meaning in Source A, before 'prove' can be ascertain. ▪ On the Purpose of Source F, some students use the word 'criticise' companies as they only purpose statement. They missed the issue that the source was for lawsuit by AARP. Hence the purpose is to generate support for the lawsuit and to advance the welfare of older workers. Higher level answers show ability to elaborate on the purpose and the intended outcomes. | [6] |
| Level | Descriptor | Mark |
| 1 | Describes the source without directly addressing the question | 1 |
| 2 | <p>Proves/Does not prove based on content</p> <p>Yes, Source F proves that it is challenging for older workers to find employment as age discrimination continues to be pervasive in hiring across the country.</p> <p>This is seen in 'Raytheon has refused to hire workers for many positions unless the applicants are recent graduates, which prevented the vast majority of qualified older applicants from obtaining or competing for those jobs...'. OR</p> <p>Source F does not prove that it is challenging for older workers to find employment as there is support provided to retrain them or equip them with skills to assist them in being re-employed.</p> | 2-3 |
| 3 | <p>Proves/Does not prove based on cross-reference</p> <p><i>Award 5m for a well-developed answer.</i></p> <p>E.g. SF is further supported by Source B which states that "rulings from European and national courts still seem to reflect "biased and outdated views" of older people's ability to work", which implies that older workers are still being denied employment in Europe.</p> | 4-5 |

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| | <p>OR</p> <p>E.g. SF does not prove that it is challenging for older workers to find employment as it does not tell us that there is also support provided to retrain the older workers or equip them with skills to assist them in being re-employed as seen in Source D which shows that “an increasing number of employment centres are helping to identify companies seeking to hire seniors and offering training for those making a career switch”, which implies that it is still possible for older workers to be retrained to help them clinch new employment opportunity.</p> <p>(Accept other relevant cross-references & explanations)</p> | |
| 4 | <p>Critical Analysis of Provenance (CAP) of Source F.</p> <p><i>Award 6m for a well explained purpose and outcome based on the provenance.</i></p> <p>SF is about a press release from AARP website. AARP advocates for vulnerable people over 50 to end poverty as well as to build economic opportunity for them. Through vigorous legal advocacy, it probably hopes to foster resilience, and restore hope among the aged workers.</p> <p>The source/press release probably wants to enhance the image / raise the reputation of this interest group to make it a reliable and effective advocate of employment of older workers. This will help to instil confidence on the senior employees as well as to deter any companies from aged discrimination. <i>Hence the source proves that it is challenging for older workers to find employment.</i></p> <p>E.g. Possible context: Age discrimination continues to be pervasive in hiring across the USA. Americans are living and working longer than ever, yet unfair and discriminatory hiring practices are keeping older workers from jobs they are qualified for.</p> | 5-6 |
| | | |
| Q. 5 | <p>‘The future of our ageing workforce looks optimistic.’</p> <p>Using the sources in this case study, explain how far you would agree with this statement.</p> <p>Note: Students need to support answer with relevant evidence from the source(s) and address what the term ‘optimistic’ entails in their explanation to be awarded marks e.g. favourable/positive outcomes for the ageing workers e.g. better job prospects, financial security due to employment opportunities etc. Counter-argument would be challenges faced by older workers e.g. unfair and discriminatory laws and employment practices etc.</p> | [10] |
| Level | Descriptor | Mark |
| 1 | Writes about statement, no valid source use | 1 |
| 2 | Agree/Disagree arguments, supported by evidence and explanation | 2-4 |
| | <p>Yes, I would agree, supported by:</p> <p>SD- Seoul Senior Employment Support Centre, which was set up by the city's government, provided support and professional support/help to the aged workers in job search.</p> <p>SE- shows that there is tech support available for the older workers as seen in “Robots can be a promising solution to reduce the physical strain on older workers while still enabling them to contribute valuable skills and experience”.</p> | |

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| | <p>SF – shows that there are <i>advocates out there to ensure that the elderly workers would not be discriminated</i> when they seek employment as seen in “By filing this civil rights lawsuit against Raytheon, we are putting all employers on notice that it’s time to end this unlawful practice and start respecting the rights of older workers”</p> <p>No, I would not agree, supported by:</p> <p>SA - Due to the <i>critical stance</i> of the cartoonist regarding employment of older workers. The cartoon underscores the challenges that older individuals might face in the job market, where they are <i>not the preferred choice/seen only as a last resort</i>, and <i>their employment is often contingent on the absence or unavailability of younger workers</i>. This paints a pessimistic picture of the future for the aging workforce, where they <i>continue to be undervalued and only hired out of necessity/desperation</i>.</p> <p>SB – <i>laws seem to be not in favour</i> of employing older workers due to health and safety concerns as seen in “rulings from European and national courts still seem to reflect “biased and outdated views” of older people’s ability to work”, which implies that older workers are still being denied employment in Europe</p> <p>SC- shows that Minh could not get a job due to <i>age discrimination</i> practised by some companies such as Shopee</p> <p>SF- shows that it is challenging for older workers to find employment as age discrimination continues to be pervasive in hiring across the country</p> <p>OR</p> <p>SF - Although SF shows that there are advocates out there to ensure that the elderly workers would not be discriminated when they seek employment as seen in “By filing this civil rights lawsuit against Raytheon, we are putting all employers on notice that it’s time to end this unlawful practice and start respecting the rights of older workers”, it is still not yet known if the law suit would be successful to achieve its intended goal to deter companies to implement discriminatory hiring practice.</p> | |
| L3 | <p>Both Agree AND Disagree, supported by detail and explanation</p> <p>1 Y/1 N - 2 sources -> 5 marks</p> <p>1 Y/2 N or 2 Y/1 N – 3 sources -> 6 marks</p> <p>2 Y/2 N - 4 sources -> 7-8 marks</p> <p>2Y/3 N or 3Y/2 N – 5 sources -> 8 marks</p> <p>*Note: Consideration on number of sources used and the quality of analysis in deciding on marks in L2 and L3.</p> | 5-8 |
| Bonus Marks (L2/L3) | <p>** To score additional 2 marks, candidates can take any of these routes:</p> <ul style="list-style-type: none"> • By analysing at least one source in relation to its reliability, utility or sufficiency (whether there is anything lacking in the source). • By sharing example(s) from contextual knowledge. • By giving a balanced conclusion/resolution. | +1 or 2 marks |

By giving a balanced conclusion / resolution

*Must give a **new perspective** beyond what is talked about in the sources

*E.g. In conclusion, the future of our ageing workforce looks **more optimistic in some Asian countries** (Singapore and South Korea) **as compared to Western Countries** (Europe, USA). As some Asian countries are **experiencing rapidly ageing populations which result in serious labor shortages, older workers are viewed as a valuable resource**, which explains why **the governments in these Asian societies are more likely to support the continued employment of elderly workers.** This explains why the South Korean government is setting up Support Centers to assist elderly workers in searching for jobs and upskilling (as seen in Source D) while the Singapore government is looking at ways to leverage on technology to complement and support the elderly workers (as seen in Source E). **Furthermore, in many Asian societies, there is a strong cultural tradition of respecting and valuing elders and this respect extends into the workplace where the experience and wisdom of older workers are highly regarded.** On the other hand, **aging is often viewed negatively in Western cultures** (as seen from the European Union framework that reflects “biased and outdated views of older people’s ability to work” in Source B), **leading to stereotypes that older people are less capable and less valuable.** This explains why there is a lack of strong government support and legal protection in Europe and in the USA (as seen from a major government contractor refusing to hire older workers in Source F) for elderly workers who continue to face discrimination.*

Through analysing one source in relation to its utility/reliability/sufficiency

*E.g. I disagree with the statement that the future of our ageing workforce looks optimistic even though SE seems to imply that robots play a supportive and complementary role to help the aged workers by relieving their physical strain, among other benefits. SE is published by A*STAR which is responsible for areas related to R & D hence it could be trying to justify that its work is important **so that it can continue to receive grants and funding to continue its research.***

Disagree/Agrees with source(s) by sharing example from contextual knowledge

*Any other valid examples should be accepted.

E.g. I agree that with the statement that the future of our ageing workforce looks optimistic.

In Singapore, research has shown that many seniors want to work for longer and delay retirement, but often are unable to access new productive opportunities. This is often due to a mismatch between companies’ demands and workers’ skills. Senior workers are often encouraged to stay relevant in the workplace by picking up skills, such as like digital skills, that are in demand. The recently announced SkillsFuture Level-Up Programme will provide greater support for mature workers aged 40 and above to reskill and upskill to improve their job prospects. This is pertinent, considering that our key resource is human workforce and that it is increasingly becoming scarce due to low birth rate and fast ageing population.

Marker’s comments:

Stronger responses were able to select relevant evidence and clearly explain why the future of our ageing workforce looks ‘optimistic’ favourable/positive outcomes for the elderly workers

| | | |
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| | <p>Weaker responses had explanations that were skimpy, vague, a mere repetition of what was said in the source or not linked to the idea of 'optimistic'. Some students even lifted key words from the source in their explanation, this is strictly not allowed and will not be accepted at 'O' Level.</p> <p>Poor formatting. You are advised to follow the 'stand + evidence + explanation' format for each individual source.</p> <p>Make your stand clear! Does this source 'support' or 'do not support' the view?</p> <p>Some students did not organise their answer neatly into paragraphs. One paragraph for each source! You will be heavily penalised if you do not do that at national exams!</p> <p>Poor time management. Make sure you allocate sufficient time to analyse at least 4 sources (2 support + 2 challenge)! This question is worth 10 marks!</p> <p>To score the bonus mark (+ 2 marks), there are 3 methods: Through analysing at least one source in relation to its reliability or utility (recommended) By sharing example(s) from their contextual knowledge (recommended) By giving a balanced conclusion / resolution (not recommended as critical thinking is required)</p> <p>All 3 methods require you to make reference to source(s) in the SBCS. For method (a), you cannot cross reference to other sources or the background information when examining the reliability of source that you have chosen. For method (c), do not randomly give your own take or opinion on the topic, or summarise what the sources are saying! You need to show how you arrived at a balanced conclusion/resolution based on insights/perspectives that were shown by both the 'support' and 'challenge' set of sources. You need to hit L3 first in order for bonus marks to be awarded for method (c).</p> | |
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Section B: Structured-Response Question

6 Extract 1 states how the terrorism threat to Singapore remains high.

In your opinion, how can we as a community strengthen our fight against the threat of self-radicalisation in youths? Explain your answer with reference to **two** ways. [7]

| Level | Marks | Descriptor |
|-------|-------|--|
| 1 | 1 | Writes about topic |
| 2 | 2-4 | Identify way(s) (2-3m) Describe way(s) (3-4) |
| 3 | 5-7 | L2 + Explain 1 way (5-6m) L2 + Explain 2 nd way (6-7m) |

Marker's comments:

- Question is rather well-answered. Many answers point towards vigilance and education as strategies to combat the threat of self-radicalization.
- Answers involving education tend to be vague, with many answers just suggesting that lesson about self-radicalization be taught without going into detail about the how and why of the lessons.
- Better answers are ones that not only detail what is done to help fight against people from self-radicalizing, but also makes the link between the solution and the process of self-radicalizing.

Any 2 possible ways:

Combating the threat of self-radicalization among youths is a multifaceted challenge that requires a combination of proactive community engagement and targeted prevention strategies. Here are two effective ways to strengthen the fight against self-radicalization:

1. Enhanced Education and Awareness Programs

Explanation:

Education and awareness programs play a critical role in preventing self-radicalization by equipping youths with the knowledge and skills to critically evaluate extremist ideologies. These programs can be integrated into school curriculums and community activities to address the following:

- **Critical Thinking Skills:** Teaching youths how to analyze and question information helps them recognize and resist extremist propaganda. Programs can include discussions on media literacy, logical reasoning, and the identification of misleading or harmful narratives.
- **Understanding Radicalization:** Providing information on the process of radicalization and its consequences helps youths understand how extremist groups exploit vulnerabilities. This knowledge can make them less susceptible to manipulation.
- **Promoting Inclusivity and Resilience:** Education can also emphasize the value of diversity, inclusion, and positive social interactions, which can counteract the isolation that often contributes to radicalization. Schools and community organizations can promote activities that build resilience and foster a sense of belonging. Example: The Singapore government has implemented the "iCare" program, which involves workshops and school-based initiatives aimed at educating students about the dangers of radicalization and the importance of critical thinking. Such programs can be expanded and tailored to address emerging threats and trends.

2. Strengthening Community Engagement and Support Networks

Explanation:

Building strong community support networks is crucial in preventing radicalization. Engaged and supportive communities can provide early intervention and guidance for at-risk youths. Here's how this can be achieved:

- **Community-Based Initiatives:** Local communities can develop programs that encourage positive interactions among youths, such as mentorship schemes, youth clubs, and community service projects. These initiatives create a sense of purpose and belonging, reducing the likelihood of individuals seeking radical groups for identity and support.
- **Parental and Caregiver Involvement:** Educating parents and caregivers about the signs of radicalization and how to address them can significantly impact prevention efforts. Providing resources and training for families helps them create a supportive environment and detect early warning signs of radicalization.

- Collaborative Efforts: Engaging various stakeholders, including schools, religious organizations, and local authorities, in a coordinated effort to address radicalization ensures that resources are effectively utilized and that individuals at risk receive comprehensive support. Example: In Singapore, the "SGSecure" movement encourages community participation in countering terrorism and radicalization. This includes initiatives to enhance community vigilance and establish networks for support and intervention. Expanding such efforts and ensuring their accessibility to all segments of society can further bolster their effectiveness. By combining these educational and community-focused approaches, we can create a more resilient society capable of countering the threat of self-radicalization effectively.

Other possible ways

- Maintain public vigilance – watch out for tell-tale signs of self-radicalisation in others. Report to or inform relevant authorities when there are sufficient grounds for suspicion. Contact the authorities if members of public believe that one of their loved ones displayed signs of radicalisation. By alerting the authorities early, we can help the individual to receive timely help, guidance, and counselling.
- Public education - creating awareness at school such as assembly talks or PC lessons to help youths counter online radicalization as they can easily come across extremist or terrorist propaganda online – to help them become more discerning with the information they read online.
- Family inculcates positive values e.g. non-violence, peaceful co-existence, respect for all despite differences; to monitor their children by spending quality time with them

(Accept other relevant answers)

7 Extracts 2 and 3 reflect on the roles of **countries** and **individuals** to counter cyber threats due to globalisation.

Do you think countries have a more important role than individuals in managing cyber security threats? Explain your answer. [8]

| Level | Marks | Descriptor |
|-------|-------|--|
| 1 | 1,2 | Writes about topic |
| 2 | 3,4 | Describes 1 factor (3m), 2 nd factor (4m) |
| 3 | 5-7 | Explain 1 factor (5-6m); Explain 2 nd factor (6-7m) |
| 4 | 8 | L3 (6-7m) + relative importance of each factor explained |

Note: An explanation is showing how each factor leads to reducing cyber security threats.

Marker's comments:

- Question is generally poorly answered.
- Many answers list many solutions and attempts by individuals and countries. Many point statements BUT not enough elaborations and explanation LINKs.
- Focusing on what types of cyber threats early helped. Example – the increasing incidents of cybercrimes – Love scams, jobs scams – have helped to make answers for acceptable. Example – Countries can work together to deter cyber crimes like love scams. Singapore works with ASEAN countries to share information and to make arrest across borders. The cooperation between countries made it harder for criminals to evade police and helped to manage threats like cross-border cybercrimes.

- E.g. The role of **countries** is significant to counter cyber threats due to globalisation. Countries can set up dedicated agencies with the expertise and resources needed to investigate and handle cyber threats. For example, the Cyber Security Agency (CSA) of Singapore was established in 2015 as the national agency to oversee and co-ordinate all aspects of cybersecurity for the nation such as to build resilient infrastructure, to enable a safe cyberspace as well as to enhance international cyber co-operation. Other aims include to develop a vibrant cybersecurity ecosystem and to grow a robust cyber talent pipeline. In Japan, the National Center of Incident readiness and Strategy for Cybersecurity (NISC) works together with the public and private sector to secure Japan's cyberspace in 2 ways. It collaborates with other government agencies to implement and raise the level of information security in all government agencies. It also enhances information sharing among stakeholders such as businessowners, academic institutions, public and private sectors to promote cybersecurity in the country.
- E.g. **Countries** can also co-operate with one another to counter cyber threats, as many cyber crimes today can originate beyond a country's border. Countries can participate in joint operation to crack down criminal organisations involving internet scams. This joint operation used a system to share information on criminals and their activities and allowing authorities to close in on them, leading to their arrest. Another example is the formation of the APCERT (Asia Pacific Computer Emergency Response Team) which promotes regional cooperation on information security. It also facilitates sharing on cyber threat data among countries. In having organisation like APCERT, it improves the region's awareness and competency in responding to cyber security challenges.
- The role of **individuals** is also significant to counter cyber threats due to globalisation. Individuals play a vital role by exercising vigilance or keeping a careful watch for possible danger arising from cyber security breaches. As more people engage in activities online, crimes and threats have also gone virtual. Cybersecurity is increasingly critical as the world becomes more digital. Individuals need to be more vigilant to protect themselves online.
- An example would be to heed advice from awareness campaign posters produced by businesses and organisations in Australia, India and the United States aimed at educating individuals and workers on ways they can protect themselves online. Posters which teach them to beware of scam teach people to STOP, CHECK, ACT and MENTION. **Individuals** can also be educated on maintaining social media hygiene and do things they can control in the settings. Hence this tells us that though individuals may not all be cybersecurity experts, there are simple actions they can each undertake to play an active part to ensure online security. **In this way, they can collectively contribute to the security of their respective country's cyber landscape.**

In managing cyber security threats, it is not merely about whether individuals or countries play a greater or more significant role. They should be seen as complementing each other due to the complex nature of such security challenges brought about by globalisation. Action is needed at various level, including both individual efforts as well as national strategies by individual countries and international cooperation.