



## Geylang Methodist School (Secondary) Preliminary Examination 2019

HUMANITIES (SOCIAL STUDIES, GEOGRAPHY)	2175/01
HUMANITIES (SOCIAL STUDIES, HISTORY)	2176/01
HUMANITIES (SOCIAL STUDIES, LITERATURE IN ENGLISH)	2177/01

Paper 1 Social Studies

4 Normal Academic

Additional materials: Writing Paper

1 hour 45 minutes

31 July 2019

**Setter:** Ms Fahariah Yeo

### READ THESE INSTRUCTIONS FIRST

Write your name, index number and class on all the work you hand in.  
Write in dark blue or black pen on both sides of the paper.  
Do not use staples, paper clips, highlighters, glue or correction fluid.

#### Section A

Answer **all parts** of Question 1.

#### Section B

Answer **both parts** of Question 2.

Write all answers on the writing paper provided.

At the end of the examination, fasten all your work securely together.  
The number of marks is given in brackets [ ] at the end of each question or part question.  
Begin your answer to Section B (parts (a) and (b)) on a new and separate sheet of paper.

## Section A (Source-Based Case Study)

Question 1 is **compulsory** for all candidates.

### 1 LIVING IN A DIVERSE SOCIETY

Study the Background Information and the sources carefully, and then 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 topic to help you interpret and evaluate the sources.

**a)** Study Source A.

Why do you think this poster was published? Explain your answer. [5]

**b)** Study Sources B and C.

How similar are these two sources? Explain your answer. [6]

**c)** Study Source D.

How useful is Source D as evidence about discrimination against older workers? Explain your answer. [7]

**d)** Study Source E.

Are you surprised by the source? Explain your answer. [7]

**e)** How far do the sources show that Singapore promotes an age-inclusive workplace? Explain your answer. [10]

## Is there discrimination against older workers in the workplace?

### BACKGROUND INFORMATION

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

Age discrimination in the workplace has been a challenge for older workers in Singapore. Due to the falling fertility rate, older workers make up a greater proportion of Singapore's workforce. By 2030, about one in five residents would be 65 years or older. The government has put in place numerous incentives to actively encourage employers to voluntarily employ older workers. Despite the government efforts to create safe avenues for active ageing, there are still many instances of older workers who face discrimination in the workplace.

Study the following sources to assess how far Singapore promotes an age-inclusive society on employment.

**Source A:** A poster titled 'Employability of Older Workers'.



**Source B:** *A letter to the forum of The Straits Times, October 2015.*

While older workers possess a wealth of experience that will enable them to mentor younger workers, there are reasons why many employers are reluctant to hire them. The skills of senior employees have not kept pace with the way business is done today. They may also not interact well with younger colleagues. Many older employees are generally less flexible and more difficult to train for jobs requiring technological skills. Older workers also have less energy, are slower and are more likely to have health problems. Companies that provide health insurance will inevitably find older staff more expensive to insure. Many employers worry that they may not contribute to increased productivity or to cost savings.

**Source C:** *A survey conducted by Tripartite Alliance, an organisation that promotes fair employment in the workplace, 2016.*

Attitudes of younger workers towards mature workers (%)		
	Agree	Disagree
The knowledge and skills of mature employees are highly valuable.	98	2
Younger managers often find it difficult managing mature employees.	66	34
Managing the career expectations of mature employees is a challenge to my organisation.	38	62
Mature employees cost organisations more money.	29	71

**Source D:** *A Singaporean blogger's view on age discrimination, 2016.*

In a country like Singapore, with a rapidly ageing workforce, one would expect that older workers would be encouraged to remain in employment for as long as possible. Sadly, this is far from the truth based on my experience as a career coach. The reality is that private-sector employers often retire employees at age 55 and hire younger workers in their place. In many cases, older workers who are rehired have to accept lower pay and lower-grade jobs. I feel that many workers aged above 55 want to work, but are unable to do so because of bias and prejudice in the workplace. Obviously, the government efforts do not seem to work in ensuring fair employment practices. Such issues should not be happening if the government is more proactive.

**Source E:** *From an online article on the employment of older workers, by a social organization, October 2015.*

Older staff should not limit themselves psychologically when dealing with younger colleagues and new technology. Older workers feel that because of their age, they can't cope as well as those younger than them. Older staff are often intimidated by shifts in technology, such as when they are confronted by new information technology (IT) systems.

## Section B (Structured-Response Question)

Question 2 is **compulsory** for all candidates.

### 2 EXPLORING CITIZENSHIP AND GOVERNANCE

Study the extracts carefully, and then answer the questions.

#### Extract 1

The use of personal mobility devices (PMDs) such as e-scooters has been gaining popularity in Singapore due to their convenience. However, concerns have been raised regarding PMDs, such as the lack of space for safe use in public, and the increased frequency of accidents caused by the careless use of PMDs.

#### Extract 2

Good leadership in the Singapore government is one of the important ideas shaping governance. This is to ensure a stable and successful nation.

#### Extract 3

The Singapore government has emphasised the need to remain forward-looking when managing citizens' needs and interests. This allows the government to take care of the well-being of its citizens.

- a) Extract 1 highlights how personal mobility devices (PMDs) can be a cause for concern in Singapore.

In your opinion, what can the government do to prevent the careless use of PMDs? Explain your answer, using **one** way. [7]

- b) Extracts 2 and 3 are about two key principles shaping governance in Singapore: good leadership and the ability to anticipate change and stay relevant.

Explain how good leadership and the ability to anticipate change and stay relevant are important for good governance in Singapore. [8]

**END OF PAPER**

### Answers

#### Section A: Source-Based Questions (35 marks)

<b>1a)</b>	Study Source A. What do you think this poster was published? Explain your answer, using details from the poster.	<b>[5]</b>
<b>Level</b>	<b>Descriptors</b>	<b>Marks</b>
<b>L1</b>	<b>Reason based on provenance/description of source</b>  E.g. It is a poster on 'Employability of Older Workers'.  OR  E.g. This poster was published to show an older worker guiding a younger worker.	<b>[1]</b>
<b>L2</b>	<b>Reason based on Context</b>  E.g. The poster was published because there is discrimination against older workers as, less and less employers want to hire older workers as they think they are not as skillful or valuable as the younger workers.	<b>[2]</b>
<b>L3</b>	<b>Reason based on Message</b>  E.g. The poster was published because it wants to tell the employers/employees that older workers are very valuable as their work experiences can help the younger workers. This can be seen in the poster that says, "If not for Auntie Rosalind's guidance, I'd still be a fish out of water". This shows that the younger worker is learning about his job from his older co-worker.	<b>[3]</b>
<b>L4</b>	<b>Reason based on purpose</b> <i>Award higher mark for well-developed answers.</i>  E.g. The poster was published because it aims to raise awareness among employers and employees, that the older workers are very valuable as their work experiences can help the younger workers. This is due to discrimination against older workers in the workplace. This is to encourage more employers to hire and keep their older workers. It is also to encourage younger employees to see the value in their older co-workers, thereby being willing to work and learn from them. This can be seen in the poster, on 'Employability of Older Workers', that says, "If not for Auntie Rosalind's guidance, I'd still be a fish out of water". This is said by the younger worker in the poster, who is learning about his job from his older co-worker.	<b>[4 – 5]</b>

<b>b)</b>	Study Sources B and C. How similar are these two sources? Explain your answer.	<b>[6]</b>
<b>Level</b>	<b>Descriptors</b>	<b>Marks</b>
<b>L1</b>	<b>Difference, based on provenance / source type</b>  E.g. The sources are different in terms of their provenance. Source B is a letter published in The Straits Times (by a member of the Singapore public) while Source C is a survey from an official report (by an organisation), Tripartite Alliance.	<b>[1]</b>
<b>L2</b>	<b>False matching</b>  E.g. The sources are different because Source B describes the difficulties of hiring older workers while Source C does not describe any difficulties.	<b>[2]</b>
<b>L3</b>	<b>Similarity OR Difference in content (i.e. must be valid matches)</b> <i>Award the higher mark for a well-developed answer.</i>  E.g. <u>Both sources are similar in that older workers are viewed as an asset in the workplace.</u> In Source B, the author acknowledges that the older workers can be an advantage in the workplace. The evidence is "...older workers possess a wealth of experience that will enable them to mentor younger workers..." Similarly, in Source C, it highlights an overwhelming number of younger respondents who acknowledge that the older workers have their benefits in the workplace. The evidence is that 98% agree that "the knowledge and skills of mature employees are highly valuable."  <b>OR</b>  <u>E.g. Sources B and C differ in terms of the financial cost of hiring older workers.</u> In Source B, the older workers are regarded as a financial burden to companies due to their age and health problems. The evidence from Source B is "Companies that provide health insurance will inevitably find older staff more expensive to insure. Many employers worry that they may not contribute to increased productivity or to cost savings." However, in Source C, the older workers are not regarded as a financial disadvantage to companies and it is not expensive to hire older workers. This is evident that the majority of respondents (71%) disagree that "Mature employees cost organisations more money."	<b>[3 – 4]</b>
<b>L4</b>	<b>Similarity AND difference in content</b>	<b>[5]</b>
<b>L5</b>	<b>L3 + Difference in attitudes</b>  E.g. <u>Sources B and C differ in terms of attitudes towards older workers in the workplace.</u> In Source B, there is an unfavorable attitude towards the older workers. The evidence is "Many employers worry that they may not contribute to increased productivity or to cost savings." This highlights that having the older workers seem to be more of a liability in the workplace than an asset. The author has a negative attitude towards the older workers and is not in favour of having the older workers. However, Source C shows an optimistic/hopeful/positive attitude towards having the older workers. The evidence can be seen in the overwhelming number of respondents (98%) agreeing that "the knowledge and skills of mature employees are highly valuable". This tells us that having older workers in the workplace is perceived to be an advantage. The aim of the survey is to reflect that there is a low percentage of negative attitudes towards the older workers.	<b>[6]</b>



<b>c)</b>	Study Source D. How useful is Source D as evidence about discrimination against older workers? Explain your answer.	[7]
<b>Level</b>	<b>Descriptors</b>	<b>Marks</b>
<b>L1</b>	<b>Useful based on undeveloped provenance</b>  E.g. Source D is useful as it is written by a Singaporean blogger.	<b>[1]</b>
<b>L2</b>	<b>Not useful, based on typicality</b>  E.g. Source D is not useful as it is only one person's viewpoint and may not represent the view of the majority.	<b>[2]</b>
<b>L3</b>	<b>Useful, based on content or not useful; or Not useful, based on limitation in content</b> <i>Award 3m for one-sided explanations (useful or not useful) based on content Award 4m for explaining both sides.</i>  Source D is useful in explaining that senior workers struggle to contribute their knowledge and skills in the workplace because of unfair employment practices. The evidence is "older workers who are rehired have to accept lower pay and lower-grade jobs" and "many workers aged above 55 want to work, but are unable to do so because of bias and prejudice in the workplace".  <b>OR</b>  Source D is not useful as it is only based on the perception of one person. Also, his claims on age discrimination is only based on his views and does not take into account the views of the hiring managers or even the younger workers' views towards older workers. Thus, the source lacks enough evidence for age discrimination.	<b>[3 – 4]</b>
<b>L4</b>	<b>Checking utility, using cross-reference</b>  Source D is useful in explaining that senior workers struggle to contribute their knowledge and skills in the workplace because of unfair employment practices. The evidence is "older workers who are rehired have to accept lower pay and lower-grade jobs" and "many workers aged above 55 want to work, but are unable to do so because of bias and prejudice in the workplace". This is supported by Source B, where older workers face challenges in continuing to work due to age discrimination. The evidence is "companies that provide health insurance will inevitably find older workers more expensive to insure" and "many employers worry that they (older workers) may not contribute to increased productivity or to cost savings".  <b>AND</b>  Source D is not useful as it is only based on the perception of one person. Also, his claims on age discrimination is only based on his views and does not take into account the views of the hiring managers or even the younger workers' views towards older workers. Thus, the source lacks enough evidence for age discrimination. In fact, by cross-referring to Source B, younger workers tend to have a more positive view towards older workers and working with them – 62% of younger workers do not see them as a challenge to the organization, and 71% do not see them as a cost to their organisation.	<b>[5 – 6]</b>
<b>L5</b>	<b>Useful though unreliable, purpose</b>	<b>7</b>

	E.g. The blogger is being critical of the government. He uses highly personal and emotional words like “sadly” and “obviously” to blame the government for this situation. Another evidence is “Obviously, the government efforts do not seem to work in ensuring fair employment practices. Such issues should not be happening if the government is more proactive.” In doing so, he wants to pressure the government to take action and remedy this age discrimination against the older workers. Thus, Source D is unreliable as the blogger has an ulterior motive. Despite the author’s motive, the source is still useful in providing evidence for age discrimination against older workers. There are perhaps some groups of workers who feel that older workers are not compensated fairly for their experiences and expertise. Therefore, the source is still useful as evidence for discrimination against older workers.	
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<b>d)</b>	Study Source E. Are you surprised by the source? Explain your answer.	[7]
<b>Level</b>	<b>Descriptors</b>	<b>Marks</b>
<b>L1</b>	<b>Surprised or not surprised based on provenance</b>  I am not surprised by what is said in Source E because it is the perspective of a social organisation. The social organisation will want to encourage the employment of older workers.	<b>[1]</b>
<b>L2</b>	<b>Surprised OR not surprised based on contextual knowledge</b> <i>Award 3 marks for a more developed answer.</i>  I am surprised by what is said in Source E about the need for older workers to actively engage in ensuring employability and continued contribution in society by changing mindsets. Based on the background information, they are being discriminated in their workplace because of the prejudice of the younger workers and companies towards the older workers. Hence, I feel that it should be the younger workers who should change their mindsets towards the older workers and value their contributions.  <b>OR</b>  I am not surprised by Source E about how the older workers face challenges in their workplace. The evidence is “often intimidated by shifts in technology, such as when they are confronted by new IT systems”. In my understanding, they are perhaps not used to the new technology that many businesses and companies use today as it was a very different situation during their time. Hence, they will find some challenges adapting to the new technology today.	<b>[2 – 3]</b>
<b>L3</b>	<b>Surprised with cross reference to other sources</b>  <b>For cross-reference to other sources</b> <i>Award 1m for additional source use, up to 6 marks.</i>  I am surprised by what is said in Source E because Sources B and C highlight the limitations of the existing society and economy. In Source B, the pieces of evidence are “They have not kept up with new work processes and technology, and may not interact well with younger colleagues” and “Companies that provide health insurance will inevitably find older staff more expensive to insure. Many employers worry that they may not contribute to increased productivity or to cost savings.” Source C also illustrates negative attitudes in the society towards the older workers and the increase in cost that the older workers may pose. Thus, there needs to be a transformation in society and economy. This is	<b>[5 – 6]</b>

	in contrast to what is said in Source E about challenges arising from mindsets of the older workers. Therefore, I am surprised.	
<b>L4</b>	<p><b>Not surprised based on context</b></p> <p>I am not surprised by Source E because it is a statement made in the face of a rapidly ageing Singaporean population where one in five residents will be 65 by 2030. Hence, it is not surprising that the social organisation seems to be encouraging the older workers to enhance their employability as it is likely that many will continue working in their old age. The idea that Singapore is facing an ageing population is supported by the background information, in which “The government has put in place numerous incentives to actively encourage employers to voluntarily employ older workers”.</p>	<b>[7]</b>

<b>e)</b>	How far do the sources show that Singapore promotes an age-inclusive workplace? Explain your answer.	<b>[10]</b>
<b>Level</b>	<b>Descriptors</b>	<b>Marks</b>
<b>L1</b>	<p><b>Writes about statement, no valid source use</b></p> <p>E.g. The sources show that Singapore promotes an age-inclusive workplace.</p>	<b>[1-2]</b>
<b>L2</b>	<p><b>Yes/No, supported by valid source use</b></p> <p>Sources A and C show that Singapore is promoting an age-inclusive workplace.</p> <p>Source A is a poster designed to raise awareness among employers and employees. The poster encourages companies to hire and keep their older workers. It also encourages the younger employees to see the value in their older co-workers and thereby more willing to work and learn from them. This will encourage a friendlier working environment for the older workers, thus promoting a more age-inclusive workplace.</p> <p>Source C shows a positive view towards having older workers. The evidence can be seen in the overwhelming response from 98% of the respondents who agree that “the knowledge and skills of mature employees are highly valuable”. This tells us that having older workers in the workplace is an advantage. Perhaps, the aim of the survey is to reflect that there are no negative attitudes towards older workers, thereby showing that an age-inclusive workplace is promoted in Singapore.</p> <p><b>OR</b></p> <p>Sources B, D and E do not show that Singapore is promoting an age-inclusive workplace.</p> <p>In Source B, there is a negative attitude towards the older workers. The evidence is “Many employers worry that they may not contribute to increased productivity or to cost savings.” This highlights that having older workers seem to be more of a liability in the workplace than an asset. It seems that the author is not in favour of having older workers. Thus, workplaces in Singapore do not promote age-inclusivity.</p> <p>Source D does not show that Singapore is promoting an age-inclusive workplace. The blogger is being cynical of the government. He highlights that “Obviously, the government efforts do not seem to work in ensuring fair</p>	<b>[3-6]</b>

	<p>employment practices. Such issues should not be happening if the government is more proactive” to support his claim that older workers are exposed to age discrimination. Therefore, an age-inclusive workplace is not promoted in Singapore.</p> <p>Source E shows that older workers face challenges in their work environment. This is evident from, “Older staff are often intimidated by shifts in technology, such as when they are confronted by new IT systems.” The source also states that, “Older workers feel that because of their age, they can't cope as well as those younger than them.” These challenges faced by the older workers suggest an unfriendly working environment given that there are no processes in place to help them adapt. They also feel that they are in competition with the younger colleagues. The unfriendly working environment described suggests that Singapore is not promoting an age-inclusive environment.</p>	
<b>L3</b>	<b>Yes + No, supported by valid source use</b> <i>i.e. Both elements of L2.</i>	<b>[7-10]</b>

2 (a) In your opinion, what can the government do to prevent the careless use of PMDs? Explain your answer, using **one** way. [7]

Level	Level Descriptor	Marks
<b>L1</b>	<p><b>Describes the topic</b></p> <p>E.g. There has been an increasing use of PMDs lately in Singapore, and this is a concern because of many accidents involving PMDs.</p>	1-2
<b>L2</b>	<p><b>Identifies/ Describes strategy</b> Award 3 marks for identifying a strategy. Award 4-5 marks for describing a strategy.</p> <p>Strategies:</p> <ul style="list-style-type: none"> <li>- Government can ensure safety and avoid confusion by creating designated pathways for PMD users so that these users will not ride on pathways for pedestrians.</li> <li>- Government can ban the use of PMDs to ensure the overall safety of the public.</li> <li>- Government can educate PMD/future PMD users on the safe use of PMDs.</li> <li>- Government can introduce a new law for PMD users to obtain a licence for using PMDs.</li> <li>- Government can put in place better monitoring procedures.</li> </ul> <p>E.g. One way for the government to prevent the careless use of PMDs is that the government can create designated pathways for PMD users so that they can ride on these pathways safely. As there have been many concerns regarding PMDs and the accidents arising from them, the designated pathways will allow the PMD users to continue riding their PMDs in a safer manner, so that they will not pose a danger or hazard to other members of public and even drivers on the road.</p>	[3-5]
<b>L3</b>	<p><b>L2 + Explains reasons</b> Award higher mark for clear explanation of strategy.</p> <p>One way is that the government can create designated pathways for PMD users so that they can ride on these pathways safely. As there have been many</p>	[6-8]

	<p>concerns regarding PMDs and the accidents arising from them, the designated pathways will allow the PMD users to continue riding their PMDs in a safer manner, so that they will not pose a danger or hazard to other members of public and even drivers on the road. <u>By staying on the designated pathways, members of the public will feel safer and assured that the probabilities of accidents or injuries will be lower. This is because the rules are now clearer to follow. Hence, the government is able to assure that the public's safety and the well-being of the citizens are taken care of.</u></p>	
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2 (b) Explain how good leadership and anticipating change and staying relevant are important for good governance in Singapore. [8]

Level	Level Descriptor	Marks
<b>L1</b>	<p><b>Writes about the topic (i.e. attributes of governance in Singapore) but without addressing the question</b></p> <p>e.g. Attributes of governance are important principles that shape governance such as having good leadership, anticipating change and staying relevant, practicing meritocracy and providing a stake for everyone. The principles contribute to successful policies and development in Singapore.</p>	[1-2]
<b>L2</b>	<p><b>Describes the role of given factors</b>  <i>Award 3-4 marks for describing role of one given factor.</i>  <i>Award 4-5 marks for describing role of both given factors.</i></p> <p>e.g. Having good leadership means the leader is capable of governing the whole country. Good leadership will mean that the leader has to possess positive qualities, such as being honest, having integrity, having the moral courage to do what is right, respects everyone and has a sincere desire to bring the best out for his or her country with no own personal gains or motives for himself or herself. For example, incorruptible leaders will make decisions for the good of the country rather than for their personal interest. If they are dishonest, they will be dealt with by the law. Another example is the late Minister Mentor Lee Kuan Yew, who was able to govern a peaceful Singapore for many years because he was fair and made decisions for the best of his country, although they may not be popular at times.</p> <p>e.g. Anticipating change and staying relevant means that the government is able to predict the trends that might take place in the near future, and to come up with strategies and ways to overcome potential challenges, so that these solutions can continue to be sustained and ensure the country remains prosperous and successful. For example, the government realised that Singapore needed to grow economically and positioned itself as a tourist destination. Hence, the decision to introduce the MBS casino in Singapore was made, although it was initially unpopular.</p>	[3-5]
<b>L3</b>	<p><b>L2 + Explain the role of given factors</b>  <i>Award 6-7 marks for describing role of one given factor.</i>  <i>Award 7-8 marks for describing role of both given factors.</i></p> <p>e.g. L2 + As such, with good leadership, leaders are equipped with the right qualities to make the best decisions for the country and the needs of the people. Citizens will be able to trust their leaders and their capability to govern the country well, and this will win the confidence and respect of the people. Hence, Singapore can be more successful when citizens are more supportive and confident that their leaders will govern the country with their best interests in mind.</p>	[6-8]

	e.g. L2 + As such, by anticipating change and staying relevant, leaders are able to make the right decisions for the country and come up with the relevant and necessary solutions for potential future challenges, so that Singapore can continue to remain progressive and adapt to changes well.	
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