

Name: _____ Register Number: _____ Class: _____



南橋中學

NAN CHIAU HIGH SCHOOL
PRELIMINARY EXAMINATION 2022
SECONDARY FOUR EXPRESS

For Marker's Use

Parent's Signature: _____

HUMANITIES (SOCIAL STUDIES)

2272/01
2273/01
2274/01
2287/01

12 Aug 2022, Friday

1 hour 45 minutes

Additional Material: Writing Paper

READ THESE INSTRUCTIONS FIRST

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

Answer **all** questions.

Please start your answer for Section B on a fresh page.

At the end of the examination, fasten all your work for Sections A and B separately.

The number of marks is given in brackets [] at the end of each question or part question.
The total marks for this paper is 50.

This document consists of 7 printed pages including the cover page.

SECTION A (Source-based Case Study)

Answer **all** questions.

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 which 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 is the message of Source A? Explain your answer using details from the cartoon. [5]

2 Study Sources B and C.

To what extent does Source B agree with Source C on gender equality in Singapore? Explain your answer. [6]

3 Study Source D.

Does Source D prove that women's rights are neglected in society? Explain your answer. [7]

4 Study Sources E and F.

Having read Source E, are you surprised by Source F? Explain your answer. [7]

5 'Governments should be responsible for preventing discrimination of women in the workplace.'

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

How far has gender equality been achieved in society?

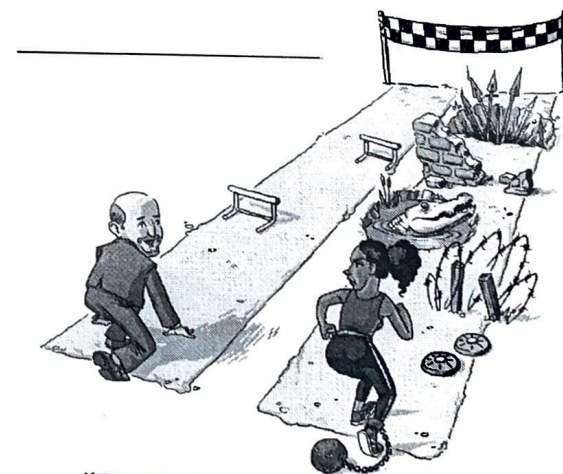
BACKGROUND INFORMATION

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

The United Nations has listed gender equality as a key goal that all countries should work towards. Gender equality refers to a state when men and women are treated as equals politically, economically and socially. This translates to equal rights in areas like access to education, economic resources and property ownership and empowering women to participate fully in leadership roles in society. It also means protection of women from violence and exploitation, as well as encouraging equal responsibilities between men and women in childcare and at home. With gender equality, men and women alike can fulfill their potential and live life to its fullest. Despite this goal, gender bias still exists in societies and translates into discrimination of women in daily life and in workplaces. This has sparked debates on whose role it is to promote gender equality and remove discrimination in society.

Study the following sources to find out the degree to which gender equality has been achieved in society.

Source A: A cartoon about gender equality at the workplace.



"What's the matter?
It's the same distance!"

Source B: *A speech by Minister Josephine Teo introducing the White Paper* on Singapore Women's Development to Parliament, 5 Apr 2022. Minister Teo is the Chairman of PAP Women's Wing and oversaw the government's review of women's issues.*

By any measure, Singapore women's development has reached a high base. Women are now better protected against harms and sexual offences, through the Protection from Harassment Act. Women are also better recognised in the economy—our gender pay gap has halved to around 4% over two decades. As of 2020, Singapore women's life expectancy reached 86, surpassed only by Switzerland and Japan. And of course, we have a woman as our President.

Nonetheless, the progress of women is a journey without end. We have a duty to find new ways to uplift women. The White Paper promises that. But governmental efforts can only go so far. No law can dictate family norms nor detailed workplace practices. Collective action is essential. Beyond being a comprehensive plan by the Government, the White Paper is a call for us all to act.

**White Paper – a government report which gives information and proposals on an issue*

Source C: *A letter written by the Senior Executive of the Association of Women for Action and Research (AWARE), a non-governmental organisation that advocates for women's rights in Singapore. The letter was published in the forum page of The Straits Times on 28 September, 2020.*

From September last year till this month, AWARE's Workplace Harassment and Discrimination Advisory (WHDA) received 172 calls, with over a third of them concerning some form of discrimination. The women whom WHDA supported lost job opportunities and were denied promotions and reasonable accommodation. They faced mistrust and suspicion once they got pregnant, became mothers or reached a certain age. Discouragingly, many had experienced unfair termination, or contemplated resignation as a result of unfavourable work environments. The Government has taken steps to get employers to act fairly. Workers may approach the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP). A complaint triggers an investigation, during which TAFEP speaks to the employer. However, some WHDA clients have reported that their employers refuse to attend mediation, negotiate or settle despite evidence of discriminatory behaviour.

Source D: *Extracted from the International Labour Organisation's (ILO) first global report on discrimination at work, published in 2003.*

Progress in fighting discrimination at work has been uneven and patchy, even for long recognized forms such as discrimination against women. "Discrimination at work will not vanish by itself; neither will the market, on its own, take care of it", the report says. For example, many more women earn an income today than 50 years ago, but are still relegated to lower-skilled jobs. Even in countries where women are equally or more educated than men, the "glass ceiling" often blocks their ultimate rise to the top. And everywhere, most women continue to earn less than men.

**Glass ceiling - an unacknowledged barrier to advancement in a profession, especially affecting women and members of minorities.*

Source E: *Extracted from the World Bank's Women, Business and the Law report in 2022.*

Globally, women still have only three quarters of the legal rights given to men. However, despite the disproportionate effect on women's lives and livelihood from the global pandemic, 23 countries reformed their laws in 2021 to take much-needed steps towards advancing women's economic inclusion, according to the report.

"While progress has been made, the gap between men's and women's expected lifetime earnings globally is US\$172 trillion," said Mari Pangestu, World Bank Managing Director of Development Policy and Partnerships. "As we move forward to achieve green, resilient and inclusive development, governments need to accelerate the pace of legal reforms so that women can realize their full potential and benefit fully and equally."

Source F: *An extract from The Business Times on the leadership of companies in Southeast Asia, published in 2022.*

Singapore has taken the top spot globally when it comes to the percentage of Chief Executive Officer (CEO) roles held by women, according to a new Deloitte report. Out of 99 unique companies in Singapore sampled, 13.1% had female CEOs. This was higher than the 9.9% recorded in 2018. When it comes to female board representation, the percentage of board members who were female rose to 17.6% in 2021, higher than the 13.7% recorded in 2018.

Overall, Southeast Asian companies also collectively fared well, with an average of 17.1% of women in board seats, nearing the global average of 19.7%. Nonetheless,

although the region has seen improvements in women representation, this varied across geographies. Indonesia fell by 2.4%, while Malaysia and Thailand reported improvements.

SECTION B (Structured Response Question)

Answer **both** questions.

Citizenship and Governance

Study the extracts carefully, and then answer the questions.

Extract 1

In a 2021 Institute of Policy Studies survey on Singaporeans' national pride and identity, over 95% of respondents indicated that Singapore was important to their sense of identity. These results were true across all racial groups. However, younger respondents were less likely than older respondents to perceive Singapore as being important to their own sense of identity.

Extract 2

The 2019 Gallup Global Law and Order Report, which measures citizen's sense of security and their experience with law enforcement agencies, ranked Singapore first for the sixth consecutive year. In a recent Public Perception Survey carried out in 2020, 91% of respondents agreed that the Home Team is fulfilling its mission of keeping Singapore safe and secure, and 90% trust the Home Team to do their duties objectively and with integrity.

Extract 3

According to the SG Secure website, there is currently no specific nor credible intelligence of an imminent terrorist attack against Singapore. However, the terrorism threat to Singapore remains high. The Singapore Armed Forces has stepped up efforts to strengthen capabilities and tackle emerging threats.

- 6 **Extract 1** highlights that national identity in Singapore is generally strong, though younger Singaporeans appear to have a weaker sense of national identity.

In your opinion, what are some consequences for Singapore if national identity weakens? Explain your answer with **two** consequences. [7]

- 7 **Extract 2 and 3** highlight the importance of maintaining internal order and external security.

Do you think maintaining internal order is more important than maintaining external security to ensure Singapore's survival as a small nation state? Explain your answer. [8]

End of Paper

NCHS
Secondary 4 Social Studies Prelim 2022
Answer Scheme

Copyright Acknowledgements:

- Source A <https://icld.se/en/article/study-says-obstacles-to-reach-gender-equality/>
 Source B <https://www.mci.gov.sg/pressroom/news-and-stories/pressroom/2022/4/opening-speech-by-minister-josephine-lee-at-the-motion-on-singapore-womens-development-on-5-april-2022>
 Source C <https://www.aware.org.sg/2020/12/workplace-discrimination-laws-needed-to-hold-errant-employers-to-account/>
 Source D https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_071332/lang-en/
 Source E <https://www.worldbank.org/en/news/press-release/2022/03/01/nearly-2-4-billion-women-globally-don-t-have-same-economic-rights-as-men>
 Source F <https://www.businesstimes.com.sg/companies-markets/singapore-posts-highest-percentage-of-women-ceos-globally-deloitte>

1. Study Source A.

What is the message of Source A? Explain your answer using details from the source. [5]

Marker's Report

- + Most students were able to infer sub-msg and get L2/3m
- + Most students could understand what the cartoonist was trying to portray thru the cartoon
- Most students were still not able to interpret the source HOLISTICALLY (all details) to make sense of the overall big idea (missed out on the interpretation of the caption)
- A handful of students still did not ATQ (mirror the question stem "The message of the source A is to")

Level	Descriptors	Marks
L1	<p>Literal interpretations / descriptions of cartoon</p> <p>e.g. The cartoonist's message is that men and women have to compete in society.</p>	1m
L2	<p>Infers Sub-message</p> <p>*Did not interpret the source holistically; Did not detect <u>criticism</u> of society's lack of empathy/ understanding towards women, as hinted in the caption</p> <p><i>Award 3 marks for sub-messages supported with details from source</i></p> <p>e.g. The cartoonist's message is that women struggle more than men to achieve success. This is seen in the range of obstacles that litter the path of the female athlete, compared to the relatively clear path of the male athlete. This means that women face more dangers in life and cannot move forward in life.</p> <p><u>Other sub-messages</u></p> <p>e.g. Women are treated unfairly/discriminated/poorly treated e.g. Men discriminating women (interpreted caption as man mocking/taunting the women in the cartoon)</p>	2-3m
L3	Main message, supported	4-5

Award 5 marks for well-developed message supported with details from source

*L3/4 - considered all portions of the source

(Main message: idea of appearance vs reality / Idea of discrimination against women is unimportant)

*L3/5 - Answer should detect criticism of society's lack of empathy/ understanding towards women, as hinted in the caption (or other valid interpretation of **reason** for continued gender inequality in the workplace besides lack of empathy for women, e.g. men's attitude etc)

e.g. The cartoonist's message is that society/men is indifferent to /lacks empathy for women's struggles (Main Message).

This is depicted by the many obstacles on the woman's path compared to the man's path. There are multiple threats ranging from barbed wires, to predators and walls. This implies that it is **harder for women to advance in society compared to men where they face discrimination or threats that block their success**. Despite seeming fitter and well-prepared for the race compared to the man who is in a suit, the woman has a heavy iron weight holding her back. This implies that **even with women's capabilities and empowerment, they are still disadvantaged by virtue of their gender**. The caption "What's the matter? It's the same distance" implies that there is still an **ignorance and lack of understanding of women's plight by society**. The cartoonist is thus criticising (intent) men and society at large for being blind to the continued problems faced by women and assuming that women today are more empowered than before / assuming that there is already a state of equality / expecting women to perform equally well as men despite the obstacles (5m).

2. Study Sources B and C.

To what extent does Source B agree with Source C on gender equality in Singapore? Explain your answer.

[6]

Marker's Report

(+) Most students were able to identify at least one common criterion supported with evidence and explanation, hence generally scoring 3-4m.

(-) A significant number of students were not able to provide a clear stand with the common criterion clearly stated.

x Source B agrees with Source C to a large extent/small extent.

✓ Source B agrees with Source C that efforts have been made by the government to promote gender equality.

The extent to which the sources agree or disagree with each other should be surfaced through 2-sided answers.

(-) Students need to work on the explanation of the evidence in proving their inference for each source. Some students merely paraphrased the evidence or inference.

x Source B agrees with Source C that **efforts have been made by the government to promote gender equality in Singapore**. Source B states that "women are now better protected against harms and sexual offences, through the Protection of Harrassment Act". This suggests that the government has **made efforts to promote gender equality**. (Should have explained what type of efforts were made or how gender equality could be achieved through such efforts)

(-) Students who attempted to compare the perspective/purpose of the sources did not provide a convincing explanation based on the background of the writers.

(-) A number of students who claimed that both sources have similar perspectives/purposes could not provide a convincing and critical response as they solely analysed the writer's background, without fully reading the source in totality. Hence, did not manage to identify the message of both sources accurately.

Level	Descriptors	Marks
L1	<p>Comparisons of provenance <i>Surface level comparison of context/time at which source was produced</i></p> <p>E.g. B disagrees with C since one is a government source and another is an non-governmental source and they will differ in views.</p>	1m
L2	<p>Agree/Disagree based on content <i>Higher mark for answers that are supported with evidence and well-explained</i></p> <p><u>Agree</u> E.g. Source B agrees with Source C that efforts have been made by the government to promote gender equality in Singapore. Source B suggests that government efforts have improved women's development, as seen from examples such as "women are now better protected against harms and sexual offences, through the Protection of Harrassment Act". This suggests that through enacting laws, the government has helped reduce violence against women and thus promoted gender equality. Likewise, Source C agrees that steps have been taken by the government to promote gender equality, as</p>	2-3m

seen from "The Government has taken steps to get employers to act fairly. Workers may approach the Tripartite Alliance for Fair and Progressive Employment Practices (TAFEP)." This suggests that the government has helped to put in place systems to **ensure that discrimination against women does not happen at work**, hence promoting gender equality.

Other possible points of agreement

E.g. Source B agrees with Source C that **different stakeholders have a role to play to advance gender equality in Singapore**./role of the government is limited and requires other stakeholders to contribute

- B - government and collective efforts
- C - government and employers

E.g. Source B agrees with Source C that there is room for improvement in gender equality.

Not accepted:

x Source B agrees with Source C that individuals must do their part to ensure gender equality. Source B says that it is not enough for the government to implement various measures but also individuals from families to workplaces must change their mindset to better promote gender equality... Similarly, **Source C says that it is not enough for the government to come up with initiatives to ensure gender equality but women must also step up and be willing to raise up unfair practices they face at the workplace. (Misreading of Source C)**

Disagree

E.g. Source B disagrees with Source C on the **extent of Singapore's progress in achieving gender equality in society**. Source B suggests that Singapore has made significant progress, from "By any measure, Singapore women's development has reached a high base," which shows a high degree of gender equality on various fronts. However, Source C disagrees by stating that Singapore still has a long way to go, as seen from "The women WHDA supported lost job opportunities and were denied promotions and reasonable accommodation. they faced mistrust and suspicion once they got pregnant, became mothers or reached a certain age". This implies that significant hurdles still exist towards achieving gender equality.

Other possible points of disagreement

E.g. Source B disagrees with Source C on the role of the government in achieving gender equality.

- B - role of government is limited, society needs to act
- C - role of government is crucial to hold society accountable

L3	Both aspects of L2, supported with evidence and explained <i>L3/3 for both aspects of L2, supported with evidence and weakly explained</i> <i>L3/4 for both aspects of L2, supported with evidence and well-explained</i>	3-4m
L4	Disagree based on perspective of authors <i>Higher mark for more developed answers</i> <i>Award 5m if student misses out intended outcome, but correctly relates perspective/message to the background of the two writers.</i> E.g. Source B disagrees with Source C on gender equality in Singapore due to their differing perspectives as a government leader and an activist respectively. Source B is by Minister Josephine Teo, who is not only a high-ranking member of the government but also the leader of the ruling party's women's wing. She thus acknowledges the positive steps that Singapore government has taken towards gender equality (M) so as to convince the other MPs and Singaporeans (A) to continue supporting the party leadership and its newest recommendations in the White Paper (O). Moreover, as leader of the review on women's issues, she would want to emphasise that society has a key role to play to complement the government , so as to rally Singaporeans to this common goal. On the other hand, Source C being by an activist disagrees with this positive picture of Singapore's gender equality given her background in a non-governmental organisation like AWARE. AWARE advocates for women's rights and hence the writer would want to criticise Singapore's shortcomings and draw attention to continued discrimination in the workplace (M), so as to prompt greater government (A) attention and policies to advance gender equality (O). Thus, the two sources disagree on where Singapore stands in gender equality, coming from their respective unique perspectives.	5-6

3. Does Source D prove that women's rights are neglected in society? Explain your answer.

[7]

Marker's Report

(+) Most students were able to infer from Source D and do a good cross-reference, hence generally scoring 4-5m.

(+) Students who attempted to analyse Source D's purpose and/or tone were generally able to see that it is a reliable source

(-) Some students simply analysed the purpose of Source D (accurately), but did not go on to explain why/how *the purpose makes the source reliable*

(-) While it was heartening to see that most of the cohort are becoming sensitive to dates in the provenance, many made assumptions that an older source (2003 in this case) automatically makes it outdated. Such students mistakenly concluded that Source D is therefore unreliable as proof. **Important to note that the date of a source does not in itself automatically make a source outdated, but rather the conclusions within the source.** In this case, though the source is old (2003), there are many other more current sources that share similar claims with it (e.g. C and E). Hence, reading all 6 sources in totality will tell you that the conclusion within Source D may be old but **enduring**.

(-) Rather than date, a more significant limitation of the source is its narrow scope (focusing solely on workplace), as well as its very general, global conclusion.

(-) As a good habit, the word 'reliable' should appear when doing a cross-reference for the reliability and utility questions, e.g. As X supports Y, it makes Y more reliable and hence proves...

Level	Descriptors	Marks
L1	<p>Proves/Does not prove based on superficial assessment of provenance</p> <p>E.g. Source D does not prove that women's rights are neglected as it is by the International Labour Organisation so it focuses narrowly on labour issues.</p>	1m
L2	<p>Proves/Does not prove based on content.</p> <p>2m - Answers unsupported 3m - Answers supported with evidence and explained. 4m - Proves AND Does not Prove based on content</p> <p><u>Proves</u> E.g. Source D does prove that women's rights are neglected in society as it claims that women continue to experience workplace discrimination. This is seen in "[women] are still relegated to lower-skilled jobs" and "And everywhere, most women continue to earn less than men", which suggests that women face continued hurdles in progressing economically, translating into lower income and other economic disadvantages.</p> <p><u>Does not Prove</u> E.g. Source D does not prove that women's rights are neglected in society as it claims that women now have more opportunities than before, as seen from "many more women earn an income today than 50 years ago" and "countries where women are equally or more educated than men" suggests that there is some degree of progress and efforts to include women and advance their rights, and hence cannot be fully seen as neglect.</p>	2-4m

L3	<p>Proves/Does not prove based on cross-referencing to check reliability Can award CR mark as long as it is evident that student is checking for reliability (i.e. using words like 'verified', 'supported by', instead of merely comparing) Higher mark for 2 cross-references or 1 well-developed cross-reference</p> <p><u>Proves - CR to Source C/E</u> E.g. Source D does prove that women's rights are neglected in society as it claims that women continue to experience workplace discrimination. This is seen in "[women] are still relegated to lower-skilled jobs" and "And everywhere, most women continue to earn less than men", which suggests that women face continued hurdles in progressing economically, translating into lower income and other economic disadvantages. This is supported by Source E, which suggests that women are still discriminated at work, with "gap between men's and women's expected lifetime earnings globally is US\$172 trillion". This highlights that there is a big gender pay gap, with women underpaid compared to male counterparts and hence implying prejudice towards women's work and neglect of their economic rights, resulting in economic disadvantages. As Source E supports Source D, Source D is reliable and hence further proves that women's rights are neglected.</p> <p><u>Does not prove - CR to Source B/F</u> E.g. Source D does not prove that women's rights are neglected in society as it claims that women continue to experience workplace discrimination. This is seen in "[women] are still relegated to lower-skilled jobs" and "And everywhere, most women continue to earn less than men", which suggests that women face continued hurdles in progressing economically, translating into lower income and other economic disadvantages. However this is refuted by Source F, which suggests that women have overcome workplace discrimination. This is seen in rising percentages of CEO positions held by women, with "a global average of 19.7%". This implies that women are more empowered at the workplace than before, rising to take on leadership positions, thus implying that workplace discrimination of women is not serious and their rights have thus been accounted for. As Source F refutes Source D, Source D is unreliable and hence does not prove that women's rights are neglected.</p>	4-5m
L4	<p>Proves/Does not prove based on critical assessment of provenance & purpose or understanding of limitations of source</p>	6-7m

Reject superficial analysis of provenance (outdated source as it is 2003)

6m - Provenance + tone (neutral/objective/nuanced, recognition that source has acknowledged some progress) only, with no purpose analysis

Proves (Reliability argument)

E.g. Source D does prove that women's rights are neglected as the source is highly reliable, coming from the ILO. The ILO is an international organisation which would have an overview of global labour issues and be privy to a range of scenarios in different countries as well as access to the assorted data globally. Moreover as the ILO it is not aligned to any country in particular and has to uphold its reputation and credibility as an international organisation, it has every reason to ensure its conclusions are accurate and objective, which we see from its neutral tone and objective assessment of the situation. It acknowledges that women do have more opportunities than before, but suggests that more can be done (Provenance + Tone). Here, it is seeking to convince governments (Aud) of the existing shortcomings in their efforts at tackling workplace discrimination (Msg), so that there can be more concerted changes by governments to create laws that guarantee more inclusion (Outcome). To do this successfully, the ILO needs to marshal convincing evidence (Don't stop at purpose, but go on to say why this purpose would make source reliable). Hence, it is likely to be reliable in its conclusions about women's lack of progress and thus proves that women's rights are neglected.

Does not prove (Nature/limitations of source - Utility argument)

E.g. Source D does not prove that women's rights are neglected in society as the ILO is providing a general assessment of the state of women's discrimination in the workplace. From the source, we see that it is drawing general, global conclusions without highlighting specific countries and as such ignores regional or country-specific progress that countries may have made to protect women's rights. For instance, there could be big differences in developed versus developing countries. Moreover, women's rights also cover a broad range of issues. It is possible that there could be progress in some areas and neglect in others, so the report cannot convincingly prove that women's rights are neglected since it narrowly focuses on indicators related to the economy. Hence, while it can prove that women's economic rights may be overlooked, it cannot prove that women's rights are overall neglected in society.

4. Having read Source E, are you surprised by Source F? Explain your answer. [7]

Marker's Report

(+) Many students were able to compare E and F successfully, thus earning an L3/3-4m
 (-) A worrying number of students were still lifting/describing/paraphrasing the source with no interpretation, e.g. simply saying that Source F shows more women taking up leadership roles (describing trend of data) but not going on to *interpret* this by arguing that **women's economic rights have thus advanced, or that gender biasness is not as severe as before**

(-) Many students do not have a clear stand in their opening line as they did not give their reasoning.

x Having read Source E, I am surprised by Source F. (No reason provided, sometimes for the entire paragraph)

✓ Having read Source E, I am surprised by Source F as the two sources contradict one another in terms of xxx. (Line of reasoning is given from the beginning)

(-) Students who did not do well in this question misinterpreted Source F. For e.g.,

- A significant number of students thought that Source E and F share a cause-and-effect relationship, assuming that the 23 countries that reformed their laws in Source E translated into the progress we see in CEO-ships in Southeast Asian countries in Source F. This is not the case. Do not blindly apply past practices to new context.
- Another group of students thought that the positive outcomes in Source F were a result of **government efforts, laws / legal reforms**, but this was a misreading as Source F only states outcomes but not the **reasons**. It could well be that companies are the ones spearheading the positive outcomes and not governments
- Many students misread Source F's purpose, assuming that it shares the same purpose as Source E of advocating for women's rights. Some even suggested that Source F would have an ulterior motive of being pro-Southeast Asia and pro-Singapore. These are all assumptions that we cannot tell. Instead, the surest argument is that Source F, as a media outfit (Business Times), seeks merely to inform its readers (investors, businesspeople etc) of trends in the region so that they can stay up-to-date about the situation.

(-) Many students were under the misconception that surprise questions are about reliability. However, this is **not the principle of the question**. Whether a source is reliable/unreliable doesn't affect our conclusion of whether a source is surprising. Instead, our conclusions simply rest on **whether a source's claims (content) are expected when we consider its provenance or when we compare it against other sources' claims**

(-) Students who did not understand the above principle were simply following a fixed structure but did not demonstrate understanding. For e.g., quite a number of students simply compared both sources' purpose, **but didn't relate why the sources' respective purposes make their respective content surprising / unsurprising.**

Level	Descriptors	Marks
L1	Surprised/Not surprised due to provenance of F	1m

L2	Surprised/Not surprised based on commonsensical reasoning / content of F alone	2m
L3	<p>Surprised/Not surprised based on comparison of E AND F <i>Lower mark if comparisons are unclear (e.g. match in issue is weak/lacks a clear common criterion) or if explanations are weak</i> <i>Higher mark for developed and well-supported comparisons</i></p> <p><u>Surprised</u> Having read E, I am surprised by Source F due to the contradiction over whether women have been able to advance economically (Reason/common criterion). Source E suggests that women are not able to advance economically due to the presence of laws that hindered these advancements. Source E states that 'Globally, women still have only three quarters of the legal rights afforded to men' and "governments need to accelerate the pace of legal reforms so that women can realize their full potential and benefit fully and equally." This suggests that the existence of laws that do not accord the same rights to the men and lack of government effort are causes for why women are not able to advance economically. However, Source F suggests that women are able to make economic advancement as can be seen in the increasing number of women holding high posts in Singapore as well as SEA. The source states 'Singapore has taken the top spot globally when it comes to the percentage of Chief Executive Officer (CEO) roles held by women, according to a new Deloitte report.' In addition, it also states that Southeast Asian companies also collectively fared well, with an average of 17.1% of women in board seats, nearing the global average of 19.7%. This implies that women are able to make career progression and advance economically as more of them are holding the CEO posts. As the two differs about women's ability to make economic advancement, having read Source E, I am surprised by Source F.</p> <p><u>Not surprised</u> Having read E, I am not surprised by Source F despite their differing claims, as both sources focus on different indicators of gender equality (Reason). Source E is a report looking at the general wage gap and overall rights. It states that "While progress has been made, the gap between men's and women's expected lifetime earnings globally is US\$172 trillion - nearly two times the world's annual GDP". By analysing the global income gap between the gender, the report shows that women are still discriminated and treated unfairly. Hence, it is highlighting income as a significant indicator towards gender inequality. However, Source F is looking at the proportion of women who have ascended to top ranks of leadership (CEO-ship). Source F states that there is increased</p>	3-4m

	<p>in the percentage of women holding the CEO posts in Singapore as well as SEA. This implies more women are now given the opportunities to take up leadership in companies, a favourable sign of gender equality. As the 2 sources focusses on different indicators of gender equality, I am not surprised by Source F even after having read its significantly different views from Source E.</p>	
L4	<p>Surprised/Not Surprised based on cross-reference <i>Award 6 marks for CR to both sides</i></p> <p>Note to students: Please pay attention to how to craft the stand/conclusion when doing CR. You need to explain the relationship between all three sources. Many students simply wrote "As D/ opposes F, I am surprised", but did not bring in E (necessary to bring in E and F as question is comparative in nature).</p> <p><u>Surprised</u> Having read E, I am surprised by Source F due to the contradiction over whether women have been able to advance economically. (Explain above) Moreover, D opposes F in suggesting that women have been able to advance economically. Source D mentions that even though more women are earning income today as compared to 50 years ago, they are 'still relegated to lower-skilled jobs. Even in countries where women are equally or more educated than men, the "glass ceiling" often blocks their ultimate rise to the top.' This implies that Source D opposes Source F and agrees with Source E that barriers still exist in hindering the advancement of women at the workplace. As Source E's claim that women are not able to advance economically is supported by Source D, I am even more surprised by Source F's view about women's advancement at the workplace.</p> <p><u>Not surprised</u> Having read E, I am not surprised by Source F despite the differences in views over whether women have been able to advance economically. (Explain above)</p> <p>This is because Source B supports F and states that 'Singapore women's development has reached a high base... Women are also better recognised in the economy—our gender pay gap has halved to around 4% over two decades.' This implies that women in countries like Singapore are able to advance economically as there are laws to protect them. As Source F's view on women's economic advancement is supported by</p>	5-6m

	Source B, I am not surprised by Source F despite its differing claims from Source E.	
L5	<p>Not Surprised based on critical analysis of provenance and context</p> <p>Note to students: Please pay attention to the portions highlighted in purple. Many students simply gave the portions in green or turquoise (the purpose/provenance), but did not explain why they were surprised/not surprised. 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.</p> <p>Having read Source E, I am not surprised by Source F as they differ in provenance, purpose and context, thus accounting for the differing viewpoints. Source E is a report by the World Bank's Women, Business and the Law Report in 2022. Given the report's focus on women and the World Bank's role as a leading <u>global</u> institution (provenance and context), it is expected that it would want to highlight the negative global situation faced by women especially in the area of economic advancement (Msg / claim) so that governments across the globe can take concrete steps to improve the situation to reduce gender inequality (Outcome). In contrast, Source F is from the Business Times and the article is more focused on <u>Singapore and the SEA regions</u> in highlighting the positive regional situation of the ability of women to make economic advancement (Msg / claim). As a media company, its report on the leadership of companies in Southeast Asia is intended to give a more balanced perspective and keep readers more informed (Outcome) by educating the readers on the progress for a small segment of women who can break it into top leadership roles even as other ordinary women experience lack of progress in wages. Hence, I am not surprised by F even after reading E, as it is not surprising and entirely possible for their conclusions on women's advancement in the economy to differ when their areas of focus are so different (relate purpose back to difference in content!). One comes from a global perspective seeking to advocate, and another focuses on regional perspective seeking merely to inform. It is not unexpected for regional trends to diverge from global trends.</p>	7m

<p>5. 'Governments should be responsible for preventing discrimination of women in the workplace.'</p> <p>Using sources in this case study, explain how far you would agree with this statement. [10]</p> <p>Marker's Report</p> <ul style="list-style-type: none"> + Most students were able to interpret the sources accurately and identify an appropriate stand (agree/disagree with the statement) <ul style="list-style-type: none"> - Agree → GOVT should be responsible (significance of govt's role) - Disagree → NOT GOVT (limitations of govt's role) - Disagree → OTHER STAKEHOLDERS (significance of companies/individuals/NGOs) + Most were able to cite relevant, sufficient evidences to support their stand - Many students were still NOT able to get a valid explanation due to the following reasons: <ul style="list-style-type: none"> - Explanation = What was alr stated in the source (X) - Did not elaborate WHY or HOW the stakeholder should / should not be responsible, merely concluded that they should be responsible.(X) - Explanation was too vague and generic, seems to apply to all sources, not specific to what the source is showing for e.g. "thus govt can act to bring equality to women at workplaces" (X) <p>Note to all students - in the context of this question, a valid explanation needs to be</p> <ol style="list-style-type: none"> (1) SPECIFIC actions about HOW the identified stakeholder can prevent discrimination of women in workplaces OR (2) SIGNIFICANCE of the role of the identified stakeholder OR (3) SPECIFIC limitations of other stakeholder's roles <ul style="list-style-type: none"> - BONUS ATTEMPT: many tried balanced conclusion route which was valid BUT did not get awarded marks as they did not hit L3 (Focus on source analysis next time!!) OR they did not bring in source(s) to support their claims - ORGANISATION OF ANSWER: a handful (worrying) still not clear about the requirement for this question <ul style="list-style-type: none"> X Put all sources together in 1 paragraph X No clear stand if each source agrees/disagrees 		
Level	Descriptors	Marks
L1	Writes about statement, no valid source use	1m
L2	Yes/No, supported by valid source use.	2-4m

Award up to 4 marks for answers that use sources to only take one side of the stand.

Governments should be responsible

e.g. I agree that governments should be responsible as Source C shows that **government action is required to enforce laws that prevent discrimination**. This is seen in "However, some WHDA clients have reported that their employers refuse to attend mediation, negotiate or settle despite evidence of discriminatory behaviour", which implies that governments need to do more to prevent discrimination by monitoring employers, holding them accountable and enforcing the existing laws more strongly so that errant employers do not get away with discrimination of women at work. / laws set by govt can be deterrent to employers reducing discrimination.

e.g. I agree that governments should be responsible as Source E highlights that **governments play a key role in driving women's inclusion in the workplace**. This is seen in "23 countries reformed their laws in 2021 to take much-needed steps towards advancing women's economic inclusion" and "governments need to accelerate the pace of legal reforms", which imply governments should be the one leading the efforts to remove discrimination as they have the power to enact inclusive laws that will achieve inclusivity at a faster rate and get rid of the hurdles that women face at work. / implement laws to deter employers against treating female employees unfairly / laws to ensure equal opportunities are provided for women to also get higher paying jobs and stop outright discrimination at workplaces

Reject (E):

- "Empower women and allow them to redefine themselves ..." (too vague - how so?)
- "more laws and policies need to be implemented so that women are accepted into workplaces" → too vague. Why would this be effective/imp?

Also accept:

- Source B agrees that govt plays an important role - rallying people, leading role in shaping convo on women's rights / has authority to implement policies to support women at workplaces / has implemented effective policies to ensure gender equality at workplaces
- Source D agrees that govt should intervene in ensuring equality in women's rights such as putting in place laws as current efforts are insufficient
- source A agrees that govt should intervene due to the ignorance of employers

Reject (D):

- "Glass ceiling" → govt is responsible for gender inequality (cannot tell from the source)

Other parties/stakeholders should be responsible

e.g. I disagree that governments should be responsible as Source A shows that **it is societal attitudes that need to change in order to prevent discrimination of women in general**. This is seen in the caption "What's the matter? It's the same distance", which exposes the ignorance of individuals who are unaware of the hurdles faced by women and have the assumption that there is already equality. Hence, if women are to progress in the workplace, society at large needs to play a role by changing their perspectives on the issue and recognising the real challenges that women face before steps can be taken to remove discrimination at work.

e.g. I disagree that governments should be responsible as Source B suggests that **removing discrimination at work is a whole-of-society effort**. From "governmental efforts can only go so far. No law can dictate family norms nor detailed workplace practices. collective action is essential", it is clear that even the best laws cannot prevent discrimination unless employers and families play their part and ensure that women are able to fulfill their potential. It suggests that while the government can set the stage through the laws and policies, the other stakeholders must cooperate to realise gender equality in the workplace. / limitation of govt's efforts (unable to change people's deep rooted mindset) / employers must understand the importance of gender equality and women's rights / we need to work to put aside our stereotypes and prejudices

Reject:

- Individuals can propose ideas to promote gender equality
- individuals have to play a part and govt cannot do everything (too vague)

e.g. I disagree that governments should be responsible as Source C suggests that **non-governmental organisations need to advocate and draw attention to workplace discrimination too**. From "AWARE's Workplace Harrassment and Discrimination Advisory received 172 calls" from women about issues like "unfair termination", "denied promotions", we see that there is a role of NGOs like AWARE in terms of advocating for change and revealing to the government its blindspots through their frontline work and research. They thus have a role in providing governments feedback and ensuring that governments are not complacent about their policies.

also accept (C):

- employers need to be impartial in their judgment and decisions at workplaces
- employers have a significant role in sending the correct msgs abt gender equality at workplaces

	<p>- limitation of govt's/NGO role if employers choose not to cooperate as employers have the most control at workplaces</p> <p>e.g. I disagree that governments should be responsible as Source D suggests that international organisations are crucial to preventing discrimination through their research. This is seen in how the ILO is drawing attention to "uneven and patchy" progress in different countries, "still relegated to lower-skilled jobs", "and everywhere, most women continue to earn less than men" which implies that international organisations help to gather data and monitor the situation worldwide and report it to raise awareness of the issues and push for more changes that will better prevent discrimination of women at work.</p> <p>e.g. I disagree that governments should be responsible as Source F suggests that companies play a part in preventing discrimination by grooming female talent and leadership. This is seen from "Out of 99 unique companies in Singapore sampled, 13.1% had female CEOs. This was higher than the 9.9% recorded in 2018." This shows that the majority of companies are still dominated by male leadership. Hence, while more companies are beginning to recognise women's abilities at work, there is still a long way to go. Hence, companies need to do more to prevent discrimination and recognise and groom female talent into top roles. / effective in sending msgs abt the importance of gender equality and not rely on the govt for it</p> <p>Reject (F):</p> <ul style="list-style-type: none"> - "differs across geographies" → govts are responsible for it (does not necessarily mean so) 	
L3	<p>Yes + No, supported by valid source use</p> <p>Award 5 marks for 1 Yes + 1 No, and additional mark for each valid source use, up to 8 marks.</p> <p>Note: 8 marks to be awarded only for balance use of source, i.e. 2 Yes + 3 No.</p>	5-8 m
+2	<p>Note: Consideration on number of sources used and the quality of analysis in deciding on marks in L3</p> <p>To score additional 2 marks, candidates can take any <u>one</u> of these three routes:</p> <ul style="list-style-type: none"> • Through analysing at least one source in relation to its reliability, utility or sufficiency) - Source used cannot previously be used for the same skill. • By sharing example(s) from their contextual knowledge. • By giving a balanced conclusion/resolution <p><u>E.g. Analyse Source to contest its sufficiency and reliability.</u></p>	9-10m

	<p>e.g. Source F is not very useful in addressing the issue of preventing discrimination of women in the workplace. Even though it suggests the companies playing an important role, the source is limited in scope as it refers to the SEA region alone and focuses more on the leadership roles. Hence, the source lacks in providing a global outlook pertaining to the presence of discrimination of women in the workplace. Hence, the source is not very useful to evaluate who is responsible to prevent workplace discrimination for women.</p> <p><u>E.g. sharing example(s) from their contextual knowledge</u></p> <p>Source B suggests a need for a more concerted effort to improve the plight of women especially with reference to workplace discrimination. From contextual knowledge, I know Singapore celebrates International Women Day in an effort to promote gender equality. For instance, the National Heritage Board planned a series of activities to recognise the role of women in an effort to promote gender equality.</p> <p><u>E.g. Balanced conclusion</u></p> <p>The sources provide different perspective on who is responsible for preventing discrimination of women in the workplace. Some suggest that the government play an important role, others look at the role play by the individual, companies and international organisation. This suggests that the issue is a complex one that requires a more concerted effort as indicated in Source B. As such all stakeholders be it the government, companies, organisation as well as the individuals have to play their part to prevent or stop discrimination of women at the workplace. In this aspect, educating the masses on gender equality could be the more common factor that all stakeholders do to prevent women discrimination in the workplace.</p>	
<p>Points to note:</p> <ol style="list-style-type: none"> 1. Must state stand. Either agree or disagree. 2. Must cite relevant evidence clearly to link to the statement. 3. Must have relevant inference to explain how evidence of the source agrees or disagrees with the statement. (strictly no lifting or paraphrasing) 4. Inference must have either outcome or impact. 5. Bonus Point: For balanced conclusion, answer must L3 first. 		

Section B (SRQ)

6 Extract 1 highlights that national identity in Singapore is generally strong, though younger Singaporean appear to have a weaker sense of national identity.

In your opinion, what are some consequences for Singapore if national identity weakens? Explain your answer with two consequences. [7]

Marker's Report

- + Most students are able to provide the consequences of a weakened national identity.
- + Better responses were able to relate to the concepts such as sense of belonging etc
- + Good examples were used to support the argument for the better answers.
- Need to strengthen conceptual understanding
- Need to address the question rather than force fit what has been learned.
- Some answers preach about the importance of NI or the need to strengthen it.

L1/1	<p>Describes the topic without addressing the question</p> <p>E.g. A sense of national identity comes from a shared belief of belonging to the same country, and therefore feeling connected to other Singaporeans. It means feeling strongly about similar things as other Singaporeans, sharing a common way of life and experiencing common practices such as singing the National Anthem and taking the pledge. (1m)</p>
L2/2-4	<p>Identifies/Describes consequences</p> <p>Award 2 marks for identifying 1 consequence Award 3 marks for identifying 2 consequences or describing 1 consequence Award 4 marks for describing 2 consequences</p> <p>E.g. If national identity weakens, a consequence for Singapore could be a less united population [2m]. Another consequence could be Singaporeans becoming less willing to participate in public affairs or to fulfil their responsibilities as citizens [3m].</p> <p>E.g. If national identity weakens, a consequence for Singapore could be a less united population [2m]. A sense of national identity comes from a shared belief of belonging to the same country, and therefore feeling connected to other Singaporeans. Without a strong national identity, Singaporeans may feel less close or attached to their fellow Singaporeans, becoming more indifferent to the plight of other Singaporeans, affecting us in times of national crisis [3m].</p>
L3/5-7	<p>Explain the reasons</p> <p>Award 5-6 marks for explaining one consequence in detail Award 6-7 marks for explaining two consequences in detail</p> <p>E.g. One consequence of a weakened national identity is a less united population (POINT). A sense of national identity comes from a shared belief of belonging to the same country, and therefore feeling connected to other Singaporeans regardless of the differing backgrounds, race, religion or socio-</p>

economic status. Without this, Singapore could become a more divided country, which is problematic given Singapore's diversity. Lacking national identity could mean that Singaporeans start to see other identity markers as more important, over and above the shared national identity. This could manifest in problems like the rise of more conflicts and tensions in society over our differences, such as in issues of race and religion. It could also mean an unwillingness to care for others who may be less fortunate (ELABORATE). This is a serious consequence for Singapore because we may then see less ground-up initiatives by Singaporeans to work for the good of society or to care about the vulnerable, especially in times of national crisis like in the recent pandemic or haze. Overall, a weakened national identity would negatively impact the national unity of a population which then weakens our social fabric and results in a divided and indifferent population (EXPLAIN why this is a consequence for Singapore + LINK back to Qn).

E.g. Another consequence of a weakened national identity is a **lower willingness by Singaporeans to fulfil their individual responsibilities as citizens** (POINT). Citizenship comes with responsibilities such as obeying the laws, serving national service, paying our taxes, voting and more. These responsibilities help ensure the peace, progress and prosperity of the country. However, if national identity is weakened, individuals may feel less desire to fulfil these responsibilities as there would be a lack of sense of belonging or loyalty to the country and to fellow Singaporeans. Individuals may then question the need for such obligations if they feel no strong attachment to the country, especially if the obligations involve some element of personal sacrifice like National Service (ELABORATE). This is a serious consequence for Singapore if larger numbers of Singaporeans are non-compliant or unwilling to play their part for the greater good of society. The government would need to spend more time and resources creating the buy-in from Singaporeans and to enforce some of these obligations. In the long-term, there is also a potential that Singaporeans may leave the country to avoid such obligations. Hence, a weakened national identity may affect the long-term prosperity and stability of the country should citizens become less willing to fulfil their responsibilities. (EXPLAIN why this is a consequence for Singapore + LINK back to Qn).

7. Extract 2 and 3 highlight the role of the government in working for the good of society.

Do you think maintaining internal order is more important than external security to ensure Singapore's survival as a small nation state? Explain your answer. [8m]

Marker's Report

- + Most students showed good knowledge of the 2 given factors.
- + better responses used relevant examples to support the answer.
- Good display of content knowledge but did not address the question.
- Example use like PPO while not wrong was not the most suitable to address the focus of the qn.

- Most students did not achieve L3 for both answers and thus the balanced conclusion is not considered.
Note: 2 L3/5 for both does not equate to L3/6

L1/1	Describes the topic without addressing the question
L2/2-4	<p>Describes how the government ensured justice and / or safeguard citizen's interest. Award 2 marks for describing 1 factor Award 3-4 marks for describing 2 factors Award 3-4m for explanation but not well supported by evidence/description Example must be related to how Sg maintains internal order/external security to be valid.</p> <p>Maintaining internal order is an essential role of government to ensure Singapore's survival as a small nation state. Government agencies like the Singapore Police Force (SPF) and the Singapore Civil Defence Force (SDF) help to protect and safeguard people and property. Other organisations, such as the Internal Security Department (ISD), also keep Singapore safe and sovereign. For example, ISD collects accurate intelligence, makes impartial assessments and takes timely action to counter security threats to Singapore's internal stability and sovereignty.</p> <p>Maintaining external security is an essential role of government to ensure Singapore's survival as a small nation state. As for external security, agencies such as The Army, The Navy and The Airforce strengthen Singapore's defence and deter potential enemies from attacking Singapore. At the same time, the Ministry of Foreign Affairs contributes to the formulation and implementation of Singapore's foreign policy to advance our national interests through the forging of strong partnerships at bilateral and multilateral levels. Singapore is, thus, seen as a responsible and constructive member of the international community</p>
L3/5-7	<p>Explains how the government ensured justice and / or safeguard citizen's interest.. Award 5-6m one GF explained Award 6-7m for answers that are well-explained for both GF E.g. Maintaining internal order is an essential role of government to ensure Singapore's survival as a small nation state. Government agencies like the Singapore Police Force (SPF) and the Singapore Civil Defence Force (SDF) help to protect and safeguard people and property. Other organisations, such as the Internal Security Department (ISD), also keep Singapore safe and sovereign. For example, ISD collects accurate intelligence, makes impartial assessments and takes timely action to counter security threats to Singapore's internal stability and sovereignty. By maintaining internal order, Singapore's survival as a small nation state is ensured as there is peace and safety in the country. With stability and order in the country, social services such as schools and hospitals can help the country's citizens meet its diverse needs. This will bring about social stability which is critical for Singapore as it is</p>

	<p>a multi-ethnic and religious society. Singapore will also be able to attract investors to grow our economy given such a conducive environment. With social and economic stability, Singapore is in a better position to survive as a small nation state given that it can harness various resources such as its citizens and the economic gains it derives to ensure that Singapore remains a strong nation in a volatile world.</p> <p>Maintaining external security is an essential role of government to ensure Singapore's survival as a small nation state. As for external security, agencies such as The Army, The Navy and The Airforce strengthen Singapore's defence and deter potential enemies from attacking Singapore. At the same time, the Ministry of Foreign Affairs contributes to the formulation and implementation of Singapore's foreign policy to advance our national interests through the forging of strong partnerships at bilateral and multilateral levels. Singapore is, thus, seen as a responsible and constructive member of the international community. As a small state, Singapore needs both deterrence and diplomacy in order to survive. A strong military defence is not sufficient given its small size especially in the light of a volatile world. To minimise any threat, diplomacy at every level would be crucial to show the world that Singapore can be an asset and a friendly nation. This approach will assure its citizens and potential investors that they are protected from external threats. Investors will then be more confident to invest in Singapore, which can help achieve more sustained economic growth and better meet the needs of its citizens. Hence, maintaining external security will help Singapore survive as a small nation.</p>
<p>L4/8 OR L3/6 + 1</p> <p>S-stand CF-compare factors</p>	<p>L3+ Explains the relative importance of each factor</p> <p>Maintaining both internal order and external security are essential to ensure Singapore's survival as a small nation state as the threat to Singapore can both come from within or outside. Having said that, maintaining internal order will be more important than external security because with internal order comes economic, social and political stability that are crucial for the development of the nation. This will then allow Singapore to strengthen its defence force and extent its friendship to more nations through deterrence and diplomacy.</p>