



**SINGAPORE CHINESE GIRLS' SCHOOL
PRELIMINARY EXAMINATION 2024
SECONDARY FOUR
O-LEVEL PROGRAMME**

CANDIDATE NAME

CLASS

REGISTER
NUMBER

CENTRE NUMBER

INDEX
NUMBER

**HUMANITIES
2262/01**

2260/01 / 2261/01 /

Paper 1 Social Studies

**Monday
minutes**

19 August 2024

1 hour 45

Additional Materials: 2 Cover Sheets

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, highlighters, glue or correction fluid.

Section A

Answer all questions.

Section B

Answer **both** questions.

Start each section on a new sheet of writing paper.

Complete the Cover Sheets and attach accordingly.

At the end of the examination, fasten Section A and Section B SEPARATELY.

They will be collected SEPARATELY.

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

This question paper consists of 7 printed pages

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 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.

1 Study Source A.

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

2 Study Sources B and C.

How similar are these two sources? Explain your answer. [7]

3 Study Sources D and E.

Having read Source D, was Source E surprising? Explain your answer. [7]

4 Study Source F.

How useful is this source as evidence about workplace discrimination? Explain your answer. [6]

5 'The government should be responsible for managing workplace discrimination.'

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

[Turn Over

How can discrimination in workplace be managed?

BACKGROUND INFORMATION

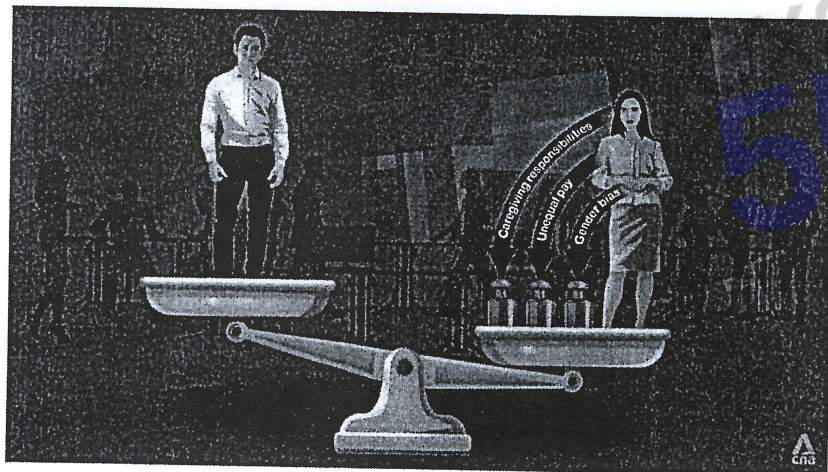
Read this carefully. It may help you to answer some of the questions.

Workplace discrimination happens when an employer treats an employee less favorably than others. It could mean a female employee being paid less than a male colleague for doing the same job, or an employee from a minority ethnic community being refused the training opportunities offered to other colleagues.

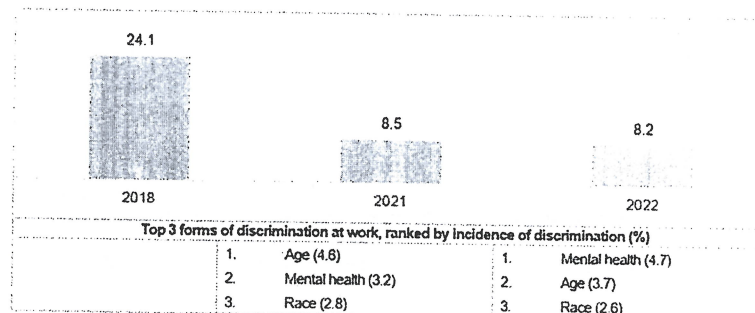
To reduce workplace discrimination, the Singapore government announced it would introduce legislation by the second half of 2024. The proposed legislation is expected to provide employees with specific causes of action for workplace discrimination. It will provide specific enforcement mechanisms for the Government to impose penalties for companies that engage in workplace discrimination. Employers were more cautious about the legislation as they perceive such legislation as an impediment to business growth.

Study the following sources to find out how workplace discrimination can be managed.

Source A: A cartoon published on a Singapore news website, April 2022. The words on the right reads 'caregiving responsibilities, unequal pay, gender bias.'



Source B: From the Ministry of Manpower about the incidence of discrimination (%) among employees from 2018 to 2022. The Ministry of Manpower is responsible for developing a productive workforce and progressive workplaces so that Singaporeans will have better jobs and a secure retirement.



Source C: From an article published on a Singapore news website, July 2023.

Fewer Singapore residents in the labour force faced discrimination at work and during their job searches last year. This is possible following efforts by the Tripartite Alliance for Fair and Progressive Employment Practices*. Employees who experienced discrimination more commonly reported unfair treatment related to remuneration, workload distribution and career progression. For instance, females were more likely than males to experience discrimination at work, which commonly occurred through unequal distribution of workload.

* The Tripartite Alliance for Fair and Progressive Employment Practices was set up in 2006 by the Ministry of Manpower, National Trades Union Congress (representing workers), and Singapore National Employers Federation.

Source D: From Prime Minister Lee Hsien Loong in his 2021 National Day Rally.

A key plank in the Government's efforts will be the creation of a tribunal to deal with workplace discrimination. This will protect workers against discrimination based on nationality, age, race, religion, and disabilities. Women will also get better protection. It signals that we do not tolerate discrimination at workplaces.

But in practice, we hope to operate in a similar way as today, except better. We should still resolve workplace disputes informally and amicably, if at all possible. The legal redress should be a last recourse, he added. It should be seldom needed, but whose existence will cause the parties to work harder to settle the dispute, through conciliation and mediation.

Source E: From an interview with Maya, a female employee published on a Singapore news website, September 2021.

I was being passed over for certain projects because of gender stereotypes. My employers told me that men were better at advertising and creative work. I felt that it hampered my growth. It did impact the decisions as to what projects to hand over to me when I was just as capable as the other male colleagues in the team.

You don't want to ruffle any feathers so it can be challenging to have some kind of voice when these situations arise. Can senior management actually be trusted to advocate on my behalf or to mediate? It's challenging to navigate. When it comes to gender stereotyping, legislation may not address this for gender stereotyping in the workplace is rooted to structures in the society that reinforce ideas of gender inequality.

Source F: From an article by the Association of Women for Action and Research, published in September 2022. This Association seeks to remove gender-based barriers to create gender equality.

After Elise had returned from maternity leave, her supervisor yelled at her and disparaged her at a meeting, criticising her "attitude" when she was pregnant and implying that her taking maternity leave showed a lack of concern for her work. Her supervisor subsequently continued to verbally harass her on multiple occasions and explicitly stated that he had no remorse about doing so. Elise found that she was being left out of meetings. Eventually, she felt she had no choice but to resign from the company.

SECTION B (Structured-Response Questions)

Answer both questions.

Being part of a Globalised World

Study the extracts carefully, and then answer the questions.

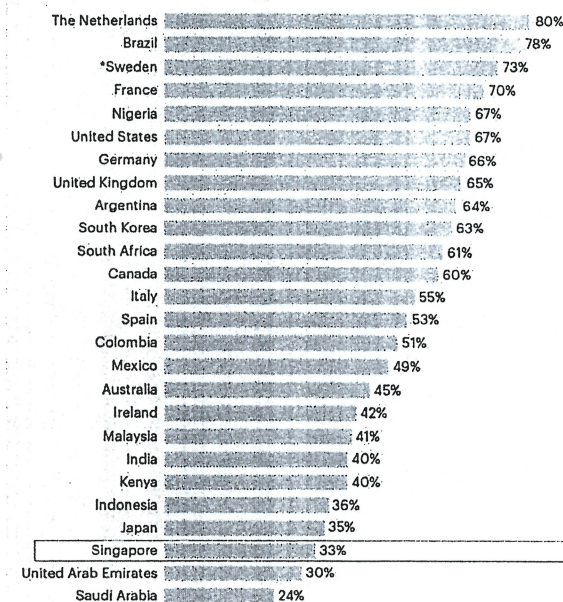
Extract 1

In a globalised world, there is increasing polarisation of communities as migration occurs. In comparison, 33% of Singapore polled believed that Singapore was more divided now than in the past.

POLARISATION AROUND THE WORLD



Percentage of respondents who say
Our country is more divided today than in the past



Source: 2023 Edelman Trust Barometer

[Turn Over

[Turn Over

Extract 2

About 190 people have lost at least \$521,000 in total to lucky draw scams in the first three months of 2024, the police said on April 15.

Extract 3

After Budget 2024 was announced, a phishing scam involving fraudulent Budget 2024 infographics was launched. In this scam variant, victims would receive a Telegram message. The message would entice victims to click on a phishing link by offering to verify the victim's eligibility for Government cash disbursements on the website.

- 6 Extract 1 suggests that Singaporeans generally believe there is social cohesion and trust among residents in the country. However, with globalisation and increasing migration, the threat of increasing polarisation of citizens in the country is real.

In your opinion, how can Singapore prevent division in our society? Explain your answer with reference to **two** ways. [7]

- 7 Extracts 2 and 3 reflect how Singaporeans have increasingly been victims of cyber threats.

Do you think vigilance by individuals or security measures by governments within their countries is more important to counter cyber threats? Explain your answer. [8]

End of paper

Copyright Acknowledgements

- Source A <https://www.channelnewsasia.com/singapore/focus-beyond-diversity-quotas-and-anti-discrimination-laws-can-singapore-embrace-gender-equality-workplace-2615746>
- Source B <https://www.mom.gov.sg/newsroom/press-releases/2023/0731-overall-improvements-in-workplace-fairness-standards>
- Source C <https://www.todayonline.com/singapore/fewer-job-seekers-employees-faced-discrimination-2022-mom-2222916>
- Source D <https://www.straitstimes.com/singapore/politics/ndr-2021-fair-employment-guidelines-to-become-law-new-tribunal-to-deal-with>
- Source E <https://www.channelnewsasia.com/singapore/workplace-discrimination-laws-lafep-ndr-2021-2151251>
- Source F <https://www.aware.org.sg/2022/09/1-in-2-experienced-workplace-discrimination-aware-milieu-survey/>
- Extract 1 <https://www.todayonline.com/singapore/nearly-half-singapore-residents-see-civility-its-worst-fewer-third-would-help-those-they-disagree-survey-2129061>

Answer scheme

Section A

- 1 Study Source A.
What is the message of this source? Explain your answer using details from the cartoon. [5]

L1: 1m	Describes the source / No interpretation
L2: 2-3m	Sub-message <ul style="list-style-type: none"> - Award 3m for well explained answer <p>Sub message is about</p> <ul style="list-style-type: none"> - Women facing discrimination <p>Eg. The message of the source is about women being discriminated in the workplace. This is evident in Source A where it shows both a male and a female at a weighing scale, and the scale is tipping against the female, indicating that in the workplace, women are not at a level playing field.</p>
L3: 4-5m	Valid Message <ul style="list-style-type: none"> - Award 5m for well explained answer <p>Valid message is about</p> <ul style="list-style-type: none"> - Women facing constraints that are beyond their control at the workplace <p>Eg. The message of the source is about women facing discrimination at the workplace due to many reasons that are beyond their control. This is evident as the source shows both a male and a female at a weighing scale, and the scale is tipping against the female, indicating that in the workplace, women are not at a level playing field. This is because of the constraints they faced, such as gender bias and this can be difficult to remove due to longstanding society's perceptions.</p>

- 2 Study Sources B and C.

How similar are these two sources? Explain your answer. [7]

NOTE: Award L1 for answers that do not address the question

L1: 1m	Details about source
L2: 2m	False matching
L3: 3-4m	Similarity OR Difference, unsupported <ul style="list-style-type: none"> - Award 3m for similarity OR difference - Award 4m for similarity AND difference
L4: 5-6m	Similarity AND Difference, supported <ul style="list-style-type: none"> - Award 5m for similarity OR difference - Award 6m for similarity AND difference <p><u>Similarity</u> Eg. Both sources are similar in stating a declining trend in workplace discrimination. This is evident in Source B where it shows the incidence of discrimination is declining from 24.1% in 2018 to 8.2 % in 2022. Thus, less people in Singapore are facing workplace discrimination. This is also reflected in Source C where the source states 'Fewer Singapore residents in the labour force faced discrimination at work.' Thus, less Singaporeans are affected by workplace discrimination.</p> <p><u>Difference</u> Eg. Both sources are different about the types of discrimination one would experience at the workplace. Source B states that discrimination would come in the form of 'age, mental health and race' while Source C states 'Employees who experienced discrimination more commonly reported unfair treatment related to remuneration, workload distribution and career progression.'</p>
L5: 7m	L4 + message of source (as a result of declining workplace discrimination, working conditions are better) <p>Eg. Both sources are similar in the message they wish to deliver, that in Singapore, workers' working conditions are getting better. This is evident in both sources as they show the decline of workplace discrimination which indicate that working conditions are getting better over the years for Singapore workforce.</p>

3 Study Sources D and E.

Having read Source D, was Source E surprising? Explain your answer.

[7]

NOTE: Award L1 for answers that do not address the question

L1: 1m	Surprising / Not Surprising without stating the criteria
L2: 2m	False matching / Question reliability of Source E Eg. Source E is unreliable because it is just an instance of discrimination in Singapore. This example may not be representative of what's happening in Singapore.
L3: 3m	Surprising OR Not Surprising, unsupported
L4: 4-5m	Surprising AND Not Surprising, supported - award 5m for well explained answer <u>Not Surprising</u> Eg. Having read Source D, Source E was not surprising about the need to solve workplace discrimination without resorting to confrontation . This is evident in Source D as the Prime Minister states 'We should still resolve workplace disputes informally and amicably, if at all possible.' Thus, employees and employers should do their utmost best to solve disputes in a peaceful manner that would create a win-win situation. Similarly, Source E also states 'You don't want to ruffle any feathers so it can be challenging to have some kind of voice when these situations arise.' Thus, the need to prevent conflicts arising in the workplace suggest that it is best to solve disputes in a peaceful manner. <u>Surprising</u> Eg. Having read Source D, Source E is surprising about the impact of legislation of workplace discrimination . Source E suggest legislation might not be effective and this is evident as the source states 'When it comes to gender stereotyping, legislation may not address this for gender stereotyping in the workplace is rooted to structures in the society that reinforce ideas of gender inequality.' Hence, legislation might be powerless to stop workplace discrimination as perceptions are difficult to change. On the other hand, Source D feels that legislation can offer protection and this is evident as the source states 'A key plank in the Government's efforts will be the creation of a tribunal to deal with workplace discrimination. This will protect workers against discrimination.' The author feels that legislation will deter discrimination from employers.
L5: 6-7m	L4 + Assessing reliability of Source E by cross referencing OR language of the source - award 7m for well explained answer Eg. Having read Source D, Source E is not surprising when I cross refer to Source C. Source E states the need to solve workplace discrimination without resorting to confrontation . This is evident in Source E where it states 'You don't want to ruffle any feathers so it can be challenging to have

some kind of voice when these situations arise.' Thus, the need to prevent conflicts arising in the workplace suggest that it is best to solve disputes in a peaceful manner. Similarly, Source C also shows that discrimination can be managed via an alliance of employees, employers and the government and this is evident as the source states 'Fewer Singapore residents in the labour force faced discrimination at work and during their job searches last year. This is possible following efforts by the Tripartite Alliance for Fair and Progressive Employment Practices'. Hence, this tripartite alliance can help to mitigate the impact of discrimination. Source E is thus reliable and having read Source D, Source E is not surprising.

OR

Source E is reliable as it came from a female employee who was being discriminated because of her gender. She acknowledges that gender discrimination is affecting her career prospects but she is also aware of the structural issues at large. For instance, she states that 'When it comes to gender stereotyping, legislation may not address this for gender stereotyping in the workplace is rooted to structures in the society that reinforce ideas of gender inequality.' Hence gender discrimination is not going to be a problem that will disappear within days, rather, one has to be patient in order to see structural changes that will have a positive impact on society. Since Source E is reliable, Source D does not make Source E surprising.

4 Study Source F.

How useful is this source as evidence about workplace discrimination? Explain your answer.

[6]

NOTE: Award L1 for answers that do not address the question

L1: 1m	Making a stand without any reasoning
L2: 2-3m	Useful OR Not Useful based on contents <ul style="list-style-type: none"> - Award 3m for answers that show both sides <p><u>Useful</u> Eg. The source is useful in showing there is workplace discrimination for women in Singapore. This is evident as the source states 'her supervisor yelled at her and disparaged her at a meeting, criticising her "attitude" when she was pregnant and implying that her taking maternity leave showed a lack of concern for her work.' This shows that she faced gender discrimination as taking maternity leave led to a negative response from her superior.</p> <p><u>Not Useful</u> Eg. The source is not useful as this is just an instance of workplace discrimination and it is not representative of what is happening nation-wide.</p>
L3: 4-5m	Useful / Not useful based on cross-reference <ul style="list-style-type: none"> - Award 5m for well explained answer <p>Eg. The source is useful in showing there is workplace discrimination for women in Singapore. This is evident as the author of Source F states 'her supervisor yelled at her and disparaged her at a meeting, criticising her "attitude" when she was pregnant and implying that her taking maternity leave showed a lack of concern for her work.' This shows that she faced gender discrimination as taking maternity leave led to a negative response from her superior. Similarly, Source A shows women being discriminated in the workplace. This is evident in Source A where it shows both a male and a female at a weighing scale, and the scale is tipping against the female, indicating that in the workplace, women are not at a level playing field. Since Source A corroborates with Source F, Source F is thus reliable and useful.</p>
L4: 6m	Useful based on context <p>Eg. The source is useful in showing women faced discrimination in Singapore as the source came from AWARE, whose responsibility is to remove gender-based barriers to create gender equality. They are the organization to go to for women who faced discrimination and therefore, they will have privilege and access to all cases of discrimination. Hence, what they say will be more reliable and useful.</p>

5

5 'The government should be responsible for managing workplace discrimination.'

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

NOTE: Responsibility because

- Have the ability to solve the problem
- Cause the problem and therefore, is obligated to solve it

L1: 1m	Writes about statement, no valid source use
L2: 2-4m	Yes OR No, supported by valid source use <ul style="list-style-type: none"> - 1Y/N: 2m - 2Y/N: 3m - 3Y/N beyond: 4m
L3: 5-8m	Yes AND No, supported by valid source use <ul style="list-style-type: none"> - 1:1 5m - 2:1 6m - 2:2 and beyond: 7-8m <p><u>Agree</u> Source C agrees and this is evident as the source states 'This is possible following efforts by the Tripartite Alliance for Fair and Progressive Employment Practices.' This alliance was set up in 2006 by the Ministry of Manpower, National Trades Union Congress (representing workers), and Singapore National Employers Federation. Since the government is part of this alliance that ensure fair practices for employees, the government have the ability to manage workplace discrimination.</p> <p>Source D agrees and this is evident as the source states 'A key plank in the Government's efforts will be the creation of a tribunal to deal with workplace discrimination.' Thus, the creation of a tribunal implies that the government will take a firm stance against workplace discrimination and since they are taking the lead, companies are expected then to toe the line as well.</p> <p><u>Disagree (no credit if agent is not identified)</u> Source A disagree and instead it should be the responsibility of companies. This is evident as the source shows that managing workplace discrimination for women such as unequal pay for men and women is the prerogative of companies since they are the one responsible for pay-related matters.</p> <p>OR</p> <p>Source A disagree and instead it should be the responsibility of families. The source shows that women are being discriminated at work because of</p>

6

caregiver responsibilities they have to handle. This is an issue that has to be resolved by the family rather than the government as it is beyond their scope.

Source E disagree and instead it should be the **responsibility of society**. This is evident as the source states 'When it comes to gender stereotyping, legislation may not address this for gender stereotyping in the workplace is rooted to structures in the society that reinforce ideas of gender inequality.' Hence gender discrimination is not going to be a problem that will disappear within days, rather, one has to be patient in order to see structural changes that will have a positive impact on society.

Source F disagree and instead, it should be the **responsibility of companies**. This is evident as the source states 'her supervisor yelled at her and disparaged her at a meeting, criticising her "attitude" when she was pregnant and implying that her taking maternity leave showed a lack of concern for her work.' This shows that she faced gender discrimination as taking maternity leave led to a negative response from her superior.

Intended imbalance to cap at L3/6* (e.g. 3 : 1 / 4 : 1)

This shouldn't be a result of attempted sources but failed attempts. It should be a clear intention of imbalance sources

**** To score additional 2 marks, candidates can take any one of these 3 routes:**

- *Through analysing at least one source in relation to its reliability, utility or sufficiency*

Reliability:

Eg. Source F is reliable in showing women faced discrimination in Singapore as the source came from AWARE, whose responsibility is to remove gender-based barriers to create gender equality. They are the organization to go to for women who faced discrimination and therefore, they will have privilege and access to all cases of discrimination. Hence, what they say will be more reliable.

Utility

Eg. Source C is useful in showing that government needs to manage workplace discrimination. This is evident as the source states 'This is possible following efforts by the Tripartite Alliance for Fair and Progressive Employment Practices.' The government needs to play a more prominent role and take the lead and in this instance, they have joined forces with the employees (NTUC) and employers (SNEF) to stop workplace discrimination.

- *By sharing example (s) from their contextual knowledge*

Contextual Knowledge:

Eg. The government needs to manage workplace discrimination. This is because they are responsible for the welfare of all Singaporeans and therefore, they need to ensure employers commit to providing fair opportunities for Singaporeans. In other words, employers must not discriminate against

Singaporeans and hire foreigners over locals. However, a minority of employers continue to breach fair hiring requirements and the Government needs to take firm action to weed out these recalcitrant employers. Therefore, the government needs to play a leading role in managing workplace discrimination.

- *By giving a balanced conclusion / resolution*

Balanced Conclusion: It should focus on how 1 perspective influences another or it can be about the idea of trade offs not be able to be reconciled

Eg. The government needs to manage workplace discrimination. Employees who are being discriminated might be fearful of reporting these instances to senior management within their company as they are mindful of the repercussions, as reflected in Source E. Nonetheless, employers play an important role as they are the ones that employees are in constant contact in. The government needs to step in to deal with recalcitrant employers via legislation to send a signal that workplace discrimination is not accepted nor tolerated.

	<p>Note: An explanation must clearly show the strategy (idea) What the strategy involves. (description) and how it will prevent division in society. (impact / effect)</p>	
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- 6 Extract 1 suggests that Singaporeans generally believe there is social cohesion and trust among residents in the country. However, with globalisation and increasing migration the threat of increasing polarisation of citizens in the country is real.

In your opinion, how can Singapore prevent division in our society? Explain your answer with reference to two ways. [7]

Level	Description	Marks
L1	Describes the topic i.e. polarisation of citizens in a country/tensions within a country	1
L2	Identifies and describes one approach / strategy 2 marks for <i>identifying one approach</i> 3 marks for <i>identifying two approaches</i> 3 marks for <i>describing one approach</i> 4 marks for <i>describing two approaches</i> Possible approaches: <ul style="list-style-type: none"> Increased community activities to provide platforms for interaction between immigrants and citizens Befrienders, block parties at HDB hubs Help Residents' Committees to plan more community activities that reach out to different generational groups Continue to ensure that there are common sports / exercise facilities that encourage interaction Continue to ensure social interactions with new immigrants through schools in the neighbourhood Government continue to enforce laws that prevents discrimination and punishes those who cause division 	2-4
L3	L2 + Explains reason Award 5-6 marks for explaining <i>one</i> reason. Award 6-7 marks for explaining <i>two</i> reasons.	5-7

7

Extracts 2 and 3 reflect how Singaporeans have increasingly become victims of cyber threats.

Do you think vigilance by individuals or security measures by governments within their countries is more important to counter cyber threats? Explain your answer [8]

Level	Description	Marks
L1	Writes about the topic (i.e. Singaporeans falling prey to cyber crime) but without addressing the question. Types of cyber threats – website defacement, phishing attempts to get sensitive data, malware infection Actors – Cyberattacks to undermine countries and organisations can be carried out by countries, organisations or individuals	1-2
L2	Describes the given factor Award 3 marks for describing one approach Award 4 marks for describing both approaches Vigilance by Individuals – Individuals must play their part <ul style="list-style-type: none"> Be alert to Scams – if it seems too good to be true, it usually is a scam Stop, Check, Act, Mention, Share – to stop scams Maintain Social Media Hygiene – controlling social media settings Confirm the source Do not trust everything on the internet Think before you click Avoid writing down passwords or saving passwords in browser Use strong passwords Security measures by governments within their countries <ul style="list-style-type: none"> Set up an organisation like the Cyber Security Agency of Singapore (CSA) to oversee and co-ordinate all aspects of cybersecurity Build a resilient infrastructure Enable a safer cyberspace Enhance international cyber cooperation Develop a vibrant cyber security ecosystem Grow a robust cyber talent pipeline 	3-4

	<ul style="list-style-type: none"> • Collaboration with other countries (eg: Asia Pacific Computer Emergency Response Team) Singapore, Malaysia, Hong Kong SAR joint operation • National Centre of Incident Readiness and Strategy for Cybersecurity 	
L3	<p>Explains the given factors</p> <p>Award 5-6 marks for explaining one factor.</p> <p>Award 6-7 marks for explaining both factor.</p> <p><i>Award the higher mark for more fully developed answers.</i></p> <p>Vigilance by Individuals – Individuals must play their part</p> <p>Eg:</p> <ul style="list-style-type: none"> • Be alert to Scams – if it seems too good to be true, it usually is a scam. Individuals need to be alert to scams.(P) They need to learn to be cautious when it comes to any quick money-making activity. Individuals need to be discerning when it comes to subscribing to events that promise high returns with minimal capital as this preys on the individual's inherent desire to make easy money. For example, paying \$1 to buy an iphone would attract many older individuals who have limited income and want to get the best deals.(Example) If individuals resist the urge not to loose out on a good deal, but do take the extra time to do some research to find out more, they will not become victims of cyber crimes. Hence they have the responsibility of making wise decisions and to resist temptations for good deals. (Impact) <ul style="list-style-type: none"> • Stop, Check, Act, Mention, Share – to stop scams • Maintain Social Media Hygiene – controlling social media settings • Confirm the source • Do not trust everything on the internet • Think before you click • Avoid writing down passwords or saving passwords in browser • Use strong passwords <p>Security measures by governments within their countries</p> <p>Set up an organisation like the Cyber Security Agency of Singapore (CSA) to oversee and co-ordinate all aspects of cybersecurity for the nation. This can be done through: (explain any of the following)</p> <ul style="list-style-type: none"> • Build a resilient infrastructure <p>The government needs to take the lead in ensuring that digital infrastructures are safe for use. This is especially so as Singapore is increasingly dependent on online platforms. Hence the government must protect Singapore's Critical Information Infrastructure through strengthening the security and resilience of our digital systems and</p>	5-7

	<p>networks that support the delivery of essential services. Investing in ensuring our infrastructures are robust and safe can be the first step to ensure national security, preventing the leak of personal data which can cause embarrassment. For example, the recent decision by the government to protect users from receiving fraudulent messages led the government to alert all users to trust only messages that have the ".gov.sg" All government agencies, ministries, statutory boards, and services now send SMSes from the gov.sg Sender ID. This is one step the government has taken to protect citizens from being victims of scams as they will be able to identify fake messages that they are being inundated with.</p> <ul style="list-style-type: none"> • Enable a safer cyberspace <p>Raising the general level of cybersecurity for businesses and individuals through securing our core digital infrastructure and driving outreach programmes.</p> <ul style="list-style-type: none"> • Enhance international cyber cooperation <p>Enhancing International cyber cooperation through contributing to international efforts to fight cross-border cyber threats.</p> <ul style="list-style-type: none"> • Grow a robust cyber talent pipeline <p>Developing and sustaining a strong cybersecurity workforce to meet our security and economic needs.</p> <ul style="list-style-type: none"> • Develop a vibrant cyber security ecosystem <p>Developing a vibrant cybersecurity ecosystem through innovating solutions for national cybersecurity.</p> <ul style="list-style-type: none"> • Collaboration with other countries (eg: Asia Pacific Computer Emergency Response Team) Singapore, Malaysia, Hong Kong SAR joint operation • National Centre of Incident Readiness and Strategy for Cybersecurity 	
L4	<p>Both aspects in L3 plus explains the relative importance of each factor</p> <p><i>An example on how to weigh the relative importance of the 2 factors:</i></p> <p>Both individuals and governments have the responsibility of countering cyber threats. Efforts to counter cyber threats should be multi-pronged.</p> <p>Individuals need to take the initiative to be more cautious and check before acceding to requests for personal and private information. Cyber Criminals can only succeed if individuals believe in what they are proposing. Hence, if individuals are more careful, they will be less susceptible. If individuals are not careful, they will be susceptible no matter how many structures governments put in place to protect them.</p> <p>Governments have the responsibility to ensure that</p> <p>Individuals or security measures by governments within their countries is more important to counter cyber threats</p>	8