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**QUEENSWAY SECONDARY SCHOOL**  
**PRELIMINARY EXAMINATION 2024**  
**SECONDARY 4 EXPRESS / 5 NORMAL (ACADEMIC)**

**Humanities**

Paper 1 Social Studies

**2260/01, 2261/01**  
**2272/01, 2273/01**

**20 August 2024**

**1 hour 45 minutes**

Additional Materials: Writing Paper

**READ THESE INSTRUCTIONS FIRST**

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

**Section A**

Answer **all** questions.

**Section B**

Answer **both** questions.

Start each question on a new sheet of writing paper.

**Submit Sections A and B separately.**

Write all answers on the writing paper provided.

At the end of the examination, fasten all your work securely together.

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

| For Examiner's Use | Parent's Signature |
|--------------------|--------------------|
| <b>50</b>          |                    |

This document consists of 7 printed pages and 1 blank page.

Setter: Ms Quek Yu Pin & Mr Chow Jing Kang

[Turn over]

### SECTION A (Source-Based Case Study)

Answer **all** questions.

#### Living in a Diverse Society

Study the Background Information and the sources carefully, and 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 this source? Explain your answer using details of the source. [5]

**2** Study Sources B and C.

How far would Source B agree with Source C? Explain your answer. [6]

**3** Study Sources D and E.

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

**4** Study Source F.

How useful is this source as evidence that working mothers are supported? Explain your answer. [7]

**5** “Employers should be responsible for promoting gender equality.”

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

## How can societies strive for gender equality?

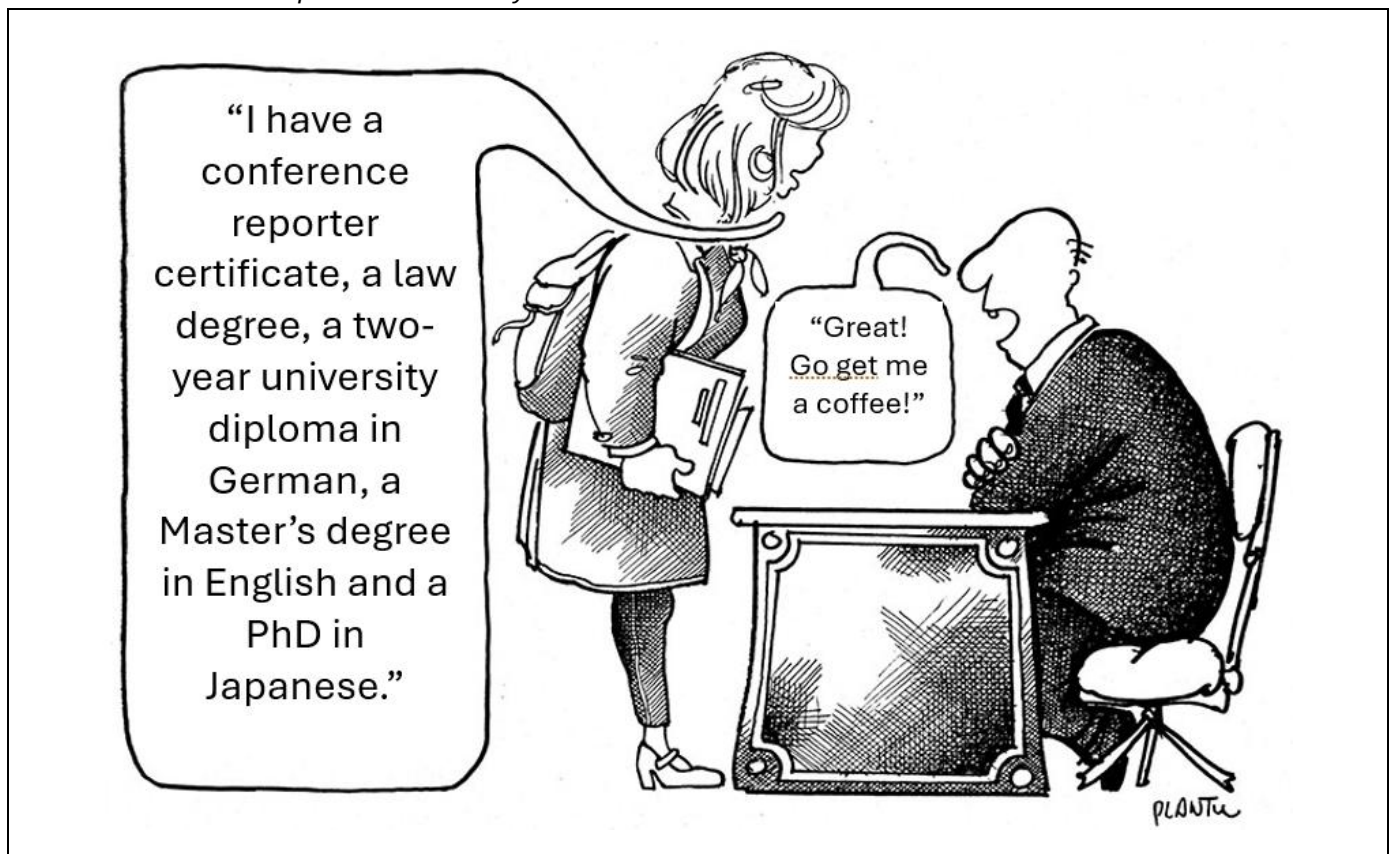
### BACKGROUND INFORMATION

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

Gender equality refers to individuals receiving the same opportunities, rights, and benefits regardless of their gender. However, in the workplace, female employees often face significant disadvantages. These include a lower wage for the same job, lack of support for working mothers who are balancing work and family responsibilities, and fewer women in top leadership positions. Some employers are also hesitant to employ mothers-to-be, assuming that their productivity will be reduced once they make a personal decision to have children and are entitled to maternity leave. Others may struggle with the high cost of childcare services, causing some mothers to quit their jobs in order to take care of their children. While some countries have made great progress to safeguard the rights of women at work, others are struggling to do so.

Study the following sources to consider how societies can strive for gender equality.

**Source AA** cartoon published online by a French cartoonist.



**Source B** *From an article published on a Singaporean news website, June 2017.*

Jane prides herself as a career woman while being a mother of 2 young children. When the 34-year-old let her employer know that she was pregnant with her third child, her probation was extended.

A month later, she was told that she could either resign or be terminated. Even though she closed three deals in seven months as a property agent, she was told that they wanted someone “more productive”. She refused, believing that her employer’s termination was an unjust dismissal based on her pregnancy.

In Singapore, it is illegal to dismiss an employee due to pregnancy. Even so, employers should spell out the job requirements clearly at the hiring stage, especially when the nature of the job may be unsuitable for expectant mothers. Otherwise, the employer is responsible for deploying them to other tasks, rather than to terminate them.

**Source C** *From a speech by Minister Indranee Rajah during an event to commemorate International Women’s Day, organised by DBS Bank and SHE, an independent non-profit organisation that aims to empower women, March 2024.*

Entering the working world is a major change. It marks a new life chapter. Workplaces that recognise and support the many different roles that women shoulder and which are family-friendly make a big difference.

In 2018, Jacqueline wanted to have more time with her two young boys and mother, who suffered a stroke some years back. She raised it to her managers, who were empathetic and encouraging. They gave her the assurance to be able to take a sabbatical\* and recommended her for a new role within DBS when she was ready to return, recognising that she still has a lot to contribute.

Having such good practices does not just benefit the employees. It benefits the organisation as talents can be retained and employee morale remains positive. Thus, workplace culture and workplace norms make a difference.

*\*Sabbatical is an extended period of time during which an employee can stop their usual work to study, travel or attend to other needs.*

**Source D** *From an article by a Singaporean entrepreneur, published on Channel NewsAsia (CNA), July 2018.*

If there is one piece of advice I could give to women everywhere, it is to express workplace concerns to their bosses and have more self-belief. Women across the world are failing to speak out, negotiate for themselves or make demands of their companies, out of fear of causing career chaos.

Women in Singapore occupy over just 10% of top leadership positions despite making up nearly half the labour force. We want more women to progress into leadership roles eventually. Employers do support women’s voices and welcome feedback. But many women fail to speak out when they are overlooked for promotions and lack confidence to say whether they are actually happy in the workplace. We should not accept a predetermined workplace fate based on gender and should continue to push for opportunities to progress.

**Source E:** *From an article by an American executive coach for women, published on Forbes, April 2022. An executive coach specialises in training employees for leadership positions.*

Roma Torre and four of her female colleagues, all anchors at the prominent news channel, NY1, repeatedly expressed their concerns to the news channel that male colleagues were receiving preferential treatment. But when they spoke up, their concerns were never addressed. In fact, Ms. Torre was told by her employer to stop complaining.

Women have been encouraged to speak up about the injustices they face in the workplace. We’re told it’s in our best interests to speak up, but when we do, is anyone listening? Is anyone taking action on our behalf?

What we do know is that when women speak up, the system is failing them. Diversity, equity and inclusion (DEI) initiatives must include gender bias in their unconscious bias training in order to avoid failing women who do speak up.

**Source F:** *From an inter-governmental organisation to promote cooperation amongst the Nordic countries on various issues, including gender equality.*

The Nordic countries invest a greater proportion of their Gross Domestic Product (GDP) in childcare services than the world average, and the fees that families pay are relatively low. For example, an average Swedish family with young children spends 4.4% of their income on childcare. The corresponding figures for the United States (US) and the United Kingdom (UK) are about 26% and 34%. Therefore, many couples in the US and UK find it financially pointless for both parents to work outside the home. The lowest paid parent – usually the mother – stays home.

The introduction of quality, affordable childcare is a key reason so many women are in paid employment in the Nordic countries. However, a sustainable and gender equal system for early childhood education is still not a reality in many countries.

**\*\*Nordic region refer to countries found in Northern Europe, including Denmark, Finland, Iceland, Norway and Sweden.**

## SECTION B (Structured-Response Question)

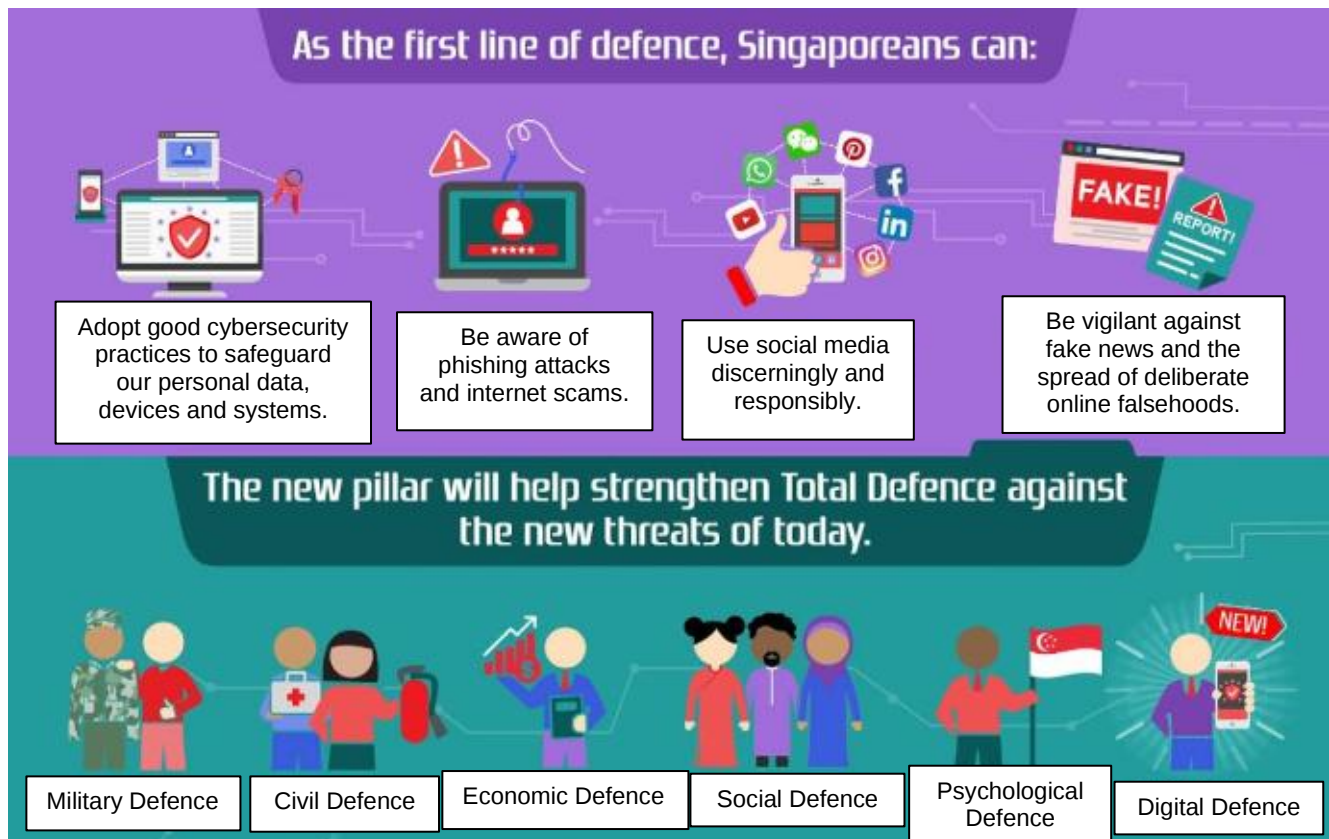
Answer **both** questions.

### Being Part of a Globalised World

Study the extracts carefully, and then answer the questions.

#### Extract 1

The image below is part of a poster on the Singapore government's Total Defence strategy to protect Singapore from threats. Digital Defence is the newest addition to the existing 5 pillars.



#### Extract 2

The movement of goods, services, people, and knowledge has resulted in an interconnected global economy. As countries participate in international trade, it has resulted in various employment opportunities for individuals.

#### Extract 3

Globalisation has also increased the mobility of foreign talent in search of employment, resulting in employment challenges for some.

**6** Extract 1 shows a poster for Digital Defence.

In your opinion, why do you think the government decided to add this new pillar of defence?  
Explain your answer with reference to **two** reasons. [7]

**7** Extracts 2 and Extract 3 reflect on the economic impacts of globalisation on individuals.

Do you think globalisation brings about more employment opportunities than challenges for individuals in Singapore? Explain your answer. [8]

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### Copyright Acknowledgements:

- Source A <https://www.cartooningforpeace.org/en/cartoonothèque/womens-rights/>
- Source B <https://www.todayonline.com/singapore/losing-job-while-being-pregnant>
- Source C <https://www.population.gov.sg/media-centre/speeches/speech-by-minister-indranee-raiah-at-dbs-she-iwd-event/>

Source D <https://www.channelnewsasia.com/commentary/pay-gap-men-women-in-singapore-gender-equality-808681>

Source E <https://www.forbes.com/sites/bonniemarcus/2021/10/13/women-are-encouraged-to-speak-up-but-is-anyone-listening/>

Source F <https://norden.diva-portal.org/smash/get/diva2:1240434/FULLTEXT03.pdf>

Extract 1 <https://www.channelnewsasia.com/singapore/children-parents-screen-time-health-physical-activity-sleep-2450156>