



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

CANDIDATE NAME

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CLASS

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REGISTER
NUMBER

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CENTRE NUMBER

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INDEX
NUMBER

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HUMANITIES

2260/01 / 2261/01 / 2262/01

Paper 1 Social Studies

Monday

19 August 2024

1 hour 45 minutes

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

[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 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]

How can discrimination in workplace be managed?

BACKGROUND INFORMATION

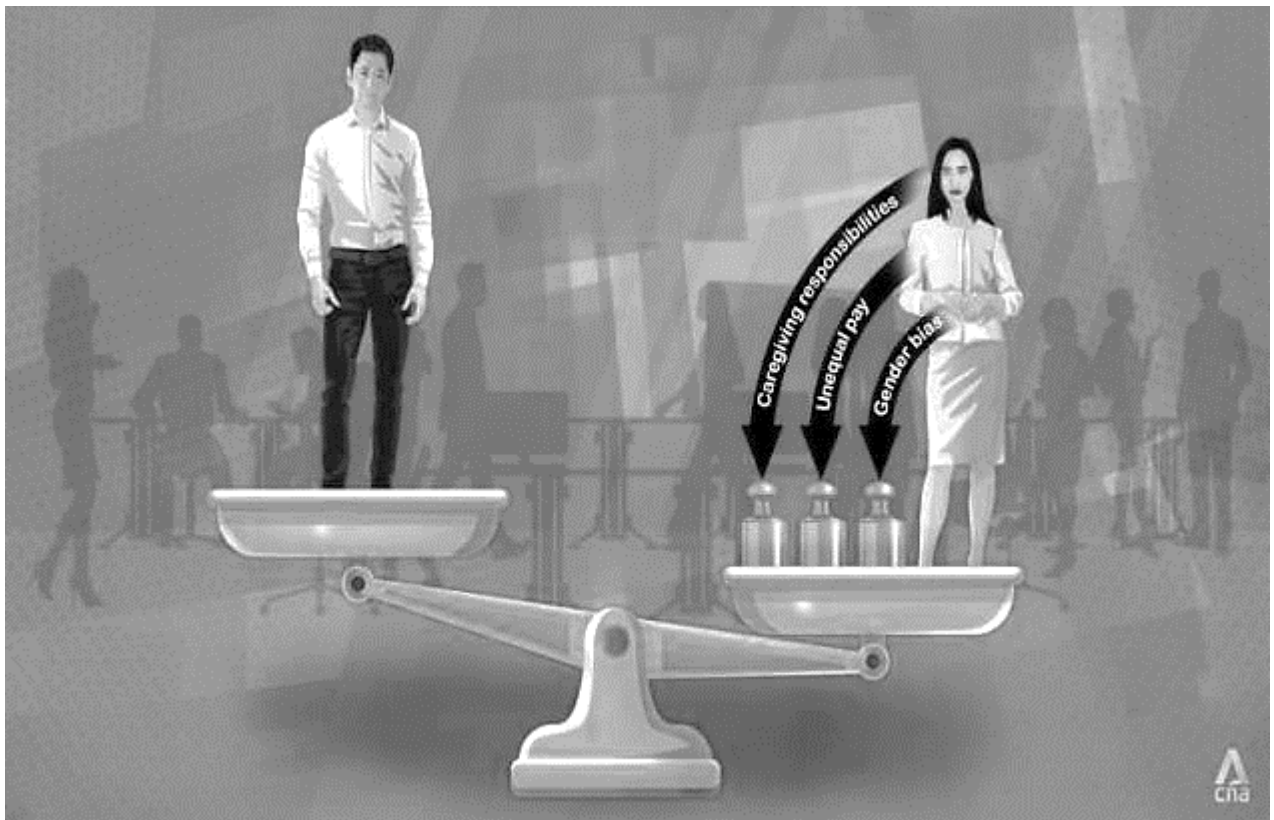
Read this carefully. It may help you to answer some of the questions.

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.

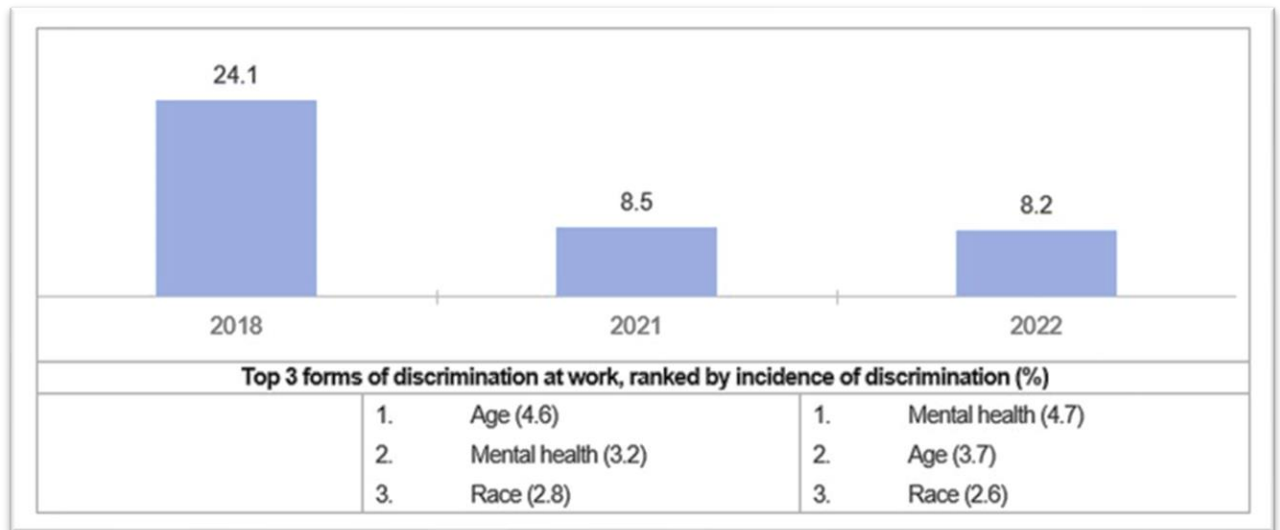
To reduce workplace discrimination, the Singapore government announced it would introduce legislation by the second half of 2024. The proposed legislation is expected to provide employees with specific causes of action for workplace discrimination. It will provide specific enforcement mechanisms for 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)

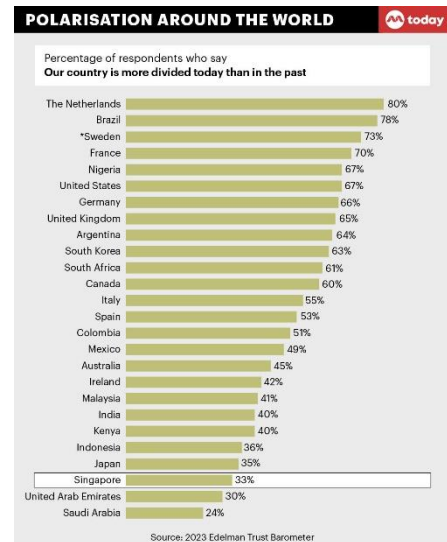
Answer **both** questions.

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.



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-tafep-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-spore-residents-see-civility-its-worst-fewer-third-would-help-those-they-disagree-survey-2129061>