



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

SECTION A (Source-Based Case Study)

Living in a Diverse Society - How can discrimination in workplace be managed?

1	Study Source A.	
	What is the message of this source? Explain your answer using details from the cartoon.	[5]
	ANSWER:	
Note: 2 short PEEL paragraphs. Do NOT overwrite! There are two messages in the source. Firstly, it suggests 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. Secondly, it shows the reasons faced by women, such as 'caregiving responsibilities, unequal pay, gender bias'. This can be difficult to remove due to longstanding society's perceptions. It shows women to be discriminated and cannot find equality with men.		
2	Study Sources B and C.	
	How similar are these two sources? Explain your answer.	[7]
	ANSWER:	
NOTE – It is very hard to detect purpose and perspectives in Sources B and C to show Comparison or contrast. To have better TIME MANAGEMENT, 2 x BOC paragraphs ○ Similar in Message ○ Different in Message And go to Question 3 first. Both sources are similar in stating a declining trend in workplace discrimination. (BOC Statement) 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 is 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. Next, both sources are different about the types of discrimination one would experience at the workplace. (BOC Statement) Source B states that discrimination would come in the form of 'age, mental health and race' while Source C states 'females were more likely than males to experience discrimination at which commonly occurred through unequal distribution of workload.' Source B shows discrimination based on race while Source C shows discrimination based on Gender.		

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

ANSWER:

Note:

- **Contrast Source D to Source E first – in their claims**
- **Source E is the target / main source, cross check Source E to another source outside Source D**
- **Then check if Source E is from a different perspective to Source D. Answer using perspective (and not purpose)**

Having read Source D, Source E is surprising as **it contradicts** Source D 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 form employers.**

However, **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 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.**

Critical Analysis of Provenance - Using 'Perspective in Source D'

In addition, Source E **is not surprising** as it is dated after Source D, the 'creation of a tribunal to manage discrimination' might not have in in place yet. Moreover, the **perspective of Maya, a women employee, is not unusual as she is speaking from her experience in her workplace.** The government's perspective in Source D, offered by PM Lee Hsien Loong is one of national strategy to combat discrimination, but in Source E, the changes to adapt to government direction takes time and sometimes, workplace cultures such as 'men were better at advertising and creative work' are harder to change quickly over time. Hence, Source E is not actually surprising as some women like Maya could still face discrimination at work,

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

ANSWER:

Note: A source is useful if it helps your understanding!

- Source F is from AWARE, it is hard to state that it has a motive as its mission statement is to help to fight discrimination.
- Hence, one cannot be cynical and claim it has an ulterior motive.
- Thereby, from the provenance and the context, AWARE does offer information to aid your understanding.

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 hence useful/**

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Using analysis of provenance and also showing understanding of CONTEXT

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. **The source was released in 2022 where the government is focusing on workplace discrimination, from background information, 'the proposed legislation ... to impose penalties for companies that engage in workplace discrimination.'** AWARE is sharing more stories of discrimination in support of the government's move as both their objectives are aligned. **Source F, with its expertise and research is timely and reliable and hence useful.**

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 - Using 4 sources, avoiding cartoons or photo if possible.

If not Government, then disagree as it depends on Companies or Society

I agree that government should be responsible as Source C and D explain how government can manage workplace discrimination,

Source C 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. **Explain – Important! Since the government is part of this alliance that ensures fair practices for employees, the government have the ability to manage workplace discrimination.**

Source D agrees as well. 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. **Explain – IMPT! This shows the government should take the lead as they have power to create a law and to enforce with penalties.**

Sources E and F disagree. Source E 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.' **Explain – IMPT! 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 disagrees 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. **Explain – IMPT! It shows the culture in companies must change as government cannot intervene unless companies make changes to their practices.**

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

Utility

Eg. **Source C is useful in showing that the 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 giving a balanced conclusion / resolution*

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

Eg. **The government needs to manage workplace discrimination with the support of companies.**

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.

- 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]

Possible POINT Statements

- **Community CLUBS can** - Increased community activities (**Futsal Carnival / Inter-ethnic cooking classes, Line Dance exercises**) to provide platforms for interaction between immigrants and citizens
- **Individuals can** - Befrienders, block parties during **National Day, CNY** at HDB hubs
- **Government can** - Continue to ensure that there are common sports / exercise facilities that encourage interaction such as **futsal court, public basketball court**
- **Government can** - Continue to enforce laws that prevents discrimination and punishes those who cause division

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]

	Vigilance by Individuals – Individuals must play their part • 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 • 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 • 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	

Vigilance by Individuals – Individuals must play their part by bring alert to Scams – “If t 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 lose 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)

Security measures by governments within their countries - Government can 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 build a resilient infrastructure 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 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.**

Conclusion – Only 1 m

Both individuals and governments have the responsibility of countering cyber threats. Efforts to counter cyber threats should be multi-pronged. 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. Governments have the responsibility to ensure that Individuals or security measures by governments within their countries is more important to counter cyber threats