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Additional Materials: Writing Paper

Levels of Response Marking Scheme (LORMS)

MAXIMUM MARK: 50

This document consists of **14** printed pages.

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[Turn Over

SECTION A

Target Skill: Message

1	Study Source A. What is the message of this source? Explain your answer using details of the source.	[5]
L1	Describes the source without answering the question OR provides a stand without evidence <i>e.g. Source A shows an employer asking his employee to bring him a cup of coffee.</i>	[1]
L2	Misinterpretation of cartoon <i>e.g. Women are overqualified for the jobs that they applied for. / There is a shortage of job opportunities, causing women to take up low-skilled positions. / Companies only hire women who have more qualifications than men. / The source shows gender equality as the female employee has been hired.</i>	[2]
L3	Sub-message / Inference <i>e.g. The message of Source A is that women are very well-educated / Employers are overbearing and unreasonable towards their employees.</i>	[3]
L4	Valid message, with support from details of cartoon. <i>Award 5m for more developed answers (i.e. valid intent of the cartoonist)</i> <i>The message of source A is to criticise employers who are dismissive of the educational achievements of women/ who discriminate against women, causing women to be underemployed / assigned with low skilled tasks at work. This is found in the cartoon, where the female employee said, "I have an executive secretariat and a conference reporter certificates, ... a PhD in Japanese," only to receive a reply from her employer saying, "Great! Go get me a coffee!" This suggests that employers are disrespectful towards women, expecting them to take on domestic roles such as serving bosses with coffee, despite being highly qualified for a proper position in the workplace. [5m]</i>	[4-5]

Target Skill: Comparison

2	Study Sources B and C. How far would Source B agree with Source C? Explain your answer.	[6]
L1	Similarity/Difference based on unexplained provenance/superficial comparison <i>e.g. Source B is an article published on a news website while Source C is a speech from a minister, hence, they would disagree.</i> <i>e.g. Source B would agree with Source C as both shows the multiple priorities of women in the workplace.</i>	[1]
L2	Similarity and/or Difference based on false matching <i>e.g. Source B would agree with Source C because source B mentioned the difficulties faced by a pregnant employee while source C did not.</i>	[2]
L3	Similarity OR Difference based on content i.e. the employer's role or the treatment of woman in the workplace <i>Award 3m for valid basis of comparison, unsupported</i> <i>Award 4m for valid basis of comparison, supported</i> <i>e.g. Source B would agree with Source C <u>about the employer's need to support female employees with children rather than fire them</u>. This is found in source B, "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." Similarly, in source C, "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" This suggests that employers have a duty to provide alternative working arrangements for their female employees if they have family commitments.</i> OR <i>e.g. Source B would disagree with Source C about <u>whether female employees are being discriminated against in the workplace</u>. Source B thinks that women are unfairly treated, while source C thinks that women are well supported. This is evident in source B, "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." This suggests that employers are prejudiced against pregnant women, unfairly dismissing them without a valid reason. However, in source C, employers are understanding and supportive of their female employees. This is found in, "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 empathic 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." This suggests that employers are compassionate and willing to provide women with alternative work options to attend to their personal family commitments.</i>	[3-4]

L4	Similarity AND Difference based on content <i>Award 5m for similarity and difference, supported</i>	[5]
L5	Similarity based on author's perspective / purpose i.e. the importance of employers in creating a gender equal workplace <i>Award 6m for perspective on employer's attitude and/or responsibility in protecting women's interest at work.</i> <i>e.g. Source B would agree with Source C that employers should be responsible for providing alternative career options for female employees with additional family responsibilities. This is found in, "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." Similarly, in source C, "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." This suggests that companies must keep their employee's best interest at heart and not penalise them for prioritising their family over work.</i> <i>e.g. Source B would agree with source C because they have similar purpose. The author in source B wishes to convince Singaporeans that employers should be responsible for safeguarding the rights of women in the workplace so that more companies would review their workplace practices to make it fairer. Similarly, in source C, Minister Indranee Rajah aims to convince other companies to treat their female employees fairly by highlighting the good workplace practices of DBS as a positive example for others to follow.</i>	[6]

Target Skill: Comparison + Surprise

3	Study Sources D and E.	
	Having read Source D, are you surprised by Source E? Explain your answer.	[7]
L1	Answers using source content but failing to address element of surprise. <i>e.g. Both sources disagree on whether women should raise their concerns to their superiors.</i>	[1]
L2	Decides element of surprise entirely from Source E <i>e.g. I am not surprised that the author of Source E wants to encourage other companies to implement measures to support women because she is an executive coach who wants to empower women to take on leadership positions.</i> Surprised based on misinterpreted disagreement of content <i>e.g. I am surprised by Source E after reading Source D as they <u>disagree on whether women should speak up at work</u>.</i> Decides element of surprised based on context in which the sources were published <i>e.g. I am surprised by Source E that <u>gender equality is still an issue in 2022</u> because it has been in the discussion since 2018 as shown in Source D.</i> <i>e.g. I am not surprised by Source E that <u>gender equality is still an issue</u> because <u>both sources are published in the context of different countries</u>, hence, it is possible that both Singapore and America face problems of gender inequality.</i>	[2]
L3	Decides element of surprise based on agreement / disagreement of content of Sources D and E i.e. the proactiveness of women / gender inequality in the workplace. <i>3m for unsupported inferences</i> <i>4m for supported inferences</i> <i>e.g. Having read source D, I am surprised by source E as they contradict on whether women are proactive in asserting their rights. Source D thinks that women are not doing enough to advocate for themselves in the workplace, while source E thinks that women are bold enough to speak up [3]. This is found in, "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." This suggests that women are keeping quiet about their struggles out of fear of rocking the boat. However, in source E, "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." This shows that women are unafraid of speaking up when they are unfairly treated.</i> <i>e.g. Having read source D, I am surprised by source E as they disagree on <u>whether women's concerns are taken seriously by employers</u>. Source D thinks that employers do listen and take women's concerns seriously, while source E thinks that employers will disregard them [3]. This is found in, "If there's one piece of advice I could give to women everywhere, it's to voice workplace concerns to their bosses and harbour 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." This suggests that employers are understanding and will take action when women speak up about their grievances. However, in source E, "But when they spoke up, their</i>	[3-4]

	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?" This suggests that employers did not put in effort to address women's grievances even when they chose to speak up about it [4].	
L4	L3 + Surprised or Not surprised by Source E, explained by cross reference to another source e.g. L3 + I am surprised by Source E because source C agrees with source D that <u>female employees are actively voicing their concerns to their employers</u>. This is found in, "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." This shows that female employees are taking the initiative to discuss their struggles with employers. e.g. L3 + I am surprised by Source E because Source C agrees with Source D that <u>women who speak up are taken seriously by their employers</u>. Source C believes that female employees who voice their concerns are supported by their employers. This is found in, "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." This suggests that employers will do their best to help their female employees by making alternative working arrangements. [5] OR e.g. L3 + I am not surprised by Source E because Source B also disagrees with Source D. Source B says that <u>employers may not be understanding towards women's concerns, dismissing them when they do choose to speak up about it</u>. This is found in, "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." This suggests that it is futile for women to speak up about their concerns to their bosses, as they will not extend support to these women.	[5]
L5	Not surprising based on critical analysis of intent i.e. both sources are calling for more gender equality in the workplace Award 6 marks if only intent of Source E was explained. Award 7 marks if both the intents of Sources D and E were explained. Not surprised as both sources have common objectives. e.g. Having read source D, I am not surprised by source E because they have a similar purpose. Source D is trying to convince [ACTION WORD] more women [AUDIENCE] to confidently voice out their concerns to their employers [MESSAGE] so that their concerns would be acknowledged, promoting gender equality in the workplace [OUTCOME]. [6] Similarly, source E is trying to convince [ACTION WORD] more companies [AUDIENCE] to welcome feedback from female employees and take their concerns seriously [MESSAGE], to promote gender equality in the workplace [OUTCOME]. OR	[6-7]

e.g. Having read source D, I am not surprised by source E because in order to achieve gender equality in societies, all stakeholders have a part to play. Women themselves should speak up, as seen in source D, while companies also need to provide better support for them, as seen in source E [6]. Source D wants to convince [ACTION WORD] more women [AUDIENCE] to confidently voice out their concerns to their employers [MESSAGE] so that their concerns would be acknowledged, promoting gender equality in the workplace [OUTCOME]. Similarly, source E is trying to convince [ACTION WORD] more companies [AUDIENCE] to welcome feedback from female employees and take their concerns seriously [MESSAGE], to promote gender equality in the workplace [OUTCOME]. [7]

Not surprising based on critical analysis of intent i.e. contradiction in the employer's openness to hiring women because of the author's intent

e.g. Source D is by an entrepreneur running her own business and has a vested interest in ensuring that companies are portrayed in the positive light by showing how they are supportive of women for higher positions and willing to hear feedbacks so that female employers would trust the companies they are working in to look out for their wellbeing. However, the view that companies are open to feedback from their female employees is contradicted by Source E which is a training coach that will take sides with the female employees to call out errant employers so as to empower women to take charge of their progression in the workplace.

Target Skill: Utility

4	Study Source F. How useful is this source as evidence that working mothers are supported? Explain your answer.	[7]
L1	Useful / Not useful, based on typicality <i>e.g. Source F is useful as it is from an intergovernmental forum, which is more likely to be reliable.</i> No basis of utility given / failed to establish basis of utility <i>e.g. Source F talks about the experience of working mothers in different countries.</i>	[1]
L2	Useful / Not useful based on provenance, unexplained <i>e.g. Source F is useful as evidence as it from an intergovernmental forum which most likely releases factually accurate data.</i>	[2]
L3	Useful based on source content <i>Award 3m for valid inference, unsupported.</i> <i>Award 4m for valid inference, supported.</i> <i>e.g. Source F is useful in saying that working mothers are well supported in the workplace because families receive subsidies for childcare services, which frees up time for mothers to work [3]. This is found in, “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.” This suggests that women are well supported as the government made childcare affordable such that women can enter the workforce with a peace of mind [4].</i> Not useful based on the lack of information to show employer’s support for working mothers <i>e.g. Source F is not useful in saying that working mothers are well supported in the workplace as it shows that in countries such as the USA and UK, there are many mothers who are unable to work as the family is unable to afford childcare while they are working [3] This is found in, “the corresponding futures 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. [4]</i>	[3-4]
L4	Useful based on comparing context of source <i>e.g. Source F is useful in telling me that working mothers in Nordic countries are more supported than in other countries [4]. This is found in, “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%.” This shows that the governments of Nordic countries are willing to invest more money into keeping childcare affordable for working mothers [5].</i>	[4]
L4	L3 + Useful / Not useful based on reliability, explained by cross-reference to other sources	[5-6]

	Award 5m for valid cross-reference, unsupported. Award 6m for valid cross-reference, supported. e.g. Since source C supports source F, it is <u>reliable</u> and thus <u>useful</u>. Sources F and C believes that working mothers are well supported. This is found in source F, "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", and source C, "Workplaces that recognise and support the many different roles that women shoulder and which are family-friendly make a big difference. 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." This suggests that working mothers are well supported because governments invest more money to keep childcare affordable for working mothers, while employers are willing to make concessions to support working mothers.	
L5	Useful based on the balanced treatment of content e.g. Source F is <u>reliable and therefore useful</u> as it provides a balanced view on the issue. The source is from an intergovernmental organisation to promote cooperation amongst the Nordic countries. and provides case study examples of both countries that are successful in supporting mothers in the workplace, and those countries that are unsuccessful. Thus, it provides a complete understanding that whether or not gender equality exists is dependent on the country we are studying, which makes the source reliable as it does not take either side. L3 + not useful based on explained purpose Award 7m for more developed answers. e.g. Source F is <u>not useful</u> because it is <u>unreliable</u>. Source F is from an intergovernmental organisation to promote cooperation amongst the Nordic countries. Thus, it has a vested interest in highlighting [action word] the successes of Nordic countries in making good progress towards gender equality [message], so that the Nordic countries [audience] would continue to make improvements to their policies to promote gender equality [outcome].	[6-7]

Target Skill: Assertion

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]															
L1	Writes about statement, no valid source use <i>e.g. Employers should play a part in promoting gender equality because they</i>	[1]															
L2	Yes / No, supported by valid source use Award 2m for one source used correctly. Award 3m for two sources used correctly. Award 4m for three or sources used correctly. <table border="1"> <thead> <tr> <th></th><th>Yes, employers should be responsible for promoting gender equality</th><th>No, other stakeholders should be responsible for promoting gender equality</th></tr> </thead> <tbody> <tr> <td>Source A</td><td>Employers should be responsible for recognising the achievements of women so that they remain meaningfully employed. / Employers should not disregard the qualifications of female workers and expect these workers to serve them.</td><td></td></tr> <tr> <td>Source B</td><td>Employers should be responsible for treating pregnant women fairly by reassigning them to alternative roles instead of firing them. or Employers should be responsible for stating the job expectations clearly from the get-go so that pregnant women can decide whether they are able to handle such jobs. Thus, this prevents any misunderstanding between employers and female employees.</td><td>Government should be responsible for enforcing existing laws / implementing harsher laws to punish employers who unfairly dismiss women due to pregnancy.</td></tr> <tr> <td>Source C</td><td>Employers should be responsible for developing an inclusive working environment to allowing working mothers to balance work and family commitments.</td><td></td></tr> <tr> <td>Source D</td><td></td><td>Women should overcome their fear of speaking out their concerns and not assume that employers are aware of their concerns. Thus, more career opportunities would be made available to them / increase their chances of being promoted. or</td></tr> </tbody> </table>		Yes, employers should be responsible for promoting gender equality	No, other stakeholders should be responsible for promoting gender equality	Source A	Employers should be responsible for recognising the achievements of women so that they remain meaningfully employed. / Employers should not disregard the qualifications of female workers and expect these workers to serve them.		Source B	Employers should be responsible for treating pregnant women fairly by reassigning them to alternative roles instead of firing them. or Employers should be responsible for stating the job expectations clearly from the get-go so that pregnant women can decide whether they are able to handle such jobs. Thus, this prevents any misunderstanding between employers and female employees.	Government should be responsible for enforcing existing laws / implementing harsher laws to punish employers who unfairly dismiss women due to pregnancy.	Source C	Employers should be responsible for developing an inclusive working environment to allowing working mothers to balance work and family commitments.		Source D		Women should overcome their fear of speaking out their concerns and not assume that employers are aware of their concerns. Thus, more career opportunities would be made available to them / increase their chances of being promoted. or	[2-4]
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		Women should build up the courage and take the initiative to speak up for themselves, so that more career opportunities will be made available to them.
Source E	Companies should be responsible for developing training programmes to prevent gender discrimination.	Women should be responsible for using their voice to stand up for themselves instead of tolerating gender discrimination.
Source F		Governments should be responsible by investing money to lower the cost of childcare such that working mothers can enter the workforce with a peace of mind.

e.g. I agree that employers should be responsible for promoting gender equality.

*Source A shows a male employer asking an overqualified female employee to, "get me a coffee". **This suggests that employers should be responsible for recognising the achievements of women so that they remain meaningfully employed***

*Source B states, "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." **This shows that employers should be responsible for treating pregnant women fairly, instead of firing them without a valid reason.***

Source C states, "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." **This suggests that employers should be responsible for developing an inclusive working environment to allowing working mothers to balance work and family commitments.***

*Source E states, "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?" **This shows that employers should be responsible for developing training programmes to prevent gender discrimination.***

OR

I disagree that employers should be responsible for promoting gender equality.

*Source B states, "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." **This suggests that governments need to enforce laws to protect the rights of pregnant women.***

Source D states, "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.

	<i>But we should not accept a predetermined workplace fate based on gender and continue to push for opportunities to progress” <u>This suggests that women should be responsible for building up the courage to speak up for themselves, so that more career opportunities will be made available to them.</u></i> <i>Source E states that, “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?” <u>This suggests that women should be responsible for using their voice to stand up for themselves instead of tolerating gender discrimination.</u></i> <i>Source F states that, “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.” <u>This suggests that governments should be responsible by investing money to lower the cost of childcare such that working mothers can enter the workforce with a peace of mind.</u></i>	
L3	Yes + No, supported by valid source use i.e. Both elements of L2. Award 5 marks for 2 sources used correctly. Award 6 marks for 3 sources used correctly. Award 7 marks for 4 sources used correctly. Award 8 marks for 5 or more sources used correctly. To score additional 2 marks, candidates can take any one of these 3 routes: Route 1: Through analysing at least one source in relation to its reliability, utility or sufficiency. <i>e.g. I agree with the statement that gender equality in the workplace can be achieved because source F is insufficient to prove that all employers will brush off female employee’s concerns at work. Source F mentioned the experience of female colleagues being ignored when they tried to explain their mistreatment to their employer. However, this is not representative of the experiences of the majority of female employees, and thus is insufficient to prove that most employers are unempathetic towards female workers. [+2m]</i> Route 2: By sharing example(s) from contextual knowledge. <i>e.g. Similar to Sweden’s heavily subsidised childcare as seen in source F, it was announced in 2023 that Singapore would increase its paid paternity leave from 2 weeks to 4 weeks such that fathers can take on more childcare duties, allowing mothers to return back to work. Thus, I believe that gender equality in the workplace can be achieved. [+2m]</i> Route 3: By giving a balanced conclusion / resolution. <i>e.g. Gender equality in the workplace can only be achieved when all stakeholders work together to contribute to an inclusive culture in which women’s opinions and choices are recognised. Governments are responsible for using their resources and implementing laws to alleviate the worries of working mothers, providing them with an equal opportunity to succeed at work. This can be seen in sources B and F.</i> <i>Companies are also responsible to use their resources and authority to implement workplace policies to further support female employees. This can be seen in sources C and D.</i>	[5-8]

	<i>However, women themselves also need to understand their rights stand up for themselves by refusing unfair treatment and seeking remediation. This can be seen in sources B and D.</i> <i>Thus, when all stakeholders collaborate, gender equality in the workplace can be improved and eventually, achieved. [+2m]</i>	
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SECTION B

Target Skill: Structured-Response Questions

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 <u>two</u> reasons.	[7]
L1	Describes the topic Award 1m for writing about the topic <i>e.g. Digital Defence is important because of globalisation in Singapore. [1]</i>	[1]
L2	Identifies/Describes the reason Award 2 marks for identifying one reason. Award 3 marks for identifying two reasons. Award 3 marks for describing one reason. Award 4 marks for describing two reasons. <i>e.g. One reason that the government added Digital Defence is because of the increasing number of cyber threats due to globalisation. [2] These attacks lead to things like theft of sensitive information and disruptions in essential services. One such attack was in 2018 when the personal information of 1.5 million patients were stolen from SingHealth patients, including then-Prime Minister Lee Hsien Loong. [3]</i> <i>e.g. Another reason that the government added Digital Defence is because of the need to promote awareness of cyber threats, like scams and phishing amongst Singaporeans. [2] One such scam is e-commerce scams where Singaporeans were asked to transfer money for the sale of concert tickets such as that of Taylor Swift and Bruno Mars. The scammer would then cease all contact with the victim, getting away with their money. [3]</i> Other possible reasons: • Safeguarding critical infrastructure • National security and defence • Economic protection • Enhancing public trust	[2-4]
L3	L2 + Explains the strategy Award 5-6 marks for explaining one reason. Award 6-7 marks for explaining two reasons. NOTE: student may approach this question by providing any or all of the following: - purpose of why digital defence is set up - context of cyber safety under threat / prevalence of the usage of cyber technology - details of how digital defence can be carried out - outcome of how having digital defence will benefit society e.g. fall in cybercrime rates - examples of case studies related to cyber security and/or transnational terrorism Providing <u>2 or more</u> of the above will allow students to construct a holistic understanding of the issue and question and score at the L3 level <i>e.g. One reason that the government added Digital Defence is because of the increasing number of cyber threats due to globalisation. These attacks lead to things like theft of sensitive information and disruptions in essential services. One such attack was in 2018 when the personal information of 1.5 million patients were stolen from SingHealth patients, including then-Prime Minister Lee Hsien Loong. <u>With Digital Defence, the government can enhance cybersecurity in the country and prevent such important and sensitive</u></i>	[5-7]

information from being stolen, leading to protection of Singaporean data from the increasing number of cyber threats due to globalisation. [6]

Another reason that the government added Digital Defence is because of the need to promote awareness of cyber threats, like scams and phishing amongst Singaporeans. One such scam is e-commerce scams where Singaporeans were asked to transfer money for the sale of concert tickets such as that of Taylor Swift and Bruno Mars. The scammer would then cease all contact with the victim, getting away with their money. **With Digital Defence, Singaporeans would be educated about how to look out for such scams and ensure that they adopt safe practices when using online services. The government can then reduce the risk of cyber incidents and, with the help of citizens, defence the country against digital threats. [7]**

7	Extracts 2 and Extract 3 reflect on the economic impacts of globalisation. Do you think globalisation brings about more employment opportunities than challenges for individuals in Singapore? Explain your answer.	[8]
L1	Writes about the topic without answering the question <i>e.g. Globalisation brings about both employment opportunities than challenges on countries and individuals. [1] This includes more job opportunities and a higher competition for jobs [2].</i>	[1-2]
L2	Describes the factors Award 3 marks for describing 1 factor. Award 4 marks for describing 2 factors. <i>e.g. Globalisation involves the interconnections and interdependence between countries through sharing of ideas and activities. It brings about employment opportunities for individuals. As countries are more open to the global economy, foreign multi-national corporations (MNCs) will be enticed to expand overseas, bringing with them job opportunities. For example, Singapore is an attractive location for businesses due to its political stability and highly educated population. When Apple Inc. decided to set up their facility in Singapore, they created more than 60,000 jobs for locals. [3]</i> <i>e.g. (As above plus) Globalisation brings about employment challenges. As countries are more open to the global economy, foreign MNCs may relocate parts of their operations overseas to leverage on cheaper labour cost, especially in low-cost economies. For instance, major tech firms such as Amazon and Meta have been laying off workers during the covid-19 period to reduce their operating costs. [4]</i>	[3-4]
L3	Explains the factors Award 5-6 marks for explaining 1 factor. Award 6-7 marks for explaining 2 factors. Note: An explanation shows how globalisation benefits an individual. <i>e.g. Globalisation involves the interconnections and interdependence between countries through sharing of ideas and activities. It brings about employment opportunities for individuals. As countries are more open to the global economy, foreign multi-national corporations (MNCs) will be enticed to expand overseas, bringing with them job opportunities. For example, Singapore is an attractive location for businesses due to its political stability and highly educated population. When Apple Inc. decided to set up their facility in Singapore, they created more than 60,000 jobs for locals. Through this, an individuals in Singapore are able to access a wider range of jobs that may result in higher wages and skills leading to an increase in their standard of living, providing a livelihood for them.</i> <i>e.g. (As above plus) Globalisation brings about employment challenges. As countries are more open to the global economy, foreign MNCs may relocate parts of their operations overseas to leverage on cheaper labour cost, especially in low-cost economies. For instance, major tech firms such as Amazon and Meta have been laying off workers in Singapore during the covid-19 period to reduce their operating costs. As such, locals are at risk of being retrenched, resulting in the loss of income and a fall in their standard of living. [7]</i>	[5-7]
L4	Both aspects in L3 plus explains the relative importance of the factors <i>e.g. (Both examples above plus) Globalisation brings about more positive economic impacts than negative economic impacts for individuals, as long as individuals are responsible for upgrading their knowledge and skillsets to remain relevant in the job market. Although globalisation may pose a threat to the livelihood of Singaporeans, individuals are still able to reap the economic benefits by remaining open-minded and flexible, acquiring new skills and explore a career in a separate field. [8]</i>	[8]

