

Section A (Source-Based Case Study)

Answer **all** questions

Being Part of a Globalised World

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 question, in addition to the sources which you are told to use. In answering the questions, you should use the knowledge of the issue to help you interpret and evaluate the sources.

1. Study Source A.

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

2. Study Sources B and C.

How different are these two sources about the issue of brain drain? Explain your answer. [7]

3. Study Source D.

How far does the source prove that brain drain is viewed negatively? Explain your answer. [7]

4. Study Sources E and F.

After reading Source E, are you surprised by Source F? Explain your answer. [6]

5. "Brain drain brings about more harm than good".

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

What are the challenges of managing brain drain in countries?

BACKGROUND INFORMATION

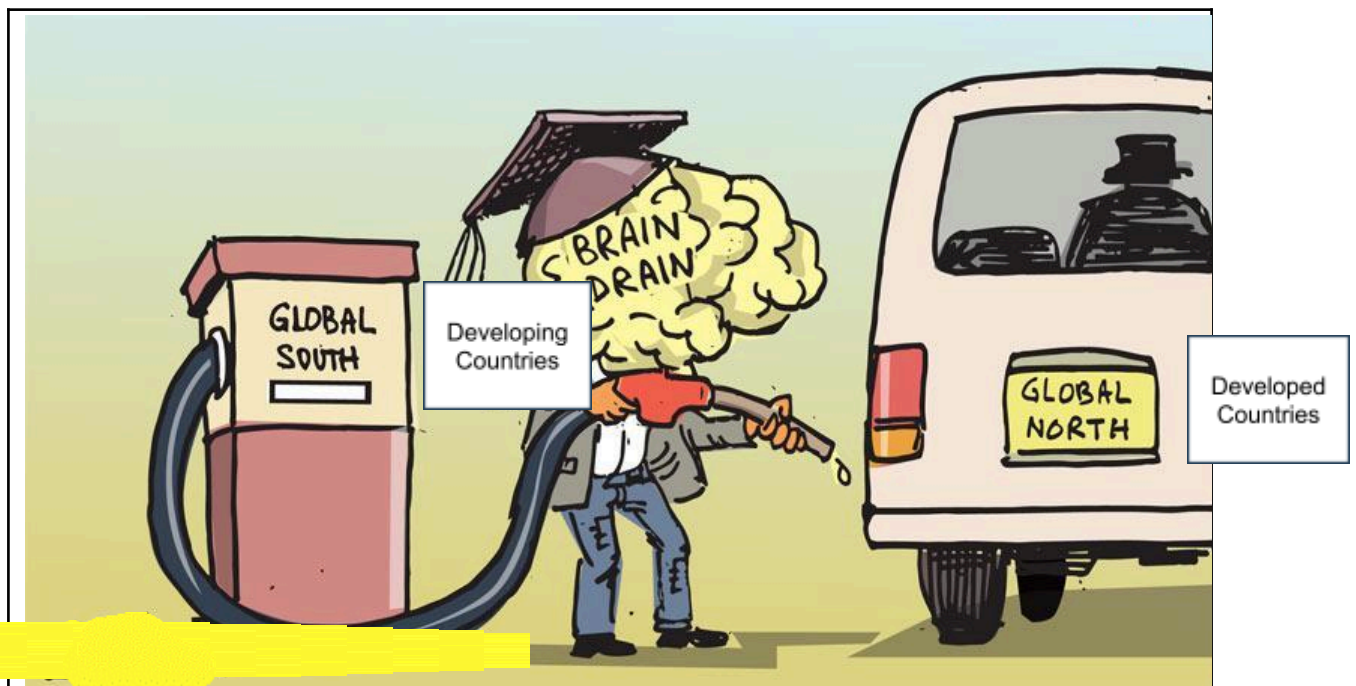
Read this carefully. It may help you to answer some of the questions.

In a globalised world, human migration occurs due to factors such as political instability and economic opportunities. The term “brain drain” often implies the movement of skilled labour from one country. Some countries welcome this movement as the receiving country is thought to benefit from the skilled labour as it supplements its labour pool. Conversely, others are unsupportive of this phenomenon due to concerns that the emigration of people from source countries often deprives the country of skilled labour. For example, countries such as Sri Lanka face a massive wave of skilled workers emigrating permanently, especially in industries such as medicine, engineering and agriculture. This has presented challenges for the government to ensure that the workforce remains economically competitive.

Study the following sources to find out what are the challenges of managing brain drain in countries.

Source A:

A cartoon published on a Sri Lankan current affairs website.



[Turn over

Source B: *Adapted from an article published on an Indian news website titled “Not brain drain but brain circulation”.*

A recent survey revealed that 70% of Indian graduates are either planning or considering studying abroad. Yet, most of them are not treating this as a permanent migration. Instead, they intend to return to India for employment after completing their education. Studying abroad is increasingly being seen as an extension of Indian education rather than an escape from it. The idea is not to leave India behind – but to step out, build competence and come back stronger.

Many graduates now see India as the eventual destination for their careers. A fast-growing digital economy, expanding financial markets and a surge in startup activity are changing perceptions of opportunity at home. This cycle is becoming clearer: Indian students leave, acquire education and exposure, gain international experience and then return with enhanced skills and global perspective.

Source C: *A cartoon published on a Jamaican news website in response to the dire state of education in the country.*



Source D: *Adapted from a social media website regarding a post on brain drain. The comment was made by an Indian national in response to the post.*

When I chose to move to the USA, it meant a high paying job and a fast-growing career that will secure the future of my family. After being there for two decades, while I am thankful for these opportunities, I realised that there is also a tremendous amount of toil and sacrifice that comes with this decision. Being away from my parents and extended family has been emotionally taxing. It is painful to be half a planet away and not rush to their side when they need you the most. I lie to myself every night about why this trade-off makes pragmatic sense, but deep down I wish more than anything that I can have it both ways.

Source E: *Adapted from a comment by a concerned Singaporean on his insights on the future of Singapore's job market. The comment was published on a popular online social forum in 2023.*

I always knew that there was some competition in the job market but after trying to enter the job market in Singapore, it really opened my eyes to the sheer number of foreigners trying to work and live here. Seriously, we, the younger people need to start treating this as a real issue and stop being overly comfortable in our bubble. While many of my local batchmates have the right skillsets that fit the role, they are considering relocating overseas due to the competition. If nothing is done and we are just accepting status quo, we will get squeezed out of our country at an alarming rate.

Source F: *An excerpt from a written reply by a Singaporean Minister. She was responding to questions in Parliament in 2025 about manpower and talent.*

Singapore will continue to welcome talent who complement our own capabilities. We will at the same time press on with our priority in developing our local workforce. By investing in our people, enhancing our business environment, strengthening our connectivity and fostering a vibrant tech and innovation ecosystem, we are confident that Singapore will remain a leading global talent hub.

[Turn over]

SECTION B (Structured-Response Question)Answer **all** questions.**Living in a Diverse Society**

Study the extracts carefully, and then answer the questions.

Extract 1

A picture showing a local family inviting migrant workers to their home for a meal. It was part of an initiative by fellow Singaporeans called 'Makan with Me'. Makan means eat in Malay.

**Extract 2**

Differences in cultural backgrounds can sometimes lead to conflicting views. These conflicting views can lead to prejudice, inaccurate judgement and discrimination.

Extract 3

The inflow of foreigners into Singapore is meant to meet Singapore's shortage of manpower. However, Singaporeans are concerned about the heightened competition with foreigners over limited resources such as job opportunities and infrastructure.

6. Extract 1 shows a photo of a family bonding with migrant workers over a meal in their home.

In your opinion, what qualities should Singaporeans possess to promote a harmonious society? Explain your answer with **two** qualities.

[7]

7. Extracts 2 and 3 show the challenges that can arise from living in a diverse society.

Do you think stereotypes, prejudice and discrimination are more challenging to manage than competition for resources? Explain your answer. [8]

-End of Paper-

Copyright Acknowledgements:

Source A: <https://www.ft.lk/cartoon/Cartoon-18-09-2023/10494-753079#>

Source B:

<https://timesofindia.indiatimes.com/education/news/not-brain-drain-but-brain-circulation-why-70-of-indian-graduates-are-heading-abroad-but-not-staying-there/articleshow/131272438.cms>

Source C: <https://www.jamaicaobserver.com/2022/10/31/brain-drain-migratory-movements-of-people/>

Source D: <https://www.quora.com/How-can-one-justify-brain-drain-from-India>

Source E: https://www.reddit.com/r/SingaporeRaw/comments/1hrmrcc/competition_for_jobs_with_foreign_pmets_is_real/

Source F: <https://www.population.gov.sg/parliamentary-reply-by-minister-indranee-rajah-on-singapore-s-imd-world-talent-ranking-2025/>

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**Anglican High School
2026 Preliminary Examinations
Suggested LORMS**

1	Study Source A. What is the message of this cartoon? Explain your answer, using details of the cartoon.	[5]
L1	Answers based on topic	1
L2	Literal interpretation <i>Award 2m for unsupported message</i> • There is brain drain in Sri Lanka. • The population of Sri Lanka/developing countries decreases due to brain drain. • Brain drain is fuelling the economic engine of the developed countries.	2-3
L3	Valid interpretation <i>Award 4m for unsupported message</i> The message of this cartoon is to convince Sri Lankans that the issue of brain drain has affected their country negatively. Source A shows a person wearing a graduation cap with a brain that says "Brain Drain". This person is pumping fuel labelled as "developing countries" directly into a van labelled "developed countries". This means that the talent in developing countries are being taken away by the developed countries which affects the developing countries negatively as they now have a shortage of talent.	4-5

2	Study Sources B and C. How different are these two sources about the issue of brain drain? Explain your answer.	[7]
L1	Use of content but no valid matching	1
L2	Similarity/Difference because of provenance/source type/topic Literal comparisons <u>Similarity</u> Sources B and C are similar as both sources are from websites. <u>Difference</u> Sources B and C are different in the type of website it is posted on Source B is posted on an Indian website while Source C is posted on a Jamaican website.	2
L3	Similarity/Difference based on content	3-4
L4	Similarity AND Difference based on content <u>Similarity</u> Sources B and C are similar in stating that people are emigrating. This is evident in Source B which states that “Indian students leave, acquire education and exposure, gain international experience” and in Source C which shows most teachers leaving Jamaica for USA and UK. This means that people are leaving their source country which leads to brain drain. <u>Difference</u> Sources B and C are different in stating whether the source countries benefit from brain drain. Source B states that countries benefit from brain drain while Source C states that countries do not benefit from it. This is evident in B which states that “This cycle is becoming clearer: Indian students leave, acquire education and exposure, gain international experience and then return with enhanced skills and global perspective”. This means that the source country will ultimately benefit as when their citizens leave and come back, they will be better able to contribute to the country. However, Source C shows most teachers leaving for USA and UK and the student telling the government to intervene. This means that the country suffers from brain drain as there is a lack of teachers, adversely affecting the quality of education in schools. Difference based on attitude only (L4/5)	5-6
L5	L4 + Difference based on attitude/Difference in purpose Both Sources B and C differ in their attitude on the issue of brain drain. Source B adopts a more optimistic attitude while Source C adopts a more critical attitude. Source B’s attitude shows that brain drain is not a negative phenomenon as it does have long-term positive impacts on source countries when individuals return to the country. However, Source C’s attitude shows that brain drain does have negative implications due to the severe shortage of skilled labour such as teachers which would adversely impact the quality of education in Jamaica.	7

	Both sources differ in their purpose. Source B is to convince the Indian citizens that brain drain is not all that bad so that the citizens will be more reassured of the current phenomena and stay calm. Source C is to convince the government that brain drain has negative impacts and is happening on a wide scale so that the government will take action to manage this issue.	
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3	Study Source D. How far does the source prove that brain drain is viewed negatively? Explain your answer.	7
L1	Prove/Does not prove based on provenance/context	1
L2	Does not prove based on typicality Source D does not prove that brain drain is viewed negatively as it shows only 1 person's perspective and is not representative of the views on brain drain	2
L3	Does not prove based on sub-message <i>Does not prove = positive views</i> Source D does not prove that brain drain is viewed negatively as it shows that brain drain is viewed positively. This is evident in "When I chose to move to the USA, it meant a high paying job and a fast-growing career that will secure the future of my family". This means that brain drain can help a person increase social mobility and help the person secure a better quality of life through the higher income and opportunities that comes along with it.	3
L4	L3 + Cross-reference <i>*stand should be does not prove.</i>	4
L5	Prove/Does not prove based on main message <i>Prove = viewed negatively; Does not prove = mixed views</i> Source D proves that brain drain is viewed negatively. This is evident in "I realized that there is also a tremendous amount of toil and sacrifice that comes with this decision". This means that brain drain brings about significant hardship for those who emigrate. Source D does not prove that brain drain is viewed negatively, rather, it is a mixed/ambivalent view. This is evident in "After being there for two decades, while I am thankful for these opportunities, I realized that there is also a tremendous amount of toil and sacrifice that comes with this decision". This means that brain drain is viewed as a decision with trade-offs, one that brings economic opportunities but hardship and sacrifice.	5
L6	L5 + Cross Reference <i>*argument should match what candidates have fronted.</i>	6
L7	L5 + Critical Analysis (treatment of content)	7

	In my final analysis, Source D does not prove that brain drain is viewed negatively as it is balanced and reliable. Source D is a two-sided view, highlighting both pros and cons of brain drain. *argument should match what candidates have fronted.	
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4	Study Sources E and F. Does Source E make you surprised by the views expressed in Source F? Explain your answer.	[6]
L1	Use of Source E and/or F but no element of surprise	1
L2	Element of surprise without explanation Source E makes me surprised by the view expressed in Source F as Source E is a Source E is written by a Singaporean while Source F is written by a Singaporean minister.	2
L3	Element of surprise based on internal reasoning Source E does not make me surprise by the view expressed in Source F as Source F is written by a Singaporean minister who is responding in parliament that Singapore requires foreign talent to supplement our local workforce.	3
L4	Comparison of content <u>Surprised (Difference in content)</u> Source E makes me surprised by the views expressed in Source F as they both have differing views of the competitiveness of the job market in Singapore. Source E states that the job market is competitive due to foreign talent while Source F states that the job market is not as competitive as the government will groom local talent. Source E states that “after trying to enter the job market in Singapore, it really opened my eyes to the sheer number of foreigners trying to work and live here”. This means that the local Singaporeans now face increased competition for jobs due to the increase in the number of foreigners trying to also find a job in Singapore. However, Source F states that “We will at the same time press on with our priority in developing our local workforce”. This means that the Singapore government is still prioritising the employment of Singaporean locals and to further develop the local talent pool. <u>Not surprised (Similar in content)</u> Source E does not make me surprised by the views expressed in Source F as they both have similar views that foreigners are attracted to work in Singapore. Source E states that “sheer number of foreigners trying to work and live here” and Source F states that “Singapore will continue to welcome talent who complement our own capabilities”. This means that Singapore presents many opportunities for foreigners to find a job and is an attractive country for foreigners to consider emigrating to.	4

L5	Both elements of L4/cross-reference to specific CK related to SG context only	5
L6	Not surprised based on purpose	6

5.	“Brain drain brings about more harm than good”. Using sources in this case study, how far would you agree with this statement? Explain your answer. Harm – negative impacts – burden on country/burden on individuals Good – positive impacts – countries more economically competitive, economic opportunities for individuals	[10]								
L1	Writes about statement, no valid source use	1								
L2	Yes/No, supported by valid source use <i>Award 2-3m for 1 valid source use</i> <i>Award 3-4m for 2 valid source use</i>	2-4								
L3	Yes + No, supported by valid source use i.e. Both elements of L2. Note: Consideration on number of sources used and the quality of analysis in deciding on marks in L2 and L3. <table><tr><th>Agree (Harm)</th><th>Disagree (Good)</th></tr><tr><td>Source A I agree as Source A states that brain drain brings about more harm. - People in developing countries are migrating to the developed countries. - Leads to developing countries to face manpower shortages/ becomes less competitive economically. </td><td>Source B I disagree as Source B states that brain drain brings about more good. - Migrants from India are returning to India after studying/working abroad. - Leads to return of talent to India which benefits India economically. </td></tr><tr><td>Source C I agree as Source C states that brain drain brings about more harm. - The loss of teachers in Jamaica has negatively impacted the education sector. - Led to the shortage of teachers (skilled manpower). Affects the quality of education negatively. </td><td>Source C I disagree as Source C states that brain drain brings more good. - The migration of teachers from Jamaica impacts USA and UK positively. - Increases the manpower/skilled talent in USA and UK. Education industry has a more diverse talent pool. </td></tr><tr><td>Source D</td><td>Source D</td></tr></table>	Agree (Harm)	Disagree (Good)	Source A I agree as Source A states that brain drain brings about more harm. - People in developing countries are migrating to the developed countries. - Leads to developing countries to face manpower shortages/ becomes less competitive economically.	Source B I disagree as Source B states that brain drain brings about more good. - Migrants from India are returning to India after studying/working abroad. - Leads to return of talent to India which benefits India economically.	Source C I agree as Source C states that brain drain brings about more harm. - The loss of teachers in Jamaica has negatively impacted the education sector. - Led to the shortage of teachers (skilled manpower). Affects the quality of education negatively.	Source C I disagree as Source C states that brain drain brings more good. - The migration of teachers from Jamaica impacts USA and UK positively. - Increases the manpower/skilled talent in USA and UK. Education industry has a more diverse talent pool.	Source D	Source D	5-8
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Source D	Source D									

	I agree as Source D states that brain drain brings about more harm. • Leads to personal sacrifice to be away from loved ones. • Leads to a decreased quality of life.	
	Source E I agree as Source E states that brain drain brings about more harm. • Leads to the job market in Singapore to be more competitive. • Leads to a decreased job opportunities for Singaporean locals and a decrease in morale. Source F I disagree as Source F states that brain drain brings about more good. • Increases the talent pool in Singapore. • Leads to Singapore being more economically competitive. **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. • By sharing examples from their contextual knowledge. • By giving a balanced conclusion/resolution This allows scope for candidates to decide what comes more naturally for them, and will invite meaningful thinking, without making any of the above a direct requirement.	

6	Extract 1 shows a photo of a family bonding with migrant workers over a meal in their home. In your opinion, what qualities should Singaporeans possess to promote a harmonious society? Explain your answer with two qualities.	[7]
L 1	Describes the topic <i>E.g. A harmonious society is one where people from diverse backgrounds live peacefully, respect one another's differences, and work together for the common good.</i>	1
L 2	Identifies / Describes factors <i>Award 2 marks for identifying one quality and 3 marks for identifying two qualities. Award 3 marks for describing one quality and 4 marks for describing two qualities.</i>	2-4
L 3	L2 + Explain factors <i>Award 5-6 marks for explaining one quality. Award 6-7 marks for explaining two qualities.</i> Explain should show why or how value leads to harmony <i>E.g.</i> I: Respect is an important value for promoting harmony in Singapore's diverse society. D: Singapore is home to people of different races, religions, cultures and nationalities. For example, people show respect by being considerate of one another's religious beliefs, such as avoiding offensive remarks about other religions or being mindful of halal dietary requirements when organising meals. E: When people respect one another's differences, they are less likely to make stereotypes, discriminate or offend others. This helps people feel accepted and valued regardless of their background. As trust and understanding grow, conflicts are less likely to arise and people are more willing to interact positively with one another. This enables people from diverse backgrounds to live together peacefully. I: Empathy is another important value for promoting harmony in Singapore's diverse society. D: For example, if someone understands the challenges faced by a new immigrant or a person from a different socio-economic background, they are more likely to include them in conversations and activities instead of excluding or judging them. This may include inviting them for meals to have exchange of cultures or experience so as to understand what and why they do things differently. E: Empathy allows people to appreciate different perspectives and experiences. Instead of reacting based on stereotypes or assumptions, they seek to understand why others think or behave differently. This reduces misunderstandings and encourages cooperation between different groups. Thus helping people build mutual understanding and strengthening social cohesion in Singapore.	5-7

7	Extracts 2 and 3 show the challenges that can arise from living in a diverse society. Are stereotypes, prejudice and discrimination more challenging to manage than competition for resources? Explain your answer. Change to positive and negative effects of living in a diverse society More challenging to manage – stereotypes or competition for resources Stereotypes □ Misconceptions, hostile r/s unhappiness Competition resources □ lack of opportunities, dissatisfaction/ discontentment	[7]
L 1	Describes the topic	1
L 2	Describes factors <i>Award 2- 3 marks describing one factor.</i> <i>Award 3 - 4 marks for describing two factors.</i>	2-4
L 3	L2 + Explain reasons <i>Award 5-6 marks for explaining one way.</i> <i>Award 6-7 marks for explaining two ways.</i> E.g. Stereotypes, prejudice and discrimination are challenging because they are rooted in people's attitudes and beliefs, which can be deeply ingrained and difficult to change. When people judge others based on their race, religion, nationality or socio-economic background, it can lead to exclusion, unequal treatment and mistrust. An example was the polytechnic lecturer who confronted an interracial couple and made several racist remarks about them. This made the couple embarrassed, humiliated and hurt. This discriminatory behaviour or any unconscious biases may negatively influence how people interact with one another. This weakens relationships between different groups and undermines social cohesion. Secondly, competition for resources, such as jobs, housing or educational opportunities, can also create tension between different groups when people feel that resources are limited or unfairly distributed. For instance in Singapore, while many generally agreed it was important for Singapore to remain open to foreigners, there is still anxiety over job security and opportunities especially amongst the unemployed. This may result in perceived unfair treatment that can create unhappiness and tensions between the locals and foreigners. This is a challenge and government will need to put aside time and resources to address this tension by giving financial assistance and implementing skills upgrading programmes for locals such as the Skillsfuture initiative. As populations grow and economic conditions change, governments may find it increasingly difficult to meet everyone's needs. <i>Note: Responses must explain how the challenges resulted from the diversity in society and how they are difficult to resolve/ manage.</i>	5-7
L 4	L3+ Weigh the relative significance of both factors	8