



2009 Modern Studies

Higher – Paper 2

Finalised Marking Instructions

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Questions 1 to 3 are based on Sources A to C on pages 2 – 5. Answer Questions 1 to 3 before attempting Question 4.

In Questions 1 to 3 use only the Sources described in each question.

Question 1

Use **only** Source C1(a), C1(b) and Source A.

To what extent does the evidence support the view of Avril Beattie?

Avril Beattie (Source A) claims: “The percentage of women in senior positions in the public services is well below that of men, so it comes as no surprise that the UK has the largest gender pay gap in the European Union” (1).

Source C1 (a) shows that the percentage of women in senior management in the public services *is* well below that of men (1).

However Source C1 (b) shows that the UK *does not* have the largest gender pay gap in the EU. Cyprus and Germany each have a larger gender pay gap than the UK (1).

3 Marks

Question 2

(a) Use **only** Source C2 (a) and Source A.

Why might Avril Beattie be accused of exaggeration?

Avril Beattie (Source A) claims: “Well over half of women say that having children is the biggest obstacle they face in pursuing a successful career” (1).

Source C2 (a) shows only 48% of women claim this to be so (1).

2 Marks

(b) Use **only** Source C2 (b) and Source B.

To what extent does the evidence support the view of Jim Waugh?

Jim Waugh (Source B) claims: “More girls than boys are going into both full time higher/ further education and employment” (1).

Source C2 shows that more girls than boys *are* going into full time higher/further education (1).

However more boys than girls are going into employment after leaving school (1).

3 Marks

Question 3

Use **only** Source C3 and Source B.

Why might Jim Waugh be accused of exaggeration?

Jim Waugh (Source B) claims: “the UK has one of the highest percentages of women in senior management in the world” (1).

Source C3 shows that the UK *does not* have one of the highest percentages of women in senior management posts in the world. The majority of countries featured in the table have a higher percentage (1).

2 Marks

Total 10 Marks

Question 4

You are a policy researcher in the Department for Work and Pensions. You have been asked to prepare a report in which you recommend or reject Fifty-Fifty, a proposal that women hold the same number of senior management posts in the public services as men.

- Zone Mark: C Pass = 10 or 11
B Pass = 12 or 13
A Pass = 14 and above
- Use the full range of marks, up to and including 20/20
- Do not over-credit answers that simply paraphrase the source information in isolation
- The report must feature background information if it is to pass
- Use must be made of all specified sources

Credit

A style appropriate to a report (sub-headings, chapters etc) with:

- an introduction that indicates an awareness of the role to be adopted and makes a clear recommendation
- developed arguments in support of the recommendation
- identification of and comment on (rebuttal of) counter arguments
- synthesis of source information
- provision and use of appropriate background knowledge
- an overall conclusion.

Argument for the proposal may refer to:

- continued existence of pay gap
- low female representation in senior management positions in the public services
- gender career stereotyping
- the glass ceiling
- slow pace of progress towards gender equality
- other relevant points featured in the source material.

Argument against the proposal may refer to:

- importance of meritocracy
- more girls now going into further/higher education
- proposal is “patronising”
- loss of talented males to the private sector
- there are more deserving causes than the improvement of opportunities for the already well-paid
- other relevant points featured in the source material.

Accept, but do not ‘check list’, background information developed from references in:

Source A

- *The glass ceiling* (credit development, exemplification and comment)
- *The gender pay gap and Examples of unequal pay to be found in the UK* (credit development, exemplification and comment)
- *The Women and Work Commission* (report into closing the gender pay gap)
- “*Five C’s*” (cleaning, catering, caring, clerical, cashiering)

Source B

- *There has been a great deal of gender equality legislation in recent years* (Employment Equality (Sex Discrimination) Regulations 2005; Work and Families Act, 2006; Gender Equality Duty 2006; Sex Discrimination (Amendment) Regulations 2008)
- *In addition, diversity targets have been set for the Civil Service* (30% of top management posts to be held by women by April 2008 and new 10 point plan issued in July 2008)
- *We have reached a point where equality laws are actually holding back women’s careers.* In July 2008, Nicola Brewer, chief executive of the Equalities and Human Rights Commission claimed that calls to the Commission’s helpline from women who had lost their jobs after becoming pregnant suggested that they were paying a heavy price for their new rights. She said that her fears had deepened earlier in the year when Sir Alan Sugar was quoted as saying “If someone comes into an interview and you think to yourself there is a possibility that this woman might have a child and therefore take time off, it is a bit of a psychological negative thought”
- *UK’s many social problems* (credit development & exemplification)
- *A healthy work – life balance.* Findings of the British Household Panel Survey: women may be redefining themselves as mothers who work rather than career women who happen to have children. The Survey which involved 3,800 couples over eight years, found that women with part-time jobs reported greater job satisfaction than those in full-time work.

Source C

Credit development and comment on any of the statistical sources: the UK pay gap *is* above the European average. The UK has a large gap because lots of women work. In other EU countries only the higher skilled (and thus better paid) can find jobs.

Other background knowledge [do not check-list] – based argument may include reference to:

- The 2008 Sex and Power Report (revealed the continued existence of glass ceilings across a range of professions)
- Equality Bill 2008-2009
- Equal pay claims in which Scottish local authorities have had to increase the pay of female staff to that of men in ‘comparable’ posts and award back-dated settlements
- On-going individualist v collectivist debate
- Other relevant points.

20 Marks

Total 30 Marks

[END OF MARKING INSTRUCTIONS]