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AN INSIDER PERSPECTIVE OF LIFELONG LEARNING IN SINGAPORE: BEYOND THE ECONOMIC PERSPECTIVE

VOLUME TWO OF TWO

SIEW KHENG NG

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A THESIS SUBMITTED IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE OF

DOCTOR OF EDUCATION

SCHOOL OF EDUCATION

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APPENDICES

Appendix 1: Invitation Letter
Ng Siew Kheng
14th February 2003
Subject: Study on Factors Motivating Lifelong Learning in Singapore
Dear
I am a postgraduate student of the University of Durham in the United Kingdom. Having completed the two-year coursework, I am currently conducting research on the factors that motivate lifelong learning in Singapore as part of my doctoral thesis.
My interest in lifelong learning started in 1977 when I was doing a unit on lifelong learning at the Institute of Education. Over the years, my experience as a pre-university teacher, and subsequently, as an adjunct lecturer with a polytechnic, has drawn my attention to the factors that motivate lifelong learning in Singapore.
In this particular study, I hope to examine the sociocultural and other influences on motivation for lifelong learning in the Singapore context. I am especially interested to interview those of you who have been nominated by your peers as successful lifelong learners, to get a glimpse of your life stories. I believe that by sharing your life stories and how you manage to overcome obstacles to engage in lifelong learning, you will be an inspiration to others who hope to follow in your footsteps.
I enclose an information sheet outlining what the study is about. Any information provided by you would be on the understanding that it is completely confidential to the researcher and that you will not be identified in any report or publication that is prepared from this study, except where your prior permission has been obtained.
If you have any queries regarding the above-mentioned study, please feel free to contact me at S.K.Ng@durham.ac.uk or handphone number: I look forward to meeting up with you at a time convenient to you.
Yours faithfully,
(Ms.) Ng Siew Kheng

Appendix 2: Information Sheet

Subject: Study on Factors Motivating Lifelong Learning in Singapore

(Approved by Durham University's Ethics Advisory Committee)

1. What the study is about

The purpose of my study is to examine the factors that influence motivation for lifelong learning in the Singapore context. I hope to focus on the sociocultural influences that affect motivateion for lifelong learning in Singapore. I am especially interested in interviewing those of you who have been nominated by your peers as successful lifelong learners. By sharing your life stories, I hope to cast light on how we can continue to encourage lifelong learners in the Singapore society.

2. What you will have to do

If you agree to participate in the study, you will first be invited to meet me for one interview of about one hour. This interview would take place at a time convenient to you. The interview will be tape-recorded and will normally be conducted in private. The first interview consists of the narration of your life story with special emphasis on the factors that motivate you to engage in lifelong learning, as well as the obstacles that you have to overcome. If you agree to proceed to the next phase, another interview may then be conducted later to focus on some of these factors.

3. Your rights as a participant.

If you take part in this study, you have the right to:

- (a) refuse to answer any particular question, and to withdraw from the study at any time.
- (b) ask any further questions about the study that occur to you during your participation.
- (c) provide information on the understanding that it is completely confidential to the researchers, and that you will not be identified in any reports or publications that are prepared from this study, except with your prior permission.
- (d) examine and amend the transcript of the interview, and to indicate any part of the transcript that you do not wish to be used.
- (e) determine the disposal of interview tapes, transcripts of interviews and personal documents made available for the study.

<i>4</i> .	Consent statement
and	, consent to participate in the research "Study on tors Motivating Lifelong Learning in Singapore". I accept the assurances listed here I give permission for Ng Siew Kheng to use the information gained in her thesis and subsequent publications she may write.
Sig	ned
Dat	

Appendix 3: Letter posted to interviewees to encourage reflection

12th May 2003

Subject: Interviews of Lifelong Learner Award Winners

Dear

Thanks for giving your consent to Mediacorp Radio to be interviewed for my doctoral thesis on lifelong learning in Singapore. I was not able to contact you earlier because of some prior arrangements that I had to make before starting officially. Now that I have been granted written approval from the university's ethics committee and can proceed with the interviews, I will like to make an appointment to interview you at a time convenient to you.

As mentioned in my previous letter, the method involves eliciting your life story through interviews. You can tell your life story in whichever way suits you most. As a guideline, some of the topics that can be covered in the interview include information about how each of the following factors may or may not influence your motivation for lifelong learning:

- Your family of origin and cultural background (e.g. whether your parents, relatives, neighbours and religious beliefs play a role in causing you to engage in lifelong learning now).
- Social and historical incidents (wars, independence of Singapore, change in educational systems, greater international competition and globalisation, etc. and their impact on your learning).
- Education (e.g. your experiences in school with teachers and fellow students).
- Present family (role of your spouse or children if you are married).
- Work (e.g. whether the nature or your place of work have any influence on your attitude or opportunities for lifelong learning).
- A brief description of your past and present learning activities and how you overcame any obstacles.
- Any advice that you will like to give to those who want to engage in lifelong learning like you.

You can contact me on my handphone (90011009) or by email (either at s.k.ng@durham.ac.uk or skyong@starhub.net.sg). Meanwhile, I will also be contacting you by email (if you have given an email address to Mediacorp Radio) and by telephone to arrange for an interview of about an hour or an hour and a half.

	to arrange for an interview of about an hour or an hour and a half.
	Hope to hear from you soon.
_	-Warmest regards,

Ng Siew Kheng

Appendix 4: Interview Schedule

Introductory statements

Hi, Mr / Ms....., how are you? I am really glad to meet you today. As you have heard from Mediacorp Radio, I am currently doing a study on lifelong learning in Singapore. They have been very kind to make the initial contact on my behalf. As I have mentioned on the phone, I am interested in studying the factors that motivate people like you, who persevere to learn continuously, sometimes even despite adverse circumstances. I hope you can share your life story because I think that what you share will be able to help others who aim to engage in lifelong learning like you. In view of the current economic and social conditions, what you share will be even more relevant. Prior to this, you have received some questions to help you put your life story together. Please feel free to tell your life story in whichever order you want and also emphasise any particular aspect of your life that you find to be of particular importance in your lifelong learning endeavour.

I will like to tape record this interview. However, you will be shown the transcript later on and you can make changes to the transcript if you do not agree with it. You can also indicate any part of the transcript that you wish to be excluded. As mentioned in my letter, you can refuse to answer any question. Do feel free to ask any question that you may have at any time of the study. Confidentiality will be maintained except where prior permission has been given by you. If you don't mind, could we start with your family and cultural background?

Possible questions include:

Family of origin and cultural background

- What religious and cultural values were passed on to you, and by whom? / Were there any particular beliefs or ideals that were passed on to you, and by whom?
- Which of these beliefs or ideals are especially important in molding your personality or life philosophy?
- Was religion important in your family? If so, does it still have an influence on you now?
- What cultural influences are still important to you today, especially with regards to your attitude towards learning?
- Do you come from a family or culture where education/ learning is considered as very important or unimportant? What kind of influence does this have on your motivation for lifelong learning?
- Alternatively, were there any obstacles that prevent you from learning because of your family background? How do you overcome these obstacles?
- What do you think you inherit from your parents? Do these traits help or hinder you in learning?
- (For women) Does the fact that you are a woman prevent you from pursuing learning when you were younger or now? How do you overcome these obstacles? Conversely, does being a woman in your culture give you some advantages? What are these advantages?
- (For men) Does being a man mean that you have some advantages in learning? What are these advantages? Conversely, do you think that as a man you have certain disadvantages in learning? How do you overcome them?

Social / Historical Factors

- Who and what shaped your life the most?
- Do you have any role models in your life? / Who are the heroes, heroines or mentors that have influenced your life? Are there any writers / politicians that have influenced you?
- Were there any incidents in your life that caused you to become who you are today?
- Can you recall any historical (e.g. World War II or independence of Singapore) or social incidents (e.g. communist insurgence in Chinese schools, racial riots or labour unrest) that have an impact on your life?
- Did social class have any effect on your life? Does it still have an effect on your life now? If so, how?
- Is a sense of community important to you? / What do you think of the role of the individual in the community or conversely, the community's role in the life of an individual?
- Are there any social pressures that you experienced as a child or as an adult, especially concerning the need to excel in our society?

Education

- What is your first memory of attending school?
- Did you enjoy attending school?
- How did school influence you, especially in your motivation to learn?
- Did you have a favourite teacher in primary, secondary or pre-university or at the tertiary level? How much did they influence you, especially in your attitude towards learning?
- What organisations or activities were you involved with in school? Did they have any effect on you and your attitude towards learning?
- How much formal education did you have?
- What is your view of the role of education (both formal and informal) in a person' life?
- What is your opinion about the educational system and its role in encouraging / discouraging lifelong learning?
- Are there enough opportunities / avenues for lifelong learning in Singapore? Give specific examples of such opportunities / avenues that you are aware of?
- What can be done to promote lifelong learning in Singapore?

Present Family and Work

- Are you married and do you have any children?
- What values or lessons do you try to impart to your children?
- What role does your spouse (if you are married) and children (if you have children) play in your life, especially with regards to lifelong learning?
- What work are you involved in?
- How did you end up in the type of work you do or did?
- Does the nature or your place of work have any influence in your attititude or engagement in lifelong learning?

Past achievements and Present Life

- Could you recollect the different kinds of learning activities that you have engaged in so far?
- What obstacles did you face in your learning endeavours?
- How did you overcome them?
- Since you won the lifelong learning award, are there any previous or new learning activities that you are still engaged in?
- How do you organise your life, especially your time, so that you can engage in so many activities at one time?
- What do you think are the factors that motivate you to persevere in learning?
- Do you think that you possess any particular personality traits that may have helped you?
- How do you feel about life now? Are there any other things that you think you will like to achieve but have not done so?
- What are some obstacles that you face in learning right now?
- How do you intend to overcome these obstacles?
- What has been the greatest challenge in your life so far?
- In what ways have lifelong learning affected you and those around you?
- Do you have any advice for those who aim to engage in lifelong learning like you?

Closure Questions

Is there anything that we have left out in your life story? What are your feelings about this interview and all that we have covered?

Some verbal prompts that I hope to use in the interviews include:

"Can you give me another example of that?"

"Is this the case all the time?"

"Really?"

"Please tell me more."

"Could you elaborate on this?"

"When did this happen?"

"How did this happen?"

Appendix 5: Evaluation Criteria

Evaluation Criteria

General Guidelines

- 1. Nominees must be individuals aged 18 years and above.
- 2. Nominees must either be Singaporeans or Permanent Residents of Singapore.
- 3. All nominations must come attached with the official entry forms taken from:
- TODAY newspapers
- Lifelong Learner Awards website (http://www.mediacorpradio.com/lifelong/learner)

Evaluation of Shortlisted Nominees

- 1. Their learning experiences can occur in both non-traditional and structured formalised classroom learning.
- 2. Their learning journeys need <u>not</u> have resulted in certification or accreditation.
- 3. They must demonstrate their passion for learning and how learning has improved or enriched their lives or benefited other people.
- 4. Their learning experiences could also reflect their perseverance and determination in the face of hardship or obstacles, such that their stories have a 'heart appeal'.
- 5. Their stories must not be seen to specifically promote or market certain products and services of any one educational or training provider.
- 6. They must be able validate their stories, where MediaCorp Radio and Ministry of Manpower would contact them or their nominators to verify their stories. This would be conducted through telephone interviews, emails and other possible correspondences.
- 7. They must disclose how they would spend the prize monies to further their learning experiences. MediaCorp Radio would re-confirm the truth of this the subsequent year.

Other Considerations

- 1. The final list of award winners should reflect diversity in terms of types of learning experiences as well as demographic distribution.
- 2. Award winners should not be selected merely on the basis of traditional progression of education. The process of transformation is fundamental.

Appendix 6: Transcription guidelines

It is important for qualitative research that transcripts be verbatim accounts of what transpired in the interview; that is, they should not be edited or otherwise "tidied up" to make them "sound better."

Pauses

Denote short pauses during talking by a series of dots (...), the length of which depends on the amount of time elapsed (e.g., two dots for less than half a second, three dots for one second, four dots for one and a half seconds). Denote longer pauses with the word pause in parentheses. Use "(pause)" for two- to three-second breaks and "(long pause)" to indicate pauses of four or more seconds.

Laughing, coughing, etc.

Indicate in parentheses; for example, "(coughs)," "(sigh)," "(sneeze)." Use "(laughing)" to denote one person, "(laughter)" to denote several laughing.

Interruptions

Indicate when someone's speech is broken off midsentence by including a hyphen (-) at the point where the interruption occurs (e.g., "What do you-").

Overlapping speech

Use a hyphen to indicate when one speaker interjects into the speech of another, include the speech of the other with "(overlapping)," then return to where the original speaker was interrupted (if he or she continues). For example:

R: He said that was impos-I: (overlapping) Who, Bob?

R: No, Larsy.

Garbled speech

Flag words that are not clear with square brackets and question mark, if guessing what was said (e.g., "At that, Harry just [doubled? glossed?] over").

Use x's to denote passages that cannot be deciphered at all (number of x's should denote approximate number of words that cannot be deciphered). For example, "Gina went xxxxx xxxxx xxxxx, and then [came? went?] home."

Emphasis

Use caps to denote strong emphasis; for example, "He did WHAT?" (Do not use boldface or underlining because such formatting is often lost when text files are imported into qualitative analysis software programs.)

Held sounds

Repeat the sounds that are held, separated by hyphens. If they are emphasized, capitalize them as well. For example, "No-o-o-o, not exactly" or "I was VER-r-r-y-y-y happy."

Paraphrasing others

When an interviewee assumes a voice that indicates he or she is parodying what someone else said or is expressing an inner voice in the interviewee's head, use quotation marks and/or indicate with "(mimicking voice)." For example:

R: Then you know what he came out with? He said (mimicking voice) "I'll be damned if I'm going to let YOU push ME around." And I thought to myself: "I'll show you!" But then a little voice inside said "Better watch out for Linda." Sure enough, in she came with that "I'm in control now" air of hers.

Source: Poland, B. D. Transcription Quality. In Gubrium, J. F. and Holstein, J. A. (ed.) (2002) *Handbook of Interview Research: context and method*. Thousand Oaks, California: Sage Publications.

Appendix 7: Sample of Transcripts Appendix 7A: Sample of WW's Transcript

Mr. Wong, you know this study is about motivation for lifelong learning and we are trying to explain the factors that motivate you to want to engage in lifelong learning. So maybe you could just tell us a little bit about... We could start off with your family if you don't mind ... what kind of family you came from? And do you think your family has in any way affected you? Ya...

W.W.

S.K.

I was born in 1956 in Hong Kong and my childhood er ... is basically er... full of hardship and our family was very poor at that time. My father and mother were refugees from China and so we settled in Hong Kong in the early sixties, so ... from ... my parents I understand we were sort of; the first place we stay is the squatter area in Hong Kong in Holy [Clause?] village we call. And very poor, very deprived and... I ... was the only son in the family and had the fortune to go to school full-time and the... very... poor quality kind of education in those days in 1960s. And my two sisters didn't have any chance to receive any formal education even the primary school, those kind of welfare night class. You know... verv... bad environment. So I managed to study till... my secondary school equivalent to the local 'N' level. I finished the secondary so-called secondary form 5 er... education level some time in 1974. Er... during my secondary school days, our family financial background is relatively- was relatively better because my sisters didn't pursue any study after their night time primary.

	school. They went out to work, so er we I have two sisters
	and parents working. Two sisters working managed to sustain my
The state of the s	secondary study in a private secondary school in Hong Kong. But
	again the standard was quite bad lah. Ya. And the place we stayed
	in Hong Kong is very cramped, very small and essentially
	erm looking back and to put it simply, quite a deprived and
	neglected childhood in that sense lah.
S.K.	So, your parents had to work very hard when you were –
W.W.	Well, my mother yes, but my father not quite. Because he got a job
	in the British military establishment doing some- as a labourer or
	something. Not not really tough, just tending a small cafeteria
	for the officers and all that preparing tea. You know and all that.
S.K.	Your mother had to work very hard?
W.W.	In a factory, in the meantime, look after the family. My father was
	the typical traditional Chinese father lah.
S.K.	(Overlapping) Yes, yes.
W.W.	Never helping out a bit essentially quite er what you call
	er the typical conventional Chinese father, very fierce, you know,
	very domineering, domineering you know and all that.
S.K.	So did your father err spend any time with the children-?
W.W.	No-
S.K.	Hardly anytime-
W.W.	In fact, he was very flerce-

WW Page 2

S.K.	(overlapping) So that was the typical Chinese father
W.W.	And in fact, to be very honest with you, my relation with him was
	no good because he would resort to er abuse physical violence
	whenever he, he saw something us not right -
S.K.	I see.
W.W.	So in terms of motivation not quite keep on sort of eroding my
	confidence by saying "Hey, why you so stupid?" You know like a
And a state of the	pig, or something. So at that time I ya-
S.K.	He used words which were quite hurting
W.W.	Ya, I didn't have much confidence in my study and all that —
S.K.	How about your mother?
W.W.	My mother again is a typical traditional Chinese woman, working
No delle el composito del composito delle comp	in the day time. Night time go back to do the housework and all
Aprallations and the source on the source of	that. She is very kind but illiterate, essentially illiterate and
doklika arvonantivar nedalinin	couldn't didn't have the time to nurture or coach me in that
**************************************	sense.
S.K.	Your brothers and sisters?
W.W.	I have two sisters.
S.K.	Two sisters, you said something about your sisters in helping out –
W.W.	Ya, they they don't have any chance to receive any formal
Company communicación de la company co	education and they only got primary education, even for part-time
TO CHARLEST CONTRACT CONTRACT	education, they did it in a night school and welfare organization
	and all that.
L	

 S.K.	But you had the formal education.
W.W.	Ya. because I was the only son.
THE PROPERTY OF THE PROPERTY O	•
S.K.	So this will be quite typical of Chinese family. The son usually is
	given privilege of getting the formal education.
W.W.	Ya, ya, correct, correct.
S.K.	And later on they also helped to support you?
W.W.	No, as I said earlier on, I finished my secondary 5 education when
	I was 18. Not very good results in Hong Kong we call it the
	School Certificate or Hong Kong Certificate of Education, roughly
element many life an executation control and	equivalent to 'N' level. Quite fair results and in the early seventies
And designation of the second	there is the economic recession, the oil crisis in the 1973 and not
more recommendation and the second a	many opportunities. So without much choice I join the Hong Kong
Common millioner experience of the common control of the	police force lah. Basically as a police constable. You get my
	background?
S.K.	Yes, I have your background. You joined and you became a police
	inspector errand then err decided to return to study after that-
W.W.	(Overlapping) right, right.
S.K.	So when did you decide to return to study-?
W.W.	(Overlapping) was- was-
S.K.	How many years after you joined the police force
W.W.	I joined the force in 1974 and in 1986, I sort of went back to study,
The control of the co	not full-time, only part-time. I took 'A' level in 1986.
S.K.	So you did your 'A' laval in 1986.
L	

W.W.	*86, ya.
\$.K.	And then after that you went on to do some other studies. You
are violence and a second	went even to study a law degree.
W.W.	Yes, again it's a part-time basis — the external degree run by the
nos najamonos construiros de la construiro	University of London.
S.K.	(overlapping) Yes, yes, yes.
W.W.	in 1987
S.K.	so how long is the course—
W.W.	3 years.
S.K.	It's a 3-year course. So you actually had to work in the day and
We increase that we have not be	study at night—
W.W.	Correct. At that time I was er lucky in the sense I was posted to the
Author company	Police Academy. So not much shift work, so relatively better.
S.K.	So in that sense you think that the place of work in a way can
MANAGEMENT AND THE COMMISSION OF THE COMMISSION	actually-
W.W.	Facilitate, ya facilitate. If I was in an operational division, I I
And the state of t	don't think I can complete it.
S.K.	When you say that, there's not much shift work, you mean that—
W.W.	(Overlapping) no need to shift, office hours.
S.K.	Ya, so you-
W.W.	Conduct training to the trainees and all that. So relatively, it's not
	that tough in that sense.
S.K.	So actually erm you did up to secondary 5-
L	Landing Spinor Control of the Contro

WW Page 4

S.K. And then after that you went on to do some other studies. You went even to study a law degree. W.W. Yes, again it's a part-time basis — the external degree run by the University of London. S.K. (overlapping) Yes, yes, yes. W.W. in 1987 S.K. so how long is the course— W.W. 3 years. S.K. It's a 3-year course. So you actually had to work in the day and study at night— W.W. Correct. At that time I was er lucky in the sense I was posted to the Police Academy. So not much shift work, so relatively better. S.K. So in that sense you think that the place of work in a way can actually— W.W. Facilitate, ya facilitate. If I was in an operational division, 1 I don't think I can complete it. S.K. When you say that, there's not much shift work, you mean that— W.W. (Overlapping) no need to shift, office hours. S.K. Ya, so you— W.W. Conduct training to the trainees and all that. So relatively, it's not that tough in that sense. S.K. So actually erm you did up to secondary 5-	W.W.	'86. va.
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W.W. in 1987 S.K. so how long is the course— W.W. 3 years. S.K. It's a 3-year course. So you actually had to work in the day and study at night— W.W. Correct. At that time I was er lucky in the sense I was posted to the Police Academy. So not much shift work, so relatively better. S.K. So in that sense you think that the place of work in a way can actually. W.W. Facilitate, ya facilitate. If I was in an operational division, I I don't think I can complete it. S.K. When you say that, there's not much shift work, you mean that— W.W. (Overlapping) no need to shift, office hours. S.K. Ya, so you- W.W. Conduct training to the trainees and all that. So relatively, it's not that tough in that sense.	Company of the Compan	University of London.
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S.K. When you say that, there's not much shift work, you mean that— W.W. (Overlapping) no need to shift, office hours. S.K. Ya, so you- W.W. Conduct training to the trainees and all that. So relatively, it's not that tough in that sense.	W.W.	Facilitate, ya facilitate. If I was in an operational division, I I
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S.K. Ya, so you- W.W. Conduct training to the trainees and all that. So relatively, it's not that tough in that sense.	S.K.	When you say that, there's not much shift work, you mean that—
W.W. Conduct training to the trainees and all that. So relatively, it's not that tough in that sense.	W.W.	(Overlapping) no need to shift, office hours.
that tough in that sense.	S.K.	Ya, so you-
	W.W.	Conduct training to the trainees and all that. So relatively, it's not
S.K. So actually erm you did up to secondary 5-	The state of the s	that tough in that sense.
	S.K.	So actually erm you did up to secondary 5-

 W.W.	Formal education, yes.	
S.K.	And your 'A' level?	and the second second second
W.W.	Part-time, on my own.	1
S.K.	How long did you take to do that?	Table disconnection of the
W.W.	l year.	m Já image és papa linnas - papa ,
S.K.	1 year! That's fantastic.	COURT I TALE WATER TO THE TALE OF THE TALE
W.W.	lt's not a full 'A' level, you know?	
S.K.	I see, what do you call that then?	AMERICAN CONTRACTOR AND A STATE OF THE STATE
W.W.	Because initially I intended to er join the external programme	
	directly but they say that "You don't even have an 'A' level you	
	know, camnot lah" so they have some sort of concession because	-
	of my background, my police background, police training and all	
	that, so they have some sort of concession, not a full 'A' level	
	but one 'A' level subject. So I opt for 'A' level in law.	!
\$.K.	So they took your experience in-	
W_*W_*	Into account.	
S.K.	In the police force into account-	
W.W.	Some sort of exception	1
S.K.	So it was to your advantage.	
W.W.	(Overlapping) yup, yup.	
\$.K.	So you took a particular subject in 'A' level. What subject did you-	1
W_*W_*	Law.	4
9.K.	Law hub.	
		- (

WW Page 6

1	So that was relevant-	
Annual Table	Yup	galdedinay (jibas
To date to many popular managers	•	Work of commerce Addition of the co
S.K.	To the degree course that you were doing. So in that sense, the	**************************************
monani manovi minjeni po događajova	fact that they gave you that opportunity also helps a lot. They did	- 27 Times milens of control control or
AND THE STATE OF T	not require that you do the whole "A" level. Then, maybe we can	er (II) olati (basi er idaali)
operandamin millenges e.v./ · ten	discuss a little bit about this thing about male and female. You	
THE ANALYSIS OF THE PROPERTY O	were saying that your sisters did not have the advantage of formal	SUMMER STATE
	education. Were they able to continue their education after that?	PANNET VENET STOCKED AND AND AND AND AND AND AND AND AND AN
W.W.	(shook his head)	- Made Washerbings Medicano
S.K.	They were not able to. But-	MANAGEMENT OF THE STATE
W.W.	After they get married, my elder sister became a full-time	vorance redemonstration
	housewife. My the second one er initially working for a	
	while and then eventually become a housewife and then at a very	and section of the se
	late stage in life going back to the work force again.	emiliariomentalsc.Adisamonto
\$.K.	I see. You mentioned something about, or rather, the Mediacorp	
	website mentioned the 1997 handover, Hong Kong handover was a	and recommendate contraction of the
	turning point in your life. How was it a turning point in your life?	and delivery and the special section of
W.W.	It is a sort of a catalyst so to speak. Because at that time, in fact	
	one of my motivations in the mid-80s, '86 when I went back to	ANTON - TOTAL SOURCE SOURCE AND
	study my 'A' levels, basically I have some sort of self-reflection	rja governje vjegovano je jeznije
	and I said to myself: "Oh my goodness, China is going to take over	Amberoon a onco-aline/femblok-
	Hong Kong and the police area was the only career I can, you	- Merchant monthern
	know continue without which I went outside, I won't have the	a distribution of the second o
		All make

WW Page 7

	knowledge and skill to do anything." So I decided to do something	Description was necessarily to the
	about it lah. To improve my educational background so as to	THE CONTRACT OF THE CONTRACT O
	basically equip myself to have more option lah.	ACCESSORY D. 4600 and minimized
S.K.	So that actually caused you to think more carefully about the	of the professor with the professor remove.
	course. That was in 1997-	
W.W.	No, no.	
S.K.	Sorry, sorry before that-	and a seminar of the
W.W.	Because in the early 80s, the British and China-	STOCK STREET, STOCK STOC
S.K.	(overlapping) Yes	
W.W.	Already entered into an agreement to hand over Hong Kong back	The state of the s
	to China in 1997. Although the actual change over took place	and distribution of the state o
	in 197, but way before that everybody is already expecting that to	
	happen-	
S.K.	Yes.	
W_*W_*	This triggered off my learning (laughter)	
S.K.	Yeah	
W.W.	You <u>know,</u> motivation lah.	
S.K.	Yes, very good. Did anyone of your friends experience this?	
W.W.	Yes, many of our fellow police officers studied part-time.	
S.K.	They took part-time.	
W.W.	For obvious reasons lah. We were in the law enforcement, to pick	
	up er law, legal study, relatively easy. At least for criminal law	
	some basic legal concepts are there already.	
	†	į

S.K.	Did anyone of them also do it because of this reason - because of		
THE OTHER MANAGEMENT AND A STREET	the 1997 handover?-		
W.W.	It's a combination of many factors lah. One is the sort of er self-		
verzen-bleez zon de fakt under en de fak	improvement er don't want to be police officer for the rest of		
Milled Address of Market and Address of Addr	their life. It's quite attractive lah, to become a lawyer and although		
NOTION AND ADDRESS CONTRACTOR CON	at the end of the day, eventually we find it is not the case. Right? If		
	then, fantastic lah. (laughter)		
S.K.	(laughter) I guess with every career, that's the case. Ya, so actually		
TO THE PROPERTY OF THE PROPERT	talking about your family again. Did you think that your family		
Wilder and Wilder and Wilder	encouraged you in terms of like teaching you certain things about		
TERROTERANDO COMO MARIA DE CARROTE DE COMO DE	the importance of education –		
W.W.	My parents and sisters?		
S.K.	Ya, ya. Was it considered important to finish—		
W.W.	I don't think it's a big contributing factor. Although er they pay		
Novalization execution across reformula (A-s	lip service. They say it's important to be educated and all that but		
ere en	essentially the environment with the eg so-called in terms of		
Annual Polycope College Annual College	behaviour, in terms of motivation, it's not there.		
S.K.	So what actually motivate you, motivated you to pursue –		
W.W.	The tri- triggering mechanism, I suspect would be as I said earlier		
CONTRACTOR ALCOHOLOGY	on, is the anticipation of of change, of sovereignty which may		
* Walker The Translation of American Control	lead to a change of career. That's how I see it. Second is er kind		
\$000 data de construencia de c	of erm self-reflection and there is a sense of loss when I er		
**************************************	took up the position as an inspector, being a supervisor in in that		

case. Mostly, most of the inspectors are graduate level or expatriates from UK, so in day-to-day operations, I find myself, in terms of analytical power, cognitive, you <u>know</u>, level... analysis... not quite up to the standard. So... that... that kind of a sense of loss which prompt me to think "How come so bad?" when I compared myself with other fellow inspectors and officers. So prompt me to improve myself. Ya.

S.K. When did you come to Singapore?

W.W. In 1994.

S.K. 1994, before the handover.

W.W. + Ya.

S.K. Ok, when you came to Singapore, you actually started working with Lucent Technology.

W.W. No, in fact the sequence of event is er... I joined the force in 1974, became an inspector in 1980 and then... er... embarked on my part-time study in 1986, got an external degree in 1989. And in1991, I went back to full-time to the University in Hong Kong to study the post-graduate course. It's a post graduate, post certificate ... post graduate certificate course in law in 1991.

S.K. (Overlapping) Ok

W.W. | In 1992, I switched... changed my career to be a trainee solicitor.

S.K. (overlapping) Oh!

W.W. | From 192 to 194 but by the time I am fully qualified in 194.

WW Page 10 (excerpt only)

	and all that so working in AT&T, a multinational corporation, a lot			
Modern and control of the control of	of new things pop up again. Again the sense of inadequacy you			
EDW - POTENSKI MILAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAAA	know wanting to you know equip myself, basically to make			
ASSISTANCE AND ASSIST	myself more knowledge along those lines.			
S.K.	And this management course you took was for how long?			
W. W.	It's two and a half years. In fact, I didn't complete it in full. It's a			
White unversible unver	diploma course. First year certificate. If you complete the full then			
MAN CONTRACTOR OF THE CONTRACT	it will be a diploma. That time er when I need to do a sort of			
Citier of the control	dissertation. I was already er sort of absorbed by the Ministry of			
- 1 000 00 00 00 00 00 00 00 00 00 00 00	Community Development to take up the post of superintendent at			
TECHNICAL AND	the Singapore Boys' Home. And I was busy that I didn't have the			
Market Market (Distributed Fordistributed Fordistri	time to complete the diploma course. So, I just aborted it basically			
ALLIGNOSTINI CARROLL CARROLL CONTRACTOR CONT	lah. Ya I attended all the exam but essentially the dissertation			
no Addition (Additional constructions)	was not completed so they did not give me the diploma.			
S.K.	So you got a certificate That was really difficult isn't it, to work			
PRANCE NAME OF THE PROPERTY AND A STATE OF THE PROPERTY AN	as the superintendent in the Boys' Home?			
W.W.	Quite tough lah.			
S.K.	Full-time job, isn't it? Ya very tough. You had to spend long hours			
The state of the s	there, I presume. So how long were you there?			
W.W.	From 1998 to year 2000. In fact when I was in Boys' Home in			
elli 990 ruddhisəlir da kassandrum kirində	1999, I took up the graduate diploma.			
S.K.	Wow!			
W.W.	In social work in NUS. Again half way through, I aborted it.			

	Because my transfer to this posting. I hope it won't be repeated for	
	this Master's course.	
S.K.	Hahaha (laughter). Can I get that again? You said that you took up	
	the post-grad diploma –	
W.W.	In social work in NUS when I was in Singapore Boys' Home	
S.K.	And you had to give it up because of the nature of the work.	
W.W.	Yup, because of the transfer to this -	
S.K.	Oh, because of the transfer to the prison post and now you are	
eropetals. Institution of Property	doing another one. (laughter)	
W.W.	Ya, Master in KM in NTU.	
S.K.	Master's in?	
W.W.	Knowledge Management.	
S.K.	Knowledge Management, ok. So how long, how you have been	
NATIONAL PROPERTY CONTRACTOR CONT	doing this?	
W.W.	l year already, 2 semesters.	
S.K.	How long is this course supposed to be?	
W.W.	2 years.	
S.K.	2 semesters?	
w.w.	I have completed 2 semesters. There are 4 semesters altogether—	
S.K.	So you have to do -	
N. N.	Half way through.	
S.K.	So you have to do a dissertation besides the course work?	
W.W.	Correct.	

WW Page 13 (Excerpt only)

S.K.	Yes, yes.	
W.W.	Energy level would shrink –	
S.K.	Yes, it would affect but so far you are quite happy. (laughter)	
W.W.	Hopefully, it won't strike me.	
S.K.	Ok, so you actually mentioned a bit of family, a bit of social factor	
- 1000	and historical factor that is the handover of 199, of Hong Kong in	
	1997. How before that –	
W.W.	The two main contributing factors, one is so call the change of	
	sovereignty which may lead to erso-called insecurity of my police	
THE COLUMN TWO COLUMNS TO COLUMN TWO COLUMNS TO COLUMN TWO COLUMNS	career that triggers of the sense of urgency, crisis. The other one is	
	the so call enths feeling of the lack of the feeling of inadequacy	
Value de la constante de la co	where you are at a certain position and find yourself not to the par,	
	knowledgeable. And the people around are so good, then you have	
	the tendency to try to make it up. So I think these are the 2	
	contributing factors. Third one pedhaps is, I don't know, possibly	
	because of the er lack of opportunities when I was young, so	
A COLUMN TO THE PARTY OF THE PA	some kind of making amends making it up lah. In the younger	
- Market 1977 - 1977 - 1978 -	days, don't have the opportunities to study; now grown up, have	
Communication of the Communica	the time and resources and would like to make amends.	
S.K.	Actually talking about resources, you er most of this courses,	
	you actually er pay it out from your own pocket except for the-	
W.W.	You see, the law in Hong Kong, the Hong Kong ones are all self	
	sponsored. All the Singapore ones are company sponsored.	
!	A SECURE OF THE PRODUCTION OF	

S.K.	Oh well, so you are fortunate.	
W.W.	Singapore is very good.	
S.K.	Haha (laughter)	
N.W.	But the KM course, I need to pay 25% but I am very grateful.	
Obmodimizació o de misso de la constanció de	Because of my age they still support me 75%. Very, very good	
S.K.	That's very good sh?	
	And for the grad diploma, I pay a penalty for a break of bond, for	
00.000.000.0000.0000.00000.00000.00000.0000	failing to complete the whole course. So essentially it'seh	
dente edition at the control	self-sponsored lah. And then the management course paid by the	
Definition of the state of the	company.	
S.K.	So do you think you have enough opportunities for upgrading	
model of the control	yourself if assuming you want to in Singapore?	
W.W.	I am quite fortunate.	
S.K.	You are quite fortunate.	
W.W.	I am not sure.	
S.K.	As far as you are concerned-	
W.W.	(overlapping) I am not sure. But for Singapore public service, I	
	think it is quite supportive. For the private company, for the private	
wikiki kiraki	company, during the booming times. I think they were quite	
	generous also. But these days a bit difficult.	
S.K.	Did you apply for these courses yourself or did did you apply	
TO THE PROPERTY OF THE PROPERT	for the sponsorship yourself or-	
W.W.	I need to apply simultaneously for the course in NTU and the	
L.		

8			
Section 2 and 2 an	sponsorship from the ministry.	Control of the Contro	
S.K.	Isee.	STATE OF THE PERSON OF THE PER	
W.W.	In fact, initially I was not that optimistic because of my age. In fact		
ALL THE FOLLOW SERVICE SERVICE SERVICES	when I went to NTU, I need to have some sort of so-called aptitude		
NOTE FOR BRITISH CONSTRUCTION	test and all that, that kind of logical deduction, you know. Wah, I		
ANNA PROPERTY AND ANNA ANNA ANNA ANNA ANNA ANNA ANNA	was really shocked you know.	AND	
S.K.	Haha (laughter)	okcigacypettini Monocommic mere	
W.W.	My goodness! You know. Full of people, young people! You	And a substitution of the control of	
revenience de discusion de discusion de descripción	know. So a bit jiat liat (dialect). Eh surely will lose out.	chicago e portugaçõe avel quant	
minimal managament of the property of the prop	Fortunately, I want through.	CONTRACTOR SECTION - Decrees	
S.K.	Was your class mainly made up of young people?	republication Additionmental consumers	
W.W.	Err	and control of the state of the	
S.K.	Or most of these classes were made up of mostly young people?		
W.W.	Yes and no. I think roughly er quite a wide range, from early 20s		
	to late 30s, but I am the oldest lah I am the oldest. I am even	000442005400000000000000000000000000000	
e de la composition della comp	older then the tutor.		
S.K.	Did you feel awkward at all? Or you got used to it? You got used	DE VINSPESSONMENSE SEMBER DE	
outh work and continued	to it. Initially, you say there were a lot of young people	100 - 000-000 - 000-000 - 000-000-000-00	
W.W.	Oh, that one was for the assessment test.	SOMMODO PRINCIPLO AND PRINCIPLO AND ADMINISTRATION OF THE PRINCIPL	
S.K.	I see, that was the assessment test. Then when you joined the	MCMO-ESCHMANNE COMPound	
Very plantage and a control of the c	course, it was ok. There were quite a number of older people. You	And the Administration of the Property of the Administration of th	
FO THE CONTRACT AND ADDRESS OF	were the oldest. (laughter)	Mineral A. Martillerica	
W.W.	Yup, yup.	on the special section of	

WW Page 17 (Excerpt only)

<u>, </u>	management, which is actually quite different, is it?	
<i>11.11.</i>	In fact there is some commonalty.	
To constant		
	Is that so?	
W.W.	If you talk about competitive intelligence in knowledge	
And Andrew Colonia	management, one of the areas is competitive intelligence i.e. the	
	look for intelligence, how your competitor is doing, and the	
Annage, in a right, and the property of the communication of the communi	reposition of your case and your product or services. That one need	
erando mario (il menoro de mila de mil	a lot of intelligence gathering, analysis which is very much related	
Andrew Communication of the Co	to domesticating ability, competency. And in another area say	
ACTION OF CHARLES AND ACTION OF CHARLES	talking about intellectual X, intellectual property rights, something	
or many control of the control of th	to do with law, that not that maybe-	
S.K.	So you could see the link.	
OUAAAAAAA TA'AA TA'AA'AA TA'AA'AA TA'AA'AA TA'AA'AA TA'AA'AA'AA'AA'AA'AA'AA'AA'AA'AA	(silent for about 5 seconds)	
S.K.	The other thing that the I would like to explore is if you	
And the state of t	remember the letter I send to you concerning your school days, did	
American Markotte Markotte Markotte American (Architecture)	you have any favourite teacher when you were in school?	
W.W.	Yes.	
S.K.	You did.	
W.W.	When I was in sec. l. I still remember his name. Yip, Chinese name	
Accidimental Auditory	is Yip Weng Hong.	
S.K.	So you have a favourite teacher, Mr. Yip Weng Hong.	
W.W.	Yip Weng Hong.	
S.K.	How did he- I mean what- when did you like this particular	

	teacher?	
*11 * E1 *		
modelan accompanions	He gives me the confidence. He motivated me.	
S.K.	He motivated you?	
W.W.	Ya, exactly.	
S.K.	He gave you the confidence?	
W.W.	Ya.	
S.K.	Because you say that your father sort of ran you down and you sort	
Annual Committee Committee of C	of did not have much confidence when you were —	
W.W.	(Overlapping) and he gave me the confidence.	
S.K.	When you were in primary school?	
W.W.	That kind of physiologically, they call it the self-fulfilling	
e description de la constante	prophecy. That kind of trust, "I know you can do it" you know. "I	
Communication of the control of the	know you can reach the standard". Whenever I do something very	
delitable management of the contraction of the cont	difficult, he already move on- move in to compliment. You know,	
No West and Anna Anna Anna Anna Anna Anna Anna	a pat on the shoulder. It motivates a lot.	
S.K.	That was in secondary what?	
W.W.	Sec 1.	
S.K.	Sec 17	
W.W.	19 1969 or 1970.	
S.K.	So	
W.W.	He is my Chinese er teacher.	
S.K.	Chinese teacher.	
W.W.	Ya.	
Section of the sectio		

WW Page 27

	S.K.	So you had a very good relationship with this particular Chinese
	Billab roccapawolen pagi suura	teacher who was always-
	W.W.	I had the very good impression of him, not to the extent of a very
	dociomologo esta del mancologo	good relationship.
	S.K.	I see.
	W.W.	That time blur lah, don't know what's happening.
	S.K.	But he was —
	W.W.	I feel quite motivated, I can still see, remember you know and I
		think, in terms of erm, management, in terms of teaching
		youngsters, I think my learning point is be very, very careful of
		not to say and as far as possible to be more positive, have some
		trust in the so-called, the youngster, whoever er so-called recipient
		of your remarks and all that.
	S.K.	So he was always like —
	W.W.	Very encouraging, very encouraging.
	S.K.	Very positive lah.
	W.W.	Later on when I join the toastmasters' movement, have you heard
		of the toastmaster –
	S.K.	Yes.
	W.W.	Ya learn a lot of techniques lah.
	S.K.	(overlapping) I had one student who won first prize –
A company of the first of the f	W.W.	Because other than making presentation, public speaking, we all
And the second second		go on a rotation basis to svaluate other presenters' performance
4		

WW Page 28 (Excerpt only)

(Silent for 4 seconds) So actually, there were not many extra curricular activities that you sort of engage in formally or engage informally in school, because like here some students join the police force. I mean er... call it the cadet corp, or the national police cadet corp, and they were like, they learn discipline there. But in your case you did not join any of these. Was it compulsory to join those curricular-extra curricularactivities in your school in Hong Kong? It was not compulsory-M'M'(Overlapping) that time was 1979, 1969 to 1974. Very shin shall (dialect). Tell you Hong Kong education up until now very messy. S.K. Hahaha (laugher) W.W. | Basically, you just go back hahaha (long laughter). You know, go to the er... the one er... retro at where and go to the football field. and then skip the class. S.K. Oh is it. (long silence 7 seconds). §.K. so actually, do you enjoy school when -W.W. | Those days no but now yes. I mean, when- when you were in school, primary and secondary S.K. school. W.W. I hate to go to school. S.K. Ok, you hated going to school. What was the reason for your hatred?

W.W.	The only thing that time is the sec 1 time, when teacher give me a		
	lot of encouragement because essentially is the lack of		
Agridatory manoram management of the	confidence and not up to the par being look down you know.		
S.K.	Yes.		
W.W.	Then you cannot do, you know. That kind of stuff.		
S.K.	Was the teacher —		
W.W.	That was, was one reason why I joined Singapore Boys' Home. I		
British Pricidassandilas viddans in	know all of them you know. All these youngsters essentially, I saw		
	myself you know. Haha. Looking all the boys haha!		
And the second s	Delinquency.		
S.K.	Yes, yes, yes.		
W.W.	l was lucky not-		
S.K.	Not to go bad?		
W.W.	Not to go that way, a matter of luck.		
S.K.	Yes, so your experience is you're-you're-your unhappiness in		
data di mentero da una propieta del mentero da una propieta del mentero da una propieta del mentero de	school in a way has helped you to be able to, to identify with boys		
- Proposition -	in the Boys' Home.		
W.W.	In fact looking back, I am not sure I should move to this post. That		
and the second s	one although is tough and very rewarding, very encouraging.		
S.K.	A lot if satisfaction from helping people 1 presume.		
W.W.	Interacting with the boys and a lot of er easily at home you		
includes a management of magazine.	know. My heart making me think of those days when I was young,		
maring the state of the state o	I was like them er neglect, poor condition. Not very desirable		
1			

WW Page 33 (Excerpt only)

Appendix 7B: Sample of OK's Transcript

S.K.	Start from anywhere you want, and just tell us,	
to the control of the	about your life.	
OK.	Ok. I came from a poor family in the sense, My	
-	ok my father came from China. He was not skilled.	
**************************************	•	
normal mediatory (victory materials)	He was not a skilled person. He didn't have any	
	education I think. He was like a labourer kind of	
	person. Came to Singapore, no job, so he took up	
	the labour to carry heavy things and lift some-	
SK	Coolie?	
movement transfer of the contract of the contr		TOO OO MAA AA
OK.	Coolie yes. Then my mother, her background was	
· Exp Monthered v. F	quite different because her own father was a teacher	
models confidence to the con-	in China. And my mother's mother was also	
10 - 10 - 10 - 10 - 10 - 10 - 10 - 10 -	educated in the sense, she could read and write	
Of the state of th	Chinese in China, which in those days, the girls	
	were rather-	
S.K.	(overlapping) Very rare, isn't it?	
OK.	Ya. So my mother received some education. It	
Archaellader devota descriptions	seems the teacher came to the house in China. And	
Community (i) A shake as an appropriate	so the girls together, they had some form of	
	education. And she had one or two years only, then	
	stopped. But, the one of two years, she was able to	
touton from ligraphiquescon- sur	read newspaper. Amazing?	
S.K.	Yes (laughter)	•••••
L		

In Singspore's society, read newspapers and some articles. And she was every now and then trying to figure out the words, the difficult words. So... I admire her in that sense. So I was wondering, one or two years and she could read. Here one or two years' education we can't read the papers. But because we throw in a lot of other subjects. Like erm, PE, that kind, but that is purely read and write. So my mother could read and write but my father was a labourer kind of thing. Erm... Erm... Then... So we- we- we were sort of renting rooms, vah, we were renting rooms. And erm, I'm the third in the family, of 3. Erm, so there must be a stage where we were quite poor. Erm, my father had to go sailing, that means work onboard the erm ship, as that kinds of erm, managing boats, you know, throwing ropes and he must learn to pull and tie ropes. And, my mother then had to find job. In thein... you know the naval base? Where they had these erm servicemen from from Britain, they come here for 3 years, so they needed these domestic servents. My mother was working as that, and they had quarters and I was living there

å		
	together with my sister and brother -	
S.K.	(overlapping) you were staying at the, which -	
O.K.	Ya, naval base	
S.K.	Naval base, ok.	
O.K.	Ok, I was the youngest, so my mother was working	
NAMES PROPERTY OF THE PROPERTY	as like- like the servant, so the servant's quarters.	
AAND MILE COAD CONTRACTOR OF THE STATE OF TH	And my sister and my brother, we were studying	
NORECTION THAN BET VIRTURE TO VIA VICTORY	then, but the- after school we went back to the	
CAMPAGNAMA - JOSEPH CO.	quarters in naval base. So, erm, those days were ok,	
en jihan vijakov dalikihinda	tough in the sense that. My mother had a one-day	
describación acomposos am oc	off someday, but before she-she went off, we	
	would have to well, go on our knees to polish the	
	floor, this huge, you know colonial bungalows,	
	huge you know, so we all helped her, after that then	
	we cleared up, then on Sunday that we had Sunday	
The statement of the foundation of the statement of the s	off. Sunday off that means we then we rented one	
	room, about few kilometres away when we reach,	
No. of the Control of	and that's where we spend the Sunday in the little	
	room lah.	
S.K.	Oh, so in other days you stayed in the quarters?	
0.K.	Yes, that's right	
0.K.	So during the, I still remember when we rented that	
- 0000 A	room in this village, Chongpang village, there was	
		Application and the second control of the se

OK Page 3

	no electricity, and no-o taps in the house. And I still	and the second s
AND WITH WEIGHT CONTINUES AND THE CONTINUES AND	remember the image is still very clear in my mind	
ORTHODO GRAND AND AND AND AND AND AND AND AND AND	that, the flooring was not demented-	
S.K.	(overlapping) You can feel	
OK.	Yeah, I still remember because here I was trying to	
	sweep the floor, and then you see mud floor you	
	know, mud floor. Ah, but of course later on when	
	the- the owner of the house had more money, then	
Alle Alle	she renovated then we had cement floor. And then	
	the stem pipe that we draw water from, everybody	
	got water from the stem pipe, common stem pipe by	
	the road side. We carried water back, to our kitchen,	
	bathroom, that kind of thing, and electricity, no	
	electricity then, so we had these kerosene lamps.	
	Quite scary lah, because when you go to the toilet	
	zh, you have to use the kerosene lamp, and then in	
	the middle of the night, and walk out of the house,	
	because it structured-	
S.K.	(overlapping) toilet out of the house, yeah	
OK.	So and I called woke up my sister to accompany	** - ***** ***************************
	me, it was quite scary, all the shadows	
S.K.	You were quite young then	
OK.	I was the youngest yah, I was an offspring in	

OK Page 4

primary school. So erm, those were the days. Now, my mother. I must say that erm, she always drove home the point that we our educations were important. Ah, education is a must and we must try very hard, but she did not sort of, er, expect very. very tremendously good results from us lah. As long as no red marks. She was happy you know! So erm, but she was herself like showing that reading was really good. She said. "If you don't want to read, you'll be a blind person." And she also from time to time, she said, "If I had a chance, I want to learn how to, you know to join the erm CCs to learn how to cook and all that... (Softly) if I have the opportunity." So I think that indirectly influenced. me lah.

S.K. Did she manage to join any of these courses at the CCs?

OK. No, she did not, because later on she like er helping out with my sister's family, my brother's family, then later on me, my children. No, she didn't. Then much later on then she, you know health lah, she fell then not so good. But she all the time pride herself as keeping abresst in her thinking, so I

father himself, of course there was a distance	mentaniana annoapropiles may e
between my father and myself because he was most	Andrew Was about the second se
of the time out sailing, and I was closer to my	
mother than to him. Later on when he retired, again,	- manuscript - 000 - Verification delication of the control assessments on
I was then a teenager, so there was this barrier	ma_ridd valdane, AMAINTERES_mino
between him and myself.	Transaction and transaction and transaction
S.K. Was he a typical Chinese father who doesn't	
communicate very much with the children?	
OK. Mm, not really, he was, he was Hok Chew lah. Hok	
Chew I heard lah that he was very clean person. He	The second of th
was cropped everything, even though he was	Company list to come a combine particle of the company of the comp
renting a place, he was always cleaning here and	WATER PROPERTY AND ADMINISTRATION OF THE PARTY AND ADMINISTRAT
there, that kind of thing. And he was very good with	ACCES ACCES MINISTER MATERIAL CONTRACTOR
his hands, carpentry work he was very good. Erm,	
ok, so he was like- like illiterate, so I was	
wondering, how come he got married to my mother.	
(laughing) It was match made. It seems his first	
wife, he was married once, and the young wife,	
somehow, he was an old-fashioned man, I heard	
these stories, that- that the young wife did not live	SS. common and common
up to his expectations. He was not able to cope, and	The second secon
somehow I think he was like, he bashed her you	

An other man and an oth	know, I heard, hit her, until she ran off, yeah she ran	
ADMINISTRAÇÃO ACTUAL POR ACTUAL ACTUA	off, so later on, matchmaker came along and match	
e-variante contra contr	made my- my mother with him lah.	
S.K.	Did your mother know that he bashed up his first	
ум-к-поимоложной шаймологования	wife?	
OK.	That one I don't know, but anyway they married.	
	And erm, my mother came over because her elder	
The second secon	sister was looking for a rich family. So when my	
	mother came over, was helping out to look after this	
10 m m m m m m m m m m m m m m m m m m m	child, the rich family, then got married to my father.	
S.K.	Ok	
OK.	Another thing I admire in my mother is she was	
	able to pick up language. She- she is Cantonese.	
	She was Cantonese and my father Hok Chew. Hok	
And the second s	Chew is not easy to learn. She- you know after a	
	couple of years, being married to him, she was able	
	to speak Hok Chew like a Hok Chew.	
S.K.	That is so amazing.	
OK.	Amazing! So because my father's friends were Hok	
	Chew came and my mother spoke Hok Chew to	
	them, I mean like a Hok Chew. So my mother was	
ege dis e equi	able to pick up language, in that sense. And of	
	course, then maid in the erm servicemen, British,	
L	OK Page 7	

	English, she picked up English too.	
S.K.	So she could speak English.	
OK.	She could speak yes, some English.	
S.K.	Again, that is quite a feat, for somebody who had	AN 100 MIN TO THE REAL PROPERTY OF THE REAL PROPERT
	very little education.	
OK.	Erm, so that was that and, primary school, I was in	
THE WOOD PROPERTY OF THE PROPE	Sembawang school. I think I did fairly- I mean I	
	was a prefect, and then later on they even	
	nominated me to be head prefect. Erm, in secondary	
	school, they sent me to Paya Lebar MGS, but I	
	wasn't quite used to the mission school system so I	
	requested out, then Monk's Hill, then once I	
	completed that education, I was in Science stream	
Services accessing to the control of	Because my parents kept saying, my mother kept	
	saying that, you know, we were so not well off,	
	money is hard to come by, so- so I was very	
	anxious to work. My fa- my brother at that time was	
	erm he was a male nurse, but he did ask, I	
	remember distinctly that he did ask me, 'How do	
	you- after 'O' level, you want to continue?" And I	
	told him, "No, I don't want to continue after "O"	
Commence of the commence of th	level. My sister, she had only Primary б education.	
Day Commercial Action Control	She stopped then, she and my mother teamed up to	

TOTAL AND	work for this European family and get a bit more	
democratico de descripción de la constitución de la	money, so my sister stopped education after P6,	
Management of Company and American	then my brother continue with secondary school. So	
N (NACCOMINATION)	he became a male nurse. So I remember that part.	
CONTO DISPRESSIONE SPORT	Erm, of course on hindsight, if my brother had	
MANAGEMENT TO ANALYSIS OF THE PROPERTY OF THE	pushed me, I would have gone on then you see. But	
Auto-maticoal Control of Triban	given the choice, I don't know why I said. Maybe	
eventura esta esta esta esta esta esta esta est	because all my friends said they didn't want to	
n. d.a. Mr. per de dell'erre additional avail (Mah	continue. So I didn't want to continue.	
S.K.	So your friends didn't continue.	
OK.	Some of them did. But my closer friends did not.	
	They went into nursing and all that In fact, if I had	
TO THE THE PARTY OF THE PARTY O	been sort of pressured or what-	
S.K.	Or encouraged	ANTINE CONTRACTORS SECRETARISE COMPANIES AND ANTINESS AND
OK.	Encouraged, I would have gone on. Then	motorogamon appaig that the second apparatus of the second and the second apparatus of the second as the second
S.K.	So they sort of give you a choice.	
OK.	My brother. My mother of course left it to me. So	
Andread management of the control of	by choice, and then at that time, there was this	
are or designable distributions of the contractions of the contraction of the contractions of the contraction of the co	teaching job that was in demand, so-	
S.K.	When were you born by the way?	
ok.	45	HINOSERERE HERBONADO (1744) (1744) (1744) (1744) (1744) (1744) (1744) (1744) (1744) (1744) (1744) (1744) (1744)
S.K.	1945. So that means you started working in the 60s.	manadadi 100 manadaga sagarar ayin ayin ayin ayin ayin ayin ayin ayin
OK.	'60 ya. '60, I qualify TTC in '65. So I started TTC	я тимого, инто на бальны до в порочей постоять давами регуль на техну дава дес, гуто по отчено угла его повы отчеча с
Buryana.	OK Page 9	300000 4800 00000 000 000 000 000 000 000

OK Page 9 (Excerpt only)

S.K.	Oh. H-o-w old were you then?	
OK.	I was in my 40s.	
S.K.	Oh, ok, Isee.	e e e e e e e e e e e e e e e e e e e
OK.	So that means between my 250 and 350 is about-	
S.K.	(overlapping) Quite a big gap	
OK.	13 years.	
S.K.	(overlapping) Because you said your 255 child was	
	taking the 'O' level exam.	
OK.	Eldest child taking 'O' level	
S.K.	Oh, eldest child taking the 'O' level exam when you	en a mages a come a delegación a servición del les describes de constante de constante de la constante de const
	were doing the Matha 'O' level. Ok, and then your	
	3ss child was born after	
OK.	All that years	
S.K.	After all those studies. So were you able to continue	BOLDERIN I HIGH FOREST BOTH AND STORE FREEDY AND STORE LANGUAGE TO STORE FOR THE STORE FOR A STORE FOR
	after your 3% child was born? Continue your	
	studies? Continue with all these courses.	
OK.	Wait ah. I remember my 355 child came, I became	
A. (1) (1) (1) (1) (1) (1) (1) (1) (1) (1)	pregnant when I was doing this Diploma for	
	English Studies. So then, because I was going to	
	give birth, I had to defer, stop. Then the following	
	year I had to join another group. I joined another	
	group, yes Tremember that. Joined another group,	
	then I completed it. So then when I took this HOD	
1		

	, m	course, my child, the youngest one was then a	
- BOOM - Jobs - providencia ordina di madina d		toddler lah. So after that, I suppose the studying	
We ship a second		kind of mood came in.	
AND	S.K.	I see.	
PROFESSION AND PROFES	OK.	And the then we saw the advertisement about the	
DARRA TURBUNANANAN TANAN TANAN		Open U. The Open U, you can study at night. Then	
CONTRACTOR NOT CONTRACTOR AND CONTRACTOR		I say, "Why not?" And then so a group of us, those	
Sadding division of quantition (the 190, my		who attended the DDM, the HOD course, "Eh	
AMERICAN (PROCESSOR ASSOCIATION AND ASSOCIATION ASSOCIATIO		why not we apply?" So ok, come. So ok, so I	
-		applied and I got a place. At that time, it was the 1^{∞}	
WATER TANK MISSISSAN PROPERTY.		batch of Open U students in Singapore. I was the 1^{π}	
A MARTINE STATE OF THE PARTY OF		batch. So there were not many choices for us.	
terinal terrelation (American Adulta		Because English, Bachelor of Arts, English with	
A SECURE OF SECURE OF SECURE ASSESSMENT		Lit, that was all recognized by MOE. So I was a	
AND A AMERICAN PROPERTY OF STREET		HOD and I was pursuing this course at night. 4	
AMANCHE CANADA CANADA CONTRACTOR		years. We were encouraged to finish it between 5	
CARTACONT GRANDON NEGOTIAN		and 6 lah. But we chose 4. The shortest, it was	
CONCRETE AND DESCRIPTION OF THE PERSON OF TH		heavy going. But again, I had encouragement from	
		my family. My husband was very supportive.	
CONTRACTOR OF STREET,		Because my child was then still a baby. And we had	
enhantenoortenoortenoortenoorten		a maid. But it was not easy, because assignments	
ANALYSIS SAMMAN SAMMAN SAMMAN SAMAN		came. (laughter) you have to hand in your	
White Committees were		assignments.	
-			

S.K.	Yes.	
OK.	So I will have to say, "I'm sorry, close the door,	
	don't let her come in. Don't let the baby come in, I	
	want to be left alone and I have to do my	
	assignment," that way. That was guilt feeling lah.	
	couldn't spend as much time as I wanted with my	
	little baby. But we plodded on lah, for 4 years.	
	Finally we completed, I completed, and my friends.	
S.K.	Did they all finish the course?	
OK.	Yes, they all finish the course.	ж андары жанада башы, 4 жарын айда ақырдында құрада Қазақ ұрында орын айдардында орын айдардында орын айда
S.K.	How many of you took the course at the same time?	go - mar (go e go
OK.	About 3 or 4. Then one continued to do her	
	Master's. But the rest of us, we didn't, because of	
	various reasons. Ya, so it was really a wonderful	
	feeling lah. I completed this course. Then I took up	
	driving. Isay, "Now I got this baby, I want to take	
	up driving ægsin." So I plodded on. Because she	
	was still a toddler, about 2-3 years old when I	
	taking my license, and I managed to pass it at the	
	3s6 attempt. So after my degree then I got my	
	driving license. I think getting a driving license is	
	more difficult than getting a degree! (laughing)	
S.K.	Yes, I know of people who take more than 18	**

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AMPRICACY AND AMPRICACY.	times.	
O.K.	YA! So 3 times, twice I failed, so I tell myself, NO,	
And the second s	if I have to take 10 times, I will take 10 times. I	
	·	
	must get it. I was determined.	
S.K.	You were already in the 50s is it?	
O.K.	My baby was	part spanning of the first to the spanning of
Mary Control		
S.K.	(overlapping) because	
O.K.	Late 40s.	No. (100)
S.K.	Late 40s sh? When did you get your degree?	
Acjusta stip politicon	, , , ,	у оборужения в применя при в применя при в применя применя применя по применя по применя прим
U.K.	When I was a HOD? (pause) I think I got my	
Na canadapor polonio, pien integral	dagraa ah about, latis say about 7 yaars ago. 7-8	
	years ago, I got my degree. Before I came. Because	
manuscriptor or property or pr	I am already here for about 7 years, 7 or 8 years lah.	
S.K.	You have been here for 7 or 8 years?	
O.K.	7 years lah, put it. So when I finally got my driving	
delicing = "Vindes de sage de vindes de sage de vindes de sage de vindes de sage de vindes de vi	licence, the licence, I was so happy. If I man, I'll	
000 000 000 - 000	pass the digars around but I'll be the subject of	
4-00-00-00-00-00-00-00-00-00-00-00-00-00	everybody. At last I got the license, it was so great.	10 di -
S.K.	Yes, yes.	
O.K.	So that was me lah.	
S.K.	A real achievement. (laughter)	
O.K.	Like a pair of wings you know, I can go anywhere I	
· Verient talling ' Agrangement year old the second	like. Ok So what else? My, that's my learning	

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	part.	
S.K.	You also attended a Diploma course on Guidance	
	and Counseling?	
O.K.	Ah, yes.	
S.K.	At the NIE?	
O.K.	Correct, correct. That is after the erm, after the	
	basic degree that I have got. Then after 1 or 2 years,	
	again I felt restless. I say, "Umm, I must do	
	something lah." So I look around, and I saw another	
,	opportunity that says, "Saturday class only. You	
	attend Saturday classes for this, 4-5 hours each	
	Saturday. And your school can excuse ஜலூ, you	
	don't have to perform duties on Saturdays." So ok,	
	why not? So this is about 2 years, module. Modu	
	kind of-	
S.K.	(overlapping) every Saturday for 2 years?	
0.K.	Every Saturday for 2 years. So I say why not? So I	
	took the modules and finally I completed the	
	modules.	
S.K.	There are quite a few modules if I am not mistaken?	PERCONOMINA DECEMBER DE COMO COMO ACOMO ACOM
	For this particular diploma course.	
0.K.	To get your Advanced Dip, to get your Advanced	
	Dip, there are-you must clear at least how many-	

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		£
And the second s	how many modules lah. It's stated. Then some, I or	until and the second of the se
(MACO TO DESCRIPTION OF THE STATE OF THE STA	2 lah, you get accreditation for your Master's if you	
validat visible introcolement p ^{1,000}	continue. That one is for Psychology. Master's in	
A de controderminament de controdermon	Psychology, a branch of it.	
S.K.		
		мененин үр өлөмүн мененин айын айын айын айын айын айын айын арылуу жа
0.K.	I took the Advanced Dip.	
S.K.	Advanced Diploma.	Sakhara Makka Makka sakhara (1944 - 1944 saka saka saka 1944 saka saka saka saka saka saka saka sa
O.K.	Advanced Dip with some, I can't remember how	
	many accreditations. So I said umm, if I want to	
THE OWNER AND ADDRESS OF THE PROPERTY OF THE P	pursue my masters. I could go into this-	
S.K.	This psychology, in a local university?	
O.K.	Yes	
S.K.	Ok.	
0.K.	Which one of two of my classmates in Advanced	000 0000000000000000000000000000000000
And the management of the second	Dip, they are doing now. For me, after this	
	Advanced Dip, I thought I'd give myself a rest. Not	
	exactly, but for the sake of my girl. Now my	
	daughter is a teenage-	
S.K.	The younger-	
O.K.	The youngest one. She is like Sec 27-13, 147 So I	
VIDEOTO PALOTON ALO TO A	told myself, if I value myself in studies and ignore	
V _{erm} and a property of the control	her, neglect her, I may regret.	
S.K.	lsae.	
-	A TO	

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Because teenagers they need the mother actually. Growing up... So I say between the 2, myself my development and my daughter. I choose my daughter. To me I think it is not worth it if I have all the diplomas to hang on the wall, and eventually the girl feels neglected. If I give up whatever I can and she doesn't turn up the way, it's different. At least I have done my part. So that was how I have decided to stop for at least 2 years. This year, because last year I finished my course right? Last year Dip. my Advanced Dip I finish. So for I years mean this whole year and next year. I will stop. Yes, so I'm spending a lot of time with my daughter. Try because teenagers are very xxxxxx, so I try to spend time with her, do things together, you know, whatever is interesting to her. I try to take to the library, do some cooking together, things like that, Just to be close to her. But, I'm also feeling very restless, again. (laughter) So I had... I saw an emailah ok, they trying to organize, beginners, people who want to try to form a Chinese Orchestra. So I say, ah, I want that, I enrol myself, so I responded. So I'm going to start in probably June or July.

 $\overline{0.K.}$

	Chinese Orchestra, this, so far about 12 of us
	responded. Erm consists of-
S.K.	(overlapping) who are they?
0.K.	Ps and VPs.
S.K.	Ah, oh ok.
0.K.	P and VP they come together, and and-
S.K.	(overlapping) Principals and Vice Principals.
0.K.	Yes. Learn together and-
S.K.	(overlapping) It's conducted by-
0.K.	(overlapping) you have to pay your own lessons.
	But it is going to be- actually somebody organized
	it, but we all will converge in one school to learn.
To the desired formation of the second secon	Learn from this paid tutor lah. To teach us-
S.K.	(overlapping) It's a private againgement. It's not
	en-
O.K.	No
S.K.	Something arranged by the Ministry of Education.
0.K.	No, it's private. So I said this is also an opportunity
Martin (AAA) madd (Saay 1,000) vii ii	for me to get to knownew friends and mix around. I
	thought it's good, healthy forme. So, that's a new
	skill that I'm going to pick up. All the while, I
, , , , , , , , , , , , , , , , , , ,	actually I love music. I love music a lot. Had I been
Constitution of the consti	given an opportunity, I would love to play the
1	OV Page 24

		t
	piano, something. I really love music. So I say, ah, I	онебливання программу до до до становить не почение не почение почение до до становите выполняем
Analysisasity marky professions	have an opportunity. Those days, I did promise	
	myself, when I retire, I'm going to take up the	
Story of comments of the story	piano, things like that. So now, why not?	
AND TO COMPANY OF THE PARTY OF	Everybody's a beginner. And I don't mind paying	
	for it. And I got one guzheng at home.	
S.K.	Orh, you have a guzheng at home.	
O.K.	Yes, because my daughter was last time in this	
	Chinese Orchestra.	
S.K.	So are you going to play the guzheng?	
0.K.	I think I shall opt for it. Because then I can practise	
	at home you see. I don't have to spend extra money	
	buying the instrument.	
S.K.	Actually it is a very beautiful instrument.	
0.K.	It is. But it is a very big and cumbersome thing to	
The Control of Control	bring around lah. But it's also, actually I like the er-	
	hu. But er-hu I think I have to buy and then I don't	
And a separate property of the separate proper	have one at home. So never mind, so I think	
() () () () () () () () () () () () () (guzheng will be fine. So that's the music part.	
e de la composição de l	Cooking? I'm now trying to learn to cook curry, the	
V	Indian style. So I've been looking at recipe books.	
ediminate construction are dis	Going to library and read and read and read. Going	
	to buy the spices and experiment and umm ok.	
L		

,		(
	Yesterday my daughter was saying, "Wow, this	
	curry is so good. Exactly like what they sell in the	
	restaurant." (laughter) So ok, that is a compliment.	
S.K.	Yes.	
0.K.	So that is my latest thing that I am picking up.	
S.K.	Also benefits your family (laughing).	
0.K.	Ya, ok, she likes curry now. But I did tell my	
And the state of t	superintendent and the P, if I-I would feel very,	
The state of the s	very sad if people perceive me as old. And sort of	
The management of the second	mentally put me in the museum. I won't like that. I	
	like to, I like to be kept in abreast with whatever is	
uddinanama dominama and was	happening. Like now, right now, I also want to go	
The same of the sa	into the webpage. I want to learn how to do the	
	webpage and that is a good way to communicate	
	with my students.	
S.K.	Do you have your own webpage or you are going to	iran radios do discolorizações de como qua disde como a como a se como posso de como posso de como posso de co
MANAGE COMPANY OF THE STREET,	do one?	
O.K.	I am going to do one. I don't have. But I already	
Andrews and the second	found out that it is not that difficult. My technical	
	assistant in the school can teach me. Even my	:
TOTAL STATE OF THE	daughter was willing to teach me. She say it don't	
	take long. You can learn up to simple one. So sure,	
	I want to learn.	
Ì	OV Page 26	1

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		·
S.K.	Do your daughters help you when it comes to this	
	kind of technical support?	
O.K.	Oh yeah. Yes yes.	
S.K.	When you are doing the courses for example, you	
	may need some technical support with computer	
management of control of the control	skills?	
0.K.	Umm, not so much because computer skills those	
U.R.	•	
200	days are simple typing word processing that's it.	
	That's ok already.	
S.K.	Like powerpoint and so on?	
		B. Company of the control of the con
U.K.	Umm, occasionally.	
S.K.	Presentations:	
0.K.	Occasional, not that much. Powerpoints are more	
A Address - An and a state of the analysis of	for my colleagues.	
S.K.		
3.K.	I see.	**************************************
0.K.	(pause) Ok lah. Some things I learn from my	
	youngest daughter. For example, the chat room, I	a pro-
- Anna Anna Anna Anna Anna Anna Anna Ann	saw how she chatted you know?	
S.K.	So you are into that as well?	
•	Ya, chat room I can chat. So so I feel that I don't	
	want to be left behind lah. So that's why thinking	
	I feel that everything is learnable lah. If you really,	and the second s
	except of course things that you must have your	
·		The state of the s

Test	basic back let's say a good singing voice. That
	one you don't have means you don't have.
	(laughter) Otherwise, other things we can learn.
	You just focus and practise hard enough,
	determined enough, you can, everything you can.
	Prioritize what attracts you, what you want. So I
	feel anything if I am really determined enough, I
	can do.
S.K.	What causes you to have that attitude that
	everything can be learned? Is there, is it something
	that was in you already when you were young? Or
	it"s-
O.K.	Not really. When I was younger that time ya, I was
ACCOUNTS OF THE PROPERTY OF TH	like an average person lah. I wasn't that bright,
	although I won a few prizes here and there. I wasn't
Additional and a service of the serv	a brilliant, brilliant student. I think I'm just average.
	The best I, all along Driving was one that showed
And an analysis of the second	me that if you are determined enough you can get it.
THE PROPERTY OF THE PROPERTY O	I said it's through through experience lab. When I
	look around, there is something at the beginning
	that seems quite hard, I know I can do it. So more
TO THE TAX THE	and more I convinced myself: something you want
	so much, you can learn. So this is what I think.
	OK Page 28

<u></u>	Exposure.		L
S.K.	Exposure, ya.		anima wan
0.K.	Be it the language, just try hard enough. I mean in		
O.rt.			
	Mathematics 'O' levels, I tried and tried and		
	practise and practise, ok what. I got my One. And		
	things like that. So ya, ya, if you try hard enough		
	focus, you should be able to do it. Ok, so em, ya		
	my husband has been Principal too. If he had not		
	been supportive, I don't think I would be able to		
	because here is the young baby needing my		
	attention. And if he was not supportive, it would be		
	so difficult for me. So difficult I'll be torn between		
	the two. Here I was able to concentrate. Because,		
	obviously the maid did a lot of other things, but		
	occasionally he has to help out. And I was left alone		
	to do my studies. If that was not that, I don't know.		
	So that means you must have people to support you		
	also.		
S.K.	Yes.		•••••
O.K.	Ya (laughing), it's an uphill task.		phoblos
S.K.	Correct.	The state of the s	
0.K.	Ok, and of course now my children are very		Corwelle
	supportive lah. "Can, can, can," now they are there		

OK Page 29 (Excerpt only)

	l _{auter par}
SSSSSS week to Achieve and to deer and toward	gatherings and all that. Erm, I remember when I
	was in primary school, the I was in primary
	school and erm, listill remember primary 1 or
	primary 2. That time, when we were supposed to
	opt, whether we want to remain as British subjects
	or as Singaporeans.
S.K.	Yas.
0.K.	So I went home and ask my sister, how ah? Which
	one? Then I still remember my sister said, OF
A CONTRACTOR OF THE PARTY OF TH	COURSE SINGAPOREAN, you know. Ok,
	Singaporean. Opted. But some I think, remained as
	British subjects.
S.K.	Oh, is that so?
O.K.	Ya some, I think the Indians, some of them.
S.K.	Ok, ok. So those are some of the things that
	happened when you were younger, were related to
	historical incidents.
0.K.	Yes, yes.
S.K.	How about being a woman? Do you find that you
	were in any way discriminated against, as far as
	learning is concerned?
0.K.	Ah, ok. That I think my mother influenced me a lot.
	Because when she was in China, she could see the

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Transport to a delica to the same of the s	unfairness. The unfair treatment that the girls got.	
A COLORODO CONTRACTOR A PROPERTY AND	Erm, her mother was, everybody in China in those	
de compression de com	days lah, was very biased. They were for the boys.	
to the contract of the contrac	The best things were kept for the boys.	
S.K.	Yas.	
0.K.	In her family, very few boys you see. So she was	
Management of Carpet Mills (1974) of the State of Carpet Mills (19	one of the many, many daughters. Finally the son	
odiovendence are contact to co	came, the younger brother. So anything good and	
Company of the compan	best, they all kept for the younger brother. Kept for	
e de contrata de la contrata del contrata de la contrata del contrata de la contrata del la contrata de la contrata del la contrata de la con	the younger brother. So she got very mad. So, and	
A PARAMETER STORY OF THE STORY	she used to grumble to us. That eventually you see,	
ANTINONE MANAGEMENT PROPERTY OF THE PROPERTY O	when the girls grew up, it's the girls that supported	
	the parents, not the boy. And yet, the best was given	
money and the very later and the	to the boy. So she kept talking about this story. I	
	think that must have influenced me in a way. So she	
	said, so she in turn, more or less treated us, because	
	my sister and myself, the 2 girls, and my brother, so	
	she more or less treated us the same, equal. I didn't	
Parameter and the second	really see that, oh my brother was favoured. Not	
	really lah. We were more of less given the same	
With the state of	things. So when in turn, I treated my children all the	
Agreement to the experimental agreement to the experiment to the e	same, whether they are girls or boys. So you can see	
TOT I COMPANY THE PARTY OF THE	that, maybe I was influenced by my mother.	
<u> </u>		

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		Marca de la Constantina de Constanti
	Fairness. So whatever I give to the girls, I will give	равы, _{ут} а выможення страновлення в рудования постоя на постанова на населения достоя на населения в на
	to the boys. The same things.	
S.K.	So other words, in your own family, you were not	омия женерогогого положен положного и положения выполняет неч в реготорого должного должного на таки и положен
	discriminated against, as far as learning	
	opportunities were concerned. Your mother gave	
	you the same amount of opportunities as your	
	brother.	
O.K.	Yes, yes.	
S.K.	Unlike some other fam- Chinese families.	Parament National Annual Committee (Committee) (Commit
0.K.	That's right. Ya. I suppose it impacted also much	
The state of the s	when she was a young girl. That she was so	
And a commonwood	determined that she was not soins to witness it to-to	
AND	her own children. And in turn, I learnt from her, and	
ACTION OF THE PARTY OF THE PART	it was passed on to me.	
S.K.	1 see.	мендунунун учердеген элеккерия желарундарунун унуунун учерталык жет элеккерия айын айын айын айын айын айын айы
O.K.	And I think I am passing on to my children too lah.	
TO CONTRACT OF THE PROPERTY OF		
A CONTRACTOR OF THE CONTRACTOR	The fairness, whether girls or boys, should be equal.	
STOCK AND THE STOCK AS THE ABOVE	Contribution also should be equal.	
S.K.	And also equal also in terms of wanting to learn?	Anna i reama graph (de A trends anna ea gear ann an an air de an amh ann an Aireann agus a the ann an aireann a
Andrewsky (1994)	Not just opportunities. Some may think that women	
A DAMON WITTEN PROTECTION AND ADDRESS OF THE PROTECTION ADDRESS OF THE PROTE	actually don't need to learn so much. But in your	
TITLE AND COMPANY		
ACCOMMENTATION OF THE PROPERTY	case, you feel that women actually able to learn as	
COUNTY I SERIES AND	well as men? In-	

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~~~~		January January Landson, and the Control of the Con
O.K.	Yes. Yes. In fact when I was in secondary school, I	
CONTRACTOR DO CARGO DE CARGO D	still remember, I was a girl guide. Then we say, ok,	
	anything the boys can do, we can do also. So we	
AT THE OTHER PROPERTY.	also wanted to start football team. So my friend and	
A Company of the Comp	myself, we told the teacher we wanted to start	
	football team.	
S.K.	At that time?	
O.K.	Yes, at that time! So you see, my nature was such	
	erm, we felt that-	
S.K.	That was quite revolutionary.	
0.K.	(laughter) Y-e-a-h, yes. But it did not take off. We	
	felt as a girl guide, I had plenty of opportunity. And	
	my mother was very supportive. She trusted me.	
	And mixed around with the other boys and all that.	
Constitution of the Consti	Of course that time was girl guides and scouts we	
Norman et 2000 de Adolesco de	went out. We were really very innocent. And my	
	mother gave that trust. Which was good. Em., the-	
vocamelite impriliane acionometrico	the guiding experience in secondary school, it was	
AND ARREST OF THE REST OF THE PROPERTY OF THE	quite a good experience. Where this equality, I did	
The state of the s	not feel that because I am a girl, I'm less able. I	
Elizabili delo Olizabili de estreta de la constanta de la cons	don't think I had that maybe I was lucky.	
S.K.	So your mother was supportive, you also had the	
Annual Control of Cont	guiding experience that helped you to form those	and the second s

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	to the state of th	y o
2000 <del>година посторого с</del>	values. What about other experiences in school?	Consideration of the second sec
	Were there any teachers in particu that you liked	
	that actually influenced you? (long pause) Can you	
	recall any teacher that has, impacted your life?	
	(pause)	
0.K.	Ok. Maybe in primary school, I had this very	
	wonderful Maths teacher. He was very skillful. I	
	was not doing too well in primary 3 and 4. But	
	when he took over in primary 5 or 6, there was a	
	change. My Mathematics became very good. One of	
	my stronger subjects. So I felt that I was very, I very	
	lucky to have him. Otherwise I don't think I would	
	have got as far as I'm now. Because that was a	
	turning point.	
S.K.	Ok.	
O.K.	So I think the turning point, certain teachers were	
	very good. He was very systematic, very fierce, but	
	very clear in his explanations. So I was able to	
	grow. I think a very good teacher is pretty important	
	in primary level. Secondary school level too. I also	
	very good Maths teacher and that helped me.	
	Actually I'm not so inclined towards Maths. But	
,-	because my language exposure was not there and	
and the second s		THE STATE OF THE PROPERTY OF THE STATE OF TH

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 		lenner.
	terrible. He'll never forget. And I was so proud and	
	so happy that I was able to break the case that he	
	was the innocent one. That made me very happy.	
S.K.	The fact that your students have learnt something	
	about-	
0.K.	(overlapping) Yes! Justice and honesty. It's a very	***************************************
	powerful lesson. So that was what the mother told	
	me made me very happy. That means all the time	
	spent, going right to the bottom of it was not lost,	
	was worthwhile.	
S.K.	Yeah. And you did this guidance and counseling	
	class as part of your diploma, is it?	100 mg (100 mg
0.K.	Ah, yes. This Advanced Dip.	
S.K.	Ya, so it's also- you are also applying what you	
	have learnt.	NORTH THE PARTY OF
0.K.	Ah, in a way, in a way. Of course, there is-	ACTION CONTRACTOR OF THE PERSON NAMED IN
S.K.	(overlapping) no set method	
0.K.	No set method. But generally you know what to do	
	lah. Generally. It did help.	The second secon
S.K.	It did help you ah? Maybe one last question. About	
	your work. You know, you are 50 busy as a Vice	With the second
	Principal, does it in a way become an obstacle	
	sometimes when you want to learn? Or you find	

- pad	
	that as a Vice Principal, you want to learn even
	more.
O.K.	Oh.
S.K.	How does your work influence your life long
No. of the last of	learning?
	learning.
O.K.	(pause) Ok. Being a Vice Principal, erm, my
Company of the Compan	responsibilities and duties als, the demands are
American description of the second	much, much more as compared to the HODs, right?
	I feel that I wouldn't have made it, doing the Open
months and child (A) (- And (A) (A) (- And (A) (A) (- A) (A) (- A) (A) (- A) (	U, taking the VP job at the same time. Too
	demanding. I wouldn't have completed it. But when
	I was doing my Open U, I was a HOD. That's what
	I'm saying, but a VP job is very demanding.
S.K.	You did it as a part-time student ah? Open U? That
PROPERTY AND ALL ALL ALL ALL ALL ALL ALL ALL ALL AL	means you were working and doing the course.
O.K.	Yes, yes. At night, I went for lectures. So a VP job
	is very demanding. Long hours, something like 12
	hours a day kind of thing. HOD ah, shorter.
	Because HOD you can [give up?] your assignments.
	as a VP, you can't. So here, sometimes I stay 10
	hours, 12 hours in the school.
S.K.	So when you came to this school, you became the
	VP?
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O.K	. Yes.	
S.K	And you were a HOD at another school?	
0.K	Yes, when I came to this school, I already completed my Advanced Diploma.	
S.K.	I think we have to stop here, because I can see that they are closing. (laughing) Thanks a lot	
O.K	. Ok.	in Philosophic department and material disc. A discription of the contract of

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## **Appendix 7C: Sample of H's Transcript**

S.K.	Yah, it's recording. So, Mr H, as you know, this
	interview is about lifelong learning in Singapore.
	And because you have won this award, I feel that it
	will be very interesting for other people to hear about
SELECTION OF SELEC	your life story, and they can learn, and be motivated
meanomall over the pass	to also engage in lifelong learning like you. And as I
	said you can actually start in any way, you can start
ACTIVITIES CONTRACTOR	off from your family of crigin, or we can start off
	from your family rightnow.
H	Er, for my family I think er, one area which I really
	felt uneasy was my father. My brother was a graduate
	and I was not. So my father, I think er, showed a lot
	of biasedness, a lot of biasedness. Whenever relatives
	come to the house, he introduces my elder brother,
	and then tells them that he is a civil engineer, that
	kinds thing. And of course, relatives tend to ask,
	"Where's your second son?" He used to use the word
	"he"s rosming around".
S.K.	(laughing) Oh no.
H	But that was of those, but at that stage I think er, it
	was also partly my fault. I had a very different
	ambition. I wanted to become a professional
	footballer. And I was actually putting in more effort

in the field than in the classroom. So after that I didn't do very well. I only got er I 'O' level. And from there I moved on As my ambition was to become a footballer, made me so much into the field than into the books... until my nasty injury on my knee, which made me become er... there's no more football for me. Er, when I realized that- that was painful, but life is like that I think. Sometimes you're only wanted for what you are, er, when you don't have that then that happens. From there on, I looked at a different perspective. I wanted to become a carracer. I went for interview with BMW and everything, and that also all was done up, and that also had a stumbling block was my father. Er, I was under 21, he refused to sign the er declaration form, because I think as the guarantor he has got to sign that he is willing to let me go, he refused to sign that. So that also went bust. So that I think angered me a lot and I found that my father was actually a hindrance for me. Er then I started going out on my own way, where I started work in the construction. I was in the shipbuilding and I also, I was a deep-sea diver. Er, after doing all this, I found that er, my

-		
200000000000000000000000000000000000000	grandmother wanted me to come back. She wanted	
	me to come back. And er, so I came back, from the	
	deep-sea diving. Er I found a job as a driver. That	
The state of the s	was the best I could find. Because with 1 *O* level, I	
	was not able to find any jobs, wherever I went, you	
	need 4 'O' levels, 5 'O' levels but I only had 1,	
	finally I ended up as a driver. Er, I think that was the	
	sparkling point in my life. Because when I became a	
	driver, I found that I was ostracised by society. My	
	relatives, friends and everything. That angered me a	
and the same of th	lot. Then I wanted to see for myself what would be	
MAN I'T TO I AN ANGEN AND AN AND AND	best for me to do. That's where I embarked on	
CONTRACTOR VANCOUS ABOUT	education again. That education has brought me to	
TOTAL CONTRACTOR OF THE PROPERTY OF THE PROPER	what I am today.	
S.K	So you felt that you were ostracised by your own	~~~
	relatives?	
H	Yes, to a large extent, to a large extent.	****
S.K	. And also other people?	
H	Friends, who are better off than you. Er, some of	
ACCURATION AND ACCURA	them were at that time already executives. So the	
	moment they see is like never see you, pretend to not	
Social Commonweal States (States States Stat	to see you. And you can be standing in front of them	
A management of the state of th	they'll just not even nod their head at you. So that	
		_

HPg 3

Steels war received a	angered me a lot. Er, I wanted to show that it's not
	actually that I'm stupid, but I had not put in enough
e de la companya de l	effort. But time has come again, so I told myself that
	this is the time where I'll reverse. Er, well I went into
	2 lot of reverse engineering, and er re-engineer
	myself to- to what I am today.
S.K.	So in other words will you call that a turning point?
H	It was a turning point, it was a turning point. That
ende di hamana (remenyamen)	was I think er, the most critical part, er of my life.
AND THE REST OF THE PERSON OF	You know it is whether I want to do what I thought I
SECTION OF THE PROPERTY AND THE PROPERTY	want to do. Or do I want to stop and er, brood over
Policies annual condition of the	things, you see, so that was the decision, but at the
	end of the day I- I believed in myself. And I felt that
Private and the second of the second of	there were a lot of things which I can do, which I
	know myself, and I said, "Ok, let me give it a shot."
S.K.	Now, you mentioned about your father being a
	hindrance. Was he a hindrance right from the very
	beginning or after you did not do well? When you
	were young?
H	From young I would say, because you see, er Indians
	follow the astrology a lot, they believe in astrology a
	lot. And I was been into a month which is not very
	zeceptable in the Hindu custom. Which is of not my
	H Pg 4

H Pg 4

į	and the second of the second o	
The second secon	fault, you see, and er end of the day I was actually er,	
ROOFTERVIEW CONTRACTOR AND AN AND	subjected to criticism. You see, 2nd I didn't have	
es entre entre entre esta esta esta esta esta esta esta est	much love from my father, I didn't have much love	
THE CHIEF COMPLEX CONTRACTOR OF THE CHIEF CONTRACTOR OF THE	from my father, and I think the other thing was that	
man-(c)- aff-cision/app(co)and/cirion	as I grew up, er I think I resembled my grandfather	
rotmecovendociddum Acove	very much when my father and my grandfather can't	
eredocero/docy commenceroreso.	be seen with each other. And the way I talk, the way	
VIII MARIE AND	I behave, er my stubborn character and everything,	
од ден и под	fitted to my grandfather. I think that worsen it, that	
COMP - Open, Common person and American	worsen it. But the end of the day, we had no enmity,	
	it was just that er, we couldn't see certain things eye	
	to eye. To me- my father and my elder brother,	
	relatives were primary. They were- it was- it	
***************************************	concerns them very much. But to me, I don't give 2	
The state of the s	hoot about relatives. I believe in myself and I think	
THE COLUMN ASSESSMENT	my life is my battle, I got to win it. You see, and for	
	them it's the relatives. You got to please relatives so	
	that- that'll make them happy, which I can't do.	
S.K.	Is it very much in the Indian tradition-	
H	(overlapping) I think so. I think so.	
S.K.	That relatives are very important? Their opinions are	
MARTINE CONTRACTOR CONTRACTOR	important?	
H	Yah! Yah! You see like for instance, like for me I've	
<u></u> -	II Do S	

H Pg 5 (Excerpt only)

	S.K.	Again, is this quite common in traditional Indian
		families for in-laws to be involved?
-	H	Oh yes, er they always want to have a say, they
		always want to have a say. And I think that is not
		very good. That's not very- I think they've got to
		leave them as they are, they're grown up they're
A Resident Control of the Control of		adults, they know what they are doing if they should
		be married. IF they have got a problem then you
Character Character Medical Management		interfere and you tell them ok this is what you should
The second control of the second seco		do, then I think it is ok. But uncelled for they should
COLUMN TO A STATE OF THE STATE		not put their heads into, I think that is not
		professional I would consider.
	S.K.	Still talking about your family of origin, you
		mentioned your father, how about your mother?
	H	My mother died at a very early age. My mother died
		when I was 9 years old, so I was totally under the
		arms of my grandmother. She was a very regimental
		woman, er staunch Hindu, er believed in God more
		than anybody else, but that I think shaped me up to
		what I am today. You see, that shaped me up to what
		I am today. And I- I thank her for what she has done
***************************************		for me today. And I'm still following what she has
		taught me, er that has helped me a LOT in life, to be
Lan		

what I am.  S.K. Maybe you can elaborate a little bit on how that shaped you in-  H (overlapping) Fr during my, even my earlier days in school, we had to wake up morning 4 a.m. to do prayers, whether it is school holidays or whether school is on. Er she believed that a person who sleeps a lot is a useless person. A person who gets, er rises out of bed as early as possible is a person who can be very healthy and who can who will be very
shaped you in-  H (overlapping) Fr during my, even my earlier days in school, we had to wake up morning 4 a.m. to do prayers, whether it is school holidays or whether school is on. Er she believed that a person who sleeps a lot is a useless person. A person who gets, er rises out of bed as early as possible is a person who can be
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school is on. Er she believed that a person who sleeps a lot is a useless person. A person who gets, er rises out of bed as early as possible is a person who can be
2 lot is 2 useless person. A person who gets, er rises out of bed as early as possible is a person who can be
out of bed as early as possible is a person who can be
very healthy and who can who will be very
flexible, and who actually can be mova- movable,
that's her belief. And er those days of course I was er
not very happy, being young you wanted to sleep a
lot. Er but looking back at my life today where I got
to work day and night and sleeping less helps me to
do so much of things, where others can't do. See and
ah of course, the other thing she taught me was er
nothing is greater than the God. We may be born
with certain intellectual powers but end of the day we
still need the power of the God, to move us to what
we need to be, see and er that I think I- I'm still
following. I'm a person who goes to temple 7 days a
week, and I believe that there's one power above me.

1		
and the second s	And er that makes me er do things which others are	
outre transfer mandoom dispussoo	not doing. Er I don't want to be selfish. I came	
Annual de real delivere de la contraction de la	through a school of hard knock, but I've achieved	
seniology characteristics	success. But this success is what I want to push down	
Accidentations accepts to	to the ground for people who are above 30 years old	
	who don't have that solid foundation in life, to make	
	them see a better quality of life, see. So her	
	teachings, to a large extent, have moulded me today.	
S.K.	So even though you er did not have a mother, I mean	entreaaktorikoiten oli suottakka kirjojatikoi 1 voi taabatettie vakuotusi oli 10 riiliitta kittisi voitta etti
	your mother passed away when you were quite	
	young. In a way your grandmother's teachings has	
enders statistical compression and an exercise	affected you.	
H	Yes.	
S.K.	And for how long did you stay with your	
Per administrativa (1900) (Per administrativa (1	grandmother?	
H	Oh many years, many years.	
S.K.	Was your grandmother staying with you or?	
H	Yes, staying with me, she only passed away in ni-n-	
Paramonale cultural Organization revenue	e-ty s-even,	
S.K.	I see.	
H	*97 she passed away, 1997.	ESSENTE STREET A STREET OF SECONOMINATOR STREET, AND AN ANALYSIS OF THE PROPERTY OF THE PROPER
S.K.	All these years when you were young what your	
	grandmother's-teachings-influenced-you-and-	
<u> </u>	H Pg 14	

H Pg 14

ì		1
	And er that makes me er do things which others are	
	not doing. Er I don't want to be selfish. I came	
	through a school of hard knock, but I've achieved	
	success. But this success is what I want to push down	
	to the ground for people who are above 30 years old	
	who don't have that solid foundation in life, to make	
	them see a better quality of life, see. So her	
	teachings, to a large extent, have moulded me today.	
S.K.	So even though you er did not have a mother, I mean	
	your mother passed away when you were quite	
	young. In a way your grandmother's teachings has	
	affected you.	
H	Yes.	
S.K.	And for how long did you stay with your	
	grandmother?	
H	Oh many years, many years.	en la companya de la
S.K.	Was your grandmother staying with you or?	
H	Yes, staying with me, she only passed away in ni-n-	
	e-ty s-even,	
S.K.	1 see.	
H	¹ 97 she passed <b>z</b> way, 1997.	
S.K.	All these years when you were young what your	
	grandmother's teachings influenced you and-	

H Pg 15 (Excerpt only)

	H	Very sad, but that's life, reality that's life. But that	ynggygggrou dath y callagar yn Gollandiol y Gillengryn a gyn y cyf gyr addidd y gaf fawria da ar ei Malfareth o'i ffarffor fa a gallanniol y gyn y cyf	
		should change, that should change. We should not		CAN THE STORY OF THE STORY
		look at the person's position or status. We should		
		look at him as a human being. I think that is very		
		important, HOPE we can change that, hope we can		
		change that. I think that will er have a big factor,		
		know to see some happy people coming about. I		
		think we got to be real in life, but there's so much of		
		mask being put on today in Singapore. Er that is one		The state of the s
The state of the s		of the saddest parts of Singapore. You see, and er we		
	BO WELLEY VALUE OF BUILDING OF	don't know, whether the future is going to be worse,		
-	A COLUMN TO THE PARTY OF THE PA	or is it going to be better. You see, the status has		
West and Text (1971)	occidentos anticos ant	become so much of a problem and if you look at it in		
		Singapore I would say that ego has built into people.		
-	S.K.	So in a way, who do you think affected your life the	na mana set menta ataman na mana mana mana mana mana m	
	Anadori de Antonio de	most? Shaped your life?		
-	H	My wife, my wife, er I knew her when she was 18		
	Common than A way of a spill property	years old. And er she is from a very conservative		
	A A A A A A A A A A A A A A A A A A A	orthodox family. Er she's a Punjabi, I'm South		
-	CLARENARDO (N. P. PERENCE)	Indian, she's a North Indian. Er that was a big		
	A THE STATE OF THE	barrier, that was a big barrier. And er, at that age		
	перология данна в профенера	when she came to me I told her that she was too		
	STATE OF THE PARTY	young, I gave her 3 years to think about it very		
Ŀ		H Pg 18		

H Pg 18

seriously and after 3 years, she said, "I'm ready." And that I looked back and I said if she's going to come to me there should not at any time a word. which she says, "I regret marrying you." I asked myself what are the things I needed to do. And the only thing that came to me was if I were to raise my educational level, things will change. And that even urged me to do things much better. See, there was a kind of a fire which went under, you see, it was just er growing bigger, bigger, bigger. Nobody could douse that flame away. And that I think made meexcel to what I am today. And of course during my vears of part-time learning, she has been er wonderful, very supportive, never troubled me, let me be what I am. Er whole family things were being taken care. She was a Home Affairs Minister. Finance Minister, Foreign-Foreign Minister, mother, wife, e-v-erthing, she took. Now I think that was the most beautiful gift for me I think in my life. So that you could concentrate on your learning. Yes, fully, fully. I was just moving into my career growth, more into my career growth, without any hindrance, without any disturbances. See, that-that I

S.K.

Η

L	think was my greatest gift lah, if I would say my	
	strength, she's my strength, she's my strength.	
S.K.	How many years have you been (laughing) married?	
H	Twe been married for 15 years	
S.K.	15 years.	
H	15 yezrs. But we've been together er we've known	
	each other for more than 22 years.	
S.K.	Mm so you knew her-	
H	(overlapping) very well	
S.K.	From the neighbourhood or	
H	No, no, no, er through some er sports activities.	
S.K.	I see.	
H	Sports activities I came to know her. I'm also an	
	athlete, she's also athlete, so it's through that sports	
	activities we came to know each other. Er from	
	there it just turned out. Sometimes they say	
	marriages are made in heaven.	
S.K	Yes.	
H	And I think ours was made in the field. So it- it- it	
	striked er, I think we had a lot of things which were	
	common. I mean she only wanted a husband who	
	doesn't smoke, who doesn't drink, doesn't	
	womanise, this and that, er it was not an easy task for	

H Pg 20

4-489		L
-	her, because her parents er wanted her to many	у се воснова выбольно в довой высование от порожение образование от постой от том том от постой от том от пост В постой от по
magement white security contents to	somebody who was very rich, but she thought	
70.400.000.000.000.000.000.000.000.000.0	richness is not the end, you see. And er she had to	
	leave the family, she had to leave the family.	
S.K.	So she had to leave the family to marry you?	
H	Yes, she had to leave the family to marry me. And	
	we went through a lot-	
S.K.	(overlapping) big sacrifice.	
H	Big sacrifice and er a lot of pain, a lot of pain. It	
The section of the se	was not an easy thing, it was not an easy thing but	
William P. Daving and St. L. (1985). And St. (1985).	she's she's a woman with a an iron heart-	
S.K.	(overlapping) Strong.	
H	She knows what she wants er she's very stubborn	Andrones and control of the control
and globack Annahistoria community and the state of the s	about what she wants and she knows how to go about	
A MODELLE CONTRACTOR CONTRACTOR AND	it and that has been the greatest success today. You	
(Downstrated accession and the control of the contr	know sometimes we fall down, er I think you need	
AND THE BORROWS AND THE COMMON TO SERVICE AND THE SE	to come back again, you need that strength. I think to	
Communication of Control of Contr	me, she's my strength.	
S.K.	What was the reasons for the objection?	
H	(Cough)	
S.K.	Because of the fact that she was a Punjabi and you	
evito e alexis depletación con productivo de la construcción de la con	are Southern Indian? That was the main reason?	
H	And the other thing was of course she was er fair like	
L	1	

H Pg 21 (Excerpt only)

	Pro- Marie Const		
IMPI AS	# 1	fulfil that role before they can emerge from anywhere	
		else.	
	S.K.	You encourage people to dare to dream and to dare to	
		have a vision. Do you think there are enough	
		opportunities in Singapore for people who want to	
		improve themselves educationally now?	
	Ħ	I think Singapore government has done a lot.	
		Opportunities are just lying, but it is people who are	
	!	not seeing it. Ah either people sometimes feel that	
000000000000000000000000000000000000000		they are blind, deaf and dumb. Nobody is going out	
()		from where they are to see what are the opportunities	
**************************************		available. Today if you look at the opportunities	
- The second sec		given by people like NTUC, Ministry of Manpower,	
Average MANAGE SECTION AS A SEC		and with all those educational industries, which has	
Manufacture of Agreement was		been boomed, and there are so many players in the	
Management of the Control of the Con		market today. You are free to choose what you want	
MACAMATAN CONTRACTOR		to do. There are no more limitations like those days	
AND THE PROPERTY OF THE PROPER		before. 20 years ago we have limitations, you want to	
man II ambros evanamentelecusados		do this we don't have this, you can't. Today, we are I	
AMOUNT COMMAND		think plentiful. It is whether you want to choose the	
About and Constitution or well-form States About		right one and make yourself a better person. Er to	
AMAN AND MANAGES AND		blame the government I think is unfair, I think you	
_	· <del></del> ·	got-to-blame yourself, got to-blame yourself.	
i		<u> </u>	

H Pg 30

ľs.K.	So you do see that there has been a lot of	
V.**-	improvement in this area?	
		ness, taur anness, ann an mann sann ann ann ann ann ann ann ann ann
H	Very much, very much, I think the	
mocoora marija keroonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonominoonom	government has been er very proactive, know and	
er ravioral management of the control of the contro	even- even if you look at this juncture, you can see	
	the amount of er er foreign universities coming into	
	Singapore and playing the big game in the industry,	
A, view (a, dilease) prescionamento	you know and that is giving us opportunities where	
Simple State of Contract of Co	we don't have to spend so much of money going out.	
	We can do it locally. So it is not an issue of whether	
	er you can't do it. It's whether do you want to do it.	
S.K.	So you see that there are some people who are not	
	really taking up these opportunities. What do you	
ne dinordino di competito di co	think prevent people from tzking these?	
H	Well, they're giving multiple reasons. One, they say	
	is no time, which I think is er not the truth, er	
	everyone of us are gifted with 8760 hours per year, er	
	it is how you manage your time. Er some people are	
	saying that they are not er er cut for education. You	
waiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiterweiter	are not tested you wouldn't know who you are, so	
	end of the day I think a lot of reasons are just lame	
A	excuses. But nobody really wants to go and of course	
en annualismatica d'ordinativa	in Singapore I think you've got face, and they dare	
L	<u> </u>	

	not go into a classroom and then dropout, which I
e e é évere de la company de l	think is not a big problem, we learn. You see, a
	failing exam doesn't mean that you are failing in life.
	That could be a learning stage and ask yourself how
ALT PROPERTY OF THE PROPERTY O	do I answer the questions next time better so I don't
and for the following common and the following	think there's any big problem in that. It is people
Accommon to the common to the	themselves, they are just er cutting themselves off
	from the er people who are successful. Which I think
	will become a big problem for them, not for the
	government. Er if you are not qualified, I think the
	government can't help you. See, you got to keep
	yourself competitive, er you got to go and do what
	you need to do in order to excel in your own life.
Confederation of the Confedera	You see, the government can lay a path, but you must
	choose to walk which a lot of people are not doing.
S.K.	I see, in other words you feel that the individual is to
	be responsible for taking up opportunities.
H	Definitely! Er nobody can force you. You got to
	think for yourself and you got to ask yourself, what
Management Constitution	will make you different. That could be academic, that
	could be technical, EITHER one. You got to pick up
	something somewhere and you got to excel in life.
	Nobody can force you
T	H Pg 32

H Pg 32

and the same of th		
S.K.	So that is with regards to the role of the government.	aprile to 199
Carthonium Directo dell'Anna lavos	How about society? You know, you mentioned	
obil accord in the according resources	something about face, this thing about concept of	
	face. I know is quite common among Chinese, but	
NI JOHN CACHENING COMMISSION OF THE CACHEN	what about Indians?	
H	It's coming, it's coming, it's coming.	
S.K.	You mean you feel that there's also this concept?	(K1344000004
H	YA, Yes, you see like for instance he has got 2 sons.	10 10 10 10 21
AND THE PROPERTY OF THE PROPER	Er wherever he goes people want to know what the 2	
MATERIAL PROPERTY AND ADDRESS OF STREET	sons are DOING. So if you were going to say,	
COMMON A PARAMETER OF THE COMMON AS A COMM	(mimicking) "Oh, he's a driver," people look down	
	on him. So is also, it is flowed over, it is flowed over	
	today. You see it is flowed over and I think a lot of	
No. or for the contract of the	people are already, that that is the reason why you	
	can see the parents are pressurising the children to	
era	excel. You see and that has become a big stress for	
Avonacci di Anna di Calento del Productivo del Calento	parents, as well as children.	
S.K.	1 see.	**************************************
H	You see, so it has actually turned the whole tide	
A PART OF THE PART	again now.	
S.K.	But was it the case in the past-	*********
H	(overlapping) NO.	desilation in a
S.K.	that parents also had-	India Alberta
L		**************************************

H Pg 33 (Excerpt only)

S.K. No ah.  Mine was er I wanted to change my own pattern of life. Er I wanted to prove to a lot of people that I am not what I am. They are only seeing one window. They have got to see the main door. You see? That's where I think I may have wanted to. And of course my wife has been very inspirational. See, I wanted her to have the best part of life. I don't want her to use the word regret. I don't want HER parents to come and tell her, "You should have listened to us".  So, THAT was my fight. That was my fight. I think that was the biggest fire which woke meup.  S.K. How about historical incidents? Were there any historical incidents that have actually changed your life or affected you? Historical or social incidents?  For example, like change in educational system in Singapore or maybe change in the political system.  Do you recall any?  H. Ermm change in educational system I would say that Singapore was looking more for people who are critical and analytical.	H	No, I don't think so.	
life. Er I wanted to prove to a lot of people that I am not what I am. They are only seeing one window. They have got to see the main door. You see? That's where I think I may have wanted to. And of course my wife has been very inspirational. See, I wanted her to have the best part of life. I don't want her to use the word regret. I don't want HER parents to come and tell her, "You should have listened to us". So, THAT was my fight. That was my fight. I think that was the biggest fire which woke me up.  S.K. How about historical incidents? Were there my historical incidents that have actually changed your life or affected you? Historical or social incidents? For example, like change in educational system in Singapore or maybe change in the political system. Do you recall any?  H. Ermm change in educational system I would say that Singapore was looking more for people who are	S.K.	No ah.	
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	H	Ermm change in educational system I would say	
critical and analytical.	Everiforphisasses and programme over the	that Singapore was looking more for people who are	
	*Automotive to control to the state of the s	critical and analytical.	
S.K. Okzy.	S.K.	Okay.	and the state of t

H Pg 36

-	H	In order to be critical and analytical, you need to
	ACC MANAGEMENT AND ACCIDATION ACCIDATION AND ACCIDATION AND ACCIDATION ACCIDATION AND ACCID	have the pace with the knowledge. So only when you
		go through some educational system, then you
	and the second	become very critical, you become very analytical.
-	no one come code (C). The singuage	Which today I am, I think. Er that's why I'm able
	rizmoot-viewingschen jak-viewingschen jak-viewii jak-viewingschen jak-view	to teach, and I'm able to sustain the class into
Warmer Company of Assessment Assessment	uaddinaari) (ee fan oo fan	developing certain things. You know a lot of issues
-	o o o o o o o o o o o o o o o o o o o	are brought up in classrooms. And people feel that I
And the second s	and the control of th	am a very analytical person. I think this education
	1:makropp-4 (taleoromeancover)	has changed me. It has made me think very
	THE THE CYCLE OF STORY	analytically. And I think it has got an impact. The
	Marketinin (Alder Creatern Heigh	change in educational system has got an impact. You
	oordinateleer value oo	have got a free flow of thought coming in. You are
	San Angual Para Jack Maria	able to sit down for yourself and see whether what is
	тобия форман обласа и до изголога	right and what is wrong. And what is the dominance
***************************************	ence operation	like, you know? All those things.
-	S.K.	So did you have any social pressures, you know?
007704-0770-0770-0770-0770-0770-0770-07	**************************************	Besides pressure from your father, did you have
Name of the last o	в в применения в п	pressures from anybody else?
-	Н	Oh, when I was doing my diploma, I had pressures
W. W	editional de construction de la	from my colleagues. Er my working colleagues.
	aamd 20'on der oo Yn decling	These were the people that were mocking me. Say,
	-	"He can't even do an 'O' level, he's thinking of
-	on College	ј Н Ро 37

	doing a diploma."But end of the day, I think I did	
	very well. I did very well. To me, I think, each time a	
	person tells me I can't do, I think I prove. That is	
	really my style. And until now I think I am still	
	excelling because I have that "I never say die"	
	attitude. You see, which is very strong in me. I think	
	that is in-built. That is in-built in me. And I think that	
	is one biggest advantage I am having in my life. That	
	I will feel is my biggest advantage. A lot of people	
	become negative	
S.K.	Yes, yes.	
H	Very fast. You know like, my- my first day, we	omenada ka alasan kalan muun omenada maran maran ak kii sa ka a maran na maran ka dalah sa bilililila diberra d
	introduced ourselves, and when I introduced myself	
	as a driver, there was somebody who ask me, "How	
	many cars do you want to wash?" You see. But that	
	is ok when you go into a class size of this where	
	managers all come in. But year 2000, January 3,	
	millennium surprise, he's my diploma student.	
S.K.	Your diploma student? You mean after-	
H	At that time, he asked me how many cars we were	
	going to wash. We were doing diploma together.	
S.K.	Ah huh.	
H	-And-today, I finished my-Master's, and I'm HIS	The second secon
	H Pg 38	

H Pg 38 (Excerpt only)

## Appendix 8: Sample of Analysis

Appendix 8					
FACTORS	No. 1 WW Chinese Male	No. 2 OK Chinese Female	No. 4 H Indian Male	No. 6 Z Malay Male	No. 7 V Indian Female
.3.3 Life Transformation	"When when initially you don't know the stuff, after a while, put some effort, some learning, discuss with people, then you acquire a new, new knowledge. That kind of intrinsic satisfaction Maybe that is another motivating factor. I find it quite fun" (pg 22)  Refer to other changes such as widening of social roles e.g community work cited below.	"The course opened my eyes to" (pg 13) Refer to other changes such as widening of social roles e.g. community work cited below.	From being ostracised by his friends and relatives, he is now held up as an example for others to follow.  He is also actively involved in community work besides hosting programme that encourages others to learrn.  "I'm also in the Association of Muslim Professionals Committee, Education and Training Committe. I'm also trying to see where the community is lacking and why the community is lacking. End of the day, I'm realising that I may be going in for some motivational talks to the community. And for the Indian Community, I'm trying to work with Holy 96.8, which is a Mediacorp radio, Tamil section." (pg 62)	Refer to other changes above.  "(As a young chap), I was myself quiteerlazy to learn and study lah. You know growing up, you have all kinds and e lots of friends, and er there's a lot of negative influenceYou don't really look forward to study that much" (pg 5)  "All my nephews, my nieces can look up to it my dad quote me as an example." (pg 130, 131)	Refer to other changes above.  "Last time before I I taking these courses, I feel like when I speak anything, when I say English, people might laugh at me but after I went to these courses, BEST programme, I feel that WHY NOT? I feel that kind of confidence in 1 (pg 12)
Voluntary Work e.g. V: " I go to this social work helping people, I learn a lot	Voluntary work with youth "That was one reason why I joined the Singapore Boys' Home. I know all of them you know. All these youngsters essentially, I saw myself	can help in a different group of people. For example, maybe older folks? I can do something to, to enrich their lives? Organize something to enrich their lives?" (pg 45, 46)  Wants to start something to help a group of students. "Maybe I look around say, eh, people don't know how to give tuition in Science maybe. Maybe I can start a school, just concentrate in Science teaching. Remedial extra lessons and all that. To make Science learning fun." (pg 46)	Trying to work with Holy 96.8, which is a Tamil Mediacorp radio station, to encourage others to learn. " I'm already working with AMP, Association of	" I being pushed to the SARS community meeting which every 10 weeks I have to work for one weel at that	I go to this social work helping people, I learn a lot of things." (pg 37)  "Ok, SINDA I was helping them, prepare the things everything in my Seagate Technology, I was helping in the handicapped, old folks' home" (pg 60)  "I have one kind of satisfaction feeling, when I go and help this kind of volunteer." (pg 61)  " I start to donate blood three months, four months once." (pg 61)  S.K.: you were actually thinking of going to visit some handicapped children in Malaysia.  V: Yes, I wanted to, I supposed to because of this SARS, everything stop me. (pg 62)
Others e.g. LAS: "TEACHING by,	"I think my learning point is be very, very careful of not to say and as far as possible to be more positive, have some trust in the so-called, the youngster, whoever er so-called recipient of your remarks and all that." (pg 28)  S.K.: Did you find yourself being a mentor for one of these boys?  W.W.: Yah, I think so. In fact during my 2 years' duration, there are a couple of I-I won't tell it as a success lah. But rewarding experience so to speak.  "Well, it's a kind of tacit imitation. Every now and then, I got my-everywhere I go I would bring a book one waiting for public transport not much to do, flip books. Then she (daughter) also follows suit lah. So she got a lot of books and now laid a very good foundation. She is in a scholar program in NUS." (pg 37)	"But if I can do it, I will also show my girl lah." (pg 45)	Wants to help others who don't have a solid foundation in life, like himself. (pg 14)  Trying to inculcate learning attitude in others. (pg 61)  Trying to work with Holy 96.8, which is a Tamil Mediacorp radio station, to encourage others to learn.  Working with the Association of Muslim Professionals, Education and Training Committee, to encourage the Malay community to learn. (pg 62, 63)  "People have already considered me as a model." (pg 63, 65)  Tries to help those who come for night-classes, as he can empathise with those who missed out on education earlier on.	"All my nephews, my nieces can look up to it my dad quote me as an example." (pg 130, 131)	"I see that people there can do so many things They don't have much education, and they have a lot of confidence is them why when people, others are doing, why not me." (pg 37)  S.K.: do you think you are a role model in a way to your children, the fact that you were learning when they were grow up? Did they sort of look at you and also want to learn?  V: Yes, they do. (pg 54)  "So in other words they look up to you and they want to be like you." (pg 54)  "I always tell them until now, if you want to learn something NEVER give up, want something, go for ut. If you really cannot, you have any problem, come to me whatever it is, go on till the end." (pg 55) (Socialization)  "They should go for it." (pg 84)  " age is not a limit, you have confidence you can do it." (pg 84)
3.6 Joy / Sense of Achievement / Sense of Satisfaction	"I find it quite enjoyable, it's (toastmasters' movement) my lifelong hobby already." (pg 29)	" my daughter and I got a one (for 'O' level Maths), so happy. Boost my ego lah." (pg 15)  "Yar, so it was really a wonderful feeling lar. I completed thiis course." (pg 19)  "So when I finally got my driving licence, the licence, I was so happy it was so great Like a pair of wings" (pg 20)	"But end of the day, the relief is to graduate. You have done it. I think that is what gives you the real satisfaction." (pg 59)	"Wah! I was er wah dead happy lah. Wah! Very glad, happy" (pg 16)	
Disposition	"When when initially you don't know the stuff, after a while, put some effort, some learning, discuss with people, then you acquire a new, new knowledge. That kind of intrinsic satisfaction Maybe that is another motivating factor. I find it quite fun" (pg 22)	"Then after 1 or 2 years, again I felt restless. I say, "Umm, I must do something lah."" (pg 21, 23)  "So after that, I suppose the studying kind of mood came in."" (pg 18)	"I amI am doing my doctorate." (pg 49)	"So now quite itchy already. I mean- almost I have to er besides I'm thinking of er er learning more on finance lik I'm thinking of getting a CFA. I mean its Certified Finance Analyst. Er Then- then go into my MBA or Masters. Because right now is quite quiet because I- I'm- I'm doing Actually I'm learning all the skills now, er fully utilized that er and at the same time, because married and all those and I'm saving money. Later, I'd like to finish CFA and continue with my masters. " (pg 26)	e Completed her "N" level exam despite having only primary two education initially.  "And from BEST to 'N' level, the only person go up to the end is me. Others all stop halfway- " (pg 70)
	"In fact when I was in Boys' Home in 1999, I took up the graduate diploma in social work in NUS. Again half way through, I aborted it. Because my transfer to this posting." (pg 12, 13)	"GP. 'A' Levels, that's right. GP. I enrolled. I enrolled for the GP class, and did a few compositions. I don't know why I didn't continue Maybe because of the children or something, so I dropped." (pg 11)  "I remember my 3rd child came, I became pregnant when I was doing this Diploma for English Studies. So then, because I was going to give birth, I had to defer, stop." (pg 17)  "For me, after this Advanced Dip, I thought I'd give myself a rest. Not exactly, but for the sake of my girl. No my daughter is a teenage I told myself, if I value myself in studies and ignore her, neglect her, I may regret." (pg 22, 23)			Exited whenever there is childcare arrangement problem.
2.5 Re-entry	Taking a government sponsored course at time of interview. " need to pay 25% but I am very grateful. Because of my age they still support me	"When they (the children) were sort of settled down, in Sec II, Sec 2, that kind of thing, then I started looking around in, I said, "Ok, I better apply for some courses."" (pg. 12)  "Then the following year I had to join another group then I completed it." (pg 17)			Re-entered when she could fit her learning schedule with her work schedule.
.1 Publicity &	rtunities for Lifelong Learning  "But for Singapore public service, I think it is quite supportive. For the private company, for the private company, during the booming times, I think they were quite generous also. But these days a bit difficult." (pg 16)		"I think Singapore government has done a lot. Opportunities are just lying, but it is people who are not seeing it. Ah either people sometimes feel that they are blind, deaf and dumb. Nobody is going out from where they are to see what are the opportunities available You are free to choose what you want to do. There are no more limitations like those days before. 20 years ago we have limitations, you want to do this we don't have this, you can't. Today, we are I think plentiful." (pg 30)  "I think the government has been er very proactive you can see the amount of er er foreign universities coming into Singapore and playing the big gam in the industry, you know and that is giving us opportunities where we don't have to spend so much of money going out. We can do it locally." (pg 31)	"If you take a stone and you throw outside Shenton Way, the stone bound to hit someone who's taking night class." (pg 104, 105)	S.K.: How did these aunties know about these courses?  V: They read newspaper, Chinese newspaper. (pg 45)  "Publicity a lot. Actually there is everything all the while, this ITE but only thing with people, never take the interest to take a notice all these" (pg 46)
Other Support e.g. PNY: I heard that NTUC also has sponsorship	"The Hong Kong ones are all self-sponsored. All the Singapore ones are company sponsored. (pg 15)	"Diploma for English studies" was sponsored by MOE. (pg 12)  MOE's support. "Because MOE (Ministry of Education) spends lots of money to send teachers to learn I did learn from there how to surf the net." (pg 43)	He thinks that there are enough opportunities in Singapore and that the "Singapore government has done a lot, opportunities are just lying, but it is just people who are not seeing it." (pg 30)  "I think the government has been very pro-active." (pg 31)	"I think now the opportunities are tremendous. They're yes, out in the picking. You lack of IT, they have national IT programmes where they have, very little fund, you come out \$30 or so you can learn computer." (pg 92, 93)  "Besides, there's a lot of media helping people to realize there's a lot of opportunities, er then this economic crisis, even more media play a role." (pg 92)	CREST course, Seagate sponsored me and ITE BEST programme and WISE programme after I joined as an NTUC member, I have some discount. (pg 13)  "Because you are a NTUC member, we have discount. Just 75% you have to attend, then you can pay later on, if you want, you can claim from your working place." (pg 14)  "And NTUC, and you are not paying so much of the money, just pay half of the price and you want to take computer, SINDA is helping you." (pg 64)  "I went to Window 85, the first time computer came out, I went to learn Window 85, then after that I went to SINDA tak PowerPoint. It was very cheap, This is only I pay about seven dollars company subsidize, at the same time, SINDA subsidize." (pg 64,65)

OK FACTORS Chinese Chinese Male Female 18 Hindrances/ Obstacles 'And I was busy that I didn't have the time to complete the diploma course. So, I just Initial hindrance-financial. (pg 75) but it's very difficult for me to spell... Primary Two... in Tamil school... I don't know anything about English, not even easons for people not taking up learning: I took 'O' level, after 10 years of leaving school. (cough) That period is quite tough... I took subjects I never took Obstacles aborted it basically lah." (pg 12) fore, things like commerce..." (pg 8) 1) No time. (Which he thinks is untrue) Maybe they feel that at this age must I go and learn computer? And they feel that the time that always spend there... might "In fact when I was in Boys' Home in 1999, I took up the graduate diploma... in ... I started driving, learning how to drive. But I failed once. And then the children came. So I did not because construction you come out, go to class, your battery already flat, because it's a lot of physical job, the sweat, constrain because I social work in NUS. Again half way through, I aborted it. Because my transfer to this continue." (pg 10) as well stay at home and watch TV... stay at home, taking care of their husband, children... they feel that... already very the hard work, sometimes you fall asleep in class and you don't have time to do your own work..." (pg 11, 12, 43) Time management. old, what I want to learn from this... you know computer, some people think that way. And some people feel... involve in too posting." (pg 12, 13) many things outside..." embarrassed. At this age, must I go and learn all these... people laugh at you." (pg 66) tereotype- Teaching, nursing after Sec. 4 for girls. 3) Face problem - "Er some people are saying that they are not er er cut for education. You are not tested you wouldn't know who you are, so end of the "Because at that time I stayed at West Coast and I work at Pulau Ubin. I have to travel all the way to Punggol Point... and Shift work is a deterrent to LLL. then from Pulau Ubin, come back, then I have to travel all the way back to Bukit Merah for the PSB night class. It's a ding day I think a lot of reasons are just lame excuses. But nobody really wants to go and of course in Singapore I think you've got face, and they dare not go into a classroom and then dropout, which I think is not a big problem..." (pg 31, 32) dong. The travelling alone can be killing." (pg 15) SK: "... So from your experience, do you think that doing shift work is a in a way a deterrent (to lifelong learning)." . I think when I sat for the paper, I had chicken pox. Chicken pox! My son gave it to me. So I had to sit for it, 4) Stubborn character. "It's once you start skipping class... end of the day you stop class totally lah. Piling of homework all those kind of thing, WW: "Yes, yes, very tough... I still remember, at the Tan Tock Seng, Communicable Disease Centre." (pg 14) loss of interest." (pg 16) WW: "How tough is it you know. Turn your entire system upside down." (pg 43) Would rather enjoy life remember my 3rd child came, I became pregnant when I was doing this Diploma for English Studies. So when I took my degree because I don't have scholarship, I don't have loan, I don't have money. I was only a echnician earning not much... and I want to get married also... that's the most difficult part in my life." (pg 34, 17, 88) "I do my thesis from morning 3am to 6am... That's the only time I have. " (pg 49) then, because I was going to give birth, I had to defer, stop." (pg 17) "They have got their pubs, karaoke all waiting for them. So you must know where and when to blend. I mean for example, for them, I go with them to the Brother & mother- did not encourage her to continue schooling. (pg 75) coffee shop and go for my cup of coffee. But when they use the word, "Boss, are you going back?" That means I know they are ready for a beer. I quickly move away myself. And er... during after every exam, they go for holidays, which I don't do." (pg 56) 'That clerk! (laughing) Here I needed help and she gave me that impatient kind of expression..." (pg 42, 41) Language is a barrier for TCM course. "... the language is an obstacle." (pg 47, 48) I did try, but halfway I gave up lar. Because it's too tedious." (pg 71) Because my language was horrible." (pg 74) I suppose my mother did say lah, that, "Well we are not so well off. All our wages are so low. It would be good if you can work, start working."" (pg 75) 19 Costs of Learning 19.1 Financial Costs You've got to sacrifice your personal leisure, social activities, sleep, your annual leave, your money." (pg 54) "So I continue doing these three things (referee, diving instructor and tutor) to supplement my studies at the SIM because | "These courses were not very expensive." (pg 15) there is no scholarship, no loan, no nothing... so I have to sacrifice... other days for this." (pg 19) PNY: "A three-Ever er, five minutes also I don't want to waste, I have to do something." (pg 40) month course, one "It is lower... of course construction you earn... double or more than double of what you earn because of the OT all thos lesson every week stuff." (pg 44) and it costs nearly 200 dollars." "I have to take unpaid leave..." (pg 88) Had to do a lot of juggling among her various duties. See account of her daily juggling of activities below: 19.2 Other Costs Less time spent with family. (pg 14) Guilt of not spending enough time with young children. 'You see, so I had to manage my work, manage my studies, I had to manage my family. So, it was three different things where a lot time management "So I will have to say, "I'm sorry, close the door, don't let her come in. Don't let the baby come in, I want to be had to come in. And you got to put your priorities right. " (pg 40) LAS: "... cinema "Yes, permanent night (shift), so I ask my neighbour to take care, which is quite old lady, elderly woman. Every month I pay left alone and I have to do my assignment," that way. That was guilt feeling lar. I couldn't spend as much time her about hundred and fifty, ask her take care my two girls. I feed them, I change everything then I send to their house. TV, or chit chat, as I wanted with my little baby." (pg 18) "Like for my 2 kids, I saw them growing taller. And as I see now, they are more closer to their mother than to me." (pg 40) just idling, and .. Just... put them to sleep that's all. Every morning seven o'clock I finish work, I come home and fetch them back... Those... those give them breakfast. I'll send my small one to kindergarten, then I'll come back. That time my eldest one was morning, "You've got to sacrifice your personal, leisure, social activities. Sleep, your annual leave, your money." (pg 54) she'll go school early morning. They have a school bus, the eldest one, so she will get ready from the auntie's house, she'll go school. When I come home, I fetch my small one, change her everything, [use?] for her uniform, send to kindergarten, sacrifices." I'll put my alarm two... one and a half hours, I'll sleep. Once the alarm ring only, I just get ready to fetch my small one, and on the way I buy market things, come back and cook. Everything I prepare, then the big one will come back from school, morning school. Then I'll feed both of them and one o'clock I go back to sleep again. Make sure the two girls sleep beside me and I'll sleep until five o'clock. Then five o'clock wake up, bathe them and ask them do their school work everyday. Then I'll be with them until eight o'clock. Then eight o'clock, get ready, send them to the auntie's place and then I'll go to work." (pg 26-27) 20 Turning Point/s 20.1 Turning Point/s Hong Kong handover - a catalyst "It is a sort of a catalyst so to speak... I have some "The course opened my eyes." (pg 13) Er, I think that was the sparkling point in my life. Because when I became a driver, I found that I was ostracised by society. My relatives, friends and "Then I realize, I said, 'Eh, I got electrical, why not I want to learn something to apply my knowledge." (pg 6) 'And when I start to work... my two girls are very small, my youngest in kindergarten... and my eldest is Primary One. And sort of self-reflection and I said to myself: "Oh my goodness, China is going to take hat is the time when I start to work in Seagate Technology... I see people talk in English... because they all... they have a ything. That angered me a lot. Then I wanted to see for myself what would be best for me to do. That's where I embarked on education again." (pg 3 OK: "Because that over Hong Kong and the police area was the only career I can, you know... continue Good Maths teacher in Primary 5 and 6." Maybe in primary school, I had this very wonderful Maths teacher "While I was in Suntec City, that is where, wake me up. Ah... I realised the harsh reality of life ah... you look around, it's lot of confidence... and for myself, I got nothing. And my Tamil just OK and my Malay not so good, Chinese there and here, without which I went outside, I won't have the knowledge and skill to do anything." He was very skillful. I was not doing too well in primary 3 and 4. But when he took over in primary 5 or 6, actually the papers that matters... here I am, in my own country, have to work, like a labourer, is due to my lack of paper qualification. That actually wakes me up lah. Ah...I sit down. I give it a thought. And I don't want to continue was a turning I wanted to show that it's not actually that I'm stupid, but I had not put in enough work." (pg 3) So I decided to do something about it lah. To improve my educational background so there was a change. My Mathematics became very good. One of my stronger subjects. So I felt that I was very, I very lucky to have him. Otherwise I don't think I would have got as far as I'm now. Because that was a turning point, it was a turning point. That was I think, er, the most critical part, er, of my life." (pg 4) as to basically equip myself to have more option lah." (pg 7, 8) being...working this kind of situation with limited er...avenues of movement due to limitation of paper. Er...and I think I "... after five years, separated, I went and apply for separation because I can't take it anymore. Every now and then get can be better off (laughing) than some of those overseas people who are here. So I decided. "Why not, I go back to school beating from him and... I see my children suffering... my mum say that you're not allowed to do divorce, separation again?"" (pg 7-8)

because Indian, they feel that, if this kind of things happen, the society will look down on you. I feel that all this is rubbish point." (pg 68, 69) comotion to inspector - discovered he could focus He wanted to raise his educational level, so that his wife would not regret marrying him. (pg 19) "I think the other turning point is when I was promoted to the inspector. I was forced which I have to do something. Then I did it myself, without my brother's my mum help, I did it. Go through so many because If I did not pass the professional exam, essentially I will be kicked out. So... 'At that point, I (cough) I think I have to work in a place that allows me to study er...because construction you come out, things." (pg 23) Considers wife to be his greatest gift and strength. (pg 19, 20) nce then huh, I have that kind self-discipline, may be ... pay close attention to to class, your battery already flat, because it's a lot of physical job, the sweat, the hard work, sometimes you fall asleep hings, you know, to concentrate myself, to focus and I find it not bad." (pg 21, 22, .. my wife has been very inspirational. See, I wanted her to have the best part of life. I don't want her to use the word regret. I don't want HER parents class and you don't have time to do your own work, all this kind. I think I need to sacrifice. In anything there's a lot of S.K.: ... when did you start thinking of the fact that you can do it (learn English)? sac...I think OK lah. For the sake of...I give it a shot lah. So, give me a few options. I think, why not work in a officeto come and tell her, "You should have listened to us". So, THAT was my fight. That was my fight. I think that was the biggest fire which woke me up. their English is very much better than mine. (pg 45) hour job? Of course construction is still an office-hour lah but something that allow me to more time to travel cough)...So at that time Outward Bound came out with this advertisement. It's just plain lucky that I got it lah." (pg 12) 'Construction site make me change because it is a melting pot of all nationalities... I'm just another electrician. Not because I'm a Singaporean, I have to be their supervisor... and I think those outside who make lot of noise why the foreigners this and that. They didn't realize that is not that we stay in Singapore we have every right. If we don't work our way up, is not our right to blame foreigners come here, take over this thing because we are not prepared for it and we want imple easy job but we are not prepared to get that qualification or the sacrifice of doing it lah." (pg 48, 49) . it's like a wake-up call... all you need is a big slap. Just like me ah." (pg 94) ipation of change, reflection. "I have some sort of self-reflection and I said to "So I said, 'My English is still very, very low standard, and I want to raise it. " (pg 12) flection led to a change in goals and life course -"Then I realised.." (pg 6)) Ie believes in analysing, and examining himself. (pg 6) . I feel like I cannot carry on like that and I'm not going to teach anything for my girls and I'm not going to learn yself: "Oh my goodness, China is going to take over Hong Kong and the police "So I feel that instead of asking people, why don't you sit down to yourself. You analyze yourself, you become critical. And you become analytical, and area was the only career I can, you know... continue without which I went outside, I So I said, 'Between the 2, myself my development and my daughter, I choose my daughter.' To me I think it is CR: "I talk to you open up yourself and you open the bridge, and then let the bridge go. " (pg 6) 'I realised the harsh reality of life ..." (pg 7) won't have the knowledge and skill to do anything." So I decided to do something not worth it if I have all the diplomas to hang on the wall, and eventually the girl feels neglected. If I give up I see that people there can do so many things.... They don't have much education, and... they have a lot of confidence in about it lah. To improve my educational background so as to basically equip myself whatever I can and she doesn't turn up the way, it's different. At least I have done my part. So that was how I T realised that those engineers from Philippines, from India, from all over, they come, they ... they get their position, they Stresses the importance of reflection. "I work on a 5-year plan. I work on a 5-year plan. Every 5 years, I change my goal." (pg 75) them... why when people, others are doing, why not me." (pg 37) get their pay. It's because of their paper. And here I am, in my own country, have to work, like a labourer, is due to my to have more option lah." (pg 7, 8) have decided to stop for at least 2 years. " (pg 23) "I asked myself what are the things I needed to do. And the only thing that came to me was if I were to raise my educational level, things will change. lack of paper qualification. That actually wakes me up lah. ah...I sit down. If give a thought. And I don't want to continue "...if you want to study something, you feel like doing, you just go for it. If you really have confidence and being, working this kind of situation with limited er...avenues of movement due to limitation of paper. Er...and I thinkI that... determination you can do it. Anything. All you need... I mean, God's support... and if there anyone can support you, you can do it. All you need is confidence in yourself... you know, you can do it. " "Mostly, most of the inspectors are graduate level or expatriates from UK, so in day- I say, "That's it. That's the way to learn. You just have to expose yourself. Repeat and repeat and repeat and repeat. It gets And that even urged me to do things much better." (pg 19) to-day operations, I find myself, in terms of analytical power, cognitive, you know, level... analysis... not quite up to the standard. So... that... that kind of a sense of loss which prompt me to think "How come so bad?" when I compared myself with other fellow inspectors and officers. So prompt me to improve myself." (pg 10, 15) "It's a reflection... the same kind of determination and hard work. The working through to get the degree... you reflect hat to ... work hard for some other goals because for me is degree is one goal. I want to have it because I really want to have it to have a better job. I don't want to be a technician for the rest of my life... so now I have, I become an executive officer... it's not that I am not satisfied. I am happy because I achieve something... I can continue doing this but I would like to have a more advanced, higher degree, where at the same time I can use that to teach." (pg 38) ... is not your right as a Singaporean to have everything... I sit down I think again... I cannot blame anyone for anything. I have to blame is me myself because I don't want to have that learning ability. Because with higher qualification, by right that is the fact of life lah." (of 45, 46) 22 Learning Journey (Career/Trajectory) 22.1 Triggering Factor/s "It is a sort of a catalyst so to speak... I have some sort of self-reflection and I said to "When they (her children) were all sort of settled down, in Sec 1, Sec 2, that kind of thing, then I started "Because when I became a driver, I found that I was ostracised by society. My relatives, friends and everything. That angered me a lot. Then I wanted to "Then I realized, I said, 'Eh, I got electrical, why not I want to learn something to apply my knowledge." (pg 6) . when I was working in this Seagate, so after ten years later, they start to retrench people... quite a lot, eight thousand myself: "Oh my goodness, China is going to take over Hong Kong and the police looking around in, I said, "Ok, I better apply for some courses." So I think that was the start of it. I applied for see for myself what would be best for me to do. That's where I embarked on education again." (pg 3) something people... then that time I quite scared already... that time these two girls were studying, if anything were to area was the only career I can, you know... continue without which I went outside, I Dip.Eng, English studies because it was a full-time thing. So I said-) (pg 12) . is not your right as a Singaporean to have everything... I cannot blame anyone for anything. If I have to blame is me happen to me, I have to survive, then I went to take my motor bike licence... if they retrench, I need a job, at the same time I wakes me up lah." won't have the knowledge and skill to do anything." So I decided to do something nyself because I don't want to have that learning ability. Because with higher qualification, by right that is the fact of life have to spend time with my girls. If I take a motor bike, I can do some delivery job..." (pg 39) Refer also to quotations on turning point/s above. about it lah. To improve my educational background so as to basically equip myself "After that, then I decided to say, they were giving incentive to people who can do their 'O' levels if they can triggered off my to have more option lah." (pg 7, 8, 15) get a distinction. They get some kind of increment or something... So I said, "Ok why not?" So then I did my Refer also to quotations on turning point/s above. English and I think I got a distinction for English, then I did my Maths 'O' Level." (pg 13) it's like a wake up call... all you need is a big slap. Just like me ah." (pg 94) Because in the early 80s, the British and China... already entered into an agreement to hand over Hong Kong back to China in 1997. Although the actual change over Refer also to quotations on turning point/s above. Refer also quotations on turning point/s above. took place in '97, but way before that everybody is already expecting that to happen... this triggered off my learning." (pg 8, 9) 22.2 Sustaining factor/s "When ... when initially you don't know the stuff, after a while, put some effort, this is good! (laugh) I think I can study... because at 'A" level I learn. I was a technician. I'm electrical trained and all "So it really like made me very interested, I'm going to learn something new, like those children go to primary school, I think the study one has its appeal lah. (laughter)" (pg 16) You see, I want to enjoy life, I want to take this lifelong learning as part of growing, and enjoy it." (pg 51) some learning, discuss with people, then you acquire a new, new knowledge. That kind of intrinsic satisfaction ... Maybe that is another motivating factor. I find it along my work is in electrical line. But when I took 'A' level, I took management economics. Actually why I take that, it's kindergarten, they feel so excited, carry their bags and books. It made me like just going to school newly. That time I was... HKK: "Studying "But how I did it was my discipline, my determination, my discipline, my commitment, my dedication." (pg 52, 53) ecause I pass with a B3 commerce. (laugh) Make me think, 'Eh! I think is am... quite interesting thing." (pg 13) thirty-five around there..." (pg 5) night time becomes quite fun ..." (pg 22) an addiction... every time fall, never say die, come back. That I think is one thing that keeps me going." (pg 70) 'Actually why I take that, it's because I pass with a B3 commerce. (laugh) Make me think, "Eh I think is an-quite an . I can ask teacher a lot of questions. Those people wanted to ask but dare not but the person got big mouth I think is 'Very enjoyable. Now I treat study as fun." (pg 39) cause I was paper teresting thing."" (pg 13) chasing. At that S.K.: (laughs) But you learnt the most because you asked! 'Yah I treat it as an entertainment. In those days where got chance to really learn all 'I always think positive." (pg 15) time that was my V: Yes. I ASKED so many things... (pg 6) these so-called pronunciation." (pg 39) success formula." "It's the desire." (pg 85) SK: "So you are able to spend a lot of time reading and studying."
WW: "Yah, I treat it as an entertainment you know. I don't quite treat it as study. "You need pillars of strength... it's from this that make me... motivate me... want to move on... just need to move a bit Studying is a very negative connotation." (pg 40) more... Make it happen." (pg 91) 22.3 Effects of Learn 22.3.1 Change in 'When I took the night class and the degree and after I finish, I think I will like to maintain that habit... It's good, it's a "I want to go and study, it make me like a ... new person. Go to class, carry my books..." (pg 25) "When ... when initially you don't know the stuff, after a while, put some effort, "The course opened my eyes to..." (pg 13) It (learning) helps me to see things from a very different perspective." (pg 51) some learning, discuss with people, then you acquire a new, new knowledge. That eading habit... Once you learn, you keep on learning." (pg 33) Attitudes / Learner identity kind of intrinsic satisfaction ... Maybe that is another motivating factor. I find it quite fun ..." (pg 22) "We should not use it just like a chalkboard. It should be more than that. Think a smartboard, you can directly get into internet." (pg 35) OK: "The course Very enjoyable. Now I treat study as fun." (pg 39) it was so-o-o tough! It was so difficult that we had to use the dictionary almost for every word. That was norrid... I suppose that makes me a better teacher. I knew how difficult it was to struggle like that." (pg 69) opened my eyes. H: "It helps me to see things from a perspective." "When ... when initially you don't know the stuff, after a while, put some effort, I think the study one has its appeal lah. (laughter)" (pg 16) I'm a risk taker. And I like to do things very differently. And I've got a lot of creativity and innovation in me. I don't like to do what others are doing. I "At the same time... gives me so much confidence when I talk to people, when I listen to other people's problem..." (pg 8) Confidence; voice some learning, discuss with people, then you acquire a new, new knowledge. That kind of intrinsic satisfaction ... Maybe that is another motivating factor. I find it ike to do things very differently. And THAT actually made my bosses look at me very differently. And I'm a very fast learner. Very fast learner. That I "So yes, it is not that difficult. If I really want something, I practise hard enough, I will be able to learn." (pg I er... I... I do not know... why I always end up being the... being the joker im class." (pg 98) think kept me going in the industry very long". (pg 42) what the supervisor did was not really fair for the operator so when I raised up this thing... V: "They give me quite fun ..." (pg 22) S.K.: You were fighting for the rights of the operators. that kind of V: Yes... I was there and things that happened... I'm very much lower than them but still I feel that what they are doing is Very enjoyable. Now I treat study as fun." (pg 39) feelings, that kind S.K. Did the fact that you were attending those courses help you to be able to voice your opinion also?
V: Yes... I'm willing to stand in front of them and talk to them. They give me that kind of feelings, that kind of confidence of confidence in myself." Yah I treat it as an entertainment. In those days where got chance to really learn all hese so-called pronunciation." (pg 39) in myself. V: "...gives me so (pg 10, 11) much confidence SK: "So you are able to spend a lot of time reading and studying." when I talk to WW: "Yah, I treat it as an entertainment you know. I don't quite treat it as study. "Last time before I... I taking these courses, I feel like when I speak anything, when I say English, people might laugh at me... but after I went to these courses, BEST programme, I feel that... WHY NOT? ... I feel that kind of confidence in me." Studying is a very negative connotation." (pg 40)

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Appendix 8				
FACTORS  No. 1  WW  Chinese  Male  Religion	No. 2 OK Chinese Female	No. 4 H Indian Male	No. 6 Z Malay Male	No. 7 V Indian Female
Religion  e.g. "I became a Christian in 1998 We have a study group. Saturday we study V: "Because I think if without God 45, 46)  Became Christian later - Do Bible study.  "I became a Christian in 1998 We have a study group. Saturday we study and engage in interesting discussion and dialogue. And very, very interesting discussion and dialogue.		Grandmother taught him that nothing is greater than God. He still goes to the temple 7 days a week. "she taught me was er nothing is greater than the	"The day you are born until they day you you are dead (laughs) that's it. It's you have to learn." (pg 59)	"Because I think if without God help, things will be never go smoothly I mean without God's help, I don't think so." 51) "I am a Hindu from young." (pg 51)
help, things will be never go smoothly"	Then I read some books, and compare religion. Especially when my-have so many friends of different faith	God. We may be born with certain intellectual powers but end of the day we still need the power of the God, to move us to what we need to be, see and of that I think I. I'm still following. I'm a person who goes to temple 7 days a week, and I believe that there's one power above me." (ng. 13)		
	(page 15 said, Ok, so it must be something that recognizes that an these religions are wonderful religions.	temple, I give a lot of things to the God. But this not bribery, appreciation. I mean what I am, it's a gift When I think God is giving me something, I think I need to share with people. And this has actually made me become a more knowledgeable person Very, very important. I think that religion no religion teaches us foul things." (pg 68-72)		"And early morning before they go to work, they go and pray first, this is help them a lot." (pg 53)  " you have to depend on yourself and in God." (pg 87)
			"But now the religious er awareness are better and that's where they realize the importance of education." (pg 64)	
			"They are graduates, professionals and they are more religious inclined and if those who are not- not er professional graduates, they are more, more culturally inclined." (pg 76, 77)	
Philosophy Of Learning				
Philosophy Of Learning e.g. WD: "Repetition is	"I feel that everything is learnable lah" (pg 27)  "So more and more I convinced myself: something you want so much, you can learn. So this is what I think Exposure." (pg 28)	"So I say that education has got no age. We are the barrier to the own self." (pg 64)  "Everyday, sub-consciously we are learning. It's only that we don't agree that we are learning. Is it because maybe of our age, we don't want to tell people that you know we are still learning. Or maybe the social system is like that, we just don't want to accept that actually we are learning. But I think	" education is never too late once you start you just continue." (pg 9, 62, 113)  " I believe there's nothing to lose of you learn some skills that are relevant and can earn income" (pg 23)	S.K.: you believe that girls should have as much education as possible it's not just the boys that should be educated V: Yes. I think girls need more than the boys because now men is totally different they get married, after one, two children, I don't know what they all up to. Girls is the one taking care of all the children. (pg 76)
WD: "Repetition is the mother of learning."	"So that means you must have people to support you also." (pg 29)  "I say, "That's it. That's the way to learn. You just have to expose yourself. Repeat and repeat and repeat. It	everyday we are going through, I think informal learning I think gives you a better climate, to organize yourself and to reflect yourself. It must be in everyone So sometimes again, you do not know when is informal learning. Not necessary it must be in a class, structured programme, not necessary. While you are walking also, I think informal learning helps you a lot. It's whether you are ready to accept." (pg 76, 77, 78)	Believes in importance of informal learning. "I believe in anything, any talk you attend there's always something to learn if we aare there to learn." (pg 35, 114)	
	gets stuck in your mind, you won't forget.""(pg 42)		" actually the more you learn, the more knowledge you have the more you realize of yourself being the more you realize that you are er you're only a human. It's just you become you know. The more knowledge you have the more you know, the more little you know it's not some people think they learn more they know more." (pg 60)	
			"When you enter a road a path. Look ahead don't look to the left, don't look; to the right. If you make it, you make it. If not, blame yourself "When you begin, always have a end in my mind." If you listen to all those distraction to the left or to the right, you'll be diverted." (86, 87, 88, 89)	
			" when you think you're clever, you will never learn anything from any people There's always a learning point. Even from the cleaners" (pg 114, 115)  "Learning is about enjoying I mean you learn, enjoy, learn you will learn more leasily Learning is like a game." (p	
			116)	
Educational Institutions  Experience "So I managed to study till my secondary school equivalent to the local study till"	'N' level. I "I mean I was a prefect, and then later on they even nominated me to be head prefect. Erm, in secondary sol	hool Didn't do too well in the 'O' Level Evams. "I only got er 1 'O' level." (ng 2)	I left Sec 4 with only 2 'O' level. Mind you it's only Malay language and Geography and that's all. That's my	"Actually I noticed that you only had two years of formal education that means most of the education, learning tha
e.g. finished the secondary so-called secondary form 5" (pg 1, 4) WD.: "I was playful. When I was young, I was SK: Ok you hated going to school. What was the reason for your hatred?	they sent me to Paya Lebar MGS, but I wasn't quite used to the mission school system so I requested out, the Monk's Hill, then once I completed that education, I was in Science stream Because my parents kept saying my mother kept saying that, you know, we were so not well off, money is hard to come by, so- so I was v	nen  He wanted to be a pro footballer, so he didn't study hard. He injured his knee, so he had to change his intended career to car racer. (pg 2)	achievement for 10 years of full-time studies." (pg 5)  " I look at it, electrical same school, so I took er NTC 3 Electrical, then I pass. Then I took er NTC 2 in electrical fitting and installation. Was from VI for NTC 3 and er Singapore Technical Institute for NTC2." (pg 5, 6)	undertook, was done actually AFTER you have grown up." (pg 63)
pontang (played truant) school all this lah! Play fool this lah! P	ot of School Experience- did well but not encouraged to continue by family.	sports. Because I was playing hockey, soccer, athletics and all these. So and everybody needed me. At that time, I felt very proud." (pg 41)  "Finished Sec. 4." (pg 42)	intang and instantation. Was from VI to I VI = 3 and or Singapore recinition instantation (Pg 3, 6)	
Idil:	"Primary school yes, I enjoyed myself. I was a prefect, we had good teachers. I did fairly well, I was in the class. Umm, I think I was within 1st 2nd 3rd or 4th those kind of thing, in class." (pg 70)  "So I decided I had enough subjects to offer at that time, so I dropped Chinese. And I keep telling all my	International Management. Currently doing his Doctorate in Human Resources. (pg 44)		
	students, I regret for the rest of my life. Because it is a disadvantage that I don't know how to read and write Chinese well." (pg 71)	e		
Teachers "I still remember his name Yip, Chinese name is Yip Weng Hong he gave confidence. He motivated me." (pg 26, 27)	we me the " our form teacher, Secondary 4 form teacher, was so cute. He got forms for us you know (laughing)	То		" my teacher was really encouraging me said,' You should carry on you are doing better that twenty-four of u
e.g.: V: " my teacher was really encouraging me" confidence. He motivated me." (pg 26, 27)	"Maybe in primary school, I had this very wonderful Maths teacher. He was very skillful. I was not doing to well in primary 3 and 4. But when he took over in primary 5 or 6, there was a change. My Mathematics bec	oo lame		our class." (pg 6) "She (Ms Angie) things that I don't know she teach me when she take extra interest in me, like I'm the only one learn things and she will give me some books when this course is going to finish, BEST module one, she will enco for BEST module two." (pg 69)
	very good. One of my stronger subjects. So I felt that I was very, very lucky to have him." (pg 68)			for BEST module two." (pg 69)  "She (Ms Angie) said, 'You can do it, I want to see you finish the whole course.' She's really supporting me unt still I call her." (pg 69)
				Even when I get award I call her (Ms Angie) and say that I get this award, she was so surprised." (pg 69)
				"He's (Mr Ng) a handicap, a bit retarded. He was teaching me in my secondary WISE programme. Handicapped I to give me his hand phone number I respect him a lot." (pg 70)
Peers e.g. LD: " I think the friends you mix with play a very important part"	Didn't continue education after 'O' levels because friends also stopped to go to work. "Maybe because all m friends said they didn't want to continue. So I didn't want to continue." (pg9)  Later in life, she moved around with a group that looked out for learning opportunities and participated as a group. (Refer tp 6.7 above.)	"I missed it today. They (his classmates) were wonderful fellows, naughty and mischievous, foul-languages, you know, but they are very nice fellows." (pg 60)		"Then some of my friends were taking night class I'm still young when they are all quite old, still they want to learn something when others can, why not me, so I pushed myself." (pg 4)
Economic, Historical, Social, Political & Educational Changes  Economic, Economic - "Quite fair results and in the early seventies, there is the economic experience of the economic ex	omic Political - Communism infiltrated the schools but she was not affected.			
Historical, Social, Political & I join the Hong Kong police force lah, basically as a police constable." (pg Educational Changes  Anticipation of Hong Kong handover in 1997	g4).			
LYM: " then the economy is down, so I cannot afford to pay for	Oh my			
the fees already, so I drop out."  career I can, you knowcontinue without which I went outside, I won't hat knowledge and skill to do anything. So I decided to do something about it improve my educational background so as to basically equip myself to have options lah." (pg 7, 8)	lah. To			
Work  Careers (Previous & Police officer - "So without much choice I join the Hong Kong police force Basically as a police constable." (pg 4)		Construction worker, ship-builder, deep-sea diver, driver, lecturer. (pg 2, 3)	"Coming out from NS, I joined a Japanese firm where they sent me for 4 months to Japan for attachment because it's a new setup company so they need pioneer batch to go to Japan, learn the thing, come back and set up." (pg 6)	" in Primary Two I was only eight years old go to people's house and wash clothes they pay me one month this dollars." (pg 19)
Present) "I was already er sort of absorbed by the Ministry of Community Develop take up the post of superintendent at the Singapore Boys' Home." (pg 12)	"Being a Vice Principal" (pg 81)	"Teaching is my second career which I'm enjoying very much." (pg 42, 43, 52)  Fully committed to what he is doing. "So when I go in with that yardstick, I am fully committed with what I am doing." (pg 45)	"I was employed as a technician." (pg 12)	"Then I was thirteen years old, I start to work in factory thirteen years old the first job I went is sewing jeans poor
		"You see, this is the best part of the profession. There is no race, no religion and no nationality. And that what makes me enjoy And er the networking this industry gives you. Anywhere you go, there is people whom you can say hello." (pg 73, 74)		
hours, flexibility er lucky in the sense I was posted to the Police Academy. So not much shi			Left his job as a construction worker because the nature of the work did not allow him to engage in learning.	Worked night shift permanently so that she could look after her two girls and attend classes in the day.
etc. e.g. LD: " working hour is 8-5 and a 5-	"About 3-4 months I think. I was there just doing that, everyday go there just to attend class, but not comin teach." (pg 12)	g to	"I left because I think was too exhaustive to because of physical work. Attemd night class. I'm too tired. Then sometimes you have to, you know the thing is not 5.00, 5.30 not finish. You have to continue working until 8, 9, 9 o'clock. Continue. 8, 8 o'clock overtime. You have to continue to work. Then, don't tell me all your colleague working there, you just put down your screwdriver, spanner everything then you go for class." (pg 43)	"Then I was doing night shift, from nine to morning seven o'clock" (pg 4)  " permanent night (shift)" (pg 26)
day week. So from then onward, I took up opportunity to study."  "We were in the law enforcement, to pick up errlaw, legal study, relative to proper the law enforcement, to pick up errlaw, legal study, relative to proper the law enforcement, to pick up errlaw, legal study, relative then onward, I took up opportunity to study."	rely easy.		φg 45)	"Because I was working three days, four days off, four days, three days off." (pg 47)
Employers / Other colleagues also studied part time. " many of our fellow police off studied part-time." (pg 8)	icers Given time off from work.  Full classes	"Oh, when I was doing my diploma, I had pressures from my colleagues. Err, my working colleagues. These were the people who were mocking me. Say 'He can't even do an 'O' Level, He's thinking of doing a diploma." (pg 37)	" these- my supervisors here who are in all they're in Master's degreee my Assistant Director who- who now become a Senior Assistant Director he's the one who- who nominated me for lifelong (laughs) and then he and my immediate supervisor. They give me opportunities to do and to applly the free hand" (pg 96)	"Then straightaway I went to talk to my supervisor I tell them my problem and I tell them I'm single parent and r supervisor said, 'Ok, if that's the way you want it, I'll transfer you to morning.' So I was doing morning." (pg 49)
	shorter (pg 12)  Sponsored by the Ministry of Education and not bonded. (pg 12)		The state of the s	
Access to learning opportunities e.g. WD: " only say must have a- a standard criteria and then must have, you know of three	e 'O' levels"			
Access to learning Opportunities  Concession given by University of London (pg 6, 7)  "Because initially I intended to err join the external programme directly say that 'you don't even have an 'A' level you know, cannot lah.' So they	Attended a number of courses sponsored by the Ministry of Education. (pg 12-14) that they have some	Opportunities provided by NTUC (National Trade Union Congress), Ministry of Manpower, foreign universities. (pg 31)  "I think the government has been er very proactive, know and even- even if you look at this juncture, you can see the amount of er er foreign universities coming into Singapore and playing the big game in the industry, you know and that is giving us opportunities where we don't have to spend so much of	"In that time is National Productivity Board, advanced diploma, with 'A' lewel and 2 years of supervisory experience, er with 2 'A' levels, 2 years of supervisory, qualify to sit for ad-advanced diploma." (pg 14) s  "Ok er clear with that, the PSB, er passed, then I qualify for, of course advanced diploma, PSB. I qualify for	
e.g. sort of concession because of my background, my background, police traithat, so they have some sort of concession, not a full 'A' level but one 'A subject. So I opt for 'A' level in law." (pg 6)  "In fact when I went to NTU, I need to have some sort of so-called aptitudes."		coming into Singapore and playing the big game in the industry, you know and that is giving us opportunities where we don't have to spend so much of money going out. We can do it locally. So it is not an issue of whether er you can't do it. It's whether do you want to do it." (pg 31)	advanced standing on most of the universities, means direct into second year in a way lah, because PSB advanced diploma. Wah! I was er wah dead happy lah. Wah! Very glad, happy" (ppg 16)	
and then must have, you know of three 'O' levels"  "In fact when I went to NTU, I need to have some sort of so-called aptitudal that, that kind of logical deduction, you know." (pg 17)				
Participation in learning/Training/Courses/				
Full-time  " I went back to full-time to the University in Hong Kong to study the prograduate course. It's a post graduate, post certificate post graduate cert course in law in 1991." (pg 10)	"Diploma for English studies Full-time means only few months lar means I don't teach." (pg 12)  "D-EA. Diploma in something administration." (pg 15)		""You go to VITB' so I took NTC 3 Electrical, then I pass. Then I took er NTC 2 in electrical fitting and installation (pg 5)	"
	"Diploma course on Guidance and Counseling." (pg 21)			

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Appendix 8	mdi.	. 0

FACTORS	No. 1 WW Chinese Male	No. 2 OK Chinese Female	No. 4 H Indian Male	No. 6 Z Malay Male	No. 7 V Indian Female
3 Relatives 3.1 Relatives  4 Neighbours 4.1 Neighbours/		don't have relatives?" All my classmates, they have uncles and cousins. I don't even have 1 cousin you know, in Singapore. No uncles, no aunties." (pg 60)  Mother's side did better. "Some were quite good. They were able to- to do well. My mother's side." (pg 61)	Father and brother, like other Indians, consider opinions of relatives as being very important, but he does not agree with this traditional belief. " for them it's the relatives. You got to please relatives so that- that'll make them happy, which I can't do." (pg 5)  Had a supportive sister-in-law who sided him. "I had a loving sister-in-law who was with me all the way, until today, she's by my side, and she always used to tell my brother and my father, "One day he's going to become somebody you people are going to regret," which has become true." (pg 6)  Was shaped by his staunch Hindu grandmother, in absence of his own mother, who passed away when he was 9. "She was a very regimented woman, er staunch Hindu, er believed in God more than anybody else, but that I think shaped me up to what I am today." (pg 12, 14, 7)  "Er during my, even my earlier days in school, we had to wake up morning 4 a.m. to do prayers, whether it is school holidays or whether school is on. Er she believed that a person who sleeps a lot is a useless person. A person who gets, er rises out of bed as early as possible is a person who can be very healthy and who can who will be very flexible, and who actually can be mova- movable, that's her belief"		already give my grandmother, I was with her. When I was Primary Two, my grandmother passed away." (pg 18)  "Ok, Indian old people said, "When you started something, make sure that you finish it. You will never want to leave halfway, so you will never succeed in life if you give up halfway." my grandmum used to say. (pg 55)  " when I young time when I do something when I leave and I want to go and play, she will call me back, come finish it, you finish that, then you go and do whatever you want, you never do then you will never come up in life." (pg 56)  "Yah, a lot of discipline, cannot do that, cannot do this." (pg 57)  "I did that but still whatever my grandmother teach me then after that I have my own home, have my own girls, I teach them everything, what I learn from my grandmother all these thing I tell them, and the good things that I learn from my grandmother, I tell them." (pg 59)
neighbourhood y	young. (pg 1)	"I still remember when we rented that room in this village, Chongpang village, there was no electricity, and noo taps in the house. And I still remember the image is still very clear in my mind that, the flooring was not cemented-" (pg 4)			I ask my neighbour to take care, which is quite old lady, elderly woman. Every month I pay her about hundred and fifty." (pg 26)  " my neighbours all are Chinese. We've been staying together for sixteen years. I know them quite it's (the auntie who look after her children) an Indian lady, but the rest are Chinese." (pg 31, 32)  "So they help me that way when I go when I come back, I take the key, then I tell them thanks, I'm already home." (pg 32)  "And this auntie, even I pay but without her I'll be worried, when I go to work she was there. Still she's partly I can say, she's helping me also." (pg 33)  "All Chinese, three neighbours Chinese, I'm the only Indian." (pg 36)
5 Significant Others 5.1 Significant Others 6 Influential Others		Mother. Refer to descriptions of mother above.	Influence of Grandmother: "So her teachings to a large extent has moulded me today." (pg 14) Refer to descriptions of grandmother above.	Father - Er I draw my strength, my if who's my hero, my mentor, that's him lahi. (pg 4) Refer to descriptions of father above.	Grandmother. Refer to descriptions of grandmother above.
6.1 Mentors / Masters / Gurus  6.1.1 Inside School	Whenever I do something very difficult, he already move on, move in to compliment. You know, a pat on the shoulder. It motivates a lot." (pg 26, 27)  WW: I hate to go to school.  SK: Ok you hated going to school. What was the reason for your hatred?  WW: The only thing that time is the sec 1 time, when teacher gave me a lot of encouragement becauseessentially is the lack of confidence and not up to parbeing looked down you know. (pg 32)	Good Maths teacher in Primary 5 and 6 (pg 68, 69) - turning point		*when I was in Japan. One of my mentors, senior engineer, he's from a Samurai family." (pg 85-88)	" my teacher was really encouraging me said,". You should carry on you are doing better that twenty-four of us in our class." (pg 6)  "She (Ms Angie) things that I don't know she teach me when she take extra interest in me, like I'm the only one keen to learn things and she will give me some books when this course is going to finish, BEST module one, she will encourage for BEST module two." (pg 69)  "She (Ms Angie) said, 'You can do it, I want to see you finish the whole course.' She's really supporting me until now still I call her." (pg 69)  "Even when I get award I call her (Ms Angie) and say that I get this award, she was so surprised." (pg 69)  "He's (Mr Ng) a handicap, a bit retarded. He was teaching me in my secondary WISE programme. Handicapped he used to give me his hand phone number I respect him a lot." (pg 70)
6.1.2 Outside School e.g. Z:if who's my hero, my mentor, that's him (father) lah. (pg 4)				Father is his strength and mentor - "ErI draw my strength, myif who's my hero, my mentor, that's him lah. He's someone, a simple man who works for his family and at the same time try to upgrade himselfThat is era person that I look up to. So from young I have been observing him. This is something, a strength ah." (pg 4, 31)  " he's (father) alone supporting eight of us and those in Malacca yet he still had time to read, to learn things and even nowadays sitting down to him, we talk politics economics." (pg 78, 79)  "One of my mentors, senior engineer, he's from a Samurai family." (pg 85)  " these- my supervisors here who are in all they're in Master's degree my Assistant Director who- who now become a Senior Assistant Director he's the one who- who nominate me for lifelong (laughs) and then he and my immediate supervisor. They give me opportunities to do and to apply the free hand" (pg 96)	"Er I mix around with these people like, I can say, one of the uncles (older male colleagues), you know, help me, advise me things. Then I was-" (pg 24)  "Like, you know, how to take care of my girls, how to settle things that, you know, my house that, this. And when I tell them I want to go back to study, they said, 'Yes. Why not? When others can do, Why not?" (pg 25)
6.2 My Role Model/s e.g. HKK: " he's like my role model in my early days." (pg 43)	Feels that he is a role model to daughter.	" she (mother) was herself like showing that reading was really good." (pg 5)		but one thing for sure I realise from young, I observe that, no doubt my dad is always reading late at night He came from Malaysia, Maacca erwith not much of an education but erhe joined the police force erThen he took night classit's quite an achievement er(cough) Cycle to school, eight people to support, late at might read books. Erthen he himself ermanaged to get a 'O' level at that time. (pg 3)	When I start to work at Seagate When I see aunties all go back to study I see the aunties speak in English- And their English is very much better than mine Certain spelling that I don't know she teach me, I'm very proud of her She's my operator(pg 44-45)
e.g. LAS: " my sister " also always, er, etell me not to worry, you just	confidence. He motivated me They call it the self-fulfilling prophecy. That kind of	"I saw an email ah ok, they are trying to organise beginners, people who want to try to form a Chinese orchestra so far about 12 of us responded Principals and vice principals they come together and Yes, Learn together"		"Well, my dad told me to repeat, take my 'O' level again, but I told him, "Never mind lah, don't waste time lah." (laughter), because (laugh) first and foremost, I'm not that interested to repeat and study again. I- I look at it, why bother to do all these? And he did advise me, "Ok, if you do not want to continue the academic path, why not you take the technical path? You go to VITB." (pg 5)  "They (family members) are pillars of strength My dad and my mum are pillars of strength my wife is some-someone who look- think positive. I mean all you need are strength. Then these are where I draw my energy from." (pg 90, 91, 124)	S.K.: So they didn't support you as far as your divorce is concerned?  V: Yes, never. Then after that I start to list a lot of people, I have friends there and here, you know, you talk to people.  S.K.: Who were these friends that you were mixing around with?  V: I mix around with these people inc of the uncles help me, advise me things  S.K. You had were able to have your own friends despite the fact that you did not have the support from your family what did they advise you to do?  V: how to take care of my girls, how to settle things my house and when I tell them I want to go back and study, they said, "Yes. Why not? When others can do, why not?" (pg 24, 25)  " I ask my neighbour to take care, which is quite old lady, elderly woman. Every month I pay her about hundred and fifty, ask her take care my two girls." (pg 26)  "When I go for my class I lock them inside (house) and bring the key I inform my neighbours." (pg 31)  "And this auntie, even I pay but without her I'll be worried, when I go to work she was there. Still she's partly I can say, she's helping me also." (pg 33)  "So I can see that you have the support if friends who encourage you when you wanted to go out and attend those courses, you have the support of your daughters, you also have the support of neighbours" (pg 34)
		"My husband was very supportive. Because my child was then still a baby, we had a maid. But it was not easy because assignments came, (laughter) you have to hand in your assignments. " (pg 18)  "If he had not been supportive, I don't think I would be able to because here is the young baby needing my attention. And if he was not supportive, it would be so difficult for metorn between the twoOccasionally he	" I think the biggest influence for me was my wife. My wife. I think the supporting role she gave me." (pg 40)  "And of course during my years of part-time learning, she has been er wonderful, very supportive, never troubled me, let me be what I am. Er whole family things were being taken care. She was a Home Affairs Minister, Finance Minister, Foreign-Foreign Minister, mother, wife, e-v-erthing, she took. Now I think that was the most beautiful gift for me I think in my life." (pg 19)  " she's my strength." (pg 20, 21)  "I have got a wife who is sacrificing for me" (pg 56)	"They (family members) are pillars of strength My dad and my mum are pillars of strength my wife is some-someone who look- think positive. I mean all you need are strength. Then these are where I draw my energy from." (pg 90, 91)	"I ask my neighbour to take care, which is quite old lady, elderly woman. Every month I pay her about hundred and fifty." (pg 26) "So they (neighbours) help me that way when I go when I come back, I take the key, then I tell them thanks, I'm already home." (pg 32) "And this auntie, even I pay but without her I'll be worried, when I go to work she was there. Still she's partly I can say, she's helping me also." (pg 33)
	"the so-called discipline, I learn from the police force" (pg 31)	on * (ng 29)	"Er during my, even my earlier days in school, we had to wake up morning 4 a.m. to do prayers, whether it is school holidays or whether school is on. Er she believed that a person who sleeps a lot is a useless person. A person who gets, er rises out of bed as early as possible is a person who can be very healthy and who can who will be very flexible, and who actually can be mova- movable, that's her belief. And er those days of course I was er not very happy, being young you wanted to sleep a lot. Er but looking back at my life today where I got to work day and night and sleeping less helps me to do so much of things, where others can't do." (pg 13)		"My mum can't afford to take care of me so she send me to my grand mum's place. I was only two weeks baby, mother already give my grandmother, I was with her. When I was Primary Two, my grandmother passed away." (pg 18)  "Ok, Indian old people said, "When you started something, make sure that you finish it. You will never want to leave halfway, so you will never succeed in life if you give up halfway."" my grandmum used to say. (pg 55)  " when I young time when I do something when I leave and I want to go and play, she will call me back, come finish it, you finish that, then you go and do whatever you want, you never do then you will never come up in life." (pg 56)  "Yah, a lot of discipline, cannot do that, cannot do this." (pg 57)  "I did that but still whatever my grandmother teach me then after that I have my own home, have my own girls, I teach them everything, what I learn from my grandmother all these thing I tell them, and the good things that I learn from my grandmother, I tell them." (pg 59)
/ Discouragers ke.g. WD: "When people S laugh at you ah s	" keep on sort of eroding my confidence by saying "Hey, why you so stupid?" You know, like a pig or something." (pg 3)  Said he did not get any encouragement or discouragement from family members but said, "I had one friend who is doing this course err he gets a lot of discouragement." (pg 35)	The state of the s	"Er my working colleagues. These were the people that were mocking me. Say, "He can't even do an 'O' level, he's thinking of doing a diploma."" (pg 37, 38)  A lot of negative reaction from the Asian community, telling him that he should not be studying at this age. (pg 64)	not to those negative things, but you kind of like to enjoy life what. You don't really look forward to study that much" (pg 4, 5)	Learned to speak all the "bad words" from Chinese friends.  "And my Tamil just ok and my Malay not so good, Chinese there and here, I learn all the bad words (laughter). Didn't learn any good ones." (pg 3)  "From all my friends, from Malaysian girls, you know operators, teach me all the bad things but nobody teach me the good things. Then I still learn, at least I learn something. When (laughter) everybody scold me, I know they are scolding me." (pg 3)
e.g. V: " when others a can, why not me" (pg 4)	operations, I find myself, in terms of analytical power, cognitive, you know, level anlaysis not quite up to standard. So that kind of a sense of loss which prompt me to think 'How come so bad?' when I compared myself with fellow inspectors and officers. So prompt me to improve myself." (pg 10)  Other Values	" we saw the advertisement about the Open U And then so a group of us, those who attended the DDM, the HOD course, "Eh why not we apply?" I applied and I got a place."(pg 18) "But we plodded on lah, for 4 years. Finally we completed, I completed, and my friends." (pg 16) "I saw an email ah ok, they are trying to organise beginners, people who want to try to form a Chinese orchestra so far about 12 of us responded Principals and vice principals they come together and Yes, Learn together"		because it's a new setup company so they need pioneer batch to go to Japan, learn the thing, come back and set up." (pg 6)	V: when I go and take this award, this self studying award, I saw SIXTY-five year old woman, she can't walk another guy was helping her to take the award. I was so surprised to see this woman at this age.  S.K.: Were you inspired by them?  V: Yes. (pg 67)
7.1 Ethnic, Cultural & I Other Values e.g. HKK.: "Like in the t	Parents say it is important to be educated - gave lip service.  "Although er they pay lip service. They say it's important to be educated and all that but essentially the environment with the er so-called in terms of behaviour, in terms of motivation, it's not there." (pg 9)	1. diligence / discipline (pg 14) "I didn't attend class I was doing self-study. I got all the ten-year-series and practice and practice." (pg 14)  2. not stopping after failing  3. determination / perseverance - "If I try hard enough"  But we plodded on lah, for 4 years. Finally we completed, I completed, and my friends (pg 19) "So I plodded on." (pg 19) "No, if I have to take 10 times, I will take 10 times. I must get it. I was determined." (pg 20) "anything, if I am really determined enough, I can do." (pg 28) 4. justice  5. filial piety "I have told my children right from young, that I do not wish to be in an old folks' home I was telling them that it is not a natural environment. "You should bring up." They should bring up their young children, together with the old." (pg 49, 57)  6. being practical (pg 25)  7. Learning attitude - "I feel that everything is learnable larYou just focus and practise hard enough." (pg 27)  8. Very Chinese belief about intelligence and hard work. "When I was youngerI was like an average person lar. I wasn't that brightI wasn't a brilliant, brilliant student. I think I am just averagemore and more I convinced myself something you want so much, you can learn."  "And I keep practising, and practising and practising." (pg 41) "If I keep practising at the computer or the keyboard over and over again, it gets stuck in my mind, and I won't forget. I say, that's it. That's the way to learn. You just have to expose yourself. Repeat and repeat and repeat. It gets stuck in your mind, you won't forget." (pg 42) "But you don't practice, you forget everything." (pg 42) "But you don't practice, you forget everything." (pg 47)	Brought up by staunch Hindu grandmother, who believed that a person who sleeps a lot is a useless person. (pg 13) "I think they got to learn the logic of life, that er we're into a very competitive world. Er you need to have a X factor or you need to have a cutting edge if you want to survive in Singapore, and I think you got to be prepared to go global in the future. Er and they must understand that education has become a very important thing in today's workforce. Without the proper papers, er you can't even dream of a good life." (pg 15, 16) Disapproval from wife's family due to ethnic differences. She was a fair Punjabi (Aryan) while he was a dark Indian (Dravindian). (pg 18, 19) "You see, you don't er cramp a person's thoughts and ability. You got to let it er flow freely for people to excel" (pg 25) "But my son, certain goes to the wife, certain things comes to me. See he knows where to tailor himself. So children are smarter today. You see, so I think that that one thing is very important, that one thing is very important." (pg 27) He thinks that the concept of 'face', which is quite common among Chinese, is also becoming more common among Indians. " parents are pressurising the children to excel." (Due to 'face') (pg 33) Deterrent or motivating factor for learning? High expectations for children among parents who are now more highly educated. (pg 34) When asked about intelligence versus effort, he says that he believes in the importance of effort " if despite having that talent, effort is not put in, success isn't high With intelligence you may become a bit arrogant." (pg 67)  "And I think no matter what we are doing, the effort is the most important thing. We put in the effort, I think we can see results." (pg 69)	" they invest more on making the house more beautiful (laughs) than putting into the their education and their child's education." (pg 54, 55)  "I would like them (children) from young to enjoy learning at least they must have a minimum education. Then from there they choose what line they would like to be in because I will give all opportunities and encouragement as elong as they meet the bare minimum" (pg 117, 120)  "Business. (coughs) Importance of making money (laughs) That's more important." (pg 121, 122)	"First time if someone come and ask, if you refuse to marry, you in future won't get a guy,' they have this kind of thinking." (pg 22) "So it was an arranged marriage, arranged by your parents." (pg 22) " all the Indian men used to beat the wife, this is what happening. You know, the first night already kena whacked by my husband." (pg 22,23) " after five years, separated, I went and apply for separation because I can't take it anymore. Every now and then get beating from him and I see my children suffering my mum say that you're not allowed to do divorce, separation because Indian, they feel that, if this kind of things happen, the society will look down on you." (pg 23)  S.K.: actually race is not a problem, you get along very well with people from other races."  V: Yes, I do because we are like one family. (pg 35)  S.K.: What are the things that you want to teach your children, besides going to pray in the temple?  V: they know what to do when they go places, they know how to dress up, when they go to temple, they know how to do and on Friday they know how to fast. I don't tell them, automatically they do themselves everything. (pg 53)  "Ok, Indian old people said, 'When you started something, make sure that you finish it. You will never want to leave halfway, so you will never succeed in life if you give up halfway."" (pg 55)  "Yah, a lot of discipline, you cannot do that, cannot do this. After six o'clock, you're not supposed to leave the house apply only to women. Six o'clock you must be at home, before the light on you must be at home." (pg 57)  "In India is still they follow the same traditional, the old type women no need to study, because they going to get married and stay at home. (pg 78, 79)  "Most of the time when I go for courses, I can only see one black skin will be me." (pg 82)

Appendix	No. 1	No. 2	No. 4	No. 6	No. 7
FACTORS  1 Original Family	WW Chinese Male	OK Chinese Female	H Indian Male	Z Malay Male	V Indian Female
1.1 Family background	"Very poor. Very deprived." " my childhood er is basically er full of hardship and our family was very poor at that time." (pg 1, 2, 21)  "My father and mother were refugees from China and so we settled in Hong Kong is the early sixties" (pg 1)  " they pay lip service. They say it's important to be educated and all that but essentially the environment with in terms of behavior, in terms of motivation, it's not there." (pg 9)	Came from a poor family (pg 1, 2, 3, 4)  "I still remember when we rented that room in this village, Chongpang village, there was no electricity, and noin o taps in the house. And I still remember the image is still very clear in my mind that, the flooring was not cemented-" (pg 4)	Father's business "went bust" when he was born, and thought he was the cause. "Because his belief was that when I was born, his business went bust. So I was the cause of his bust. You see, which is not my fault. I'm too young to know all that that time, so from there I think the hatred grew, the distancing was very much." (pg 7, 8)	" we have quite, quite a tight budget" (pg 3)  Refer to descriptions below for father and mother's occupations.	Poor, started work when she was thirteen. "Thirteen years old the first job I went is sewing." (pg 21)  Her father passed away in an accident when she was "two or three". She felt like "an extra" as she was passed to her grandmother to be taken care of. (pg 56-57) "That time when I was two years old, my father passed away, two or three I'm not so sure, passed away in an accident, so at the way my mother is the one taking care of my brothers and sisters, so me was the extra, so give to my-" (pg 56) "Yeah, so there was nobody to take care of me, so she (mother) gave (me) to my grandmother. (pg 57) Refer to quotations below about her relationship with her grandmother and mother.
	" my father got a job in the British military establishment just tender a small cafeteria for officers and all that preparing tea." (pg 2)  "My father was the typical traditional Chinese father lah very domineering." (pg 2)  " because he would resort to er abuse physical violence whenever he, he saw something in us that is not right" (pg 3)  " keep on sort of eroding my confidence by saying "Hey, why you so stupid?" Yoknow, like a pig or something." (pg 3)	Not skilled.  Worked as a labourer (a coolie). (pg 1)  Different background from mother.  " so there must be a stage where we were quite poor. Erm, my father had to go sailing, that means work onboard the erm ship, as that kinda of erm, managing boats" (pg 2)  Distance / barrier between father and herself because he was a sailor. (pg 6)  Violent, illiterate "old-fashioned man" who bashed up first wife (pg 7, 62)  "But again, I didn't quite communicate much with him. Because there was a barrier. I couldn't speak Hok Chew well." (pg 58)  " he retired but then too late because by that time, I was already a teenager horrible teenager that I really showed rudeness to my father openly. Defiant and really did the opposite things that he wanted me to do. I was	Refused to give him written permission to be a car racer. "My father was actually a hindrance/stumbling block for me." (pg 2)  Superstitious father did not love him because he was born during an inauspicious Hindu month. (pg 4)  He resembled his grandfather very much, and his father and grandfather could not get along. (pg 5)  Father was a stubborn man. "But my father was a stubborn man. He believed in what he believed." (pg 7)  Father's business went bust when he was born, and thought he was the cause. "Because his belief was that when I was born, his business went bust. So I was the cause of his bust. You see, which is not my fault. I'm too young to know all that that time, so from there I think the hatred grew, the distancing was very much." (pg 7, 8)  Was reconciled with his father two years before his father died. "It's only I think 2 years before he died, er we were very close. I don't know what made him come close, but er I felt happy. Because end of the day, I was the one who lit the final fire for him. You see, I burn the fire, and er, I was quite happy, end of the day." (pg 8)	"My dad was a policeman and he had to support eight of us parent and mum amd my grandparents back in Malacca, so it's kind of a hard life for him ah to support eight, eight of us." (pg 2)  Father took night class - "So we have quite a tight a tight budget but one thing for surre I realise from young, I observe that, no doubt my dad is always reading late at nightHe came from Malaysia, Malsacca er with not much education but erhe joined the police force er Then he took night class cycle to school, eight people to support, late at night read books managed to get a 'O' level at that time." (pg 3, 77, 78)  Father is his strength and mentor - "ErI draw my strength, myif who's my hero, my mentor, that's him lah. He's someone, a simple man who works for his family and at the same time try to upgrade himself That is era person that I look up to. So from young I have been observing him. This is something, a strength ah." (pg 4, 31)  "Well, my dad told me to repeat, take my 'O' level again, but I told him, "Never mimd lah, don't waste time lah." (laughter), because (laugh) first and foremost, I'm not that interested to repeat and strudy again. I- I look at it, why bother to do all these? And he did advise me, "Ok, if you do not want to continue the acade:mic path, why not you take the technical path? You go to VITB."" (pg 5)  " he's (father) alone supporting eight of us and those in Malacca yet he still had time to read, to learn things and even nowadays sitting down to him, we talk politics economics he got tons of history behind him" (pg 78, 79)	grandmother to be taken care of. (pg 56-57)  "That time when I was two years old, my father passed away, two or three I'm not so sure, passed away in an accident, so a the way my mother is the one taking care of my brothers and sisters, so me was the extra, so give to my-" (pg 56)  "Yeah, so there was nobody to take care of me, so she (mother) gave (me) to my grandmother. (pg 57)
	"(Worked) in a factory looked after the family." (pg 2)  Traditional Chinese mother  - Kind but illiterate (pg 3). No time to nurture or coach him (pg 3).  "My mother again is a typical traditional Chinese woman, working in the day time. Night time go back to do the housework and all that. She is very kind but illiterate, essentially illiterate and couldn't didn't have the time to nurture or coach me in that sense." (pg 3)	"Amazing! So because my father's friends were Hok Chew came and my mother spoke Hok Chew to them. I		Mother supplemented income by selling food -"my mum, full-time housewife and ershe had to supplement that by going to the fishery port, three four in the morning, then make into keropok all those kind of things and sell, erit erdownand erdoing someercooking." (pg 2, 3)	Her mother sent her to stay with her grandmother when she was about two years' old after her father passed away in an accident. As a result, she was close to her grandmother but distant from her mother. (g 56-57)  "That time when I was two years old, my father passed away, two or three I'm not so sure, passed away in an accident, so at the way my mother is the one taking care of my brothers and sisters, so me was the extra, so give to my-" (pg 56) "Yeah, so there was nobody to take care of me, so she (mother) gave (me) to my grandmother. (pg 57)  She went back to stay with her mother after her grandmother passed away when she was in primary two. (pg 18) "So there's nobody to take care of me, so I come back to my mum. Then my mother asked me, 'Want to go and study?' I fee that don't want to learn so my mother take it this as a point, she start to send me to work." (pg 18)  S.K. How was your relationship with your mother, since you stayed with your grandmother? (pg 19)  V: Not that good. (pg 19)  "My mum throw the certificate (her birth certificate) after I one month at home." (pg 20)
1.4 Siblings	2 sisters - no chance to receive formal education. "my two sisters didn't have any	Considered mother to be her role model. "And in turn, I learnt from her, and it was passed on to me." (pg 66) " my mother was very supportive. She trusted me." (pg 67)			" after five years, separated, I went and apply for separation because I can't take it anymore. Every now and then get beating from him and I see my children suffering my mum say that you're not allowed to do divorce, separation because Indian, they feel that, if this kind of things happen, the society will look down on you. I feel that all this is rubbish which I have to do something. Then I did it myself, without my brothers and my mum's help, I did it. Go through so many things." (pg 23)  "She (mother) was working in GH as a amah (hospital attendant)." (pg 72)
	2 sisters - no chance to receive formal education. " my two sisters didn't have any chance to receive any formal education even the primary school, those kind of welfare night class." (pg 1)  "After they get married, my elder sister became a full-time housewife. My the second one er initially working for a while and then eventually become a housewife and then at a very late stage in life going back to the work force again." (pg 7)	Mentioned a few times that she would have had tertiary education if encouraged by her older brother.  "Erm, of course on hindsight, if my brother had pushed me, I would have gone on" (pg 9).  "Yes, yes. Had my brother that time nudged me and say, "No it's better for you to continue," I would have listened to him." (pg 75)  " My brother at that time was male nurse" (pg 8)  "My sister, she had only Primary 6 education. She stopped then, she and my mother teamed up to work for this European family and get a bit more money" (pg 8, 9)	"My brother was a graduate" (pg 1)  Contrary to Indian traditional beliefs, he does place too much importance on brother's opinion. (pg 6, 23)  " my father had 5 children I'm number 4." (pg 6, 7)  " that's the reason I and my brother can't agree, er our terms were not very good." (pg 24)	" I am the youngest of the eight siblings." (pg 2)  " brothers they do complete secondary some go polys" (pg 82)	* after five years, separated, I went and apply for separation because I can't take it anymore. Every now and then get beating from him and I see my children suffering my mum say that you're not allowed to do divorce, separation because Indian, they feel that, if this kind of things happen, the society will look down on you. I feel that all this is rubbish which I have to do something. Then I did it myself, without my brothers and my mum's help, I did it. Go through so many things." (pg 23)
e.g. V: "Women normally, Indian, after getting married, they will be staying home	to school full-time" (pg 1, 4)  2 sisters  - went out to work, very little education, helped to sustain his secondary education "Two sisters working managed to sustain my secondary study in a private secondar school in Hong Kong." (pg 2)	Mother treated her children equally, regardless of sex. She is doing likewise because she is influenced by her mother. Regretted that she did not get a tertiary education when she was younger.  Most women came out to work after 'O' levels. (pg 74, 75)  "Maybe because all my friends said they didn't want to continue. So I didn't want to continue." (pg 9)  But my closer friends did not. They went into nursing and all that" (pg 9)  "In fact when I was in secondary school, I still remember, I was a girl guide. Then we say, ok, anything the boys can do, we can do also. So we also wanted to start football team. So my friend and myself, we told the teacher we wanted to start football team." (pg 67)		"Woman is second ranking Educationally, they have every right." (pg 72, 73)  " if you look at it in their religious point, woman is of the same standing. Only thing when they are married, they become Head of Finance not of the same standing. Eduationally, they have every right equality. Men and women, the same. Only thing they have to wear protection veils." (pg 73)  "Because one thing, girls are more disciplined. When they study, they really do it guys are "Let's play soccer, lets go park lets go parties," all those kind of epi they have more discipline. And now with more religious, er er Emphasis That's why you can see more of them going to the universities." (pg 76)	"When I was eighteen, not even seventeen plusI already get marriedI refused to get married, I told my mum"Just give me another three four years."  "Indian girl,' she said, 'First time if someone come and ask, if you refuse to marry, you in future won't get a guy,' they have this kind of thinking." (pg 22)  " all the Indian men used to beat the wife, this is what happening. You know, the first night already kena whacked by no husband." (pg 22,23)  " after five years, separated, I went and apply for separation because I can't take it anymore. Every now and then get beating from him and I see my children suffering my mum say that you're not allowed to do divorce, separation because Indian, they feel that, if this kind of things happen, the society will look down on you." (pg 23)  "After six o'clock, you're not supposed to leave the house apply only to women. Six o'clock you must be at home, before the light on you must be at home." (pg 57)  She (her mother) said, "Better go and work." (pg 72)  "They (traditional Indians) say men can earn, go outside and earn. Women normally, Indian, after getting married, they we be staying home and taking care of their children. This is what they think." (pg 73, 74)
	Wife occupied with work -"Yah. My wife working in AT&T accounts department, you know, very jiat lat (hard work / long hours) - "Very long hours." (pg 14) "So it (studies) keep me occupied." (pg 14)	"My husband was very supportive. Because my child was then still a baby, we had a maid. But it was not easy because assignments came, (laughter) you have to hand in your assignments. " (pg 18)  "If he had not been supportive, I don't think I would be able to because here is the young baby needing my attention. And if he was not supportive, it would be so difficult for metorn between the twoOccasionally he	"My wife, my wife, er I knew her when she was 18 years old. And er she is from a very conservative orthodox family. Er she's a Punjabi, I'm South Indian, she's a North Indian. Er that was a big barrier, that was a big barrier." (pg 18)  He wanted to raise his educational level, so that his wife would not regret marrying him. (pg 19, 36)  "And of course during my years of part-time learning, she has been er wonderful, very supportive, never troubled me, let me be what I am. Er whole family things were being taken care. She was a Home Affairs Minister, Finance Minister, Foreign-Foreign Minister, mother, wife, e-v-erthing, she took. Now I think that was the most beautiful gift for me I think in my life." (pg 19)  " she's my strength." (pg 20, 21)  Wife married him despite objections from her family. " it was not an easy task for her, because her parents er wanted her to marry somebody who was very rich she had to leave the family she was er fair like a European, er I'm dark, so that was also another contrasting factor in her mother's eyes." (pg 20, 21, 22)  " I think the biggest influence for me was my wife. My wife. I think the supporting role she gave me." (pg 40)  "I have got a wife who is sacrificing for me" (pg 56)		"When I was eighteen I already get married." (pg 21)  " all the Indian men used to beat the wife, this is what happening. You know, the first night already kena whacked by musband." (pg 22,23)
	Grown-up daughter "My daughter is already quite grown up she is now in the States." (pg 14)  Role model for daughter "Well, it's a kind of tacit imitation. Every now and then, I got my-everywhere I go I would bring a book onc waiting for public transport no much to do, flip books. Then she (daughter) also follows suit lah. So she got a lot o books and now laid a very good foundation. She is in a scholar program in NUS." (pg 37)	"I had encouragement from my family." (pg 18)  "So I will have to say, "I'm sorry, close the door, don't let her come in. Don't let the baby come in, I want to be left alone and I have to do my assignment," that way. That was guilt feeling lar. I couldn't spend as much time as I wanted with my little baby." (pg 18)  " because my daughter was last time in this Chinese Orchestra (played guzheng)." (pg 25)  "Yesterday my daughter was saying, "Wow, this curry is so good. Exactly like what they sell in the restaurant." (laughter) So ok, that is a compliment." (pg 26)  "Even my daughter was willing to teach me. She say it doesn't take long. You can learn up to simple one." (pg 26)  "Some things I learn from my youngest daughter. For example, the chat room, I saw how she chatted you know?" (pg 27)  "Ok, and of course now my children are very supportive lah. "Can, can, can," now they are there to cheer me on." (pg 29)  Eldest daughter considered her as a role model. "Your daughter finds you to be a role model? That's what she told Mediacorp." (pg 29)	Children good with computers, consults them for help with computer work, creates bonding. In that way, children are involved in his learning. " they were very young when I was doing my part-time studies and everything so not much help but as they have grown now I get a lot of help from them, know they are very good in PowerPoint, they are very good in this graphics and all this, so whenever I'm doing some teaching materials erm, they give me the ideas I think that creates the bonding. We become closer, er of course their speed of teaching is very, very much different, er so I got to bring them down to my level a little bit and get that done" (pg 25, 26)  "And they are very open to me, you know I'm a very transparent father, er I don't want them to hide anything with me, "Anything you can come to talk to me. You know, there's no right or wrong rule, there's no such thing as this be talked or not be all, clear out all the air. Whatever you have, you have it in your mind, and you think you are troubled, come to me." And of course my daughter goes to my wife more than me. But my son, certain goes to the wife, certain things comes to me." (pg 26, 27)  "So what we started at home is becoming useful in society today We are learning something from them and we are imparting something to them, so it goes both ways." (pg 28)		S.K.: how old were the children when you were starting to study?  V: If I'm not mistaken, my eldest one was Primary Six, my youngest one was Primary Four. (pg 26)  " daughters were also very obedient." (pg 28)  "They really help me a lot Sometimes I don't know spelling. I used to ask them, ask them that how to write this comppast tense and present tense when I go to secondary level, the WISE programme, is quite difficult for me, so my two givere helping me a lot. In fact, I was supposed to teach them, they were teaching me." (pg 30,31)  "So you had emotional support plus some physical support from your daughters because your daughters was helping you spelling and in tenses and everything." (pg 32)  S.K. They were teenagers and you just don't feel comfortable to leave them with people.  V: Yah. And the time I was hearing a lot of rumours in newspaper I was quite frightened. I dare not release them anywhere. (pg 50)  "They love to learn a lot of new things" (pg 55) (Socialization)  "So it's make from small, like I want to start something, I make sure that I go to the end. I never say, 'Ok lah. Alamak! V difficult, I cannot cope,' I never do that. The same thing I teach my girls." (pg 56) (Socialization)
2.3 In-Laws	Not mentioned	Not mentioned  Not mentioned	In-Laws objected to marriage with wife initially, but now reconciled. (pg 18-22)  "You know I did hear the word when her mother said, (mimicking) "Why are you marrying a man who is so dark," and I-I heard my wife telling the mother back, "Beauty lies not in the colour, if you are looking for colour then you are wrong." You know, of course now she regrets for saying that lah, you know, my mother-in-law regrets." (pg 22)  "Yes, after 8 years at least the mother and daughter are happy." (pg 22)		
2.4 Gender Effects		" I started driving, learning how to drive. But I failed once. And then the children came. So I did not continue." (pg 10)  "I remember my 3rd child came, I became pregnant when I was doing this Diploma for English Studies. So then, because I was going to give birth, I had to defer, stop." (pg 17)  "So then when I took this HOD course, my child, the youngest one was then a toddler lar. So after that, I suppose the studying kind of mood came in."  "For me, after this Advanced Dip, I thought I'd give myself a rest. Not exactly, but for the sake of my girl. Now my daughter is a teenage I told myself, if I value myself in studies and ignore her, neglect her, I may regret." (pg 22)  Because teenagers they need the mother actually. Growing up So I say between the 2, myself my development and my daughter, I choose my daughter. To me I think it is not worth it if I have all the diplomas to hang on the wall, and eventually the girl feels neglected. If I give up whatever I can and she doesn't turn up the way, it's different. At least I have done my part. So that was how I have decided to stop for at least 2 years. This year, because last year I finished my course right? Last year Dip, my Advanced Dip I finish. So for 2 year mean this whole year and next year. I will stop. Yes, so I'm spending a lot of time with my daughter. (23)  " I think my mother influenced me a lot. Because when she was in China, she could see the unfairness so she more or less treated us the same, equal So when in turn, I treated my children all the same." (pg 64, 65, 66)			V: Yes. And my marriage also never last for very long. It's only I was with my ex-husband for about five years. That fivers also not say I was very happy. I was just I become pregnant with my eldest daughter. After two years, I gave bird to my second daughter. Life was miserable for me, like er all the Indian men used to beat the wife, this is what happening You know, the first night already kena whacked by my husband? So it makes me like what is life? So it start to make me hate things like erm, men is like this. So I feel like, Ok, when the time pass by, I feel like, ok I do something with my girls, bring them up S.K.:So did you have a divorce from your-(overlapping) YES, yes S.K.:Husband?  V: Yes, after five years, separated, I went and apply for separation because I can't take it anymore. Every now and then get beating from him and I see my children suffering. I feel like it's not-I mean, first my mum say that you're not allowed to do divorce, separation because Indian they feel that if this kind of things happen, the society will look down on you. I feel that all this is rubbish which I have to do something. Then I did it myself, without my brother's, my mum help, I did it. Go through so many things.  S.K.:So they didn't support you as far as your divorce is concerned?  V: Yes, never