

ENRICHING KNOWLEDGE FOR THE HEALTH MANAGEMENT AND SOCIAL CARE CURRICULUM SERIES – HEALTH AND SOCIAL CARE ISSUES

Learning and Teaching References

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Discrimination

Booklet 15B
September 2016

Discrimination

Compulsory

2B.
Contemporary issues of vulnerability (3)
Prejudice and discrimination towards gender, age, disability, ethnic minorities and patients

Elective

Extended Study on Health Promotion and Health Maintenance Services

- e.g. healthcare and rehabilitation services for patients with mental illnesses

Extended Study on Community and Social Care Services

- e.g. community support services for the new immigrants / ethnic minorities

Current Issues of Health and Social Care

- e.g. discrimination towards patients with mental illnesses / new immigrants / ethnic minorities

Compulsory Part

- **Topic 2 - Health and Social Care in the Local and the Global Contexts**
- **2B Contemporary issues of vulnerability**

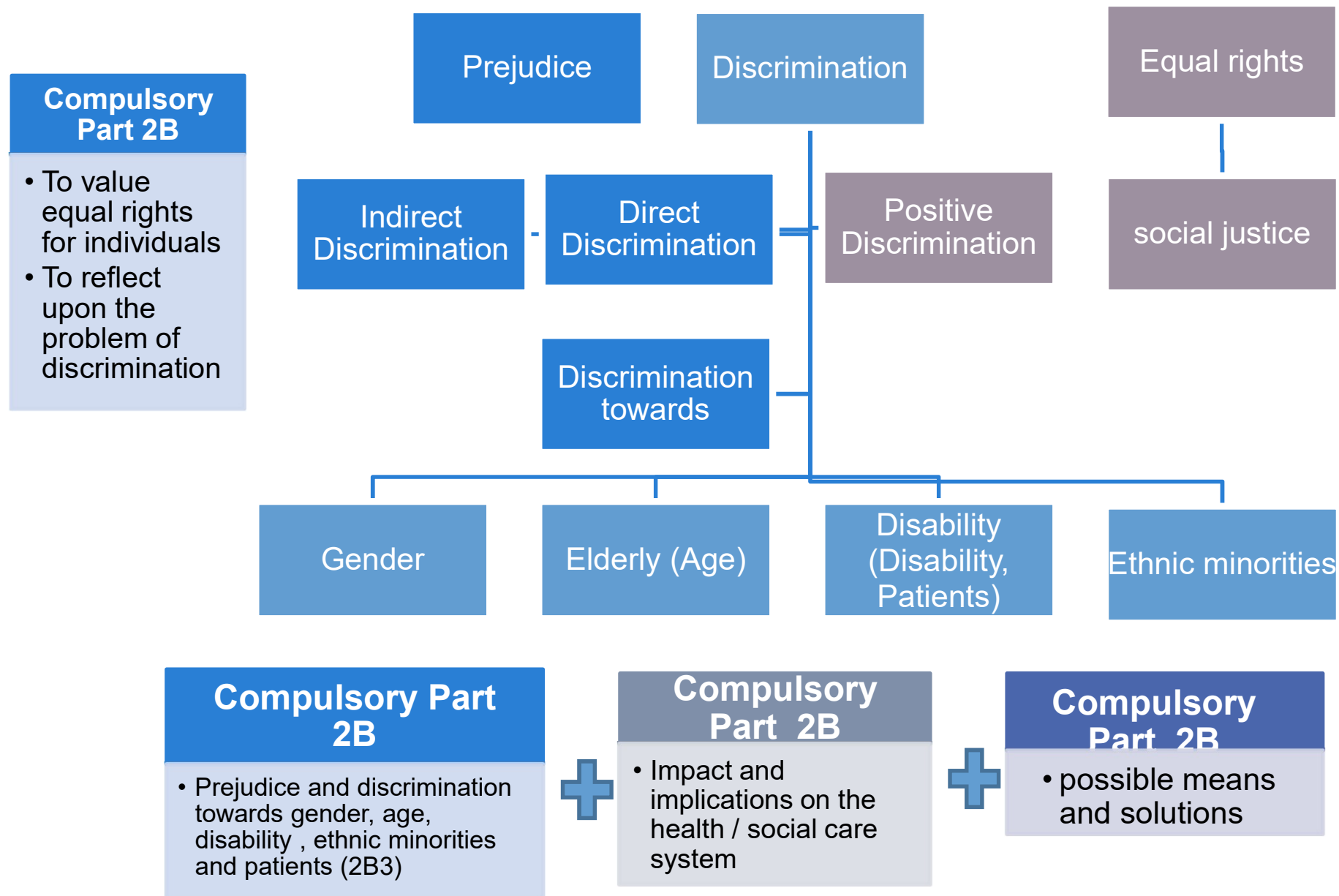
Aims

- To understand the impact and implications of prejudice and discrimination on the health / social care system
- To explore possible means and solutions for dealing with prejudice and discrimination
- To value equal rights for individuals
- To reflect upon the problem of discrimination and show respect to all

Content

- **2B3** Prejudice and discrimination towards gender, age, disability , ethnic minorities and patients

Discrimination – Theories and concepts in **Compulsory Part**



15B.1. Prejudice and Discrimination

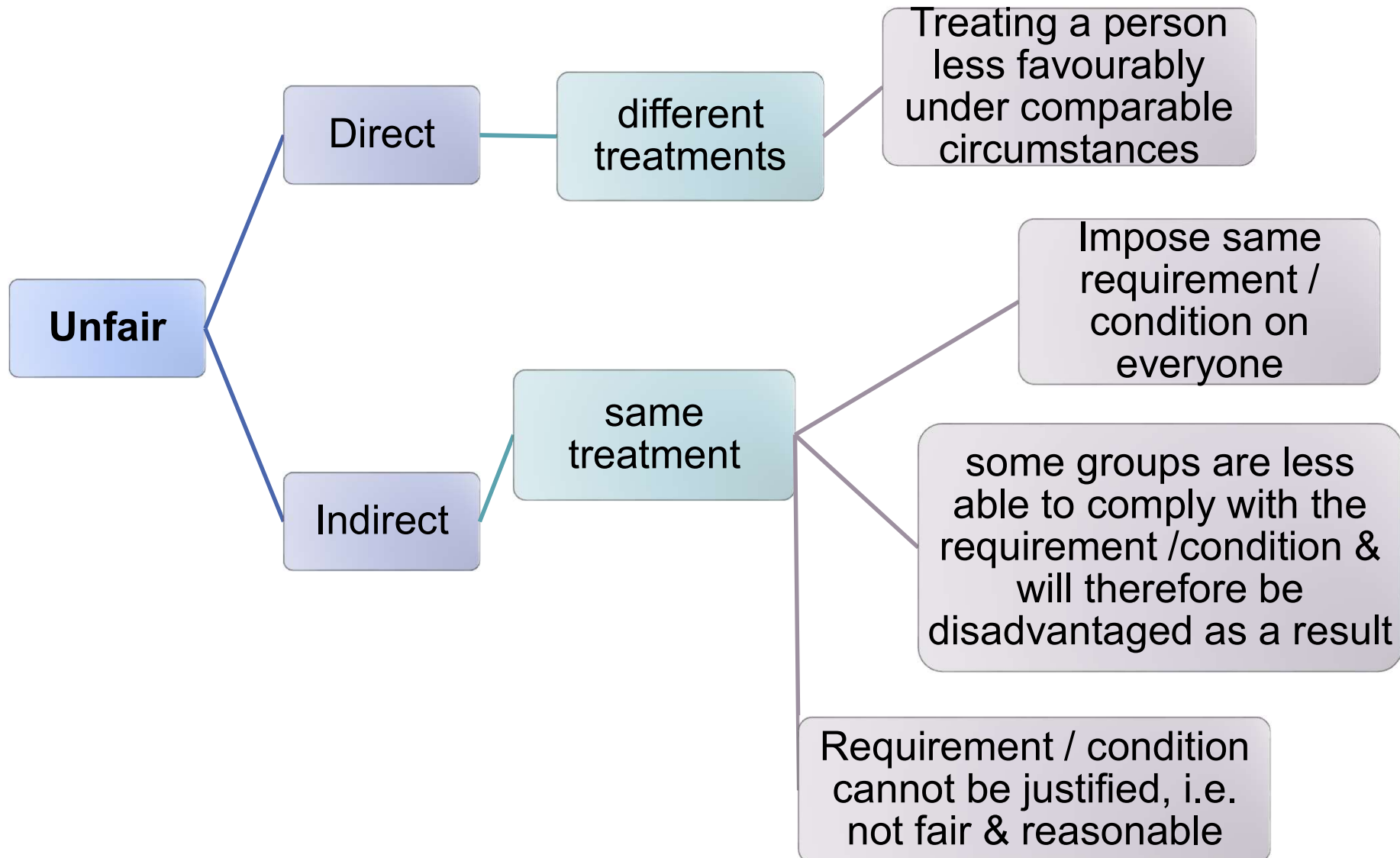
Discrimination

**behaviour and
practice**

**Prejudice (attitudes and
beliefs)**

Stereotyping - leads to a faulty
and inflexible generalisation

15B.1 Direct / indirect discrimination



15B.1 Equal Rights for Individuals

Equal Opportunity

- Giving everybody a fair chance
- Creating a level playing field
- Addressing special needs
- Providing reasonable accommodation
- Judging people on their merits, not some irrelevant traits

Social Justice

- Equal access to liberties, rights and opportunities
- Even playing field
- Valuing diversity
- Taking care of the disadvantaged members of society
- Certain basic needs must be offered to all

Positive Discrimination

- in some cases, some differences in treatment are necessary to protect the interests of the disadvantaged groups
- e.g. the work related to Asian Affairs needs to be assigned to specific Asian people / places in schools are reserved for the ethnic minority groups

15B.1 Acts of discrimination

Unfair treatment

- Direct discrimination
- Indirect discrimination

Harassment

- A hostile or intimidating environment for someone
- Booklet 9.3A Sexual harassment

Vilification

- Activity in public inciting hatred towards serious contempt; or severe ridicule of persons
- Booklet 4.4A Mental Rehabilitation Centre at Laguna City

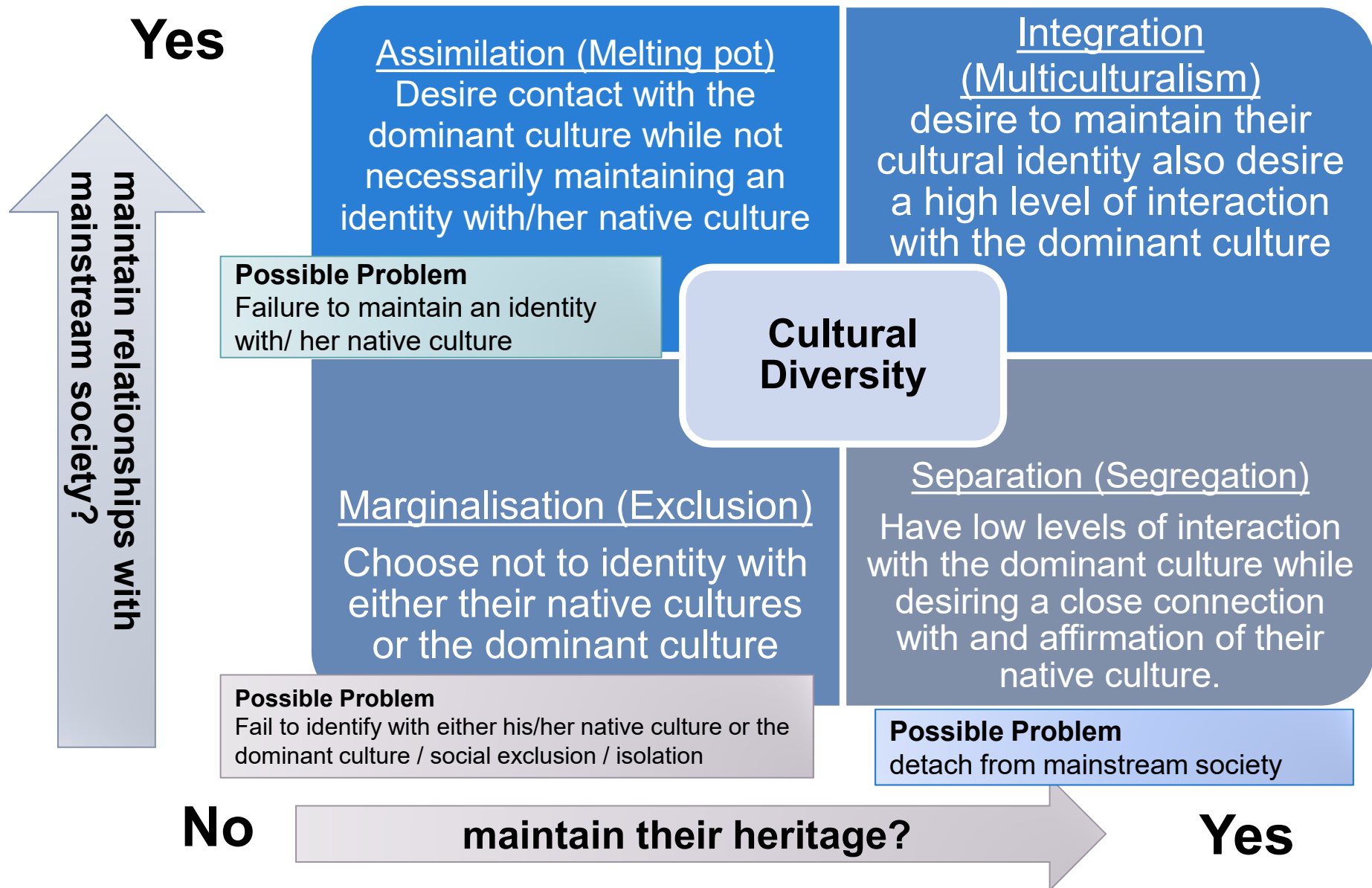
Serious Vilification

- Activity in public, threatening physical harm, or inciting others to threaten physical harm towards, or towards any premises or property of, persons

15A .1- Age discrimination

Stereotypes	Consequences
Senility / frailty	<ul style="list-style-type: none"> • Elderly with a treatable depression may be overlooked for treatment
Reduced capacity to learn / an economic burden	<ul style="list-style-type: none"> • Discriminatory behaviours against elderly • Some elderly may internalize these discriminatory attitudes and less likely engage actively in health education and promotion activities
Elderly are rich	<ul style="list-style-type: none"> • People do not see the need to help the elderly
Assumed physical and mental deterioration	<ul style="list-style-type: none"> • Discriminatory practices and policies in workplace

Four Acculturation Strategies of Ethnic Minorities



Racial Discrimination

Race

- *based on race, colour, descent, or national or ethnic origin*

Treatment

- *any distinction, exclusion, restriction, preference*

Result

- *which has the purpose or effect of nullifying or impairing the recognition, enjoyment, or exercise*
- *on an equal footing, of human rights and fundamental freedoms*
- *in the political, economic, social, cultural, or any other field of public life*

United Nations International Convention on the Elimination of all forms of Racial Discrimination (ICERD)

Gender Discrimination

Sex Role Stereotyping

- The way in which individuals are categorized according to their gender.
- For example, car mechanics are always male and that cooking, cleaning and washing-up jobs are always carried out by females
- Sex role stereotyping is often learned in the home from parents(primary socialisation) and reinforced by books, magazines and television programmes (secondary / tertiary socialisation)

Family Status

- the status of having responsibility for the care of an immediate family member
- Many sex discriminatory acts are related to the family role / status

Booklet 1.5 Factors influencing self-concept and interpersonal relationship

Socialisation

- The process of inheriting and performing the **roles** (e.g. as a student / gender / occupation) necessary for **participating in the society** with **“appropriate” actions and behaviours.**

Discrimination against Disability

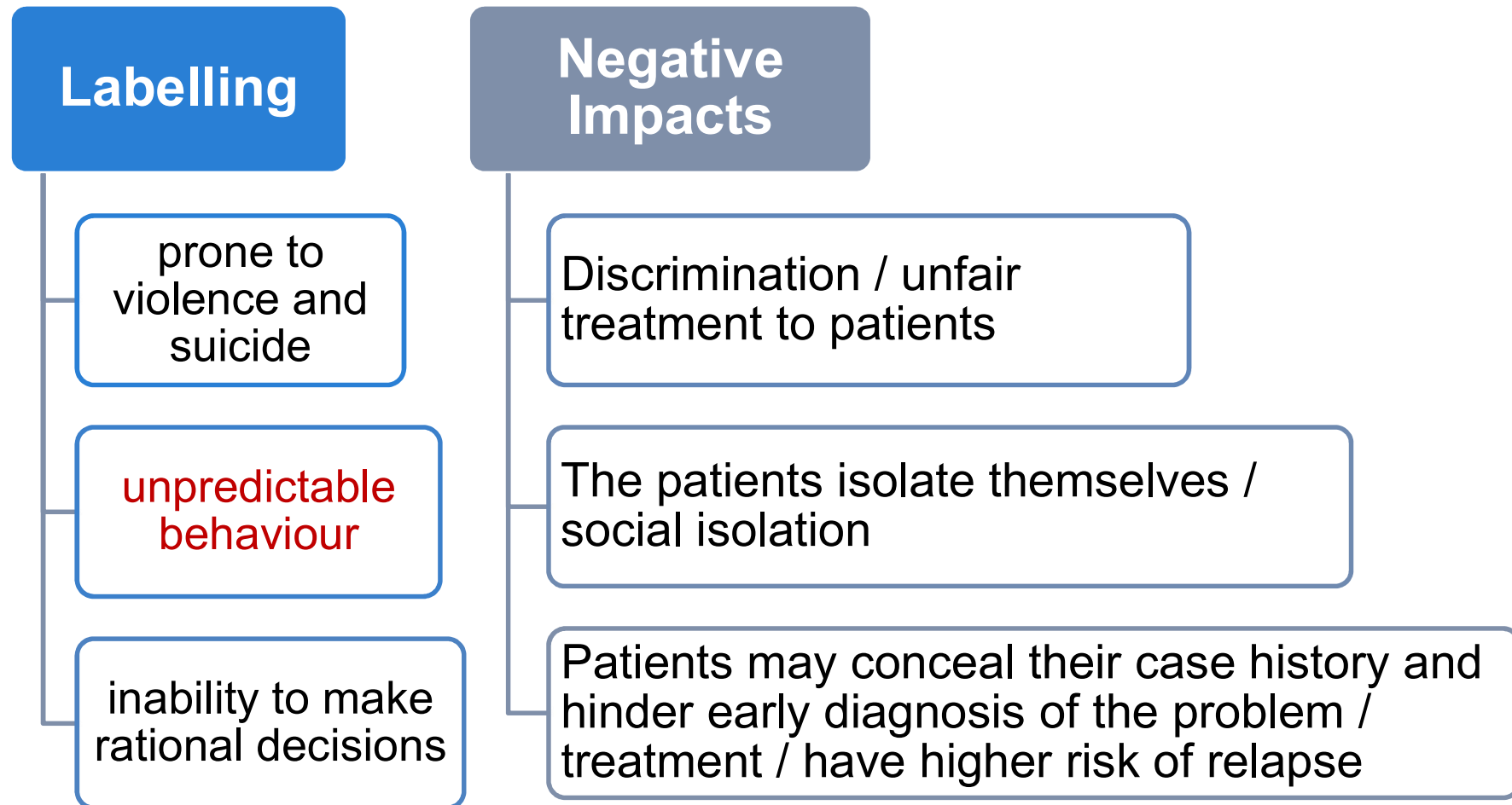
Disability

- total or partial loss of a person's bodily or mental functions
- total or partial loss of a part of the body
- the presence of organisms causing disease or illness (such as HIV) (Booklet 6)
- the malfunction, malformation or disfigurement of a part of the person's body, or a disorder, illness or disease that affects a person's perception of reality, emotions or judgement or that results in disturbed behaviour (**Mental Disorders – Booklet 4**), learning difficulties

Genuine Occupational Qualification

- Having no disability is a genuine occupational qualification
- The person can perform the inherent requirements of the job (accommodation would cause unjustifiable hardship)

Booklet 4.4A. Discrimination and isolation towards patients with mental illness



Examples of Discrimination in **Employment**

Race	Gender	Family Status	Disability
Reject the job application due to language barriers	Dismiss a woman upon her return from maternity leave	Transfer a woman to a less favourable job after childbirth because the employer thinks that a woman with an infant will not be able to travel	Dismiss Ms. C because she refused to participate in fund-raising activities due to her poor health

Examples of Discrimination in Education

Race	Gender	Family Status	Disability
Chinese as the mandatory requirement for admission to education institutes	A male teacher harassed a female student by lifting her skirt and saying that her legs are sexy legs. (Sexual harassment in Booklet 9.3A)	A woman's application for a course was rejected after the interviewer found that she was a mother who needed to take care of two children.	A girl who suffered from depression was frequently absent from school. School did not allow her to participate in the final examination due to frequent sick leave.

Examples of Discrimination in Provision of Goods, Services and Facilities

Race	Gender	Family Status	Disability
The information of the health and social services was not provided in the languages used by the ethnic minorities	A boy was rejected to attend a knitting class . He was told that only females would be recruited for the class.	A woman went to a restaurant for lunch with family (including a new born baby). During the meal, the baby cried because he felt hungry . The woman breastfed the baby quietly. However, the staff asked her to leave and claimed that it would be offensive to other customers.	A bank refused the application for an Automatic Teller Machine (ATM) card of a person with visual impairment.

Examples of Discrimination in **Access to , Disposal & Management of premises**

Gender	Disability
A landlord refuses to rent his/her property to the female prospective tenants	The housing estate did not have wheelchair access to the shopping mall in level 1 and the podium in level 9

Impact and Implications of Discrimination on the Health / Social care system

Healthcare system– increase medical burden

- Discrimination leads to the stigma of mental illness. To avoid social isolation, patients may conceal the case history and hinder early diagnosis / treatment that results in a higher risk of relapse (Booklet 4.4A)
- Discrimination is a stressor leading to strain that affects the mental health of patients and carers, which may also result in mental disorder (Booklet 4.1B)

Social care system– increase vulnerability of disadvantaged groups

- Affects personal development :
 - *Unsatisfied needs : love and belonging /self-esteem (Booklet1.2)*
 - *Developmental crisis- adolescence (role confusion)and early adulthood (isolation)(Booklet 1.3, Erikson's stages of psychosocial development)*
 - *Negative self-image (Booklet1.4A)*
 - *Social and emotional isolation affects emotional health (Booklet 5.3A)*
- Persons under discrimination may lack of tight social support network. They may have difficulties in mobilizing individual resources (including personal ability, financial asset and social network etc.) to deal with crisis and become vulnerable groups eventually (Booklet7.5)

Possible Means and Solutions

Individual

- Avoid discriminatory behaviour / stereotypes and ask others to stop discriminatory behaviour
- Learn about people who are different and show empathy and respect for all

Community

- Healthy settings – community, workplace and school to develop a culture of acceptance
- Provide support services to the vulnerable groups

Possible Means and Solutions – Government Policies (Booklet 13.1B Policy Instruments)

Instrument	Purpose	
Legislation	To use government authority to ensure citizens' compliance to the policy	<ul style="list-style-type: none"> • Disability Discrimination Ordinance • Sex Discrimination Ordinance • Family Status Discrimination Ordinance • Race Discrimination Ordinance
Taxation / economic incentive	To encourage compliance by using economic incentives	<ul style="list-style-type: none"> • Wage subsidy / tax reduction - to encourage employers to employ people with disabilities / ethnic minorities / elderly
Promotion/ education	To develop relevant capacity to achieve policy aims	<ul style="list-style-type: none"> • Education programmes to build a culture of acceptance/ foster harmonious/positive social relationships • Employment trainings - to provide training for people with disabilities / ethnic minorities / elderly so as to equip them with skills to improve their performance / skills

Legal Framework

United Nation (UN) Treaties

- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social & Cultural Rights
- Convention Against Torture and Other Cruel, Inhumane or Degrading Treatment or Punishment

UN Treaties

- Convention on the Rights of Persons with Disabilities

UN Treaties

- International Convention on Elimination of All Forms of Discrimination Against Women

Disability
Discrimination
Ordinance

Sex
Discrimination
Ordinance

Equal Opportunity
Laws (HK)

Family Status
Discrimination
Ordinance

Race
Discrimination
Ordinance

UN Treaties

- Convention on the Rights of the Child

UN Treaties

- International Convention on Elimination of All Forms of Racial Discrimination

Elective Part (Discrimination)

Extended Study on Health Promotion and Health Maintenance Services

- e.g. healthcare and rehabilitation services for patients with mental illnesses

Extended Study on Community and Social Care Services

- e.g. community support services for the new immigrants / ethnic minorities

Current Issues of Health and Social Care

- e.g. discrimination towards patients with mental illnesses / new immigrants / ethnic minorities

Examples of Field Learning Activities for Extended Study on Community and Social Care Services : Community Support Services for the New Immigrants / Ethnic Minorities

Setting	Observation	Interview	Service / Activity
Community New Immigrant / Ethnic Minorities Service Centre	Key concepts :vulnerable groups, caring community, equality, discrimination, cultural differences, community resources, self-concept, vulnerable groups, community work, community support network, different forms of care, empowerment, holistic health, social welfare system		
	<ul style="list-style-type: none"> Services provided to support clients: e.g. provide information in different languages Environment and facilities Characteristics of client groups Atmosphere of the centre Job duties of various workers in the unit 	<p><u>Community</u></p> <ul style="list-style-type: none"> Views / attitude towards new immigrant / ethnic minorities <p><u>Clients</u></p> <ul style="list-style-type: none"> Problems or needs in study and work Views / experience of using the services Social support network <p><u>Professionals</u></p> <ul style="list-style-type: none"> Duties / division of work Intervention objectives, approaches and skills Work related training programmes / pathways Difficulties related to the jobs 	<p>Volunteer services can be provided through:</p> <ul style="list-style-type: none"> After-school care programmes Neighbourhood scheme <p>Sit in / Be an observer in:</p> <ul style="list-style-type: none"> Workshop on parenting skills Home safety seminar Activities to promote mutual help in community

Examples of Field Learning Activities for Extended Study on Health Promotion and Health Maintenance Services : **Healthcare and Rehabilitation Services for Patients with Mental Illnesses**

Setting	Observation	Interview	Service / Activity
Community	Key concepts: health care system, mental health, rehabilitation services: residential care, community care, rehabilitation services, classification of mental illness, needs of patients with mental illness, isolation, discrimination, institutionalization		
Half-way Home/ Long Stay Care Home	<ul style="list-style-type: none"> • Environment • Atmosphere • Services provided • Characteristics of client groups • Job duties of various workers in the centre • Risk assessment 	<p><u>Community</u></p> <ul style="list-style-type: none"> • Views / attitude towards patients in Half-way Home/ Long Stay Care Home <p><u>Clients</u></p> <ul style="list-style-type: none"> • Physical, intellectual, emotional and social aspects of health (PIES) • Problems or needs: e.g. medication, long-term hospitalisation • Living in the community • Social support network <p><u>Carers of Patients</u></p> <ul style="list-style-type: none"> • Stress management • Care skills and related difficulties <p><u>Professionals</u></p> <ul style="list-style-type: none"> • Work condition • Intervention approach and skills • Training • Views on institutional care 	<p>Volunteer services can be provided through</p> <ul style="list-style-type: none"> • Health promotion activity • Visit • Game days with patients and carers <p>Possible learning activities:</p> <ul style="list-style-type: none"> • Sharing of Rehabilitees • Stress management workshop • Workshops on health care practice • Seminars

Examples of Study Questions for Current Issues of Social Care

Theme	Discrimination towards new immigrants / ethnic minorities
Study questions	<ul style="list-style-type: none"> • Explore and examine the possible impacts of migration on the personal development of adolescents of ethnic minorities • What kinds of the difficulties encountered by ethnic minorities in different settings such as schools, workplaces and community? • What are the strategies adopted by ethnic minorities to adapt to mainstream society? What are the possible problems arising from these strategies? • What are the effective policy instruments which can facilitate the integration of ethnic minorities into mainstream society?

Examples of Study Questions for Current Issues of Health Care

Theme	Discrimination towards patients with mental illnesses
Study questions	<ul style="list-style-type: none"> • From the biological, social and psychological perspectives, elaborate the factors causing the major mental disorders. • Analyse the problems and crisis of discrimination to mental patients • Comment on whether the related rehabilitation services in Hong Kong are sufficient.