

Promoting Senior Citizens' Participation: Concepts and Practice

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促進香港長者參與 --- 概 念與實踐

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Concepts on Promoting Senior Citizens' Participation

促進長者參與的概念

1) What is Senior Citizens' Participation?

- Proactive
- Voluntary participation, a bottom-up process
- Senior citizens are not followers and do not only play the implementer's role
- Involve in planning and decision making
- Have choices

(一) 何謂長者參與

- 主動的
- 自願的、由下而上的
- 長者不是跟隨者，也不只是執行者
- 會參與策劃及決定
- 有選擇及決定權

- A partnership relationship with social workers, but senior citizens at the forefront
- Share power with social workers
- Utilise senior citizens' strengths
- Empowering senior citizens
- Uplift senior citizens' image



- 與工作人員建立夥伴關係，但長者會站在較前線
- 與工作人員分享權力
- 運用長者強項
- 讓長者得到充權
- 提升長者形象



2) Strengths Perspective

- Believe in people's continuing growth and development of potentials
- Strongly, strongly, strongly, strongly, strongly believe that senior citizens have ability and strengths to participate
- Don't focus on pathology and limitations, shift to an emphasis on strengths
- Start from senior citizens' strengths
- Do more to identify and develop senior citizens' strengths
- Senior citizens are experts

(二) 強項角度

- 相信人會繼續成長及發展潛能
- 好信、好信、好信、好信、好信
長者有能力去參與
- 不要只看長者的限制及弱項，要多強調及着重長者的長處及強項
- 多從長者的強項及能力入手
- 要多尋找及發掘長者的強項
- 長者才是專家

Ways to identify senior citizens' strengths

- From macro to micro; from apparent to hidden
- From problems to interests and pleasure
- From present to past (past history, previous jobs, past life achievements)
- Individualisation



發掘長者強項的方法

- 多留意細微不顯眼的事
- 不要只着重問題，多談興趣或喜歡做的事
- 不要只關心現在，多了解過往的歷史，尤其是過往的工作、成就
- 個別化的運用



- Non-main-streaming
- Strengths in playing different roles
- More opportunities for senior citizens to try new things and go through these new experiences with them



- 離開主流角度或意識形態
- 從長者的不同身份去發掘強項
- 令服務對象有機會去參與新的嘗試，多與他們一起經歷這些新嘗試



3) Empowerment



- An ability to gain, control or develop power
- Ability and capacity to cope constructively with the forces that undermine and hinder coping, the achievement of some reasonable control over one's destiny (Pinderhuges, 1983)
- Reducing, eliminating combating and reversing negative valuations so as to achieve a state of mind such as feeling worthy and competent, perceiving power and control (Payne, 1991)

(三) 充權概念



- 充權的簡單定義是去獲取、重拾或發展個人的權力或能力感
- 充權是有效應付日常生活困難的能力，去達致有足夠力量去控制個人將來的命運
- 充權的目標是消除個人對自己的負面評價、增加自我價值，以及充實自我能力的感覺

Functions of Empowerment

- Reduce a sense of useless and strengthen a sense of competency and control
- Enhance and affirm personal worth
- Reduce and combat negative stereotypes and discrimination
- Develop a positive life goal
- Actively influence social policies
- A person's internal transformation: From a state of powerlessness to a state of self efficacy, self-worth and self-esteem

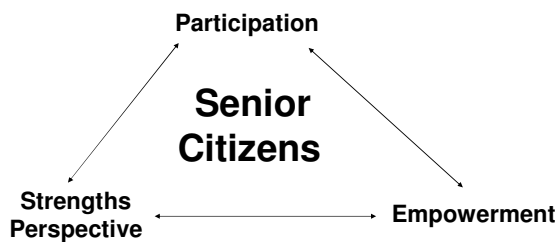


充權作用

- 減低無能感，加強內在的權力感
- 尋找及肯定自我價值
- 減低社會的負面定型及歧視
- 建立積極人生觀
- 有信心及積極地去影响社會政策
- 一個內在的轉化過程，由無助及無能感的心態轉化為擁有較強的自我能力、自尊及自信的感覺

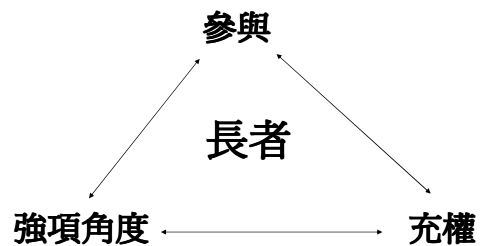


Three concepts need to be closely inter-linked



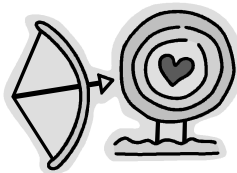
Based on the strengths perspective, make use of participation to achieve senior citizens' empowerment

三個概念需要互相緊扣



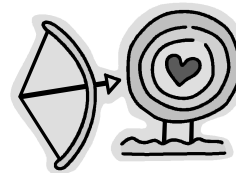
採用強項角度去運用長者參與以達致長者充權作用

Framework



Target (Aims) : Empowerment
Arrow (Means) : Senior Citizens' participation
Bow (Base) : Strengths perspective

理念



箭靶(最終目標) : 充權
箭(方法、途徑) : 長者參與
弓(基礎) : 強項角度

Cautions:

- Senior citizens' participation WITHOUT strengths perspective
 - Many tasks are not allowed for senior citizens to take up
- Senior citizens' participation WITHOUT empowerment
 - Only participation with no personal growth and development
- Empowerment WITHOUT senior citizens' participation
 - Led and directed by social workers



要留意：

- 沒有採用強項角度的長者參與
 - 很多工作都不敢交由長者負責
- 沒有充權目標的長者參與
 - 長者只有參與而缺乏成長及改變
- 沒有長者參與的充權工作
 - 變成工作人員主導



Practice in Promoting Senior Citizens' Participation

促進長者參與的實踐方法

1. Participate in planning and implementing services on their own

- Senior citizens are no longer service recipients; but are planners and implementers
- They take up the roles to lead games
- Leading games by them is more lively and interesting than by social workers
- Develop more senior citizens to take up the role to lead games and organise activities
- But pay attention to their physical and health situation

(一)長者全權負責策劃及推行服務

- 長者不只是活動接受者，更是活動推行者及策劃者
- 長者成為遊戲帶領者
- 長者帶領遊戲較工作人員更生動
- 培養更多長者成為遊戲帶領者
- 但要留長者的體力及健康程度

2. Senior Volunteerism

- Have “Helper-therapy” effect and uplift senior citizens’ positive images
- Should not only recruit volunteers from among the active, well-off and healthy groups
- More emphasis on recruiting vulnerable senior groups
- More input of resources and more support to senior volunteers
- Actively involve volunteers in deciding and planning the volunteer services
- Encourage senior volunteers to serve more diverse needy groups

(二)參與義務工作

- 很能夠達到助人治療及提升長者形象的作用
- 不要只招募學歷高、經濟條件好及身體健康的長者成為義工
- 要多鼓勵及發掘弱勢長者成為義工
- 要投入資源，給予義工支援
- 讓義工有選擇權及參與決定
- 讓長者去服務更多不同的有需要社群

3. Self Programming/Self Help Groups

- Participate in self programming/self help groups to organise activities for themselves
- Need to have 4S characteristics
 - Self reliance
 - Self production
 - Self determination
 - Self empowerment
- Self programming/self help doesn’t mean to have no need for seeking help from others
- Progressively raise the self help level, start from simple tasks
- Refute the myth that senior citizens are not willing to become self help



(三)自務小組的參與

- 讓長者成立自務小組，為自己舉辦活動
- 自務小組要有「四自特色」
 - 自我管理
 - 自我推動
 - 自我決定
 - 自我充權
- 要留意自務不等同完全不需要別人幫助
- 慢慢提升自務程度，先由細小的職務入手
- 不要相信長者不想去自務




4. User Participation

- Let service users participate to manage the service units
- Develop service user groups whose representatives are selected by democratic elections
- Treat user participation as a practice and not only as a management issue
- Adopt the empowerment model rather than the consumerist model
- Need to promote a culture of user participation in service units
- Don’t just monitor the services and social workers, but also monitor the senior members


(四)用者參與

- 讓服務使用者參與管理服務單位
- 成立有民主選舉成份的：
 - 服務使用者監察委員會
 - 中心議會
 - 院友委員會
 - 長者學生會
- 要視用者參與為工作人員的日常實務工作
- 不要採用消費者模式，要用充權模式
- 機構要建立用者參與文化及推動長者當家作主意識
- 不要只監察服務/工作人員，也要監察服務使用者

5. Community Concern Groups

- Make senior citizens' voices about community problems being heard
- Senior citizens have time, abilities and talents to involve in community actions
- Need to develop a spirit of mutual support and a sense of unity
- Make use of individual senior citizen's strengths to take up the organising tasks 
- Decisions and planning on actions need to be made with senior citizens together

(五) 參與社區關注組

- 讓長者表達關注社區問題的聲音
- 長者有時間及有很多才能去參與社區行動
- 多培養長者互相支持鼓勵及齊心團結精神
- 發揮長者的個別強項去負責組織工作
- 行動要與長者一起決定及策劃 


6. Senior Citizens' Organisations

- Develop district-based and territory-wide senior organisations
- Strengthen senior citizens' consciousness of senior power and policy advocacy
- Enhance their abilities in social policy analysis, organising and lobbying skills
- Monitor the elected councilors and the political parties regularly
- Request for sending senior representatives to join government decision-making and consultative bodies


(六) 參與長者組織

- 成立地區聯會或關注中央政策長者組織
- 培養長者有長者權益及政策倡議的意識
- 加強長者的政策分析能力、組織及游說技巧
- 定期監察議員及政黨
- 爭取派代表加入政府決策及諮詢架構

Conclusion

- Have more reflection and better understanding on the meaning and importance of senior citizens' participation
- Social workers put aside the authoritative professional roles 
- Senior citizens learn how to share power with social workers
- Join hands to explore, learn and consolidate experiences together

總結

- 工作人員與長者要多反思及認識參與的意義及重要性 
- 工作人員放下權威角色
- 長者學習分享權力
- 一同摸索、一同學習、一同總結

Thank you

多謝各位