



'Culture and Elder Abuse: Two Dimensions'

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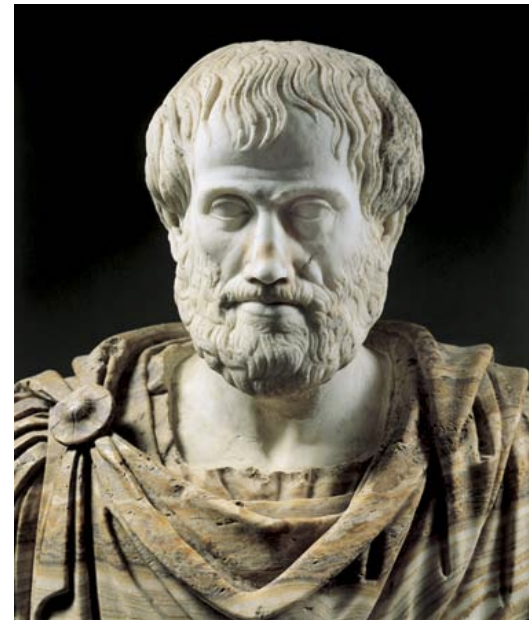
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Culture at a macro level

- The ideas, customs, and social behaviour of a particular people or society (Oxford English Dictionary nd.)
- Culture is an important aspect in abuse of older people.
- We are what we repeatedly do (Aristotle)

What do we accept and not accept?





Organisational Culture



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Organisational culture ‘reflects the prevailing ideology that people carry inside their heads. It conveys a sense of identity to employees, provides unwritten and often unspoken guidelines for how to get along in the organisation, and it enhances the stability of the social system that they experience.’

(Cameron & Quinn 2006:16)

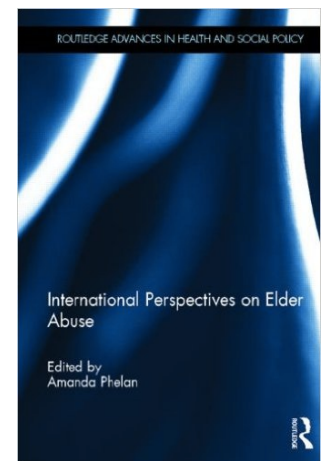
Organisational culture is dynamic and locally developed

(Killett et al. 2016)



A cultural perspective on elder abuse

- Interpretations of elder abuse differ in the context of culture.
- Thus, understanding culture is a very important aspect of understanding issues in society such as elder abuse.
- **11 countries across the globe:** Australia, Canada, China, Ireland, Israel, Kenya, Latin America, Norway, Spain, United Kingdom and the United States of America



 Review of research, practice policy & legislation



- # children'
-

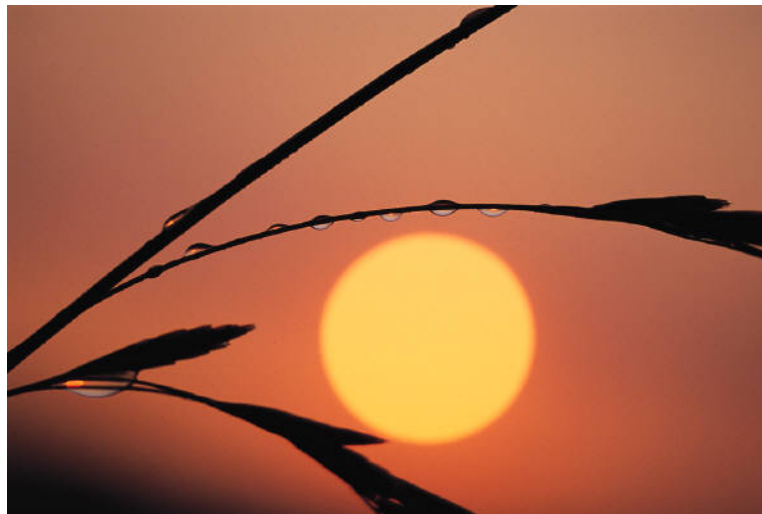


Legislation

- Under the law of the People's Republic of China on Protection of the Rights and Interests of the Elderly (1996), family members have responsibility to support an older person financially, physically and emotionally.
- Elder abuse is addressed specifically in Article 46, while financial abuse is covered in Article 48.
- No mandatory reporting in PRC. IN Hong Kong, there is a recommendation to report for health workers but there have been low rates.
- Taiwan, reporting is mandatory for frontline human services within 24 hours.

Kenya (Adoderin & Hatendi 2013)

- Recognised in sub-Saharan Africa (SSA) due to efforts of non-governmental organisations & community based organisations, particularly HelpAge International and the International Network for the Prevention of Elder Abuse.



Types identified

- Economic violence by family or household members.
- Witchcraft accusations
- Domestic violence/disharmony within households
- Community violence
- Political violence
- In Nigeria, Ajomale & Aboderin (2008) identified age discrimination within service provision, harsh pensions eligibility and pension defaults.
- Abusive cultural practice such as widowhood rights.

 Rights of elders protected in 2010 Constitution





Witchcraft




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- Target older people
- Torture and executions for allegedly practicing witchcraft.
- By June 16th 2014, 41 deaths with 61 in 2013.
- Based on entrenched beliefs in witchcraft
- One example, 'bewitching a boy' who was later found to have epilepsy.
- Such perspectives remain in the Kenyan legal code Witchcraft Act (1925)
- No systematic link to elder abuse.
- Low broad public awareness of elder abuse





Widows in Uganda (Nyanzi 2011)

- Targeted
- Females could be subject to a levirate guardian (may be cohabiting) who could assume rights akin to ownership (including regularized sexual rights) of the women.
- HIV: 'If I am going to die with this disease, I will die with you' (p 389)
- Position of older person wishing to have a second relationship.

Latin America (Daichman & Giraldo 2013)

- Points to structural inequalities rather than individual and family.
- Population: 643,239,873
- Culture of violence
- Ageism & Sexism
- Gender: Older women- generally not in good health, experience poverty, poor nutrition, poor education level



Latin America


- Some countries have Domestic Violence legislation but in 6 there is no protection for older people.
- Proceedings can last several years- particularly for economic and inheritance issues.
- Ageing in prisons-poor care standard.
- 50% do not have sufficient to meet daily needs.



• May have to work in poorly paid jobs to survive



Culture issues

- Not an issue in traditional societies (Kenya, Ireland, China, Israel).
- How older people are positioned in society. Issues such as ageism impact on perceptions and responses.
- Culture: 'relationship of trust'.
- Disciplinary sub cultures.
- Abuse can be experienced differently by  gender status.

Organisational culture

- The way things are done!
- Dominant culture with sub-cultures.
- A set of predispositions which direct ways of acting (Schein 1985).
- New members are assimilated.
- **BUT** fundamental to person's experience of the care in an organisation, the motivations and effectiveness of staff, evidence use and implementation, safety, innovation uptake and productivity (Manley et al 2011)

Manifestation of Culture (Davies et al 2000)

- **Artefacts:** Visual, language, myths, uniforms.
- **Espoused Values:** The experience of the individual and shared values
- **Perspectives:** Socially shared rules and norms which underpin the basis for problem solving.
- **Basic assumptions:** Meaning that emerge through shared values

Values can become unconscious assumptions and translate to learned responses within work environments (Killett et al. 2016)



Workplace culture

- Needs to operationalised- not simply a mission statement
- Values needed a) person centredness, b)lifelong learning, c) high support and high challenge, d) leadership development, e) involvement, collaboration and participation with stakeholders, f) appropriate use of evidence and development of practice g) Positive attitude to change and commitment of continuous development h) open communication, i) teamwork and j) safety (Manley et al. 2011)



Person centred care



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‘... an approach to practice established through the formation and fostering of healthful relationships between all care providers, service users and others significant to them in their lives. It is underpinned by values of respect for persons, individual right to self-determination, mutual respect and understanding. It is enabled by cultures of empowerment that foster continuous approaches to practice development.’

(McCormack et al. 2013, p 193)





Culture in Dementia Care



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- Dementia care needs to be underpinned by authentic contact and communication within therapeutic relationships.
- Culture can enable human flourishing or create a damaging environment (Kitwood & Benson 1995, Kitwood & Bredin 1992)



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Personhood

‘A standing or status that is bestowed upon one human being by others in the context of relationship and social being. It implies recognition, respect and trust.’ Kitwood 1997:8)

- How does the culture of the organisation promote this?
- Teamwork is a key component: Positive attitudes between team members and managers (Tyler & Parker 2011)




Organisational Culture (Killett et al 2016)




NCPOP

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1. Shared purpose of PCC and consistently espoused at organisational and individual level
2. Management manage external pressures to limit impact on care.
3. Staff empowered to be autonomous and take responsibility for resident well-being.
4. Open to change to benefit the residents.
5. Sense of community in the home
6. Person centered activity observable in the daily actions of staff.
7.  The care home environment is actively used by staff to the benefit of residents.

Approaches

- Management promotion of an open culture, bi-directional communication, transformational leadership, personal relationship development, operationalisation of mission statement (Anderson et al. 2003).
- Ask: Is the system focused on 'doing for' or 'being with' the older person? (Tuckett et al.  2010)



*Thank you for
listening*

