

# **Mitigating discrimination**

**(4-045)**

**Heng Xian Shi, Joel (2i3)**

**Bryan Seah (2i3)**

**Wong Yuhin, Isaac (2i3)**

**Wong Shi Kai (2P1)**

## **Abstract**

Discrimination, has been a thorn in society ever since the birth of civilisation. Today, there are many types of discrimination. In our project, we aim to mitigate discrimination against migrant workers by raising awareness in secondary 1-4 students and inculcating a positive mindset towards them. Our resources were used in an online workshop that we conducted. It consists of slides, Kahoot, interactive stories and an activity using nearpod. In addition, we have included activities such as the Whatsapp status challenge for them to attempt at their own leisure. Lastly, we have posted our resources on a google site and also set up an instagram account to allow others to access it conveniently.

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# **1. Introduction**

## **1.1 Rationale**

There is no doubt that discrimination is prevalent in today's society. Discrimination, the unfair prejudicial treatment of others is a result of insecurities which is the need to tear others down as a way of raising ourselves up and ignorance, using stereotypes to judge and categorise others. In Singapore, there is an issue of foreign worker discrimination. According to a survey done by the International Labour Organisation (ILO) and United Nations Women, 1 in 4 Singaporeans agree that there is a labour shortage yet 7 in 10 agree that Singapore has a labour shortage. Furthermore in a survey conducted by the International Labour Organisation, more than half believe that crime rates have gone up due to foreign workers and that Singapore's culture and heritage has been threatened by them. Singaporeans may harbour some prejudices and stereotypes on those migrant workers that come from a foreign country. In the same survey, 30% of Singaporeans believe that migrant workers actually damage the economy and 32% believe that they have poor work ethics and cannot be trusted. All these negative attitudes towards migrant workers show that discrimination in Singapore could possibly create social tension between Singaporeans and migrant workers. A huge proportion of the workers in Singapore comprises migrant workers, migrant workers help Singapore's economy to grow. Hence, in order to maintain present living standards and remain competitive, Singapore requires migrant workers due to its small workforce. Thus swift action should be taken to help mitigate discrimination.

## **1.2 Objectives**

Firstly, we aim to raise awareness on foreign worker discrimination and to clear common misconceptions and stereotypes regarding migrant workers. We aim to improve attitudes towards foreign workers and to educate students on solutions to mitigate discrimination themselves.

### **1.3 Target Audience**

Our target audience ranges from secondary students of 1 to secondary 4 students . As young minds are impressionable, educating them on migrant worker discrimination would be highly effective and would have a greater potential in raising a generation that appreciates what foreign workers have sacrificed for Singapore.

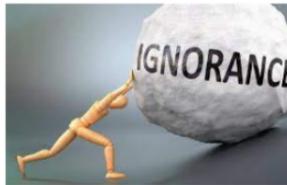
### **1.4 Resources created**

1. Slides
2. Kahoot
3. Interactive stories
4. Whatsapp status challenge
5. Nearpod

## Slides:

### Why do people discriminate

- Insecurity
- Ignorance
- Weakness
- Pride



### Common forms of MISTREATMENT

- **Treated as commodities**  
Insensitive advertising
- **Punching bags**  
Physical and psychological abuse
- **Robots**  
No sleep, no food, no pay

“Sexual harassment”

“Food deprivation”

“Psychological abuse”

# IMPACTS OF DISCRIMINATION

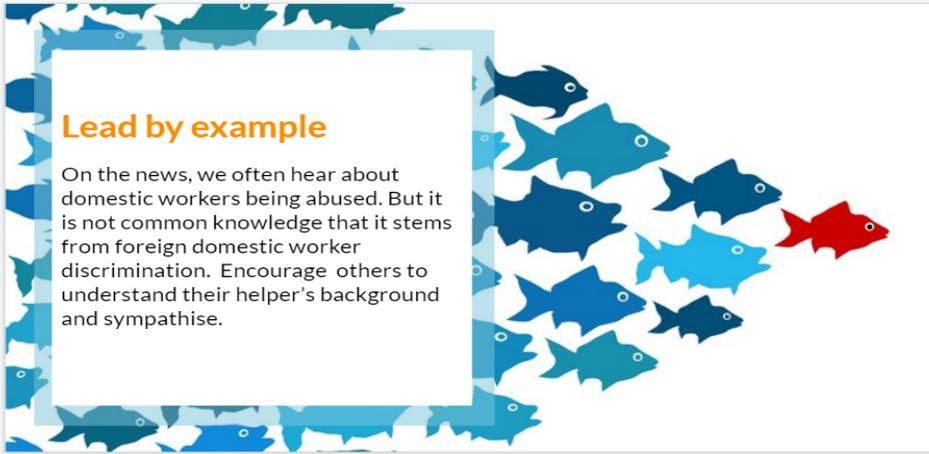
“Physical abuse”

“Sexual assault”

“Forced labour”

## Lead by example

On the news, we often hear about domestic workers being abused. But it is not common knowledge that it stems from foreign domestic worker discrimination. Encourage others to understand their helper's background and sympathise.



# Kahoot:

2 of 10

True or false

There are cases of maid levies being abused against in Singapore

5 of 10

Quiz

What type of mistreatment foreign domestic workers face most commonly?

There has been \_\_\_\_ average number of cases of maids being abused

18



Skip

0 Answers

▲ 100	◆ 113
● 42	■ 270

4/10

kahoot.it Game PIN: 5376644

# Interactive stories:

POV: You are a child of a family who has just employed a new domestic worker

Day 1:  
New domestic worker arrives at your house:  
Do you:

- Option 1: Ignore her
- Option 2: Walk up nicely and say hello
- Option 3: walk into your room

Day 2: Maid washes shoes on a Sunday night but the shoes are not dried by the morning

Do you:

- Option 1: Hurl vulgarities at her
- Option 2: You give her a stern warning and wears the wet shoes to school
- Option 3: Beats her
- Option 3: Remind her patiently to manage the time properly to ensure the shoe dries by the next day

# Whatsapp status challenge:



## **2. Review**

We are aware of other student organisations such as project integrate mainly focused on voluntary work and providing aid to migrant workers. In addition, other than an instagram account and getting their project to be featured on a Chinese magazine DouHao, we feel that more effort should be put in to reach out to others and raise awareness.

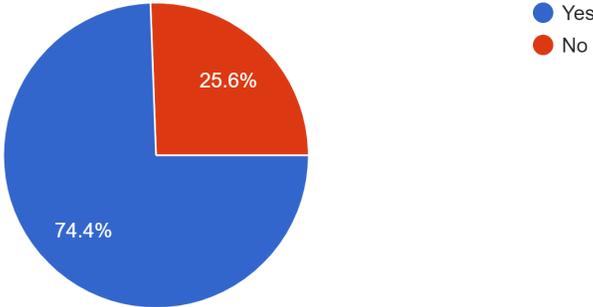
## **3. Methodology**

### **3.1 Needs analysis**

Our needs analysis survey conducted on 43 students revealed the shocking information that 25% of the survey respondents saw foreign domestic workers as inferior while only 67% of respondents were aware that domestic workers were being discriminated against. Furthermore, it was saddening to see that many students were unwilling to stand up against discrimination on someone else due to the inconvenience. This shows that action must be taken in the younger population to ensure that the next generation of Singaporeans would not grow up with a discriminative mindset.

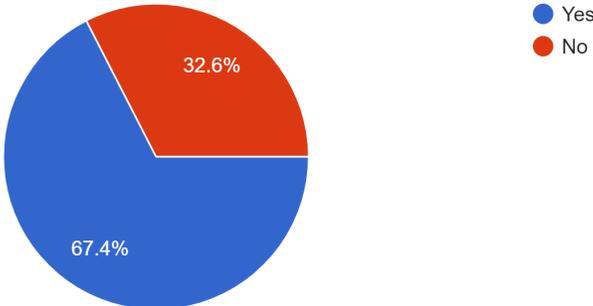
Do you think you respect and see foreign domestic workers as equals?

43 responses



Do you feel the presence of domestic workers being discriminated

43 responses



**What would you do if you see a foreign domestic worker getting discriminated against/abused? Explain?**

"I would not do anything since it isn't my problem"

"It is not my business so I would not bother"

"I would not do anything since it is the police's responsibility"

"I will probably not as I do not want to create a big mess out of the situation and other people would put a stop to it"

### **3.2 Construction of resources**

We have analysed many local cases of domestic foreign worker discrimination through news. For example, we have analysed a news article on Channel News Asia on foreign domestic workers not being treated as human beings. According to the news, a Singaporean employer was found guilty of slapping and punching his Muslim domestic worker, forcing her to bow 100 times in front of a Buddhist altar, and stuffing a plastic bottle inside her mouth. We then came to the conclusion that foreign workers are being discriminated against as people do not respect them, and therefore this led us to decide to make a resource that would influence people to respect foreign domestic workers.

We researched on foreign worker discrimination and watched documentaries to have a greater understanding on the plight of foreign workers, to look from their viewpoint. Looking from both perspectives, we can recognize the reason for discrimination and use it to effectively come up with simple and easy solutions to mitigate discrimination as a student.

### 3.3 Pilot test

We have carried out our pilot test through conducting an online workshop over 2 days with a 1hr session each day.

### First day:

<b>Introduction:</b>	<b>Approximate time Duration:</b>
Ice Breakers	5 Minutes
Beforehand: Survey	5 Minutes
Presenting Discrimination Resource Slides	15 Minutes
Kahoot quiz	10 Minutes
Interactive story	10 Minutes
Q and A session	10 Minutes

## Second day:

<b>Introduction</b>	<b>Approximate time Duration:</b>
Nearpod activity	5 Minutes
Documentary	25 Minutes
Padlet	5 Minutes
After: Survey	5 Minutes
Q and A	10 Minutes

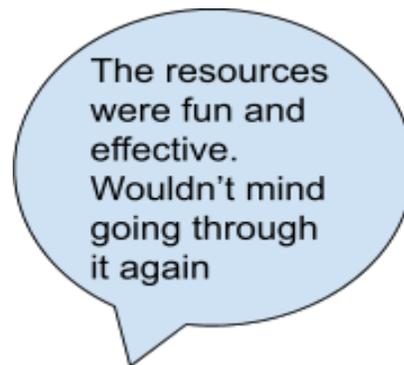
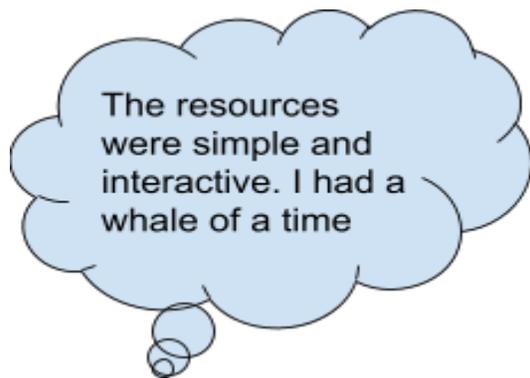
### 1) Create interest and increase awareness

Firstly, we created slides to provide them with a fundamental understanding of discrimination. Secondly, we used quizzes such as Kahoot as well as twinery, to engage with the audience. It allows for them to enjoy themselves while learning about discrimination. Thirdly, we utilised nearpod to aid them in understanding how and where discrimination came from. Lastly, we showed documentaries regarding domestic worker discrimination and provided some case studies on migrant worker discrimination

## 2) Consolidation

At the start and at the end, we used a survey to test the knowledge of our audience to assess the effectiveness of our resources. While we used a padlet to ask them to note down what they had learnt for the day and a Q and A for further queries that the audience might have. We consolidated the resources into a website to ensure others would have constant access to our resources to look at whenever they wish to.

### 3.4 Feedback



We have received mainly positive feedback for our resources. As part of our online workshop, we included a survey at the beginning and at the end of the workshop to gauge the effectiveness of our resources. At the beginning, the average score in the quiz was 8 points. After the workshop, we achieved an average score of 11 points. This increase in score shows that our resources were effective, allowing them to have a greater understanding of migrant worker discrimination.

## 4. Outcome and Discussion

Based on our pilot test results, it proved that our resources were effective in giving others a better understanding on migrant worker discrimination. However, there is still room for improvement. Many of the resources such as Kahoot and Nearpod that we

created could only be used in an online workshop which gave some limitations as it could only be used in online workshops. Thus, we created a google site to place our resources there such as the slides to allow them to access it whenever they want. Further work could be done in this project, such as enlisting more students to join our workshop and using more creative means to convey our message easier.

## **5. Conclusion**

We have used our carefully-crafted slides to raise awareness and offer solutions. Our quizzes also helped to clear and clarify common misconceptions and doubts felt by our participants. We have supplied sufficient information on the matter but it is impossible to guarantee that participants apply what they have learnt. Also, it takes determination to change previous bad habits which are out of our control. But considering some of the feedback offered by our participants, we can say that our resources have managed to achieve our objectives. On our side, we acknowledge that there are some flaws in our planning, for example packing in all our various resources within the short duration we managed to arrange, possibly overwhelming our participants before we can even influence them. Despite this, we received mostly positive reviews from the participants, who reported learning a great deal within the short 2 hours session. We tried to make up for it by designing our resources to be simple and concise for easy understanding. Other than reflecting on what more we could have done, the journey enabled the group to pick up minor programming skills to design our respective resources online (Nearpod, Twine, etc,) but also soft skills like problem-solving, creativity and clear communication. The difficulties brought upon by this pandemic had improved our team's cohesion as we learned to adapt to a more efficient and effective approach. Even though our project has come to a small-scale success, if we had the time and opportunity to further our project,

we would have resorted to actively campaign on social media with its further reach as well as giving participants a chance to be more involved in the learning process, leaving deeper impressions.

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