


Ageism

Multi-National, Interdisciplinary Perspective WG4 Workforce Workgroup Meeting & Workshop

Workplace bullying and older employees

April 19 & 20, 2018, Belgrade, SERBIA

 Faculty of Philosophy, University of Belgrade
Cika Ljubina 18-20 / Akademski plato

Minutes

DAY 1- Thursday, April 19th, 2018

Morning session

Setting the stage: Cross-cultural approach to workplace bullying

9.00 – 10.00
Welcome coffee & Registration
Welcome remarks & Brief introductions

Svetlana Čizmić, Ivana Petrović



10.00 – 11.00
Introductory lecture
Workplace bullying acceptability. Some empirical findings across countries

Speaker:
Gabriele Giorgi



11.00 – 11.40
Introductory lecture
Workplace bullying and older employees

Speakers:
Svetlana Čizmić, Milica Vukelić

Workplace bullying and older employees							
Age 55+, n = 319							
No	Yes, very rarely	Yes, from time to time	Yes, several times per month	Yes, several times per week	Yes, daily	Occasional bullying	Severe bullying
69.9%	11.9%	13.8%	1.9%	1.3%	1.3%	27.8%	2.6%
18% to at least two negative acts per week							
Age 19-55, n = 1465							
No	Yes, very rarely	Yes, from time to time	Yes, several times per month	Yes, several times per week	Yes, daily	Occasional bullying	Severe bullying
75.1%	11.1%	9.4%	1.8%	0.9%	1.7%	21.3%	2.6%
15.6% to at least two negative acts per week							

11.40 –
12.20

Introductory lectures

Stress at work and older workers

Speakers:

Bojana Knezević

Tomislav Furlan



12.20 –
13.00

Workshop

Diversity Icebreaker

Moderators:

Ivana Petrović, Slađana Dimić



13 – 14

Lunch-break

 Garden of the Captain Misa's Mantion (University of Belgrade Rectorate building)

Visit to the Archeological Collection of the University of Belgrade



DAY 1- Thursday, April 19th, 2018

Afternoon session

Joint research project planning

 Hall Dragoslav Srejskić, I floor, 108

14.00 – **Introductory lecture**

14.30

Cross-cultural approach to research and scale development

Speakers:

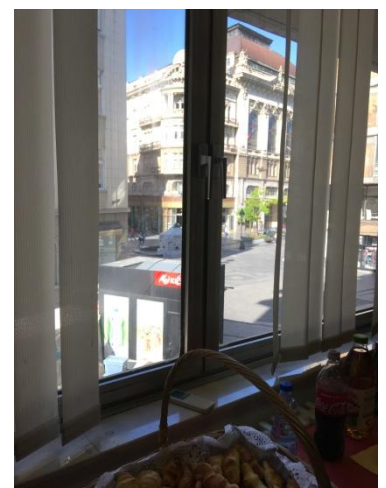
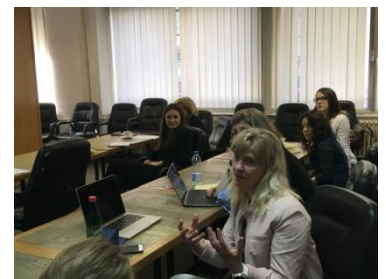
Ivana Petrović, Milica Vukelić



14.30 – **Belgrade COST cafe**

18.00

**Ageism at work and age related workplace bullying:
Research design – Defining the concept & Scale development**



DAY 2

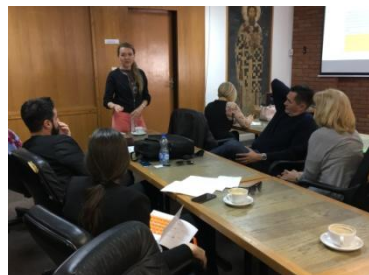
Friday, April 20th, 2018

Joint research project planning

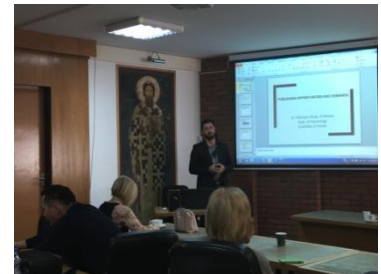
8.30 – **Introductory lectures**
10.15 **Local context and research experience**
Speakers:
Nurka Pranjic
Sigurveig H. Sigurðardóttir
Ásta Snorradóttir
Justyna Stypińska



10.15 – **Belgrade COST cafe**
11.15 **Ageism at work and age related workplace bullying: Research design – Problem & research questions, Variables & data processing, Sample, data collecting & time plan**



11.15 – **Introductory notes**
11.45 **Publishing opportunities and demands**
Speaker:
Gabriele Giorgi




11,45 – **Belgrade COST cafe**
12.15 **Ageism at work and age related workplace bullying: Research design – Publishing and next step**
Workgroup meeting wrap up & next steps

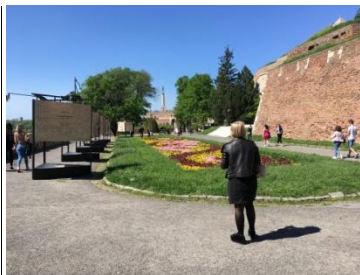


13.30

Lunch

 *Garden of the Captain Misa's Mantion (University of Belgrade Rectorate building)*

Belgrade walking tour & Visit to the Ethnographic Museum



Ageism

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April 19 & 20, 2018, Belgrade, SERBIA

Faculty of Philosophy, University of Belgrade

Belgrade COST cafe outcomes

Concept/s

*We discussed about
the applicability of
different concepts*

Broadening workplace bullying concept?

Workplace abuse of older employees?

Ageism at work?

Age discrimination at work?

Exposure to age related negative acts at work

New concept - Bullimisation, Ageisation, Bullagism?

Phenomenon that we want to investigate has the following characteristics:



1. Intention is not always clear
2. It is moderately intensive
3. It consists of negative acts
4. It is repeated
5. It puts person in an inferior position, person is isolated

Draft definition: The set of frequent negative behaviours directed toward younger/older employee(s) with (aim) to isolate an employee based on age-related negative stereotypes.

Indicators

*How could we
measure it?*



Negative Acts Questionnaire-Revised broadened by some acts that are nested within age?
Stypinska & Turek scale?

Scales are very similar concerning the content of some items, even factor structure could be interpreted similarly (soft and hard discrimination vs. work related and person related bullying).

Maybe it is the **best way to use both scales** in our research, just to test incremental validity of each one in the context of relevant outcomes?

References:

- Stypinska, J., & Turek, K. (2017). Hard and soft age discrimination: the dual nature of workplace discrimination. *European Journal of Ageing, 14*(1), 49-61.
- Einarsen, S., Hoel, H., & Notelaers, G. (2009). Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised. *Work & Stress, 23*(1), 24-44.

The examples of negative behaviours (brainstorming) -

Deprived of training
Accused of being slow, inefficient
Accused of taking sick leave
Perceived to be unsocial, grumpy
Seen as empathic but not competent
Perceived as not creative, innovative
Not able to multitask
Accused of having lower cognitive abilities - not able to concentrate
Not able to work under pressure
Not able to use modern technology efficiently
Comments about physical appearance
Being recommended to leave the organization
Unequal pay
Making practical jokes
Work station adjusted for younger employees (e.g. lazy bags...)
Giving task below the competence level
Patronizing speech
Unreasonable deadlines
Strict age limitation for some activities

Outcomes

What are other correlates that we can include in our research?



Do they feel hurt (**emotional level**)?

Well-being (both work related and general)

Work ability outcomes

Health outcomes

Emotional intelligence as moderator?

*It is also very important to ask participants about age boundaries - how old is, in their opinion, an old person...At what age an employee is the most productive... These questions could be interesting when it comes to different cultural context.

Participants

Ásta Snorradóttir	University of Iceland - Háskóli Íslands, Iceland	astasnorra@hi.is
Bojana Knežević	University Hospital Centre Zagreb & Medical School University of Zagreb, Croatia	bojkneze@gmail.com
Branislava Vidanović	University of Belgrade, Faculty of Philosophy, Department of Psychology, Serbia	branislavavidanovic@gmail.com
Dunja Janković	University of Belgrade, Faculty of Philosophy, Department of Psychology, Serbia	dunja.jankovic55@gmail.com
Gabriele Giorgi	Università Europea Roma, Italy	dott.gabriele.giorgi@virgilio.it
Ivana Petrović	University of Belgrade, Faculty of Philosophy, Department of Psychology, Serbia	ipetrovi@f.bg.ac.rs
Justyna Stypińska	Freie Universität Berlin, Germany	justyna.stypinska@fu-berlin.de
Maja Ćurić	University of Belgrade, Faculty of Philosophy, Department of Psychology & Singidunum University, Faculty of Media and Communications, Serbia	maja.curic@live.com
Milica Vukelić	University of Belgrade, Faculty of Philosophy, Institute of Psychology, Serbia	mbvukeli@f.bg.ac.rs
Nataša Simić	University of Belgrade, Faculty of Philosophy, Institute of Psychology, Serbia	nsimic@f.bg.ac.rs
Nurka Pranjić	University of Tuzla, Medical Faculty, Bosnia & Herzegovina	pranicnurka@hotmail.com
Sigurveig H. Sigurðardóttir	University of Island- Háskóli Íslands, Faculty of Social Work, Iceland	sighsig@hi.is
Slađana Dimić	Red Cross of Serbia	sladjana@redcross.org.rs
Svetlana Čizmić	University of Belgrade, Faculty of Philosophy, Department of Psychology, Serbia	scizmic@f.bg.ac.rs
Tomislav Furlan	Adria Medic, Croatia	tomislav.furlan@gmail.com

