

From the President



Annie Høgh
President of IAWBH

Welcome to this third IAWBH Newsletter of 2014.

The board has now decided on our different roles.

Most of the board members will continue in the roles they had before the elections a few additions. However, as some of you may have noticed if you attended the conference in Milan in June that Elfi Baillien is pregnant and expecting her baby in the fall. This means that Denise Salin, one of the reserve board members elected at the last GA is taking over during Elfi's maternity leave from September 2014 till June 2015. Elfi's tasks has been divided between Denise and Premilla D'Cruz, so that Denise is in charge of the literature update and events. Premilla will be taking care of the summer school – please see the call for proposals in this issue. She also continues as secretary. As for the rest of the board, Nils Magerøy continues as treasurer,

Adrienne Hubert as editor of the Newsletter, Shayne Mathieson is still taking care of the SIG groups and in addition she is also member of the local organizing group for the 2016 conference on Bullying and Harassment in New Zealand.

Staaale Einarsen is the board liaison for the 2016 conference and the one to contact if you would like to send a bid to organize a conference in the future.

In the Newsletter you can also read an interview with Morten Birkeland Nielsen on what we know so far about bullying based on his keynote speech at the conference in Milan. You can also find a proposal by Ursula Connolly to convene a group to explore the feasibility to do a review of EU legal protection provided against i.e. bullying. Furthermore, you can read about the development of the 'Working toward Bully-Free Workplaces' from Novo Scotia Government and General Employees Union. The interview 'Who is...?' is with Shino Naito from Tokyo in this issue, please see p. 15. And finally I would like to welcome all the new members who have joined the association this period. I hope that you will benefit from your membership.

Best wishes,

Annie

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The IAWBH Board would like to remember you about this new initiative of the association!

As over the years our membership base has become a solid group of scholars and practitioners digging into the intriguing topic of workplace bullying and harassment, we would like to expand our activities for you ... our loyal members. In that sense, we proudly present:

IAWBH Summer School 2015 Call for proposals

The International Association of Workplace Bullying and Harassment aims to facilitate research and practice in the field of workplace bullying and harassment. This is reflected in our biennial conference that joins many academics and practitioners in their interest in this fascinating topic. Another avenue that has now been made possible by the growth of members, is to support initiatives that contribute to increased knowledge and better practices in the field.

In this respect, IAWBH now offers its members the opportunity to apply for funding to organize a Summer School 2015: a small-scale research or practice-oriented meeting with the explicit aim to stimulate knowledge regarding important aspects in the workplace bullying and harassment field. The Summer School explicitly stands for 'growth' and is not profit-oriented. It will focus on a particular topic that stimulates more challenging research (for example, new statistical techniques or complex research designs), furthers good practices (for example, conflict management techniques or reintegration of victims) or both. It aims to stimulate contact between IAWBH members and bullying researchers/practitioners from all over the world, contributing to a broader network for individual researchers or practitioners. To this aim, IAWBH provides a sponsorship of (max) 1500 GBP.

Are you interested in organizing such a Summer School? Please submit your proposal to the IAWBH board (Summer-school@iawbh.org) before November 1st, 2014.

The proposal should contain following aspects:

- Title and description of the Summer School
- Indication of why this Summer School is important for the workplace bullying and harassment field ('growth')
- Dates and place
- Contact person
- Key notes or trainers involved
- A budget plan



International Association on Workplace Bullying and Harassment

Application guidelines:

- The application is done by a IAWBH member
- The Summer School will consist of multiple days during the summer period (June – September)
- The Summer School focuses on a specific research or practice technique that adds to the workplace bullying and harassment field (such as policy development or diary studies)
- There is written consent of at least 8 members that they will participate. These participants should preferably come from a variety of (at least 3) countries.
- The Summer School is organized by the local organizers.
- Participation is open to all IAWBH members, yet also to non-members.
- Lowest possible costs to the participants; IAWBH members would maximally pay a reduced fee, non-member would pay a reasonable full fee.

Selection criteria for submissions as evaluated by the IAWBH board:

- The proposal contains all aspects as described in this call
- The proposal followed in detail the application guidelines
- The proposal stimulates growth within our field, from an academic and/or practical perspective
- The initiative is not related to commercial activities. It is non-profit in nature
- Sufficient – international - IAWBH members that will attend the initiative

Our decision will be announced by December 15, 2014.

For further information, please contact Summer-school@iawbh.org.

Literature update



Denise Salin

Denise Salin will be updating the literature list during Elfi Baillien's maternity leave. The complete list can be found at our website (<http://www.iawbh.org/lit>). In the newsletter we publish titles of research publications that have recently been added to our list.

The list focuses on international publications in English (or providing an English abstract). Is there a publication missing from the list? We kindly ask our members to complete the list with published work on workplace bullying and harassment. Your suggestions will be published in our next newsletter and on the webpage.

Please send your suggestions to Denise
E-mail: Literature-events@iawbh.org

Latest research publications

Articles

Baillien, E., Bollen, K., Euwema, M, & De Witte (2014). Conflicts and conflict management styles as precursors of workplace bullying: a two wave longitudinal study. *European Journal of Work and Organizational Psychology*, 23, 151-524.

Ballard, A. & Easteal, P (2014). Mapping the legal pathways for workplace bullying: a preliminary overview, *Alternative Law Journal*, 39(2), 94-98.

Chan-Mok, J., Caponecchia, C. & Winder, C. (2014). The concept of workplace bullying: Implications from Australian Workplace Health and Safety Law. *Psychiatry, Psychology & Law*, 21 (3), 442-456.

Ekici, D. & Beder, A. (2014). The effects of workplace bullying on physicians and nurses. *Australian Journal of Advanced Nursing*, 31(4), 24-33.

Garcia-Ayala, A., Rodriguez-Munoz, A., Moreno, Y. et al. (2014) The role of psychological detachment and empathy in the relationship between target and perpetrator in workplace bullying situations. *Revista de Psicologia Social*, 29 (2), 213-234.

Gloor, J. (2014). Taking the liberty of incivility: Workplace bullying in higher education. *Human Resource Development Quarterly*, 25(1), 121-126.

Jacobson, K., Hood, J & Van Buren, H (2014): Workplace bullying across cultures: A research agenda, *International Journal of Cross Cultural Management*, 14 (1), 47-65

Judd, K. & Easteal, P. (2013). Media reportage of sexual harassment: the incredible complainant, *Denning Law Journal*, 25(1), 159-180.

Karatuna, I. & Gok, S. (2014) A study analyzing the association between post-traumatic embitterment disorder and workplace bullying. *Journal of Workplace Behavioral Health*, 29 (2), 127-142.

Leo, L., Reid, R., Geldenhuys, J & Gobing, J (2014). The inferences of gender in workplace bullying; A conceptual analysis, *Gender & Behaviour*, 12(3), 6059-6069

McKay, R. (2014). Confronting workplace bullying: agency and structure in the Royal Canadian Mounted Police, *Administration & Society*, 46(5), 548-572.

Nielsen, M., Magerøy, N., Gjerstad, J. & Einarsen, S. (2014). Workplace bullying and subsequent health problems. *Tidsskrift for den Norske lægeforening : tidsskrift for praktisk medicin*, 134 (12/13), 1233-1238.

Saunders, S. & Easteal, P. (2013). The nature, pervasiveness and manifestations of sexual harassment in rural Australia: Does 'masculinity' of workplace make a difference?, *Women's Studies International Forum*, 40, 121-131.

Wilkins, J. (2014). The use of cognitive reappraisal and humour as coping strategies for bullied nurses. *International Journal of Nursing Practice*, 20(3), 283-292.

Zabrodska, K., Ellwood, C., Zaeemdar, S., & Mudrak, J. (2014). Workplace bullying as sensemaking: An analysis of target and actor perspectives on initial hostile interactions. *Culture and Organization*, Online First, doi:10.1080/14759551.2014.894514

Books and book chapters

D'Cruz, P. (2014). *Depersonalized bullying at work: From evidence to conceptualization*. Springer (978-81-322-2043-5).

Salin, D. (2013). Ethics training and the prevention of workplace bullying: creating a healthy work environment. In Sekerka, L. (Ed) *Ethics Training in Action: An Examination of Issues, Techniques, and Development*. Charlotte, NC: Information Age Publishing.

Salin, D. (2013). Bullying and well-being. In Giacalone, R. & Promislo, M. (Eds). *Handbook of Unethical Work Behavior: Implications for Individual Well-Being*. M.E. Sharpe, Inc, pp. 73-88.

Saunders, S. & Easteal, P. (2013). 'I just think it all comes down to how the girl behaves as to how she is treated': Sexual harassment survival behaviours and workplace thinking in rural Australia,' In P. Easteal (Ed) *Justice Connections*, England: Cambridge Scholars Publishing, pp. 106-128.



Upcoming Events

4th International Conference on Violence in the Health Sector,

October 22-24 2014, Miami, USA,

<http://www.oudconsultancy.nl/MiamiSite2014/index.html>

Career Development and Employment Management,

November 6-8, 2014, Hefei, China.

http://business.ustc.edu.cn/News/Conference/201408/t20140818_199908.html

International Conference on Social Science

November 15-16, 2014, Chengdu, Sichuan, China

<http://www.ic-ss2014.org>

*17th Conference of the European Association of Work and Organizational Psychology
(EAWOP)*

May 20-23, 2015, Oslo, Norway

<http://www.eawop2015.org/Welcome>

Bullying what do we know so far?

An interview with Prof. Morten Birkeland Nielsen, keynote speaker at the 9th International Conference on Workplace Bullying and Harassment



Morten Birkeland Nielsen

Morten Birkeland Nielsen (PhD) works as a senior researcher at the National Institute of Occupational Health in Oslo, Norway. He is also professor at the Department of Psychosocial Science at the University of Bergen. Nielsen's research interests are related to occupational health and safety, psychosocial work environment, and research methodology, and he has published more than 30 peer reviewed journal articles and book chapters on topics such as workplace bullying and harassment, leadership, workplace safety, and occupational whistleblowing.

At the conference in Milan your keynote was about the prevalence, predictors and consequences of workplace bullying. How did you find your way through the enormous number of studies that have been carried out in the past decenia?

For as long as I can remember I have been a collector. While my interests in private life basically are limited to music records and instruments, I was so lucky that I also felt the same urge to gather research on workplace bullying. Having made more or less weekly literature searches since I started my research within the field in 2002, I have managed to build up quite an extensive archive of research papers on the topic during the years. So when we started to consider doing meta-analyses we already had most of the literature available.

For the meta-analyses we had to screen all the papers in order to find those who were relevant for the different study, something which took quite some time. However, being a relatively patient person I always manage to get through all the literature although it usually takes a couple of months.

Patience is the keyword if you want to succeed with meta-analyses. They require a lot of work in order to get the necessary data. The good thing is that when you have managed to code all the relevant study, the analyses are relatively straight forward. As a method, meta-analysis has been viewed as an efficient approach to synthesize research findings, especially since stronger conclusions may be reached, compared to individual studies or traditional impressionistic literary reviews. Although a meta-analysis does not resolve the limitations inherent in the existing individual studies, this approach has

the advantage of shifting the focus to the whole body of research on a given topic by bringing effects, strengths, and limitations of the field into sharper focus. Hence, I think meta-analyses are important with regard to moving research on workplace bullying forward.

Please tell us about the different ways in which bullying has been measured and its implications. What in your opinion is the best method?

Workplace bullying is usually measured with either the "behavioural experience method" or the "self-labelling method". When using the former method, a respondent's exposure to bullying behaviours is measured with a check-list comprising different harassing behaviour which may occur at the workplace. Using different cut-off criteria or cluster-analyses, it is more or less up to the researcher to decide whether or not the respondent is bullied. Examples of behavioural experience inventories are the Negative Acts Questionnaire and the Leymann Inventory of Psychological Terror. As an alternative approach, the self-labelling method asks the respondent directly, usually after presenting a definition of bullying, about whether or not they perceive themselves as bullied and it is thereby up to the respondent to determine whether or not he/she is exposed to bullying.

There are some important differences between the two methods. The behavioural experience approach assesses the nature and frequency of bullying behaviour, but not whether the respondent has a subjective perception of being bullied. The self-labelling method, on the other hand, can be used to investigate whether the respondent perceives him/herself as bullied, but it does not provide any information about the nature and frequency of any bullying behaviour. It may therefore be argued that the behavioural experience method assesses whether a person

is a target of bullying behaviour, while the self-labelling method assesses whether the same person perceives him-/herself as a victim of bullying. This suggests that both methods should be used together in order to provide the most comprehensive information about bullying.

What do we know so far about the prevalence of bullying (in Europe)?

We do know that bullying is prevalent with an average estimated rate of 11-18 percent depending on measurement method. Yet, we do also know that bullying has lower prevalence in the Scandinavian countries compared to other European countries, even after controlling for measurement methods. Hence, it is likely that there are some cultural factors which influence the phenomenon, or at least workers' perception of bullying. With regard to prevalence rates of bullying in Europe, it is more important what we do not know. There are still many countries, especially in Eastern Europe, where bullying has not been measured. In order to fully understand how bullying varies across borders it is important that bullying is assessed also in these countries.

What do we know so far about the consequences of bullying?

I think that we know quite a lot about the consequences of workplace bullying. While it was early on established in cross-sectional research that bullying is associated with health and well-being, emerging prospective research has provided important information about the direction of these relationships. Summarizing this research we know that bullying is associated with later health problems and that this relationship is relatively consistent over different time-lags. We also know that health problems are related to subsequent exposure to bullying in that persons with higher levels of health problems are at

risk of being exposed to bullying over time. This suggests that bullying and health have a reciprocal effect on each other and that the negative consequences are reinforced over time. However, we cannot say for sure whether the relationship between bullying and health starts with exposure to bullying or already existent health problems. However, from experimental research on social ostracism, we know that being excluded from social relationships has profound negative consequences for individuals, so it is likely that exposure to bullying is a starting point. As for how research on the outcomes of bullying can move forward, I think that we can learn quite a lot from the research on social ostracism by Kipling Williams, Naomi Eisenberger and their colleagues.

There are two main explanations about risk factors for bullying. One is about environmental conditions within the organisation, the other is about individual characteristics among victims and perpetrators. What is according to your study the most important?

We have just had a prospective study on relationships between personality traits and bullying accepted in *Work & Stress*. In this study we investigate whether bullying and the personality traits in the Five Factor model influence each other over time. The findings show that while some of the personality traits in the victim do predict victimization from bullying two years later, bullying is also related to changes in personality traits over time. This indicates that bullying is a traumatic experience to the extent that it actually influences individual characteristics of those exposed.

In this study we also investigated whether personality of the victim had an impact on later bullying above the impact of role conflict and role ambiguity. We found that the conscientiousness trait had some predictive value when controlling for the role factors. Yet,

there are many situational factors which may influence bullying so it is difficult to say whether personality is more important than characteristics of the job. It is most likely that bullying is a result of an interaction between situational characteristics and individual dispositions among both targets and perpetrators.

What can you tell us about the personality traits of perpetrators?

It is of course difficult to assess perpetrated bullying since most employees who are accused of being a bully would probably not admit being a perpetrator. However, a meta-analysis on research on interpersonal deviant behaviour found that enacted aggression at work was related to low agreeableness and conscientiousness, and high levels of neuroticism. Hence, these findings indicate that there is an association between personality and perpetrated bullying. However, we need more research on this topic before we can make firm conclusions.

What do we know so far about how to manage the problem?

I guess this is the current black box within the field. Actually, we know very little about how to manage the problem. It would be great to see emerging research on this topic based on solid evaluations of different interventions.

Are there shortcomings in the studies until now? What is your advice for upcoming research?

If we conduct a perfect study, there will be no need for further research on the investigated topic. Yet, there are, and will always be, shortcomings within research and there will be room for improvements.

Having reviewed the available research on bullying the good news is that the field is moving fast forward. The study designs are becoming more advanced and we get our studies published in high-impact journals. In order to continue moving forward it is important that we manage to come up with new topics to investigate, use the proper research designs, and improve our methods. For instance, as there are many cross-sectional studies on bullying, I think we need more prospective studies to determine the direction of the established associations. We should also examine moderators and mediators in order to understand how and when bullying is related to both predictor and outcome variables. Finally, if we are able to come up with

an experimental approach to study the effects of exposure to bullying behaviour we would certainly advance the field. Here, ethics will of course be very important, but as mentioned above, it has been done within research on social ostracism.

Thank you very much for taking part in this interview!



Keynote presentation of Morten Birkeland Nielsen at the 9th IAWBH Conference in Milan
Picture: Maria Chiara Gugiarì

Participants required for proposed review of EU legal protection

I propose convening a group to explore the feasibility of mapping the legal protection afforded against psychological harassment (bullying) and other workplace psychosocial hazards across the European Union. Some excellent work has been done in this area by Katherine Lippel and Manuel Velázquez but the work so far has focused on a limited range of countries. The idea to carry out a mapping exercise of this nature was first mooted at the Legal Special Interest Group in Milan in June 2014 and was enthusiastically received.

As a next step, I would greatly welcome contact from members who would be interested in exploring the feasibility of progressing the project. Contact is welcomed from all academics and practitioners in the area, a particular welcome is afforded to those with experience of group projects and funding bids.

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Ursula Connolly

Depersonalized Bullying at Work (Summary of a new book)

Depersonalized bullying at work: From evidence to conceptualization, authored by Premilla D'Cruz, has just been published by Springer in e-print and paper formats (Details are available on <http://www.springer.com/psychology/personality+%26+social+psychology/book/978-81-322-2043-5>).

The book advances the nascent concept of depersonalized workplace bullying, highlighting its distinctive features, proposing a theoretical framework and making recommendations for intervention. Furthering insights into depersonalized bullying at work is critical due to the anticipated increased incidence of the phenomenon in the light of the competitive contemporary business economy, which complicates organizational survival.

Drawing on two hermeneutic phenomenological inquiries set in India focusing on targets and bullies, the book evidences that depersonalized bullying is a sociostructural entity that resides in an organization's structural, processual and contextual design. Enacted by supervisors and managers through the engagement of abusive and aggressive behaviours, depersonalized bullying is resorted to in the pursuit of competitive advantage as organizations seek to ensure their continuity and success. Given the instrumentalism associated with the world of work, targets and bullies encountering depersonalized bullying display largely ambivalent responses to their predicament. Ironically, then, organizations' gains in terms of effectiveness are offset by the strains experienced by these protagonists.

The theoretical generalizability of the findings reported in the book facilitates the development of an integrated framework of depersonalized workplace bullying, laying the foundations for forthcoming empirical and measurement endeavours that progress the concept. The book recognizes that whereas primary level interventions mandate repositioning the extra-organizational environment and/or recasting organizational goals to balance business and employee interests, secondary level and tertiary level interventions encompass various types of formal and informal social support to address targets' and bullies' interface with depersonalized bullying at work.

Prepared by Premilla D'Cruz

Nova Scotia Government and General Employees Union Working Toward Bully-Free Workplaces Program adopts a Module Format

The NSGEU Working Toward Bully-Free Workplaces program was introduced in September 2010; and since that time has been delivered to over 12,000 participants and been well-received within the union, nationally in Canada and attained international recognition.

As an education and awareness program it has remained true to the mission "To be a leader in advancing the right to dignity on the job through delivery of programs that promote Bully Free Workplaces and Restorative Workplace Practices."

The facilitators' statement promotes the vision that, "Through a shared set of beliefs in NSGEU solidarity and equality, facilitators will work collaboratively to create workplaces that are free from bullying. In keeping with our personal values of integrity, transparency, accountability and respect, we will provide education that promotes the right to dignity on the job, transformation for healing workplaces, and advances in legislation."

Following the success of our International Conference, Shifting Culture, we want to continue to offer a meaningful program and retain a leadership role in identifying workplace bullying as a particular form of workplace mistreatment and more importantly to offer intervention to remedy this workplace health concern.

With the implementation of the National Standard for Canada on Psychological Workplace Health and Safety (2012, referred to as The Standard) and the NSGEU acceptance to be part of a national three year Research Study on implementing the Standard; our program already supported a premise of the standard. That is, how people

treat one another in the workplace affects physical and psychological health.

Cultural shift is essential in creating a platform for the successful implementation of The Standard. With a range of programs and information available employers and workers are saying, "We get it. But what do we do about it?" While my experience is that traditional methods do not work in the long term e.g., one-offs, tougher sanctions for people who bully, assertiveness training for targets, etc. these strategies still remain the mainstay or fallback position in the workplace.

In previous program delivery we introduced some tools and remedies; our shift now is to focus on maintaining interventions for sustainable cultural change at work. We need to educate and demonstrate that we can shift culture, following our acknowledgement that a one time delivery of a program will not lead to sustainable change.

Four program modules will carry the essential messages:

1. Workplace bullying is harmful to physical and mental health and we can do something about it.
2. We must address this form of workplace mistreatment in order to promote The National Standard for Canada on psychological workplace health and safety.
3. Shifting culture means a call to action for bystanders and witnesses and;
4. Repairing harm can be achieved through restorative practices, a structured approach is based on restorative justice principles

What an exciting time for us in Working Toward Bully-Free Workplaces!

Susan J. Coldwell. NSGEU, Nova Scotia



Tim Field Memorial Lecture

This year's Annual Tim Field Memorial Lecture will be held on Saturday, 8th November 2014, at Aston University, Birmingham, England, in the Sumpner Lecture Theatre, commencing at 1:15 pm.

The Lecture on Recovery from Workplace Bullying will be given by Adrian Melia, a close friend of Tim, who has continued to support his work, and has considerable insight into bullying and its impact on people and organisations.

After the Lecture there will be the opportunity for questions and discussion.

Attendance is free, with donations requested to cover the cost of refreshments.

To register contact:

annualtimfieldmemoriallecture@gmail.com

Facebook: <https://www.facebook.com/AnnualTimFieldMemorialLecture>

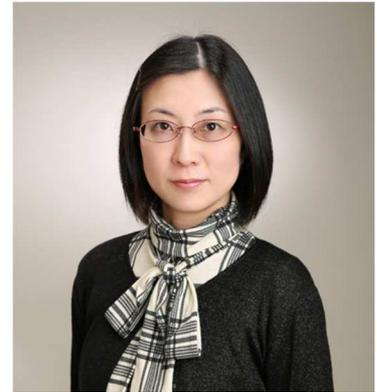
Prepared by Keith Munday

Who is....?

Members' corner

In this column members of IAWBH may present themselves in a snow-balling manner. After answering some questions about themselves, their work and developments in their country, the presented member may pick up another member from the membership list (they don't know yet) for the 'Who is...?' column in the next newsletter.

*Pam Farmer from United Kingdom who presented herself in the last newsletter chose **Shino Naito** from Japan as the member to be interviewed in this newsletter.*



Shino Naito

Tell us something about yourself

I have lived in central Tokyo for more than 20 years. For research purposes, I stayed in the UK for two years in total, and most recently I visited Cambridge in 2010. I am now struggling to balance work and family responsibilities of two small children. In my spare time, which I hardly have, I like to do gardening in our small (Tokyo-sized!) garden.

How did you become interested in workplace bullying?

I coincidentally cultivated an interest in workplace bullying. When my research institute began a survey of the conciliation cases in prefectural Labour Bureaux in Japan in 2009, I was assigned conflicts involving workplace bullying. As I read many bullying cases and came to understand the situation at the workplace, I realized the need to tackle this problem in Japan.

What can you tell us about the development of the workplace bullying field in your country?

Also in response to Ms. Pam Farmer's question, 'How is bullying recognised and tackled in the Japanese workplace?', let me begin by explaining that workplace bullying and harassment is one of the biggest problems Japanese society faces today. Although such behaviour occurred in workplaces in the past, it was not labelled as a problem that workers could ask support or help. Since the Japanese consultant Yasuko Okada coined the term 'power harassment' in 2001, more workers have voiced complaints on this problem. For example, consultation cases of bullying in Labour Bureaux increased from 6,627 (5.8%) in FY 2002 to 59,197 (19.7%) in FY 2013, making bullying the most common case of all labour consultations today.

In recent years, the government has determined more psychological injuries including suicide, resulting from workplace bullying as industrial accidents in Industrial Accident Compensation Insurance Act and has awarded compensation to the victims or their families.

In July 2011, the Ministry of Health, Labour and Welfare (MHLW) of Japan established a Round-table Committee regarding workplace bullying, which launched a working group of which I am a member. After discussions, the working group presented a report in January 2012, proposing a definition of power harassment at workplace. This is the first national conceptualisation of bullying.

Following the report, the Committee published its recommendations in March 2012. In accordance with the recommendations, the MHLW has so far conducted a nationwide survey of employees and employers and adopted some measures to raise awareness by publishing related best practices, making special websites, producing posters and holding free seminars for employers.

In courts and labour tribunals, cases related to workplace bullying are increasing. Since there is no legislation specific to this issue in Japan, courts must base their decisions on tort law. Unfortunately, access to courts and tribunals is limited in practical terms due to the cost of representation (lawyers) and the length of such procedures. Clearly there is a need for new legislation for prevention of workplace bullying and an alternative resolution system as less than half of all employers (45.4%) have taken measures against workplace bullying so far (MHLW, 2012), and approximately two thirds of the unions do not address it at all (JILPT, 2011).

Although workplace bullying in Japan has received much more exposure as a social problem in the last ten years, there is still a lack of academic research on this issue. There have been only a few research surveys and studies so far (psychology, labour law, public health and human resource management), which limit our understanding of the actual situation in Japan. Valid research is required on the background causes of bullying and effective measures for intervention and prevention within organisations. It would also form a solid

foundation for new legislative policies and legal enforcement to resolve such problems. The hope is that we can generate more academic interest to study all facets of the problem and produce effective measures to eliminate it from the workplace.

What can you tell us about your work?

I work at the Japan Institute for Labour Policy and Training (JILPT) as a Vice Senior Researcher of Labour Law. JILPT is a labour research institute of the MHLW that conducts research on current labour issues. I joined JILPT after finishing the PhD course of Graduate School of Law at Waseda University in Tokyo in 2006. My research interests include discrimination and gender issues at work as well as workplace bullying and harassment.

At the institute, I have led a research group on workplace bullying since 2009 that includes research members from disciplines like labour law, industrial relations, psychology and labour economics. So far, we have conducted research on the current state of workplace bullying and its resolution through the survey of 544 bullying conciliation cases in Labour Bureaux in Japan. We also analysed how employers and trade unions tackled this issue through an interview survey with 33 organisations. Furthermore, we have undertaken comparative legal studies in order to define what kind of legal policies we should develop in Japan for the future. Currently, we are preparing surveys for a company to examine the influence of workplace bullying on productivity, the effects of certain preventive measures against workplace bullying, actual circumstances of harassment by customers and more. Most recently, I published an English article related to bullying: Workplace Bullying in Japan (JILPT Report No.12, 2013, <http://www.jil.go.jp/english/reports/documents/jilpt-reports/no.12.pdf>).



What do you hope to achieve in the field of workplace bullying in the future?

I hope to suggest what kind of legal policies should be developed against workplace bullying in the future (including systems for both prevention and resolution). Also, we hope to obtain significant research data as employers gain the awareness to appropriately mitigate this issue.

Question from Pam Farmer:

“How is bullying recognised and tackled in the Japanese workplace?” [Editor: this question has been answered above, see: What can you tell us about the development of the workplace bullying field in your country?]

Who is the member you pick from the membership list for the ‘Who is...? column’ in the next newsletter?

I choose Bevan Catley, Massey University, New Zealand as the next person to be interviewed.

What is your question for the member?

My question is ‘What kind of legislative approach do you think is effective for workplace bullying?’

Thank you Pam for giving me this nice opportunity.

**Thank you very much Shino Naito
for taking part in this interview!
Adrienne Hubert (editor)**

New Members

A warm welcome to our 21 new members:

- Imad Al Muala, Al-Ahliyya Amman University (AAU), Jordan
- Milda Astrauskaite (Perminiene), Kaunas University of Technology, Lithuania
- Sherry Benson-Podolchuk, Professional Speaker, Author, Canada
- Diane Duff, St Francis Xavier University, Canada
- Catherine Dunlop, Maddocks, Australia
- Anastasia Georgouli, Anastasia Georgouli, Greece
- Marina Hasan, Northumbria University, United Kingdom
- Rebecca Holland, Plymouth University, United Kingdom
- Øystein Løvik Hoprekstad, University of Bergen, Norway
- Rekha Johnson, executive Coach, L&D and TA practitioner, Switzerland
- Lynn Lansbury, Responsible Bystander, United Kingdom
- Pierre Lefebvre, Centrale des syndicats du Québec, Canada
- Keith Munday, DAWN / Lincoln University, United Kingdom
- Magdalena Najda, The National School of Judiciary and Public Prosecution, Poland
- Zoharah Omar, Universiti Putra Malaysia, Malaysia
- Joy Parchment, University of Central Florida, United States
- Rachele Riouah, En cours, France
- Lori Singer, TBA, Canada
- Sarah Sultan, TBA, Canada
- Whitney van den Brande, IDEWE, Belgium
- Michael Waterman, Waterman Psychology Services, Australia



Next newsletter and guidelines

We are delighted that a lot of our members contribute to the IAWBH newsletter. To ensure the quality of contributions, the Board of IAWBH has prepared some guidelines.

If you intend to write a contribution for the newsletter please first check the guidelines at our website: <http://www.iawbh.org/Newsletterguidelines>.

The next IAWBH newsletter will appear in December 2014. Please inform us about:

- your published work,
- international conferences on workplace bullying,
- special issues on workplace bullying and harassment,
- research breakthroughs,
- new research projects or challenging hypothesis,
- international cooperation and funding, and
- any news that may be relevant to a great deal of our members.

Please send your contribution for the newsletter before **the 1st of December 2014** to:

Adrienne Hubert, Board member (Communications),
a.hubert@hubertconsult.nl

Disclaimer:

The viewpoints in contributions other than those communicated by Board members in their capacity as office bearers do not reflect the position of the IAWBH or its Board but of the author. Authors must necessarily ensure accurate referencing and citations and the IAWBH and its Board are not responsible for plagiarism within contributions.