


## 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 19<sup>th</sup>, 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	Severe bullying
69.9%	11.9%	13.8%	1.9%	1.3%	1.3%	27.6%
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	Severe bullying
75.1%	11.1%	9.4%	1.8%	0.9%	1.7%	21.3%
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 19<sup>th</sup>, 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:*

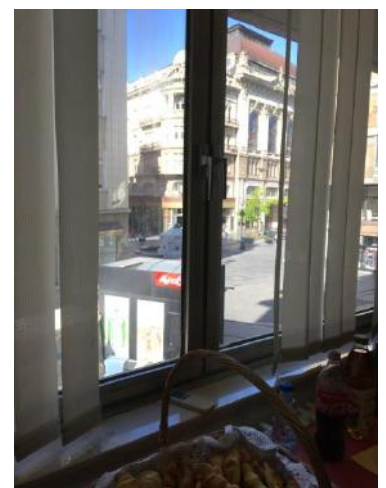
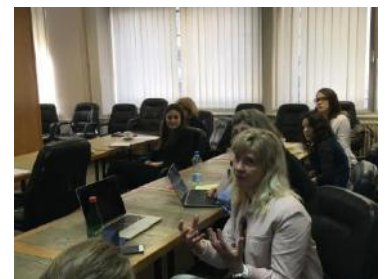
Ivana Petrović, Milica Vukelić



14.30 – **Belgrade COST cafe**

18.00

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



**DAY 2**

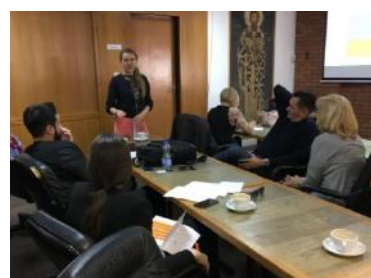
**Friday, April 20th, 2018**

***Joint research project planning***

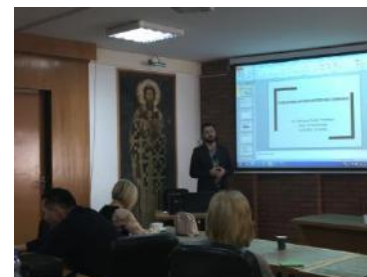
8.30 – **Introductory lectures**  
10.15 **Local context and research experience**  
*Speakers:*  
Nurka Pranjic  
Sigurveig H. Sigurðardóttir  
Ásta Snorradóttir  
Justyna Stypińska



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***

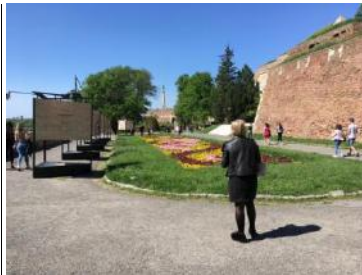


13.30

**Lunch**

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

***Belgrade walking tour & Visit to the Ethnographic Museum***



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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?

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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

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**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.

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## Participants

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