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
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<tr>
<th>Time</th>
<th>Session</th>
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<tr>
<td>11.40</td>
<td>Introductory lectures</td>
<td>Stress at work and older workers</td>
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<td>11.40–12.20</td>
<td><strong>Speakers:</strong> Bojana Knezević, Tomislav Furlan</td>
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<td>12.20–13.00</td>
<td>Workshop</td>
<td>Diversity Icebreaker</td>
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<td><strong>Moderators:</strong> Ivana Petrović, Slađana Dimić</td>
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<td>13–14</td>
<td>Lunch-break</td>
<td>Garden of the Captain Misa’s Mantion (University of Belgrade Rectorate building)</td>
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<td>Visit to the Archeological Collection of the University of Belgrade</td>
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DAY 1 - Thursday, April 19th, 2018
Afternoon session

**Joint research project planning**

Hall Dragoslav Srejović, 1 floor, 108

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| 14.00 – 14.30 | **Introductory lecture**  
**Cross-cultural approach to research and scale development** |  
**Speakers:**  
Ivana Petrović, Milica Vukelić |
| 14.30 – 18.00 | **Belgrade COST cafe**  
**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 – 10.15

**Introductory lectures**

Local context and research experience

*Speakers:*
Nurka Pranjic
Sigurveig H. Sigurðardóttir
Ásta Snorradóttir
Justyna Stypińska

10.15 – 11.15

**Belgrade COST cafe**

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

11.15 – 11.45

**Introductory notes**

Publishing opportunities and demands

*Speaker:*
Gabriele Giorgi

11.45 – 12.15

**Belgrade COST cafe**

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 Mansion (University of Belgrade Rectorate building)

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

Multi-National, Interdisciplinary Perspective

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Workplace bullying and older employees

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, Bullagaim?

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?
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.
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