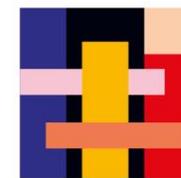


Session 3: Work, poverty and economic impacts





VISION
Violence • Health • Society

The harms of workplace bullying in England and implications for policymakers, organisations and health services

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The views expressed are those of the researchers and not necessarily those of the UK Prevention Research Partnership or any other funder.



What is workplace bullying and harassment (WBH)?

WBH encompasses a wide spectrum of behaviours:

- physical violence
- shouting
- unwelcome remarks
- persistent unwarranted criticism
- spreading malicious rumours
- regularly picking on or undermining someone
- overloading people with work
- denying someone training or promotion opportunities



Systematic and **prolonged** exposure to repeated negative acts, primarily of a **psychological** nature, including non-behaviour and social exclusion.

(Chartered Institute of Personnel and Development, 2020; UK Government, 2022; NHS, 2019; Nielsen and Einarsen, 2012)



Previous research: The Scale of WBH

Prevalence estimates vary.

- **Europe**- prevalence of WBH ranged from **1-50%**.
- **Meta-analysis** sampling **24 different countries** and **one multinational sample**- **average** prevalence rate of WBH of **14.6%**.
- **Non-representative UK** samples: A survey of over 70 organisations found that **10.6%** reported having been bullied in the **past six months** and a survey of trade union members found that **34.5%** reported being bullied in the last six months.
- **Representative UK** sample- **5%** of respondents reported having experienced WBH in the **past two years**.

(Martino, Hoel & Cooper, 2003; Nielsen, Matthiesen and Einarsen, 2010; Hoel and Cooper, 2000; UNISON, 2010; Fevre et al., 2009)



Previous research: WBH and mental health

WBH can cause severe **physical, social, psychological and psychosomatic problems** for victims, and is consistently found to be a risk factor for **decreased mental health**.

Studies across many countries have reported associations between WBH and:

- poor sleep
- psychological distress
- anxiety
- depression
- post-traumatic stress disorder (PTSD)
- common mental disorders (anxiety and depressive disorders)
- suicidal ideation

WBH also has **social, economic, and career** implications.

(Einarsen et al., 2020; Conway et al., 2018; Bonde et al., 2016; Chan et al., 2019; Verkuil, Atasayi & Molendijk, 2015; Nielson and Einarsen, 2012; Lahelma et al., 2012; Leach et al., 2020; MacIntosh, 2012)



Research gaps

- Over a **decade** ago, the UK government initiated national projects aiming to ‘place the issue of bullying at work on employer’s agendas’ (e.g. Fevre et al., 2009, 2011), yet there has been **no major initiative since**
- Lack of **nationally representative** population-based studies
- Lack of studies examining associations between WBH and mental health outcomes measured using **robust clinical assessments**



Study aims

1. To estimate the **overall prevalence** of WBH among people in paid work in England
2. To examine the **nature** of WBH – the **form** it took, who it was **perpetrated** by
3. To **compare the prevalence of WBH between groups**, e.g. by characteristics protected in law (gender, age, ethnicity, sexual identity) and socioeconomic factors
4. To examine **associations** with indicators of **poor mental health**, after adjustment for potential confounders



Methodology

Data was taken from the England 2014 Adult Psychiatric Morbidity Survey

- Random probability household sample
- Face-to-face fieldwork in 2014
- Section on **work-related stress**
- Analytical sample: **3,838** 16-70 year-olds in paid work in the month before interview



Measures

Main exposure: WBH

Participants asked if they had personally experienced bullying or harassment at work **in the past 12 months** → If 'yes' then asked: 'Who was the person or people responsible for the bullying' and 'What form did the bullying take'

Main outcome: Poor mental health

Common mental disorders (CMDs; depression and anxiety disorders): The Clinical Interview Schedule-Revised (CIS-R)

Post-traumatic stress disorder (PTSD): civilian version of the PTSD Checklist (PCL-c); a 17-item measure covering diagnostic criteria for PTSD.



Data analysis

- Weighted analyses
- Examined:

Prevalence of WBH;

Characteristics of those who experienced WBH;

Nature of WBH experienced;

Differences between subgroups;

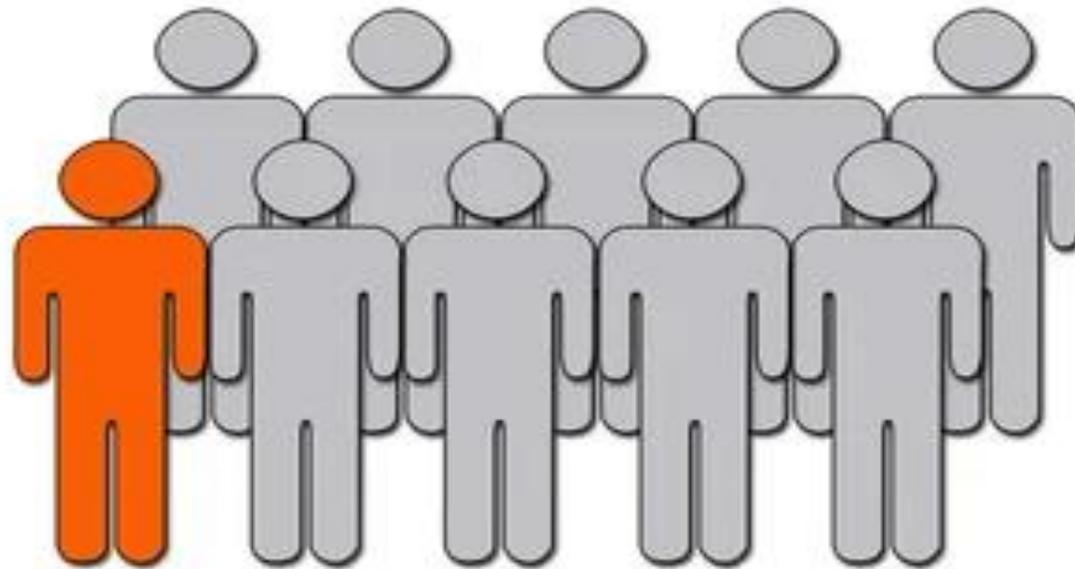
Associations between WBH and poor mental health

Covariates:

- Age
- Gender
- Ethnicity
- Food security status
- Area level deprivation
- Marital status
- Housing tenure
- Whether can keep home warm in winter
- Having serious debt
- Being a carer
- English as first language



Finding: Prevalence of WBH



10.6% (n=444) of those in paid work reported WBH in the past 12 months

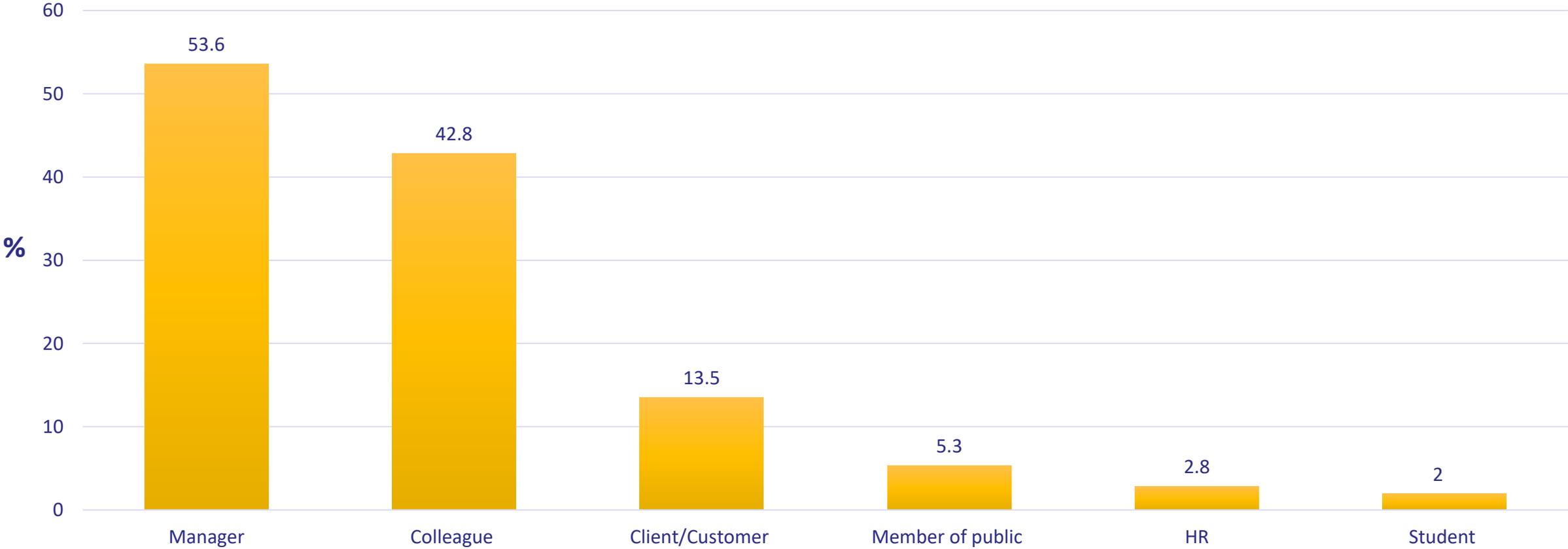
Finding: Prevalence of WBH

Groups found to be **significantly more likely** to report experience of WBH:

- **Women**
- Those reporting a **‘Mixed, multiple, or other’ ethnicity**
- The **financially disadvantaged** (those who had serious debt or could not afford to keep their home warm during winter)



Finding: The person, or people, who carried out the WBH



Finding: The form the WBH took

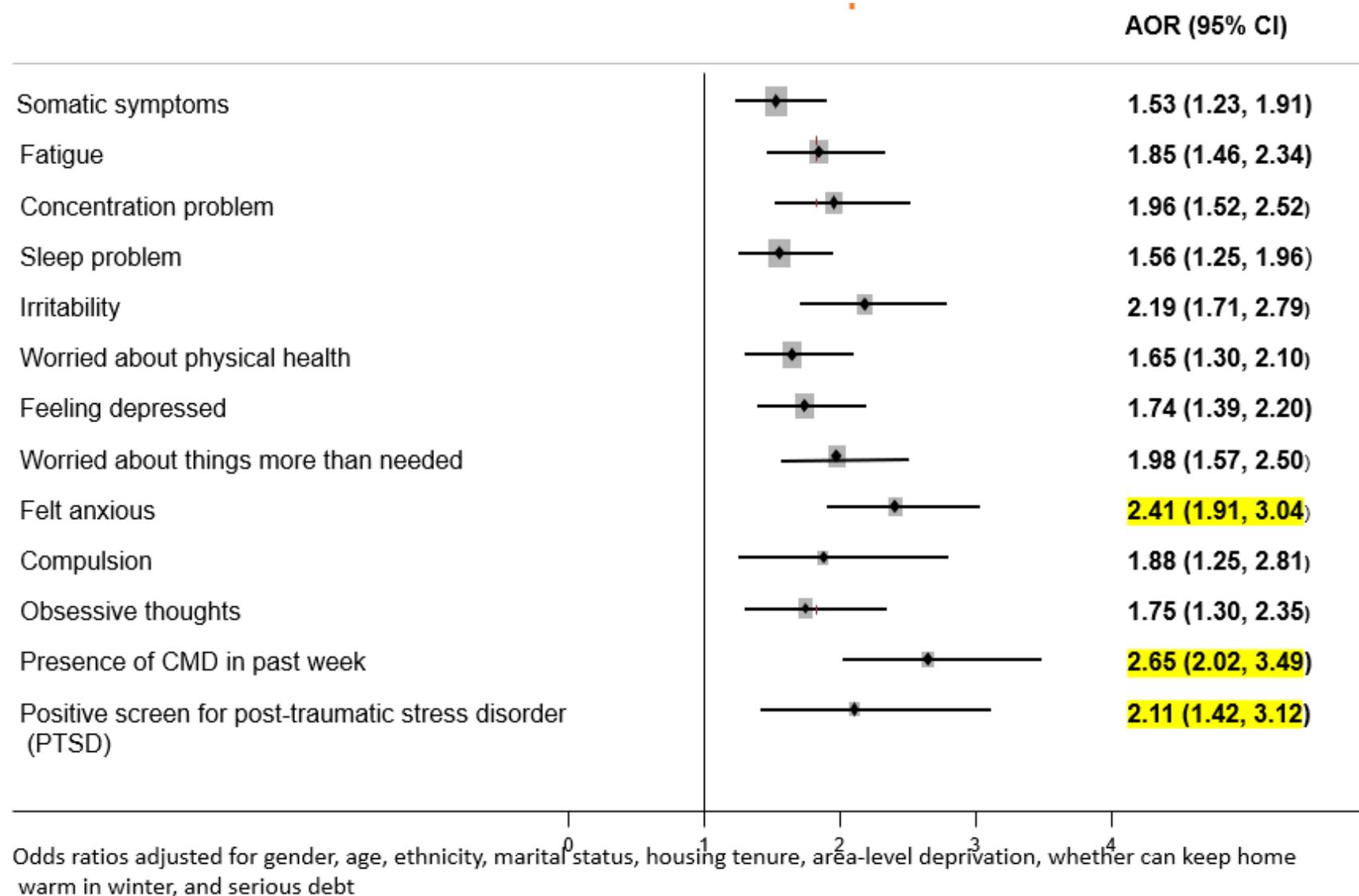


Finding: Associations between WBH and poor mental health

Poor mental health indicators	Whole sample (n=3839) n(W%)	No bullying reported (n=3394) n(W%)	Bullying reported (n=444) n(W%)
Indicators of CMD symptoms present in past month			
CMD in past week	597 (14.7)	460 (12.9)	137 (29.4)
PTSD in past week	213 (6.3)	162 (5.7)	51 (11.1)
Fatigue	1474 (37.6)	1242 (35.9)	231 (51.9)
Concentration problem	808 (20.2)	653 (18.7)	154 (32.3)
Sleep problem	1470 (35.5)	1242 (34.2)	228 (46.6)
Irritability	1833 (47.4)	1551 (45.3)	282 (64.7)
Worried about physical health	1038 (26.2)	870 (24.9)	166 (36.5)
Feeling depressed	1274 (31.2)	1068 (29.7)	206 (44.1)
Worried about things more than needed	1254 (31.9)	1045 (30.1)	209 (47.4)
Felt anxious	1212 (30.3)	989 (28.0)	223 (49.4)
Compulsion	275 (7.2)	226 (6.7)	49 (12.0)
Obsessive thoughts	483 (12.6)	395 (11.8)	88 (19.4)



Finding: Associations between WBH and indicators of poor mental health



To summarise...

- WBH is **common**; perhaps more so than previously indicated
- Groups disproportionately affected by WBH- **women, ethnic minority groups** and the **financially disadvantaged**
- WBH is most often perpetrated by people in **power**
- The harms pervade every aspect of a person – **cognitive, behavioural, relational**
- WBH is also linked with **severe mental disorders**



Discussion: Strengths

- Large-scale, representative sample of the general population
- Measurement of mental health; the APMS makes valid assessments of a comprehensive range of mental health outcomes
- Comparisons drawn between bullied and not bullied groups



Discussion: Limitations

- Under-reporting
- Cross-sectional study means temporal relationship between exposure to WBH and the onset of poor mental health outcomes cannot be inferred. Possible that negative affectivity related to poor mental health predisposed participants to report WBH
- Captured the victim perspective but perhaps not the effect of possible structural or cultural issues in the workplace



Discussion: Implications

- **Policymakers:** More cohesive legislation needed; WBH prioritised on the UK policy agenda.
- **Organisations:** Development and fair application of written anti-bullying policies and accompanying guidance; actively challenge workplace cultures conducive to WBH
- **Health services:** Raised awareness amongst health professionals about the impact of WBH on mental health; more effective treatment

- **EVERYONE- IMPORTANCE OF PREVENTION AND EARLY INTERVENTION**



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An Empirical Examination of the Effects of Exposure to Violence and Fear of Violence on Female and Male Labour Market Outcomes.

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Aims of the socio-economic inequalities thread

(1) : improve knowledge on the relationship between violence and health

(2): improve understanding of effects of violence and how it is a cause and consequence of health and socioeconomic inequalities.



Paper 1 – Comparing UKHLS with CSEW

Aims

- Little research that examines the effects of violence on socio-economic outcomes.
- Even less research that examines violence, and its effects, using ***large scale representative panel data***.
- We examine the strengths and weaknesses of:
 - **CSEW**, cross-sectional time series, primarily used by criminologists and is cross-sectional.
 - **UKHLS**, longitudinal panel, not really used by criminologists, BUT which has a series of indicators that measure violence.
- Uncover **overlapping operationalisation and construct validity of indicators in both data**, to assess the usability of the UKHLS for victimisation research.



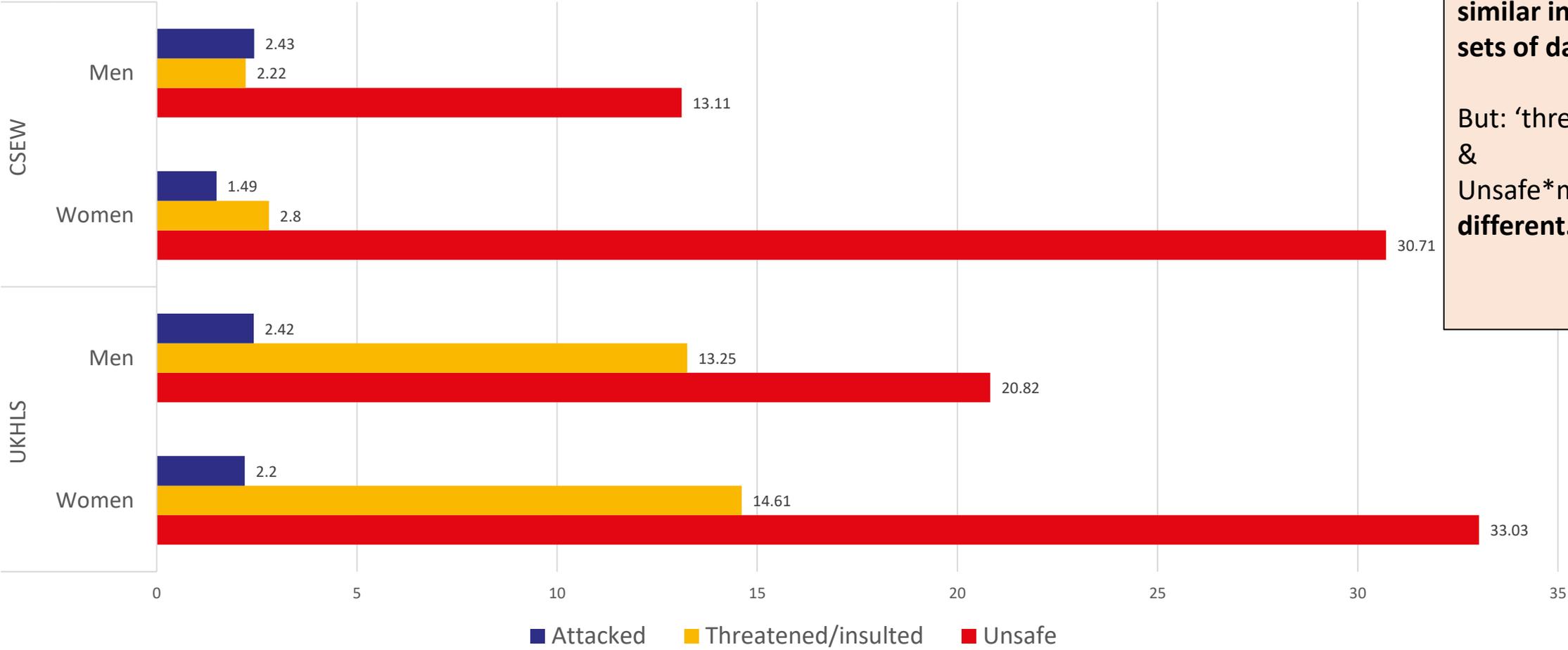
Paper 1 – Comparing UKHLS with CSEW

Questionnaire wording

	<u>UKHLS</u>	<u>CSEW</u>
Fear of violence, feeling 'unsafe'	In the last 12 months, have you felt unsafe in any of these places? If so, which ones?	How safe do you feel walking alone in this area after dark? By this area I mean within 15 minutes walk from here. 1. Very safe 2. Fairly safe 3. A bit unsafe 4. or very unsafe?
Fear of violence, avoiding specific areas/locations.	In the last 12 months, have you avoided going to or being in any of the places listed on the card? If so, which ones?	No equivalent question
Violence exposure, Insulted/threatened	In the last 12 months, have you been insulted, called names, threatened or shouted at, in any of the places listed on this card? If so, which ones?	Version 1: (screener question) "And [apart from anything you have already mentioned], in that time, has anyone THREATENED you in any way that actually frightened you? Version 2: (offence coding). Trained coders assess whether what has been reported represents a threat crime based on respondent's narrative.
Violence exposure, Physically attacked	In the last 12 months, have you been physically attacked in any of the places listed on the card? If so, which ones?	Version 1: (screener question) ..since the first of [^DATE^] has anyone, including people you know well, DELIBERATELY hit you with their fists or with a weapon of any sort or kicked you or used force or violence in any other way? Version 2: (offence coding) After answering screener questions .. trained coders determine if a physical offence has occurred

Paper 1 – Comparing UKHLS with CSEW

Prevalence differences



In the main, the predictors of violence are similar in both sets of data.

But: 'threatened' & Unsafe*men, different.

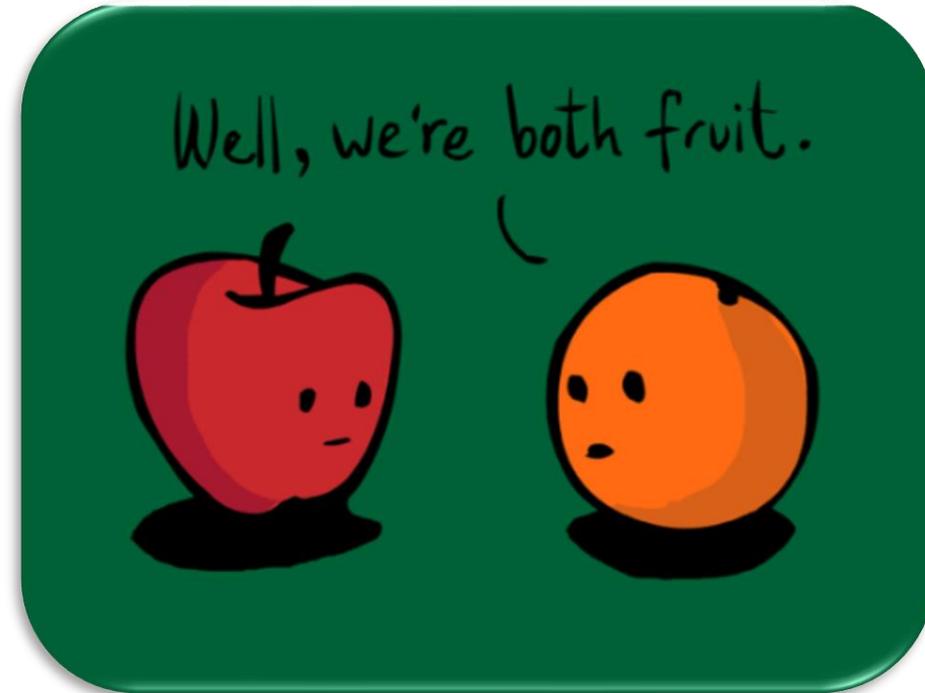


Paper 1 – Comparing UKHLS with CSEW

Do the indicators measure the same thing?

Face and Content validity

- All indicators are (sig) positively associated with poor health in both datasets.
 - **No statistically significant difference between the strength of association between UKHLS versus CSEW.**
- 'Attacked' similarly associated with sociodemographic factors between datasets
- 'Threatened/Insulted' & 'unsafe' somewhat different but show important inequalities in both data.
- Overall, UKHLS indices are similar to the CSEW indices and measure similar latent constructs.



Paper 2 – Effect of Violence on Labour Market Transitions

Aims and Background

Few examine associations between violence experience and LM outcomes.

Few studies use nationally representative data.

- **Lloyd (1997)** found female victim/survivors of DV exp. more unemployment and reduced job tenure. Using a small-scale survey and qualitative interviews.
- **Peterson et al. (2018)**, found an average loss of 5 days work per victim, using the 2012 National Intimate Partner and Sexual Violence Survey (USA).
- **Tolman and Wang (2005)** found victim/survivors of DV had lower annual work hours, from a longitudinal sample of welfare recipients in Michigan.

Paper 2 – Effect of Violence on Labour Market Transitions

Data and method

- UKHLS
- Effect of **violence experience measured at t-1** on ‘negative’ changes in labour market outcome between t-1 and t, on a series of pooled 2-year x-sections.
- We look at
 - Labour market drop out from paid work.
 - Decrease in working-time from FT to PT (≥ 5 hrs).
 - Decline in occupational status.
- Each model run separately for women and for men
- **X all lagged to t-1**, with key violence variables used as predictors alongside: Age, age2, ethnic group, relationship status, number of children in the home, educational level, hhold income, relative contributions to hhinc.
- Appropriate survey weights applied.



Paper 2 – Effect of Violence on Labour Market Transitions

Descriptives

Labour Market Trajectories	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
	%	%	%	%	%	%
Full-time at t-1 + t	92.3	86.5				
Part-time at t	4.7	9.1				
Inactive at t	3.1	4.3				
Part-time at t-1+ t			62.6	81.9		
Inactive at t			10.9	6.8		
Stable ISCO					95.8	94.4
Inferior ISCO at t					2.0	2.8

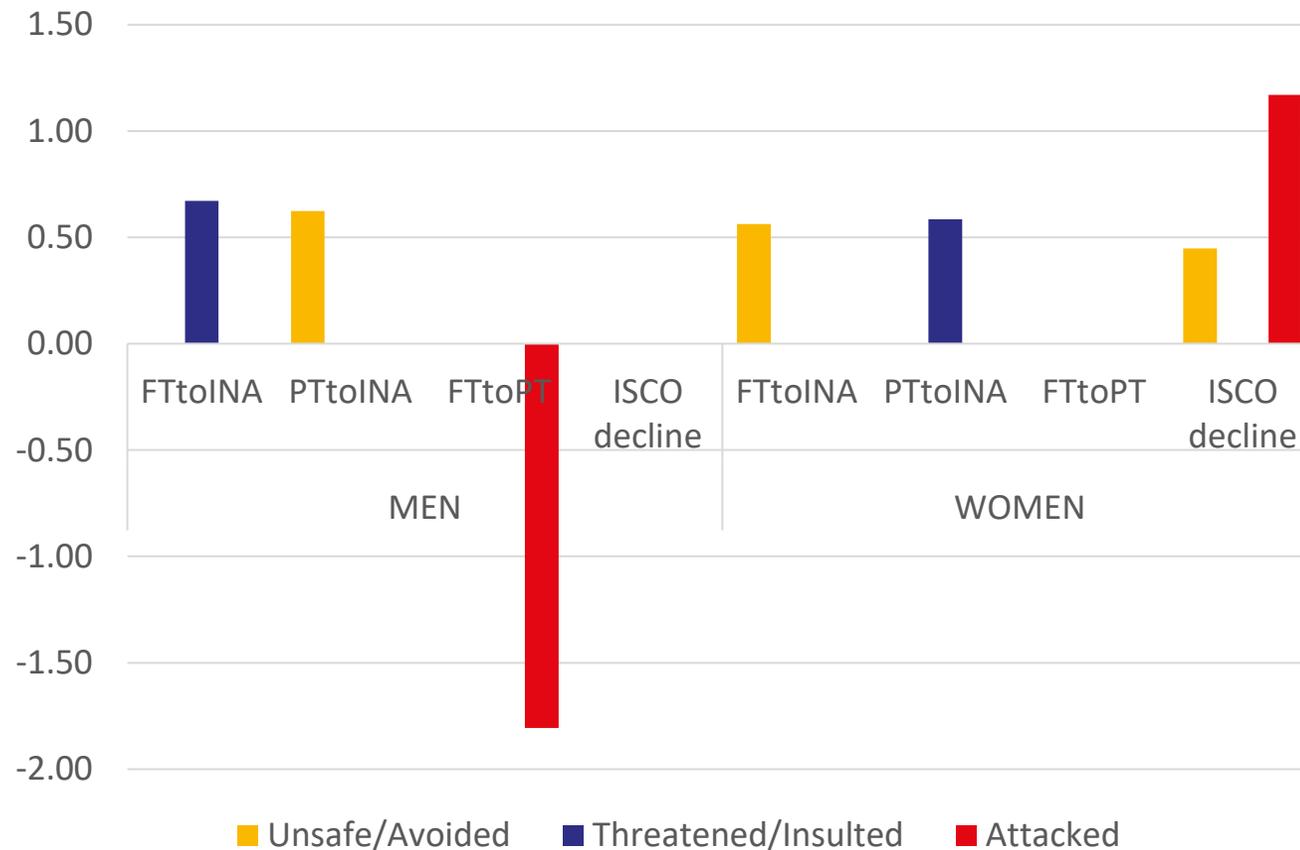
Most people have stable labour market trajectories

Women are more stable in PT than men.



Paper 2 – Effect of Violence on Labour Market Transitions

Effects of Violence on Labour Market transitions



Fear of Violence significantly increases risks of negative labour market transitions for men and women.

Noteworthy that a so called 'soft variable', acts as a significant predictor of LM outcomes.

Also, interesting that being attacked found to decrease likelihood of transitioning from FT to PT for men. (Why?)



Paper 3 – Effect of Violence on Wages

Previous research

Rader (2004) and Rader *at al.* (2007) victimisation model, suggest that victims' deploy both avoidant and defensive actions to limit their perceived risk of violence which may reinforce their victimhood. Possible that avoidant and defensive actions also curtail successful career trajectories.

MacMillan (2006) found adolescent victims had reduced income attainment over the life course, alongside reduced educational attainment. Mechanisms: (1) psychological effects of violence and the (2) chain of negative behaviours or experiences which arise from them. Uses National Youth Survey & Canadian Social Survey.

Kunst et al (2010) found a pay penalty to violent victimisation in adults, using a sample derived from a Dutch victim compensation fund (n=233 victims and 180 controls).



Paper 3 – Effect of Violence on Wages

Testing the Effects of Violence on Income

Establish:

Pay penalties to violence.

Count variables are, most of the time, better than 0-1 indicators of incidence.

No sig effect of being attacked (but N is small).

	Women	Men	Women	Men
	(0-1)	(0-1)	(Count)	(Count)
Unsafe (only violence var in model)	-0.049	-0.073+	-0.033*	-0.035+
Avoided (only violence var in model)	-0.067+	0.017	-0.046*	-0.028
Insulted/Threatened (only violence var in model)	-0.021	-0.066	-0.032+	-0.062+
Attacked (only violence var in model)	-0.011	0.138	-0.014	0.076
anyviolence (0-1)	-0.044+	-0.097**		
anyviolence(count)			-0.020**	-0.021+
anyviolence, ref (none)				
anyviolence, 1 count			-0.012	-0.061
anyviolence, 2-3 count			-0.119*	-0.04
anyviolence, 4+ count			-0.048	-0.186+

The table presents point estimates of the effect of violence on income from a series of individual wage regressions, on logged hourly real wages, excluding outliers.

The models control for age and its square, educational level and occupational group, with sep regressions run for women and for men.

The table above, shows the results for 14 different wage regressions. All regressions are weighted.

Paper 4 – Domestic violence and abuse and taking time off work or losing job

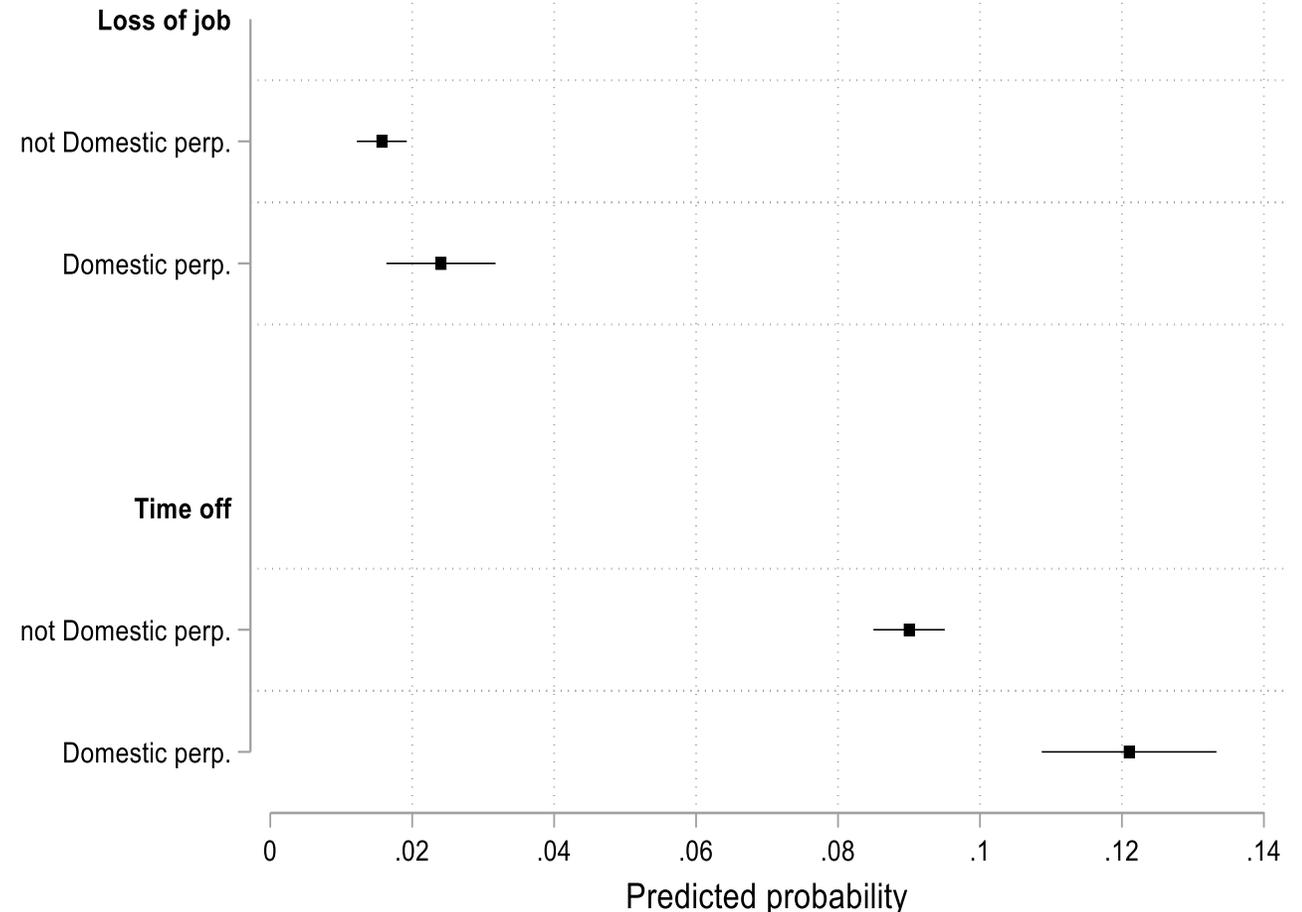
Preliminary findings from CSEW

- Partially based on questions by the Home Office on the costing of DVA.
- Victims report on if a result of the violence/abuse:
 - they lost their job
 - took time off

Victims of DVA (physical/sexual violence) more likely than other victims to:

- lose their job (2.5%)
- take time off (12%)
- Next steps include investigating self-completion module, re-employment, nr of days off.

Predicted Probability of loss of job and taking time off as a result of physical or sexual violence/abuse.



Based on Logistic regressions and average marginal effects. Controlled for gender, age, ethnicity, parenthood, relationship status, disability, and education

Conclusions 1

- UKHLS is a good resource for high-quality (longitudinal) criminological research.
- We confirm that **violence has noteworthy effects on a series of LM outcomes**
- Including ‘soft variables’: ‘feeling unsafe’, ‘avoiding places’,

For women and men:

- Fear of violence and violence experience impacts labour market transitions
 - Increased labour market drop-out for men and women
 - For women, increased occupational downgrading



Conclusions 2

Pay penalties of (fear of) violence for both men and women

- Though it is currently unclear what exact mechanisms account for these.

Risk of loss of job and taking time off as a result of physical or sexual violence/abuse:

- Greater risk among domestic violence/abuse victims

That *fear of violence* was found to be predictive of LM outcomes is very important, as it widens attention to the effects of violence outside the realms of illegal behaviours.

Our findings suggest important *productivity effects of violence on the economy* and on labour market dynamics which deserve greater recognition.



UKHLS: Data and questionnaire wording

Questionnaire wording (f2f interview):

1. In the last 12 months, have you ***felt unsafe*** in any of these places? If so, which ones?.
2. In the last 12 months, have you ***avoided going to or being in any of the places listed*** on the card? If so, which ones?
3. In the last 12 months, have you been ***insulted, called names, threatened or shouted at***, in any of the places listed on this card? If so, which ones?
4. In the last 12 months, have you been ***physically attacked*** in any of the places listed on the card? If so, which ones?

Data originally developed to measure racist incidents in EM population.