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From the President

Welcome to the last IAWBH Newsletter of 2012 with news from some of our members as well as news about the latest publications and future events. The newsletter also includes some statistics about visitors to our website – where they are located and how many – quite impressive I think.

The fall was a busy time for the board members. New board members and new areas of responsibility to be developed such as the literature database and further development of the things we already take care of. In November, Staale Einarsen (new board member responsible for conferences) and I went to Milan in Italy to visit the group that will be responsible for the next conference in 2014 - to share experiences from the last conference and to learn about the plans for the next one.

We met a very enthusiastic group of organizers and saw the venue for the next conference which is really nice and certainly something to look forward to. A preliminary web page is now up and running giving the dates for the conference to be June 18 – 20 2014 with a workshop for PhD students on the 17th. Please mark the dates in your calendar.

In 2013 the board will meet physically, as was suggested by the IAWBH auditor Maarit Vartia at the general assembly in June 2012. It will be in connection with the EAWOP congress in Münster, Germany in May where some of the board members will attend the congress and the rest will join up when it finishes. At the meeting we will discuss - among other things - the future strategy for the IAWBH. If you have any suggestions, please send me or the other board members an e-mail.



Annie Høgh
President of IAWBH

Finally, I thank the board members for working so well on their different tasks in 2012 making good progress and the members for supporting the IAWBH.

Happy New Year to all and I hope that you had some relaxing holidays and are ready for what the new year may bring.

Best wishes,
Annie Høgh



Visits from all continents

In 2012 our IAWBH website (www.iawbh.org) has been visited by interested scholars and practitioners from all over the world. In 2012 we had 4,317 unique visitors to our IAWBH website. In total our site was visited 6,636 times. Most of the visitors visited our site in the months March, April, Mai, June and July (before or right after our conference in Copenhagen).

Most visitors came from the United States (1,750) followed by Australia (826), United Kingdom (644) and Canada (512). Please see table 1 for the number of visits to our website from other countries.

Table 1: Visits by country/territory

United States 1,750; Australia 826; United Kingdom 644; Canada 512; Netherlands 468; Denmark 364; India 197; Norway 135; Finland 123; Sweden 114; France 110; Spain 109; Japan 106; New Zealand 97; Ireland 96; Belgium 84; Portugal 71; Italy 66; Germany 55; South Africa 50; Brazil 40; Poland 33; Philippines 32; United Arab Emirates 31; Austria 31; Greece 29; Albania 28; Mexico 28; Turkey 27; (not set) 25; Malaysia 21 Switzerland 16; Macedonia [FYROM] 14; Singapore 14; Czech Republic 12; Croatia 12; South Korea 12; Russia 11; Hong Kong 10; Pakistan 10; China 9; Lithuania 9; Latvia 9; Indonesia 8; Nigeria 8; Bosnia and Herzegovina 7; Chile 7; Colombia 7 Cyprus 7; Sri Lanka 7; Argentina 6; Gibraltar 6; Israel 6; Trinidad and Tobago 6; Taiwan 6 Iceland 5; Peru 5; Puerto Rico 5; Romania 5; Serbia 5; Thailand 5; Bulgaria 4; Ghana 4; Kenya 4; Malta 4; Oman 4; Slovenia 4; Slovakia 4; Ukraine 4; Ethiopia 3; Guam 3; Iran 3; Mauritius 3; Saudi Arabia 3; Bangladesh 2; Dominica 2; Egypt 2; Jordan 2; Kuwait 2; Kazakhstan 2; Luxembourg 2; Qatar 2; Senegal 2; Venezuela 2; American Samoa 1; Aruba 1; Brunei 1; Costa Rica 1; Ecuador 1; Fiji 1; Georgia 1; Hungary 1; Jersey 1; Jamaica 1; Montenegro 1; Myanmar [Burma] 1; Macau 1; Malawi 1; Namibia 1; Paraguay 1; El Salvador 1; Uruguay 1.

Source: Google analytics

In table 2 you may see that we had visits from all continents.

We thank Christoph Seydl (webmaster IAWBH) for preparing for us the Google Analytics.

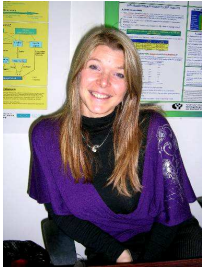


Table 2: Visits by subcontinent / region

Subcontinent / region	Visits
Northern America	2,262
Northern Europe	1,500
Australia and New Zealand	923
Western Europe	766
Southern Europe 356	356
Southern Asia 219	219
Eastern Asia 144	144
Western Asia 85	85
SouthEastern Asia	82
Eastern Europe	74
South America	70
Southern Africa	51
Central America	30
Caribbean 15	15
Western Africa 14	14
Eastern Africa	11
Micronesian Region	3
Northern Africa	2
Central Asia	2
Melanesia	1
Polynesia	1
Not set	25
total visits (1-1-2012-31-12-2012)	6,636

Source: Google analytics

Literature update



Elfi Baillien,
Board member

Elfi Baillien has prepared for us a literature update for 2012. The complete publication list can be found at our website (http://www.iawbh.org/Research_publications).

We kindly ask our members to complete the list with published work regarding workplace bullying and harassment.

Your suggestions will be published in our next newsletter. Please send your suggestions to: Elfi Baillien, elfi.baillien@hubrussel.be

Latest publications

Berthelsen, M., Skogstad, A., Lau, B., & Einarsen, S. (2011). Do they stay or do they go? A longitudinal study of intentions to leave and exclusion from working life among targets of workplace bullying. *International Journal of Manpower*, 32, 178-193.

Bloch, C. (2012). How do perpetrators experience bullying at the workplace? *International Journal of Work Organisation and Emotion*, 5, 159 – 177.

Ceja, L., Escartin, J., & Rodríguez-Carballeira, A. (2012). Organizational contexts that foster positive behaviour and well-being: A comparison between family-owned firms and non-family businesses. *Revista de Psicología Social*, 27, 69-84.

Paull, M., Omari, M., & Standen, P. (2012). When is a bystander not a bystander? A typology of the roles of bystanders in workplace bullying. *Asia Pacific journal of human resources*, 50, 351 -366.

Rugulies, R., Madsen, I.E.H., Hjarsbech, P.U., Høgh, A., Borg, V., Carneiro, I.G. & Aust, B. (2012). Bullying at work and risk of major depression. A prospective study among Danish female eldercare workers. *Scandinavian Journal of Work Environment and Health*, 38, 218-27.



Upcoming events

Upcoming events

Prepared by: Elfi Baillien

The 28th Annual Conference of the Society for Industrial and Organizational Psychology - Hilton Americas - Houston

Conference: April 11-13, 2013

Preconference Workshops: April 10, 2013

Houston, Texas

<http://www.siop.org/tip/july12/34king.aspx>

Work, Stress and Health 2013: Protecting and Promoting Total Worker Health

May 16-19, 2013

Los Angeles, California

<http://www.apa.org/wsh/>

16th congress of the European Association of Work and Organizational Psychology

May 22nd-25th 2013

Münster, Germany

<http://www.eawop2013.org/>

International Association of Conflict Management 2013 Conference

June 30-July 3 2013

Tacoma, Washington

<http://iacm-conflict.org/iacm-2013-conference-0>

For a complete list of upcoming events please visit our website:

<http://www.iawbh.org/events>



Australia: Inquiry into workplace bullying

On Monday 26 November 2012, the House Standing Committee on Education and Employment tabled its report on the inquiry into workplace bullying entitled: *Workplace Bullying "We just want it to stop"*.

Report accessibility:

Single chapter version downloads

Consolidated version download ([PDF 1,397KB](#))

This report is comprised of preliminary pages, 6 chapters, 3 appendices and a dissenting report.

Preliminary pages (PDF 161KB): Contents, Foreword, Membership of the Committee, Terms of reference, List of abbreviations and a List of recommendations

Chapter 1 : Introduction

Chapter 2 : Legislative and regulatory frameworks

Chapter 3 : From legislation to implementation

Chapter 4 : Workplace cultures

Chapter 5 : Enhancing tools for the prevention and resolution of workplace bullying

Chapter 6 : Enforcement and remedies

Appendix A: Submissions

Appendix B: Exhibits

Appendix C: Hearings and witnesses

Dissenting Report: Coalition Members' Dissenting Report

Source: http://www.aph.gov.au/parliamentary_business/committees/house_of_representatives_committees?url=ee/bullying/report.htm

We thank our member Evelyn Field that she has alerted us to this research.

News from Trade Union in Canada

Joan Jessome, Nova Scotia Government and General Employees Union (NSGEU) President, and myself, Susan Coldwell, Working Toward Bully-Free Workplaces Program Coordinator, returned from Copenhagen with even more enthusiasm for the work this union has taken on in responding to concerns around bullying in the workplace.



The program has seen over 8,000 participants in either a two hour awareness session, or a six hour workshop. We have been accepted to participate in several national and international conferences. For example;

- The 18th Qualitative Health Research Conference, University of Alberta, International Institute for Qualitative Methodology (IIQM), Montreal, Canada, October 23-25, 2012. Poster presentations;
 - Quantitative to Qualitative Evaluation of a Unique Union Program
 - Qualitative Evaluation and Analysis Influencing Program Development
 - The Role of Perceived Injustice in Qualitative Evaluation of a "Working Toward Bully-Free Workplaces" Program
- Third International Conference on Violence in the Health Sector, Linking Local Initiatives with Global Learning. **Working Toward Bully-Free Workplaces; an Innovative Approach addressing workplace violence in Nova Scotia Health Care**, where a workshop was offered. A paper has been published with the same title. Key words: Culture, Perceived Injustice, Bully-Free Workplaces, Restorative Practices, Union
- Canadian Council on Occupational Health and Safety (CCOHS) Conference, Halifax, October 29 & 30, 2012. Presented as part of the Innovations Showcase profiling the on-line program to be launched in January.

Keen interest was expressed in all venues on the work being done by the NSGEU in the field of workplace bullying. For example, provinces such as Manitoba, Saskatchewan and British Columbia have passed legislation but do not have a program. Our materials appear to be very well received and follow-up has also occurred with the association 'Aware+NS' wanting the on-line program as one of the courses offered on their virtual campus.

The Nova Scotia Community College (NSCC) has initiated a pilot program titled, Organizational Behaviour, Communications, and/or Human Relations; and we have been asked to deliver our Working Toward Bully-Free Workplace program to the college students. This is an excellent opportunity to educate those who are entering or re-entering the workforce as employees who will raise the standards of what will be considered appropriate workplace conduct and interaction.

Prepared by: Susan J. Coldwell (scoldwell@nsgeu.ca)
Coordinator, Bully Free Workplace Program
Nova Scotia Government and General Employees Union (NSGEU)
Dartmouth, NS Canada



New Members

A warm welcome to our new members:

- Ariane Bilheran, Sémiode, France
- Charlotte Bloch, Department of Sociology, University of Copenhagen, Denmark
- Errin Britt, Johns Hopkins, United States (Maryland)
- Fiona Canavan, King Fahad Specialist Hospital, Saudi Arabia
- Susan Coldwell, Nova Scotia Government and General Employees Union, Canada
- Ursula Connolly, School of Law, National University of Ireland, Galway, Ireland
- Elise Corriveau, DIALOGUE, Dispute Prevention and Resolution, Canada
- Janet Curtis, Monash Univeristy and St John Ambulance, New Zealand
- Patricia Easteal, University of Canberra, Australia
- Kevin Harris, Chambers of Kevin Harris, United Kingdom
- Dominique Jarvis, Université du Québec à Montréal, Canada
- John Ross, FAHCSIA, Australia
- Emily Schindeler, Griffith University, Australia
- Michael Waterman, Waterman Psychology Services, Australia

Next newsletter

The next IAWBH newsletter will appear in March 2013. 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 3rd of March 2013** to:

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