

NEWSLETTER OF THE IAWBH

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Editor: Annie Hogh

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Welcome to the December newsletter

Dear IAWBH Member

Welcome to the December issue of the IAWBH newsletter and our regular news from SIGS and publications. This has been a busy period for the Board too, and you will see various activities are highlighted in the newsletter. The next conference has dates – so time to get it in your diary for 2012! Attention students and supervisors, we are planning another doctoral student day prior to the main conference as the last was so successful. Also in this newsletter we give you an update on the work on getting bullying classified within PTSD parameters. We discovered we were too late for this revision of the American standards (DSM), so are now concentrating on the European ones.

The IAWBH needs a logo - can you design? Do you know a designer looking for a worthy task (no pay!), or can you link to a group of students who might use this as an assignment? We need to get some fresh eyes, minds and talent to this task. Please help by using your contacts and your own enthusiasm to get people inspired to give us ideas - closing date March 1st 2011. Please read more about the competition on our website. Thank you!!!

Finally we were asked to develop a Code of Practice and a system for handling complaints. This is not designed to be a legal document, but rather one which the IAWBH can use to ensure all our members have the best standards of behaviour themselves and uphold accepted ethical principles. Hence there is a link for you on our website to click on and we need your feedback please! Many thanks in advance.

This time of year is one for holidays, and I hope yours is good and relaxing. I thank the IAWBH Board on your behalf for cracking on with their tasks so well in 2010 and making progress.

Warmest wishes from a very cold Britain! Good luck for 2011.
Charlotte Rayner, President

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Special Interest Groups (SIGs)

In September we sent an e-mail to our members to mention a new feature at the forums of the Special Interest Groups at the IAWBH-website. Now you can get an e-mail notification as there appears an update on your favourite forum. About one third of our members has already subscribed to one or more forums of their interest.

It is very easy to subscribe to your favourite forum. Just go to the forum and click the button [subscribe to forum]. If you need any help, please let us know.

Enjoy the discussions with your international colleagues!

Best wishes,
Gary Namie and Adrienne Hubert
Board members, responsible for the SIGs
Board_SIGs_Coordinator@iawbh.org

PTSD

In our general assembly meeting in Cardiff we agreed that the IAWBH Board should take the following matter forward regarding the relationship between bullying and Post Traumatic Stress Disorder (PTSD): The Special Interest Group of Therapeutic Practitioners requests that the Board of the IAWBH considers submitting a position statement on behalf of the Association to the American Psychiatric Association (APA) which proposes that bullying be included within Criterion A of the new Diagnostic and Statistical Manual (DSM) 5 which is used in diagnosing trauma. The Board has been working on this subject and although it seems that the process for the DSM-V version had already stopped before last summer, we still think there might be an opening for the ICD reversion (under WHO). Morten Birkeland Nielsen from the Bergen Bullying Research Group (BBRG) did a search for relevant literature regarding the relationship between bullying and PTSD in the BBRG database and I added some references to this list. The articles in this list may not all be of extreme relevance for this matter, but a few are indeed. We hope that this list could be of interest to our members who would like to look into this matter. We still plan to address the ICD committee.

I would like to encourage our members to look into The Therapeutic Practitioners SIG and the topics Health services specifically designated to persons suffering from work life bullying, with most interesting information about the German clinic AHG-klinik Berus, and the recently started topic: Consultant treatment services for targets of bullying.

Nils Magerøy
Board member and convenor for Therapeutic Practitioners SIG.

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Events

The 8th International Conference on Workplace Bullying and Harassment

We now have the dates for the next conference which will be held in Copenhagen June 12 – 15, 2012. On June 12 a doctoral seminar will be organised for PhD students. In the evening all conference delegates are invited to a welcome reception. The scientific program will start on June 13th in the morning and the theme for this conference will focus on future challenges in workplace bullying and harassment research and practice.

A homepage has been created where information will be updated as soon as we have it. Please check: www.bullying2012.com.

Annie Hogh
Conference organiser

The Second Conference of the Regulating for Decent Work network: 6-8 July 2011.

I would like to draw your attention to a forthcoming conference arranged by the International Labour Organization (ILO) to take place in Geneva 6-8 July 2011. This is the second conference arranged by the Regulating for Decent Work network, with the first conference in 2009 including several papers on workplace bullying and regulation. The conference has four tracks, one of which particularly welcome papers on dignity ('Fairness at the workplace after the crisis'), although two of the other tracks also lend itself well to our area of research ('Decent working conditions: regulation's dispensable ideal?' and 'Enforcing Decent Work'). One plenary session is dedicated to dignity featuring keynotes from Professor Katherine Lippel, University of Ottawa and Professor Ståle Einarsen, University of Bergen. A call for paper can be found under

http://www.ilo.org/travail/whatwedo/projects/lang--en/docName--WCMS_145751/index.htm

The deadline for submission of abstracts (only 400 words) is 31 January, 2011 with full papers required by 31 May. Participation at the conference is free in the sense that there is no conference fee, although participants must cover their own travel and subsistence expenses. Please note that for participants from developing countries there is also an opportunity to apply for funding from the Fellowship fund (see Call for further details). However, to be considered for fellowship funding abstracts need to be submitted by 31 December.

There is also a link to the conference on our website:

[The Second ILO Conference of the Regulating for Decent Work network](#)

Helge Hoel, Board member, responsible for events

Other conferences that might be of interest for you:

- The 15th Congress of the European Association on Work and Organizational Psychology: www.eawop2011.org which will take place in Maastricht, The Netherlands May 25 – 28, 2011.

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- The 9th International conference on Occupational Stress and Health, which will take place in Orlando, Florida May 19 - 22, 2011, <http://www.apa.org>

Members of the board will be present at these conferences and we will arrange for a social get together for IAWBH members.

Members' corner

Here members have an opportunity to include in the newsletter pieces of interest for members of the IAWBH. For instance abstracts from peer reviewed articles and books; information about journal special issues and conference calls.

If you have published an article you are welcome to write a short summary for the Newsletter or – if you can get permission from the journal - we can also include the abstract of the article.

On the website you can join the discussion forum for the Sigs. We encourage you to use these sites and please visit our website on www.iawbh.org/

Annie Hogh, editor

New IAWBH members

The board would like to welcome the following new members to IAWBH:

- Caroline Dean (The Skills Institute, Australia)
- Nikola Djurkovic (Swinburne University of Technology, Australia)
- Sadia Malik (Lecturer, Pakistan)
- Manuel Velázquez (Basque Observatory on Bullying, Spain)
- Esque Walker (Texas Healthy Workplace Advocates, United States)
- Miwako Wakui (Counselling Office Prism, Japan)

Research spotlight

Summary of

Lallukka, T., Rahkonen, O., & Lahelma, E. (2010) Workplace bullying and subsequent sleep problems -- the Helsinki Health Study. *Scandinavian Journal of Work Environmental Health*, Nov. 30, 2010, an online first article

City of Helsinki employees engaged in a longitudinal study (baseline period 2000-2002) exploring the association between bullying -- reported and observed -- and sleep problems. The follow-up survey was in 2007. Respondents were asked if they were bullied by defining "mental violence or workplace bullying [as] the isolation of a member of the organization, underestimation of work performance, threatening, talking behind one's back, or other pressurizing." Frequent sleep prob-

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lems were defined as delays in falling asleep or waking up too early for at least 15 days per month.

At baseline, both women and men reported a 5% bullying prevalence. The observing bullying at baseline percentages for women and men were 9% and 7%, respectively. Sleep problems at baseline were reported by 21% of women and 17% of men. At follow-up, 26% of women and 20% of men had sleep problems. Follow-up period prevalence rates were not analyzed.

For women (a huge sample of 5,399 respondents), there was an association between earlier reported bullying (in this or another workplace) and current sleep problems. The background factors (covariates) that most weakened the relationship were obesity, mental disorders and long-standing illnesses. For men (n=1,247), bullying during the baseline period was most strongly related to current sleep problems. And as with women, obesity, mental disorders and long-standing illnesses combined to weaken the association.

Witnessing or observing bullying also impaired sleep. Frequently witnessing it caused current sleep problems for women more than men. For both men and women, when social factors and health were taken into account, the link between observed bullying and sleep problems disappeared.

The primary value of the study is the demonstrated link between bullying and sleep problems in a large-sample study. Gender differences also emerged with the key difference being that women were more likely to have sleep disturbances from witnessing bullying.

Summary by Gary Namie, board member