Fighting workplace bullying;
Minimize the impact on employees who are exposed to, or manage risk factors in the workplace?

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• The phenomenon of workplace bullying
  - social, organizational and personal factors

➢ Where to set the focus of interventions in order to largely achieve our goal and reduce the harmful consequences:

  - on the minimization of the impact on employees who are exposed to,

  - or the management of risk factors in the workplace that contribute to the probability of occurrence of workplace bullying?
• The characteristics of appearance of workplace bullying (the intention!)

• The specifics of the process of abuse of an individual in the organization
The current situation
(the legal framework, the characteristics of the labor and business reality, and the resources available for intervention)

- Interventions aimed at minimizing the impact on employees who are exposed to
  (the social, organizational and individual level)

- Interventions aimed at management of risk factors in the workplace
  (the social, organizational and individual level)

- The possible efficiency of the implementation (effort, time, simplicity)

The strengths and weaknesses of interventions, and opportunities and threats for the effectiveness of interventions in the social environment.
Thank you for your attention