



GOVERNMENT
OF MALTA



Easy to read bBrave report on workplace bullying in Malta

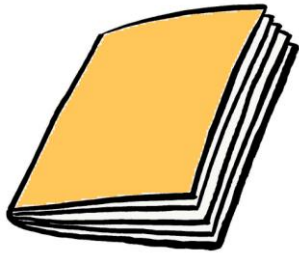


Malta Council for the
VOLUNTARY SECTOR



EUROPEAN UNION
European Social Fund

Version 1 – 17th November 2023



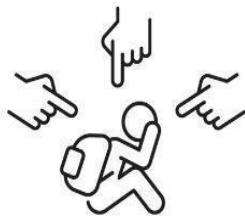
This document was created to point out the present situation of bullying at the workplace in Malta.



Bullying is when someone is mean to you on purpose. Anyone can be bullied.

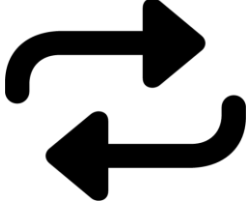
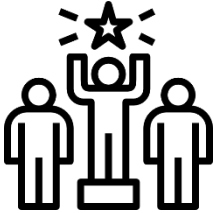


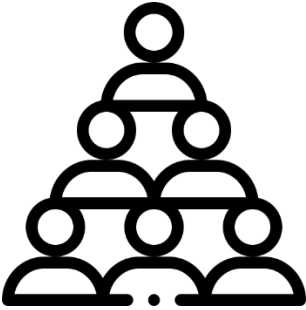



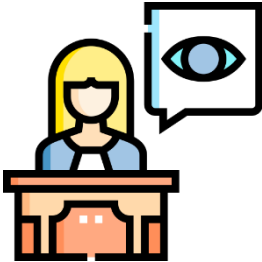



People are usually bullied because they are different from other people.






If someone bullies you they might:

- call you horrible names
- hit you
- kick you
- steal your things
- send you nasty text messages
- make you do things you do not want to do
- leave you out of things

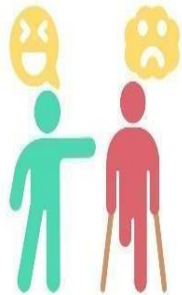
	<p>Bullying is not something that happens once, but it is something that happens regularly.</p>
	<p>Bullying at the workplace happens as a show of more strength than you.</p>
	<p>Normally, one gets bullied by someone who is in a higher position. Examples director, managers and supervisors.</p>
	<p>This study was done through many group interviews and an online survey.</p>
	<p>Around 2,400 people participated in this study.</p>

	<p>1,536 participants believed that bullying exists in the workplace.</p>
	<p>1,344 participants saw bullying happen in their workplace.</p>
	<p>960 participants have been bullied in the past year at their workplace.</p>
	<p>Of the 960 participants, 480 experience bullying on a daily basis.</p>
	<p>Less than half of the 960 participants said that bullying in their workplace happened within the first 6 months at the job.</p>

	<p>From the participants who have been bullied more than half of them said that the person who bullied them are in a position of more responsibilities.</p>
	<p>According to the participants, the most common type of bullying was not physical but it was emotional bullying.</p>
	<p>Emotional bullying is when someone:</p> <ul style="list-style-type: none">● teases or jokes about you● ignores you● leaves you out of things● makes fun of you● shouts at you● treats you like a child etc.



From the 960 participants who have been bullied, around 662 said that they were bullied because of work reasons.



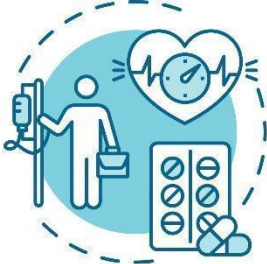








Bullying can happen to people because of:

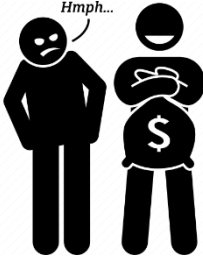
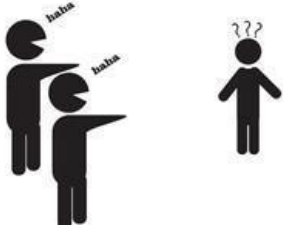



- Being shy
- Being different from other people
- Being judged as a lazy person
- Being gay
- Different political opinions
- Age
- Being a woman
- Being an immigrant or from a different country
- Having a disability



700 participants said that being bullied caused them more stress.

	<p>Around 556 participants said that bullying caused them more mental health problems.</p>
	<p>374 participants said that bullying caused them to hurt themselves or think of ending their lives.</p>
	<p>432 participants said that they had physical health problems because of being bullied e.g. heart problems, skin rashes and digestive problems.</p>
	<p>432 participants said that they were less motivated to work because of being bullied.</p>
	<p>355 participants said that they left their jobs or planned to leave because of being bullied.</p>

	<p>Bullying can have an effect on the workplace environment too.</p>
	<p>Example: not doing their job right, taking more sick leave, losing employees and causing the company to pay more money for the health of the employees who are being bullied.</p>
	<p>These are all examples which can put a bad name on the company.</p>
	<p>One can bully another person to show power over other people.</p>

	<p>Jealousy, revenge and hatred are examples of why a person can bully others.</p>
	<p>Sometimes bullying can happen as a result of a laugh or a joke.</p>
	<p>A person can be bullying another person without knowing that they are hurting the other.</p>
	<p>556 participants said that they did not report to their employers about the bullying that is happening at the workplace.</p>
	<p>480 participants said that they looked for support from professionals, management at the workplace or from family and friends.</p>



In this research, the participants came up with suggestions on how to put a stop to bullying in the workplace.



Some participants suggested that the public should know exactly what is bullying.







The punishment of bullying should be the same as if it is a crime. A person can be sent to prison.



The participants suggested that there should be more awareness on bullying.

	<p>The workplace should have documents that raise awareness about bullying at the workplace</p>
	<p>There should be training on:</p> <ul style="list-style-type: none">● when bullying is happening● how to report bullying● what support is available for those who are experiencing bullying
	<p>This research suggests that bullying in the workplace should NOT be accepted at all.</p>
	<p>There should be a department which is in charge of receiving bullying reports and taking action on the bullying that is happening at the workplace.</p>

 <p>shutterstock.com · 2204769473</p>	<p>This research suggests that the employers should take care of their employees' health. This will lower the chance of bullying in the workplace.</p>
	<p>This research suggests that there should be training in the workplace on bullying.</p>
	<p>This research showed that the participants who experienced bullying did not believe that their employer could give them support and stop the bullying they were facing.</p>
	<p>In order to solve this problem, more services are needed to help individuals who are being bullied as well as provide them with information on who can help them.</p>



Another suggestion is that there should be more research on bullying.



This research shows that a good working environment lowers the chance of bullying happening at the workplace.



However, the government also has an important role in this. The government has to:

- Make laws
- Raise awareness on bullying
- Raise awareness on the support available for those who are experiencing bullying