

RESULT OF SURVEY CONDUCTED ON

WORKPLACE BULLYING AND HARASSMENT

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INTRODUCTION

Rhizome Consulting conducted a survey on bullying and harassment in the workplace with 354 respondents across different sectors. This is to help assess the awareness, experience and impact level of bullying and harassment in the workplace.

OBJECTIVE OF THE SURVEY

The objective of this survey is to assess the awareness, experience and impact of bullying and harassment in the workplace. The survey explores the issues of bullying or harassment in the workplace, by evaluating, the:

- ▶ Eventuality where a staff is able to recognize any form of bullying or harassment when they witness it.
- ▶ Different forms of bullying or harassment including sexual harassment.
- ▶ Level of bullying and harassment going on in organisations in Nigeria and the willingness of the victims to report the incident.
- ▶ Current systems and policies in organisations that help address bullying and harassment.

METHODOLOGY AND SCOPE

This survey report consists of information collected and analysed from respondents that consisted of 61% women, 38% of men and 1% of others. About 88% percent of our respondents work in Nigeria, 6% in other countries who have recently worked in Nigeria and 6% did not state their current location of work.

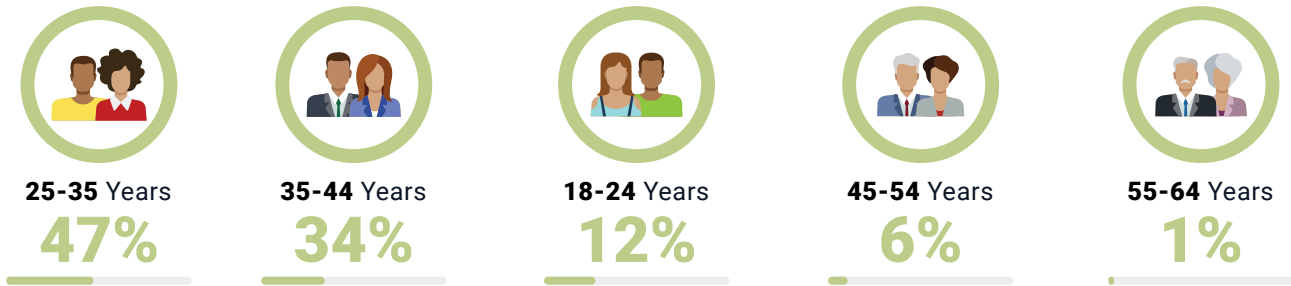
OUR FINDINGS

As at the time the survey was conducted, 56% of the respondents worked in the private sector, 22% in the public sector, 19% worked in development sector and 3% worked in other sectors not indicated. About 35% of the participants identified their current roles at their organisations as intermediate/experienced level, 22% as entry level, 16% as first-level management, 15% as middle level management and 12% as senior executives.

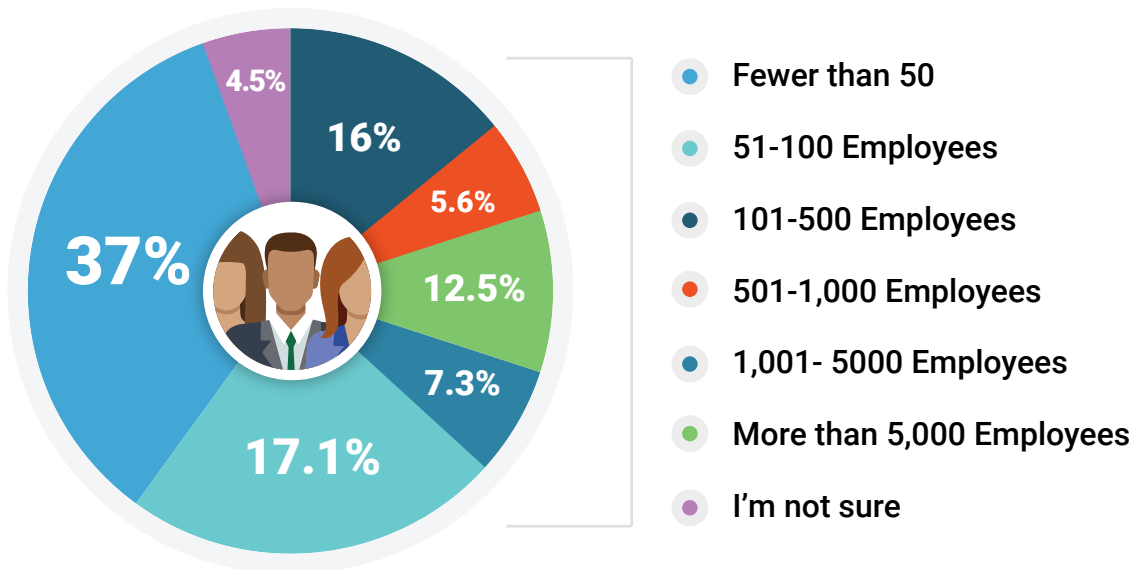
The survey consisted of a wide range of participants with varying age ranges. As indicated by Figure 1 below, 47% of the participants were aged between 25-34, 34% of the participants were aged between 34-44, 12% of the participants were aged 18-24, 6% were aged 55- 54 while 1% of the participants were between the ages of 55 and 64.



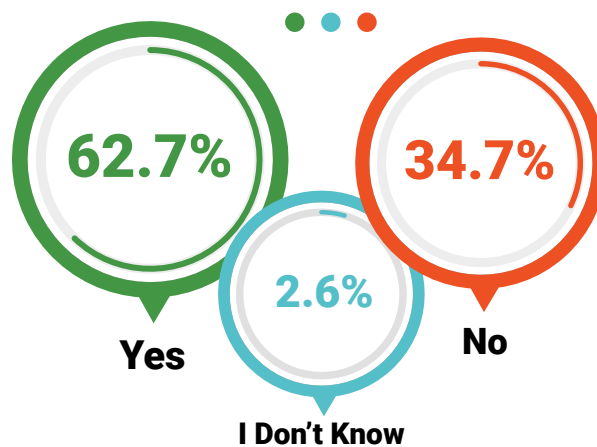
1. Age Range of Participants



2. How many employees does your organisation have?

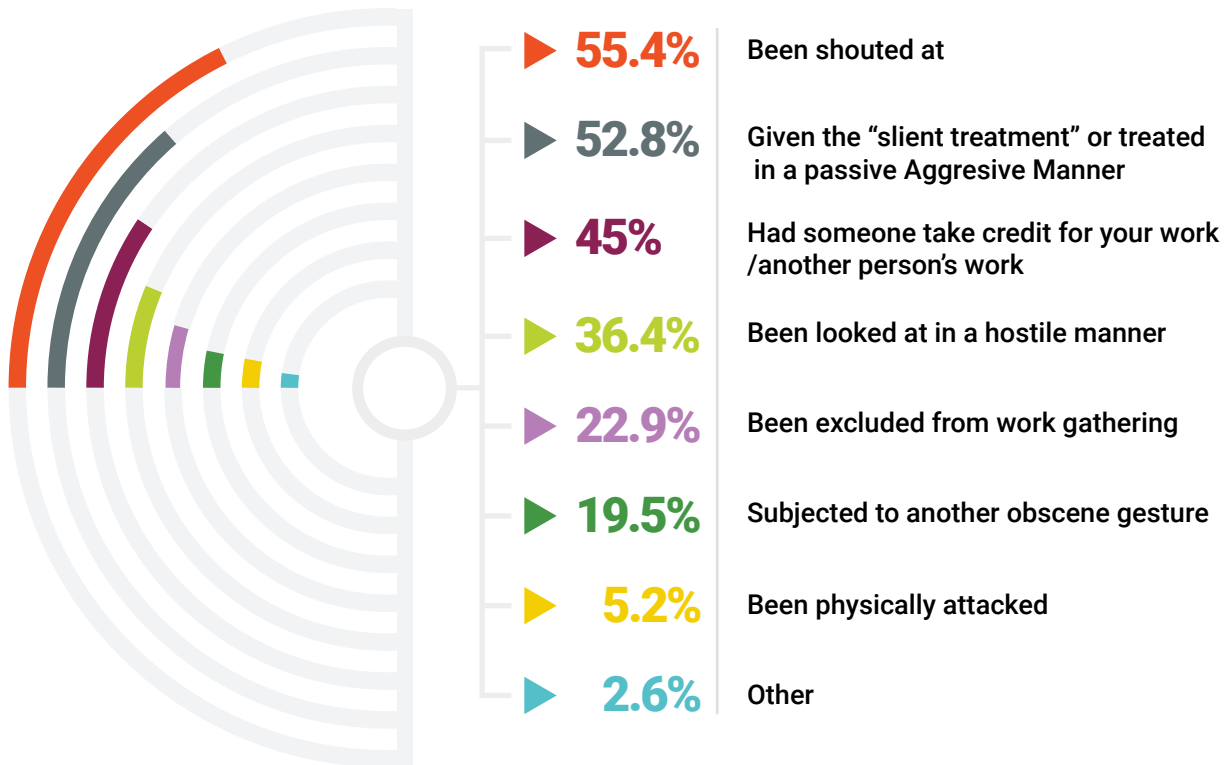


3. Have you experienced or witnessed bullying at work?



4. Which of these describes your experience of workplace bullying?

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)

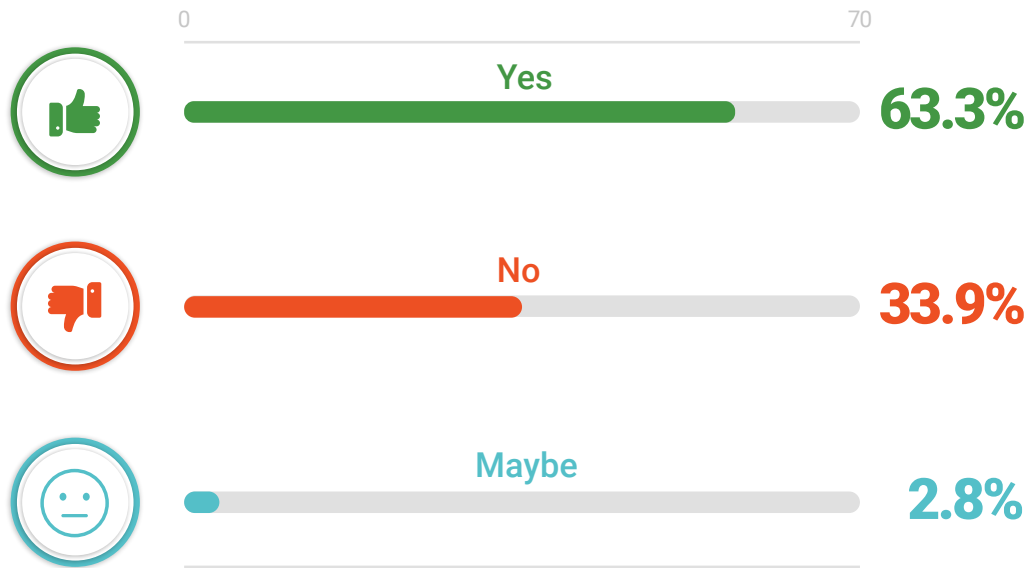


5. Who bullied you or the person you witnessed being bullied?

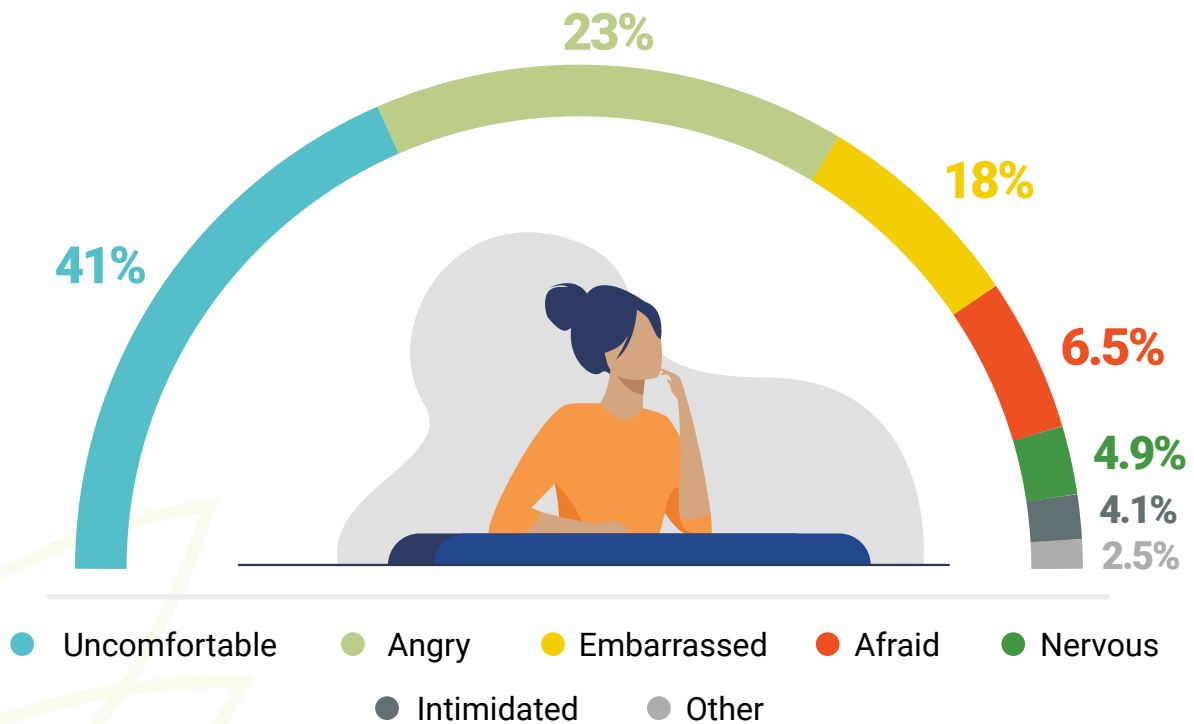
(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)



6. Have you ever experienced /witnessed sexual harassment in your place of work?

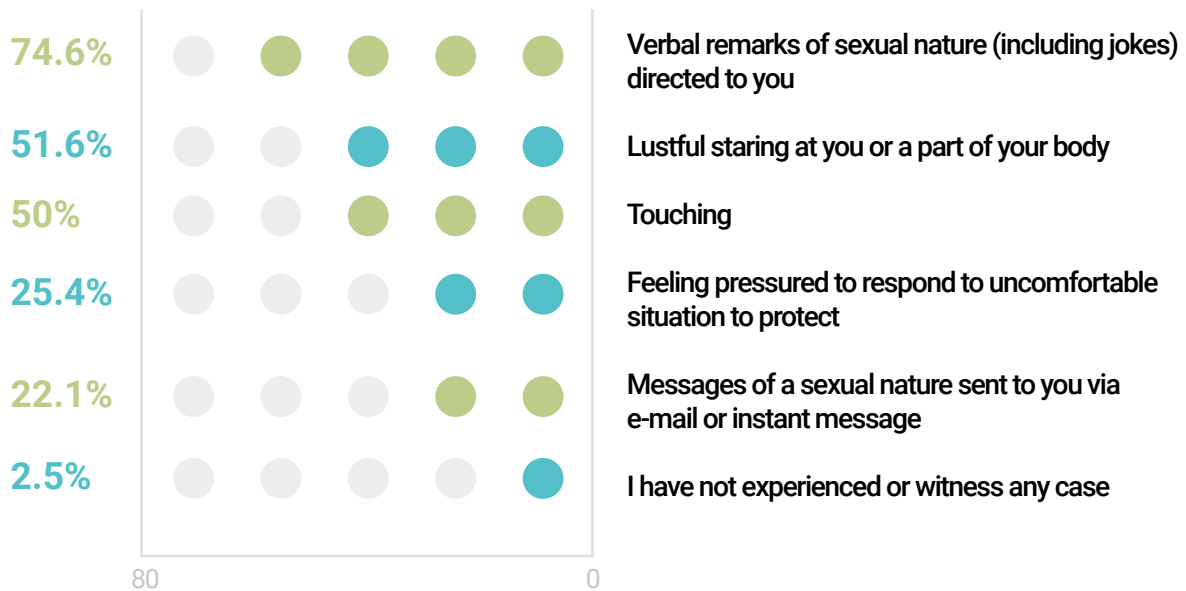


7. How did witnessing or experiencing sexual harassment make you feel?



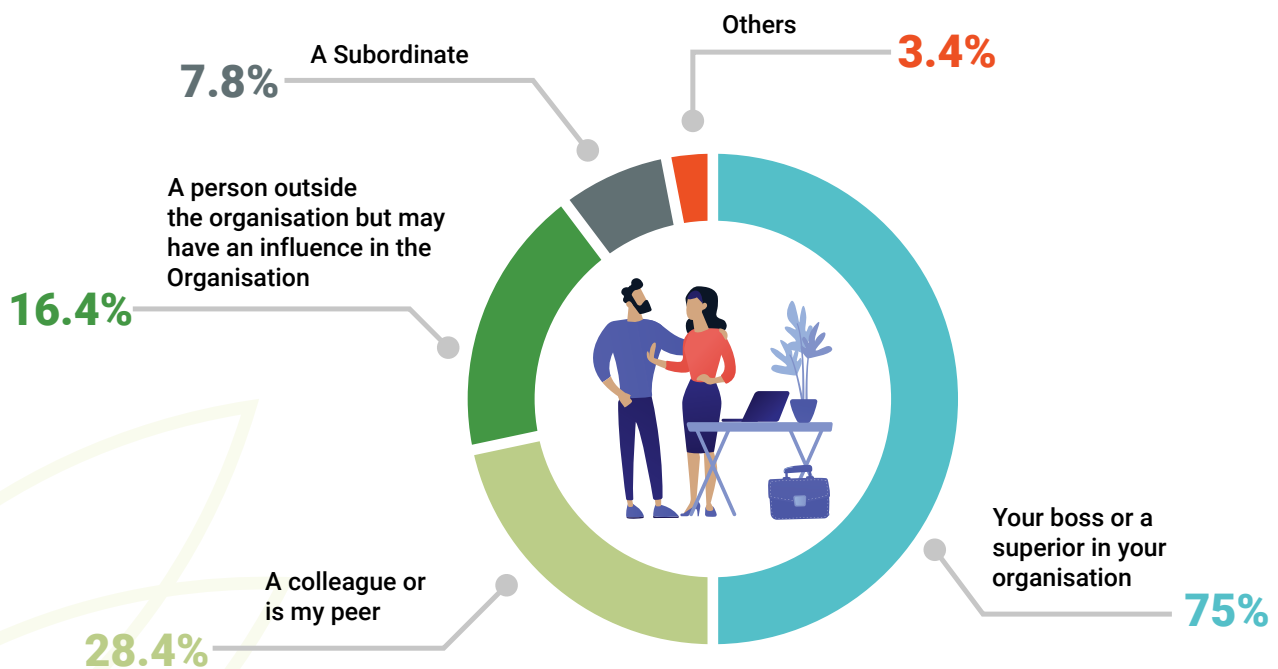
8. What forms of sexual harassment have you experienced or witnessed?

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)



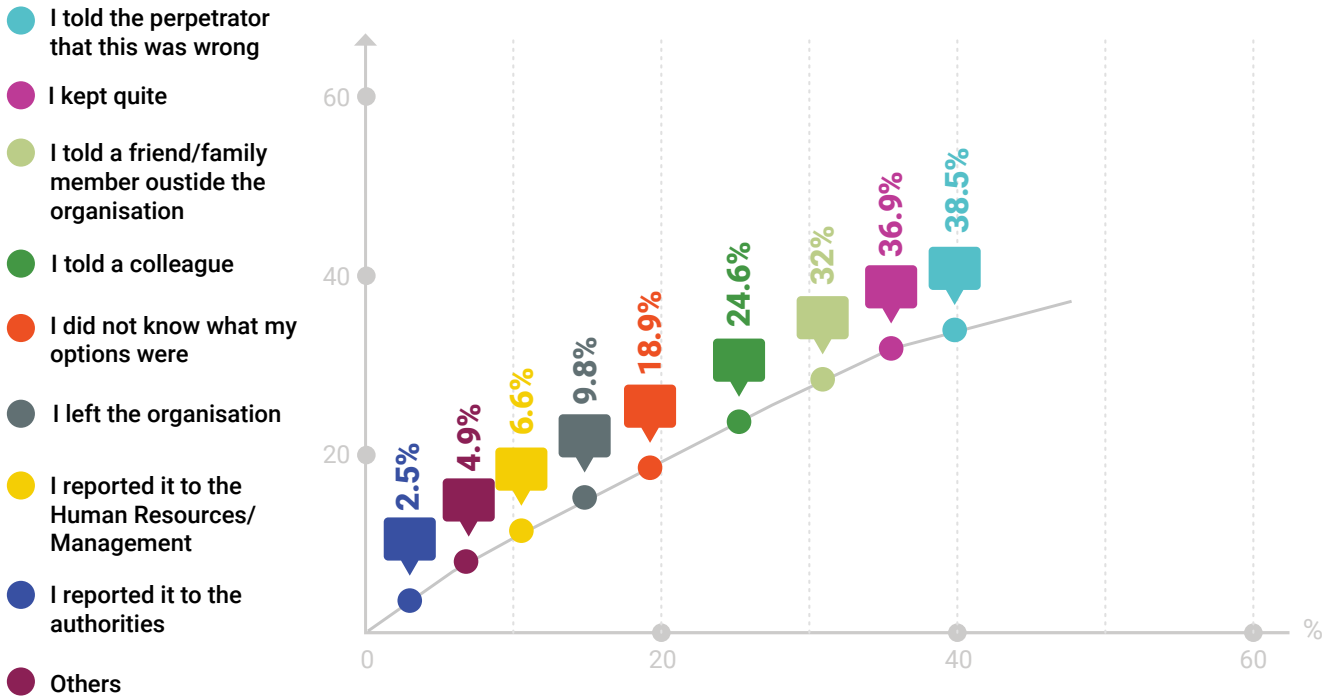
9. Who sexually harassed you or the person you witnessed being sexually harassed?

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)



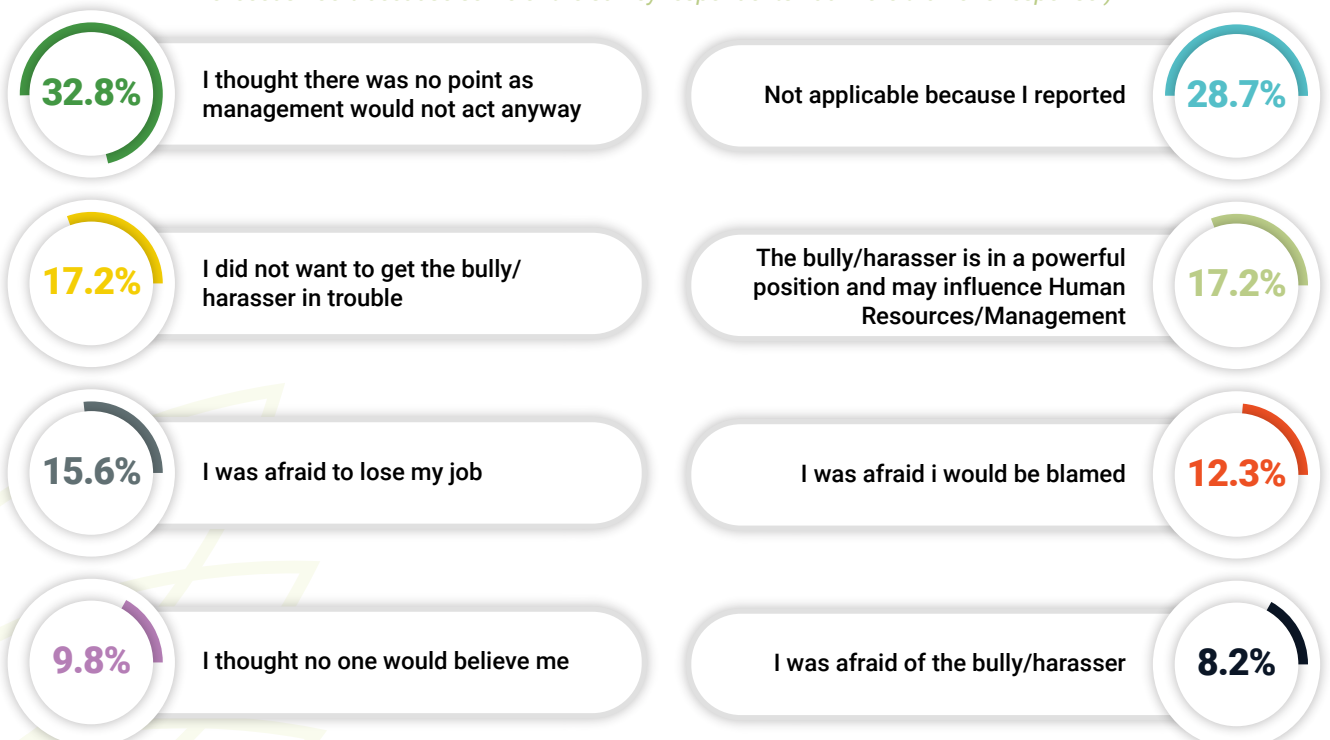
10. What did you do when you were bullied or sexually harassed?

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)

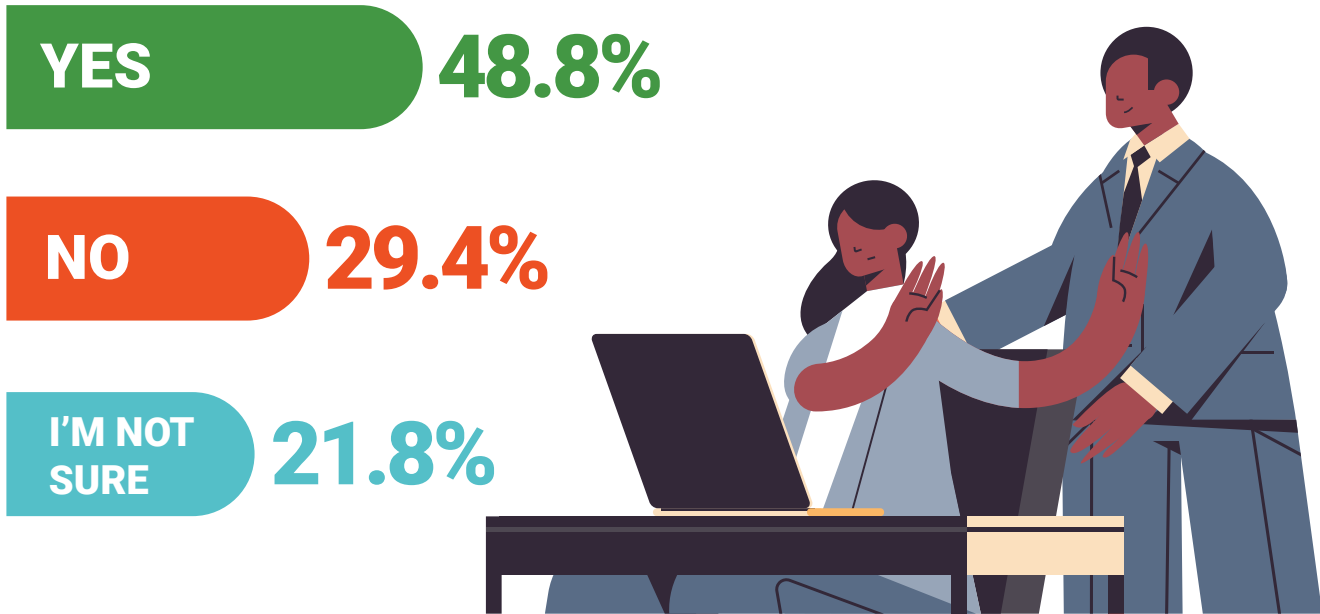


11. If you did not report the incident of bullying and sexual harassment to anyone, please indicate why.

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)



12. Does your organisation have a bullying and sexual harassment policy?



13. What does your organisation have in place to address bullying and harassment?

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)



46.3%

No clear policy

31.4%

A policy on bullying and harassment and a section allocated to sexual harassment

26%

A clear process to report bullying and any form of harassment

12.1%

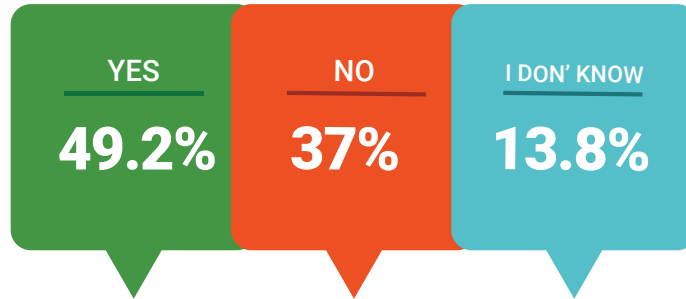
A clear No-Retaliation Policy/Whistleblowing Policy

11.9%

An occasional talk on bullying and all forms of harassment

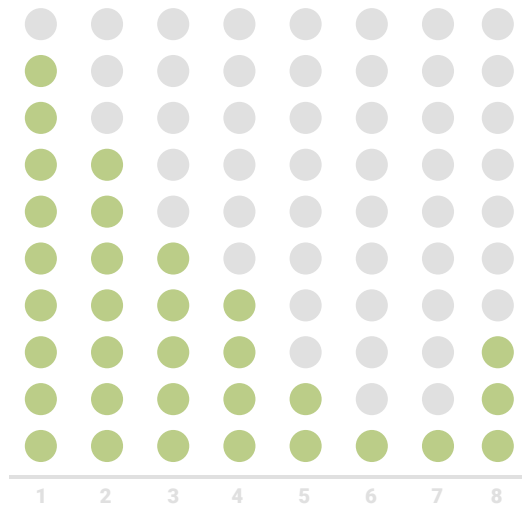


14. If you experience bullying and sexual harassment in your organisation do you know the process of reporting it?



15. If you have reported a case of bullying and harassment what happened to the perpetrator?

(Responses for the question below were captured based on multiple choices and as such the total percentage exceeds 100% because some of the survey respondents had more than one response.)



- 1. They have not reported any case **69.2%**
- 2. The perpetrator faced disciplinary action **10.7%**
- 3. Nothing was done **9.6%**
- 4. An investigation was started but never completed **7.6%**
- 5. The bully/harasser was dismissed from the organisation **3.4%**
- 6. I was blamed **2%**
- 7. The perpetrator was arrested **0.3%**
- 8. Other **3.7%**



CONCLUSION

The results of our survey presented shows that vulnerable as well as strong and competent people have experienced bullying and harassment, which means that all of us can be exposed to bullying and harassment. It sometimes starts with a struggle for power and is transformed to bullying when one of the parties is placed in a weak position against the other one.

The survey results show that majority of our respondents work in organisations that have in place a bullying and sexual harassment policy. It is remarkable that majority of organisations have these policies in place.

However, when responding to the question "If you have reported a case of bullying and harassment what happened to the perpetrator?", respondents indicated that they are more likely to keep quiet than report the case. Despite majority of organisations having policies around bullying and harassment, the likelihood of any action to be taken appears to be discouraging.

Those in senior management position often hesitate to acknowledge that there is bullying and harassment in their organisations. Nevertheless, in some organisations considerable efforts have been made to improve the work environment this may indirectly prevent bullying and harassment.

From the 354 respondents that participated in our survey, 63% have experienced or witnessed workplace bullying, 35% have not witnessed bullying and only 2% don't know if they have experienced bullying at work.

Ensuring that appropriate bullying and harassment policies, programmes and procedures are in place is a good start, however, it is also important for organisation leaders and the Human Resources department to ensure that staff know how to report cases of bullying and harassment in the workplace.



RECOMMENDATION

There is need to eradicate psychological violence (bullying and harassment) or reduction of inappropriate behavior in organisations.

In addition to the current needs in relation to reaction of respondents on bullying, harassment and impartial investigation of the situations, it is important for leadership of organisations to arrange proper rehabilitation opportunities for staff identified with severe health effects and trauma caused by bullying and harassment.

Below is a summary of recommendations;

- ▶ Conducting periodic awareness campaigns and sensitisation events on bullying and harassment in the workplace
- ▶ Promoting a healthy and collaborative work environment and culture among staff, where fairness and respect flourishes
- ▶ Identifying and removing elements that may cause fear of reprisals when a case of bullying or harassment is reported
- ▶ Articulating (thus demonstrating in writing) the organisations ownership and opposition to bullying and harassment i.e. clearly state what staff should do informally including the role of advisers, mediation and what to do formally if no informal solution had been achieved in the process of complaint
- ▶ Defining bullying and harassment (as closely as possible, with examples) this might include a code of conduct

STOP
HARASSMENT
AND BULLYING





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