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NAME:	STEFFANIE DE MESQUITA SALES
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Name: STEFFANIE DE MESQUITA SALES

Date: 19/05/2022.

CONFLICT IN THE WORKPLACE: INVESTIGATION OF BULLYING AMONG BRAZILIAN COMMUNITY WORKING IN IRELAND

Steffanie de Mesquita Sales 51712636

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Abstract

Bullying has long been thought to be a big issue among teens and young adults in academic settings, but it has recently been demonstrated that bullying may occur everywhere, even among seniors and even at work. The majority of Brazilian students find jobs in Dublin's city centre and in the marketing industry. People are particularly prone to this type of situation since the problem of bullying is well-known, and numerous Brazilians work in Dublin's downtown region, so they face bullying in their workplace.

The aim of this research work is to focus on the impact of bullying in the workplace. This research also aims to describe the negative impact of bullying on the Brazilian people who work in Ireland. The methods that have been used for the purpose of the research are qualitative as well as quantitative methods. In the case of data collection, both primary and secondary methods have been implemented, and these methods consist of surveys.

The research results have revealed that most of the Brazilian people who work in Ireland have faced bullying in their workplace. The result of the research also describes the impact of bullying on people. This research also describes the various types of bullying in the workplace and a possible strategy to mitigate the problem.

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Chapter 1: Introduction

1.1 Background of the study

Bullying has always been considered to be a major problem in the academic areas between teenagers and young adults. Still, in recent years it has lately been shown that bullying can happen anywhere, including among seniors and even in the place of work. Bullying within offices has been identified as a serious occupational hazard in research. (Cavalcanti *et al.* 2018).

Bullying inside the workplace has recently attracted much attention from scholars because detecting as well as recognising what exactly harassment is, is the first step in combating it. It seems more than common to have numerous distinct meanings for an issue of such relevance and rising recognition. Some people have no understanding that they have been experiencing harassment since it can happen mildly, even if the individual is unaware of the fact that anything is incorrect is happening (Chatziioannidis *et al.* 2018). It's unsettling to have the sensation when something is not entirely correct, and it's even more so when it comes to particular talks and procedures. It's critical to understand what bullying is or how it is being directed since its consequences influence the victim's emotional and physical well-being and the organisation that took place inside it (Pereira Neto and Barbosa, 2019).

Most Brazilian students find work in Dublin's city centre. Their previous experience within this field of work has resulted in friction among their colleagues. Since so many Brazilians work and study in the central city, non-formal allegations of harassment between Brazilians are now commonplace. Since bullying is well-known, and several Brazilians work in Dublin's downtown area, people become particularly vulnerable to this sort of incident.

As a consequence, the present necessity to explore the influence of workplace bullying upon the Brazilian student community within Dublin city centre, and also the consequences of such a situation, will be addressed through this research (Wilson *et al.* 2020).

1.2 Aim and objectives of the study

The goal of this research is to provide a critical analysis of the Investigation of bullying among the Brazilian community working in Ireland.

The main objectives of this project are

- To demonstrate various consequences of bullying and how they impact the targeted organisation.
- To conduct a poll of Brazilians to determine whether they have been harassed and how this affects them.
- To realise the significance of policies in preventing bullying circumstances in the workplace.
- To raise awareness of the dangers of bullying and the harassment caused by it.

1.3 Rationale of the study

The particular research issue involves bullying among the Brazilian community working in Ireland.

This research issue mainly concentrates on bullying and its impact on the Brazilian community working in Ireland. All of the potential problems that the Brazilian population faces are effectively addressed.

In this research paper, this is considered an issue because bullying has a direct impact on the mental state of an individual. As a result, many problems arise from this bullying inside the workplace, and the overall peace and environment of the workplace are affected by this.

This particular issue is considered highly relevant because nowadays, the rate of bullying increases daily. Bullying in the workplace has a direct and negative effect on the Brazilian community who are working in Ireland.

This research may shed light on the aspects that have negatively impacted the Brazilian students working in Ireland for the bullying in the workplace.

1.4 Research questions

1. What are the various consequences of bullying, and how does it impact the targeted organisation?
2. What was the conclusion of a poll of Brazilians to assess if they had been harassed and how it affected them?
3. What is the significance of policies in preventing bullying circumstances in the workplace?
4. What is the pathway to raising awareness of the dangers of bullying and the harassment caused by it?

1.5 Significance of the study

The impact of bullying on the Brazilian community working in Ireland is the subject of this study.

This study topic is primarily concerned with the effects of abuse, and the current state of the impact, including all the issues that community members have experienced in the climatic variability of Ireland (James, 2020).

Bullying has had a significant influence on the world. Hence it is a topic for this study. Like countless other industries, it had terrible consequences on people's mental health. Consequently, a slew of difficulties occurs in aspects of Ireland's general community development (Campbell, Whiteford, and Hooijer, 2019). This research is significant as it looks at the present necessity to look into the

influence of workplace bullying on the Brazilian perspective in Ireland and the consequences of that encounter. The principal significance of this research work is all about the analysis of the bullying in the Brazilian community in Ireland and how they can come over from this particular harassment and abusive nature of culture (Campbell *et al.* 2020).

1.6 Overview of the chapters of this research

In this research paper, many chapters are described quite well for the research study of bullying among the Brazilian community working in Ireland.

For this particular research study, a brief introduction of the topic is done in the first chapter. In the introduction part, the background of the study, aims and objectives of the study, research rationale, and research questions are well described.

In the second chapter, the literature review discusses the cause, impact, and all the possible solutions to prevent bullying in the workplace. From the literature review, a literature gap is also identified.

In the third chapter, the research methodology is described. This section discusses different types of research methods, research design, research approach, data collection procedure, sampling techniques, ethical problems, and the limitations of this research.

In the last and the final chapter, the overall conclusion for this particular research study and possible recommendations for the issues are described.

Chapter 2 - Literature review

According to Koeslulat, Keraf, and Benu (2021), the bully is a cycle of antagonistic behaviour where a dominant individual or group of persons actively humiliates, taunts, or harasses others with both the intent of causing bodily or mental harm.

Bullying may take the form of physical as well as emotional actions; as interpersonal interactions are refined throughout adolescence and grownups emerge, several younger people can be cruel to one another. Whereas these encounters are uncomfortable, the border between dispute and bullying is distinct.

According to Kim *et al.* (2019), Bullying behaviours include all three of these features:

- 1) *Intentional*- The activity is aggressive and intended to cause harm to another person.
- 2) *Repetitive*- These unfriendly behaviours are carried out against the same group of human beings over a long period.
- 3) *Inequality of power*: The bullying wields more emotional or cultural power than the young children who really are bullied.

Types of bullying:

As per Leemis *et al.* (2019), bullying nearly always has an emotional impact on the victimised kid, although bullying behaviours differ. Bullying can take different forms, each of which can happen individually or collaboratively:

Physical bullying: Harassment in the form of kicking or shoving. Physical bullying is done by someone or a collection of larger or tougher persons than the person who is now being bullied. This group covers behaviours such as a violent injury or a nonverbal expression that cause harm to body tissue or possessions. It is not deemed harassment if a physical confrontation between two persons

of equivalent size and power. Theft, shoving, hitting, battling, and purposefully destroying someone's things are examples of physical bullying (Çalışkan *et al.*, 2019).

Verbal bully:

Among the most prevalent forms of bullying is verbal bullying. Name-calling and screaming are examples of verbal bullying. Any discrimination carried out by language, various audible or behavioural signs that do not entail physical contact is categorised as the one in this. Bullying is still most eager to initiate at this time, and any of them may try to follow:

- Using nasty words and renaming
- Misleading people or accusations about somebody
- Someone is being threatened.
- screaming at or speaking to others in a harsh or nasty inflexion, particularly without justification
- Making fun of somebody's accent or conversational manner
- Smiling at another person
- Abuse through the use of mannerisms
- hurling obscenities at somebody and generally making a mockery of them (Albaladejo-Blázquez *et al.*, 2019)

Social bullying:

The bully jeopardises or smears the user's social standing or image.

The goal is to make other individuals look bad and humiliated, with the offender circulating falsehoods and seeking to alienate the victim. It includes-

- propagating tales and deceiving

- hostile or disdainful stares, unpleasant facial or bodily movements
- making obscene comments to degrade and disgrace others
- insensitively imitating
- persuading others to remove someone from social situations
- causing harm to somebody's social reputation or acceptability (Wang *et al.* 2019)

Interpersonal bullying:

It includes the exclusion or spreading of misinformation

Cyberbullying:

Cyberbullying, commonly known as cyber assault, is indeed a sort of online abuse or bullying.

Cyberbullying and cyber trolling are examples of online mistreatment. It has gotten increasingly prevalent as digitisation and technology have progressed, especially among the young. Cyberbullying occurs whenever anyone, generally a child, insults or mistreats so many on this platform and in other digital spaces, particularly social networking sites. False information, extortion, discriminatory remarks, a victim's personal information, and insulting labelling are now all instances of detrimental abusive behaviour. Discrimination or bullying is shown by repetitive behaviours and a purpose to damage. Cyberstalked individuals may feel anxious and have low self-esteem, high suicidal ideation, and a range of adverse emotional reactions, including panic, annoyance, rage, or melancholy.

According to Smith (2018), several types of bullying occurs in society. All the types of bullying are divided into two categories -individual bullying and organisational bullying.

Individual Bullying:

Whenever the victim has done absolutely nothing wrong to deserve this unfavourable behaviour and has no idea why it happened, they become a target. Still, the bully perceives a chance to humiliate an innocent individual to display their authority. This behaviour grows power whenever the victim knows they will not be penalised.

Dispute-related harassment is indeed a disengagement or controversy wherein the individuals engaged perceive that somebody has done the damage and created the harm. Also, it increases while becoming something far more significant, resulting in one of the parts becoming destroyed.

Sexual Bullying: Sexual bullying includes sexual remarks and name-calling, making inappropriate, propagating dirty allegations, transmitting pornographic pictures or films, and approaching or holding someone else without authorisation, whether it occurs online or in person. Several adolescent women are subjected to unwanted sexual advances regularly. This attentiveness makes the victim feel intimidated and terrified, exacerbated by fears of potential work penalties (Prino *et al.*, 2019).

Organisational bullying:*Verbal:*

Ridicule, embarrassment, sarcasm, gossiping, and other forms of verbal abuse are examples of verbal bullying. This bully is most of the time, happens in the organisation bullying.

Demotivating:

This involves threats, professional social isolation, espionage, or even other intrusions of confidentiality.

Workplace effectiveness:

Unjustified blaming, job sabotaging or meddling, and copying or claiming credit for concepts are all examples. This impacts the performance of the employee. It is a crucial factor in organisational bullying.

Retaliatory:

Standing out against bullies can lead to accusations of deception, further disengagement, advancement rejection, or even other types of harassment.

Academic:

Whenever a workplace supports, enables or even promotes bullying, it is referred to as institutionalised harassment. Unachievable output targets forced overtime and pointing out individuals who can't keep up are all examples of harassment (Jadambaa *et al.*, 2019).

Another type of organisational bullying that puts a negative impact on the performance of an employee is -

- Embarrassment and contempt
- Avoiding or dismissing an employee
- hurling character assassinations
- yelling at or otherwise chastising someone
- Intimidation is a type of behaviour that is used to intimidate others.
- Giving indications or signals to an individual that they should quit or leave their employment.
- Repeatedly telling a worker of their prior blunders or faults
- Critiquing an individual regularly

History of bullying

According to Al-Raqad *et al.* (2017), Bullies have always been an integral part of any group development that initially started from the earliest civilisation. In various religions, schools, militaries, families as well as companies.

The workplace bullying phenomenon known today was initially presented to the public consciousness, which was on the heels of the workplace sexual harassment issues back in the early 1980s.

Places where bullying is a serious concern

In the United States, bullying has become a significant problem, mainly in the public sector. Because of that, some schools and government agencies took the initiative to be interested in safeguarding against such things. The bullying continued to migrate over private-sector workplaces. Moreover, there was a growing concern regarding the enormous costs of workplace bullying to a business organisation's bottom line. In the United States, workplace bullying has managed to be four times more common in various organisations of the United States, and the related costs numerous businesses have reached a new height which is considered to be fourth times higher.

People responsible for bullying

According to Asisonline.org (2022), in behavioural studies, bullying is now considered more connected to suicide and violence at a deeper level due to which the seriousness of the issue has become.

It is essential as employers have started to take responsibility for implementing numerous care programs.

Bullying is a common form of violence that generally occurs more in schools between students.

Bullying usually starts at an early age, and the child begins to grasp the concept of bullying.

Bullying tends to exist in most communities for a long time, and they either live in developed or developing societies.

According to Mayo *et al.* (2019), many studies have indicated that bullying has made the school premises an extremely unsafe place for the students. And it has made several contributions to the belief that schools have become a dangerous and harmful place for the students, which manages to affect their mental health.

Bullying consists of various factors or sections, often described as verbal, physical assaults, threats to each other, jokes, or even languages. All of these factors tend to have a massive impact on individuals in the most negative manner or even collect managers to contribute to the bullying of a child.

According to Drydakis *et al.* (2019), it is a well-known fact that bullying has become extremely challenging to eliminate or prevent from happening in schools because the students mainly start these. bullying is depicted as a global issue that affects every individual emotionally and socially. The physical well-being of school-age children across the globe keeps on deteriorating to a large extent.

According to Sidiropoulou *et al.* (2019), incidents related to bullying mainly occur in school buildings or any place near the school building, and there is a high possibility that it even appears in bathrooms or school buses. The bullying of children in schools has become a widespread issue. American schools tend to face a higher number of bullies than high school students, twenty-three per cent of the students get bullied daily. In the case of middle school students, seventeen per cent of the students go through bullying almost every day.

Impact of bullying

According to Najam and Kashif (2018), bullying has a massive negative impact on the performance of the students academically, and female students tend to be affected more than male students. The feeling of fear and weakness causes them to fail in their academics, because of which most of them even end up going through depression and anxiety. Moreover, the personality and traits of the students start to get affected as well, which scars them for life. Therefore, such situations make the bullied students unable to follow any instructions and focus on relevant things that are crucial for them. In some cases, they even refuse to go to school. In addition, they start missing various opportunities to contribute and participate with other people and enjoy all the school activities due to bullying. According to Jiménez-Barbero *et al.* (2020), there is a strong relationship between bullying and academic achievement. The students keep on losing their focus when they are attending their classes.

Students and young workers who tend to face bullying daily are more likely to encounter barriers to learning, and they are excluded from all kinds of school activities.

It has been found that children bullied almost every day tend to get excluded from school more than those who are not getting bullied whatsoever.

Moreover, the impact of bullying starts getting severe as time passes because it has been observed and identified that those who get bullied consistently start getting traumatised. They attempt self-harming and get diagnosed with clinical depression. These impacts are depicted as short-term while on the other hand, when it comes to long-term effects of excessive bullying, people who get bullied start experiencing a range of mental health problems that lead to even an attempt to suicide (Yao *et al.* 2020). More importantly, bullying starts affecting the relationship of specific individuals with

friends, family members and loved ones, and other research has indicated that people who were bullied as children either commit or become a victim of domestic violence. Excessive bullying from an early age starts affecting their personality, which becomes permanent, and as a result, they become homeless and start committing crimes when they grow up. Bullying changes the way people think as their perspective of life takes a massive turn that keeps on getting negative.

The emergence of bullying

Bullying is described as the repeated acts of unprovoked aggression that hamper the student and all other individuals, even in workplaces, psychologically or physically for the victim.

It is a form of aggression in which there is no balance in their emotions, and these signs are shown every day in workplaces and schools by the individuals.

Excessive bullying in schools tends to harm others. It often occurs during the period of activities in schools when a student or a group of them uses their strength to hurt and injure the other individual or a group of individuals. In addition to that, it also manages to increase the risk to the students' health and not only physical health but also their mental health. The characteristics of personality and the patterns of their reaction combined with their physical strength eventually help explain the issues related to bullying and how it is mainly started. Furthermore, impacts of the environment, such as the attitude of the teachers, behaviours, and supervising skills, tend to play a vital role in helping to determine the causes of bullying in schools.

Bullying in the workplace

Forms of workplace bullying

Bullying is generally between two different individuals, or it may even consist of a group of people and bullying in the workplace includes any violence or abuse that is capable of scaring people physically as well as mentally for the rest of their lives, depending on how brutal their level of bullying gets over the period of time. Salin, 2021).

Workplace bullying often consists of various acts or verbal comments that can hurt a specific individual mentally or make the person isolate himself in the workplace. Workplace bullying can also occur in written communication, by using phones and email, as bullying is of different forms that do not only take place face to face.

Workplace bullying is depicted as a repeated inappropriate behaviour which could be either direct or indirect, in the form of physical or mental, which is conducted by one or more than one person against another group of people at the place of work or during the time of employment; which is regarded as violating the rights of the particular individual and harassing him on a daily basis.

Effects of workplace bullying

Workplace bullying mainly includes abuse, physical torture, or violence in the form of verbal and disrespect and public humiliation (Karatuna, Jonson and Muhonen, 2020). It is said that the person is being bullied if he is constantly getting picked on, getting other people's work done forcefully, being humiliated in front of other colleagues within the workplace, being handed over deadlines which are impossible to meet or excess workloads which are next to impossible to complete it within the given period of time (Salin and Notelaers, 2020). As a result, the individual who gets bullied daily loses his self-esteem and confidence.

Solutions to workplace bullying

There are numerous solutions to this physical as well as verbal abuse, such as trying hard to be more emotional as it is crucial for the person who is getting bullied to be mentally prepared for what is coming and then standing up for himself by informing the person who is bullying that his behaviour is unreasonable as well as inappropriate. Although it can be hard to stand up against a superior, it is vital to analyse and evaluate the situation to see if the current scenario is bullying or not (Burton, 2021). It is crucial to realise that each employer of a business organisation has a responsibility to ensure that a safe and healthy working environment is given to all employees. It is vital to maintain a healthy and balanced lifestyle outside of working hours to cope with the stressful work and bullies in the workplace (Ferris, Deakin and Mathieson, 2021).

Effect of bullying in daily work

Suppose a particular individual is getting bullied verbally and physically continuously. In that case, there are high chances that the person will start getting less active or successful in his work as the mental and physical trauma will make him lose his effectiveness in work. Moreover, the person will start losing confidence in himself and his quality of work because, internally, he will be shattered (Hoel, Cooper and Einarsen, 2020). In addition to that, regular bullying will make the person lose his trust in his colleagues and superiors. Along with that, there will be physical signs of stress such as massive headaches, backaches, and broken sleep patterns (Ng, 2019).

Things to know if a person is getting bullied at work

When a particular person is getting constantly bullied, it is essential to know that there are several things that the individual can do, and other people can help prevent workplace bullying and stop it

once and for all. The person has the right to be a part of a healthy and safe working environment free from violence, excessive bullying and daily harassment. The person should realise that he has the right to raise his reasons and voice to defend himself against bullying and physical abuse.

Bullying and discrimination in the workplace

Bullying at the workplace may also be considered discrimination precisely because of age, gender, pregnancy, race, disability, sexual orientation, religion, etc. Sexual harassment and racial abuse are also against the law in the workplace.

Responsibility of employers

The employers of the business organisations have a massive responsibility that falls under occupational health and safety and anti-discrimination law to provide a healthy and safe workplace. Employers take the role of fulfilling the duty of taking care of the health and well-being of the employees while being in the middle of their work. An employer who is witnessing bullying at the workplace and not doing anything to reduce or prevent it is not taking his responsibility seriously.

Responsibility of bystanders

It is the moral responsibility to help create a positive, healthy and safe working environment. Suppose a particular individual or a group of people is experiencing physical abuse or verbal abuse at the workplace. In that case, the bystanders can provide the people with suggestions regarding the necessary steps they can take to solve it.

Steps to take when getting bullied at the workplace

- It is essential to check if there is a bullying policy at the workplace and a well-structured procedure for complaints
- Make sure to get support from someone who can be trusted or take the necessary step to contact the support services
- Suppose the person feels safe as well as confident. In that case, the specific individual can approach the person who is bullying regularly and inform them that their behaviour is not suitable or appropriate for the workplace.
- If the bullying starts getting severe every day and if there have not been any changes to the situation even after complaining to the company's manager, then the person can go and contact the workplace health and safety authority to get suggestions along with reporting bullying incidents.
- Making a formal complaint to the state and the workplace health and safety authority can be an effective initiative to tackle the bullies at the workplace.

Getting necessary assistance

If a complaint has been made to the manager or others in the workplace and no practical steps have been taken to prevent bullying, then contacting the police would be ideal. Making complaints to the human rights association would also be another effective method to stop bullying in business organisations.

Examples of workplace bullying

Bullying is described as a form of aggression, and it is crucial to realise that there are no methods to detect who is the bully or the victim. Bullying is often considered a pattern of behaviour where

more than one incident will help show that bullying at the workplace is taking place daily (Busby, Patrick and Gaudine, 2022). Examples of workplace bullying include:

- Spreading of malicious rumours
- Isolating the person socially through excessive bullying
- Trying to intimidate the person by physically attacking and mentally
- An attempt to impede the work of the person deliberately
- Removal of areas of responsibility without any specific cause
- Criticising the person constantly for every activity he does
- Blockage of applications for taking training sessions, leave or even promotion

Effect of bullying on the people

Bullying may significantly and negatively impact an individual's physical, psychological, educational, and interpersonal well-being. According to Nurmalia *et al.* (2021), a Bully's behaviour fosters a fearful environment and has a detrimental influence on all the people who have faced bully. People who have met bullies or the victims of bullying often lose their confidence, experience low self-esteem, have very few companions, and spend too much time lonely.

Bullying is painful as well as an uncomfortable situation. Most of the individuals who suffer from this find it difficult to talk about it with others. People could be deeply embarrassed and ashamed of what is occurring to them.

The bully may have terrible consequences for an individual who might endure much further into maturity. Bullying can lead a person to self-harm or even suicide in adolescents and youth in the worst circumstances.

As per Baka (2019), this behaviour can profoundly impact the persons who face harassment or bullying. The person who is the victim of bullying can be of any age group. The effects of facing the bully are very unusual. The person who faced the bully may

- Young peoples are dissatisfied with education and therefore do not want to go to school for their education.
- Have poor performance in the academic area, along with a reduced rate of presence
- Throughout the class, there are not enough good friends.
- Show signs of emotional fragility and lack of endurance by displaying excessive amounts of emotions.
- Prevent disagreement as well as disengage from public interactions (Blomberg and Rosander, 2020).
- Have a poor self-confidence
- Become melancholy, nervous, as well as lonesome as a result of the actions.
- Feel uneasy or distrustful about other people.
- Have had an increased rate of self-harm or sometimes even suicide of severe conditions.

According to Firmawati and Sudirman (2020), for the people who are harassed, it is equally upsetting as well as depressing. People seem to be oblivious that harassment has serious ramifications that last a lifetime. However, unless they have experienced bullying themselves, they have difficulty comprehending how children can experience it.

In reality, attempts to speak for sufferers will be ineffective unless individuals genuinely understand how terrible and horrific bullies can be.

Here is a description of how harassment affects the persons who face the situation.

Social and emotional effects:

Bullies who exploit children on a regular schedule suffer disproportionately emotionally and mentally. They have a hard time not just forming relationships but also maintaining good interactions. A negative self is a contributing factor to this problem. The harsh and nasty remarks that some other children say about them lead to a loss of personality.

With aspect to adults, bullying victims are likely to feel various feelings. They may experience enraged, resentful, defenceless, powerless, irritated, depressed, and cut off from their companions (Holden *et al.* 2020).

Physical effects:

There are extra physical expenses in contrast to the scratches and scrapes throughout physical bullying. Adults who have been bullied, for example, frequently develop anxiousness. This pressure on their body will lead to several health problems, such as becoming sick more regularly and developing ulceration and other illnesses as a response to their anxiousness (Azizzi, 2021).

Adults who have been harassed may also have stomach issues and migraines. Bullying may exacerbate pre-existing illnesses like dermatitis. When a kid or adult is mistreated, skin disorders, digestive troubles, and heart ailments compounded by distress all continue to deteriorate.

Impact on the academic area:

Bullied children usually struggle in academics. Youngs who experienced bullying find it challenging to concentrate on their studies. In reality, one of the very first symptoms that perhaps a youngster has been harassed is recognised by their declining scores. Abuse also may cause children to lose track of tasks or even have problems with a concentration within the classroom. For example,

students in classrooms with a lot of discrimination performed worse on test scores than the other students in schools with successful anti-bullying initiatives. One reason for the poorer results in institutions experiencing widespread bullying that is kids are frequently less engaged in the lesson as they are more preoccupied or concerned about harassment. Therefore, to escape being harassed, victim students may skip classes or lessons (Sidiropoulou *et al.*, 2019).

Effect on the family:

Whenever a child or person is abused, it's usual for their family and friends to be impacted. Families frequently face a variety of effects, along with the sensation that they have no control over the scenario. Individuals also may experience being secluded and lonely(Pauksztat, Salin and Kitada, 2022). They also might remain preoccupied with the problem, putting their wellness and well-being at risk. They may doubt their parental capabilities and feel like they neglected to safeguard the youngster against bullying. Parents might be concerned if they overlooked symptoms of bullying or think they could not accomplish sufficient to protect their kids from bullies throughout the journey.

Confidentiality:

Bullied individuals generally hide their feelings from family. It might be incredibly distressing for families since they could conjure up a variety of alarming motives underlying their child's alterations. The home situation is becoming stressful, with several families traditionally expressing their irritation and distrust, making the youngster considerably less inclined to speak up regarding getting bullied(Walsh, Persky and Pinnock, 2019).

Irritability:

Bullying, either at school or at the workplace, creates an excessively uncomfortable situation that might lead to the sufferer becoming overly contentious with family. Furthermore, getting constantly chastised and denigrated by bullying might cause the individual to be hypersensitive to harmless remarks uttered by loved ones in the home.

Withdraw:

Sometimes sufferers of bullying might become isolated due to the bullying, lowering the strength of their familial ties. As a result of the decreased engagement, additional family individuals might experience fewer engaged or committed (Chen, Zhu and Chui, 2021). This might contribute to a reduction in total familial connection throughout the period.

Loss of faith:

The sufferer might sense severely isolated whenever familial relatives do not accept allegations of bullying. The consequent lack of faith can cause a significant gap in the family relationship that can last for years when the harassment has stopped. While this sort of problem might occur due to workplace harassment, it seems particularly typical within school abuse and harassment situations (Ng, 2019).

Panic issues:

When a person is always worried about being bullied, it can develop into interpersonal anxiety in situations they are accustomed to love, such as family excursions.

Psychological factors like burnout, emotional exhaustion, and excess psychological stress are considered the main factors that affect the stability of the victim who is getting bullied at the workplace and his family members. Moreover, another mechanism is entirely based on the theory

of the impactful event, which helps in suggesting that work-related events tend to elevate emotional reactions that eventually influence the attitude and behaviour of the victim.

Bullying at the workplace is said to be a serious matter, and that ultimately affects the mental health of not only the victim but also the members of the family (Yoo and Lee, 2018). In reaction to bullying at the workplace, employees tend to suppress their emotions and values, which eventually creates a massive psychological strain. It gets transferred to the domain of the family, resulting in chaos and conflicts.

A particular individual starts to get depressed, making them less social inside and outside the workplace. Due to this, there is an enormous communication gap between the person and his family, friends and loved ones.

The family members have less control of the situation where the person is getting bullied daily in the workplace, because of which they start feeling powerless. This eventually causes the family to experience a wide range of emotions that includes everything from feeling angry to anxious.

Effect of bullying on the company

Bullying inside the workplace is described as maltreatment of employees regularly. Vocal abuse, emotional assaults, ridicule, demeaning, and marginalisation are examples of this type of conduct (Yoo and Lee, 2018). Bullying in the workplace seems to have a detrimental influence on workers' wellness and health. This can even have a damaging impact on overall creativity and efficiency.

There are many effects of bullying on the company or in a workplace which are-

Absenteeism:

When employees are put in high-stress circumstances at work due to bullying, they will often be going to consider precautions to stop uncomfortable circumstances. Individuals might report in sick

also, although they aren't sick, or they can take lengthy anxiety breaks—absences of this magnitude results in a significant waste of productivity within the company.

Company turnover:

Bullying in the company is linked to a high percentage of staff retention. As a response, the firm has a financial impact, especially if competent personnel is lost. There are substitution expenses involved in finding, employing, and acquiring new personnel every moment a worker quits the company. Obliquely, workplace harassment typically results in a drop in enthusiasm, rendering the company vulnerable to significant turnover percentages as workers across the business feel the consequences of a less-than-ideal working atmosphere(Arifin, Nirwanto and Manan, 2019).

Reputation damage:

If a bullied person does not report the destructive conduct towards the company, they will probably say their relatives and friends beyond the work. The company's image may be harmed, making it harder to hire competent staff to substitute the harassed sufferers(Robert, 2018). However, it's hard to relate professional bullying to decreased profits. It's feasible for a firm having a propensity for enabling workplace abusers will have a tough time marketing its items and services.

Drop-in productivity:

Bullying in the workplace is not always considered overt or openly hostile as it can take numerous forms, such as gaslighting, where the bully takes the initiative to engage himself in abusive behaviours but then goes on to deny the abuse. The main objective of gaslighting an employee is to make sure the victim or victims start having doubts about their reality and experiences. As a result, this degrades the level of performance of the business organisation immensely because employees begin to feel insecure and depressed, which has a direct effect on their quality of work.

In addition to that, it also managed to have a negative impact on the productivity level and the performance of the workplace to a large extent (Nikolaou, 2022).

Effects of workplace bullying

Bullying in the workplace tends to have a range of effects that are highly harmful and severe.

Health risks

The effects of workplace bullying continue even after a specific person leaves the premises, which eventually causes low performance due to physical and psychological health issues risk of harming the reputation of the business organisation. There is a high level of blood pressure, changes in the mood, panic attacks, excess stress and ulcers. People who get bullied daily start getting scared to attend work, because of which the number of absentees increases gradually (Prino *et al.* 2019). As a result, work progress starts to deteriorate regularly. The chances are that sooner or later, the business organisation will shut down due to a bad reputation and poor management.

Effect on job performance

Bullied workers cannot perform at their highest level and cannot unlock their full potential.

1. The inability to work with total concentration
2. Low level of self-esteem
3. Not having a proper thought process lets them make poor and ineffective decisions that eventually hampers the performance level of the business organisation.

Emotional and economic effects

Workplace bullying consists of various off effects on the victim's behaviour as there are many times when the victim is getting harrassed because of the materials he possesses. As a result of this, this tends to directly affect the performance and productivity level because of the variables connected with the work (Priest *et al.*, 2019).

The people who are getting bullied regularly get distracted and lose sight of their priorities so that they can save themselves from embarrassment and humiliation.

On the other hand, being economically bullied is another concern directly linked with workplace bullying as poor performance of the employees leads to the unstable financial position of the business organisation. This tends to take a significant toll on the employees since they do not have money to eat or even ride public transportations. This eventually results in the overall well-being of the business organisation. In addition to that, financial instability is considered a massive problem that does not provide the employees with just and equal pay.

Impact on the workplace

Workplace bullying has managed to determine the severe effects on each and every employer and not just the person who gets bullied. Moreover, hampering the environment of the work a, production level of the organisation and employees results inexpensive as well as embarrassing legal issues, additional costs for recruiting and training new employees, erosion of loyalty as well as a commitment of the employees, taking more sick leaves in addition to health care claims and staff turnover, the risk of taking legal action against the bully and the business organisation increases to a large extent and lastly the public image of the business organisation gets tarnished

due to negative publicity created by the victims (Hansson *et al.* 2020). The effects of workplace bullying tend to have a vast impact on the workplace through the involvement of huge expenses.

Bullies and budgets

Workplace bullying is nothing but repeated behaviour which is considered to be unreasonable. Continuous bullying in the workplace tends to cost businesses up to billions of dollars each and every year. Legal penalties can carry an enormous price, and even if claims do not escalate to the court, the operation of the business organisation still takes a massive hit to their bottom line because the turnover rate keeps on rising, and the productivity keeps on suffering.

Productivity along with absenteeism is considered direct consequences of workplace bullying. Moreover, attending work when the person is not fit has become a new normal in psychologically unsafe workplaces. It has been observed that staff who go through psychological distress from getting bullied take four times as many sick days per month with a 154 per cent higher performance and productivity loss at work. Employees who get humiliated and bullied cannot maximise their performance levels (Gupta and Bakhshi, 2018).

Naturally, this will result in various issues related to the organisation's performance which will impact the productivity level, the motivation of the employees, and the concentration level of the employees, which will result in the incapacity to work for long hours and as a result of that this will also affect their strategy-making skills and their emotions as the victims will start getting more confused, feeling helpless and disoriented.

Health impact

Bullying has several consequences, and one of them directly connects to the health of the employees, and it remains with the business organisation and employees (Erazo, 2021). Moreover, bullying results in a general decline in health which eventually causes anxiety, mental disorders, high blood pressure, and physical harm such as having digestive problems, stomach ulcers, and excessive pain is considered to be expected.

Commercial impact

The business organisation tends to suffer equally or not more by facing both direct and indirect consequences. This commercial impact negatively affects the business by a high level of staff turnover with recruitment as well as training costs, losing skilled and valuable staff, tarnishing the reputation of the business organisation, unsatisfactory team dynamics, diminishing the level of trust, effort and loyalty from each and every employee who got bullied and creating a toxic business culture.

In addition, hampering the work environment and affecting the employees' morale tends to create a hostile working environment and is not considered healthy whatsoever. Moreover, it manages to affect the employees' compensation claims, which ultimately leads to absenteeism of the workers at a higher rate.

Other costly effects on every employer consist of additional costs to recruit and provide proper training to the employees. Without implementing workplace bullying policies, the employees will be less motivated to work effectively, which will lead to less loyalty to the business organisation (Walsh, Persky and Pinnock, 2019). Furthermore, there will be an absence of a motive to come to the workplace and achieve organisational objectives. Since immense bullying affects the mental

health of the specific person, that will result in a sudden increase in sick leave, health care claims, and staff turnover.

The company will start losing its credibility as time goes on since there will be a poor public image, and employees who get affected due to immense bullying will begin raising their voices. As a result, they will succeed in creating a negative reputation for the company (Cullinan *et al.*, 2019). To avoid that, it is necessary to take necessary actions like confronting the inappropriate behaviour, which can be achieved by establishing a boundary which enables them to tackle the bully and tell them to leave until they are in the position to behave in a work-related as well as professional manner.

Brazilian community in Ireland.

Brazilian students tend to find a lot of work in Ireland. Still, over some time, their experience in this kind of field has resulted in disruption among their colleagues. The number of Brazilian workers is said to be a significant amount in Ireland, including Brazilian students. There are numerous non-formal allegations of excessive harassment within the Brazilian community, which have become extremely common in Ireland. The community of Brazilians tends to experience the high practice of bullying within the country, which surrounds other spaces and age groups. This practice has successfully been identified in three different ways which are direct and physical, which also consists of physical aggression, stealing or dismantling the objects which are owned by the Brazilian people, extortion of money and imposing the operation of servile activities, and direct and verbal practice of bullying to the Brazilian community by the Irish people which consists of offending, using embarrassing nicknames, making comments that are extremely racist and discriminating each and every worker or student racially (Omar, Fonseca and Ramos, 2021).

The indirect practice of bullying is depicted as the situations of systematic exclusion of a specific individual from that particular group, spreading false and degrading rumours about the Brazilian people and threatening to move them out from the group for the primary purpose of manipulating the social life of the people who are the daily victim of social, sexual and racial abuse.

The experience of excessive bullying tends to expose all Brazilian to the condition of getting vulnerable at a rapid rate. Bullying among the Brazilian students in Irish schools is not considered to be general, regardless of the characteristics such as social, cultural and economic. However, there has been a massive increase in racial abuse and discrimination. The exposure to bullying has led to behavioural and emotional problems for the Brazilian community especially causing immense stress for them and having poor performance in not only schools but also in their workplaces.

Moreover, numerous Brazilian factory workers have complained about the low working environment provided to them daily in Ireland. They are given excess and complex tasks to perform intentionally. Years of working in these severe conditions have resulted in physical and emotional exhaustion to a large extent. In addition to that, several Brazilian workers work in meat production companies and tend to experience regularly Irish plants.

Moreover, it has been observed and identified that the managers of the Brazilian employees tend to curse and shout at them, which had a massive negative impact on them. Some of them even suffered from depression and had to take medications due to those reasons. Moreover, when the workers take some time off from work due to physical and mental exhaustion, their managers keep contacting them, verbally harass them, and cut their wages exponentially. In addition to that, migrant workers, especially Brazilian workers, are poorly treated each and every day as they are permanently assigned harder, more physical jobs and the supervisors of the business organisations

keep on abusing their powers. There is also a high level of discrimination from other Irish colleagues, as they believe that migrants are responsible for spreading the virus across the globe.

Some of the Brazilian workers do not experience bullying, but on the other hand, they do not have the liberty to take any sick leave or sick pay, due to which there has been a fear inside the mind of the migrant workers. The workers are not provided with any sick pay because of a lack of time in the business organisations, resulting in severe injuries and mental torture for the workers. It has been stated that a few workers got injured while carrying heavyweights in the middle of the work in the factory. As a result, other Brazilian workers had to raise money to recover the injured individual because there was a lack of work support.

Bullying can increase feelings of powerlessness, and Brazilian students' family members and loved ones start getting worried endlessly. There is a high-level possibility that they will start experiencing physical symptoms such as ulcers, chronic headaches, and other related illnesses to stress. The family members go through racial abuse themselves and have to face emotional symptoms because of their children, such as anger, depression, anxiety, and agitation. In addition to that, there are also various emotional symptoms, such as feelings of obsessiveness, through which they continue the process of obsessing over the situation of bullying. This, in turn, manages to increase physical symptoms and physical symptoms to a large extent.

Therefore, it is highly crucial to address the situation head-on when dealing with the bullying experience of the child and make sure to take self-care for the primary purpose of alleviating the symptoms.

The continuous occurrence of bullying has indicated that the Brazilian community is on the verge of becoming a space of creation of immense violence and bullying. As a result of this, bullying has increased not only among Brazilian employees but also among Brazilian students in schools in

Ireland. It has been revealed that there has been direct and physical abuse to the Brazilian community, including physical aggression, stealing objects, threatening them to take their money, and sexually assaulting them. When it comes to Brazilian students, they tend to get racially abused and even get attacked physically, which makes them go into depression (Jomar, Fonseca and Ramos, 2021).

Moreover, it has been found that some Brazilian workers and even students started having eating disorders because of the excess bullying that they keep on facing daily.

The people of Ireland tend to bully the community of Brazil. The rate of bullying has increased in Ireland, and the victims go through anxiety and a poor pattern of sleeping cycle, which has affected them mentally, physically, and academically.

About 70 per cent of more than 5000 thousand students surveyed stated that they were able to witness an act of bullying. About one-third of male students and one-quarter of female students have successfully reported that they were being bullied daily. Some who were regularly bullied have mentioned that they were able to tackle and overcome it as they grew up (Pereira Neto and Barbosa, 2019).

Most of the Brazilian adults who grew up getting bullied most of the time are still affected mentally, and it isn't very easy to overcome this completely.

Brazilian society has become highly concerned regarding bullying for many years. There is an emergence of various psychosomatic symptoms and psychological disorders with the strong urge to commit suicide. The immune resistance is considered below when it comes to physical and mental health. This has enabled the community of Brazil to take effective initiatives such as working with the awareness related to bullying with a project known as Action Against Bullying, through which a meeting is conducted with students, workers and family members that allows them

to develop joint activities that provide them with various methods to tackle and prevent physical and emotional abuse.

Research methodology

3.1 Introduction:

The part of a research methodology is best characterised as guidelines for conducting a successful research study. It can also be described as a systematic technique or strategy for conducting research. It can also be expanded into a theoretical, systematic investigation of a certain issue. A research methodology is used because it aids the researcher in doing a successful study. It comprises a number of tactics that assist the researcher in doing research and obtaining appropriate results. Research methodology is believed to be an important aspect of a research study since it helps the researcher stay on track with the study's goals(Chen *et al.*, 2021). This aids the researchers typically in reaching a satisfactory study result. For this particular research on the topic of investigation of bullying among the Brazilian community working in Ireland, the researchers used an *explanatory research design, a mixed research strategy, a positivism philosophy* is used. The researcher conducted the survey to collect the data. The researcher intends to use these research methods for the purpose of collecting more informative and authentic data for the current study. The researcher statistically analysed the data with the help of a transcript analysis procedure.

3.2 Research design:

The research design is regarded as an element of the technique since it aids in the rational and harmonious incorporation of many research elements. The research design supports the scientist in effectively solving study issues (Turale, 2020). It has been found that the study's research

methodology aids in the creation of a template for knowledge and material collecting, assessment, and interpretation. Descriptive, explanatory, and exploratory investigation designs are the most common.

To explain the study's subject challenge, the investigator chose an explanatory research design.

Justification:

Explanatory research design helps the researcher create a framework for understanding the Brazilian people who face bullying in their workplace. This Explanatory form of research design is being utilised as it offers a systematic, precise, and detailed understanding of the type of phenomenon that has occurred in attaining the data and information to support the research work(Asad et al. 2018). The diverse data and information collected and presented through the research work help in observing and creating an awareness of the likelihood and impacts of risks and the effective procedures and solutions to mitigate the problems of bullying in the workplace. If the researcher did not use the Explanatory research design, then the proper framework and the result for the impact of bullying in the Brazilian community were not properly conducted. The diverse data and information collected and presented through the research work help in observing and creating an awareness of the likelihood and impacts of risks and the effective procedures and solutions to mitigate the problems of bullying in the workplace.

3.3 Research approach:

The research approach is defined as such a concept and the research technique that creates the stages from the essential principles to the particular methodologies, which comprise the collection of data, evaluation, and explanation(Vizcarguenaga-Aguirre and López-Robles, 2020). It is chosen to solve the research challenge in the most effective way possible. In terms of actual characterisation, it has

been determined as the deductive research strategy is relatively comparable to intuitive and hunch-based approaches that rely on gathering and evaluating data and details.

Justification:

The researcher has noticed that the deductive technique involves a conclusion, goal, or other climaxes in relation to a particular premise at a specific moment (Oliva, 2019). The reasoned research approach is utilised in this research as it helps to know about the previous problems regarding the topic. It offers a scientific association and a better understanding of the type of research that has been conducted.

The deductive research approach used by the researcher on the impact of bullying on the Brazilian people who work in Ireland is based on the past data and information that are being stored and documented in various journal papers and articles. If the searcher did not use this approach, then the previous information about the impact of bullying is not evaluated, and the problems can not be solved.

3.4 Research paradigm:

The research paradigm serves as a roadmap for researchers, illustrating exactly how the scientific research needs to be carried out. The two main common research paradigms are positivism and interpretivism; the one assures that community can evaluate and describe a person's conduct; the second guarantees that the community can assess and describe a person's attitudes (Y.S., Konge and Artino, 2020). For this research, the researcher used a positivism paradigm of research. It is generally considered to be either an epistemological or an essentialist worldview. This is useful for this research since it includes tangible and distinct components and occurrences that have been evaluated to combine in such a predictable and predictable way.

Justification:

The investigator employed the positivist paradigm, which was advantageous in effectively establishing the research's foundation. During this research project, the researcher had used positivist perspectives using the sociological study that explores the incidence of harassment in the livelihoods of Brazilian immigrants, as well as its ramifications, to comprehend better when it occurred as well as whatever repercussions mainly resulted in the behaviour of bullying within the workforce. Positivism additionally assists the research in concentrating on the factors that seem to be critical to achieving the intended outcome. If the positivism philosophy was not used, then the researcher could not underline the central problem throughout this research. The chosen positivist ideology is seen to be beneficial as a potential mediator for adequately evaluating the investigation of bullying among the Brazilian community working in Ireland.

3.5 Research strategy:

Research Strategy is defined as the process by which the researcher utilises the step-by-step procedure required to be undertaken to create the research work based on the actions directed with the thoughts and efforts that are being utilised by the researcher(Pearse, 2019). The researcher used a mixed research strategy for this particular research. Both the Qualitative and quantitative research strategy used in this research.

Justification:

The researcher used the mixed research strategy for this research. This mixed research strategy helped the researcher to understand the impact of bullying on the Brazilian community who works in Ireland. The quantitative research strategy helps understand the effects of bullying on the Brazilian

people. The qualitative research strategy is taken for evaluating the secondary resources related to the topic. Regarding the Intellectual research study, the author has selected the survey technique as the best way to determine the impact of bullying on the Brazilian people who work in Ireland. This technique entails learning specific from a credible source, such as the variety of research participants. This also allows the investigator to get more relevant responses from participants on the present research question.

3.6 Data collection:

The data collection phase is the most crucial part of the study. The method used to collect data determines the study's key authenticity and predictability. The researchers used the data points they have preferred to form an in-depth and comprehensive view of the matter. The researcher will design a questionnaire using a *primary data collection* method to assert the methodology and evaluate the insights. The analyst would look into secondary data collection methods (Ryan, 2018).

Justification

In-person questionnaires are essential since the various reactions garnered assistance in focusing on the authorities that were aimed during the data collection process. Data obtained from primary documents can provide a more in-depth glance at an issue based on respondents' ideas and observations. It would be essential to learn about the variables impacting bullying investigation among the Brazilian community working in Ireland through a question and answer session. The secondary data collection method is also crucial for evaluating the existing information in the articles that researchers have obtained from the industry (Camargo, Pereira and Scarpin, 2020). The researcher will look into secondary data collection methods to study from good sources. The

researchers will use their chosen records to build an in-depth and detailed opinion on the subject under investigation.

3.7 Sampling techniques:

This study will employ a *purposive sampling* method because the information collected will be analysed to fully understand the opinions conveyed by Brazilians during their survey questionnaire, thereby achieving the study's goal. In the meantime, secondary data will be collected using stratified random sampling, which is used in these research methods to gather data from multiple sources (Nguyen *et al.*, 2021).

Justification

In the light of research questioning, a sample is a portion of individuals, stuff, or commodities derived from a vast sample to quantify. For the research findings to be broadly applicable to the broader group, the specimen must be generalisable to the population. Researchers can use samples to finish their education with more comprehensible information in much less period than they could otherwise (Baker, 2019). A random sample does not initiate massive bias if the data is large enough. Acquiring an adequately bigger sample size, on the other side, can be expensive and time-consuming. In a survey, qualitative, quantitative, or a combination of two methodologies could be used. This category comprises surveys with questionnaires that have been scaled down or up in magnitude.

3.8 Data analysis procedure:

Thematic data analysis aids in properly recognising information to discover it, such as the article's judgement on a discussion. In this instance, the various open-source have highlighted the diverse

thoughts and sense of history relevant to the subject on which they were asked to express their opinions (De Block and Vis, 2019). The method of assessing data collected by another analyst for a different reason is secondary data analysis. Regardless of the type of data the researcher is working with, secondary data is analysed correspondingly or haphazardly.

Justification

The primary analysis process of a study proposal's information is the first step. Analysing preliminary data entails perceiving the info gathered to achieve the research or confirm or refute study hypotheses. Thematic analysis is qualitative research in which theoretical and methodological structures are sought in techniques such as interviews and survey affidavits. The thematic analysis provides greater flexibility in collecting data and connecting directly (Elliott *et al.* 2020). Before being used for primary functions, secondary data is frequently scrubbed. This indicates that the data meets at least some data quality criteria. There could be a slew of quality problems with only collected primary information. As a result, researchers will have to devote extra support to cleaning it. The secondary data analysis is also essential as it saves more time and work than thematic analysis.

3.9 Research limitation:

The research's limitations can be found in various ways in this study. One of the primary goals of this research is to identify the precise description of this notion, which could be used in the additional investigation to clarify the factors to be investigated. The research methodology also considers the variety of informal assessments acquired and shows the respondents' internal consistency and the limitations of information gathering (Arifin, 2018). It will look at all of the important contributors to the bullying of people from the Brazilian community in the Irish industry.

Moreover, the mixed-method approach helps impose the report's starting on emerging research methods. A minority shareholder pledges to a long-term investigation programme and endorses the progressive systematical assimilation of theoretical and practical information.

Justification

Discussing the research limitations is important as it provides a thorough knowledge of what is missing and what it could have done to get better results. Future researchers and readers look through the limitations to find their analysis on the subject.

3.10 Ethical consideration:

The ethical component of a strong foundation is the survival of knowledge. The evaluations' precision and secretiveness also expose groups that include that could have been small and proprietary. Ethical consideration is a set of goals and guidelines that must be followed whenever it comes to social issues. For ethical grounds, no one acts in a manner that hurts the population or a group. Entities, communities, and activist groups are unable to damage others due to this. Ethical considerations are the guidelines that must be accompanied when conducting any study. The following are among the most ethically challenging unanswered questions: Consent, confidentiality, and privacy are all guarded, as is compassion. The outcomes' authenticity, the study's methodology, the respondents' approval, and personal privacy are all ethical issues. Two more morally acceptable problems during studies are honesty and commitment. In morally acceptable jurisdiction, a researcher must maintain sincerity and confidentiality (Sureani *et al.* 2018).

3.11 Summary:

For this project, researchers will use rationalist concepts and social science research to analyse the influence of bullying on the lives of Brazilian immigrants and its implications to truly comprehend how it occurred and what ramifications resulted in the practice of workplace bullying. To accomplish the goals of this research, an online survey will concentrate on Brazilian ethnic background, inhabitants of Dublin city centre, and associate professionals without regard to age, ethnic origin, or identity. Relevant literature and commercial paperwork found on the website will analyse and acquire descriptive and inferential statistics.

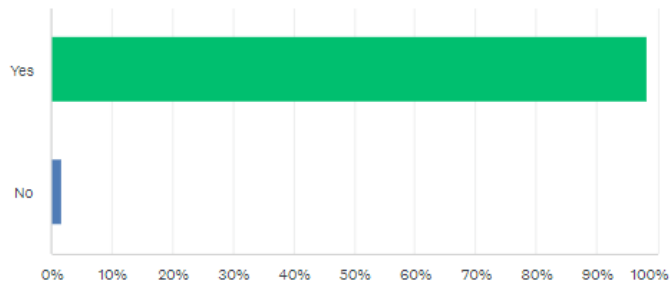
4.0 Presentation of the Data

4.1 Data Analysis

This particular chapter of the research presents all the questions and the answers that were asked to the respondents in the survey. This chapter also helps to evaluate a detailed analysis of the answers that help to identify all the key patterns of the topic. This data analysis helps the researcher in the further analysis of the research on this topic.

Are you Brazilian?

Answered: 113 Skipped: 0

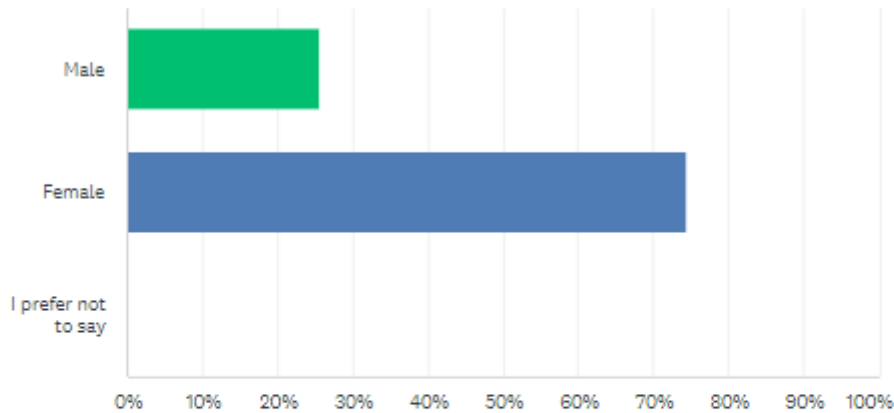


ANSWER CHOICES	RESPONSES	
Yes	98.23%	111
No	1.77%	2
TOTAL		113

According to the above result of the survey, the number of people who responded to this question is maximum from Brazil. As a result of the survey, among 115 people, 113 peoples are Brazilian. Only 2 peoples are outside of Brazil. This means that the survey is conducted among the people of Brazil. The response to the survey is very good. Every participant gives a response to the question. This helps to get the proper data that is required for the research. Also, this survey helps to know about the various issues that are faced by the Brazilian people related to this topic.

What is your gender?

Answered: 113 Skipped: 0

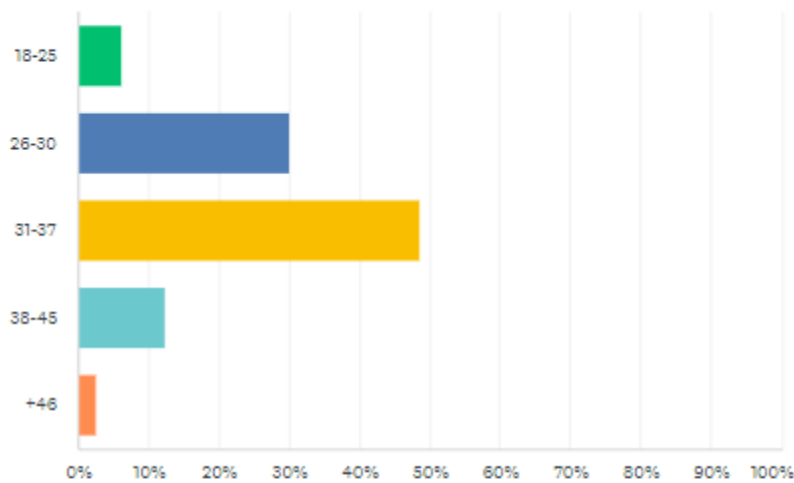


ANSWER CHOICES	RESPONSES	
Male	25.66%	29
Female	74.34%	84
I prefer not to say	0.00%	0
TOTAL		113

From the above result of the survey about the question of gender, 113 responses are gathered. From the overall survey, this can be said that it is indeed a demographic survey in nature. In the distribution of this demographic survey, the demographic profile of the respondents is very much important for the researchers to continue the research study for some purpose. From the survey, this can be analysed that the female employees responded more than the male employees of the company. In this case, when the individuals of that region were chosen for the survey randomly, this can be seen that the female participants responded more as they knew all the possible risks of bullying in the workplace in Ireland.

How old are you?

Answered: 113 Skipped: 0

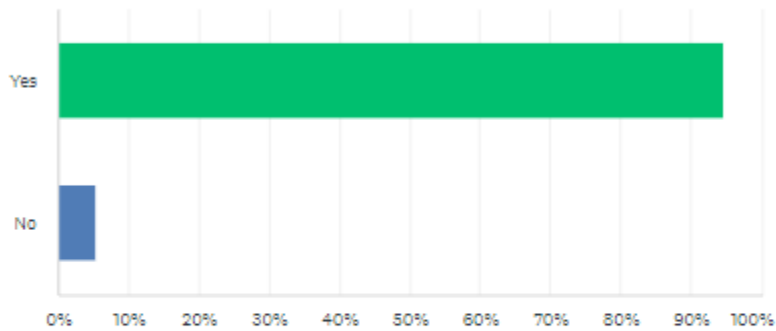


ANSWER CHOICES	RESPONSES	
18-25	6.19%	7
26-30	30.09%	34
31-37	48.67%	55
38-45	12.39%	14
+46	2.65%	3
TOTAL		113

According to the overall survey, the number of people who responded to this question is 113. In this question the maximum number of people who responds to this question is aged between 31 to 37. The percentage is 48.67. This survey defines that from the age of 31-37, individual faces the maximum number of bullying issues in the Brazilian community in Ireland. This age group is the working age, so this age group faces a lot of bullying in the workplace. Young individual faces a lower percentage of those issues, whereas 26-30 aged people face higher problematic consequences than young individuals. Old-aged people aged 46 or greater than 46 face minute consequences, and in the investigation, the respondents of high age people literally showed less in number.

Do you live in Ireland?

Answered: 113 Skipped: 0

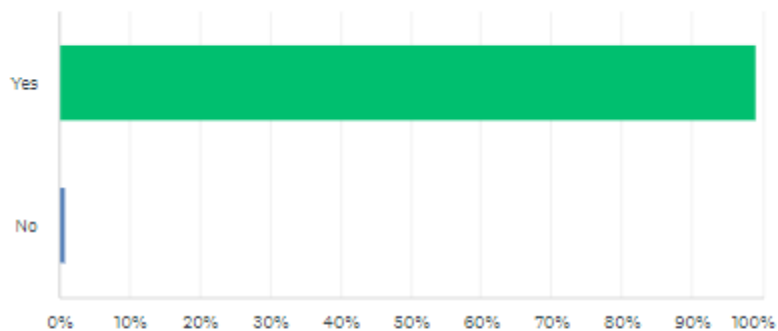


ANSWER CHOICES	RESPONSES	
Yes	94.69%	107
No	5.31%	6
TOTAL		113

From the above survey result on the basis of staying in Ireland, 113 responses are gathered. From the overall survey, it can be said that the maximum number of individuals live in Ireland. Among all the respondents, 107 individuals respond with positive feedback on living in Ireland, and 6 individuals have given negative responses. There is no respondent who skipped this question. The people who live in Ireland can give a better answer about the conflict in the workplace. This helps to know about the impact of bullying in the workplace upon the Brazilian community.

Do you work?

Answered: 113 Skipped: 0

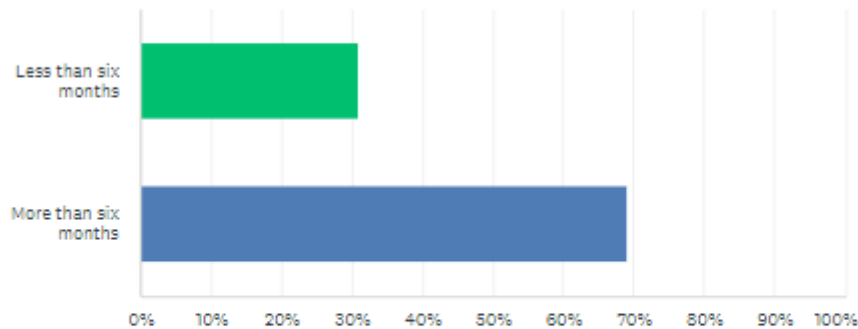


ANSWER CHOICES	RESPONSES	
Yes	99.12%	112
No	0.88%	1
TOTAL		113

From the overall survey, this can be said that the maximum number of respondents gave a positive answer to this particular question. In the survey, a total number of 113 people were there, who were asked this question. Among all the people, 112 responded to this question with a positive answer. 1 person responded to this question negatively. The people who work in an organization face bullying in their work life. Workplace bullying is different from academic bullying. This result helps this research to know about the types of workplace bullying and the impact it which the participants had to face.

How long have you been in your present job?

Answered: 113 Skipped: 0

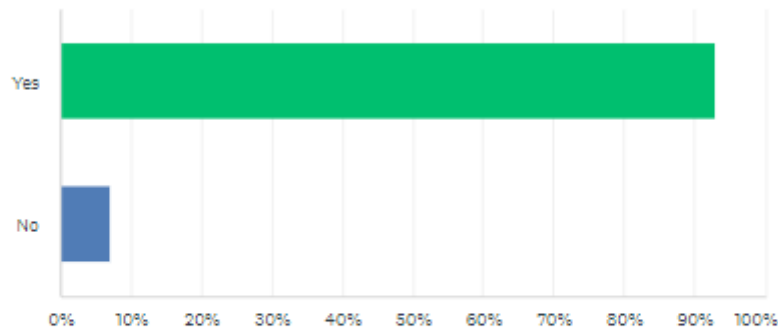


ANSWER CHOICES	RESPONSES	
Less than six months	30.97%	35
More than six months	69.03%	78
TOTAL		113

From the overall survey, this can be said that the maximum number of respondents who answer this particular question has been working in Ireland for more than 6 months. So, the respondents of this survey are not new in Ireland. The least answers were given by the individuals who have been working in Ireland for less than 6 months. The old workers of the Brazilian community who have been working in Ireland for more than 6 months have enough knowledge about all the risk factors and problems of bullying. The employees are also aware of different issues that were faced by the workers of the Brazilian community at different times in Ireland. Respondents who worked in Ireland for more than 6 months faced different types of bullying in their workplace. This helps to gather the proper data about workplace bullying.

Do you consider being treated well by your co-workers?

Answered: 113 Skipped: 0

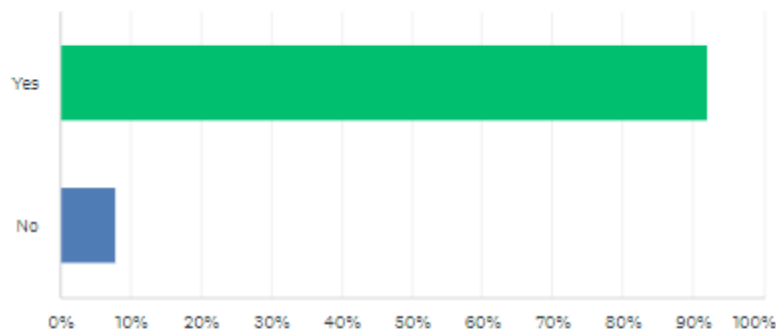


ANSWER CHOICES	RESPONSES	
Yes	92.92%	105
No	7.08%	8
TOTAL		113

From the comprehensive survey, it can be concluded that the majority of the respondents to this question have given positive feedback about the question to the individual if they are being treated well by co-workers or not. It means that the people who work in Ireland get good treatment and appropriate behaviour from their co-workers. However, some of the respondents give a negative answer to this question. It describes that the participants who give a negative answer to the question do not get appropriate behaviour from their co-workers. These respondents are victims of bullying. Inappropriate behaviour of the co-workers in the workplace puts an impact on the people who work in that organization. Brazilian people who work in Ireland often face this type of bullying in their workplace.

Do your co-workers treat you with care and respect?

Answered: 113 Skipped: 0

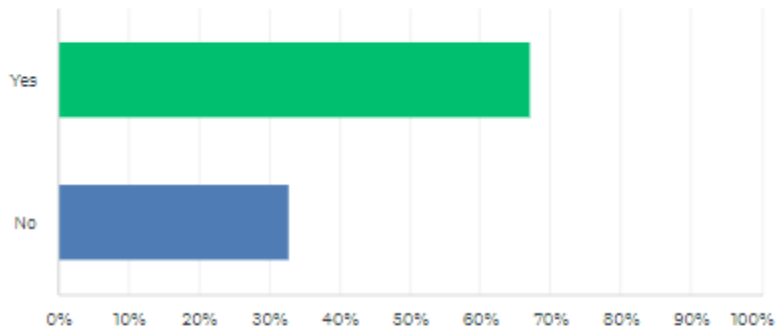


ANSWER CHOICES	RESPONSES	
Yes	92.04%	104
No	7.96%	9
TOTAL		113

From the above comprehensive survey, it can be concluded that the majority of the people of this question have given positive feedback regarding the care and respect of co-workers. The number of positive respondents is about 104 among 113, which means the co-workers have given enough strength and respect to every individual in the workplace for overcoming the issues and problems and also helps to maintain a good working environment among the employees. Remaining the 9 individuals faces that the co-worker's participation in the work field is not even satisfactory.

Do you feel your work is recognised?

Answered: 113 Skipped: 0

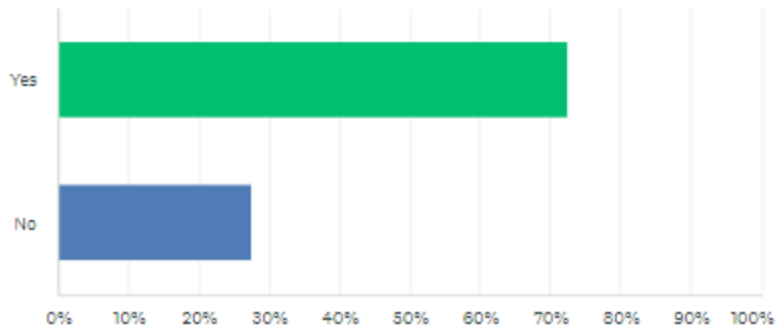


ANSWER CHOICES	RESPONSES	
Yes	67.26%	76
No	32.74%	37
TOTAL		113

According to the survey, this can be concluded that the majority of respondents gave positive feedback on the questions about their recognition of Work. Of 113 participants, most of the participants said positive about their Work being recognized. A few participants give a negative answers about recognition of their Work. It means that the participants who gave the negative answer to this question face unrecognized in tier workplace. Whenever an individual feels that their work is not recognized, then that individual loses their motivation to the Work. The Brazilian people who work in Ireland often face this problem in their workplace. They feel that their work is not recognized, and as a result that the individual loses interest in their Work.

Do you feel happy in your work environment?

Answered: 113 Skipped: 0

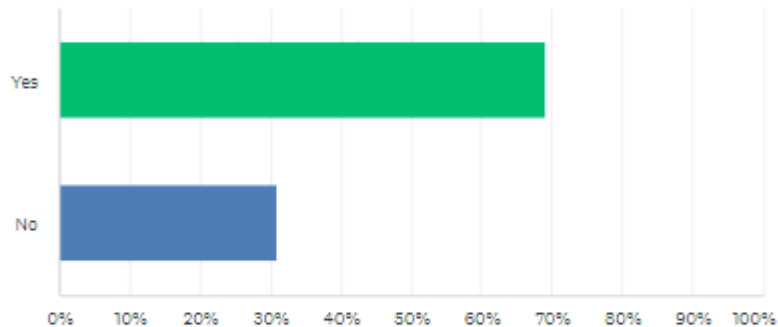


ANSWER CHOICES	RESPONSES	
Yes	72.57%	82
No	27.43%	31
TOTAL		113

According to the findings of the detailed survey, it must be stated that the most of responders to this question were favourable in their responses to the subject of Happiness in their respective work environments. Of a total of 113 participants, 82 reported their work environment is pleasant and that their workers are satisfied with their jobs. 31 individuals are not giving satisfactory feedback in their respective jobs and do not happy in the working environment. They feel that the co-worker participation, respect, and care have been missing because of the bullying in the community, and the lack of communication among the individuals creates an unhappy working environment.

Do you consider your work environment is a positive place to work?

Answered: 113 Skipped: 0

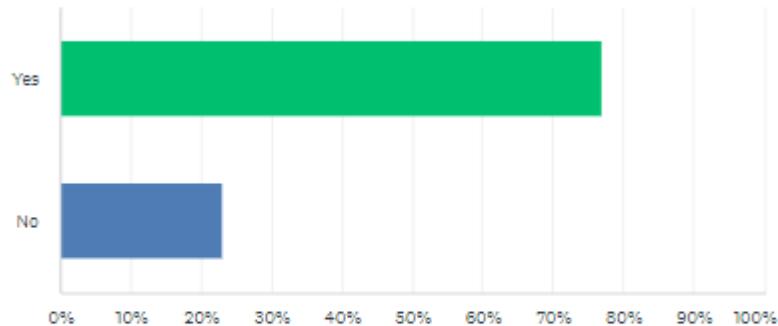


ANSWER CHOICES	RESPONSES	
Yes	69.03%	78
No	30.97%	35
TOTAL		113

According to the survey, this can be concluded that the majority of respondents gave positive feedback on the questions about the positive work environment in the workplace. Among 113 participants in the survey, 78 participants give positive feedback about their workplace environment. This means that participants of the Brazilian community who works in Ireland do not have to face any awkward situation in their workplace. The number of other participants who gave a negative answer to the question is 35. It is not a small number. It means many of the individuals who are there in the workplace have faced some situation that is unpleasant. These people feel that their workplace environment is not good for doing some positive work. Maybe these people face bullying in their work environment; that is why they feel that their workplace environment is not good and positive at all.

Would you recommend someone to work for your company?

Answered: 113 Skipped: 0

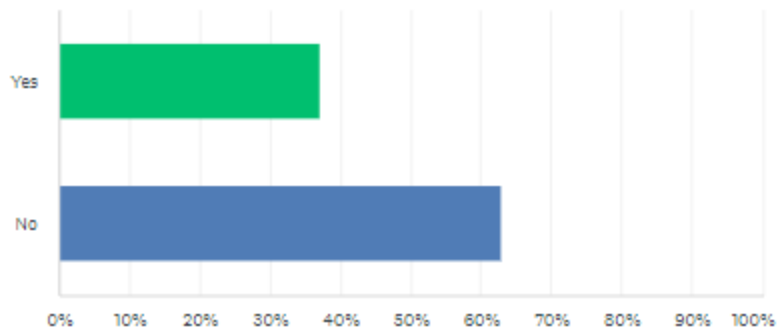


ANSWER CHOICES	RESPONSES	
Yes	76.99%	87
No	23.01%	26
TOTAL		113

According to the comprehensive survey's findings, It should be highlighted that the majority of those who responded to this question were positive in their comments, with aspect to recommendable their job to the others in the company. Among the 113 participants, 87 responders recommend their job to someone in their company because they feel that the working atmosphere in the company is very much trustworthy and pleasant. Whereas 26 people among the 113 do not recommend their job to the others. They feel that the work field and nature of Work is not too much pleasure, and in that company, workers are victimized by bullying, which can put a negative drawback in their work environment. The participants who gave a negative answer probably faced some unpleasant situations in their workplace. That is why the participants do not want that some other people face the same situation. Bullying puts a negative impact on people's minds. The people who face bullying in their workplace cannot do their work properly. The people who For this reason, they do not want to recommend someone to the company they work for.

Have you ever been the subject of rumours/gossip?

Answered: 113 Skipped: 0

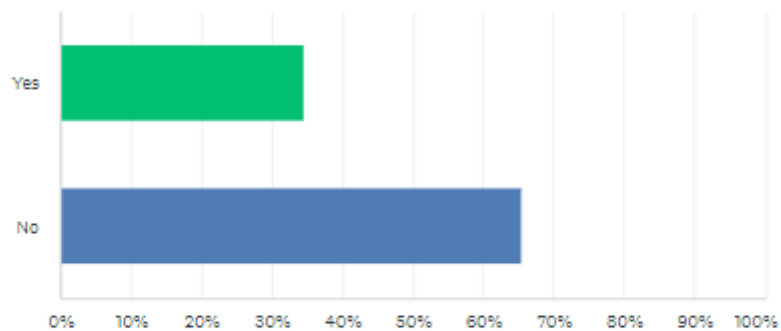


ANSWER CHOICES	RESPONSES	
Yes	37.17%	42
No	62.83%	71
TOTAL		113

According to the survey, this can be concluded that the majority of respondents gave negative feedback on the questions about whether the person has been subject to the rumours or not. Among the 113 participants, 71 participants said a no to the question. This means the participants were not subjected to gossip in their workplace. These people enjoyed a positive work environment in their workplace. Besides this, 42 people gave a positive answer to this question. This means that the people who gave a positive to this question sometimes that face some rumours about them in their workplace. Negative rumours put a negative impact on the individual, which decreases their motivation to work properly. Gossip in the workplace about a particular individual feels the person insecure about their Work. So the participants who gave a positive reply to the questions face this type of bullying in their workplace environment.

Have some colleagues/superiors yelled at you?

Answered: 113 Skipped: 0

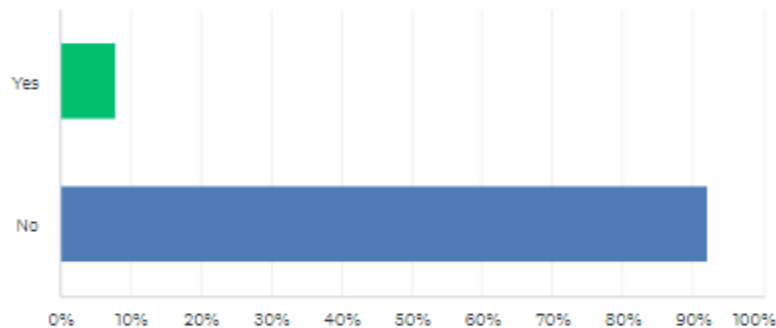


ANSWER CHOICES	RESPONSES	
Yes	34.51%	39
No	65.49%	74
TOTAL		113

According to the survey, this can be concluded that the majority of respondents gave negative feedback on the questions about whether their colleagues or superiors yelled at them. The 74 individuals have given negative feedback among the 113 participants. This means the majority of people have been satisfied with their job and the superiors have behaved very well-mannered, which gives an enthusiastic approach to the work field. On the other side, 39 people have been marked that they have suffered from the bad manners and yelling with their superiors and colleagues because maybe the bullying or harassment in their respective job. This is unethical in the workplace. This situation puts a bad effect on the workplace environment. The person who is the victim of this type of bullying gets demotivated in their Work. Other persons in the office and the co-workers of that individual make fun of that individual. The person gets targeted by others for their gossip. Bad rumours are spread about that person in the workplace. As a result, the person gets demotivated by their Work and leaves the office.

Have any of your co-workers/ superiors ever physically hurt/threatened you?

Answered: 113 Skipped: 0

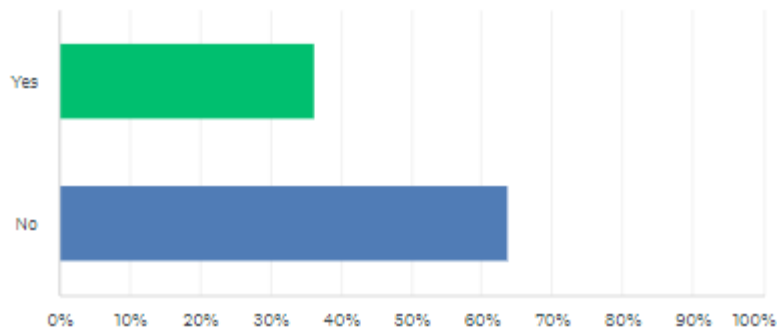


ANSWER CHOICES	RESPONSES	
Yes	7.96%	9
No	92.04%	104
TOTAL		113

From the overall survey, this can be concluded that the maximum number of respondents gave a negative outcome to this question. Since the majority of the respondents gave a negative answer to the question, it can be said that they have never been physically hurt or threatened by their supervisor or their co-workers. Among the 113 participants, 104 participants gave a negative answer, but 4 participants gave a positive answer to this question. The person who gave a positive answer to the question is a victim of bullying in the workplace. Threatening or physically hurting someone in the workplace is illegal and unethical. The Brazilian people who worked in Ireland faced this type of bullying in their workplace. The people who got hurt physically by their co-workers or their supervisors face humiliation in their workplace. As a result, of that, the mental health of that individual is affected badly. The person is able to go to Work and finds themselves as a victim of bullying.

Have you ever felt humiliated in your work environment?

Answered: 113 Skipped: 0

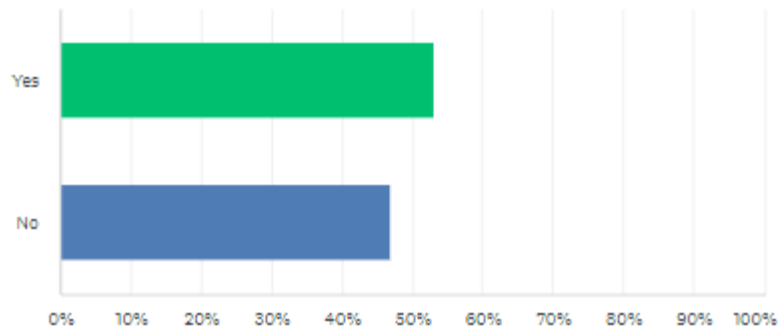


ANSWER CHOICES	RESPONSES	
Yes	36.28%	41
No	63.72%	72
TOTAL		113

From the overall survey, it can be concluded by stating that the total number of people who gave their responses was around 113, and the maximum number of respondents gave a positive response. Therefore, it can be said that most Brazilian people in Ireland have never felt humiliated in their workplace, and as a result of that, they have been able to keep their mental health in a positive state due to lack of bullying.

Have you ever felt sad or cried because of your co-worked/superior's behaviours?

Answered: 113 Skipped: 0

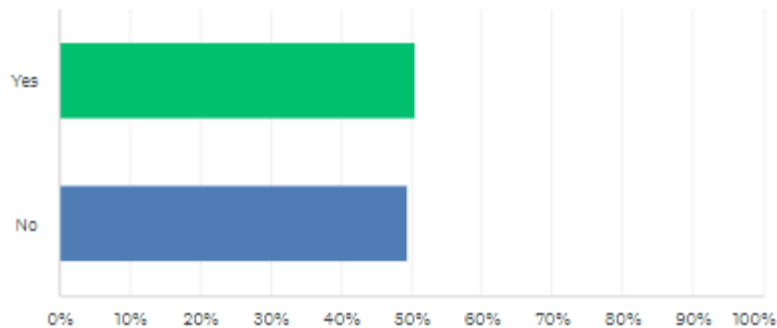


ANSWER CHOICES	RESPONSES	
Yes	53.10%	60
No	46.90%	53
TOTAL		113

From the overall survey, it can be concluded by stating that the number of total respondents was 113, out of which about 50 per cent of the Brazilian people in Ireland gave a negative response. This clearly shows that there is a presence of bullying in the workplace to a large extent because of which the mental health of the Brazilian people is deteriorating, and as a result of that, the people who are getting bullied are getting demotivated daily.

Have your opinions and views been ignored in your workplace?

Answered: 113 Skipped: 0

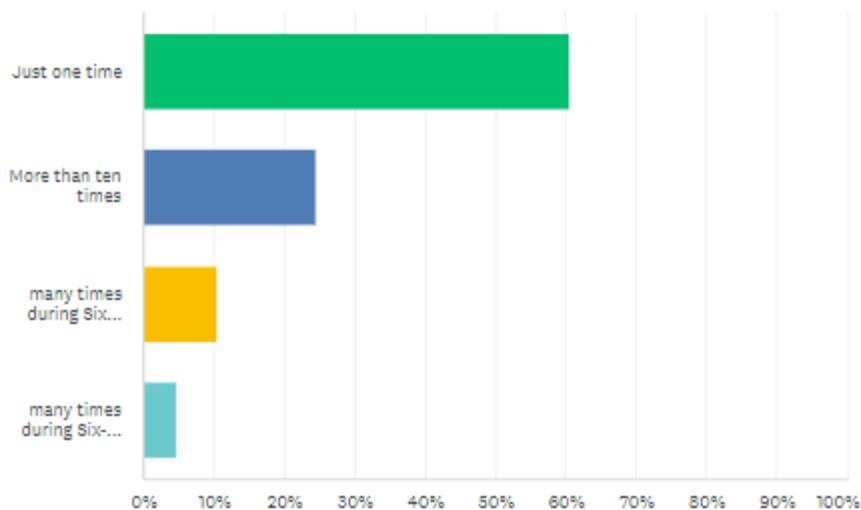


ANSWER CHOICES	RESPONSES	
Yes	50.44%	57
No	49.56%	56
TOTAL		113

According to the survey, the total numbers of respondents were 113, out of which half of the people gave a positive response while the other half gave a negative response to the above question. Therefore, it can be concluded by stating that not all workers are given equal amounts of attention as well as value for the betterment of the organization. It can be said that the majority of the Brazilian people are being ignored or bullied due to their inferiority in Ireland.

How many times did a situation like that happen?

Answered: 86 Skipped: 27

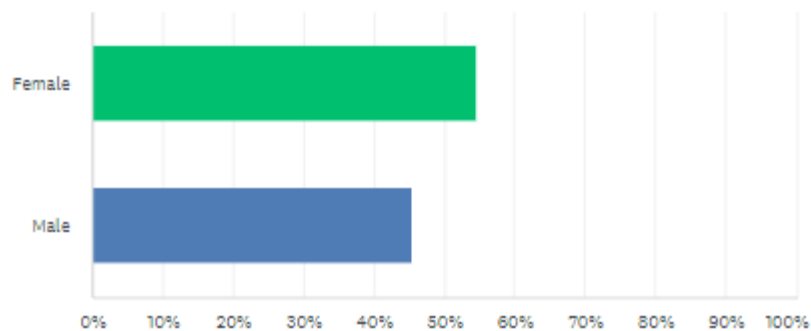


ANSWER CHOICES	RESPONSES	
Just one time	60.47%	52
More than ten times	24.42%	21
many times during Six months	10.47%	9
many times during Six- twelve months	4.65%	4
TOTAL		86

From the above survey, it can be stated that out of 113 respondents, only 86 people took the initiative to give responses to the above question, through which it can be understood that according to 52 people, their opinions were ignored only one time while on the other hand, 21 of the people have given the statement that their opinions or views have been ignored more than ten times which shows that 24.42 per cent of the respondents tend to get bullied or do not get enough value in their workplaces. As a result of this, their motivation and the quality of Work keep on decreasing at a rapid rate.

What was the gender of this person?

Answered: 86 Skipped: 27

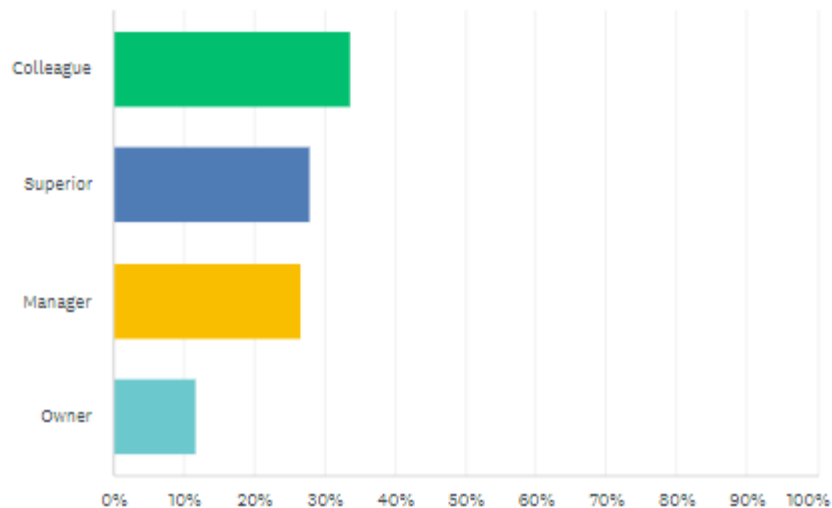


ANSWER CHOICES	RESPONSES	
Female	54.65%	47
Male	45.35%	39
TOTAL		86

According to the survey, it can be observed that out of 113 respondents, only 86 people managed to give a valid response which states that 54.65 per cent of the female workers tend to get ignored or are given enough respect by the management of the organization do not feel the need to take their opinion into consideration. This shows that the organization lacks gender equality, and there is a massive presence of workplace bullying, which affects the mental stability of the workers.

What was the organisation level of that person?

Answered: 86 Skipped: 27

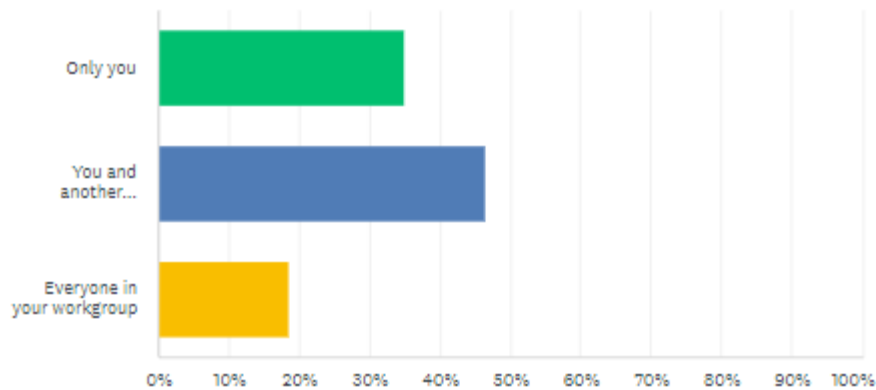


ANSWER CHOICES	RESPONSES	
Colleague	33.72%	29
Superior	27.91%	24
Manager	26.74%	23
Owner	11.63%	10
TOTAL		86

According to the survey, there were 86 respondents, and out of the 86 respondents, 29 of them were colleagues whose views and opinions are getting ignored on a daily basis, or they are getting verbally bullied. On the other hand, 24 of the respondents happened to be superiors, which indicates the organization does not display a kind of respect towards the Brazilian workers in Ireland.

How many people did that situation happen?

Answered: 86 Skipped: 27

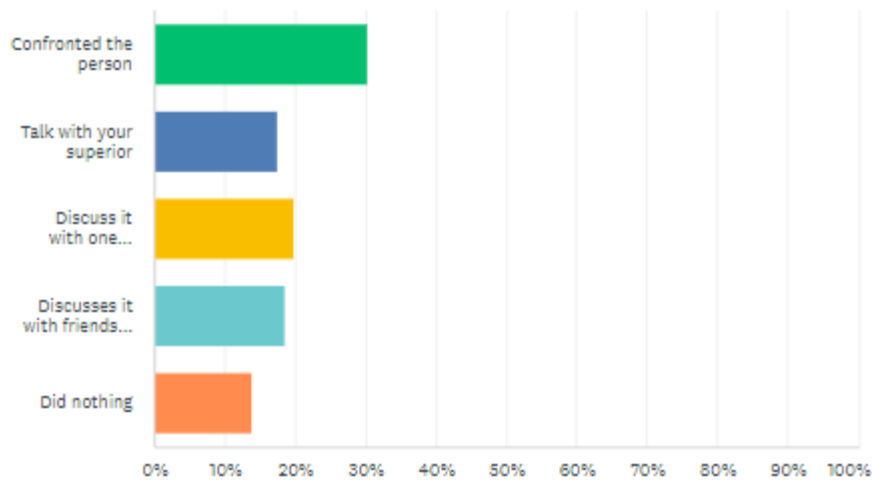


ANSWER CHOICES	RESPONSES	
Only you	34.88%	30
You and another colleague	46.51%	40
Everyone in your workgroup	18.60%	16
TOTAL		86

According to the survey, out of 86 respondents, 40 respondents have stated that the bullying has taken place with more than one individual, while the other 30 respondents have stated that the organization tends to bully only one specific individual by ignoring their opinions and views. As a result of this, there is a negative impact on the working environment, and the person who is the victim of this starts losing interest in Work and stops attending his or her Work.

What was your reaction when faced with that situation?

Answered: 86 Skipped: 27

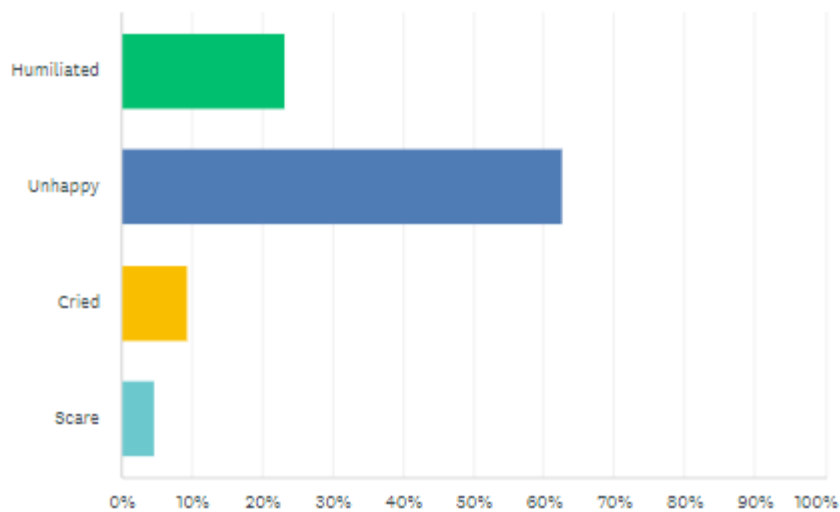


ANSWER CHOICES	RESPONSES	
Confronted the person	30.23%	26
Talk with your superior	17.44%	15
Discuss it with one colleague	19.77%	17
Discusses it with friends and family	18.60%	16
Did nothing	13.95%	12
TOTAL		86

According to the survey, the majority of the respondents gave a positive response as the majority of the people who gave a response that is 26 managed to confront the bully or, in this case, the superior, while the other hand, 12 respondents managed to do nothing and continued to be the victim of the everyday bully. It has been marked that they have suffered from bad behaviour in the workplace, and there were not included in any part of the discussion for the organization, which has affected their confidence as well as motivation to a large extent.

24.How did you feel?

Answered: 86 Skipped: 27

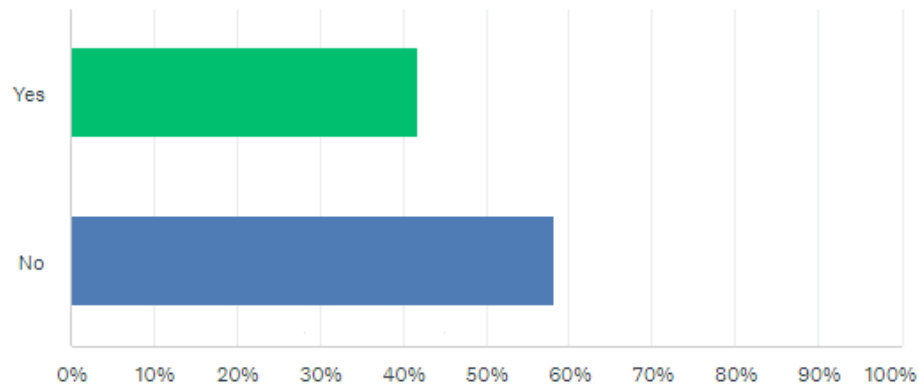


ANSWER CHOICES	RESPONSES	
Humiliated	23.26%	20
Unhappy	62.79%	54
Cried	9.30%	8
Scare	4.65%	4
TOTAL		86

According to the survey, there were 86 respondents, and out of those, around 54 respondents felt extremely unhappy due to the constant bullying in the workplace, which has affected not only the mental state of the workers but also the environment of the workplace. As a result of this, they have stopped recommending anyone else to work here, while on the other hand, 20 respondents felt humiliated for not getting equal treatment and enough value because of which there has been a negative impact on the individual.

Do you feel you continue to work with the same willingness before these events?

Answered: 86 Skipped: 27

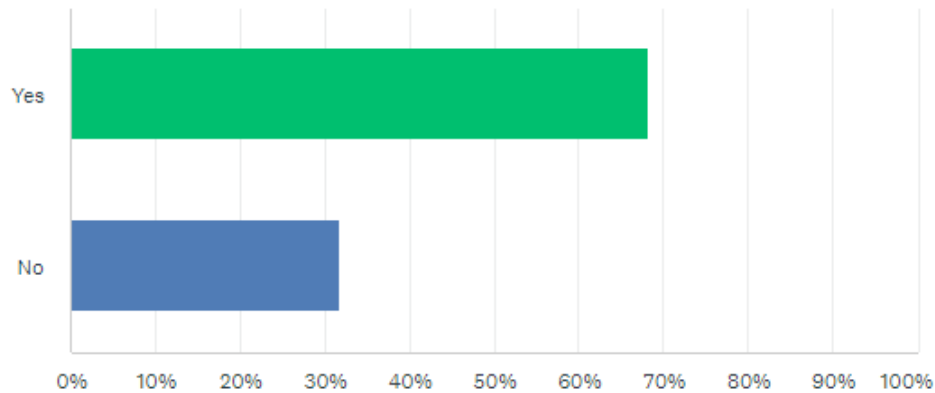


ANSWER CHOICES	RESPONSES	
Yes	41.86%	36
No	58.14%	50
TOTAL		86

According to the survey, out of 86 respondents, 50 have decided that they have lost the will as well as motivation to continue their Work in the organization due to lack of motivation and poor mental health. The majority of the respondents have constantly faced yelling and harassment on a daily basis, of which many of the respondents have started going through depression.

Have you ever felt unwilling to go to work after these situations?

Answered: 88 Skipped: 25

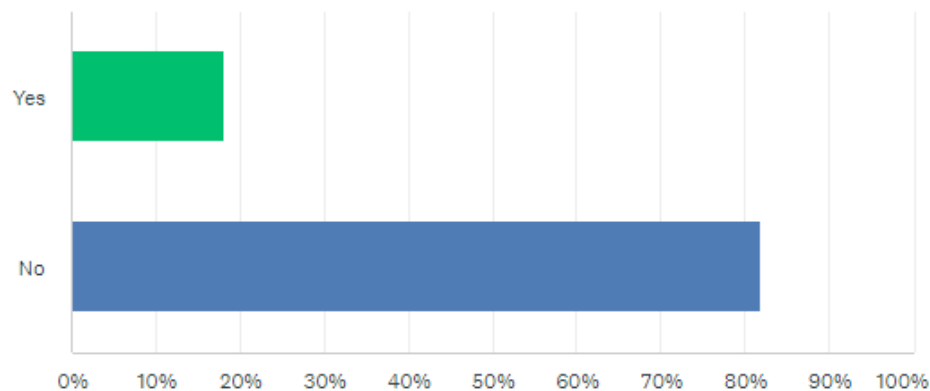


ANSWER CHOICES	RESPONSES	
Yes	68.18%	60
No	31.82%	28
TOTAL		88

According to the survey above, out of 88 respondents, 66 of them have managed to respond that they are not in the mental condition to attend or go to Work because of excess workload that is next to impossible and continuous verbal and physical bullying in the workplace. As a result of this, these respondents are no anymore a part of the decision-making process and are not valued whatsoever.

Did you miss work because of that?

Answered: 88 Skipped: 25

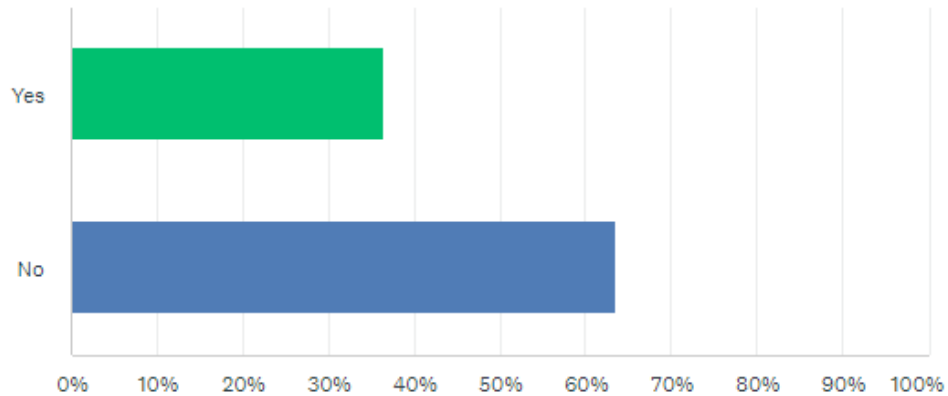


ANSWER CHOICES	RESPONSES	
Yes	18.18%	16
No	81.82%	72
TOTAL		88

According to the survey, 72 of the respondents gave a positive response out of the 88 respondents that despite getting bullied or not getting equal attention from the management, they are still attending their Work because of money since most the Brazilian workers are forced to accept any kind of wage due to poverty.

28. Did you change the job because of a situation like that?

Answered: 88 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	36.36%	32
No	63.64%	56
TOTAL		88

According to the survey, 88 people managed to give their responses, and 56 of them have responded that despite excess bullying, they still have not changed their job due to the fact that they get threatened by their superiors, and this shows that there is a majority of negative responses.

Briefly, discussion and responses related to the conflict experienced in the workplace.

According to the survey, it can be concluded by stating that there were 51 respondents for this question, and the majority of the people have mentioned that their experience in the workplace was negative and toxic as the working environment was not healthy whatsoever. Respondents have mentioned that the bullies tend to spread false and negative rumours about them, which have affected them deeply mentally.

Chapter 5: Findings

A survey was conducted to determine how the people from the Brazilian community are being treated in the Irish workplace. In the survey, many participants asked vital questions to get a proper conclusion about their situation. In the first section of the survey, the participants were questioned to see how many belonged to Brazil. Determining the ethnicity of participants is important as the response would be more accurate if it comes from the people who are getting poorly treated in the workplace. Most of the respondents were Brazilian (Giorgi *et al.*, 2020). The next thing was determining the gender of the participants. Bullying and harassment can be different for both genders, and women can go through sexual harassment too. Therefore, specifying the genders is important.

Of the total respondents, twenty-nine were male, and the other eighty-four were female. From this, it may be possible to comprehend that the female workers have to face bullying in the workplace more than the Brazilian males. The next thing was to find the age group of the participants. It is also essential to assess which age groups face the bullying situation more in the Irish workforce. Nearly forty-eight per cent of the employees belong to the age group of between thirty-one to thirty-seven, and thirty per cent of participants belong between twenty-six to thirty, which means that people in their thirties are getting more involved in workplace affairs.

The next thing was to find out if they were working in Ireland. Around ninety-four per cent of them were living in Ireland. Additionally, it can mean that the other six per cent participants used to work in this country and have left for different places. Nevertheless, folks in Ireland are best prepared to respond to occupational turmoil. This information helps understand the effect of workplace harassment on the Brazilian population. Then in the survey, the participants were asked if they were currently working or not (Igbrude, 2021). It was found out that only one participant was not

working right now. The survey's new question was to know how the participants were working their existing jobs. Most people have stayed in the workforce for more than nine months.

Meanwhile, thirty per cent of people have left their job in less than six months. It can mean that the workplace people did not find comfort while working there. It could also indicate that they were subjected to discrimination at Work, forcing individuals to resign. The next question was implemented on the survey to know how the Brazilian employees are treated in the workplace. More than ninety per cent of the participants responded that they were getting treated nicely in the workplace.

The findings can clearly state that the current Irish workforce is treating the Brazilian population well. The majority of the respondents even answered that their co-workers treat them with care and respect (Middlemiss, 2020). Meanwhile, many people responded that they are not treated well in the office. The few people who are not getting appropriately treated cannot speak for the treatment of the whole Brazilian population in the Irish workforce. This mistreatment can even be found in the regional people working in any organization.

In the later part of the survey, the participants were asked whether their work was getting recognized. More than thirty-two per cent of the participants responded that their work is not getting recognized in the workplace. The percentage may be less than the percentage of the positive responses from the participants (Samboan, 2018). However, thirty-two per cent is a significant amount for employees which shows that many workers may have gotten discriminated against in the workplace due to their ethnicity. As a result, their efforts went unnoticed, and they were denied the right to use their entitlements as employees of the company. The next question was about the participants feeling happy in their current workplace. The majority said yes to the question; however, nearly twenty-seven per cent of participants were not satisfied with their job. The percentage is

significant and should be considered, like feelings of sadness can indicate that others are mistreating them.

The next question in the survey was about the participants considering the workplace environment as favourable. The survey findings determined that more than thirty per cent of the participants do not find the workplace environment positive (McMahon *et al.*, 2021). It suggests that several of the people in the company have experienced some terrible situations. These individuals believe that their working conditions are not conducive to positive corporate culture. Perhaps these people are subjected to workplace harassment, so they think their working environment is neither positive nor pleasant.

In the next section of the survey, the participants were asked to recommend others to work for their company. Approximately twenty-three per cent responded and said no to the statement, which means that they do not find their workplace appropriate for others to work in. As the percentage is over ten, the situation of the Brazilian employees must be serious for not recommending to others.

The participants were also asked if they had been the subject of any rumour or gossip. From the findings, it was determined that more than sixty-two per cent of people have some kind of rumour or gossip in the workplace. Detrimental rumours significantly impact society, lowering their desire to complete effectively (Fuchs, Reichel and Poria, 2021). Work rumour about a particular person makes that person anxious regarding their job. As a result, those who responded positively to the topics experience harassment in the workplace. The large percentage of people experiencing such things clearly indicates a description of the Brazilian employees in the workplace.

Maintaining workplace ethics is everyone's responsibility. Meanwhile, the managers or supervisors are also required to maintain work ethics. From the following results of the survey, it was found that more than sixty-five per cent of people have gotten yelled at by their supervisors. Therefore, yelling

at employees can be considered bullying or harassment (Boychenko *et al.*, 2021). As the particular survey participants come from the Brazilian community, yelling can be regarded as discrimination against the Brazilian workers.

The participants were asked if their co-workers or supervisors had physically abused or threatened them. From the results, it was found that more than ninety-two per cent of the participants were threatened or physically harassed in the workplace. Comparably this is a considerable number which indicates the bullying and harassment of the Brazilian workers in the Irish workforce (Murphy, Doyle and Murphy, 2020).

It is illegal and immoral to harass or physically harm anyone at the workplace. Harassment in the workplace comes in many sections. However, physically threatening someone is the worst type of bullying or harassment that someone can do to their co-workers. The management of the workforce should be more committed to the safety of migrant workers or minority groups.

Brazilian employees whose colleagues or managers have physically harmed endure embarrassment at the workplace. As a consequence, that person's psychological well-being is negatively impacted. The prisoner is employed to operate and becomes a target of discrimination.

The participants also have asked questions to know if they have faced harassment. The most significant number of people responded positively (Thamrin, 2018). Sixty-three per cent responded that they do not have to face some kind of bullying. As a consequence, it can be argued that most Brazilians in Ireland have never experienced degradation at work. As a consequence, they have been capable of maintaining decent psychological health due to the absence of bullying.

In the next section of the survey, the employees were asked about harassment and bullying. More have faced this, whereas the remaining thirty respondents claim that the company bullies only one person by dismissing their opinions and views. As a response, there is a detrimental effect on the

workplace environment, and the individual who is affected loses interest in their job and stops working full time.

From the survey findings, it was determined that close to fifty per cent of employees' have cried due to some behaviour in the workplace (Alves de Castro, 2020). This proves that bullying is highly prevalent to a considerable extent, causing the Brazilian people's quality of life to deteriorate and the individuals who are bullied to become demoralized regularly.

In the next part, the participants were asked about their opinions and views about getting ignored in the workplace. The majority of participants responded positively to the undergoing constant, while the other half responded negatively. As a result, it may be inferred that not all staff are getting equal amounts of interest and value to improve the organization. Because of their mediocrity in Ireland, it may be argued that the mass of Brazilians is neglected or bullied.

The participants were asked about the gender of the person who was getting ignored by co-workers (Noone, Keogh and Buggy, 2018). The findings determined that the bill majority of female employees are disregarded or treated with little respect since the organization's management does not see the need to incorporate their input. This demonstrates that the company lacks equality for women and that workplace harassment is prevalent, affecting the workers' mental health. Women were an easy target for the harasser in the workplace, which shows the discrimination and inequality toward Brazilian female employees'.

Later, the participants were asked about their feelings about the situation and the workplace. Most of the neglected people were the junior employees' (Grabiec, 2019). It means their superiors were using their position to harass them. Meanwhile, even supervisors who belonged to the Brazilian community have faced such behaviour in some cases. The description was beyond the power of their position in the workplace. It has been noted that they have experienced poor employee behaviours

and were not included in any section of the organization's dialogue, which has had a significant impact on their effort and persistence.

The participants stated that they felt unhappy and humiliated. As per the survey's findings, most respondents believe they have forgotten the will and desire to remain working for the company due to a loss of inspiration and a negative psychological state. The rest of the responders have been subjected to screaming and abuse on a regular schedule, and many have developed emotional trauma. As a result, the majority of respondents were unable to join or go to a job due to an excessive burden that was nearly difficult to manage and ongoing verbal and non-verbal harassment at employment (Holborow, 2019). Consequently, these responders are no longer considered in the decision-making procedure and are undervalued.

In the last section of the survey, the participants asked about them missing going to work in the company. Approximately eighty per cent of participants responded with a no to the question. It is hard for employees to sit at home and not do any work as it is the only way of their income. Thus, not missing work must mean that workplace harassment and bullying must have taken a toll on them.

However, to pay for their daily necessities, they have to work and not miss their daily tasks (Baka, 2019). They were also asked if they had changed their jobs due to such situations. The majority of the people said no to the question. Changing jobs for migrant workers can be challenging as most companies would not pay much to them.

Therefore, it depends on getting a better job in the Irish market. In some sections, the participants have positively answered the questions, but they could not hide the truth about the bullying of Brazilian migrants in the workforce. The migrant employees' are getting treated harshly, and they

constantly face discriminatory behaviour. The management department in the companies in the Irish market needs to implement better rules and regulations for the safety of the workers (Burton, 2021).

Chapter 6: Discussion

6.1 Introduction

One of the epilogues of a research article is the discussion part, wherein the researcher summarises, analyses, and evaluates the results. The discussion volume will include the important parts of the findings and a literature review illustrating the outcomes. The volume will also meet the objectives of this report and link the findings from the survey with it. It will also include essential policies and regulations in Ireland which helps to maintain bullying and discrimination against Brazilian workers in the workplace (Kline and Lewis, 2019). This part will provide the discussion of important topics related to harassment against Brazilian workers, which was missed in the other volumes of this report.

6.2 Linking with objective

Demonstrate various consequences of bullying and also how they impact the targeted organisation

Bullying at employment, in all of its manifestations, is an active or passive effect of workforce management and organisational effectiveness designed to curtail employees at the job, according to this volume. It contends, in addition, that the company's and their operative sense of powerlessness enables for types of "growth pursuing", which result in bullying of employees of other ethnicities. By going through the findings of this report, it can be determined that bullying and harassment of employees can occur for many reasons. Age, religion, gender, position, ethnicity,

and race are some of the aspects which can directly influence the emergence of workplace bullying on employees (Notelaers and Van der Heijden, 2021). In the first section of the survey, it was clarified that workplace bullying is happening in the Brazilian community working in the Irish workforce. In the next section, it was disclosed that female workers from the Brazilian community are facing workplace bullying and harassment more than male workers. Bullying is more common in females than in males, according to gender inequality. Whenever it comes to this type of disparities in bullying repercussions, the data are likewise unclear and conflicting.

In this scenario, age also plays a big impact. From the findings, it was derived that people in their thirties are more prone to workplace bullying than the other age groups. People in this age group are known for succeeding in their work. They have both the energy and experience, which makes them a likeable skilled employee. People like that can get harassed because they get a lot of positive appraisals. Corporate bullies attack talented staff as they either feel inadequate or are concerned that their job will be eclipsed by the labour and ability of other individuals (Smith-Han *et al.*, 2020). Meanwhile, the bullying gets even worse for the employees when they come from different countries or different cultures. The standard and quality of an outsider can make the regional people jealous and encourage them to indulge in negative work like discrimination against the employees. The treatment that the workers get from their co-workers was also discussed in the volume. More than ninety per cent of respondents said they were handled well at work. However, a small percentage of respondents stated that they are not treated well at work. The data reveal that the current Irish workforce treats the Brazilian workers favourably (Sigursteinsdottir, Rafnsdottir and Jonsdottir, 2020). The bulk of citizens said their colleagues treated them with compassion and attention. The research methodology and data analysis part of this report has met the objective of

demonstrating various consequences of bullying and also how they impact the targeted organisation.

Conducting a poll of Brazilians to determine the harassment and how this affects them.

Workplace stress is on the rise, with serious implications for individuals, businesses, the industry, and the community as a whole (Salimi *et al.* 2019). Bullying and harassment can impact the stress level of the employees, which can result in a major turnover. The respondents were asked if their work is getting recognised in the workplace. Over thirty-two per cent of those polled said their labour is not appreciated at work. The proportion could be lower than the number of individuals who gave affirmative comments. Nevertheless, a significant percentage of workers indicated that many individuals could well have faced workplace discrimination because of their nationality. As a consequence, their achievements remained unappreciated, and they were refused access to the company's benefits. Respondents were also questioned if they had been bodily mistreated or intimidated by colleagues or managers. According to the findings, the majority of the respondents have been intimidated or aggressively harassed in employment. In comparison, this is a substantial percentage, indicating that Brazilian employees in Ireland face harassment and bullying.

For many workers, physical assault is quickly becoming a regular situation (Ballard and Easteal, 2018). Individuals in numerous industries, including many who make good decisions, give care, enact rules, and so forth, are at threat of being mistreated on a regular schedule. Nevertheless, many people are hurting in isolation owing to a variety of factors, including a lack of career options in the nation, while some are unaware of the risk they are now in. The protection of migrant employees or minority groups must be prioritised by people management. Employees in Brazil who have been seriously assaulted by their co-workers or bosses face professional humiliation. As a result, that

person's psychological health suffers as a result. The convict is hired to work and becomes a focus of prejudice. According to the study's results, nearly half of all employees had cried because of work performance. This merely demonstrates that harassment is quite common, leading the Brazilian liveability to degrade and the harassed people to get discouraged on a daily basis. A large number of female employees are ignored or handled with minimal consideration, according to the survey, because the senior management does not have enough to integrate their views (Casula, Rangarajan and Shields, 2021). This reveals that the organisation does not treat women equally and that workplace discrimination is common, negatively impacting employees' psychological health. The survey section has conducted a poll to determine the point of view of the Brazilian employees working in the Irish workforce. The survey and finding section has also demonstrated how it impacts the workers in the workplace.

The significance of policies in preventing bullying circumstances in the workplace.

Bullying can take many forms. Assess how everyone else would see the situation when trying to spot harassment. This is partially dependent on the conditions (Firmawati and Sudirman, 2020). However, if the majority of individuals regard a particular action as irrational, it is most likely harassment. Identification of bullying and harassment is important for implementing necessary guidelines and policies in the workplace. Bullying is social interaction and professional issue. As a result, it is governed by a number of organisations and is on the ideology of several relevant stakeholders. It is a safety issue in the sense that harassment has been characterised as risky behaviour, as it can result in both safety procedures. The health and safety authority of Ireland has the responsibility to maintain any kind of harassment or bullying towards the employees. The authority focuses on promoting the avoidance of collisions and health-related injuries. They also

support opportunities that support security, prosperity, and wellbeing. They offer bullying and harassment support and advice.

Workers are endowed with both duties and privileges (Bellini, Olivier and Comber, 2018). Workers owe it to their co-workers not to harass them, and they have privileges that should be protected if they are suspected of bullying. This is where harassment differs from other workplace risks because those charged have job responsibilities, which meaning they cannot be terminated only for causing harm to others; rather, the problem should be handled properly and thoroughly so that everyone's standards are met at the same time. The company needs to take appropriate precautions to prevent harassment incidences when a harassment atmosphere is already recognised. Unless and until violence occurs, managers must minimise the potential of damage to workers' wellbeing by giving and executing help and guidance all across the procedure, as well as analysing the atmosphere afterwards, to the extent possible. This part was important to help the workers deal with different kinds of bullying and harassment in the workplace. This volume has helped to determine how the authorities in Ireland help in maintaining workplace bullying and harassment.

Create awareness about the consequences of bullying and the harassment it causes.

Bullying is a common occurrence in Brazil's neighbourhood, which extends to different areas and life stages. This practice has been managed to identify in three main forms: straightforward and physical bullying of the Brazilian society, which involves regular violence, theft or disassembling of pieces possessed by the Brazilian people, coercion of payment, and enforcing the procedure of obsequious actions, and straightforward and oral harassment of the Brazilian society, which includes inappropriate behaviour, using humiliating pseudonyms and attempting to make remarkably race-related remarks.

Females were obvious victims of occupational harassers, demonstrating the prejudice and unfairness faced by Brazilian female employees (Chrysanthou and Vasilakis, 2019). As per the findings, individuals were polled on how they felt about the environment and their jobs. The majority of those who were overlooked were junior employees. It suggests that their managers used their power to harass them. Furthermore, even managers from the Brazilian population have been subjected to such treatment in some circumstances. The person's specification was far more powerful than their current position. They have reported terrible employee behaviour and not being included in any part of the company's discussion, both of which have had a substantial influence on their dedication and hard work. The respondents expressed their dissatisfaction and humiliation. The survey result shows us the majority of respondents say they have lost their motivation to stay with the company owing to a lack of inspiration and a negative psychological state. The remainder of the personnel have been subjected to screams and abuse on a regular basis, and many have experienced emotional damage. As a consequence, the overwhelming majority of participants were unable to enter or return to work as a result of an overwhelming workload that was practically impossible to handle, as well as persistent verbal and nonverbal abuse in the workplace (Campbell, Whiteford and Hooijer, 2019). It is contingent on the availability of a decent career in the Irish market. Although some respondents gave consent to the queries in some segments, the truth about workplace harassment of Brazilian migrants had not been hidden.

A structured, skill enhancement procedure is critical for efficient bullying behaviour prevention. It must be based on comprehensive, appropriate, trustworthy, and well-communicated top management. Workers, group leaders, supervisors, people management people, business heads, stakeholders and rulers, medical and psychiatric experts, therapists, sociologists, doctors, suppliers of training and career development, executive trainers, and arbitrators are all prospective trainers

(Ballard and Easteal, 2018). Supervisors could receive coaching and mentoring, resolving conflict, interaction, and strategic planning; staff members could receive training in interpretations of harassment, professionalism, legislation, and monitoring mechanisms; objectives could undergo instruction in personal development, individual self, dispute resolution, and emotional control; good Samaritans could undergo instruction in data systems and endorse abilities; and all professionals could begin instructions in adaptability, interpersonal trust, interpersonal skills, and job proficiencies.

Providing appropriate training to the workers can help in spreading awareness about bullying and harassment in the workplace. As the harassment is happening against a single community who belongs from a different country and ethnicity, it is important for the management to let their workers know about their culture and traditions. It can effectively make the employees become close with each other. Spreading awareness about diversity is essential (Busby, Patrick and Gaudine, 2022). To enhance diversity in the workplace, it is important for the local employees to learn and accept the Brazilian culture to successfully interact with the Brazilian workers. The literature review part has discussed different aspects of workplace bullying and how it can help in spreading awareness about workplace harassment in Irish organisations.

6.3 Chapter Conclusion

By going through the volumes of the discussion part, it can be concluded that the report has met the important objectives of this paper. The literature review part discusses different aspects of workplace bullying and harassment. The outcomes have helped in spreading awareness of workplace bullying against Brazilian workers. The data analysis part has implemented a survey and poll to get information and knowledge from the Brazilian workers working in the Irish

organizations. It was finally determined that different policies and guidelines are important for maintaining the safety of employees in the workplace. It was also found that spreading awareness about diversity is crucial for maintaining the amount of bullying and harassment against the employees in the workforce.

Chapter 7: Conclusion

7.1 Introduction

This research wants to show a critical analysis of the Investigation of bullying among the Brazilian community working in Ireland. This research also helps people to know about the impact of bullying on people's life. In this research work, this chapter outlines the main conclusion of the overall research. This part mainly discusses the findings from the research and how well the findings will help the people in the future. The people who face a bully in the workplace cannot work properly and get demotivated. Bullying has a negative impact on peoples' minds. This chapter of this research work outlines the main findings of the research and also helps to evaluate a conclusion for the research after analysing the overall discussion of the research on the topic.

7.2 Chapter overview

This is the last chapter of this research study. This research has been done on the impact of bullying on the Brazilian community working in Ireland. In this chapter, a conclusion is done by analysing the overall discussion regarding the response of the study. In this chapter, a summary of the findings of the research is done. A proper recommendation about how to stop bullying in the workplace and also in the academic area is described. This chapter also helps to evaluate the findings of the research by linking with the objectives of the research topic. In this research work, the future

implication of the research topic and the further research opportunity is also described in this chapter.

7.3 Summary of findings

In this research, a survey was done to see how persons from the Brazilian community are treated in the workplace in Ireland. Many participants were given important questions in the survey in order to get a proper conclusion regarding their position. From the findings of the survey, the result that is found helps to complete the research work successfully. The participants were asked how many of them were from Brazil in the first portion of the poll. The ethnicity of the participants is significant since the response will be more accurate if it comes from people who are being treated unfairly at work (Chatziioannidis *et al.*, 2018). The next step was to determine the participants' gender. From the result of the survey, researchers can find that bullying and harassment can be different for men and women, and women might be sexually harassed. As a result, defining the genders is critical. Twenty-nine men and eighty-four women made up the total number of responders. It is plausible to conclude from this that female employees encounter greater workplace bullying than male employees in Brazil (Cavalcanti *et al.*, 2018). The next step was to determine the participants' age groups. It is also crucial to figure out which age groups in the Irish workforce are most likely to be bullied. Nearly 48% of the employees are between the ages of 31 and 37, and 30% of the participants are between the ages of 26 and 30. In other words, people in their thirties are becoming more active in their employment.

This also can be found from the result of the survey that 94% per cent of Brazilian people were based in Ireland. It is also possible that the other six per cent of participants used to work in this nation but have since relocated. People in Ireland, on the other hand, are best prepared to deal with labour

unrest. This data is significant in determining how workplace harassment affects the Brazilian population. The poll included a new question regarding how the participants worked their current jobs. The majority of the workers have worked for more than nine months. In the meanwhile, 30% of employees have quit their jobs in less than six months. It might indicate that employees at the workplace were uncomfortable while working. It might also mean that they were victims of workplace discrimination, prompting them to resign. The following question was included in the poll to determine how Brazilian employees are treated at work. Moreover, ninety per cent of the participants said they were treated well at work. Meanwhile, a tiny percentage of respondents stated that they are not treated properly at work. The findings clearly show that the existing Irish workforce treats the Brazilians who work there rather well. The majority of respondents even stated that their co-workers are considerate and respectful of them (Pereira Neto and Barbosa, 2019).

From the overall findings of the survey, this can be said that workplace discrimination is a huge problem that is faced by the Brazilian people who work in Ireland. Brazilian workers experience bullying in their workplace. Sometimes the workers are not cooperative; sometimes, they are physically abused. People sometimes experience that they were targeted for bullying and harassment in their workplace. As a consequence, that person's psychological well-being is negatively impacted. Although some participants responded favourably to the questions in some areas, the fact concerning workplace bullying of Brazilian migrants could not be hidden. Better norms and regulations for worker safety must be implemented by the management departments of enterprises in the Irish market. Migrant workers are treated unfairly and are subjected to discrimination on a regular basis (Wilson *et al.*, 2020). Therefore, from the overall findings, this can be concluded that several Brazilian people who work in Ireland experienced or faced different types of bullying in their workplace.

7.4 Recommendation

From the overall study, this can be evaluated that the Brazilian People who work in Ireland faced several types of bullying in the workplace. Workplace bullying can be of many types, and this bullying has a negative impact on people's minds. Abuse, physical torture, or verbal aggression in the workplace, as well as public humiliation and disdain, are all examples of workplace bullying (James, 2020). As a result, the person who is bullied on a daily basis loses his self-esteem and confidence. It is said that the person is being bullied if he is constantly being picked on, getting other people's work done for him, being humiliated in front of other co-workers, being given impossible-to-meet deadlines or excessive workloads that are next to impossible to complete within the given time frame. Moreover, being handed over deadlines that are impossible to meet or excess workloads that are another type of bullying that is faced by the people.

To stop this type of bullying in the workplace, the possible recommendations that can be taken the workplace are as follows:

There are various solutions to physical and verbal abuse, including attempting to be more emotional, as it is critical for the person being bullied to be mentally prepared for what is to come. After that, standing up for himself by informing the bully that his behaviour is unreasonable and inappropriate. Although it might be difficult to stand up to a superior, it is critical to assess and evaluate the circumstances to determine whether or not the current situation constitutes bullying. It is essential to consider that each and every business organisation's employer has a responsibility to allocate efforts to provide a safe environment for all of its employees (Campbell, Whiteford, and Hooijer, 2019). Outside of work hours, it is critical to maintaining a healthy and balanced lifestyle in order to cope with demanding jobs and workplace bullies.

This can be recommended for the Brazilian people who work in Ireland and experienced bullying in their workplace should raise their voices about the discrimination. As bullying in the workplace is unethical, if the workers raise their voices, therefore the probability and the chances of bullying in the workplace will be small. It is a moral obligation to contribute to creating a happy, healthy, and safe working environment. Suppose a single person or a group of individuals is being physically or verbally abused at work. In that case, spectators should take the initiative and provide recommendations on how to resolve the situation. As per the anti-discrimination law, the Brazilian people can complain about bullying in the workplace (Kim *et al.* 2019). So the managers of the organisation should take care and take effective steps to prevent bullying in the workplace. It is also recommended to the Brazilian people to make complaints to the human rights association about their workplace nulling. This would also be another effective method to stop bullying in business organisations.

7.5 Linking with the objectives

Linking with objective 1

The first objective was to evaluate and identify various consequences of bullying and also how they impact the targeted organisation. It was clarified in the first phase of the survey that workplace bullying occurs in the Brazilian community working in Ireland. In the next section, it was revealed that female Brazilian employees face greater workplace bullying and harassment than male workers. According to gender inequity, girls are more likely than boys to be bullied. When it comes to discrepancies in bullying consequences, the data is similarly ambiguous and contradictory (Leemis *et al.*, 2019). In this scenario, age also plays a big impact. According to the data, persons in their thirties are more vulnerable to workplace bullying than those in other age groups. This age

group is noted for their professional success. Meanwhile, when employees come from other nations or cultures, the bullying becomes even more severe. The calibre and quality of an outsider might make locals envious and drive them to engage in bad activities such as employee discrimination. This result of research methodology and data analysis meets the goal of highlighting the numerous effects of bullying and how they affect the targeted organisation.

Linking with objective 2

While linking with the second objective, it can be evaluated from the poll of Brazilians whether they have been harassed and how this affects them. Bullying and harassment can increase employee stress levels, which can lead to high turnover. If their labour is recognised in the workplace, the respondents were questioned. Over 32% of respondents asked stated their job is undervalued at their workplace. Nonetheless, a sizable number of employees stated that many people may have encountered employment discrimination due to their country. This is a significant percentage, demonstrating that Brazilian employees in Ireland are subjected to harassment and bullying (Çalışkan *et al.*, 2019). People management must emphasise the protection of migrant workers or minority communities. Employees in Brazil who have been abused by co-workers or superiors risk harsh consequences. As a result, the individual's psychological health worsens. When a convicted felon is hired to work, he or she becomes a target of discrimination. A poll was undertaken by the survey department to discover the perspectives of Brazilian employees working in the Irish workforce. The survey and findings portion also showed how it affects employees in the workplace.

Linking with objective 3

The third objective helps to evaluate the researchers to determine and identify the significance of policies in preventing bullying circumstances in the workplace. Bullying in the workplace is a social and professional problem (Albaladejo-Blázquez *et al.* 2019). As a result, it is regulated by multiple organisations and is based on the ideologies of a number of key players. It is a safety problem in the sense that harassment has been labelled as a high-risk behaviour that can lead to both safety and legal consequences. The Irish health and safety authorities are responsible for preventing any type of harassment or bullying of employees. The authority focuses on preventing crashes and injuries connected to health. They also advocate for possibilities that promote security, wealth, and happiness. They provide assistance and counselling to victims of bullying and harassment. This section is essential in assisting employees in dealing with various forms of workplace bullying and harassment. This book has aided in determining how the Irish authorities assist in the prevention of workplace bullying and harassment.

Linking with objective 4

While linking with the fourth objective, this helps to raise awareness of the dangers of bullying. This procedure has been classified into three types: direct and physical harassment of Brazilian society, which includes regular conflict, thievery or disassembly of pieces owned by Brazilians, coercion of payment, and enforcing the procedure of obsequious actions; and direct and verbal bullying of Brazilian society, that includes inappropriate behaviour, the use of humiliating pseudonyms, and attempts to make remarkably race-based statements (Wang *et al.* 2019). For effective bullying behaviour prevention, a planned skill improvement approach is required. It must be founded on top management that is thorough, suitable, trustworthy, and well-communicated. Workers might

benefit from suitable training in order to raise awareness regarding workplace bullying and harassment. Since the harassment is directed towards a specific group of people from a distinct nation and ethnicity, it is critical for management to inform their employees about their culture and traditions. The literature review section covered several aspects of organisational harassment and how it can aid in promoting workplace harassment awareness in Irish businesses.

7.6 Future implications and further research

The biggest limitation that has been faced while conducting the research was based on the Investigation of the company that is situated in Ireland, where the Brazilian people work. It has a higher scope in conducting and identifying the prosperity of bullying in the workplace. The research has a higher possibility of grabbing momentum about the current issues of bullying in the workplace that the Brazilian people who work on tw3 Ireland experienced. The research acts as a broader base of scope in ensuring mitigation the workplace bullying in Ireland. Last but not least, the scope of future research is bought with its quality-based result on the impact of bullying on the Brazilian people who work in Ireland, which helps to prevent workplace bullying. In the future, this will helps the research to conduct more research on this topic.

Reflection on learning.

After finishing college in Brazil, I always wanted to continue studying and complete this master's degree; writing a dissertation in my second language was very difficult. It was super challenging, but I evolved as a person and professional after this experience.

The theme of the dissertation is based on an experience I had while working at a cafe in the Dublin city centre. The hours of reading and the whole writing process awakened painful memories, but my desire to bring the focus to this subject was greater.

Focusing on the parts that I considered most important was very difficult since the subject is extensive. From my point of view, I needed to bring a lot of information; I confess that now, in the end, I found some information necessary and others not so much.

I think this is an important point to bring up that when a person is involved in writing, they can't always see the whole thing and sometimes, in the end, things don't always turn out as they were thought at the beginning. I would have liked to focus more on the impact of bullying now on adults and in the workplace and less on children and teenagers at school, but I don't think I quite got what I envisioned myself doing.

Creating deadlines at the beginning of the dissertation is fundamental; it helps a lot; people are desperate to think about writing a dissertation with so many words and in English, but when we break the whole thing down into stages, everything gets easier.

Creating a habit of taking care of the time that we should use in reading and writing helps a lot in the evolution of the work. It is something I brought to my personal and professional life, organizing everything in stages and having deadlines for each objective to be achieved.

Maintaining a healthy life is a challenge in these months of the dissertation; dividing the day between work and the dissertation is highly exhausting to the body and the mind, so creating a healthy routine with healthy eating and exercise helped me get there until the end of this process.

Anxiety is always present; the lack of confidence in the process and myself kept me up at night. Still, when I focused on my checklist and my deadlines and saw my evolution, I was able to calm down and continue with everything.

Time is our biggest enemy; it goes by too fast, and it requires a lot of focus so learning to prioritize the essential things in these months was something that changed me as a person and professional.

The survey frustrated me as I expected a more significant number of responses. The Brazilian community here is extensive and famous for helping each other, but I didn't get this feedback in my survey; few answers and vague answers directly affected the information I wanted to bring and prove.

The dissatisfaction with my survey affected me in this final stretch; I could not portray much that happens daily in specific work environments here in Ireland.

Today after the end of the survey, I see that I could have improved my questions; at the time of the construction of the questions, I was confident that they would bring me what I wanted, but with the result obtained, I realized that it was not and that It was something I should have done differently.

My frustration with the result of my work now is that this topic is significant and is part of our reality here and around the world, so I would have liked to have brought research and a survey of excellent quality to make this type of research something frequent. in all universities and future work.

A good work environment is necessary for physical and psychological well-being, is everyone's right, so my intention has always been to bring this issue into focus every day.

Finally, besides all the other small daily challenges, this experience of finishing a master's degree is enriching; acquiring knowledge and having the confidence to talk about a subject that I consider essential is priceless.

The knowledge that the master's and thesis bring to the person is unlimited and for life.

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Appendix 1 – Questions of the Survey

The questionnaire, which consisted of twenty-eight multiple-choice questions was issued on March 29, 2022, and finished on April 26, 2022, and it was delivered to the targeted audience as follows.

Important:***** I would like to know about any experience you have had in the work environment in the **past or present.**

The research aims to understand if the Brazilian population living in Ireland **had ever experienced bullying in their work environment and how it impacted their lives**

This research has an academic purpose only!

There are no direct benefits from answering the questionnaire, but your participation will have extreme importance in developing a more extensive understanding of a topic.

Your participation in this research study is voluntary. You may choose not to participate or withdraw from this survey.

The answers to these questions are not mandatory; you can always skip the ones you don't want to answer.

Confidentiality: The answers will be sent to a link at surveyMonkey.com, and the data collected will be stored online in an electronic format protected with a password.

The platform doesn't collect information such as name, email address or IP address. All the responses are entirely anonymous for those reasons, and no identification is needed.

Steffanie Sales is carrying out this research as part of a master's degree in Dispute Resolution in Independent College Dublin.

The Study is being conducted under the supervision of lecturer Eamon O'Moore and has been granted ethical approval by Independent College Dublin.

If you have any questions about the research, the researcher is available to any further questions at the email steffaniesales@gmail.com.

Proceeding with the questionnaire, you are automatically indicating that:

1. You have READ and AGREED with the terms and conditions.
2. You agree to participate voluntarily in this research.
3. You are 18 years old or above.

Thank you.

Questionnaire

1. Are you Brazilian?

- ☐ Yes
- ☐ No

2. What is your gender?

- ☐ Male
- ☐ Female
- ☐ I prefer not to say

3. How old are you?
 - ☐ 18-25
 - ☐ 26-30
 - ☐ 31-37
 - ☐ 38-45
 - ☐ +46
4. Do you live in Ireland?
 - ☐ Yes
 - ☐ No
5. Do you work?
 - ☐ Yes
 - ☐ No
6. How long have you been in your present job?
 - ☐ Less than six months
 - ☐ More than six months
7. Do you consider being treated well by your co-workers?
 - ☐ Yes
 - ☐ No
8. Do your co-workers treat you with care and respect?
 - ☐ Yes
 - ☐ No
9. Do you feel your work is recognised?
 - ☐ Yes
 - ☐ No
10. Do you feel happy in your work environment?
 - ☐ Yes
 - ☐ No
11. Do you consider your work environment is a positive place to work?
 - ☐ Yes
 - ☐ No
12. Would you recommend someone to work for your company?
 - ☐ Yes
 - ☐ No
13. Have you ever been the subject of rumours/gossip?
 - ☐ Yes
 - ☐ No

14. Have some colleagues/superiors yelled at you?
- ☐ Yes
 - ☐ No
15. Have any of your co-workers/ superiors ever physically hurt/threatened you?
- ☐ Yes
 - ☐ No
16. Have you ever felt humiliated in your work environment?
- ☐ Yes
 - ☐ No
17. Have you ever felt sad or cried because of your co-worked/superior's behaviours?
- ☐ Yes
 - ☐ No
18. Have your opinions and views been ignored in your workplace?
- ☐ Yes
 - ☐ No

If you answer yes to one of the questions above, please continue.
If you answer no, you can jump to the end and finish.

19. How many times did a situation like that happen?
- ☐ Just one time
 - ☐ More than ten times
 - ☐ Six months
 - ☐ Six- twelve months
20. What was the gender of this person?
- ☐ Female
 - ☐ Male
21. What was the organisation level of that person?
- ☐ Colleague
 - ☐ Superior
 - ☐ Manager
 - ☐ Owner
22. How many people did that situation happen?
- ☐ Only you
 - ☐ You and another colleague
 - ☐ Everyone in your workgroup

23. What was your reaction when faced with that situation?

- ☐ Confronted the person
- ☐ Talk with your superior
- ☐ Discuss it with one colleague
- ☐ Discusses it with friends and family
- ☐ Did nothing

24. How did you feel?

- ☐ Humiliated
- ☐ Unhappy
- ☐ Cried
- ☐ Scare

25. Do you feel you continue to work with the same willingness before these events?

- ☐ Yes
- ☐ No

26. Have you ever felt unwilling to go to work after these situations?

- ☐ Yes
- ☐ No

27. Did you miss work because of that?

- ☐ Yes
- ☐ No

28. Did you change the job because of a situation like that?

- ☐ Yes
- ☐ No

Appendix 2 – Answer of the Survey

- Survey Discursive Responses This part reflects the survey's last question, which consist of a discursive and voluntary question with 43 respondents. The responders were asked the following question and given 5000 characters to respond.

Optional Question:

Could you briefly tell me about your conflict experience in your workplace environment? (how happened, what you felt, what you did and how to end that conflict.)

The gathered answers are shown below in chronological sequence. For privacy reasons, the responders are not identifiable and are represented in the study response as P (from participant) accompanied by their number.

P3 Anonymous – March 29, 2022 11:39am

My conflict was about a divergence of information that I received from my superior and my colleagues. So I tried to talk with my superior but he did not tried to solve. At the end nothing happend.

P6 Anonymous - March 29,2022 11:56am

Just some busy environment to work and my manager sometimes came to be crazy, even though he started throwing plates, cups shouting all the time, sometimes humiliated, than I told him I will left the company because I was very depressed. He realizes and try change. But I'm the end I left the company.

P7 Anonymous – March 29,2022 11:57am

I was a supervisor and would work three times more than the manager and the assistant manager. The shifts were not fair once they had weekends and early finishings whereas I had to be constantly there, overloaded. My opinions were not taken into consideration and even if I complained, nothing would change.

P8 Anonymous – March 29, 2022 12:00pm

I used to work in a hotel as a housekeeper and during the pandemic my manager basically lied off all the team and I had to work by myself for several days. I was exhausted and when I said to

him he had to bring the team back to help me , he said I had to work the way he had ordered. I confronted him and after a few weeks I decided to leave the job as he did not to change the situation.

P9 Anonymous – March 29, 2022 12:01pm

People who works at company before me from Filipins usually do bullying for Brazilian people. The manager never do nothing to change the situation.

P12 Anonymous – March 29, 2022 12:08pm

It was a conflict about my body, some of the employees started make some jokes about me, but I really think they only did this cus they think we were friends, I just keep doing my work well and forget about it

P15 Anonymous – March 29, 2022 12:31pm

I've been exposed for a mistake many times by superiors calling my name very loud in the middle of the office instead of chat on teams. I've received an email with all my superiors in CC because of 15 minutes away from desk, as I was not feeling 100% that day. I have recently moved to a better job because of that and the lack of recognition, etc. so this survey has been answered based on my previous job.

P21 Anonymous – March 29, 2022 1:37pm

Excess of work

P23 Anonymous – March 29, 2022 1:52pm

One of the Guys in charge was lookingat me all the time in a sexual way and I did Reported to my Manager and He said It was my imagination.

P24 Anonymous – March 29, 2022 2:01pm

I was responsible of a classroom which will receive the nephew of the staff and she didn't want to accept that me will teach him because she said my English was not clear and I don't speak Irish too. It was very embaraced situation and she was not happy she said to everyone in the canteen that I was not able to teach her nephew

P25 Anonymous – March 29, 2022 2:25pm

I had a co-work who bullied me because of my accent and some English mistakes.

P27 Anonymous – March 29, 2022 2:43pm

A disagreement between the work rules and how not that many people follow the rules and we talk with our manager

P29 Anonymous – March 29, 2022 2:59pm

The owners have no respect towards their employees. I can't complain about my colleagues. We get along so well.

P31 Anonymous – March 29, 2022 3:58pm

Supervisor messing with me to show power

P35 Anonymous – March 29, 2022 4:34pm

Hey, I have being in amazing company and unfortunately seeing a colleague being treated in different way just because he has other colour and I have felled how frustrating is situations like that. By far, he had overcome situations like that for a long time in his life, and he told me that the best to do is to show up yourself superior at this type os situatios and people bahavior! Its something that I bring to my life!

P36 Anonymous – March 29, 2022 4:36pm

I made her life worst than mine, than she left. good for me and the others who couldn't work with her anymore.

P37 Anonymous – March 29, 2022 4:37pm

With the kids who I'm minder

P45 Anonymous – March 29, 2022 5:22pm

I felt very bad, because day after day the situation did not change, with me and my colleagues so I left work.

P46 Anonymous – March 29, 2022 5:31pm

I work in a kitchen, as a chef. The owner of the restaurant was working with me and lost her mind and held with me. Beyond it she always had to show the she was the boss and almost all the tome couldn't talk properly with me and never listens me

P47 Anonymous – March 29, 2022 5:47pm

A girl who didn't like me started to create some sort of excluding situation trying to tell bad things about me to other people. What I did was to do the same thing and started to defend myself telling other people what she was doing to me. We stopped working together after this.

P50 Anonymous – March 29, 2022 6:05pm

I recently changed the job. One day I was starting my shift and a guy who is my coworker made a unhappy comment about me working with him. And that was a kind of complaint because as I am new in the company and I don't know everything there, he wasn't really happy with sharing the shift with me. I felt very uncomfortable. But I don't let this kind of thing ruin my day.

P51 Anonymous – March 29, 2022 6:12pm

I was a cleaner at a bank, which gave all employees the right to eat lunch. As the restaurant's garbage was full, my boss was mad that I hadn't seen it, she came in line and took me out of the line because my work wasn't finished to be "resting". I felt humiliated.

P55 Anonymous – March 29, 2022 6:53pm

Once they made a comment about my sexual orientation, I found out about it through a work friend, and I contacted my manager. that she held a meeting with everyone and I make it clear that this was an unacceptable attitude

P62 Anonymous – March 29, 2022 8:20pm

I saw myself superior doing my colleague with harassment. Was uncomfortable see that. In the end my colleague cried but went to another superior to complain. Nothing happened with the person who did that.

P64 Anonymous – March 29, 2022 8:25pm

My supervisor yelled and humiliated me everything I did some she don't like for months. I Start look for other job because her. I was always sick physically and mentally because her behaviour. In the end I left

P67 Anonymous – March 29, 2022 8:49pm

I worked a company where the most coworkers were Eastern European and my supervisor was Irish. Was so difficult the communication, but wasn't because I don't speak English, was because the another's coworkers doesn't speak English well and I felt the supervisor didn't like me because I'm Latin-American. So I was tired about the treatment from her with me and I left the job.

P70 Anonymous – March 29, 2022 9:08pm

I was new to the company and still learning the job. Unnecessarily my superior kept correcting me (and not teaching me) but in a rude way.

P76 Anonymous – March 29, 2022 10:07pm

My owner screaming with no reason, I felt sad and started to cry. When I stoped to cry I come back to work. After that I started to find another job.

P78 Anonymous – March 30, 2022 1:20am

I discussed with a workmate about process. I told to my boss what happened. My boss talked to the other person and finished discussion.

P79 Anonymous – March 30, 2022 8:02am

they treat people very badly, especially foreigners, an abusive and differentiated relationship in relation to Irish workers. we have problems with salary payments, they didn't want to give us our holidays. Verbal harassment and bullying comments. impatience. and always focus only on our mistakes, never in our progress or positive. communication problems, disorganization. hierarchy problem. lack of professionalism. superiors who have no neutrality. lack of respect. immaturity. people who do not know their respective position within the company. Jokes at inappropriate times. exposing your mistakes in public or groups, making you feel morally crap.

P81 Anonymous – March 30, 2022 7:29am

I think I've been targeted in my work because I'm not Irish neither European, so in the eyes of my company I'm worthless, I had so many small problems at work but the two worst was when I was fired for no reason and reinstated because of lack of staff and in another episode that I ended up having a panic attack and was blamed for it

P82 Anonymous – March 31, 2022 6:58pm

My boss is really stressed person and yells a lot at people with Make all of us uncomfortable, I'm still here so I manage to not get things personal and do my job but that still gets me sometime.

P90 Anonymous – April 6, 2022 9:16pm

I felt ashamed because of my manager hit on me

P93 Anonymous – April 7, 2022 7:33am

The conflit happened because my colleague did not understand the system operation and my role is explain it, he told many times he could not understand and ask for another person to explain, I tried more than 3 times explain again, but after that I could see the problem, it was not the system, then I asked for another person to explain and kept going my work.

P95 Anonymous – April 7, 2022 3:54pm

I was driving a forklift when I made a mistake and my supervisor, comes to me as a angry lion and started to bully me, saying like, what is your problem, you want to comeback to a dirty warehouse?

P96 Anonymous – April 8, 2022 6:51pm

When I used to work as a Kitchen Porter some chefs were very aggressive some times because I was on a lower level even though sometimes I was correct he never recognized me because he was there a long time and couldn't accept someone on a lower level tell him what was right or wrong. Also at the same time I had a chef that used to be KP. He never treated us correctly even though he had being in our position already

P99 Anonymous – April 12, 2022 1: 47pm

It happened with a costumer. When I reported to my supervisor, he didn't care

P100 Anonymous – April 12, 2022 4:33pm

Two colleagues were laughing while I was presenting my project.

P103 Anonymous – April 17, 2022 10:16pm

The manager doesn't give me time to explain my point of view. I felt. Insecure and couldn't not perform as better as I know I am able

P104 Anonymous – April 17, 2022 10:35pm

This happened when I was still living in Ireland, working in hospitality, a kitchen chef yelled at me in front of everyone (people even reported him to the HR) because I organised the stock room my way (there were too many heavy boxes I could not lift by myself), he did not like it. Started organising it himself with the kitchen porter, but he was throwing everything on the floor, raging. I reported to my manager, HR came and talked to me as if I was playing the victim. I felt humiliated. A few weeks later, I changed jobs, to another company. I was done with that place.

P105 Anonymous – April 17, 2022 11:275pm

Item delivery by the post in the place has disappeared, I have the password for the CCTV and o have it to the head chef (the owner of the missing item). The owner of the place blamed me for having given access to the images, not the person who have stole the item. O left the job after that.

P106 Anonymous – April 17, 2022 11:30pm

A female, non Irish college verbally assaulted me on my first day at work. I had no reaction.

P107 Anonymous – April 17, 2022 11:38pm

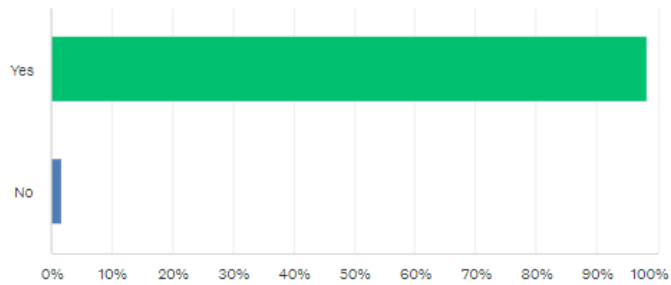
A rude Brazilian colleague that I need to deal with

Appendix 3 – Pictures of the Survey

Appendix

Are you Brazilian?

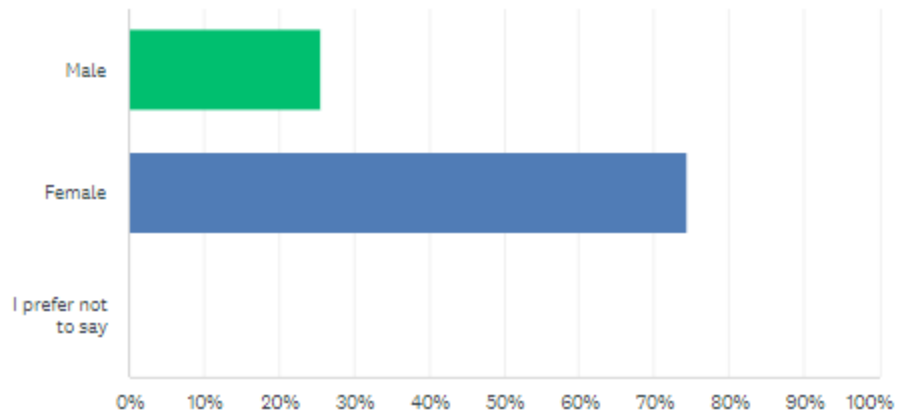
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	98.23%	111
No	1.77%	2
TOTAL		113

What is your gender?

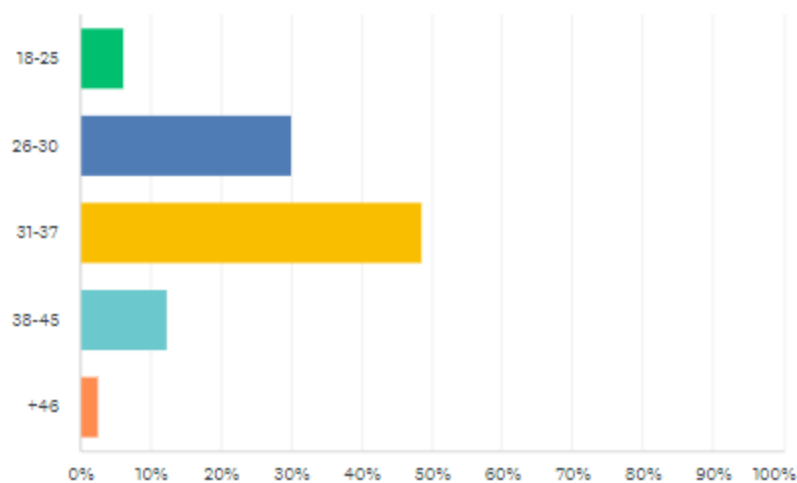
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	25.66%	29
Female	74.34%	84
I prefer not to say	0.00%	0
TOTAL		113

How old are you?

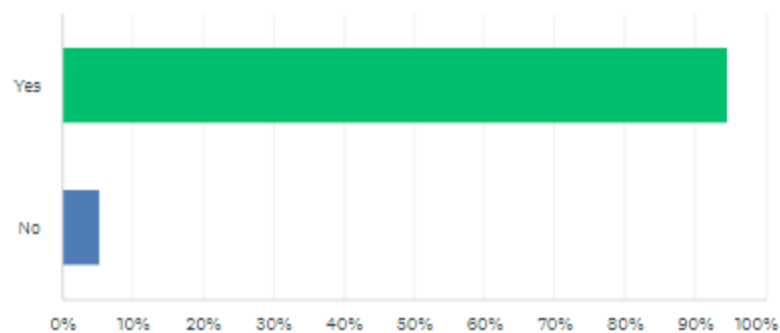
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
18-25	6.19%	7
26-30	30.09%	34
31-37	48.67%	55
38-45	12.39%	14
+46	2.65%	3
TOTAL		113

Do you live in Ireland?

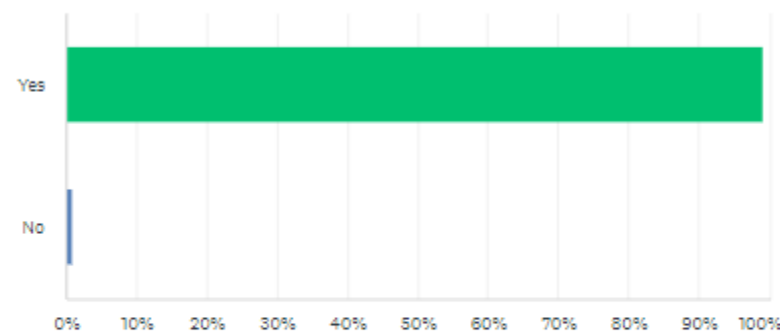
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	94.69%	107
No	5.31%	6
TOTAL		113

Do you work?

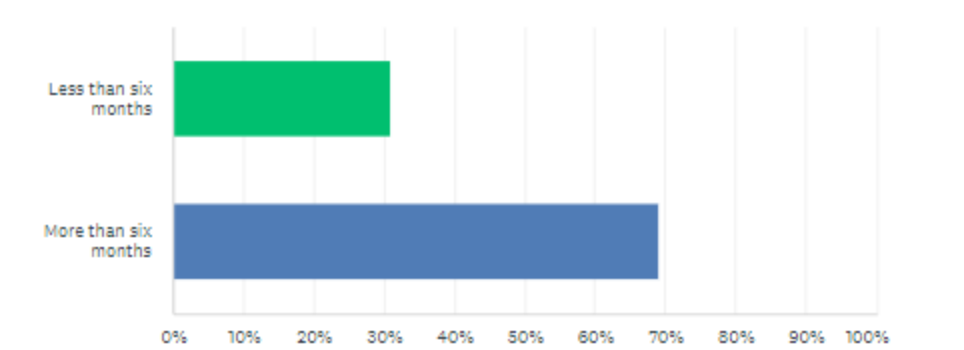
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	99.12%	112
No	0.88%	1
TOTAL		113

How long have you been in your present job?

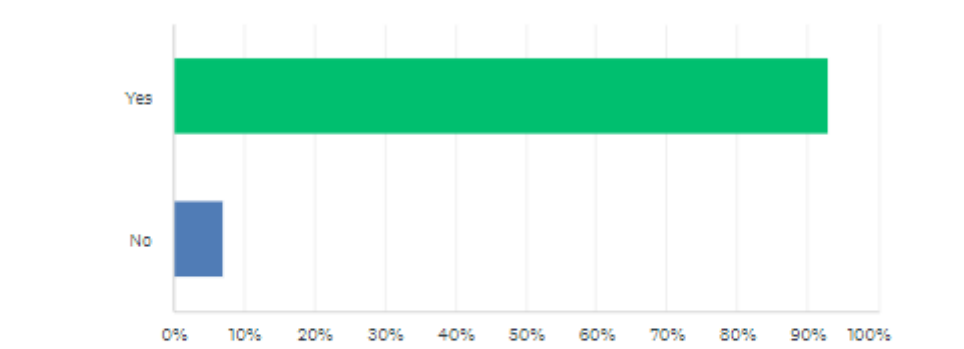
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than six months	30.97%	35
More than six months	69.03%	78
TOTAL		113

Do you consider being treated well by your co-workers?

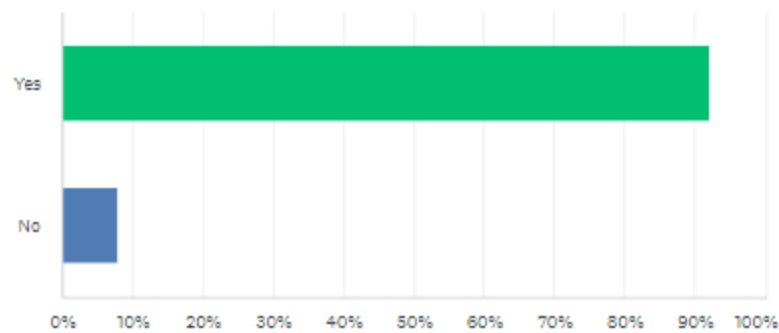
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	92.92%	105
No	7.08%	8
TOTAL		113

Do your co-workers treat you with care and respect?

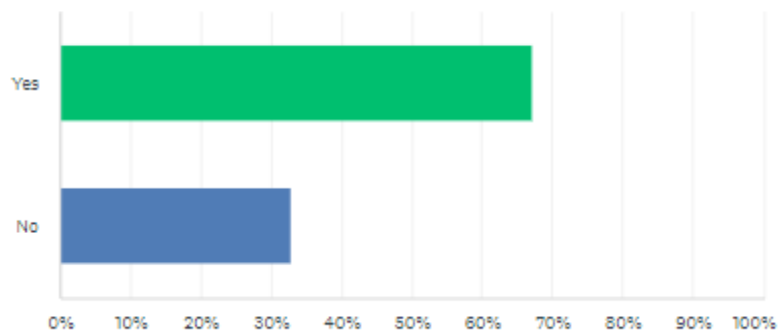
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	92.04%	104
No	7.96%	9
TOTAL		113

Do you feel your work is recognised?

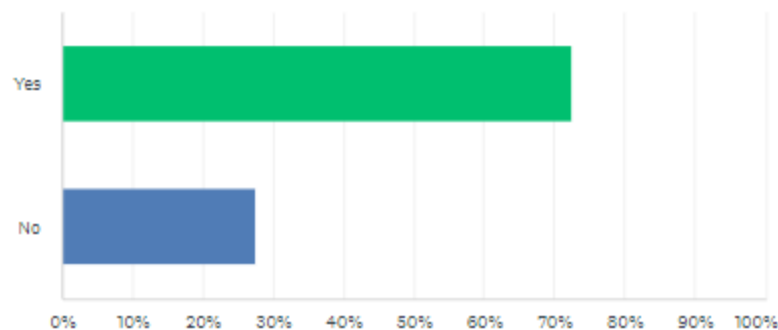
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	67.26%	76
No	32.74%	37
TOTAL		113

Do you feel happy in your work environment?

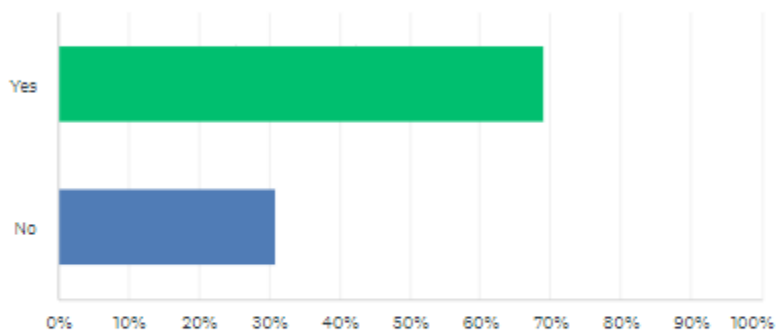
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	72.57%	82
No	27.43%	31
TOTAL		113

Do you consider your work environment is a positive place to work?

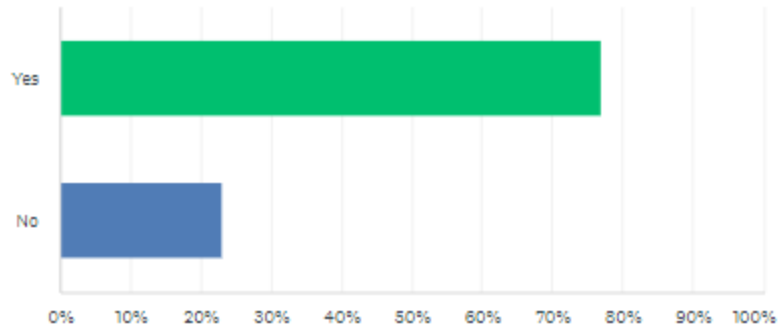
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	69.03%	78
No	30.97%	35
TOTAL		113

Would you recommend someone to work for your company?

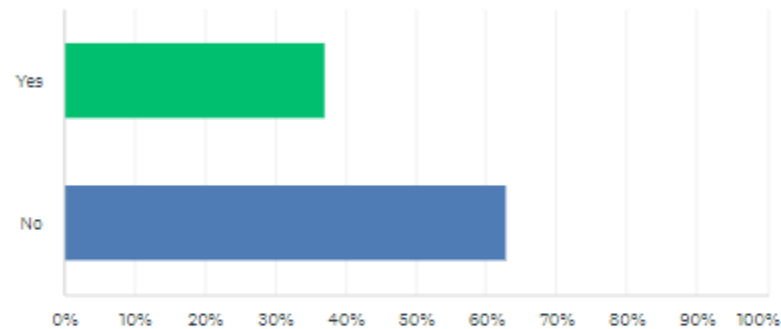
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	76.99%	87
No	23.01%	26
TOTAL		113

Have you ever been the subject of rumours/gossip?

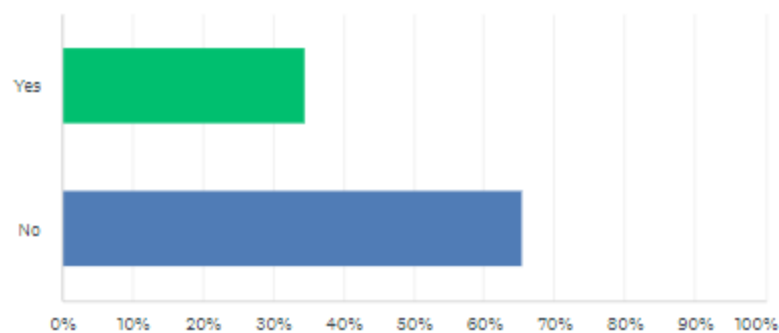
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	37.17%	42
No	62.83%	71
TOTAL		113

Have some colleagues/superiors yelled at you?

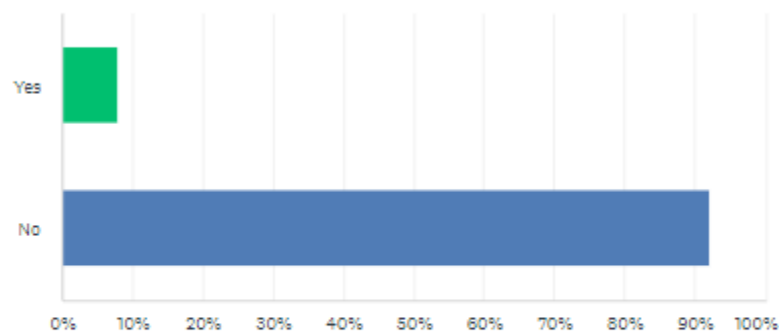
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	34.51%	39
No	65.49%	74
TOTAL		113

Have any of your co-workers/ superiors ever physically hurt/threatened you?

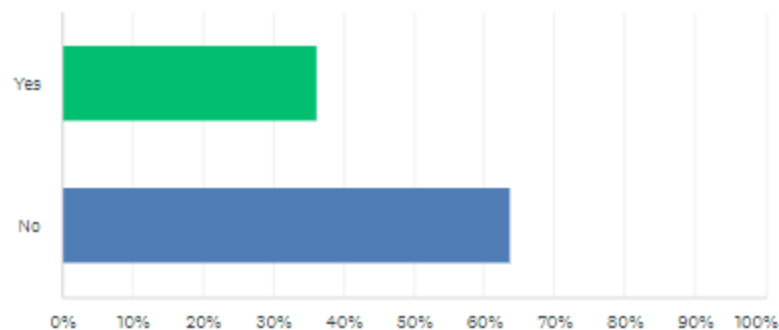
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	7.96%	9
No	92.04%	104
TOTAL		113

Have you ever felt humiliated in your work environment?

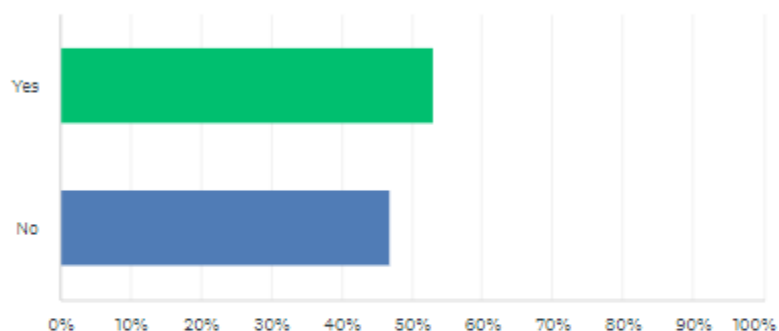
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	36.28%	41
No	63.72%	72
TOTAL		113

Have you ever felt sad or cried because of your co-worked/superior's behaviours?

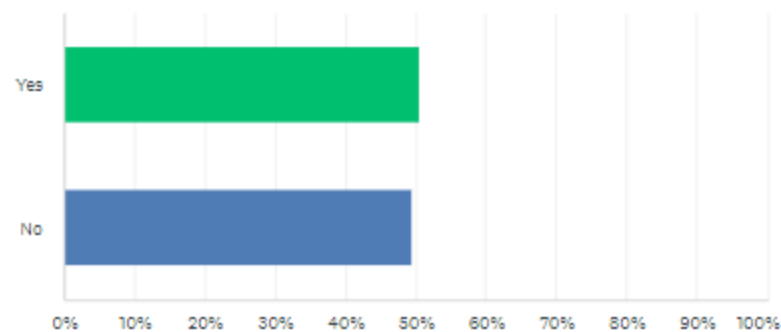
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	53.10%	60
No	46.90%	53
TOTAL		113

Have your opinions and views been ignored in your workplace?

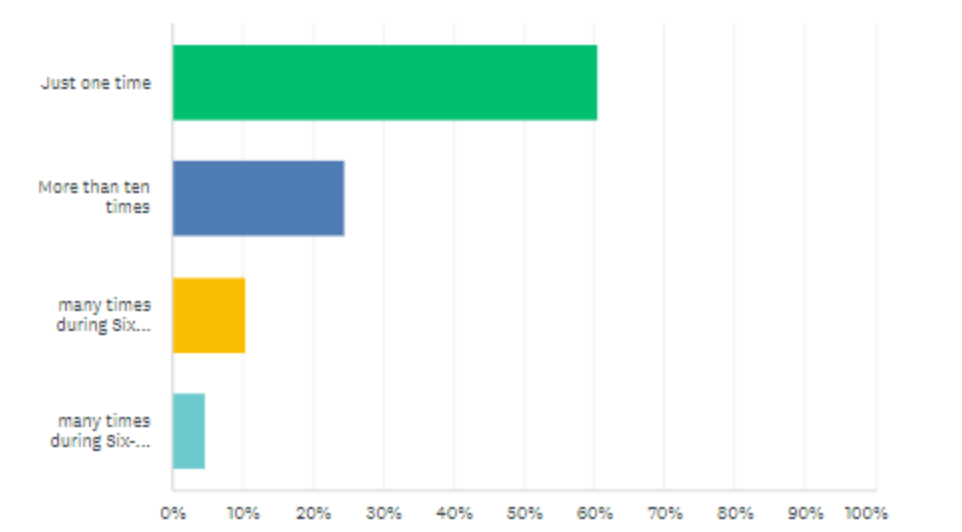
Answered: 113 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	50.44%	57
No	49.56%	56
TOTAL		113

How many times did a situation like that happen?

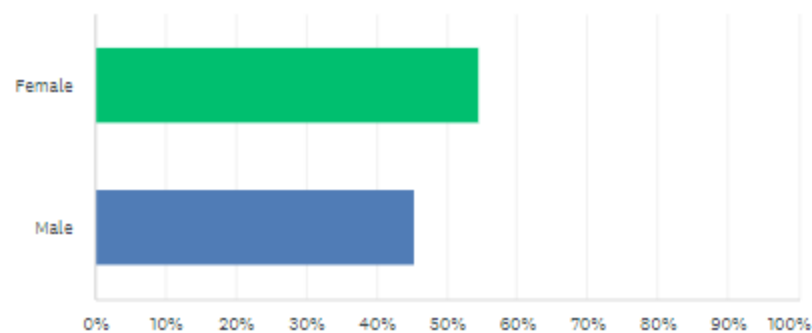
Answered: 86 Skipped: 27



ANSWER CHOICES	RESPONSES	
Just one time	60.47%	52
More than ten times	24.42%	21
many times during Six months	10.47%	9
many times during Six- twelve months	4.65%	4
TOTAL		86

What was the gender of this person?

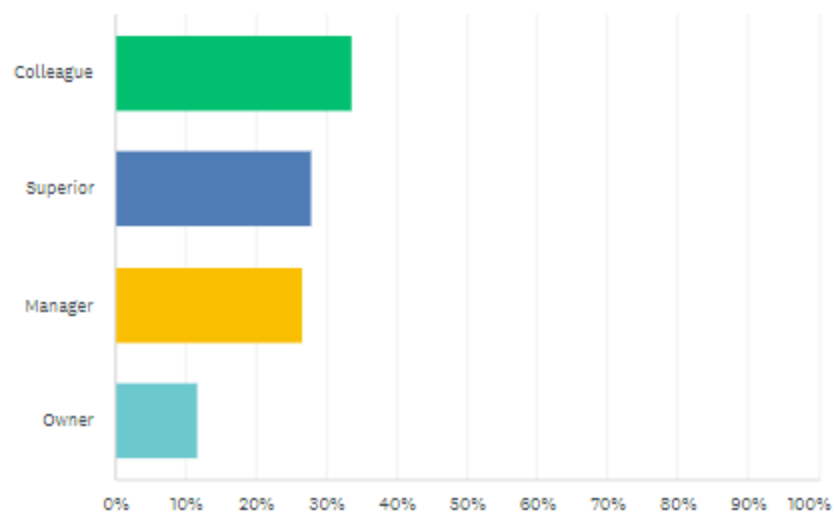
Answered: 86 Skipped: 27



ANSWER CHOICES	RESPONSES	
Female	54.65%	47
Male	45.35%	39
TOTAL		86

What was the organisation level of that person?

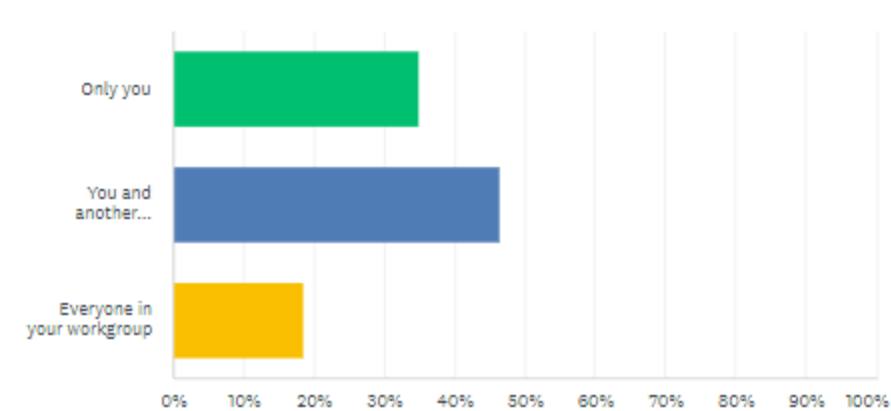
Answered: 86 Skipped: 27



ANSWER CHOICES	RESPONSES	
Colleague	33.72%	29
Superior	27.91%	24
Manager	26.74%	23
Owner	11.63%	10
TOTAL		86

How many people did that situation happen?

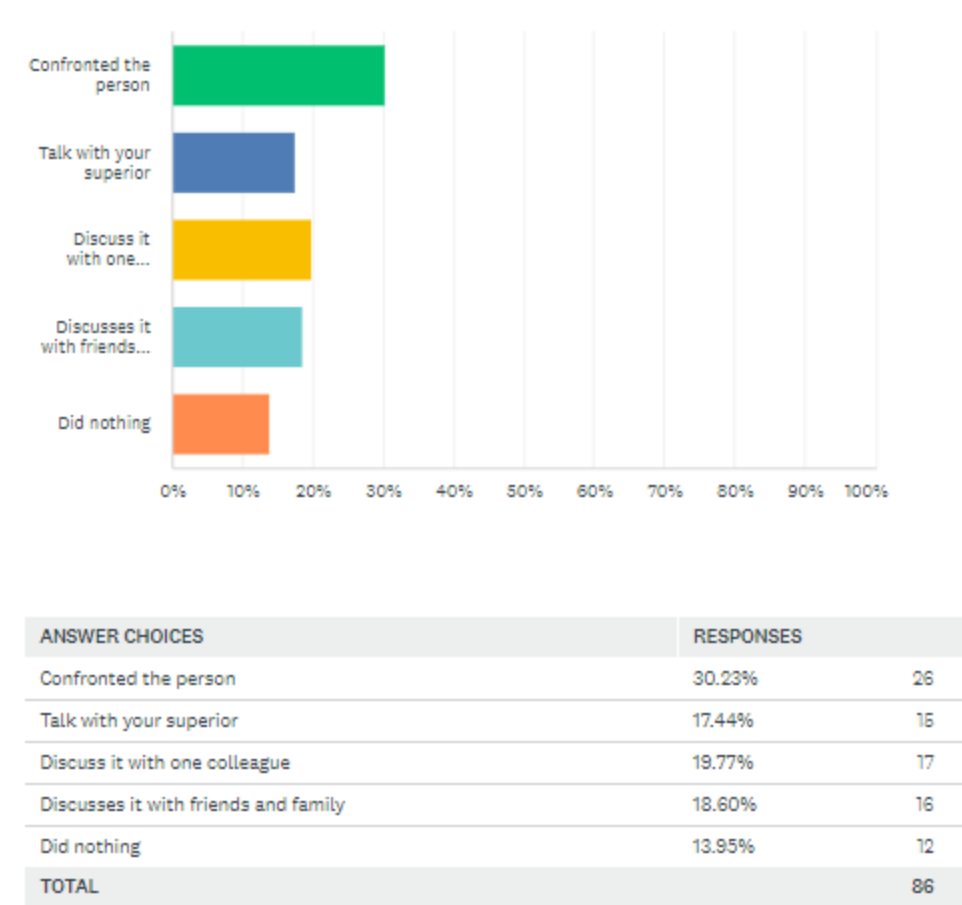
Answered: 86 Skipped: 27



ANSWER CHOICES	RESPONSES	
Only you	34.88%	30
You and another colleague	46.51%	40
Everyone in your workgroup	18.60%	16
TOTAL		86

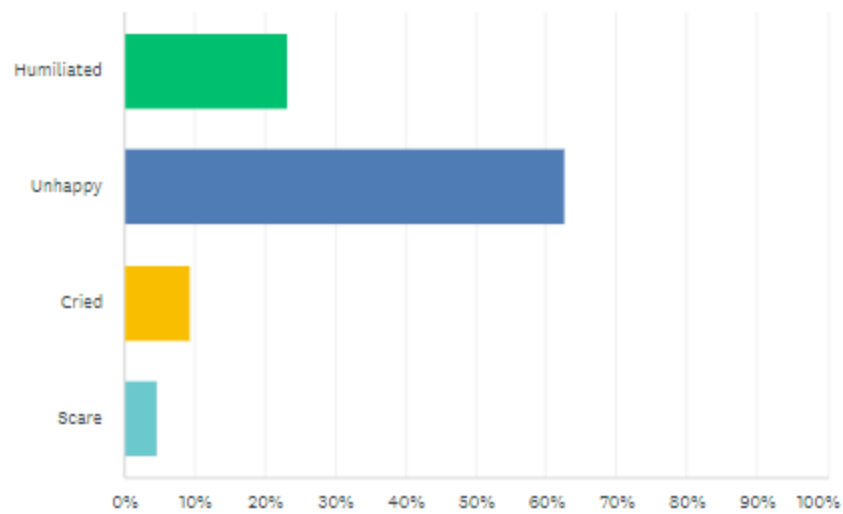
What was your reaction when faced with that situation?

Answered: 86 Skipped: 27



24.How did you feel?

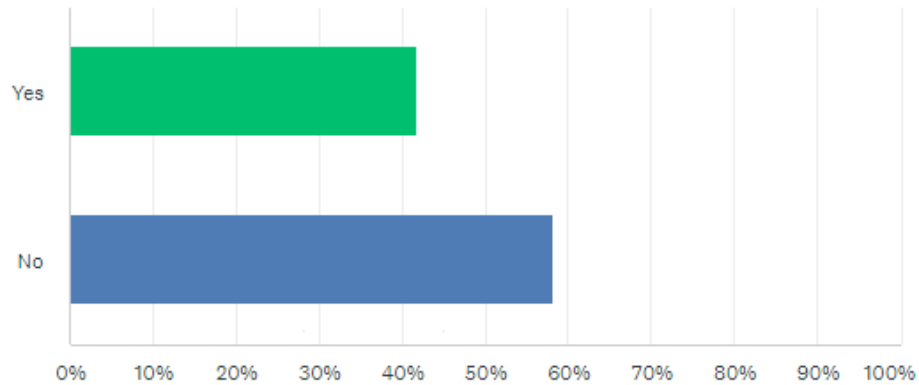
Answered: 86 Skipped: 27



ANSWER CHOICES	RESPONSES	
Humiliated	23.26%	20
Unhappy	62.79%	54
Cried	9.30%	8
Scare	4.65%	4
TOTAL		86

Do you feel you continue to work with the same willingness before these events?

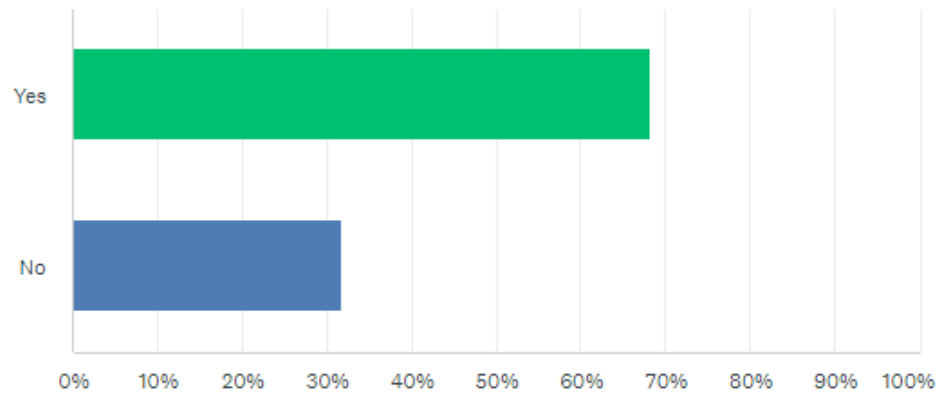
Answered: 86 Skipped: 27



ANSWER CHOICES	RESPONSES	
Yes	41.86%	36
No	58.14%	50
TOTAL		86

Have you ever felt unwilling to go to work after these situations?

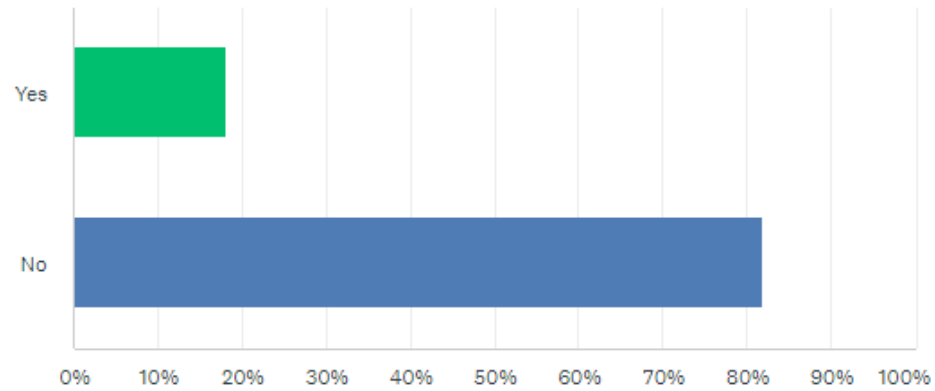
Answered: 88 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	68.18%	60
No	31.82%	28
TOTAL		88

Did you miss work because of that?

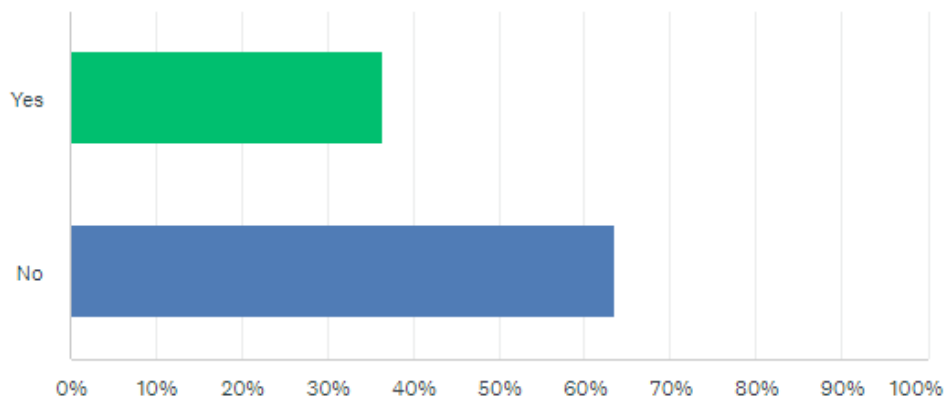
Answered: 88 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	18.18%	16
No	81.82%	72
TOTAL		88

28.Did you change the job because of a situation like that?

Answered: 88 Skipped: 25



ANSWER CHOICES	RESPONSES	
Yes	36.36%	32
No	63.64%	56
TOTAL		88