



International  
Labour  
Organization

—ÖZYEGİN—  
—UNIVERSITY—

# ► Perceptions and Experiences of Workplace Violence and Harassment Research Report

# ► Perceptions and Experiences of Workplace Violence and Harassment

## Research Report

© International Labour Organization 2024  
First published 2024



Attribution 4.0 International (CC BY 4.0)

This work is licensed under the Creative Commons Attribution 4.0 International. To view a copy of this licence, please visit <https://creativecommons.org/licences/by/4.0/>. The user is allowed to reuse, share (copy and redistribute), adapt (remix, transform and build upon the original work) as detailed in the licence. The user must clearly credit the ILO as the source of the material and indicate if changes were made to the original content. Use of the emblem, name and logo of the ILO is not permitted in connection with translations, adaptations or other derivative works.

**Attribution** – The user must indicate if changes were made and must cite the work as follows:

International Labour Organization (ILO) and Özyeğin University, *Perceptions and Experiences of Workplace Violence and Harassment Research Report*, Ankara: International Labour Organization, 2024 © ILO.

**Translations** – In case of a translation of this work, the following disclaimer must be added along with the attribution: *This is a translation of a copyrighted work of the International Labour Organization (ILO). This translation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO translation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the translation.*

**Adaptations** – In case of an adaptation of this work, the following disclaimer must be added along with the attribution: *This is an adaptation of a copyrighted work of the International Labour Organization (ILO). This adaptation has not been prepared, reviewed or endorsed by the ILO and should not be considered an official ILO adaptation. The ILO disclaims all responsibility for its content and accuracy. Responsibility rests solely with the author(s) of the adaptation.*

**Third-party materials** – This Creative Commons licence does not apply to non-ILO copyright materials included in this publication. If the material is attributed to a third party, the user of such material is solely responsible for clearing the rights with the rights holder and for any claims of infringement.

Any dispute arising under this licence that cannot be settled amicably shall be referred to arbitration in accordance with the Arbitration Rules of the United Nations Commission on International Trade Law (UNCITRAL). The parties shall be bound by any arbitration award rendered as a result of such arbitration as the final adjudication of such a dispute.

Queries on rights and licensing should be addressed to the ILO Publishing Unit (Rights and Licensing) at [rights@ilo.org](mailto:rights@ilo.org). Information on ILO publications and digital products can be found at: [www.ilo.org/publns](http://www.ilo.org/publns).

ISBN 9789220413142 (print)

ISBN 9789220413159 (web PDF)

**Also available in** Turkish: *İş Yerinde Şiddet ve Taciz Algıları ve Deneyimleri Araştırma Raporu*, 9789220413166 (print), 9789220413173 (web PDF).

The designations employed in ILO publications and databases, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the ILO concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers or boundaries.

The opinions and views expressed in this publication are those of the author(s) and do not necessarily reflect the opinions, views or policies of the ILO.

Reference to names of firms and commercial products and processes does not imply their endorsement by the ILO, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Printed in Türkiye.

## ► Preface - International Labour Organization

---

Workplace violence and harassment pose a significant obstacle to the implementation of all the International Labour Standards and is a threat to fundamental principles and right at work. Since its inception, the ILO has been working to prevent violence and harassment in the workplace through various labour standards. With the adoption of ILO Violence and Harassment Convention No. 190 in 2019, the struggle became more concrete. Today, Convention 190 serves as a powerful guide for states, workers, and employers' organizations to establish zero-tolerance policies against violence and harassment. It provides realistic and actionable methods for preventing violence and harassment and supporting victims. It acknowledges that violence and harassment, including gender-based violence and harassment, exist in the workplaces and emphasizes the need to develop policies to address and prevent them in the workplaces as human rights violation.

Now is the time to build these policies on a foundation of social dialogue approach, where governments, workers' and employers' organizations come together with a shared commitment to decent work. In this building process, data is the most fundamental need, as evidence-based policies are essential to prevent violence and harassment in the workplace. In 2022, the ILO published a comprehensive study aimed at gathering global data on violence and harassment in the workplace. Although the study, "Experiences of Violence and Harassment in the World of Work: The First Global Survey Report," provided a general overview with findings from many countries, there is still a need for national studies inspired by this work. At the national level, preventing violence and harassment in the workplace can only be achieved through policies developed based on country-specific data. In this sense, the research you are holding, "Perceptions and Experiences of Workplace Violence and Harassment," is of enormous importance.

This research, carried out as part of the "More and Better Jobs for Women" programme funded by Sweden and conducted by the ILO Office for Türkiye in collaboration with Özyeğin University, is the first in Türkiye to cover such a broad scope in terms of both the sectors and types of violence. In addition to findings on perceptions and experiences related to physical, psychological, sexual, and economic violence and discrimination in the workplace, this quantitative research also examines referral and support mechanisms. Based on the guidance provided by the research findings, policy recommendations have been developed for all actors in the world of work.

From the start of the research process, in the design, execution, and reporting stages, the opinions and recommendations of relevant public institutions, workers, and employer organizations have been engaged and their contributions were incorporated in a way that reflected the ILO's fundamental approach to multilateral cooperation.

I extend my thanks to Özyeğin University and its dedicated research team, who worked in close collaboration with the ILO Office for Türkiye to produce this comprehensive study. While I look forward to enhanced partnership, I truly hope that this research and its policy recommendations will contribute to all national efforts for the realization of decent work for all, which is a core mission of the ILO for achieving social justice. This is only possible when the workplace is free of violence and harassment.

Yasser Hassan  
Director  
ILO Office for Türkiye



## ► Preface - Özyeğin University

---

The ILO defines decent work as "productive work for women and men in conditions of freedom, equality, security, and human dignity." Decent work is the one that respects fundamental personal rights, prioritizes the employee's freedom, equality, security, and ultimately their well-being, provides opportunities for productivity, self-expression, and personal development, and serves as a source of fair income for the employee.

Workplace violence, a fundamental human rights issue, poses a serious threat to the ideal of decent work. Studies demonstrate the alarming consequences of this silent epidemic for employees, work organizations, and society at large. Workplace violence not only negatively impacts the employees who experience it but also affects their family members and colleagues who witness such incidents. In addition to immediate negative effects such as deterioration of employee well-being, decreased productivity, and withdrawal from work, it also leads to a decline in employee commitment and workplace harmony, damage to the organization's reputation, increased healthcare costs, and numerous other adverse outcomes. For these reasons, employers, public authorities, workers' and employers' organizations, and we as researchers all have crucial responsibilities in preventing workplace violence.

The aim of this study was to explore the anatomy of workplace violence within the context of Istanbul through a transdisciplinary approach. Based on data collected from a representative sample, the study examined the prevalence of five distinct types of workplace violence—economic violence, discrimination, psychological violence, physical violence, and sexual violence—as well as employees' awareness of these types, the factors influencing this awareness, their knowledge levels, coping strategies, and sources of support. The study also collected information on the characteristics of perpetrators and targets of violence.

In this report, along with the study's findings, recommendations are provided for employers, policymakers, and workers' and employers' organizations, who bear key responsibilities in the prevention of violence.

It is our hope that this study and the insights presented in this report will contribute to efforts toward a world free of violence and more aligned with the ideal of decent work.

On behalf of the Research Project Team

Prof. H. Canan Sümer  
Özyeğin University



## ► Research Project Team

---

### **Project Manager**

Prof. H. Canan Sümer, Özyeğin University

### **Project Coordinator**

Dr. Oğuz Can Ok, Özyeğin University

### **Researchers**

Assistant Prof. Alper Açık, Özyeğin University

Assistant Prof. Alpan Birelma, Özyeğin University

Assistant Prof. Gözde Çörekçioğlu-İshakoğlu, Özyeğin University

Dr. Selmin Cansu Demir, Özyeğin University

Dr. Senem Timuroğlu, Özyeğin University

Associate Prof. Yonca Toker-Gültaş, Middle East Technical University

Associate Prof. Özge Yücel-Dericiler, Özyeğin University

### **Data Analyst**

Sezin Demirci, Özyeğin University

### **Project Assistant**

Sena Kuzgun, Özyeğin University

### **Contributors**

Ebru Özberk Anlı, International Labour Organization, Office for Türkiye

Dr. A. Emel Akalın, International Labour Organization, Office for Türkiye





## ► Acknowledgments

---

This research project is a collaborative effort between Özyeğin University and the International Labour Organization. We, as researchers, extend our sincere thanks to the following individuals who provided their support throughout the process; without their contributions, the completion of the study and the writing of this report would not have been possible.

We are grateful to Güçlü Atılğan and Prof. Emre Erdoğan who helped us tremendously in managing the data collection process. We would also like to thank 33 interviewers and their six field supervisors who interviewed the respondents in 186 neighborhoods of Istanbul. We would like to thank the 3,007 respondents who participated in this research for their time and invaluable information that they have provided.

We would like to extend our earnest thanks to our colleagues at Özyeğin University who supported us during the technical preparation and implementation phases of this project. Our sincere appreciation goes to Dr. Nevra Bulut and Dr. İsmail Arı from the Technology Transfer Office for their support during the preparation stage, and to Zeynep Büküm and İsmail Hakkı Akkuş from the Project Management Office for their assistance throughout the project.

There were many invaluable individuals who contributed to the transformation of this research project into the report you are reading now. We extend our sincere thanks to the representatives of public organizations and trade unions who listened to our preliminary findings and enriched our policy recommendations with their feedback. We are also grateful to our colleagues, Dr. Candan Türkkân Ghosh and Yasemin Kilit-Aklar, who reviewed an earlier version of the report and provided valuable feedback.



## ► Table of Contents

---

Preface - International Labour Organization	3
Preface - Özyeğin University	5
Research Project Team	7
Acknowledgments	9
List of Figures	13
List of Tables	15
Executive Summary	17
► <b>1. Introduction</b>	<b>20</b>
► <b>2. Methodology</b>	<b>24</b>
2.1. Pilot Study	24
2.1.1. Training of the Interviewers, Pilot Study Data Collection and Analysis	24
2.2. Main Study	24
2.2.1. Sampling Methodology	24
2.2.2. Selection of the Respondents	24
2.2.3. Data Collection, Control, and Processing	25
2.3. The Survey	26
2.4. Demographic Characteristics of the Respondents	26
► <b>3. An Overview of Prevalence of Workplace Violence</b>	<b>29</b>
3.1. Perceptions vs. Experiences of Violence at Work	31
► <b>4. A Closer Look at Different Forms of Workplace Violence</b>	<b>33</b>
4.1. Psychological Violence	33
4.1.1. Psychological Violence: Overall and Manifestation-Based Prevalence	33
4.1.2. Psychological Violence: Prevalence by Demographic Groups	35
4.2. Discrimination	37
4.2.1. Discrimination: Prevalence of Overall and Different Forms of Discrimination	37
4.2.2. Discrimination: Prevalence by Demographic Groups	38
4.3. Economic Violence	40
4.3.1. Economic Violence: Overall and Manifestation-Based Prevalence	40
4.3.2. Economic Violence: Prevalence by Demographic Groups	42
4.4. Physical Violence	44
4.4.1. Physical Violence: Overall and Manifestation-Based Prevalence	44
4.4.2. Physical Violence: Prevalence by Demographic Groups	45
4.5. Sexual Violence	47
4.5.1. Sexual Violence: Overall and Manifestation-Based Prevalence	48
4.5.2. Sexual Violence: Prevalence by Demographic Groups	49

4.6. Does Exposure to One Violence Type Increase the Likelihood of Others?	51
▶ <b>5. Who is More Vulnerable to Violence?</b>	<b>53</b>
5.1. Who is More Vulnerable to Workplace Violence during the Entire Work Life?	53
5.2. Who has been Exposed to More Workplace Violence in the Last Year?	54
5.3. Does Trade Union Membership Make a Difference?	54
▶ <b>6. Who is the Perpetrator?</b>	<b>56</b>
▶ <b>7. Cost of Workplace Violence</b>	<b>58</b>
7.1. Workplace Violence and Its Potential Impact on Work Engagement and Satisfaction	59
7.2. Workplace Violence Triggers Job Separation	59
▶ <b>8. Coping with Workplace Violence</b>	<b>61</b>
8.1. Coping Strategies Employed	61
8.2. Methods of Raising a Grievance	63
8.3. Consequences of the Grievance	63
8.4. Sources of Social and Professional Support in the Face of Workplace Violence	64
8.5. Acts Aiming at Justice Restoration in Response to Economic Violence	65
8.6. Witnessing Violence	65
8.7. Do Targets Know Where to Apply?	66
8.7.1. Knowledge of Relevant Authorities to Apply	66
8.7.2. Existence of Authorities within Workplace to Apply	67
8.8. Information Sharing by the Company about Workplace Violence	68
▶ <b>9. A Summary of the Findings</b>	<b>69</b>
▶ <b>10. Policy Recommendations to Prevent Workplace Violence and Harassment</b>	<b>73</b>
10.1. Recommendations for Employers	73
10.2. Recommendations for Policymakers	75
10.3. Recommendations for the Workers' and Employers' Organizations	76
10.4. General Recommendations	78
▶ <b>REFERENCES</b>	<b>79</b>
▶ <b>ANNEXES</b>	<b>83</b>

## ► List of Figures

---

<b>Figure 1.</b> Percentage of Individuals Who Reported Having Been Subjected to Workplace Violence Throughout Their Work Life	29
<b>Figure 2.</b> Exposure to Violence Throughout Working Life and in the Last Year	30
<b>Figure 3.</b> Perceptions vs. Experiences of Having Been Subjected to Violence Throughout Working Life	31
<b>Figure 4.</b> Exposure to Psychological Violence in Entire Work Life by Gender and Age Groups	35
<b>Figure 5.</b> Exposure to Psychological Violence in Entire Work Life by Gender and Education Level	35
<b>Figure 6.</b> Exposure to Psychological Violence in Entire Work Life by Gender and Managerial Position	36
<b>Figure 7.</b> Exposure to Psychological Violence in Entire Work Life by Gender and Sector	36
<b>Figure 8.</b> Exposure to Psychological Violence in Entire Work Life by Industry	37
<b>Figure 9.</b> Exposure to Discrimination in Entire Work Life by Gender and Age Groups	38
<b>Figure 10.</b> Exposure to Discrimination in Entire Work Life by Gender and Education Level	39
<b>Figure 11.</b> Exposure to Discrimination in Entire Work Life by Gender and Managerial Position	39
<b>Figure 12.</b> Exposure to Discrimination in Entire Work Life by Gender and Sector	39
<b>Figure 13.</b> Exposure to Discrimination in Entire Work Life by Industry	40
<b>Figure 14.</b> Exposure to Economic Violence in Entire Work Life by Gender and Age Groups	42
<b>Figure 15.</b> Exposure to Economic Violence in Entire Work Life by Gender and Education Level	42
<b>Figure 16.</b> Exposure to Economic Violence in Entire Work Life by Gender and Managerial Position	43
<b>Figure 17.</b> Exposure to Economic Violence in Entire Work Life by Gender and Sector	43
<b>Figure 18.</b> Exposure to Economic Violence in Entire Work Life by Industry	44
<b>Figure 19.</b> Exposure to Physical Violence in Entire Work Life by Gender and Age Groups	45
<b>Figure 20.</b> Exposure to Physical Violence in Entire Work Life by Gender and Education Level	46
<b>Figure 21.</b> Exposure to Physical Violence in Entire Work Life by Gender and Managerial Position	46
<b>Figure 22.</b> Exposure to Physical Violence in Entire Work Life by Gender and Sector	46
<b>Figure 23.</b> Exposure to Physical Violence in Entire Work Life by Industry	47
<b>Figure 24.</b> Exposure to Sexual Violence in Entire Work Life by Gender and Age Groups	49
<b>Figure 25.</b> Exposure to Sexual Violence in Entire Work Life by Gender and Education Level	49
<b>Figure 26.</b> Exposure to Sexual Violence in Entire Work Life by Gender and Managerial Position	50
<b>Figure 27.</b> Exposure to Sexual Violence in Entire Work Life by Gender and Sector	50
<b>Figure 28.</b> Exposure to Sexual Violence in Entire Work Life by Industry	50
<b>Figure 29.</b> Number of Exposure to Different Workplace Violence Types	51
<b>Figure 30.</b> Exposure to Workplace Violence by Trade Union Membership of Paid Employees	55

### Annex 5.

<b>Figure 1.</b> Exposure to Psychological Violence in Entire Work Life by Gender and Occupation Type	93
<b>Figure 2.</b> Exposure to Discrimination in Entire Work Life by Gender and Occupation Type	93
<b>Figure 3.</b> Exposure to Economic Violence in Entire Work Life by Gender and Occupation Type	94
<b>Figure 4.</b> Exposure to Physical Violence in Entire Work Life by Gender and Occupation Type	94
<b>Figure 5.</b> Exposure to Sexual Violence in Entire Work Life by Gender and Occupation Type	95



## ► List of Tables

---

<b>Table 1.</b> Basic Demographic Characteristics of the Respondents	27
<b>Table 2.</b> Percentages of Experiencing Specific Manifestations of Psychological Violence	34
<b>Table 3.</b> Percentages of Experiencing Different Forms of Discrimination	38
<b>Table 4.</b> Percentages of Experiencing Specific Manifestations of Economic Violence	41
<b>Table 5.</b> Percentages of Experiencing Specific Manifestations of Physical Violence	45
<b>Table 6.</b> Percentages of Experiencing Specific Manifestations of Sexual Violence	48
<b>Table 7.</b> Co-Occurrence of Workplace Violence	51
<b>Table 8.</b> Factors Contributing to the Exposure of Workplace Violence During the Entire Work Life	53
<b>Table 9.</b> Factors Contributing to the Exposure of Workplace Violence During the Last One Year	54
<b>Table 10.</b> Demographic Characteristics of the Workplace Violence Perpetrators	56
<b>Table 11.</b> Work Engagement and Satisfaction Items Influenced Negatively by Workplace Violence	58
<b>Table 12.</b> Job Separation due to Workplace Violence and Other Reasons Among Employed and Formerly Employed Participants	60
<b>Table 13.</b> Actions/Coping Strategies in the Face of Workplace Violence Exposure	62
<b>Table 14.</b> Method of Grievance	63
<b>Table 15.</b> Consequences of Grievance	64
<b>Table 16.</b> Sources of Support	64
<b>Table 17.</b> Witnessing Violence and Actions Taken	65
<b>Table 18.</b> Knowledge of Relevant Authorities to Apply	66
<b>Table 19.</b> Existence of Authorities within Company to Apply	67
<b>Table 20.</b> Information Sharing by the Company about Workplace Violence	68
 <b>Annex 1.</b>	
<b>Table 1.</b> List of the Sampled Districts	84
 <b>Annex 3.</b>	
<b>Table 1.</b> Detailed Demographic Characteristics of the Respondents	87
<b>Table 2.</b> Industry Distributions of Istanbul	90
 <b>Annex 4.</b>	
<b>Table 1.</b> Factors Contributing to the Discrepancy between Perceived and Experienced Workplace Violence	91
<b>Table 2.</b> Regression Analysis Results for the Factors Influencing the Discrepancy between Perception and Actual Experience of Workplace Violence	91
<b>Table 3.</b> Regression Analysis Results for Factors Influencing Exposure to Workplace Violence at Least Once Throughout Entire Work Life	92
<b>Table 4.</b> Regression Analysis Results for Factors Influencing Exposure to Workplace Violence at Least Once During Last One Year	92
 <b>Annex 6.</b>	
<b>Table 1.</b> Mean Work Engagement and Satisfaction Scores of Respondents with and without Perceived Workplace Violence	96





## ► Executive Summary

---

This study, conducted in collaboration with Özyeğin University and the International Labour Organization (ILO), investigated the prevalence of five types of workplace violence and harassment in the context of Istanbul. The types of violence focused on are psychological violence, discrimination, economic violence, physical violence, and sexual violence. The research was conducted between May and July 2024 using face-to-face interviews with 3,007 household members in Istanbul.

The main purpose of the research was to examine the prevalence of the five types of violence among different demographic groups, the level of awareness of employees regarding violence, and the coping strategies used in the face of violence. The study also collected information on the characteristics of those who are subjected to violence and those who perpetrate it. Additionally, this study provides important findings by focusing on the difference between perceived violence and the actual level of violence to which individuals are subjected. The research findings offer guidance for the development of policies and programs aimed at preventing workplace violence and supporting employees affected by it.

### Key Findings:

Key findings from the research show that workplace violence and harassment is a widespread problem affecting both women and men in various industries. The findings are presented in detail in the report. Some of the key findings are listed below.

- **More than 77% of respondents reported experiencing at least one form of workplace violence at least once during their careers.**
- There is a significant gap between perceived and experienced violence across all types. This finding indicates a general lack of awareness regarding workplace violence.
- Around 60% of respondents reported experiencing **economic violence** during their careers. Respondents in the private sector reported significantly higher levels of economic violence (almost double) compared to those in the public sector.
- **Psychological violence** is widespread, with almost half of all employees, regardless of gender, experiencing it. Women in managerial positions experience psychological violence more often than their male counterparts in managerial positions and women in non-managerial roles.
- **Sexual violence** disproportionately affects women, with one in four women experiencing it at least once in their working lives. The prevalence of sexual violence among women is more than twice that of men.
- One third of respondents reported experiencing **physical violence** at work. Men experience physical violence more frequently.
- One in five respondents has been the target of **discrimination**. Discrimination based on gender and on dress and/or appearance were more commonly reported by women, while men reported higher rates of discrimination based on ethnicity and religion.
- **Violence is not an isolated incident!** Those who experience one form of violence are likely to encounter others. The fact that more than half of the respondents experienced two or more forms of violence highlights how widespread and serious violence is.
- While employees with low education levels experience psychological, economic and physical violence more frequently, those with high education levels are more likely to experience sexual violence.
- **Workplace violence has a negative impact on employees' job satisfaction, job engagement, and general well-being.**

- ▶ One third of the respondents who quit their jobs cited economic violence as a major reason for leaving their jobs.
- ▶ Almost 90% of respondents reported that their organizations do not provide sufficient information about workplace violence, indicating a lack of efforts to increase knowledge and awareness.
- ▶ When women are subjected to violence, they tend to distance themselves from the perpetrator instead of initiating a formal grievance process. This points to the inadequacy of existing support systems for targets of violence.
- ▶ Those who witness violence prefer to remain silent and passive to a great extent. This finding shows that those who have been subjected to violence may be deprived of the support that is critical for them.
- ▶ **Union membership provides employees with protection against workplace violence, particularly sexual violence and discrimination.**

## Policy Recommendations:

The findings of this study highlight the need for comprehensive strategies to tackle workplace violence and harassment. Based on these findings, some key recommendations for employers, policy makers, and workers' and employers' organizations are summarized below.

### Employers

- ▶ **A zero tolerance policy** should be adopted to eliminate workplace violence and based on this policy preventive systems and intervention programs for violence should be developed and implemented.
- ▶ Employers should create a reliable system and work climate where employees can report incidents of workplace violence they have experienced or witnessed without fear of reprisal.
- ▶ Systems and mechanisms that protect all employees in an inclusive manner and prioritize their well-being should be established, their functioning should be regularly monitored, and their effectiveness should be reported and evaluated.

### Policy Makers

- ▶ Policy makers should develop legal frameworks to protect and empower workers against workplace violence by ratifying international conventions such as **ILO Convention No. 190**.
- ▶ Barriers to women's and men's access to legal remedies in cases of violence must be identified and addressed.
- ▶ Standards need to be established for companies to evaluate and report the effectiveness of systems and mechanisms designed to prevent workplace violence. To achieve this, the social sustainability perspective and its related metrics should be incorporated more into the national sustainability reporting standards and regulations.

### Workers' and Employers' Organizations

- Trade unions have a protective effect against workplace violence and discrimination. Therefore, widespread and inclusive activities should be undertaken to promote unionization.
- To formalize the commitment to safe working environments, anti-violence clauses should be included in collective bargaining agreements.
- Training and intervention programs focusing on gender equality and violence prevention should be expanded to raise knowledge and awareness.

### General Recommendations

- Workplace violence affects different groups at different levels. Policies should be inclusive and address the different needs of all stakeholders.
- Inclusive umbrella policies should be developed that address all forms of violence and mistreatment, rather than targeting a single type of violence.
- Coordination and collaboration between all stakeholders, including employers, employees, trade unions and civil society should be encouraged to build unity against workplace violence.

# ► 1 Introduction

---

Violence and harassment in the workplace are *human rights violations* that threaten the physical and psychological well-being of employees and the right to decent work. These phenomena are pervasive across the globe with costly repercussions, including serious physical and mental health problems, lost income, disrupted career trajectories, and economic losses for employees, employers, and society as a whole (e.g., Hassard et al., 2019; Nielsen & Einarsen, 2012). The introduction of laws protective against workplace violence (WV) has proven effective. However, the high prevalence rates of multiple forms of WV worldwide have led some researchers to label it a *silent epidemic* that requires immediate action (Arnold, 2019; Speedy, 2006; Williams, 2011).

In collaboration with Lloyd's Register Foundation and Gallup, the International Labour Organization (ILO) has conducted the first global survey on physical, psychological, and sexual violence and harassment in the workplace, involving nearly 125,000 individuals across 121 countries (ILO, 2022). This research reveals that more than one in five employed individuals (22.8%) have experienced at least one of these forms of violence. A report based on a study supported by IndustriALL focused on the risks of gender-based violence and harassment (GBVH) in the mining, garment, and electronics industries across 12 countries (Pillinger, 2022). This report indicates that employment insecurity heightens women's vulnerability to GBVH. Furthermore, existing complaints systems are often perceived as ineffective and unresponsive. A survey conducted by the Trades Union Congress (TUC) in Great Britain found that younger women are more likely to face sexual harassment (TUC, 2016). The report highlights that in the vast majority of sexual harassment cases, the perpetrator was a male colleague, with nearly one in five of the targets reporting that their direct manager or another individual in a position of authority was the perpetrator. In 2021, coinciding with the global COVID-19 pandemic, the European Working Conditions Telephone Survey (EWCTS), which involved 70,000 interviews across 36

countries, was conducted. Findings of this survey revealed that, on average, 12.5% of workers in the European Union (EU) experienced some form of workplace violence that year, with women and frontline workers including healthcare workers facing higher risks (Ivaškaitė-Tamošiūnė & Parent-Thirion, 2023).

In response to this critical problem, the ILO adopted the Violence and Harassment Convention (C. 190) and its Recommendation (R. 206) in 2019. C190 draws on several pioneering international and regional instruments and documents that address discrimination against women and gender-based violence. This includes the ILO's related standards and principles, especially on non-discrimination, as well as the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention). C190 and R206 affirm the right of all individuals to work in an environment free from violence and harassment, establishing a unified scheme for preventing such behaviors in the workplace, including those based on gender. Other important documents that are compatible with the scope of C190 and that should be taken into account in combating violence and harassment at work are the Employment and Decent Work for Peace and Resilience Recommendation (2017), No. 205, the Transition from Informal to Formal Economy Recommendation (2015), No. 204, the Decent Work for Domestic Workers Convention and Recommendation (2011), No. 189, the Maternity Protection Convention (2000), No. 183, and Discrimination (Employment and Occupation) Convention (1958), No. 111, which have all been previously adopted by the ILO. These regulations also provide unions with a framework for advocacy for national laws and union negotiations with employers to prevent and address violence and harassment in the workplace. The adoption and ratification of C190 came about because of sustained campaigns and advocacy led by women in trade unions (Pillinger et al., 2022) and the women's movement. As of 2024, C190 had been

ratified in forty-five countries<sup>1</sup>. If work, a core aspect of human life, is to be 'decent', in which the conditions of productivity, freedom, equity, security, and human dignity are met all at once, the policymakers and the employers must ensure that preventive and remedial measures against all forms of workplace violence are implemented wherever necessary.

Without a thorough understanding of the antecedents, mechanisms, and consequences of WV, it is impossible to develop effective preventive policies, regulations, and interventions. To build a world of work free from violence and harassment, robust and comparable data are essential. However, statistics on WV are sporadic and scarce. In Türkiye, various trade unions from different industries such as education, press/journalism, health care, and textiles have conducted research on workplace violence in their respective business sectors (Eğitim-Sen, 2020; Öz İplik İş, 2021; Öz Sağlık-İş, 2020; Sağlık Sen, 2023; SES, 2021; TGS, 2018). Although these studies may not be strictly representative of the underlying populations, they reveal alarmingly high levels of workplace violence. For instance, 55% of female textile workers reported experiencing psychological violence at work, while 30% indicated they had been subjected to physical violence (Öz İplik İş, 2021). Similarly, 63% of female civil servants working in the education field reported experiencing psychological violence (Eğitim-Sen, 2020). Another study in Türkiye found that 40% of the working population has been targets of workplace bullying, with healthcare professionals and educators among the most affected occupational groups (Mobbing ile Mücadele Derneği, 2022).

Several academic studies have also investigated workplace violence in Türkiye. In a large-scale study involving a representative sample of healthcare workers (N = 12,944), Pinar and colleagues (2015) found that 7% of respondents had experienced physical violence at work in the past 12 months. Aytaç et al. (2011) examined the prevalence and impact of workplace violence among 1,708 participants across five industries (i.e., manufacturing, service, security, health care, and education) in Bursa, one of the large industrial provinces in Türkiye. The four different types of violence examined in this study were physical assault, verbal abuse, bullying/mobbing, and sexual harassment. These authors discovered that

45% of respondents reported being a target of at least one of these types of workplace violence in the past 12 months.

Two large-scale empirical studies, mounting to samples of over 2,000 employees across various industries, have been conducted to identify the scope of sexually harassing behaviors at the workplaces in Türkiye (Toker-Gültaş et al., 2023; Toker & Sümer, 2010). In Toker-Gültaş et al.'s (2023) study, 68.5% of women and 56.4% of men reported having been subjected to at least one form of sexual harassment. Additionally, a recent study indicated that exposure to psychological harassment is strongly associated with increased burnout and decreased organizational commitment among employees in Türkiye (Sümer et al., 2024).

Violence and harassment against women, as well as gender-based violence occurring in both public and private spaces, remain significant issues in Türkiye which has not yet ratified the C190. While the studies reviewed above are essential, there is a serious gap in representative research covering various industries and different forms of workplace violence simultaneously. To address this gap and to develop awareness and actions against workplace violence and harassment in Türkiye, the ILO and Özyeğin University collaborated on a research project, the findings of which are presented in this report. Building on the literature reviewed, this survey, conducted between May and July 2024, collected data from 3,007 household members in Istanbul. Encouraged by the C190's explicit approach to adopting a broad notion of violence and harassment, with particular emphasis on the gendered aspects, the current research focuses on five specific types of workplace violence: psychological violence, discrimination, economic violence, physical violence, and sexual violence.

**Psychological violence** at the workplace (aka. mobbing, workplace bullying) can be defined as a situation in which an employee or a group of employees perceive themselves as the target of persistent, systematic, and prolonged negative actions by superiors or colleagues, resulting in targeted employees feeling vulnerable and helpless (Matthiesen & Einarsen, 2010). According to Türkiye's Court of Cassation, for a set of actions to be labeled as psychological harassment, a case-by-case evaluation is required by taking into

1 Source: [https://normlex.ilo.org/dyn/normlex/en/f?p=1000:11300:0::NO:11300:P11300\\_INSTRUMENT\\_ID:3999810](https://normlex.ilo.org/dyn/normlex/en/f?p=1000:11300:0::NO:11300:P11300_INSTRUMENT_ID:3999810)



consideration whether the actions target a specific employee as well as the duration, frequency, and persistence of the actions<sup>2</sup>. The C190, on the other hand, unequivocally states that the consideration of a specific unacceptable behavior as an example of harassment or violence is independent of whether it occurs only once or is repeated. Einarsen and colleagues (2009) offered a three-factor model of workplace mobbing: 1) person-focused, 2) job-focused, and 3) physical bullying. Person-focused bullying includes behaviors such as humiliation, mocking, isolation, ignoring, gossiping, spreading rumors, and making false accusations. Examples of job-focused bullying correspond to withholding necessary information from an employee, assigning tasks either well below or well above the employee's training and experience, and excessively monitoring the employee's work. Physical bullying, on the other hand, involves actions like yelling, aggressive gestures, and making threats.

**Discrimination** targeted at specific groups based on observable or unobservable characteristics (e.g., gender, sexual orientation, ethnicity, and

religion) is also a form of workplace violence, as these group members are subjected to social undermining (Cheung et al., 2016; Cortina, 2008; Wood et al., 2013). Workplace discrimination is primarily reviewed under psychological violence at the workplace (EEOC, 2016); nevertheless, due to its importance, in the current study, discrimination was included as a separate form of violence. A recent ILO (2022) survey study titled "Experiences of violence and harassment at work: A global first survey" found that persons who have experienced discrimination at some point in their life based on gender, disability status, nationality/ethnicity, skin color and/or religion were more likely to have experienced violence and harassment at work than those who did not face such discrimination. Those facing gender-based discrimination have been particularly affected.

**Economic violence** is any action or behavior that inflicts economic harm on another person (EIGE, 2017, p. 46). It is recognized by the United Nations' Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Committee as a form of gender-based violence

<sup>2</sup> Source: Court of Cassation General Assembly of Civil Chambers decision numbered E. 2015/9-461, K. 2017/127, 25.1.2017.  
URL: <https://mobbing.org.tr/yargitay-hukuk-genel-kurulu-kararlari/>



against women and it is also mentioned in the Istanbul Convention. It is prevalent within intimate relationships, although it can also occur in the workplace (Nelson et al., 2023). Indeed, the sociology of work studies set forth that abuse and exploitation are prevalent in the workplace (Hodson, 2001). Instances of unequal pay for equivalent work, underpayment, exploitation of overworked or unpaid labor, and coercion of workers into unpaid tasks beyond their contractual obligations (UNI Report, 2023; Fawole, 2008) can be construed as economic violence in the workplace.

**Physical violence** is defined as physical assaults committed by one or more perpetrators from within (internal violence) or outside (external violence) the organization (De Puy et al., 2015). It involves applying physical force such as punching, kicking, biting, stabbing, and shooting against a person, resulting in physical, sexual, or psychological harm (Wiskow, 2019, cited in Li et al., 2020). Barclay and Aquino (2011) define workplace physical violence as “instances of aggression that involve direct physical harm or threat of physical harm” (p. 616). That is, not only concrete physical attacks but also threats of physical violence are included under the term physical violence/abuse (Jenkins, 1996). In general, the prevalence of physical violence is lower than other forms of violence or mistreatment at work (e.g., Aytaç et al., 2011; Dhanani et al., 2021).

**Sexual violence** in the workplace include both physical and non-physical actions and sexually explicit words and expressions that are unwelcome by the targeted individuals. Existing definitions of sexual violence/harassment emphasize that the behavior is unwelcome, inappropriate, embarrassing, humiliating, hostile, and damaging the dignity/reputation of the target with negative consequences that affect the workplace and work-related conditions (e.g., EEOC, 1980; Eurofound, 2013; Fitzgerald, 1993; MacKinnon, 1979; McDonald, 2012). According to a widely used and empirically supported model in the United States (Fitzgerald et al., 1999), workplace sexual harassment/violence covers 1) “quid pro quo” harassment, where work-related consequences are contingent on sexual cooperation, often instigated by superiors; 2) “unwanted sexual attention,” covering unwanted sexually explicit verbal and physical approaches; 3) “sexual hostility,” including sexual jokes or visuals that create a hostile work environment; and 4) “sexist hostility” including gender discriminatory and derogatory behaviors.

The current research stands as the most comprehensive study conducted in Türkiye, encompassing various forms of workplace violence. The results not only highlight an initial overview of the prevalence of different types of violence at work in Türkiye but also shed light on its consequences and the responses of those affected.

The report proceeds with the study’s methodology, followed by key findings, and concludes with critical policy recommendations for public authorities, employers, and unions.



## ► 2 Methodology

Activities under the ***"Perceptions and Experiences of Workplace Violence and Harassment"*** research project started on March 20th, 2024. The main study, in which data were collected from 3,007 households, was carried out between May-July, 2024. In this section, together with the methodology followed in the research, key information about the survey preparation and basic demographic data are presented.

### 2.1. Pilot Study

#### 2.1.1. Training of the Interviewers, Pilot Study Data Collection and Analysis

The initial version of the questionnaire/survey package was tested in a pilot study in the first half of April 2024. The content and the format of the pilot survey were finalized after a number of iterations. Following the finalization of the pilot survey, the project team prepared and delivered a three-hour training program for the interviewers with a special focus on communication and questioning techniques on sensitive topics such as violence and sexual harassment. The Pilot Study involved face-to-face data collection from 150 households.

Interviewers' feedback and the results of reliability and exploratory factor analyses suggested a need for shortening the survey. Accordingly, certain modifications were undertaken. Also, to speed up the data collection process and to reduce errors in data entry, a decision was made to administer the main survey using tablets.

Furthermore, initial analyses showed that response tendencies in answering the sexual violence questions were different when the survey was administered in the presence of another household member. Hence, the project team made two critical decisions concerning the administration of the sexual violence-related questions. First, the order of sections was changed.

In the new order, workplace violence questions started with the economic violence section and ended with the sexual violence section. Second, in the administration of the sexual violence questions, the interviewers were now required to give the tablet to the respondent so that he/she could respond privately. Following all these revisions, survey administration was shortened, with the average completion time dropping from 62 minutes to 41 minutes.

### 2.2. Main Study

#### 2.2.1. Sampling Methodology

This research was conducted in Istanbul, which hosts 18% of Türkiye's population and 20% of its labor force<sup>3</sup>. A sampling methodology was followed to reach 3,000 respondents representative of the working population of Istanbul. More specifically, a probability sampling frame based on the random selection of neighborhoods as primary sampling units from the complete list of neighborhoods in Istanbul was employed. The primary sampling units were selected randomly by *probability proportional to size method*. The number of interviews to be completed in each neighborhood is set to 16 (188 neighborhoods in total). The 188 randomly selected neighborhoods were distributed proportionally to 38 of the 39 districts in Istanbul. In the Adalar district, which constitutes 0.1% of Istanbul's population, no neighborhoods were selected due to the small size of the district. The fieldwork was completed with 3,007 interviews in total. The list of the sampled districts is presented in Annex 1, Table 1.

#### 2.2.2. Selection of the Respondents

Respondents were included in the study based on two inclusion criteria: (1) respondents should be between 18 and 65 years old, and (2) they should be actively or previously employed (those who

<sup>3</sup> Source: Türkiye İş Kurumu (2023). *İşgücü Piyasası Araştırması, İstanbul İli, 2023 Yılı Sonuç Raporu*. İstanbul. URL: <https://media.iskur.gov.tr/88117/istanbul.pdf>



never worked were excluded from this survey). Random selection procedures used in this survey study are summarized below:

- Streets were selected randomly from an alphabetical listing using a random selection table. In each neighborhood, eight streets were selected.
- In each street, buildings were randomly selected based on door numbers using a random selection table.
- In buildings with more than one residence, the first attempt was made at the selected building's second apartment/door number. The second attempt was made at the fifth apartment number (whether in the same building or the next one).
- In each house, interviewers asked for the list of the individuals fitting the inclusion criteria. The individual to be interviewed was selected from this list using the last birthday method.<sup>4</sup>

- In each selected house, the interviewer made three attempts to conduct the interview. If the interview could not be held on the third attempt, a new house would have been selected according to the above mentioned criteria.

### 2.2.3. Data Collection, Control, and Processing

A total of 33 local interviewers (18 women, 15 men) and six supervisors were assigned to the fieldwork. All interviewers were trained in data collection procedures.

Before beginning the interview, respondents were notified of the importance of being alone with the interviewer. Nevertheless, this was not achieved in some cases ( $N = 748$ , 24.9%); thus, the interviewer noted whether anyone else was present in the room on Question Z03 (see Annex 2). The interview was conducted face-to-face. The interviewer posed the survey questions and recorded answers on a data collection platform on the tablet. When it

<sup>4</sup> Last birthday method is a random selection method that is used when multiple household residents meet the inclusion criteria. In this method, residents are asked who has the most recent (last) birthday and those with the latest birthday are selected for the interview. This method does not ask about the birth year, therefore, it does not select the youngest resident in the household.

came to the sexual violence section, which was the last violence section of the survey, respondents were handed over the tablet to enter their own responses to eliminate any social desirability concerns. Interviews lasted from 40 to 45 minutes, with 41 minutes on average.

Out of 25,055 attempts in total, 9,911 attempts were rejected by the contacted persons/households, 8,402 resulted in failure to reach any respondent, 3,415 contacts did not meet the inclusion criteria, and 320 individuals discontinued their participation before completing the survey, resulting in 3,007 responses with complete data.

## 2.3. The Survey

The household survey included the following nine sections:

1. Work-related demographics (first half of section A)
2. Work engagement and satisfaction (section B)
3. Economic violence (section G)
4. Psychological violence (section C)
5. Discrimination (section D)
6. Physical violence (section F)
7. Sexual violence (section E)
8. Job termination-related questions (section H)
9. Individual demographics (second half of section A), interviewer, and context questions

The sections on economic violence, psychological violence, discrimination, physical violence, and sexual violence (**Sections C-G**) included 10 sub-sections that cover:

1. Exposure to violence
  - a. Perceived violence
  - b. Experienced violence
2. Violence acceptability<sup>5</sup>
3. Witnessing violence
4. Perpetrator characteristics (except for economic violence)
5. Methods of coping and grievances
6. Consequences of grievances
7. Witness responses
8. Knowledge about where to apply in the case of being a target
9. Presence of an office/unit in the company to which targets can apply

10. Whether or not the company has provided any informative resources

More detailed information about the survey can be found in Annex 2.

## 2.4. Demographic Characteristics of the Respondents

Table 1 summarizes the respondents' basic demographic characteristics, including gender, age, education level, occupation type, industry categories, sector type, gender ratio at the workplace and in the work unit of the respondents, existence of trade union at the workplace, and trade union membership. The respondents' age ranged from 18 to 65 (Mean = 40.46 years, SD = 13.37 years). Previously employed respondents composed 31.1% (N = 934) of the sample, while 68.9% (N = 2073) were currently employed. Information concerning the remaining demographic characteristics is presented in Annex 3, Table 1. In addition, in order to evaluate the representativeness of the distribution of the sample on the basis of industries, the study sample data were compared to data obtained from İŞKUR for the years of 2022 and 2023. As can be seen in Annex 3, Table 2, the distribution of industries in the study sample is quite representative of the distribution of industries in the city of Istanbul.

<sup>5</sup> The vast majority of the respondents found workplace violence and violence manifestations "unacceptable" yielding no observable differences across the violence types. Hence, no further analyses were conducted on violence acceptability.

► Table 1. Basic Demographic Characteristics of the Respondents

Gender		Percentage (N)
Male		50.3% (1,514)
Female		49.7% (1,493)
Age		Percentage (N)
Younger than 25		14.0% (420)
25-34 Years		23.3% (701)
35-44 Years		23.1% (695)
45-54 Years		18.8% (564)
Older than 55		20.9% (627)
Education Level*		Percentage (N)
No Graduation		0.5% (16)
Primary School		15.8% (475)
Secondary School		17.1% (513)
High School		30.2% (907)
2-Year College		12.9% (389)
4-Year College		20.7% (623)
Master's or Doctorate Degree		2.8% (84)
Occupation Type (ISCO-08)		Percentage (N)
Service and Sales Workers		29.5% (887)
Elementary Occupations		18.6% (558)
Professionals		14.4% (432)
Clerical Support Workers		9.2% (277)
Technicians and Associate Professionals		8.7% (261)
Plant and Machine Operators, and Assemblers		8.4% (251)
Craft and Related Trades Workers		8.3% (250)
Managers		2.6% (78)
Skilled Agricultural, Forestry, and Fishery Workers		0.3% (8)
Armed Forces Occupations		0.1% (3)

► Table 1. Basic Demographic Characteristics of the Respondents (Continued)

Industry (NACE Rev.2)	Percentage (N)
Manufacturing	20.7% (622)
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	18.5% (554)
Accommodation and Food Service Activities	12.3% (370)
Professional, Scientific, and Technical Activities	5.6% (167)
Transportation and Storage	5.2% (155)
Other Service Activities	5.2% (155)
Construction	5.1% (152)
Human Health and Social Work Activities	5.0% (149)
Administrative and Support Service Activities	4.7% (142)
Education	4.3% (129)
Financial and Insurance Activities	3.0% (91)
Information and Communication	2.8% (85)
Public Administration and Defense; Compulsory Social Security	2.8% (85)
Arts, Entertainment, and Recreation	1.0% (31)
Electricity, Gas, Steam, and Air Conditioning Supply	1.0% (30)
Real Estate Activities	0.8% (25)
Water Supply; Sewerage, Waste Management, and Remediation Activities	0.7% (21)
Activities of Households as Employers	0.7% (21)
Agriculture, Forestry, and Fishing	0.4% (13)
Mining and Quarrying	<0.1% (1)
Type of Sector	Percentage (N)
Public Sector	9.9% (299)
Private Sector	88.0% (2,645)
Non-Governmental Organization	0.1% (3)
Other (Self-Employed or Freelancer)	2.0% (60)
Existence of a Trade Union at the Workplace	Percentage (N)
Yes	10.8% (326)
No	88.0% (2,645)
Don't Know	1.1% (34)
Membership of a Trade Union	Percentage (N)
Yes	9.0% (269)
No	91.0% (2,735)
Gender Ratio at the Workplace of Respondents	Percentage (N)
Predominantly Male	39.0% (1,165)
Male and Female are Nearly Equal	51.8% (1,548)
Predominantly Female	9.2% (274)
Gender Ratio at the Work Unit of Respondents	Percentage (N)
Predominantly Male	39.0% (1,166)
Male and Female are Nearly Equal	45.3% (1,354)
Predominantly Female	15.8% (472)

Note: \*Education levels were grouped into three categories in the analyses: (1) Low (16.3%): no graduation and primary school; (2) Middle (47.3%): secondary school and high school; and (3) High (36.4%): 2-year college, 4-year college, master's and doctorate degree.

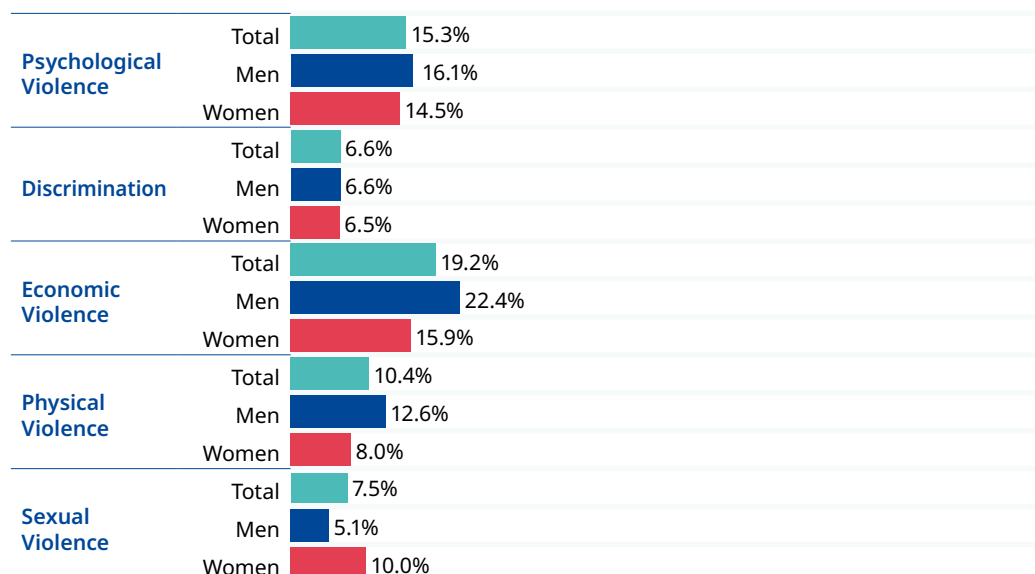
## ► 3 An Overview of Prevalence of Workplace Violence

Respondents were initially asked to report whether they had ever been subjected to each of the five forms of workplace violence in their work. This was taken to reflect the respondents' perception of having been subjected to workplace violence. Following their response for each violence type, they were then shown specific manifestations of each type of violence (in the form of scale items). They were asked to indicate if they had ever experienced each manifestation in their entire work life and then to indicate the frequency with which they experienced psychological violence, sexual violence, and discrimination over the last year.

### Have you ever been subjected to economic violence, psychological violence, discrimination, physical violence, or sexual violence at work?

Figure 1 presents the percentages of individuals who reported experiencing five distinct types of violence over the course of their working life. The prevalence of perceptions of being subjected to violence ranged from 5.1% to 22.4%, with men reporting higher incidences of economic and physical violence and women reporting higher incidences of sexual violence. Based on the perceptions of the respondents, the prevalence

► **Figure 1. Percentage of Individuals Who Reported Having Been Subjected to Workplace Violence Throughout Their Work Life**



rates and the ordering of the prevalence rates of psychological, physical, and sexual violence are parallel to the corresponding statistics reported in the ILO's Global Survey (Experiences of Violence and Harassment at Work: A Global First Survey). The prevalence of psychological violence is slightly lower (15.3% vs. 17.9%), and the prevalence of physical violence (10.4% vs. 8.5%) and sexual violence (7.5% vs. 6.3%) are slightly higher than what is reported in the Global Survey. The Global Survey does not cover economic violence and discrimination.

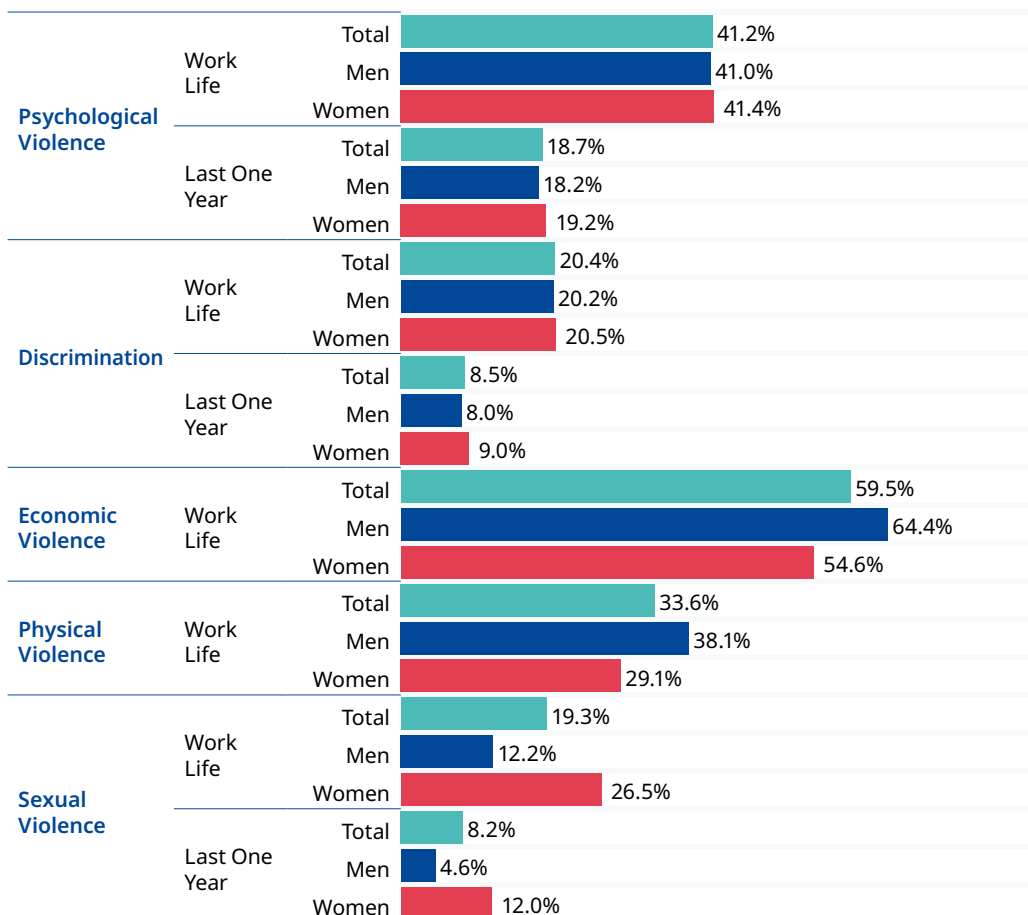
**Have you ever been exposed to the following behaviors in your work life? If yes, have you experienced it over the last year?**

Following the inquiry of perceptions of being subjected to a given violence type, the respondents were presented with specific manifestations of that violence type. They were asked whether

they had been ever subjected to each behavior in their entire work life (for all violence types), and if yes, with what frequency over the last year (for discrimination, psychological, and sexual violence). Bar charts in Figure 2 display the percentages of having experienced at least one specific manifestation of each violence type for the entire work life and the last year. Due to their relatively rare frequencies per employee, physical violence manifestations were asked pertaining to the entire work life only. Also, since the nature of the manifestations of economic violence required an evaluation of one's entire work life, they too were asked pertaining to the entire work life but not to the last year.

For the entire work life, the most frequently reported type of violence was economic, with almost 60% of respondents reporting it. The least frequently reported ones were sexual violence and discrimination. Considerably, more men reported having been subjected to economic and

► **Figure 2. Exposure to Violence Throughout Working Life and in the Last Year**



physical violence, whereas more women reported having been subjected to sexual violence. Women and men appeared similar in their experience of psychological violence and discrimination in their entire work life.

Far fewer respondents reported having experienced violence in the last year, ranging from 8.2% to 18.7%. Gender trends observed for the entire work life were paralleled in last year's experience.

### 3.1. Perceptions vs. Experiences of Violence at Work

As described above, participants were first asked whether they had ever been subjected to each type of violence. The answers to these questions tap the **perception** of exposure to the type of violence in question. After the perception question, participants were asked whether they had been subjected to specific manifestations of each type of violence. The answers to these questions tap the **experience** of the relevant type of violence.

#### Is there a difference between perceived and experienced violence?

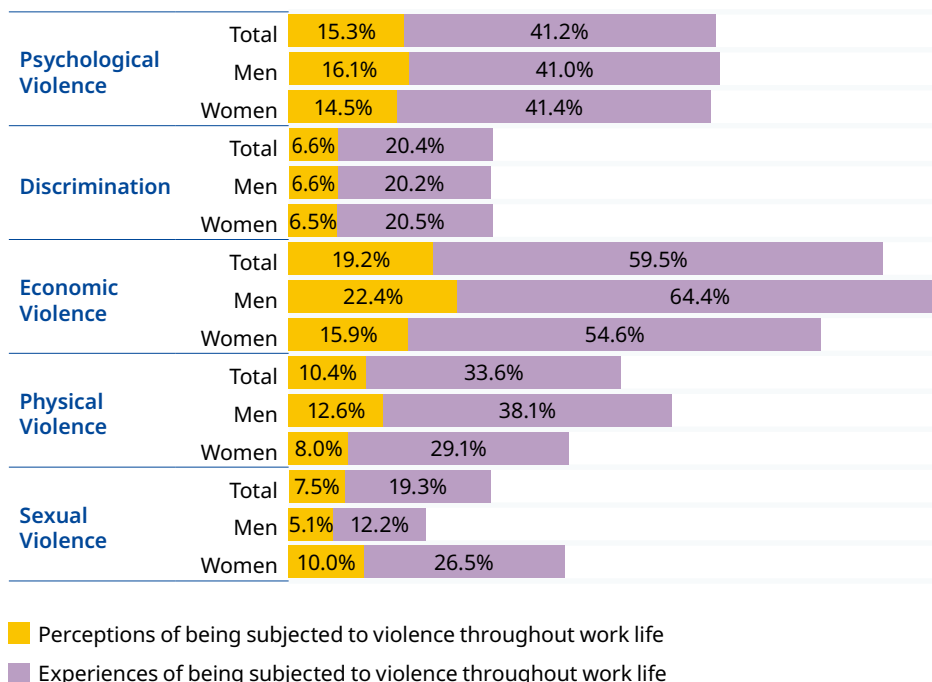
A series of analyses were conducted to see the extent to which the perceptions and actual experiences of violence were congruent for each violence type and to understand factors contributing to the discrepancy between perceived and experienced violence.

Figure 3 shows the percentages of actual exposure to at least one manifestation of each type of violence and perceptions of exposure to this type of violence. In all forms of violence, respondents reported having been a target of violence much less than their actual experiences of having been subjected to violence. That is, respondents appeared to have been exposed to more violence than they initially thought. This discrepancy was especially pronounced for economic violence.

#### Who is more cognizant of the violence they have been subjected to?

The discrepancy between perceptions of having been subjected to workplace violence and actual violence experience suggests a lack of awareness on the part of respondents. Henceforth, a series

► Figure 3. Perceptions vs. Experiences of Having Been Subjected to Violence Throughout Working Life

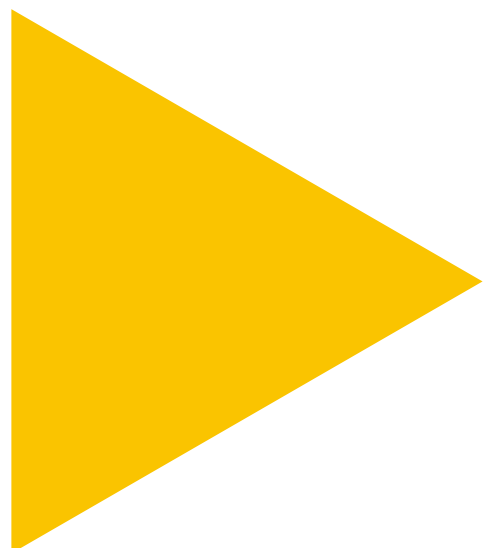
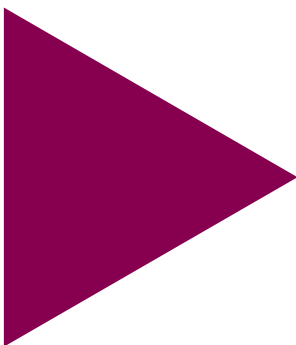




of regression analyses were conducted to understand the critical factors associated with awareness of workplace violence. The summary findings from these analyses and the results of the entire regression analyses are presented in Table 1 and Table 2, respectively, in *Annex 4*.

Across the different violence types, the strongest predictors of the discrepancy between perceived and actual violence were education level and having been exposed to other violence types.

The higher the education employees had, the more aware they were that they had experienced violence (except for sexual violence). The more the violence types employees were exposed to, the less aware they were of labeling their experience as such. Also, gender had differential relationships with awareness of violence types. Whereas men were more aware of their experiences pertaining to psychological and sexual violence, women were more aware of their physical violence experiences.



## ► 4 A Closer Look at Different Forms of Workplace Violence

---

In this section, the focus is on the experiences of different forms of workplace violence. A comprehensive set of manifestations were selected for each type of violence, and the respondents were asked whether they were ever subject to each manifestation. A respondent who had answered 'yes' to at least one manifestation of a violence type was classified as a target of that violence type. Accordingly, it was possible to address both the prevalence of a given violence type in general and the prevalence of being subject to each specific manifestation. **The current study is a rare example in that it focuses not only on perceptions of violence but also on the experiences of specific manifestations of different violence types.**

When sharing percentages on workplace violence, data on age, education, managerial position and sector are presented with a gender focus, while data on industries<sup>6</sup> are presented without a gender focus. It is important to note that while these demographics represent the current (or last) employment status of the respondents, the exposure to different forms of violence encompasses their entire work lives. Therefore, the analyses associating the current demographics with the forms of violence experienced during the entire working life should be interpreted with caution.

### 4.1. Psychological Violence

We present manifestation-based percentages of psychological violence for the entire work life and the last year by gender and share overall percentages of psychological violence by the other demographic characteristics based on the entire work-life experiences.

#### 4.1.1. Psychological Violence: Overall and Manifestation-Based Prevalence

Psychological violence, through which an employee is left with perceptions and feelings of vulnerability and helplessness due to the prolonged negative actions of their supervisors or colleagues, could be person-focused or job-focused. The most frequently reported five types of psychological violence in the present study were underestimation of one's work, assignment of work that cannot be completed in the allotted time period, looking out for mistakes in one's work, changing one's working conditions, hours, or shifts in an arbitrary manner, and behaviors aimed at damaging one's

Four out of ten respondents have experienced psychological violence in their work life.

---

<sup>6</sup> Only industries represented by 100 and above respondents were included in the analyses.

► **Table 2. Percentages of Experiencing Specific Manifestations of Psychological Violence**

Experienced Psychological Violence	Work Life			Last One Year		
	Total	Men	Women	Total	Men	Women
Psychological Violence (Overall)	41.2%	41.0%	41.4%	18.7%	18.2%	19.2%
My work was belittled.	21.8%	22.1%	21.5%	9.5%	9.1%	9.9%
I was given tasks that were unreasonable or impossible to complete in the allotted time.	16.8%	18.2%	15.4%	5.5%	5.5%	5.5%
My work was scrutinized with mean intent.	13.4%	13.2%	13.7%	5.2%	4.8%	5.6%
My working conditions, hours or shifts were arbitrarily changed.	10.4%	10.9%	9.9%	5.5%	5.3%	5.7%
I was subjected to behavior intended to damage my reputation.	10.1%	10.6%	9.5%	2.8%	2.5%	3.2%
I was ridiculed.	9.7%	10.5%	9.0%	4.3%	3.9%	4.7%
I was given jobs that were far below my professional training and skills.	9.3%	9.7%	9.0%	2.5%	2.4%	2.6%
I was tried to be intimidated with aggressive behavior.	9.3%	10.6%	8.0%	4.9%	5.0%	4.8%
I was either misled about my job or denied important information.	7.3%	7.4%	7.1%	2.6%	2.5%	2.8%
I was pressured to quit my job.	6.7%	7.6%	5.8%	2.7%	2.9%	2.6%
I was excluded from social settings at work.	6.3%	6.3%	6.3%	1.4%	1.1%	1.6%
I was given jobs that were far above my professional training and skills.	5.7%	6.0%	5.4%	1.4%	1.2%	1.6%
I was not included in work-related digital groups (e.g., WhatsApp or email groups).	2.3%	2.0%	2.6%	0.4%	0.5%	0.3%

*Note 1:* Psychological Violence (Overall) refers to the rate of those who have been subjected to at least one of the listed psychological violence behaviors throughout their entire work life and last one year at work.

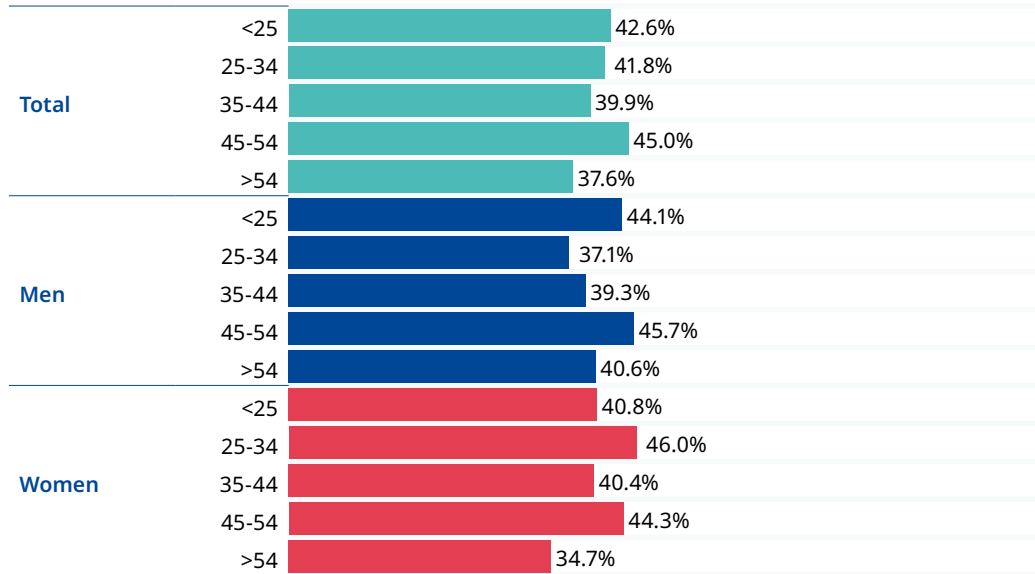
*Note 2:* Graded colors in the table represents the five most frequently exposed behaviors, the darkest illustrating the most prevalent behavior.

reputation. Thus, the most frequently reported behaviors were job-focused. Percentages of women's and men's reports of being exposed to manifestations of psychological violence were comparable. The most frequently experienced manifestations in respondents' entire work lives also appeared with relatively high percentages in the last year, with prevalence rates around 18%. That is, nearly two out of every 10 respondents were targets of some form of psychological violence in the last year. The last one year prevalence rates across genders were equivalent despite some minor changes in the rank ordering of manifestations. Table 2 presents the percentages of respondents who experienced specific manifestations of psychological violence during their entire work life and within the past year.

#### 4.1.2. Psychological Violence: Prevalence by Demographic Groups

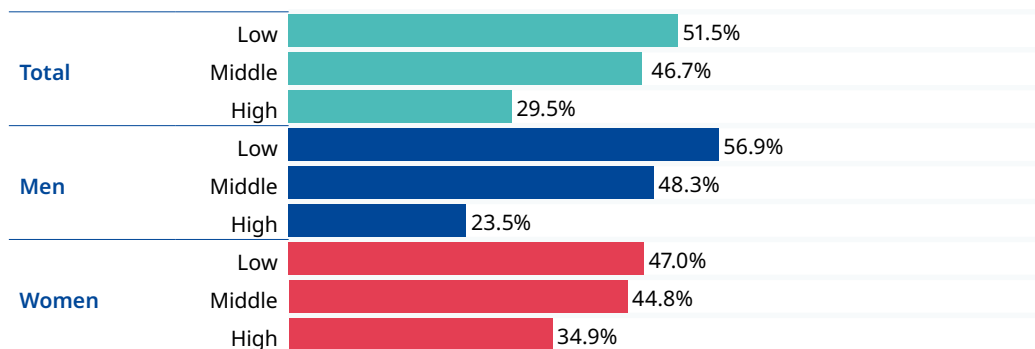
Prevalence rates of psychological violence for the two genders varied according to age. It is noteworthy that women in the 25-34 age group (46%) and 45-54 age group (44.3%) had a higher prevalence of psychological violence than women in other age groups. The highest prevalence in men was observed for the 45-54 group (45.7%), and next came the youngest age group (25 and younger, 44.1%). Among both men and women, the group aged 54 years and above had the lowest prevalence of psychological violence (37.6%). Figure 4 displays the percentages of participants exposed to psychological violence in their entire work life by gender and age groups.

► Figure 4. Exposure to Psychological Violence in Entire Work Life by Gender and Age Groups



Respondents with lower education levels were more frequent targets of psychological violence. This trend applied to both genders, with the differences across education levels more pronounced for men than women. Figure 5 displays percentages of exposure to psychological violence in the entire work life by gender and education level.

► Figure 5. Exposure to Psychological Violence in Entire Work Life by Gender and Education Level



Women currently holding a managerial position (50.4%) were more frequent targets of psychological violence compared to men in managerial positions (39.3%) and also women in non-managerial positions (40.0%). Holding a managerial position did not make a difference for men. Figure 6 displays percentages of exposure to psychological violence in the entire work life by gender and managerial position.

► **Figure 6. Exposure to Psychological Violence in Entire Work Life by Gender and Managerial Position**

<b>Total</b>	Manager	43.2%
	Not Manager	40.1%
<b>Men</b>	Manager	39.3%
	Not Manager	40.2%
<b>Women</b>	Manager	50.4%
	Not Manager	40.0%

Women working in the public sector (47.7%) experienced more psychological violence than men in the same sector (39.9%) and women working in the private sector (41%). The type of sector did not make a difference in men's experience of psychological violence. Figure 7 displays percentages of exposure to psychological violence in the entire work life by gender and sector type.

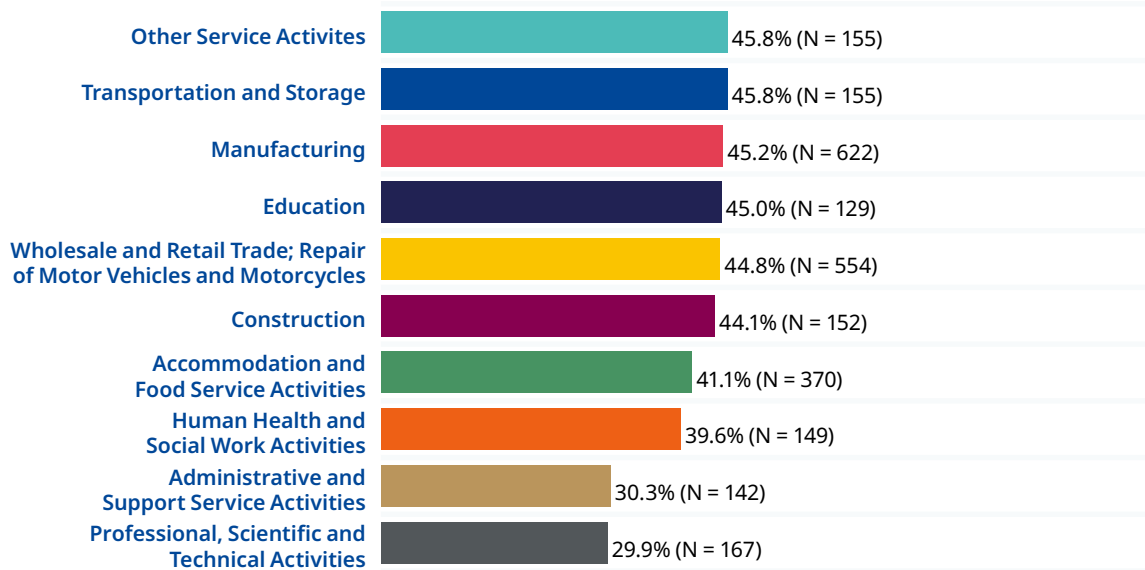
► **Figure 7. Exposure to Psychological Violence in Entire Work Life by Gender and Sector**

<b>Total</b>	Public	43.8%
	Private	40.7%
<b>Men</b>	Public	39.9%
	Private	40.4%
<b>Women</b>	Public	47.7%
	Private	41.0%

From one-third to almost half of the respondents across all industries have been a target of psychological violence.

Almost half of the respondents working in the industries of "other service activities" (e.g., hairdressing, tailoring, dry-cleaning, repair of computers and communication equipment, repair of personal and household goods), transportation and storage, manufacturing, education, wholesale and retail trade, and construction reported being exposed to psychological violence at least once in their entire work life.

From 29.9% to 41.1% of respondents working in the industries of accommodation and food service activities, human health, and social work activities, administrative and support service activities, and professional, scientific, and technical activities reported being exposed to psychological violence at least once in their entire work life. In sum, one-third to almost half of the respondents across all industries were targets of psychological violence at least once in their entire work life. Figure 8 displays percentages of exposure to psychological violence in the entire work life by industry type.

► **Figure 8. Exposure to Psychological Violence in Entire Work Life by Industry**

For respondents' exposure to psychological violence in their entire work life based on type of occupation, please refer to Annex 5, Figure 1.

## 4.2. Discrimination

Discrimination is subjecting employees to social undermining based on characteristics not relevant to the job, such as gender, ethnic background, race, age, disability status, etc. We present percentages of perceptions of experiencing different forms of discrimination for the entire work life and for the last year by gender and share overall percentages of discrimination by the other demographic characteristics based on the entire work-life experiences.

In this section, we refrain from using the word 'experience' and instead prefer to use the phrase 'perceived to have experienced' as we did not ask about specific manifestations of discriminatory attitudes and behavior (such as 'made derogatory comments based on your gender'), but asked about participants' perceptions of experiencing different forms of discrimination based on their characteristics (such as gender).

### 4.2.1. Discrimination: Prevalence of Overall and Different Forms of Discrimination

The five most common types of discrimination perceived to be experienced by respondents throughout their entire work life were observed to be based on their ethnicity/nationality, religious/ideological beliefs, age, dress and/or appearance, and gender. The order of the most frequently observed forms for the last year was somewhat different, with the most frequently reported discrimination being those based on religion/ideology followed by age. Prevalence rates of men's and women's perceptions of being a target of discrimination are close, except for gender discrimination, in which a higher percentage of women (5%) than men (2.1%) reported perceiving having experienced gender discrimination. Percentages of perceiving being targets of different forms of discrimination throughout respondents' work life and the last year are displayed in Table 3.

►► One out of five respondents perceive being targets of discrimination.

► **Table 3. Percentages of Experiencing Different Forms of Discrimination**

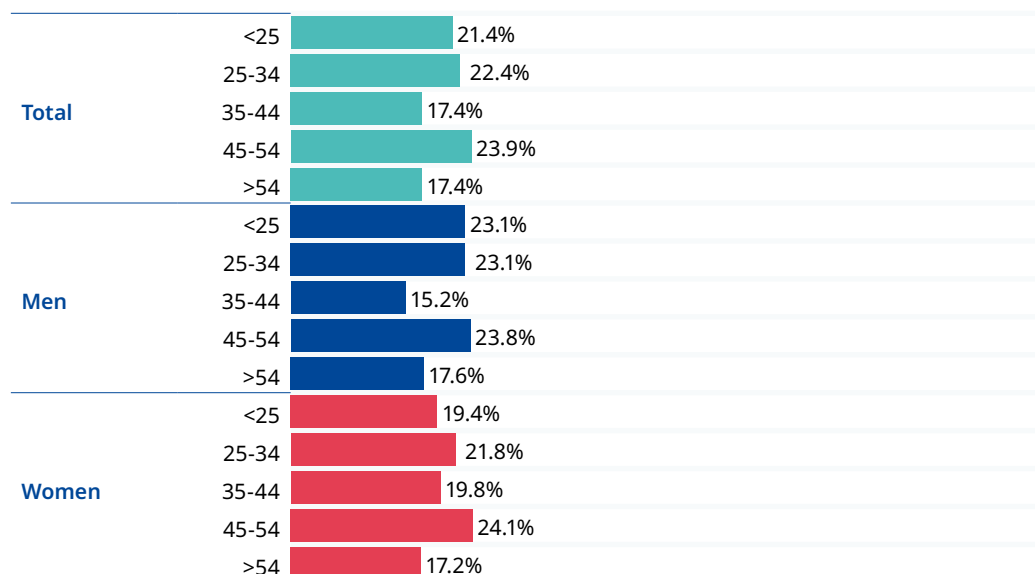
Experienced Forms of Discrimination	Work Life			Last One Year		
	Total	Men	Women	Total	Men	Women
Discrimination (Overall)	20.4%	20.2%	20.5%	8.5%	8.0%	9.0%
Discriminatory attitudes and behaviors based on ethnicity/nationality.	9.8%	10.9%	8.7%	2.4%	2.5%	2.4%
Discriminatory attitudes and behaviors based on religious/ideological beliefs.	7.1%	7.5%	6.7%	4.6%	4.4%	4.7%
Discriminatory attitudes and behaviors based on age.	6.8%	6.8%	6.9%	4.4%	4.4%	4.4%
Discriminatory attitudes and behaviors based on dress and/or appearance.	4.8%	3.8%	5.8%	2.5%	2.3%	2.7%
Discriminatory attitudes and behaviors based on gender (male/female).	3.6%	2.1%	5.0%	0.8%	0.3%	1.4%
Discriminatory attitudes and behaviors due to my union membership.	0.8%	0.8%	0.9%	0.2%	0.2%	0.3%
Discriminatory attitudes and behaviors based on sexual orientation/gender identity.	0.5%	0.2%	0.8%	0.3%	0.1%	0.5%
Discriminatory attitudes and behaviors based on disability.	0.2%	0.1%	0.3%	0.1%	0.0%	0.1%

*Note 1:* Discrimination (Overall) refers to the rate of those who have been subjected to at least one of the listed discriminatory attitudes and behaviors throughout their entire work life and last one year at work.

*Note 2:* Graded colors in the table represents the five most frequently exposed behaviors, the darkest illustrating the most prevalent behavior.

#### 4.2.2. Discrimination: Prevalence by Demographic Groups

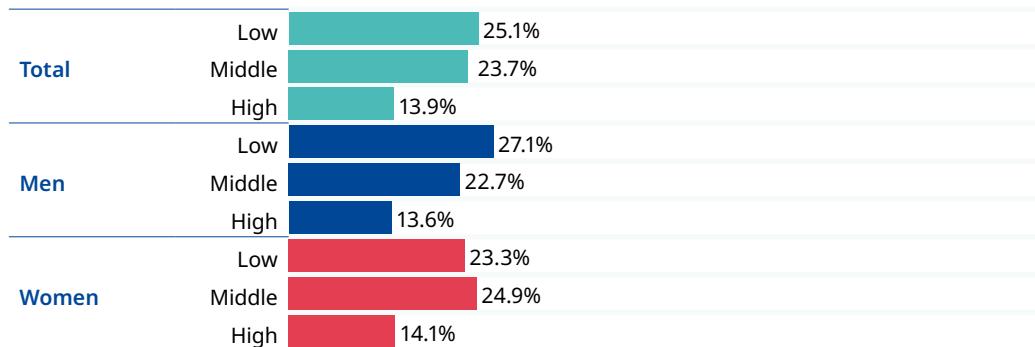
The least discrimination was reported by respondents in the 35-44 year-old group and those in the 54+ group. Both men and women in the age group of 45-54 (23.8% and 24.1%, respectively) perceived being targets of discrimination more than the other age groups. Notable gender discrepancies were observed in the <25 age group, with men (23.1% vs. 19.4%) having higher prevalence and in the 35-44 age group, with women (19.8% vs. 15.2%) having higher prevalence. Figure 9 displays percentages of perceptions of being targets of discrimination in the entire work life by gender and age groups.

► **Figure 9. Exposure to Discrimination in Entire Work Life by Gender and Age Groups**



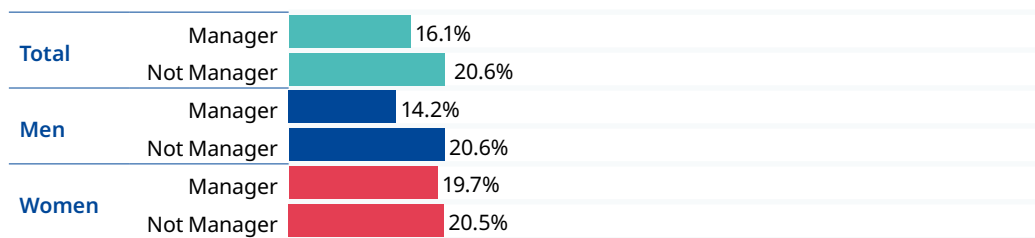
For both genders, respondents with the high level of education reported less frequently being targets of discrimination. In men, discrimination perception went down systematically with increasing levels of education. Women with medium level of education, on the other hand, reported slightly more perceptions of discrimination than the low education level group. Figure 10 displays percentages of reported discrimination in the entire work life by gender and education level.

► **Figure 10. Exposure to Discrimination in Entire Work Life by Gender and Education Level**



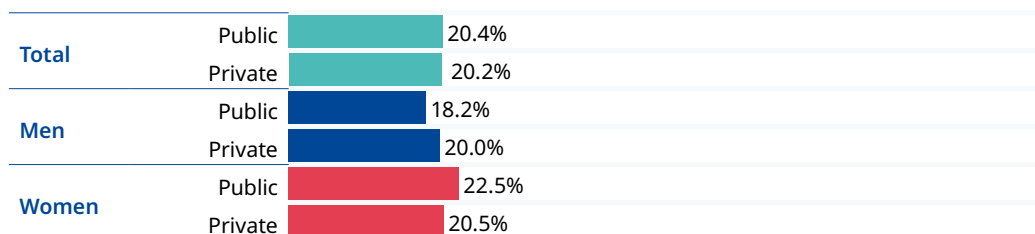
Men currently in non-managerial positions (20.6%) were more likely to be targets of discrimination than men in managerial positions (14.2%). Holding a managerial position did not make a difference for women; that is, occupying a managerial position did not prevent discrimination targeted at women employees. About one in five women perceived being a target. Figure 11 displays percentages of respondents perceiving being targets of discrimination in their entire work life by gender and managerial position.

► **Figure 11. Exposure to Discrimination in Entire Work Life by Gender and Managerial Position**



Respondents' perceptions of being targets of discrimination were equivalent across the public and private sectors. However, in the public sector, women reported higher percentages of discrimination compared to men. These gender differences were not observed in the private sector. Figure 12 displays percentages of people who perceived themselves as targets of discrimination in their entire work lives by gender and sector type.

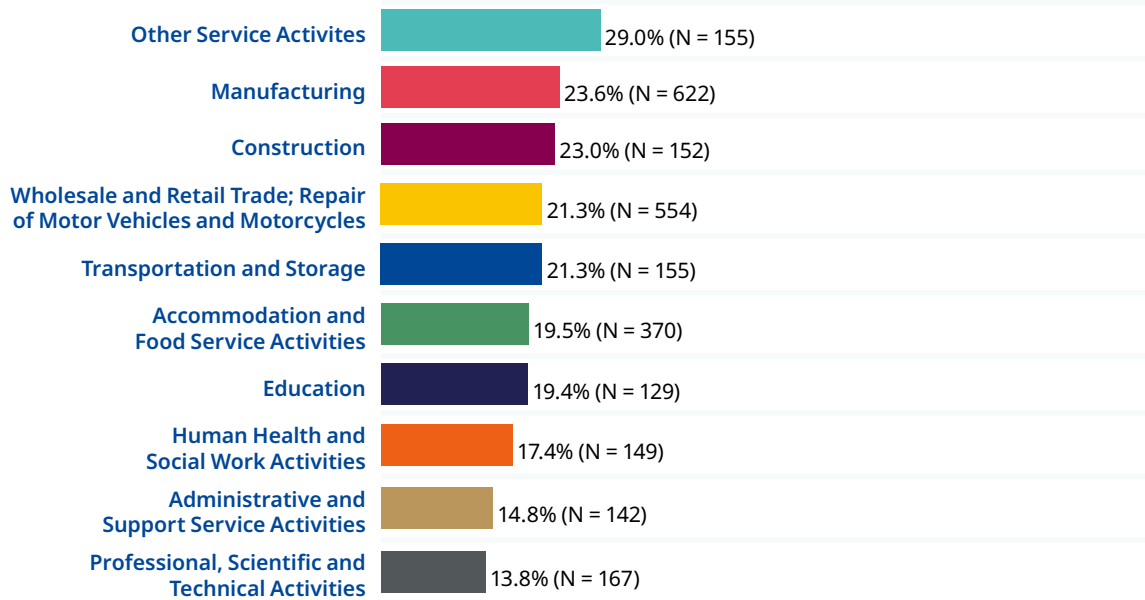
► **Figure 12. Exposure to Discrimination in Entire Work Life by Gender and Sector**





From 21.3% to 29% of the respondents working in the industries of “other service activities” (e.g., hairdressing, tailoring, dry-cleaning, repair of computers and communication equipment, repair of personal and household goods), manufacturing, construction, wholesale and retail trade, and transportation and storage reported perceptions of being targets of discrimination at least once in their entire work life. The least discrimination was reported in the professional, scientific, and technical activities industry. Figure 13 displays percentages of perceptions of being targets of discrimination in the entire work life by industry.

► **Figure 13. Exposure to Discrimination in Entire Work Life by Industry**



Respondents' exposure to discrimination in their entire work life based on the type of occupation is shown in Annex 5, Figure 2.

## 4.3. Economic Violence

Economic violence is defined as any action or behavior that inflicts economic harm on another individual. This section delineates the percentages of respondents who have experienced specific manifestations of economic violence throughout their entire work lives, categorized by gender, as well as the overall exposure to economic violence among various demographic groups.

### 4.3.1. Economic Violence: Overall and Manifestation-Based Prevalence

Six out of ten employees have experienced economic violence in their work life.

Among the five types of workplace violence surveyed here, economic violence emerged as the most prevalent type. Sixty percent of the respondents reported experiencing some form of economic violence in their work lives. Note that, as explained in Section 3, economic violence experiences pertaining to the last year were not queried since the nature of the economic violence manifestations requires an evaluation of one's entire work life. Hence, all data discussed here concern the entire work lives of the respondents. The five most frequently reported manifestations of economic violence are receiving wages late,

being employed without social security insurance, not receiving transportation support despite it being a legal obligation, receiving less pay than the agreed-upon wage, and not being provided with meal provisions even though it is a legal obligation. Men were more likely to experience some form of economic violence (64%) compared to women (55%). Table 4 illustrates the percentages of individuals experiencing specific manifestations of economic violence.

► **Table 4. Percentages of Experiencing Specific Manifestations of Economic Violence**

Experienced Economic Violence	Work Life			Last One Year		
	Total	Men	Women	Total	Men	Women
Economic Violence (Overall)	59.5%	64.4%	54.6%	Not Asked		
Have you ever received your wages later than you should?	64.5%	73.9%	54.9%			
Have you ever been employed without social security insurance?	46.9%	54.6%	39.1%			
Has there ever been a situation where transportation support was not provided, despite it being a legal obligation?	45.6%	51.7%	39.4%			
Have you ever received less pay than your agreed-upon wage?	42.0%	50.4%	33.5%			
Has there ever been a situation where meal provision was not provided, despite it being a legal obligation?	28.9%	37.4%	20.4%			
Have your social security premiums been paid inconsistently or incompletely? (For example, were your premiums calculated based on minimum wage even though you earned a higher salary, or was your insurance not paid under the pretext of a trial period?)	28.3%	36.5%	20.0%			
Have you ever worked overtime but not received overtime pay, or received less overtime pay than you were supposed to?	25.3%	30.4%	20.1%			
Have you ever been paid less than other employees doing the same job (i.e., been subjected to a form of wage discrimination)?	22.2%	26.8%	17.5%			
Have you ever been dismissed from your job and not received your compensation (severance and notice pay) or received incomplete compensation?	17.0%	21.0%	12.9%			
Have you ever been denied the leave you rightfully deserved at your workplace?	15.4%	19.9%	10.8%			
Has there ever been a situation where nursery support was not provided, despite being a legal obligation?	13.9%	16.8%	11.1%			
Have you ever had to give part of your wage back to the employer? (e.g., after receiving the legal minimum wage, returning part of it back to the employer by hand).	10.9%	13.7%	8.1%			
Have you ever faced pressure at work due to being a union member or considering joining a union?	10.6%	14.7%	6.7%			
Have you ever experienced pressure at work for seeking your rights, either individually or collectively, to increase your wages?	8.6%	10.3%	6.9%			
Have you ever been unable to receive your rights stemming from a work accident you experienced while employed?	7.0%	11.2%	2.8%			
Have the non-wage benefits outlined in your contract not been provided, or have they been restricted?	5.9%	7.6%	4.2%			

*Note 1:* Economic Violence (Overall) refers to the rate of those who have been subjected to at least one of the listed economic violence behaviors throughout their entire work life.

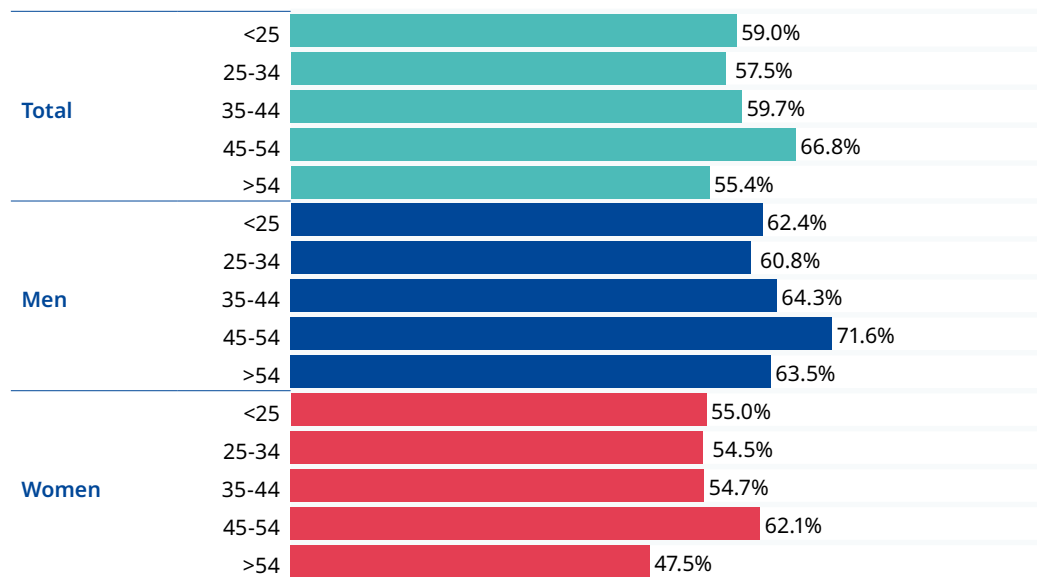
*Note 2:* Graded colors in the table represents the five most frequently exposed behaviors, the darkest illustrating the most prevalent behavior.

### 4.3.2. Economic Violence: Prevalence by Demographic Groups

The percentages of respondents exposed to some manifestation of economic violence throughout their entire work lives are presented below, categorized by gender, age, education level, managerial position, sector, and industry.

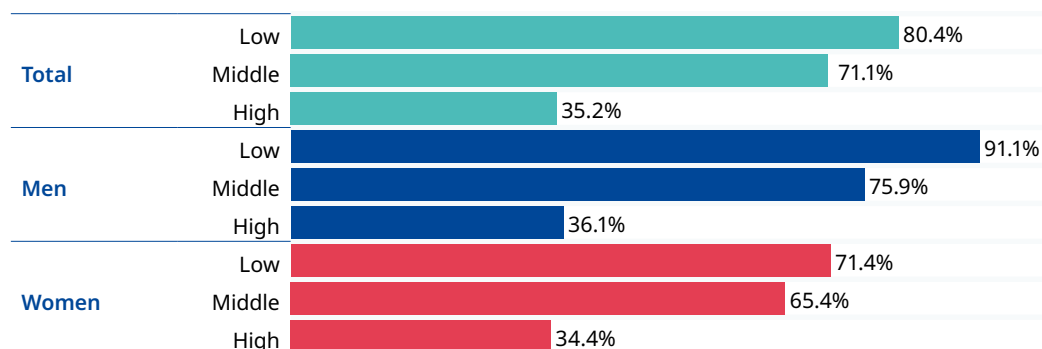
Notably, more than half of both men and women across all age groups reported being targets of economic violence at least once in their work lives, with the exception of women over the age of 54. Exposure to economic violence peaked for both genders in the 45-54 age group and declined for those aged 54 and older. Figure 14 illustrates the percentages of exposure to economic violence across gender and age groups throughout their work lives.

► **Figure 14. Exposure to Economic Violence in Entire Work Life by Gender and Age Groups**



Respondents with lower education levels were more frequently targeted by economic violence. This trend was evident in both genders, although the differences between education levels were more pronounced among men than women. Figure 15 displays the percentages of exposure to economic violence throughout individuals' work lives, categorized by gender and education level.

► **Figure 15. Exposure to Economic Violence in Entire Work Life by Gender and Education Level**



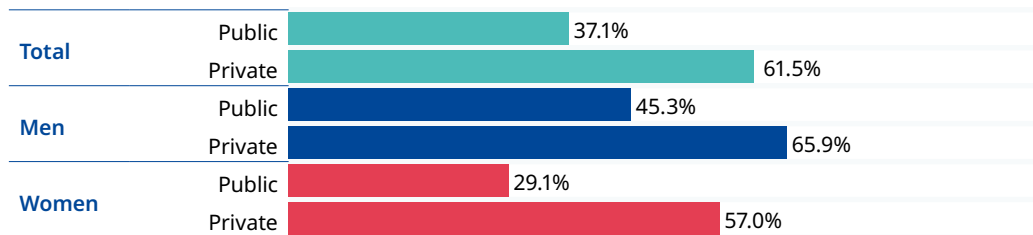
Men and women currently in non-managerial positions experienced higher levels of economic violence throughout their work lives compared to those in managerial roles. Nevertheless, more than half of male managers and approximately half of female managers reported experiencing some form of economic violence in their careers, too. Figure 16 illustrates the percentages of exposure to economic violence throughout individuals' work lives, categorized by gender and managerial position.

► **Figure 16. Exposure to Economic Violence in Entire Work Life by Gender and Managerial Position**



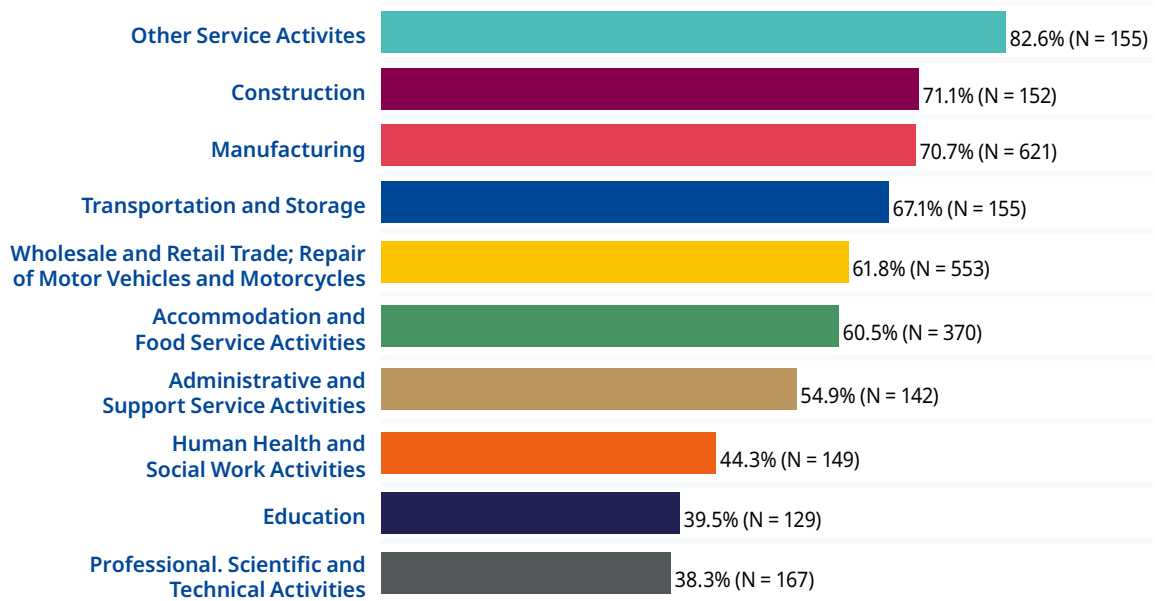
Respondents currently employed in the private sector reported significantly higher levels of economic violence compared to their counterparts in the public sector. Notably, men working in the private sector experienced more economic violence than both men in the public sector and women overall. Women in the public sector also reported lower exposure to economic violence than those in the private sector. Figure 17 illustrates the percentages of exposure to economic violence, categorized by gender and sector type.

► **Figure 17. Exposure to Economic Violence in Entire Work Life by Gender and Sector**



Finally, the impact of different industries on exposure to economic violence is examined. With the exception of individuals employed in human health and social work activities, education, and professional, scientific, and technical activities, more than half of employees across all other industries reported experiencing economic violence at least once. It is important to note that industries represented by a small number of respondents in the sample are not included in this analysis. The industries with the highest reported percentages of economic violence—ranging from 70.7% to 82.6%—include “other service activities” (such as hairdressing, tailoring, dry-cleaning, repair of computers and communication equipment, and repair of personal and household goods), construction, and wholesale and retail trade. Figure 18 illustrates the percentages of exposure to economic violence throughout individuals’ work lives categorized by industry.

► **Figure 18. Exposure to Economic Violence in Entire Work Life by Industry**



Respondents’ exposure to economic violence categorized by occupation type is illustrated in Annex 5, Figure 3.

## 4.4. Physical Violence

In this section, we share findings on physical violence, defined as physical attacks or threats of physical harm perpetrated by one or more perpetrators from within or outside the workplace.

### 4.4.1. Physical Violence: Overall and Manifestation-Based Prevalence

One-third of the respondents were exposed to physical intimidation in their work lives.

In this study, physical violence was divided into two categories: Physical Intimidation and Direct Physical Assault. Respondents who have experienced physical violence at work most commonly reported the following types of incidents: being verbally abused (insulted, humiliated, sworn at, shouted at), being lunged at in anger, experiencing aggressive behavior not directly aimed at oneself (e.g., slamming of doors or kicking of objects), being threatened with physical harm, and having a hard object thrown in their presence. Exposure to forms of physical intimidation was higher than exposure to direct physical attacks for both women and men. Men were more likely than women to experience

all manifestations of physical violence in the workplace throughout their careers. Table 5 displays the prevalence rates of manifestations of physical violence in respondents’ entire work lives.

► **Table 5. Percentages of Experiencing Specific Manifestations of Physical Violence**

Experienced Physical Violence	Work Life			Last One Year		
	Total	Men	Women	Total	Men	Women
Physical Violence (Overall)	33.6%	38.1%	29.1%			
<b>Factor 1: Physical Intimidation</b>	33.0%	37.4%	28.6%			
I was subjected to verbal violence (insulting, humiliating, swearing, shouting, etc.).	45.3%	51.9%	38.7%			
Someone lunged at me in anger.	21.2%	29.1%	13.3%			
I was subjected to aggressive behavior that didn't directly target me (e.g., slamming of doors, kicking of objects).	14.0%	18.0%	9.9%			
I received threats of physical harm.	12.8%	18.3%	7.2%			
A hard object was thrown in my presence.	9.4%	12.4%	6.4%			
<b>Factor 2: Direct Physical Attack</b>	5.5%	7.8%	3.2%			
I was subjected to physical violence (pulling, pushing, shoulder barging, hitting, slapping, kicking, etc.).	5.2%	7.5%	2.9%			
I was beaten up with kicking and punching.	3.2%	4.3%	2.0%			

Not Asked

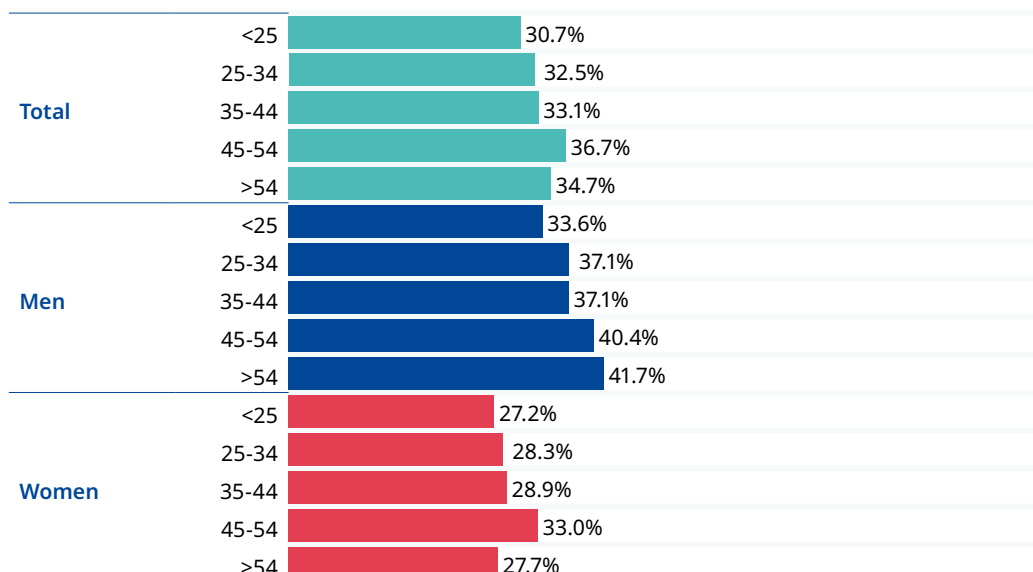
Note 1: Physical Violence (Overall) refers to the rate of those who have been subjected to at least one of the listed physical violence behaviors throughout their entire work life.

Note 2: Graded colors in the table represents the five most frequently exposed behaviors, the darkest illustrating the most prevalent behavior.

#### 4.4.2. Physical Violence: Prevalence by Demographic Groups

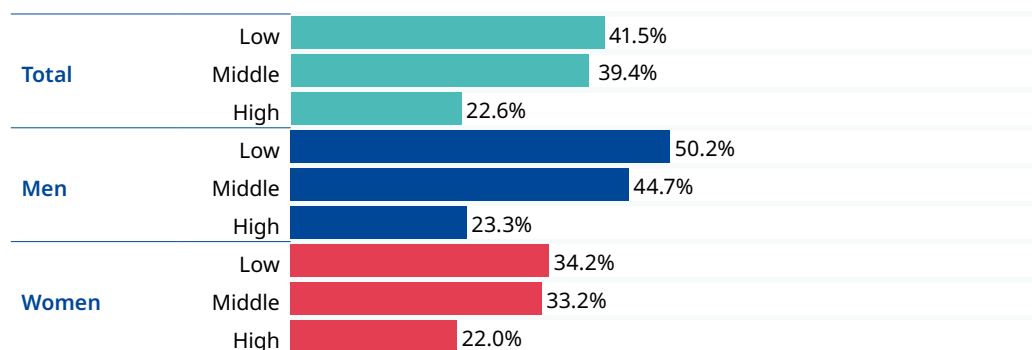
Percentages of respondents exposed to physical violence in their entire work life are presented below based on gender, age, education level, managerial position, sector, and industry type.

As can be seen in Figure 19, employees between the ages of 45-54 have been exposed to physical violence the most (36.7%). Gender-based data revealed that men in all age groups were more likely than women to have been subjected to physical violence at least once during their working life. It was also observed that the percentage of men exposed to physical violence increased steadily with age. For women, exposure to physical violence reached the highest point (33.0%) for those aged 45-54 years and decreased for those older than 54 years (27.7%).

► **Figure 19. Exposure to Physical Violence in Entire Work Life by Gender and Age Groups**

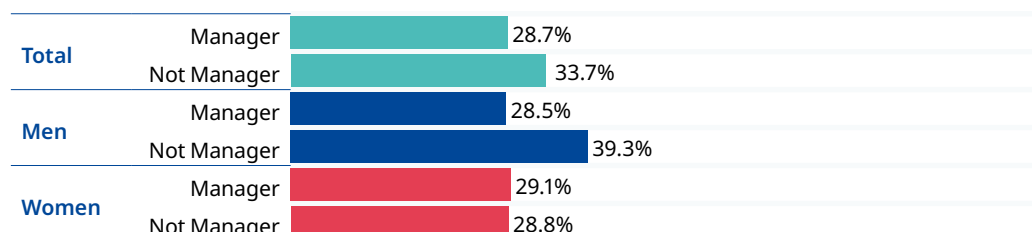
Levels of exposure to physical violence throughout working life by gender and education level were also investigated (see Figure 20). For both men and women, exposure to physical violence was substantially lower for those in the higher education category. As the level of education decreased, exposure to physical violence increased.

► **Figure 20. Exposure to Physical Violence in Entire Work Life by Gender and Education Level**



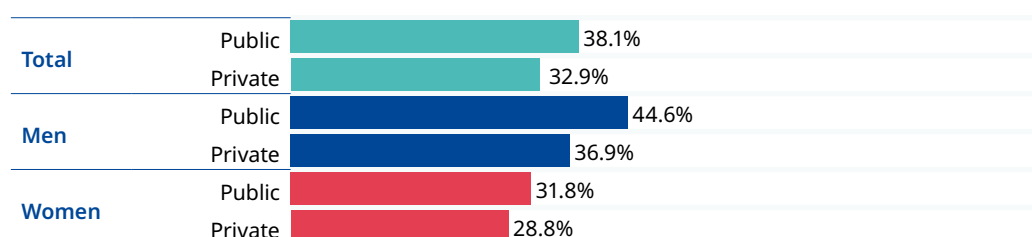
When men and women's exposure to physical violence throughout their working life were analyzed based on the current managerial position (see Figure 21), it was seen that men in non-managerial positions (39.3%) were exposed to physical violence more than those who are currently in managerial positions (28.5%). For women, being in a managerial position did not make a significant difference in terms of exposure to physical violence.

► **Figure 21. Exposure to Physical Violence in Entire Work Life by Gender and Managerial Position**



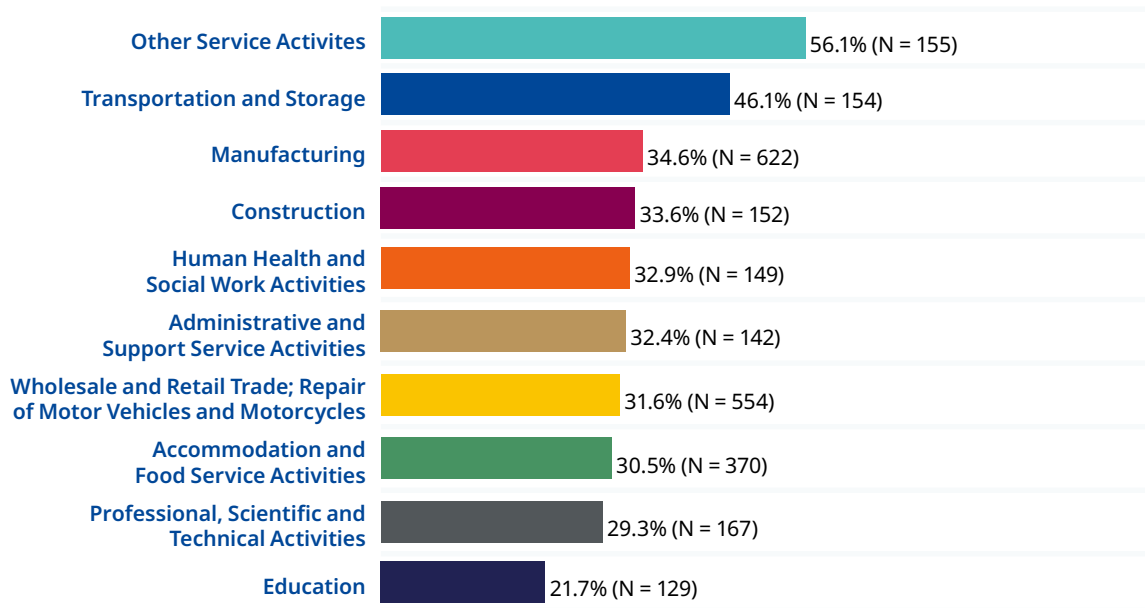
Percentages of exposure to physical violence during working life are presented comparatively by sector in Figure 22. A higher percentage of men working in the public sector (44.6%) than both men working in the private sector (36.9%) and women in general (29.1%, see Table 5) reported being a target of physical violence. Percentages of women working in the public and private sectors reporting physical violence were closer to each other (31.8% and 28.8%, respectively).

► **Figure 22. Exposure to Physical Violence in Entire Work Life by Gender and Sector**



In terms of the impact of different industries on exposure to physical violence (see Figure 23), “other service activities” (e.g., hairdressing, tailoring, dry cleaning, repair of computer and communication equipment, repair of personal and household goods) and transportation and storage had the highest percentages of physical violence (56.1% and 46.1%, respectively). Respondents in professional, scientific, and technical activities and education industries had the lowest percentages (29.3% and 21.7%, respectively). In the remaining industries, the percentages of respondents exposed to physical violence were quite close to each other (from 30.5% to 34.6%).

► **Figure 23. Exposure to Physical Violence in Entire Work Life by Industry**



Respondents' exposure to physical violence in their entire work life based on type of occupation is shown in Annex 5, Figure 4.

## 4.5. Sexual Violence

Sexual violence encompasses physical and non-physical behaviors, including sexually charged expressions, and such behavior is unwanted, inappropriate, shameful, dignity/reputation-damaging, humiliating, hostile, or has the consequence of affecting the workplace and work-related conditions. Since sexual violence is a multi-factor variable, we allocated the manifestations into the four categories of insinuation of interest (implying an interest without any explicit sexuality), sexual hostility, physical, sexual harassment, and sexual coercion and bribery, based on the findings in the literature (Toker-Gültaş et al., 2023).

In this section, we present manifestation-based percentages of sexual violence throughout respondents' entire work life and within the past year, disaggregated by gender. Additionally, we provide overall percentages of sexual violence across various demographic groups based on respondents' lifetime work experiences.

►► One in four women experienced sexual violence in the form of 'Insinuation of interest' in their work life.



#### 4.5.1. Sexual Violence: Overall and Manifestation-Based Prevalence

The percentages of participants' exposure to specific manifestations of sexual violence during their entire work life and in the last year are presented in Table 6. The five most frequently observed manifestations of sexual violence during the entire work life are as follows: persistent stares, uncalled-for compliments as a means to display interest in the target, trying to be alone with the target using various excuses, a senior employee trying to get close romantically using friendly gestures, inappropriate addressing such as 'my babe,' 'sweetie,' and 'my beautiful.' Such relatively more frequent manifestations pertain to the factors of insinuation of interest and sexual hostility. Percentages of experiencing sexual violence manifestations were about twice as much for women than those for men.

► **Table 6. Percentages of Experiencing Specific Manifestations of Sexual Violence**

Experienced Sexual Violence	Work Life			Last One Year		
	Total	Men	Women	Total	Men	Women
Sexual Violence (Overall)	19.3%	12.2%	26.5%	8.2%	4.6%	12.0%
<b>Factor 1: Insinuation of Interest</b>	17.5%	10.8%	24.5%	7.7%	4.0%	11.5%
Someone made me uncomfortable by staring at me insistently.	14.9%	8.4%	21.6%	7.1%	3.4%	10.9%
Someone made unsolicited compliments that hinted at romantic interest in me.	8.5%	5.2%	11.9%	3.2%	1.4%	5.1%
Someone tried to be alone with me under various false pretenses against my will.	7.6%	5.0%	10.2%	2.2%	0.6%	3.8%
An older employee attempted to pursue me romantically while pretending to be friendly.	7.3%	4.9%	9.7%	2.5%	1.3%	3.8%
Someone who expressed interest in me asked inappropriate and disturbing questions (or made inappropriate and disturbing comments) about my private life.	6.6%	4.6%	8.6%	1.3%	0.7%	1.8%
<b>Factor 2: Sexual Hostility</b>	8.9%	6.8%	11.2%	3.1%	2.2%	4.0%
Someone called me inappropriate names like 'baby, honey, beautiful.'	6.7%	4.4%	9.1%	2.8%	1.7%	3.8%
I was exposed to conversations that included sexual innuendos.	3.6%	3.6%	3.5%	0.8%	0.9%	0.7%
Someone made physical contact with me in an uncomfortable way (e.g., touched my hand/would not let go of my hand, touched my shoulder/back).	2.4%	1.6%	3.3%	0.9%	0.5%	1.3%
Someone showed me or sent me sexually explicit pictures/videos.	1.3%	0.9%	1.8%	0.3%	0.2%	0.4%
<b>Factor 3: Physical Sexual Harrassment</b>	1.6%	1.1%	2.2%	0.3%	0.3%	0.3%
Someone tried to touch or rub against my private parts.	1.0%	0.9%	1.2%	0.2%	0.3%	0.2%
Someone attempted to pin me down and tried to kiss me when no one was around.	0.7%	0.4%	1.0%	0.0%	0.1%	0.0%
I was sexually assaulted.	0.4%	0.0%	0.7%	0.1%	0.0%	0.1%
<b>Factor 4: Sexual Coercion and Bribery</b>	1.4%	0.3%	2.6%	0.3%	0.1%	0.5%
My manager used work as an excuse to create opportunities to be with me.	0.8%	0.1%	1.6%	0.1%	0.0%	0.3%
My manager implied that he would grant me work-related privileges in exchange for a romantic relationship.	0.8%	0.1%	1.5%	0.2%	0.0%	0.3%
Someone began to exhibit a negative attitude towards me because I rejected their sexual advances.	0.7%	0.2%	1.3%	0.2%	0.1%	0.3%
My manager implied that I would face negative consequences for my job if I declined his offer of an affair.	0.6%	0.0%	1.3%	0.2%	0.0%	0.3%

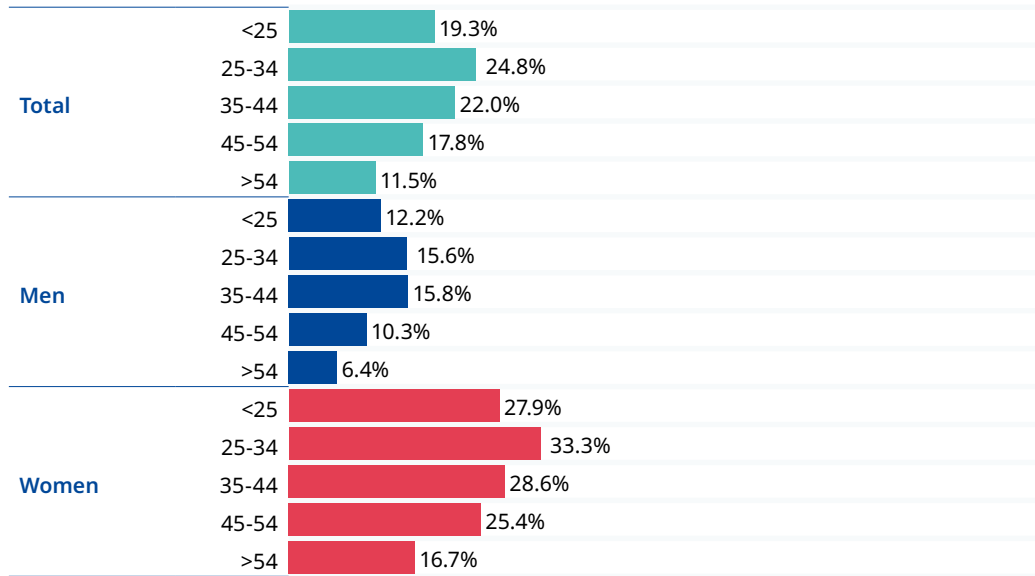
*Note 1:* Sexual Violence (Overall) refers to the rate of those who have been subjected to at least one of the listed sexual violence behaviors throughout their entire work life and last one year at work.

*Note 2:* Graded colors in the table represents the five most frequently exposed behaviors, the darkest illustrating the most prevalent behavior.

#### 4.5.2. Sexual Violence: Prevalence by Demographic Groups

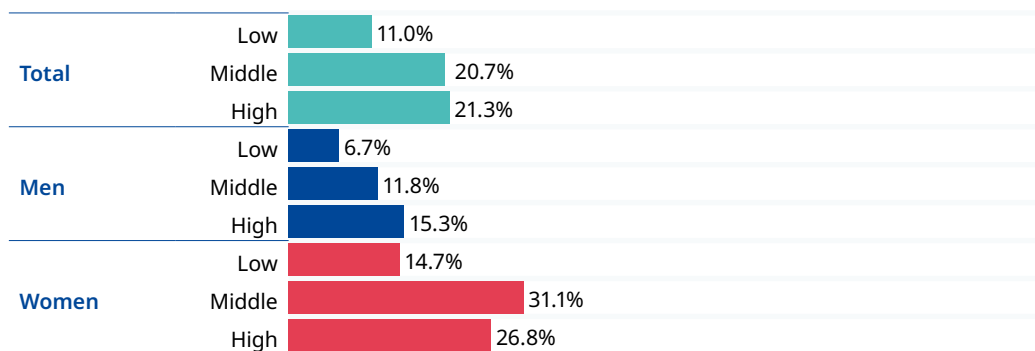
Percentages of being exposed to sexual violence in respondents' entire work life are reported below based on gender, age, education level, managerial position, sector, and organization type. The prevalence of sexual violence was highest among women in the 25-34 age group, with one in three women in this group reporting experiences of sexual violence. The 55 and older age group displayed the lowest prevalence of sexual violence, with 11.5% reporting incidents. Figure 24 displays percentages of being exposed to sexual violence in the entire work life by gender and age groups.

► **Figure 24. Exposure to Sexual Violence in Entire Work Life by Gender and Age Groups**



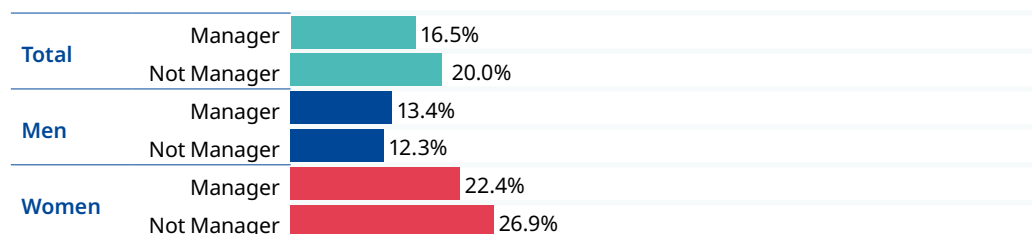
The percentages of exposure to sexual violence in entire work life by gender and education level are presented in Figure 25. More women with a medium education level (31.1%), followed by a high education level (26.8%), reported experiencing sexual violence compared to women with a low education level (14.7%). Men also reported experiencing more sexual violence as their education levels increased. As a general trend, the lowest education level group reported experiencing the least sexual violence.

► **Figure 25. Exposure to Sexual Violence in Entire Work Life by Gender and Education Level**



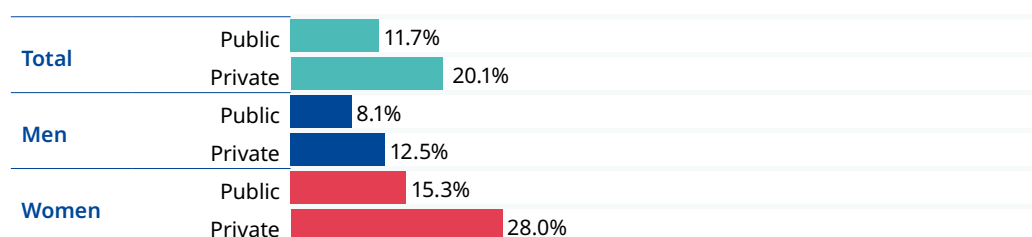
When investigated by gender and managerial position (see Figure 26), somewhat more women who do not currently hold a managerial position experienced sexual violence than women with a managerial position. However, holding a managerial position or not did not make a difference for men in terms of experiencing sexual violence.

► **Figure 26. Exposure to Sexual Violence in Entire Work Life by Gender and Managerial Position**



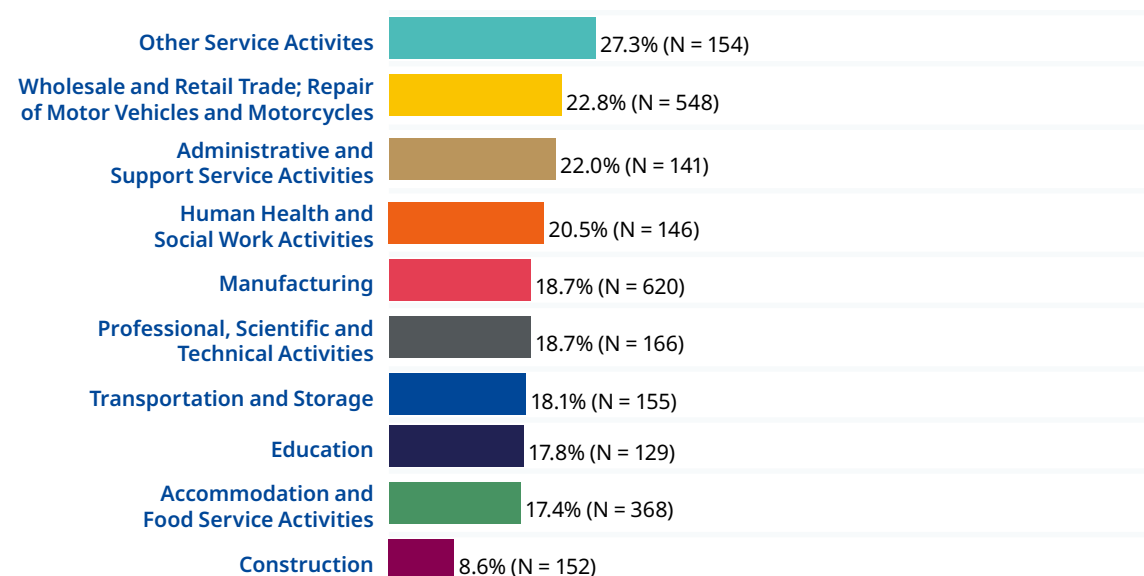
An analysis by type of sector (see Figure 27) indicated that percentages of exposure to sexual violence in the private sector were higher than in the public sector for both women and men.

► **Figure 27. Exposure to Sexual Violence in Entire Work Life by Gender and Sector**



Lastly, an analysis of exposure to violence by industry (see Figure 28) revealed that the “other service activities” (e.g., hairdressing, tailoring, dry-cleaning, repair of computers and communication equipment, and repair of personal and household goods) had the highest percentage of sexual violence incidents. This trend was similarly observed across the other four types of violence examined. This was also observed in the other four types of violence. The least sexual violence was observed in the construction industry. Percentages in the remaining industries ranged from 17.45% to 22.8% of the respondents.

► **Figure 28. Exposure to Sexual Violence in Entire Work Life by Industry**



Respondents' exposure to sexual violence in their entire work life based on their type of occupations shown in Annex 5, Figure 5.

## 4.6. Does Exposure to One Violence Type Increase the Likelihood of Others?

In this section, the prevalence of exposure to more than one violence type and its effects are examined. Existing literature suggests that exposure to one specific type of workplace violence or mistreatment increases the likelihood of being a target of other forms of workplace violence. Also, the analyses presented in Annex 4, Table 1 indicated that exposure to multiple forms of violence may play a role in the awareness or lack of awareness of having been a target of a specific type of violence. Figure 29 presents the percentages of respondents reporting being a target of none, 1, 2, 3, 4, or all 5 forms of workplace violence over the entire work life. As seen, 77.9% of respondents reported having been exposed to one or more, and 51.2% of the respondents reported having been exposed to two or more workplace violence types.

Violence attracts violence!

► Figure 29. Number of Exposure to Different Workplace Violence Types

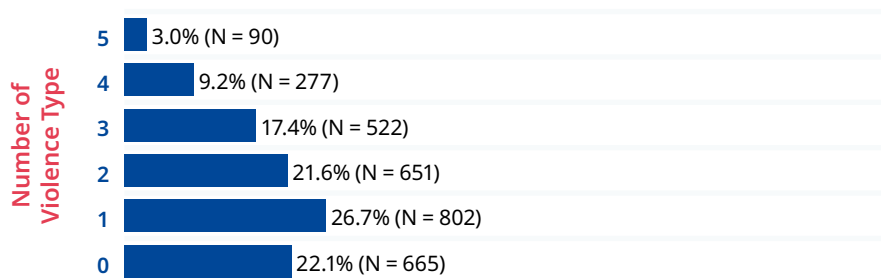


Table 7 presents the percentages of individuals who have been exposed to one type of violence and are also subjected to other forms of violence.

- **Violence is less likely to be an isolated experience.** Exposure to one form of violence is usually accompanied by other forms of violence. For example, 80% of individuals with a history of psychological violence have been exposed to economic violence, followed by 45%, 33%, and 23% being exposed to physical violence, discrimination, and sexual violence, respectively.
- Discrimination appears to be associated with higher percentages of the other types of violence.
- Among those who have experienced sexual violence, the percentage of having also encountered other forms of violence is relatively high, whereas among those who have experienced other forms of violence, the percentages of having also faced sexual violence are relatively low.

► Table 7. Co-Occurrence of Workplace Violence

		Percentage of Experiencing a Second Violence Type				
		Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Primarily Experienced Violence Type	Psychological Violence (N = 1,230)		33%	80%	45%	23%
	Discrimination (N = 608)	67%		86%	55%	31%
	Economic Violence (N = 1,777)	55%	30%		46%	22%
	Physical Violence (N = 1,008)	55%	33%	81%		27%
	Sexual Violence (N = 577)	50%	33%	69%	47%	



## ► 5 Who is More Vulnerable to Violence?

### 5.1. Who is More Vulnerable to Workplace Violence during the Entire Work Life?

A series of multiple regression analyses were conducted to identify the factors playing a role in the experience of each violence type in the entire work life of respondents. In these analyses, the potential effects of the following variables were examined: gender, age, education, managerial status, exposure to other types of violence, and being a white-collar employee for each of the five violence types<sup>7</sup>.

Table 8 presents a summary of these analyses (*for a more detailed regression analysis results see Annex 4, Table 3*).

► Younger people, those with lower education levels, those in managerial positions<sup>8</sup>, and

those with a history of being a target of other violence types are more likely to be targets of psychological violence.

- As the number of other violence types experienced increases, the probability of being a target of discrimination increases.
- Younger people, men, those with lower education levels, and those with a history of being a target of other violence types are more likely to be a target of economic violence.
- Men, those with lower education levels and with a history of being a target of other violence types, are more likely to be targets of physical violence.
- Women, those with higher education levels, those working in white-collar jobs, and those

► **Table 8. Factors Contributing to the Exposure of Workplace Violence During the Entire Work Life**

Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Adjusted R <sup>2</sup> = 0.15	Adjusted R <sup>2</sup> = 0.14	Adjusted R <sup>2</sup> = 0.29	Adjusted R <sup>2</sup> = 0.14	Adjusted R <sup>2</sup> = 0.09
Number of subjected violence types other than psychological violence (+)	Number of subjected violence types other than discrimination (+)	Education Level (-)	Number of subjected violence types other than physical violence (+)	Number of subjected violence types other than sexual violence (+)
Being in a managerial position (+)		Number of subjected violence types other than economic violence (+)	Being female (-)	Being female (+)
Age (-)		Age (-)	Education Level (-)	Education Level (+)
Education Level (-)		Being female (-)		Having a white collar job (+)
		Being in a managerial position (+)		

<sup>7</sup> Initial analyses suggested that presence of someone (usually a member of the household) while respondents responded to the questions directed by the interviewers was somewhat associated with the reported frequencies of the workplace violence types. This is why in all regression analyses, the presence of someone during the interview was statistically controlled for.

<sup>8</sup> Gender based analyses presented in Figure 6 reveals that women but not men in managerial positions are more likely to be subjected to psychological violence.

with a history of being a target of other violence types are more likely to be targets of sexual violence.

Number of other violence types experienced is associated with an increased likelihood of experiencing a given workplace violence type during the entire work life. Education level significantly influences all types of violence except for discrimination. Lower levels of education correlate with greater exposure to psychological, economic, and physical violence. Conversely, higher education is linked to an increased incidence of sexual violence. **A plausible explanation for this finding could be that awareness concerning sexual violence is likely to be associated with education level. Alternatively, education level might also make it easier for targets to voice their experiences of sexual violence.** Gender plays a critical role in the experience of sexual, physical, and economic violence, but it does not necessarily affect psychological violence or discrimination. Women are more likely to experience sexual violence, while men face a higher likelihood of physical and economic violence.

## 5.2. Who has been Exposed to More Workplace Violence in the Last Year?

Table 9 presents the factors critical in being a target of psychological violence, discrimination, and sexual violence over the last year. Different from the analyses for the entire work life, the analyses for the last year included workplace variables in addition to individual variables, such as company size, sector type (i.e., private vs. public), and gender of the immediate supervisor (*for a more detailed regression analysis results see Annex 4, Table 4*).

- Younger people, those with lower education levels, those with a history of being a target of other violence types, those working in medium to large companies, and those in the public sector are more likely to be a target of psychological violence over the last year.
- Younger people, those with a history of being a target of other violence types, and those with a male supervisor emerge as being more likely targets of workplace discrimination over the last year.
- Women, those with higher educational levels, those with a history of being a target of other violence types, people working in smaller firms, and those with a male supervisor are more likely to be targets of sexual violence in the last year.

It is important to note that being a target of the other workplace violence types is associated with an increased likelihood of being a target of focal workplace violence over the last year. Gender seems to be especially critical in the experience of sexual violence but not necessarily psychological violence or discrimination. Being young, working in the public sector, working in non-managerial positions, and having a male supervisor appear to make people more vulnerable to multiple forms of violence at work.

## 5.3. Does Trade Union Membership Make a Difference?

To investigate the relationship between unionization and workplace violence, we posed two key questions to the respondents. First, we inquired whether a union exists at their workplace that negotiates

► Table 9. Factors Contributing to the Exposure of Workplace Violence During the Last One Year

Psychological Violence	Discrimination	Sexual Violence
Adjusted R <sup>2</sup> = 0.14	Adjusted R <sup>2</sup> = 0.11	Adjusted R <sup>2</sup> = 0.13
Number of subjected violence types other than psychological violence (+)	Number of subjected violence types other than discrimination (+)	Number of subjected violence types other than sexual violence (+)
Age (-)	Age (-)	Being female (+)
Education Level = High (-)	Having a female supervisor (-)	Company Size (-)
Company Size = Middle-Large (+)		Education Level = Middle (+)
Working at a private company (-)		Having a female supervisor (-)

Note: Economic violence and physical violence were excluded from this table since their frequency for the last year was not inquired.



collective agreements on their behalf. Second, we asked whether the respondent was a union member. Only 10.1% of the respondent employees indicated they were union members, and almost all (97%) union member respondents stated that they had authorized unions in their workplace.

In the context of the Turkish industrial relations system, a union can significantly influence the conditions of employees only if it obtains the authorization to negotiate collective agreements. Furthermore, given that union membership in Türkiye is a risky endeavor if the union does not have authorization, it is highly likely that some respondents may have underreported their union membership status. That is, union members whose unions are not authorized at their workplace might have refrained from reporting their membership.

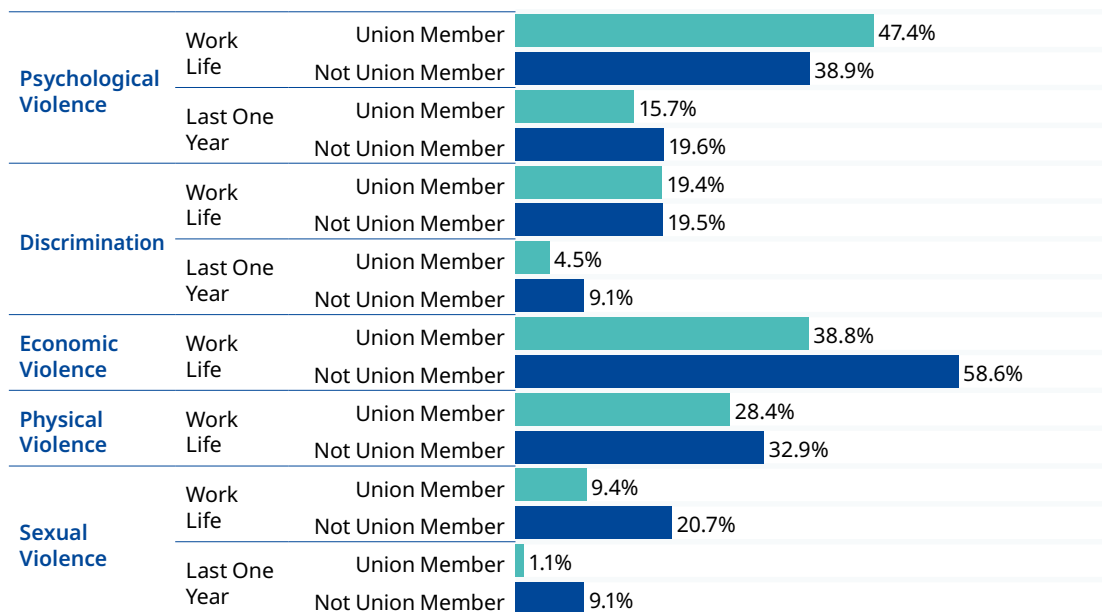
Figure 30 illustrates percentages of unionized and nonunionized employees' exposure to violence over their entire working life and in the last year. As mentioned above, almost all respondents who reported that they were union members stated they had an authorized union in their current workplace. Employees who reported the presence of a union in their current workplace may not have had access to a union in their previous positions. *Thus, focusing on the prevalence rates over the past year provides a more reliable measure for evaluating the impact of unions. The likelihood of non-union*

**employees experiencing sexual violence in the past year is 8.3 times higher than that of a union member. Similarly, the chances of discrimination faced by employees lacking union representation are two times greater than those of their unionized counterparts.** The probability of being subjected to psychological violence in the past year is only slightly higher (1.2 times) for non union members.

When the prevalence of exposure to violence is addressed over the entire work life, current union membership significantly reduces the likelihood of experiencing sexual and economic violence. It only marginally decreases the chances of facing physical violence throughout one's career. Psychological violence throughout one's career is reported to be slightly higher among individuals who are union members. This finding may suggest that union membership brings about heightened sensitivity regarding psychological violence. Alternatively, employees may be more likely to experience psychological violence because of their union membership.

Overall, these findings suggest that unions contribute to creating safer workplace environments, thereby reducing the incidence of sexual violence, discrimination, and economic violence considerably.

► **Figure 30. Exposure to Workplace Violence by Trade Union Membership of Paid Employees**





## ► 6 Who is the Perpetrator?

Table 10 summarizes the demographic characteristics of a typical perpetrator for the interpersonal workplace violence types (i.e., physical violence, sexual violence, discrimination, and psychological violence). Since the perpetrator of economic violence is not a person, but the employer or the company itself, perpetrator characteristics were not inquired for economic violence.

► In all four categories of workplace violence, men are more likely to be the perpetrators, with percentages ranging from 68.1% to 78.3%. When women do perpetrate violence, they are more likely to engage in psychological violence and discrimination than physical or sexual violence.

► Table 10. Demographic Characteristics of the Workplace Violence Perpetrators

		Psychological Violence	Discrimination	Physical Violence	Sexual Violence
Perpetrator's Gender	Male	68.1%	69.3%	78.3%	78.2%
	Female	31.9%	30.7%	21.7%	21.8%
Perpetrator's Age	Younger than 18	0.2%	-	0.1%	-
	18-24	2.4%	3.1%	3.4%	5.6%
	25-30	13.9%	16.7%	19.7%	25.3%
	31-40	38.7%	41.8%	46.9%	45.8%
	41-50	38.9%	33.0%	25.2%	21.5%
	51-60	5.6%	5.0%	3.8%	1.5%
	Older than 60	0.5%	0.4%	0.9%	0.3%
Perpetrator's Position	Immediate Supervisor	48.3%	35.6%	25.5%	26.9%
	Coworker	19.0%	33.4%	34.3%	42.0%
	Customer/Client/Supplier/Subcontractor	16.7%	20.4%	33.7%	20.0%
	Upper Level Manager	8.7%	3.3%	2.7%	2.4%
	Middle Level Manager	6.2%	4.7%	2.1%	6.2%
	Subordinate	1.1%	2.6%	1.6%	2.7%
Perpetrator's Marital Status	Married				59.0%
	Single		Not Asked		40.3%
	In Relationship with Someone Special (Lover/Partner)				0.7%

- ▶ Across all four types of violence, the perpetrator is most commonly within the age range of 31 to 50 years.
- ▶ In all four types of workplace violence, the perpetrator is most frequently the immediate supervisor or a coworker, followed by the category 'customers, clients, suppliers, and subcontractors.' Together, these three groups account for 84% to 93.5% of all workplace violence incidents.
- ▶ In psychological violence, the perpetrator is more likely to be the immediate supervisor (48.3%).
- ▶ In discrimination, the perpetrator is more likely to be the immediate supervisor (35.6%) followed by a coworker (33.4%).
- ▶ In physical violence, the perpetrator is more likely to be a coworker (34.3%) or belong to the category 'customers, clients, suppliers, and subcontractors' (33.7%).
- ▶ In sexual violence, the perpetrator is more likely to be a coworker (42%).
- ▶ Perpetrators of sexual violence<sup>9</sup> are more likely to be married (59%) than single (40.3%).



<sup>9</sup> Perpetrator's marital status was not asked for the other three violence types.

## ► 7 Cost of Workplace Violence

Workplace violence has a toll on individual employees, employers, as well as society as a whole. This toll may entail psychological, physical, and emotional harm to employees, decreased productivity, and hence, financial losses for companies through increased absenteeism, strained workplace relationships, and increased healthcare costs for society. In this section, we consider two manifestations of the costs of

workplace violence on employees and employers: 'work engagement and satisfaction' and job separation. Work engagement and satisfaction represent participants' involvement, satisfaction, and engagement with their current work and organization and their trust in coworkers and supervisors. Job separation refers to quitting a job as a result of violence experienced at work.

► Table 11. Work Engagement and Satisfaction Items Influenced Negatively by Workplace Violence

Work Engagement and Satisfaction Items	Perceptions of being subjected to:					
	At Least One Workplace Violence Type	Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
I immerse myself in my work.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I am generally satisfied with my job.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I have a strong sense of belonging to the organization.*	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I trust my managers at work.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I trust my coworkers.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
I feel like a part of this organization.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
I feel 'emotionally attached' to this organization.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When I get up in the morning I am eager to go to work.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
My work is not emotionally tiring.*	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
I do not feel exhausted at the end of the working day.*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Note: \*Items that were originally reverse coded in the survey.



## 7.1. Workplace Violence and Its Potential Impact on Work Engagement and Satisfaction

The household survey included ten items tapping respondents' *work engagement and satisfaction* (WES). The WES items were from the established measures of work attitudes (i.e., job satisfaction, organizational commitment, burnout, work engagement, and trust) rated on a 5-point scale (1= Strongly disagree; 5 = Strongly agree). To examine how perceptions of exposure to psychological violence, discrimination, economic violence, physical violence, and sexual violence affected the WES of the respondents, scores of the respondents with and without violence perceptions were compared<sup>10</sup>. In Table 11, the WES items that are marked illustrate that, on average, individuals who thought that they had been subjected to the corresponding form of violence during their work life scored lower on that specific WES item than those who did not report such an experience. As the table reveals, perceptions of exposure to all five types of violence are associated

with an observable decrement in the majority of the WES items.

Additional findings concerning the relationship between WES item scores and workplace violence are presented in Annex 6, Table 1.

## 7.2. Workplace Violence Triggers Job Separation

Employee voluntary turnover, especially the loss of productive employees, involves serious direct and indirect costs for employers. We asked both currently and previously employed respondents whether they had quitted their past jobs (for currently employed respondents) or the last job (for previously employed respondents) because of the listed reasons including the exposure to the five workplace violence types. In doing so, we presented the five violence types and "other reasons" category and asked whether each one of the listed reasons played a role in their job separation. Among the currently employed respondents (N = 2073), 739 indicated that one or

<sup>10</sup> It is important to note that while the WES data reflects the respondents' current workplace, the workplace violence data encompasses their entire work history.

► **Table 12. Job Separation due to Workplace Violence and Other Reasons Among Employed and Formerly Employed Participants**

Currently Employed Respondents' Past Job Separations (N = 739 out of 2073)			
Reasons	Total	Men	Women
Being Subjected to Psychological Violence	13.9%	12.9%	15.5%
Being Subjected to Discrimination	6.8%	6.3%	7.4%
Being Subjected to Economic Violence	45.5%	52.0%	35.7%
Being Subjected to Physical Violence	13.1%	15.6%	9.4%
Being Subjected to Sexual Violence	18.0%	10.0%	30.0%
Other Reasons	40.3%	43.7%	35.4%

Previously Employed Respondents' Separation from the Last Job (N = 268 out of 934)			
Reasons	Total	Men	Women
Being Subjected to Psychological Violence	14.6%	21.5%	10.9%
Being Subjected to Discrimination	6.0%	4.3%	6.9%
Being Subjected to Economic Violence	40.3%	43.0%	38.9%
Being Subjected to Physical Violence	9.0%	14.0%	6.3%
Being Subjected to Sexual Violence	9.3%	3.2%	12.6%
Other Reasons	56.3%	55.9%	56.6%

more of the listed reasons played a role in their job separation. Among the previously employed respondents (N = 934), 268 provided a reason for their last job separation<sup>11</sup>.

The percentages associated with each job separation reason for currently and previously employed respondents are presented in Table 12. As can be seen, almost 60% of the currently employed respondents who provided a reason for their past job separations quit their past jobs as a result of having been subjected to at least one workplace violence type. Furthermore, almost half of the previously employed respondents who provided a reason for their last job separation quit their last job as a result of having been subjected to at least one workplace violence type.

Exposure to economic violence emerged as the dominant violence type resulting in job separation, regardless of employment status and gender. 45.5% of the currently employed respondents and 40.3% of previously employed respondents cited exposure to economic violence as a factor contributing to their job separation.

For currently employed women, sexual violence

followed economic violence as the second most dominant violence type resulting in job separation. While 30.0% of currently employed women reported exposure to sexual violence as a reason for job separation, this share remained at a much lower 10.0% for employed men. For currently employed men, exposure to physical and psychological violence constituted the secondary and tertiary reasons for job separation among violence types (15.6% and 12.9%, respectively).

The trends were in general similar for the previously employed respondents' job separations with two exceptions. First, previously employed men reported psychological violence (21.5%) as the second most common reason after economic violence for job separation followed by physical violence (14.0%) different from currently employed men. Second, for the previously employed men, psychological violence emerged as a more pronounced reason for job separation compared to their female counterparts (10.9%).

These findings reveal that workplace violence has repercussions in the form of job separations, which could burden employers severely.

<sup>11</sup> 286 of previously employed respondents did not provide the reason for their last job separation despite indicating they had quit their last job on their own.



## ► 8 Coping with Workplace Violence

---

The survey asked how the targets of workplace violence coped with each of the violence types experienced. The targets who reported the incident of violence were further asked to indicate the method of grievance and its results. Additionally, violence targets who reported seeking social or professional support were also asked to indicate the source of such support. Lastly, the respondents were asked if they had ever witnessed another employee being exposed to workplace violence and, if so, what their responses were.

### 8.1. Coping Strategies Employed

Table 13 reports the percentages of actions and coping strategies used by the respondents experiencing the five different forms of workplace violence. Table 13 also demonstrates how coping strategies differ across male and female respondents who have been targets of workplace violence. While the most popular coping strategies are almost always the same across genders, some important nuances are observed.

- The most frequent coping strategy by those experiencing interpersonal violence was trying to keep a distance from the perpetrator (ranging from 30.7% for psychological violence to 48.1% for physical violence).
- More than one-third of the targets of interpersonal violence chose to confront the perpetrator.
- Respondents who experienced economic violence confronted the authorities within their workplace as the most dominant action (41.3%).
- Across different workplace violence types, 26.4% to 37.7% of targets chose passive coping strategies such as not taking the experienced violence seriously or ignoring it.
- Another commonly reported coping strategy with economic (23.9%) and sexual violence (28.8%) was changing the workplace, which implies additional costs for both employers and employees.
  - A relatively higher share (27.6%) of males who experienced economic violence changed their workplace than females (19.5%).
  - It is more common among women who experienced sexual violence to change their workplace or change their work unit at the workplace.
- Almost one-fourth of the respondents experiencing physical violence reported having retaliated against the violence physically. Retaliation against physical violence was particularly popular among male respondents (32.7% compared to 14.1% among female respondents), who were more commonly targets of physical violence.
- Exposing the perpetrator was the highest among the women (19.7%) who were subjected to sexual violence compared to other violence types.
- Turning to sources of professional or social support was comparatively low, from 1.2% (physical violence) to 4.7% (economic violence). A breakdown of the sources of support is reported in Table 16 and discussed in subsection 8.4.
- A relatively low percentage of targets of workplace violence reported raising a grievance (4.2% of discrimination targets to 9.5% of sexual violence targets). Methods of

► Table 13. Actions/Coping Strategies in the Face of Workplace Violence Exposure

Actions/Coping Strategies in the Face of Workplace Violence	Psychological Violence			Discrimination			Economic Violence			Physical Violence			Sexual Violence		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Ignored/Did not take the incident seriously	29.3%	29.7%	28.9%	37.7%	37.7%	37.8%	26.4%	25.7%	27.2%	35.2%	34.6%	36.0%	36.0%	39.7%	34.3%
Did not do anything	21.6%	21.6%	21.6%	25.4%	23.3%	27.6%	29.6%	28.3%	31.2%	7.4%	5.2%	10.4%	5.0%	8.6%	3.4%
Changed workplace	18.0%	20.0%	16.0%	10.1%	11.0%	9.2%	23.9%	27.6%	19.5%	13.8%	15.8%	11.1%	28.8%	24.7%	30.6%
Raised a formal grievance*	6.8%	5.6%	8.0%	4.2%	2.0%	6.5%	5.7%	6.8%	4.3%	6.3%	5.0%	8.0%	9.5%	2.9%	12.5%
Received social/professional support/service*	3.9%	3.1%	4.8%	1.9%	1.7%	2.0%	4.7%	5.2%	4.2%	1.2%	1.1%	1.4%	3.0%		4.4%
Tried to keep a distance from the perpetrator	30.7%	30.9%	30.4%	38.0%	35.7%	40.5%				48.1%	47.6%	48.7%	45.6%	43.1%	46.8%
Confronted the perpetrator (e.g., told them not to act like that again)	37.9%	39.1%	36.6%	37.9%	43.3%	32.3%				39.1%	38.9%	39.3%	37.6%	39.1%	36.9%
Exposed the perpetrator	8.6%	7.6%	9.7%	8.6%	10.7%	6.5%				8.5%	7.6%	9.6%	16.1%	8.0%	19.7%
Took legal action	3.3%	4.5%	2.0%	2.9%	3.0%	2.7%				7.4%	8.7%	5.6%	7.0%	4.6%	8.1%
Changed work unit at the workplace	4.5%	5.3%	3.7%	4.5%	5.7%	3.4%				3.9%	4.6%	3.1%	3.8%	3.4%	3.9%
Responded in the same physical way										24.7%	32.7%	14.1%			
Confronted officials within the company (e.g., asked them to put things right)							41.3%	41.6%	41.1%						
Exposed the company							10.1%	11.1%	8.9%						
Threatened the company with denouncement							9.7%	11.0%	8.2%						
Tried to organize other employees within the company							4.4%	5.4%	3.1%						
Developed counterproductive work behaviors in order to restore justice towards the company*							3.5%	4.6%	2.3%						

Note 1: \*These coping strategies had follow-up questions.

Note 2: Empty cells indicate coping strategies that were not applicable to the type of violence in question and were therefore not included in the relevant section of the survey.

grievance are documented in Table 14 and covered in subsection 8.2.

- Taking legal action did not prevail as a popular action against workplace violence. 7.4% of physical violence targets and 7.0% of sexual violence targets chose to take legal action against violence. This low preference in legal coping mechanisms may suggest a lack of trust in the legal system.

- Males used more active coping mechanisms than females in the face of economic violence, such as raising a formal grievance, exposing their company, or threatening the company with denouncement.

- In the face of sexual violence, women preferred more active coping strategies than men, such as raising a formal grievance, exposing the perpetrator, and taking legal action.

## 8.2. Methods of Raising a Grievance

Those who raised a grievance were asked to specify the method of grievance used. The most common way of raising a grievance is by appealing to superiors (Table 14).

- The targets of psychological violence and discrimination who raised a grievance mostly did so by appealing to upper level management (67.1% and 56.0%, respectively).
- More than half of the targets who were subjected to physical violence (73.3%), sexual violence (59.6%), and discrimination (52.0%) appealed to their immediate supervisors.
- Preference for raising a grievance to the human resources (HR) department or a related department responsible was relatively low, ranging from 8.0% for discrimination to 21.2% for sexual violence.
- Majority of the targets of economic violence who raised a grievance indicated they applied to the Social Security Institution (81.4%) and/or filed a lawsuit against their employer (70.1%).

## 8.3. Consequences of the Grievance

Table 15 reports the consequences of raising a grievance among workplace violence targets that chose to raise a grievance.

- Targets of sexual violence who raised a grievance most commonly stated that the perpetrator's job was terminated after their grievance (59.6%). For the other three forms of interpersonal violence (i.e., psychological violence, discrimination, and physical violence), the most prevalent consequence of the targets' grievance was the perpetrator receiving some form of punishment or warning.
- The perpetrator not facing any official negative consequences was relatively common in the case of psychological violence (27.0%), discrimination (32.0%), and physical violence (13.0%).
- Raising a grievance against interpersonal violence also had negative consequences for the targets, with percentages ranging from 1.9% (being exposed to further violence following sexual violence) to 16.2% (the target getting the blame and receiving a warning following psychological violence).
- Although raising a grievance for economic violence mostly resulted in the target receiving complete or some form of compensation, 10.3% indicated that they were further harmed upon doing so.

► Table 14. Method of Grievance

Methods of Grievance in the Face of Workplace Violence	Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Appeal to immediate supervisor	34.2%	52.0%		73.3%	59.6%
Appeal to upper level management	67.1%	56.0%		33.3%	38.5%
Appeal to Human Resources or another related department	18.4%	8.0%		8.3%	21.2%
Appeal to trade union representative	7.9%	4.0%		15.0%	1.9%
Appeal to Social Security Institution			81.4%		
Filing a lawsuit			70.1%		
Writing to the Presidential Communication Center (CİMER)			27.8%		
Appeal to trade union			6.2%		
Other	5.3%	4.0%	2.1%	8.3%	7.7%

Note: Percentages are among those who raised a grievance and not among all targets.



► Table 15. Consequences of Grievance

Consequences of Raising a Grievance in the Face of Workplace Violence	Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Perpetrator received a warning or another form of punishment	47.3%	52.0%		55.6%	30.8%
Perpetrator's job was terminated	12.2%	4.0%		31.5%	59.6%
Perpetrator did not receive any warning or another form of punishment	27.0%	32.0%		13.0%	1.9%
Target's job was terminated	10.8%	16.0%	13.4%	9.3%	3.8%
Target was blamed or received a warning	16.2%	8.0%		7.4%	3.8%
Target was subjected to further violence	10.8%	12.0%		3.7%	1.9%
Other	4.1%	8.0%	1.0%	3.7%	11.5%
Target received some form of compensation			52.6%		
Target received full compensation			44.3%		
The company received a warning or another form of punishment			21.6%		
Target was further harmed			10.3%		
The company did not receive any warning or punishment			10.3%		

Note: Percentages are among those who had raised a grievance and not among all targets.

► Table 16. Sources of Support

Sources of Social/Professional Support in the Face of Workplace Violence	Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Lawyer	61.7%	54.5%	77.5%	66.7%	58.8%
Trusted coworker	66.0%	63.6%	70.0%	58.3%	58.8%
Friend from outside the workplace	38.3%	27.3%	60.0%	16.7%	41.2%
Trusted supervisor/manager	40.4%	18.2%	51.3%	50.0%	17.6%
Other	4.3%	9.1%	32.5%	25.0%	17.6%
Trade union representative	12.8%	9.1%	28.8%	33.3%	
Professional providing psychological support (e.g., psychologist, psychiatrist, coach)	12.8%	9.1%		16.7%	41.2%
Someone in the family	12.8%	27.3%		25.0%	17.6%

Note: Percentages are among those who turned to a source of social/professional support and not among all targets.

## 8.4. Sources of Social and Professional Support in the Face of Workplace Violence

Table 16 displays the breakdown of different sources of support indicated by respondents who reported turning to a source of social and professional support in the face of workplace violence.

- Across different types of workplace violence, the most common source of support appeared as a lawyer and a trusted colleague.
- Seeking support from a trusted supervisor/manager was prevalent among targets of psychological, economic and physical violence. A trusted supervisor/manager was not a

commonly used source of social support for targets of discrimination and sexual violence.

- Seeking help from a professional who provides psychological support was most common among targets of sexual violence (41.2%).
- Targets of sexual and psychological violence rarely sought social support from their families.
- Among those who sought support, turning to the trade union representative ranged from 0.0% for targets of sexual violence to 33.3% for targets of physical violence.

## 8.5. Acts Aiming at Justice Restoration in Response to Economic Violence

As Table 13 shows, only a very small percentage (3.5%, N = 61) of the targets of economic violence indicated that they had engaged in counterproductive work behaviors as a means to restore justice towards their company. Among those who engaged in counterproductive work behaviors, 88.5% slowed down work, 65.6% did incomplete work, 31.1% did not adhere to work schedules, 27.9% misused company's resources, 19.7% used company's resources for oneself, and 6.6% engaged in other counterproductive work behaviors.

## 8.6. Witnessing Violence

Witnesses of workplace violence are reluctant to take action.

The survey asked whether the respondents ever witnessed another employee being the target of interpersonal workplace violence (i.e., psychological violence, discrimination, physical violence, and sexual violence). If they did witness such an incident, a follow-up question asked how they acted in response. The findings are displayed in Table 17.

- Depending on the type of workplace violence, 8.0% to 22.4% of respondents indicated witnessing another employee being subjected to violence. Sexual violence and discrimination were witnessed less frequently compared to psychological and physical violence.
- In the case of witnessing workplace violence, the majority of the respondents indicated taking no action, especially for psychological violence. On the other hand, for all violence types, those who took an action mostly did so indirectly by interacting with the target to provide either emotional support or advice.

► Table 17. Witnessing Violence and Actions Taken

		Psychological Violence	Discrimination	Physical Violence	Sexual Violence
Witnessing Another Employee Being Subjected to Workplace Violence	Witnessed	22.4%	12.7%	19.4%	8.0%
	Did not witness	77.6%	87.3%	80.6%	92.0%
Actions Taken in the Face of Witnessing Workplace Violence	Did not/Could not do anything	58.0%	45.7%	34.9%	35.1%
	Tried to provide emotional support to the target	24.8%	32.7%	35.1%	32.7%
	Told the target to stay away from the perpetrator	16.6%	23.2%	35.8%	35.6%
	Advised the target to confront the perpetrator	8.7%	13.0%	15.0%	29.3%
	Confronted the perpetrator by themselves	5.8%	10.8%	14.3%	14.6%
	Encouraged the target to raise a grievance to related department within workplace (e.g., HR, trade union)	5.7%	9.2%	11.8%	22.0%
	Encouraged the target to file an official grievance or lawsuit	6.0%	8.9%	10.7%	21.0%
	Raised a grievance to related department by themselves	2.8%	7.0%	11.2%	21.0%
	Other				0.5%

- The percentages of different actions taken by respondents who witnessed sexual violence were in general high, which points out to witnesses' relatively heightened eagerness in protecting the target. Raising a grievance by themselves or encouraging the target to do so were more prevalent in sexual violence compared to other forms of workplace violence.
- Overall, the least preferred action on the side of witnesses was to confront the perpetrator themselves.

## 8.7. Do Targets Know Where to Apply?

### 8.7.1. Knowledge of Relevant Authorities to Apply

Respondents were initially asked whether they knew where a target of each workplace violence can apply and those who said "Yes" were asked to name where the target could apply. The responses were then marked by the interviewers from a list with possible options, including the "other" option. Most respondents reported more than one place to apply.

As can be seen in Table 18, for all workplace violence types, more than two thirds of the respondents knew where to apply in the case of

► Table 18. Knowledge of Relevant Authorities to Apply

		Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Knowledge of Relevant Authorities to Apply in the Face of Workplace Violence	Has knowledge	69.3%	67.1%	73.8%	80.5%	81.7%
	Does not have knowledge	30.6%	32.9%	26.2%	19.5%	18.3%
Relevant Authorities to Apply in the Face of Workplace Violence	Ministry of Labor and Social Security	59.0%	57.9%	64.1%	44.5%	46.1%
	Social Security Institution	53.2%	52.3%	62.4%	43.2%	43.2%
	CİMER (Presidential Communication Center)	44.8%	45.6%	45.0%	36.5%	39.1%
	Labor Court/Courts	30.0%	33.6%	29.3%	33.4%	37.0%
	Upper Level Management	35.5%	36.1%	30.2%	30.7%	30.5%
	Lawyer	29.8%	31.5%	28.7%	32.1%	33.8%
	Police	3.9%	8.6%	1.3%	59.0%	63.5%
	Human Resources	31.5%	32.7%	28.3%	26.2%	26.4%
	Higher Authority or Organization Affiliated with the Workplace	31.2%	29.4%	25.5%	26.9%	25.2%
	ALO 170	27.5%	27.7%	26.0%	23.2%	24.5%
	Supervisor/Manager	14.1%	14.6%	12.6%	13.4%	13.3%
	Trade Union	6.0%	6.6%	5.0%	4.9%	8.2%
	Family/Immediate Surrounding				0.8%	1.2%
	Security Department				0.3%	
	Other	0.1%	0.1%		0.1%	0.5%

violence. The percentage of those who said they had knowledge was above 80% for both sexual and physical violence followed by economic violence, psychological violence, and discrimination.

Majority of the respondents appeared to have accurate information about where to apply and they pointed out the appropriate entities and people.

- For all forms of violence, the Ministry of Labour and Social Security and Social Security Institution were identified by significant proportions of respondents as the entities to apply. In addition, more than one third of the respondents indicated CİMER<sup>12</sup> as the appropriate entity to apply.
- Consistent with the existence of relevant legislation, the police department was identified as the appropriate entity to apply for physical (59%) and sexual (63.5%) violence.
- At most one third of the respondents indicated Human Resources or upper level management as offices the targets could apply.

- For each type of violence, “ALO 170,” the call line of the Ministry of Labour and Social Security, was listed among the places to apply by approximately one-fourth of the respondents.

### 8.7.2. Existence of Authorities within Workplace to Apply

Respondents were asked whether there was an entity/department specifically at their workplace to apply in the case of interpersonal workplace violence. They were also asked to name the entities and departments if there were any. As Table 19 shows, for all types of violence, more than 60% of the respondents stated the existence of a department in their workplace to apply in the face of violence. However, considerable percentages of respondents indicated that their companies had no department or did not know if there was a department to apply to.

The respondents who stated the existence of an entity in their company identified employers, immediate supervisors, the Human Resources Department, and upper management as the entities to apply in the case of interpersonal workplace violence.

► Table 19. Existence of Authorities within Company to Apply

		Psychological Violence	Discrimination	Physical Violence	Sexual Violence
Existence of Relevant Authorities within Company to Apply in the Face of Workplace Violence	Existent	64.6%	62.3%	67.9%	68.4%
	Not existent	31.5%	33.4%	28.8%	28.0%
	Does not know	3.9%	4.3%	3.3%	3.6%
Relevant Authorities within Company to Apply in the Face of Workplace Violence	Employer	63.9%	64.7%	67.4%	69.2%
	Manager/Supervisor/Team Leader	50.9%	51.2%	51.1%	50.9%
	Human Resources Department	47.4%	48.9%	44.3%	43.8%
	Upper Management	19.4%	19.8%	18.7%	19.8%
	Trade Union	6.8%	7.5%	5.5%	6.2%
	Ethics Committee/Anti-Harassment Board	0.4%	0.4%	0.5%	0.5%
	Security Department			1.1%	0.5%
	Other	0.3%	0.1%	0.6%	0.3%

<sup>12</sup> CİMER stands for the Presidential Communication Center, a system in Türkiye that allows citizens to submit requests, complaints, suggestions, or inquiries directly to the President's Office. It enables individuals to voice concerns, report issues, or seek information on various matters. Citizens can access CİMER through its online platform, phone, or other means, and CİMER demands a response or solution from the relevant public authorities within a specified time frame.

### 8.8. Information Sharing by the Company about Workplace Violence

The survey asked whether the respondents' companies share information about workplace violence in the form of seminars, training sessions, brochures, or booklets. As displayed in Table 20, the majority of the respondents stated that their company was not providing them with information regarding interpersonal workplace violence.

► Companies do not provide information regarding workplace violence.

► Table 20. Information Sharing by the Company about Workplace Violence

Information about Workplace Violence	Psychological Violence	Discrimination	Physical Violence	Sexual Violence
Shared	10.7%	10.9%	12.0%	11.9%
Not shared	88.9%	88.8%	87.6%	87.8%
Do not know	0.4%	0.3%	0.4%	0.3%



## ► 9 A Summary of the Findings

---

The primary aim of this household survey study was to gather data on the prevalence of five specific categories of workplace violence among a representative sample of currently or previously employed women and men in Istanbul, Türkiye. The study sought to explore the discrepancies between perceived and actual experiences of workplace violence, assess the knowledge and awareness levels of workers, and examine their coping mechanisms in response to various types of violence. Additionally, the study collected information on factors influencing awareness of violence and the characteristics of both perpetrators and targets. The major findings of the study are summarized below:

- There is a difference between participants' perceptions of exposure to five different types of workplace violence and their experiences of exposure to specific behaviors representing these types of violence. The percentage of violence perceived by the participants is lower than the percentage of violence experienced.
- The discrepancies between perceptions and actual experience of violence suggest a lack of awareness on the part of some of the respondents concerning what is considered violence and what is not.
- Employees with higher levels of education were generally more aware of having experienced workplace violence, with the exception of sexual violence. Being exposed to multiple forms of violence appears to hinder the ability to recognize and label instances of violence.

### Psychological Violence

- Four out of ten respondents have experienced at least one incident of psychological violence in their work life.
- Following economic violence, psychological violence was the second most commonly experienced type of workplace violence. Being a target of psychological violence was equivalent across genders. More than 40% of both men and women reported experiencing psychological violence in their work life.
- There seems to be a reverse association between education level and psychological violence. Less educated people were more likely to experience psychological violence.
- Although gender, in general, did not seem to play a role in the experience of psychological violence, 25-34 age group women, women with higher education, women holding managerial positions, and women in the public sector experienced more psychological violence than did men with similar demographic characteristics.

### Discrimination

- One in five respondents perceived themselves as targets of discrimination, primarily due to their nationality, ethnicity, and their religious or ideological beliefs.
- Perceptions of discrimination because of gender were relatively low, suggesting a potential normalization of gender-based discriminatory organizational policies and practices.
- Respondents with lower and middle education levels perceived more discrimination.

- Women in managerial positions perceived more discrimination than men, suggesting that holding a managerial role does not protect women from discriminatory practices.

### Economic Violence

- Economic violence was the most common type of workplace violence. Six out of ten employees have experienced economic violence in their work life.
- The most frequently reported manifestation of economic violence was receiving wages late.
- Economic violence was more prevalent among men and those with lower education levels.
- Respondents employed in the private sector reported substantially higher levels (almost twice as much) of economic violence compared to their counterparts in the public sector.
- The industries with the highest reported percentages of economic violence were (1) “other service activities” (e.g., hairdressing, tailoring, dry cleaning, repair of computer and communication equipment, repair of personal and household goods), (2) construction, and (3) wholesale and retail trade.

### Physical Violence

- One-third of respondents experienced at least one incident of physical intimidation in their work lives.
- Exposure to physical intimidation was significantly higher than exposure to direct physical attacks for both women and men.
- Men appeared more likely than women to encounter all forms of physical violence in the workplace throughout their careers.
- As education levels decreased, exposure to physical violence increased.
- Men in non-managerial positions experienced more physical violence than men in managerial roles. However, for women, the managerial position did not make a difference in their exposure to physical violence.
- Men working in the public sector reported experiencing more physical violence than both men working in the private sector and women in general.

- The industry with the highest incidence of physical violence was “other service activities” (e.g., hairdressing, tailoring, dry cleaning, repair of computer and communication equipment, repair of personal and household goods).

### Sexual Violence

- One in four women experienced sexual violence in the form of ‘*insinuation of interest*’ in their work life. Insinuation of interest was the most common type of sexual violence.
- The prevalence of sexual violence among women was more than twice that of men.
- A higher percentage of women with a medium education level, followed by those with a high education level, experienced sexual violence compared to women with a low education level.
- In general, the higher the level of education was, the more respondents reported experiencing sexual violence, regardless of gender.
- The industry with the highest percentage of exposure to sexual violence was the “other service activities” (e.g., hairdressing, tailoring, dry cleaning, repair of computer and communication equipment, repair of personal and household goods).

### Is Workplace Violence an Isolated Incident?

- Workplace violence was less likely to be an isolated experience.
- Exposure to one form of violence was usually accompanied by other forms of violence.
- Discrimination appeared to be associated with a higher prevalence of the other types of violence.
- A qualified majority of the respondents reported having been exposed to one or more forms of workplace violence, and more than half of the respondents reported being subjected to two or more workplace violence types. Only almost one in five of the respondents did not experience any incident of workplace violence.



### Who is More Vulnerable to Violence in the Entire Work Life?

- **Exposure to other violence types:** Increased exposure to various forms of violence increased the likelihood of being a target of any violence.
- **Education level matters:** As the education level decreased, people were more likely to be subject to psychological, economic, and physical violence. Conversely, higher education was linked to an increased incidence of sexual violence.
- **Gender matters or does not matter according to the type of violence:** Women were more likely to experience sexual violence, whereas men were more frequently subjected to physical and economic violence. No gender differences were observed in the prevalence of psychological violence and discrimination.

### Who is More Vulnerable to Violence in the Last Year?

- **Exposure to other violence types:** As the number of other violence types experienced within the past year increased, the likelihood of being a target of the focal workplace violence type also increased.
- **Gender matters or does not matter according to the type of violence:** Gender played a particularly significant role in the experience of sexual violence, with women being more likely to be targets of it. Exposure to psychological violence and discrimination was no different across genders.
- **Other demographics also matter:** Factors such as being young, employed in the public sector, holding non-managerial positions, and having a male supervisor were linked to increased vulnerability to multiple forms of workplace violence.

### Does Trade Union Membership Make a Difference?

- Union membership seemed to provide protection against various forms of workplace violence, particularly sexual violence and discrimination.
- Unions had a critical role in the creation of safer work environments, possibly through increasing awareness of both employers and

employees concerning all forms of workplace violence.

### Characteristics of the Perpetrator

- In all four interpersonal types of violence (i.e., psychological violence, discrimination, physical violence, and sexual violence), the perpetrator was more likely to be a man.
- Women were much less likely to be the perpetrators of violence.
- In all four types of interpersonal violence, the perpetrator was more likely to be in the 31-50 age range.
- In psychological violence and discrimination, the perpetrator was more likely to be the immediate supervisor.
- In physical and sexual violence, the perpetrator was more likely to be a coworker.
- Perpetrators of sexual violence were more likely to be married than single.

### Cost of Workplace Violence

- Respondents who perceived themselves as targets of workplace violence scored lower on the manifestations of work engagement and satisfaction (WES). This pattern was observed for all five workplace violence types.
- The cost of workplace violence, as measured by WES, was higher for respondents who perceived themselves as targets of economic violence and discrimination.
- Exposure to economic violence emerged as the dominant violence type, resulting in job separation, regardless of employment status and gender. Almost half of the currently employed respondents indicated exposure to economic violence as their main reason for job separation.
- The second most dominant violence type resulting in separation was sexual violence for employed women. For currently employed men physical violence, and for previously employed men psychological violence were the second dominant violence related reasons for job separation.



## Coping with Workplace Violence

### Main Coping Strategies

- Notable differences were observed in the coping strategies employed, depending on the respondent's gender and the type of violence experienced.
- Men used more active coping strategies in the case of economic violence, such as raising a formal grievance and exposing their company.
- Women preferred more active coping strategies in the case of sexual violence. Exposing the perpetrator was the highest among women who were subjected to sexual violence.
- The most frequent coping strategy in response to interpersonal violence was trying to keep a distance from the perpetrator.
- Targets of psychological violence were more inclined to seek assistance from upper level management rather than their immediate supervisor, while those experiencing discrimination showed more preference for addressing the issue with their immediate supervisor.

### Raising Grievance and Seeking Support

- Nearly two thirds of the targets of sexual violence who raised a grievance against the perpetrator indicated that the perpetrator's employment was terminated. However, the consequences were different for other violence types. Considerable portions of perpetrators did not face any official negative consequences in psychological violence, discrimination, and physical violence.
- Raising a grievance against interpersonal violence had negative consequences for the targets, such as the target getting the blame and receiving a warning following psychological violence.
- Seeking support from a trusted supervisor/manager was more prevalent among targets of psychological, economic, and physical violence.

### What Do the Witnesses Do?

- A considerable proportion of witnesses of workplace violence were reluctant to take action. When they did, it was usually in the form of providing emotional support to the target.
- Witnesses raised a grievance themselves or encouraged the target to do so more frequently in the case of sexual violence compared to other forms of workplace violence.

### Do Targets Know Where to Apply?

- For all workplace violence types, more than two-thirds of the respondents reported that they knew where to apply in the case of being a target of violence.
- Majority of the respondents also appeared to have accurate information about where to apply outside and within their workplace. The Ministry of Labour and Social Security, the Social Security Institution, CİMER, ALO 170, and the company's Human Resource Department were identified as the appropriate entities to apply.

### Do Companies Share Information about Workplace Violence?

- Almost 90% of the respondents stated that their companies did not provide information regarding workplace violence.

## ► 10 Policy Recommendations to Prevent Workplace Violence and Harassment

---

Workplace violence and harassment is a human rights, labour rights, occupational health and safety (OHS), and public health issue. Therefore, it is the responsibility of all parties involved to take necessary measures to prevent workplace violence and harassment and prioritize the well-being of employees. Data-driven policies and intervention programs will result in more effective measures to safeguard employees and foster decent work environments.

Drawing on the data and insights from the household survey presented above, a series of policy recommendations are made in this section for those responsible for preventing workplace violence and harassment. In the following parts, first, more focused policy recommendations for employers, policymakers (i.e., public authority), and the workers' and employers' organizations (i.e., unions) are provided. Then, general recommendations for all parties involved in the prevention of workplace violence and harassment are presented.

### 10.1. Recommendations for Employers

Employers have multiple crucial responsibilities and duties to prevent workplace violence. Preventing violence is, first and foremost, a humanitarian and legal responsibility. Employers play various roles in addressing workplace violence and harassment through the introduction of both preventive and reactive measures. As outlined in the ILO's **Convention No. 190 (C190)** and **Recommendation No. 206 (R206)**, these measures include the formulation of policies and the implementation of proactive intervention

programs, as well as the establishment of referral and support systems to be activated when incidents of violence occur. Instead of using these tools individually, employing them in a unified manner to form a holistic violence prevention mechanism will increase the effectiveness of the tools. Within the scope of the current survey, the presence of existing tools and the frequency of their use were examined. For example, over 85% of the companies did not implement training programs or awareness-raising activities to empower employees against workplace violence.

Violence has serious direct and indirect costs for employers and companies. Direct costs include adverse effects on employee well-being, decreased performance, increased counterproductive behaviors, and job separation, while indirect costs include decreased employee job satisfaction and belonging and damage to the company's reputation. The comprehensive empirical data and the novel findings presented in the preceding sections of this report corroborated these observations. Therefore, while fulfilling their responsibilities, employers not only contribute to employee well-being but also protect their investments. In this sense, the main recommendations for companies and employers are as follows:

- **"Zero Tolerance"** for all forms of violence should be a fundamental policy for all companies. Preventive, interventional, and rehabilitative systems should support this policy.
- Gender differences in coping strategies in the face of workplace violence have critical implications for companies. Policies aimed at reinforcing coping mechanisms

against workplace violence should take into consideration both the differences across genders and the different forms of workplace violence.

- Effective implementation of systems and mechanisms against violence and awareness-raising activities should be carried out within the company, and these mechanisms should be accessible to everyone. Established policies and systems should be closely monitored, action plans covering specific time periods should be developed, and the effectiveness of intervention methodologies should be evaluated. This way, resources allocated to this agenda can be used more effectively by focusing on individuals' well-being.
- Additional measures are needed to ensure that those who apply to these systems and mechanisms are not subjected to retaliation and other unfair practices. These measures may include establishment of ethical codes of conduct, development of procedures describing the process of handling workplace violence cases, and establishment of an office or unit responsible for ensuring psychological well-being of all employees.
- Relatively limited proportion of targets of workplace violence raise a grievance through the systems or mechanisms in their companies. Employers should create a climate of trust so that employees can use these systems and mechanisms without fear of repercussions. Complaint and investigation procedures in cases of violence and harassment should be accessible to all stakeholders. In the implementation phase, individual rights, freedoms, and privacies should be protected with utmost care.
- Considering the low level of gender-based discrimination perception, stronger mechanisms need to be implemented to identify and address discriminatory institutional policies and practices that may have become normalized. In line with the principles outlined in ILO Conventions No. 100 (Equal Remuneration) and No. 111 (Discrimination in Employment and Occupation), institutions should be encouraged to regularly audit their policies and practices to ensure compliance with these international standards. Furthermore, campaigns and targeted training programs should be developed to raise awareness of gender-based discrimination in the workplace, creating an inclusive and fair working environment.
- Companies are living entities with all their stakeholders, especially their employees. For this reason, participatory methods should be employed in policy and intervention program development stages. Stakeholders' experiences should be listened to, their needs should be closely followed, and feedback should be collected regularly.
- Using tools such as the ILO's **Participatory Gender Audit**<sup>13</sup>, a participatory approach should be adopted in monitoring the systems aiming to increase equality across the company.
- Companies should closely monitor their impact on people in the context of social sustainability in the same way and to the same extent as they closely monitor their environmental and economic impact. Using a social sustainability focus, issues directly related to human rights and equality policies, such as violence prevention, should be added to the companies' main sustainability agenda. In doing so, various metrics should be closely monitored, such as the number of workplace violence cases per year, the amount and type of support offered, and the training provided for awareness-raising purposes. At the same time, companies should set data-driven system improvement goals for eliminating violence and take initiatives to achieve them.
- To create an ecosystem free of violence, employers should show the same sensitivities when working with suppliers, subcontractors and other outside stakeholders, and demand regular audit-reporting on these agendas.
- The systems, policies, and intervention programs developed in companies should be based on the principle of leaving no one behind. Therefore, inclusive policies and programs should be developed for disadvantaged groups with varying vulnerabilities against different types of violence.
- Managers have a responsibility to eliminate workplace violence. Hence, educational training modules should be included in manager and

13 Source: <https://www.ilo.org/resources/ilo-participatory-gender-audit>

leader development programs to increase knowledge and awareness for prevention of violence and promotion of a more decent work environment.

- The present study shows that women in managerial positions are more likely to be exposed to psychological violence. Special programs should be developed to empower women leaders in this regard. In addition, awareness-raising activities should be carried out to overcome stereotypes against women and women managers.

## 10.2. Recommendations for Policymakers

In preventing workplace violence, which is also an occupational safety and public health problem, the public authority has crucial responsibilities as the policy maker. The main responsibility of policymakers is to develop and execute inclusive, sustainable, and equitable policies that promote employee well-being and establish intervention procedures for violations. Based on the findings of the current study, the following recommendations for policymakers are made:

- Compliance with international treaties such as **C190** and **R206** is vital in dealing with workplace violence. Aligning workplace violence-related definitions, the mechanisms for combating violence, and the support services within the current legal system with these regulations will increase the public authority's capacity to eliminate workplace violence. For example, incorporating the C190 criterion that even a single occurrence of an unacceptable behavior or practice will be deemed violence into the national legislation's definition of violence would be an essential step in protecting the well-being and welfare of employees.
- As stated in Article 9 of C190, it would be an essential step for the public authority to support employers in developing policy documents to prevent violence and harassment at work. This support will be especially valuable for employers with difficulties in policy development capacity. In this way, the mission to eliminate violence could spread faster and stronger to all work organizations.
- There is a need for complete alignment of national legislation with international legislation for eliminating all types of violence. Necessary initiatives should be taken at national and institutional levels to adopt international conventions on the elimination of all forms of gender-based violence and violence that interacts with gender roles.
- Türkiye, a party to the United Nations<sup>14</sup> (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), should take into consideration the recommendation decision No. 35 of the CEDAW Committee and review its national legal regulations in terms of compliance with it.
- As noted in the report of the UN Special Rapporteur on Violence Against Women following the visit to Türkiye in 2022<sup>14</sup>, amendments should be made to both the Labour Law and the Turkish Penal Code to criminalize sexual harassment in the workplace explicitly. Individuals subjected to sexual violence at work must have access to an effective, independent, and confidential complaint procedure. It should also be ensured that complaints are thoroughly investigated, perpetrators are prosecuted and receive adequate punishment, and targets are protected from retaliation.
- The scope of the Labour Law and OHS legislation should be revised and expanded with the recognition that all forms of workplace violence and harassment are occupational health and safety issues.
- As much as there is a need for new legislation, there may also be obstacles in accessing existing rights and freedoms for both men and women. For example, the current study showed that women are less likely than men to seek legal remedies in cases of violence, except for sexual violence. In order to ensure that all citizens, without exception, can use their rights with confidence, the public authority should identify barriers to accessing legal rights and develop mechanisms to overcome these barriers.
- The most common industry exposed to the five types of violence is "other service activities." This industry includes occupations such as

<sup>14</sup> Source: A/HRC/53/36/Add.1, Paragraphs 16 and 88/q. URL: <https://documents.un.org/doc/undoc/gen/g23/086/97/pdf/g2308697.pdf>

hairdressing, tailoring, dry-cleaning, repair of computers and communication equipment, and repair of personal and household goods. Studies should be conducted to understand the special vulnerabilities and needs of this industry and the occupations within it so that special measures can be taken.

- The public authority should foster a climate of freedom for unionization and the exercise of union rights, thereby creating an opportunity for all employees to benefit from the protective effect of being unionized against violence.
- Various governmental bodies and units are involved in activities to eliminate different forms of violence, resulting in fragmented efforts to deal with the problem. However, workplace violence is an intersectional phenomenon, threatening different people in different ways, and it rarely occurs in isolation. There is a need for more coordinated efforts among the relevant bodies and units in an integrated fashion.
- Preventing violence and harassment in the workplace is an issue of social sustainability, especially from a human rights perspective. Social sustainability, which is included in many international reporting standards, needs to be integrated into national sustainability reporting standards (e.g., Türkiye Sustainability Reporting Standards - TSRS) and legislation more thoroughly with a focus on eliminating workplace violence.

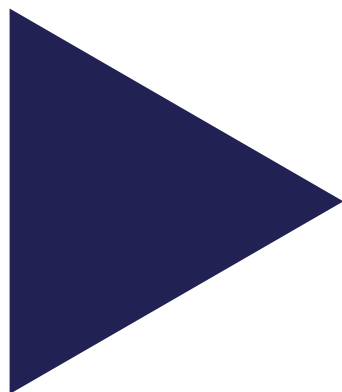
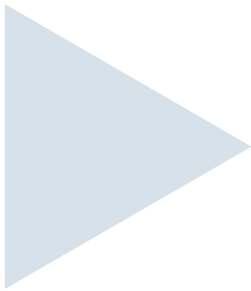
### 10.3. Recommendations for the Workers' and Employers' Organizations

The findings of this study show that being unionized has a protective effect on employees against all forms of violence, especially sexual violence and discrimination. Therefore, unionizing and exercising union rights have a significant potential for preventing violence. Workers' and employers' organizations should work actively to unlock this potential. In this context, recommendations for workers' and employers' organizations are as follows:

- Workers' and employers' organizations should include the prevention of violence and harassment and the protection and support of the targets of violence and harassment more often in their social dialogue agendas and

develop measures to address violence and harassment.

- C190 sets out the role and responsibilities of the workers' and employers' organizations in combating violence and protecting and empowering employees in this regard. Until Türkiye becomes a party to this convention, the dissemination of training and information materials produced in the context of this convention will play a critical role in empowering employees and raising awareness among union stakeholders. The workers' and employers' organizations can actively promote and lobby for the ratification of C190 and also use its content as a guide while negotiating collective bargaining agreements at the workplaces where they have the authorization.
- Workers' and employers' organizations, as parties to collective agreements, should take the necessary initiatives to include clauses concerning violence prevention and support for targets of violence in labour contracts.
- Tripartite (government, worker representatives, employer representatives) and bilateral (worker and employer representatives) social dialogue mechanisms should be strengthened to develop policies to prevent and eliminate violence and harassment or these issues should be included on the agenda of existing social dialogue mechanisms.
- Workers' and employers' organizations should adopt gender equality, diversity, and inclusiveness policies in their internal functioning and organization. In this context, they should put forward additional policies to combat all forms of violence, especially policies on women.
- Eliminating violence should be prioritized on workers' and employers' organizations' training and development agendas.
- Trade unions should empower their representatives to be involved in developing and implementing policies and intervention programs against violence in their workplaces. Hence, union representatives can actively communicate the needs for inclusive policies and intervention programs.
- Very few respondents who filed complaints chose to approach a trade union representative as their grievance method. Trade unions should assess the reasons for low rates of complaints





to union representatives, identify barriers and take steps accordingly.

## 10.4. General Recommendations

Given the current findings, all parties should consider the following issues when developing policies, intervention programs, and mechanisms to address workplace violence.

- The differences between the respondents' perceptions of exposure to violence and their actual experiences of violence indicated that a considerable portion of the respondents had a lack of awareness about what is violence and what is not. Therefore, in the context of preventive policies, all stakeholders should be trained against violence before it occurs, awareness should be raised about the effects of violence, and information should be provided on recourse mechanisms in cases of violence.
- Workplace violence affects different groups at different levels. To effectively prevent, respond to, and support individuals affected by violence, rather than relying on isolated or singular approaches, inclusive and diverse policies and practices should be developed.
- One type of violence often gives rise to other types of violence and mistreatment. Thus, rather than implementing policies that target a single form of violence, there is a need for comprehensive umbrella policies that address all forms of violence and mistreatment while fostering the engagement of all stakeholders. Integrating these umbrella policies with organizational principles of diversity, inclusion, equality, equity, and belonging will enhance the development of interrelated sub-policies that reinforce and strengthen one another over time.
- Mechanisms should be developed that address and involve all concerned parties, from the target of violence to the perpetrator, and utilize all tools to the maximum possible extent. Preventive tools, intervention strategies and

initiatives to support well-being after violence should be integrated and used together for maximum impact.

- The current study revealed that men are 2.1 to 3.6 times more likely than women to be perpetrators of violence across all types. In the case of sexual violence, 78.2% of perpetrators are male. Moreover, compared to men, women are more than twice as likely to be the target of this type of violence for all time scales studied in the current research. For this reason, there is a need for equality, critical masculinity, and non-violence efforts targeting men in particular.
- Women are not the only targets of violence. For example, 38.1% of the men in the sample of the study were found to have been subjected to physical violence. Based on this information, efforts that focus only on empowering women as potential targets of violence will not be sufficient. Awareness and consciousness-raising activities that are more inclusive and take into account specific vulnerabilities and risks based on types of violence should be carried out.
- This study showed that 64.4% of men and 54.6% of women have been targets of economic violence during their working lives. This pressing issue requires urgent action based on the **ILO's International Labour Standards and Principals**, which aims to promote inclusive, sustainable, and fair conditions for decent work.
- The findings of this study reveal that unionization has a protective effect against all forms of workplace violence, especially sexual violence and discrimination. Considering that the unionization rate is considerably low both in the sample of this study (9%) and in the country as a whole (nearly 21%<sup>15</sup>), it is essential for all parties to fulfill their responsibilities in order for this protective effect to diffuse, in other words, for unionization to increase.

<sup>15</sup> Reached through:

TC Çalışma ve Sosyal Güvenlik Bakanlığı, İşçi sendikası üye sayıları, July 2024 URL: [https://www.csgeb.gov.tr/media/95477/2024-temmuz-ayi-istatistigi\\_.pdf](https://www.csgeb.gov.tr/media/95477/2024-temmuz-ayi-istatistigi_.pdf)

TC Çalışma ve Sosyal Güvenlik Bakanlığı, Kamu görevlisi sendikası üye sayıları, July 2024 URL: <https://www.csgeb.gov.tr/media/95420/2024-temmuz-kamu-gorevlileri-sendikalarinin-uye-sayilari.pdf>

TÜİK, İstihdam edilenlerin işteki durumu, August 2024 URL: <https://data.tuik.gov.tr/Kategori/GetKategori?p=istihdam-issizlik-ve-ucret-108&dil=1>

## ► References

---

- Arnold, B. B. (2019). *In the Shadow of the Law: The Silence of Workplace Abuse* (Doctoral dissertation, The University of Canberra).
- Aytac, S., Bozkurt, V., Bayram, N., Yildiz, S., Aytac, M., Sokullu Akinci, F., & Bilgel, N. (2011). Workplace violence: a study of Turkish workers. *International Journal of Occupational Safety and Ergonomics*, 17(4), 385-402. <https://doi.org/10.1080/10803548.2011.11076902>
- Barclay, L. J., & Aquino, K. (2011). Workplace aggression and violence. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology, Vol. 3. Maintaining, expanding, and contracting the organization* (pp. 615-640). American Psychological Association. <https://doi.org/10.1037/12171-017>
- Cheung, H. K., King, E., Lindsey, A., Membere, A., Markell, H. M. & Kilcullen, M. (2016). Understanding and reducing workplace discrimination. *Research in Personnel and Human Resources Management*, 34, 101-152. <https://doi.org/10.1108/S0742-73012016000034010>
- Cortina, L. M. (2008). Unseen injustice: Incivility as modern discrimination in organizations. *The Academy of Management Review*, 33(1), 55-75. <https://doi.org/10.2307/20159376>
- De Puy, J., Romain-Glassey, N., Gut, M., Pascal, W., Mangin, P., & Danuser, B. (2015). Clinically assessed consequences of workplace physical violence. *International archives of occupational and environmental health*, 88, 213-224. <https://doi.org/10.1007/s00420-014-0950-9>
- Dhanani, L. Y., LaPalme, M. L., & Joseph, D. L. (2021). How prevalent is workplace mistreatment? A meta-analytic investigation. *Journal of Organizational Behavior*, 42(8), 1082-1098. <https://doi.org/10.1002/job.2534>
- EEOC (1980). Guidelines on discrimination because of sex (Set. 1604. 11). *Federal Register*, 45, 74676-74677.
- EEOC (2016). *Select Task Force on the Study of Harassment in the Workplace*. Retrieved September 24, 2024, from <https://www.eeoc.gov/select-task-force-study-harassment-workplace>
- Eğitim-Sen (2020) *Eğitim ve Bilim Alanında Kadına Yönelik Şiddet Araştırması*. Eğitim ve Bilim Emekçileri Sendikası (Eğitim-Sen), Ankara. Retrieved September, 24, 2024, from <https://egitimsen.org.tr/egitim-ve-bilim-alaninda-kadina-yonelik-siddet-arastirmasi-sonuclari/>
- EIGE (2017). *Glossary of definitions of rape, femicide and intimate partner violence*. Retrieved September, 24, 2024, from [https://eige.europa.eu/sites/default/files/documents/ti\\_pubpdf\\_mh0417297enn\\_pdfweb\\_20170602161141.pdf](https://eige.europa.eu/sites/default/files/documents/ti_pubpdf_mh0417297enn_pdfweb_20170602161141.pdf)
- Einarsen, S., Hoel, H. & Notelaers, G. (2009). Measuring exposure to bullying and harassment at work: Validity, factor structure and psychometric properties of the Negative Acts Questionnaire-Revised. *Work Stress* 23, 24-44. <https://doi.org/10.1080/02678370902815673>
- Eurofound (2013). *Physical and psychological violence at the workplace*. Luxembourg: Publications Office of the European Union, Luxembourg.
- Fawole, O. I. (2008). Economic violence to women and girls: is it receiving the necessary attention?. *Trauma, Violence, & Abuse*, 9(3), 167-177. <https://doi.org/10.1177/1524838008319255>
- Fitzgerald, L. F. (1993). Sexual harassment: Violence against women in the workplace. *American Psychologist*, 48(10), 1070-1076. <https://doi.org/10.1037/0003-066X.48.10.1070>
- Fitzgerald, L. F., Magley, V. J., Drasgow, F., & Waldo, C. R. (1999). Measuring sexual harassment in the military: The sexual experiences questionnaire (SEQ\_DoD). *Military Psychology*, 11(3), 243-263. [https://doi.org/10.1207/s15327876mp1103\\_3](https://doi.org/10.1207/s15327876mp1103_3)



- Hassard, J., Teoh, K. R., & Cox, T. (2019). Estimating the economic burden posed by work-related violence to society: A systematic review of cost-of-illness studies. *Safety science*, 116, 208-221. <https://doi.org/10.1016/j.ssci.2019.03.013>
- Hodson, R. (2001). *Dignity at work*. Cambridge University Press.
- ILO (1951). *Equal Remuneration Convention, 1951 (No. 100)*. Retrieved September, 24, 2024, from [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_INSTRUMENT\\_ID:312245](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312245)
- ILO (1958). *Discrimination (Employment and Occupation) Convention, 1958 (No. 111)*. Retrieved September, 24, 2024, from [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C111](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111)
- ILO (2019). *Violence and Harassment Convention, 2019 (No. 190)*. Retrieved September, 24, 2024, from [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C190](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190)
- ILO (2019). *Violence and Harassment Recommendation, 2019 (No. 206)*. Retrieved September, 24, 2024, from [https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:R206](https://normlex.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R206)
- ILO (2022). *Experiences of violence and harassment at work: A global first survey*. ILO, Geneva.
- Ivaškaitė-Tamošiūnė, V. and Agnes Parent-Thirion (2023) 'Violence in the workplace: Women and frontline workers face higher risks'. Eurofound. Retrieved September, 24, 2024, from <https://www.eurofound.europa.eu/en/blog/2023/violence-workplace-women-and-frontline-workers-face-higher-risks#footnote-X3YW6-1>
- Jenkins, L. (1996). Workplace homicide: Industries and occupations at high risk. *Occupational Medicine State of Art Reviews*, 11(2), 219-225.
- Li, Y. L., Li, R. Q., Qiu, D., & Xiao, S. Y. (2020). Prevalence of workplace physical violence against health care professionals by patients and visitors: a systematic review and meta-analysis. *International journal of environmental research and public health*, 17(1), 299. <https://doi.org/10.3390/ijerph17010299>
- MacKinnon, C. A. (1979). *Sexual harassment of working women: A case of sex discrimination*. Yale University Press.
- Matthiesen, S. B. & Einarsen, S. (2010). Bullying in the workplace: Definition, prevalence, antecedents and consequences. *International Journal of Organization Theory & Behavior*, 13(2), 202-248. <https://doi.org/10.1108/IJOTB-13-02-2010-B004>
- McDonald, P. (2012). Workplace sexual harassment 30 years on: A review of the literature. *International Journal of Management Reviews*, 14(1), 1-17. <https://doi.org/10.1111/j.14682370.2011.00300.x>
- Mobbing ile Mücadele Derneği (2022). *Mobbinge en fazla maruz kalanların yüzde 85'lik oranla sağlık çalışanları*. Retrieved September, 24, 2024, from <https://www.mobbing.org.tr/mobbinge-en-fazla-maruz-kalanlarin-yuzde-85lik-oranla-saglik-calisanlari/>
- Nelson, T., Baumann, M. D., & Husain-Talero, S. (2023). *What is Economic Violence Against Women and Why Does it Matter?* Retrieved September, 24, 2024, from <https://www.womensworldbanking.org/insights/what-is-economic-violence-against-women-and-why-does-it-matter/>
- Nielsen, M. B., & Einarsen, S. (2012). Outcomes of exposure to workplace bullying: A meta-analytic review. *Work & Stress*, 26(4), 309-332. <https://doi.org/10.1080/02678373.2012.734709>
- Öz İplik İş (2021). *Öz İplik İş'ten Şiddet ve Tacize İlişkin Araştırma*. Retrieved September, 24, 2024, from [https://www.oziplikis.org.tr/basina\\_aciklama-1352.html](https://www.oziplikis.org.tr/basina_aciklama-1352.html)
- Öz Sağlık-İş (2020) *Sağlık Çalışanlarına Yönelik Şiddet Araştırması Sonuç Raporu*. Öz Sağlık-İş Sendikası, Ankara. Retrieved September, 24, 2024, from [https://ozsaglikis.org/wp-content/uploads/2022/04/Siddet-arastirmasi-Sonuc-Raporu\\_12Ocak\\_baski-2.pdf](https://ozsaglikis.org/wp-content/uploads/2022/04/Siddet-arastirmasi-Sonuc-Raporu_12Ocak_baski-2.pdf)
- Pinar, T., Acikel, C., Pinar, G., Karabulut, E., Saygun, M., Barışkin, E., & Cengiz, M. (2015). Workplace violence in the health sector in Turkey: a national study. *Journal of Interpersonal Violence*, 32(15), 2345-2365. <https://doi.org/10.1177/0886260515591976>
- Pillinger, J. (2022). *Risks of gender-based violence and harassment: union responses in the mining, garments and electronics sectors*. IndustriALL Global Union. Retrieved September, 24, 2024, from [https://www.industriall-union.org/sites/default/files/uploads/images/Women/GBVH/final\\_gbvh\\_report\\_05042022.pdf](https://www.industriall-union.org/sites/default/files/uploads/images/Women/GBVH/final_gbvh_report_05042022.pdf)

- Pillinger, Jane, Robin R. Runge, Chidi King (2022). *Stopping Gender-Based Violence and Harassment at Work*. Agenda Publishing, Newcastle.
- Sağlık Sen (2023). *Sağlık-Sen 2022 Yılı Sağlıkta Şiddet Raporu*. Retrieved September, 24, 2024, from <https://www.sagliksen.org.tr/haber/12308/saglik-sen-2022-yili-saglikta-siddet-raporu>
- SES (2021) *Sağlık ve Sosyal Hizmet Alanında Kadına Yönelik Şiddet Araştırması*. Sağlık ve Sosyal Hizmet Emekçileri Sendikası (SES), Ankara. Retrieved September, 24, 2024, from <https://ses.org.tr/2021/02/kadina-yonelik-siddet-munferit-degil-politiktir/>
- Speedy, S. (2006). Workplace violence: the dark side of organisational life. *Contemporary Nurse*, 21(2), 239-250. <https://doi.org/10.5172/conu.2006.21.2.239>
- Sümer, H. C., Göncü-Köse, A., Toker-Gültaş, Y., Acar, F. P., Karanfil, D., & Ok, A. B. (2024). Incivility, Mobbing, and Abusive Supervision: A Tripartite Scale Development Study. *The Journal of Psychology*, 1-30. <https://doi.org/10.1080/00223980.2024.2321881>
- TGS (2018). *Gazeteci kadınların yaşadığı cinsiyet ayrımcılığı ve şiddet araştırması*. Türkiye Gazeteciler Sendikası, İstanbul. Retrieved September, 24, 2024, from <https://tgs.org.tr/gazeteci-kadınların-yasadığı-cinsiyet-ayrimciligi-ve-siddet-arastirmasi/>
- Toker, Y., & Sümer, H. C. (2010). Workplace sexual harassment perceptions in the Turkish context and the role of individual differences. *Applied Psychology: An International Review*, 59(4), 616–646. <https://doi:10.1111/j.1464-0597.2010.00420.x>
- Toker-Gültaş, Y., Ok, A., Göncü-Köse, A., Sümer, H. C., Karanfil, D., & Acar, F. P. (2023). Workplace Sexual Harassment Scale with Emic and Universal Manifestations. *Türk Psikoloji Yazıları*, 26(52), 26-29. <https://doi:10.31828/tpy1301996120230805m000058>
- TUC(2016). *Still just a bit of banter? Sexual harassment in the workplace in 2016*. Trades Union Congress, London. Retrieved September, 24, 2024, from <https://www.tuc.org.uk/sites/default/files/SexualHarassmentreport2016.pdf>
- UNI Report. (2023). *Violence and Harassment in the World of Work, Training Guide for Trade Unions on ILO Convention 190*. Retrieved September, 24, 2024, from <https://uniglobalunion.org/wp-content/uploads/UNI-Manual-on-ILO-C190-EN.pdf>.
- Williams, R. (2011). The silent epidemic: Workplace bullying. *Psychology Today*, 11(1), 11-23.
- Wiskow, C. (2019). *Guidelines on Workplace Violence in the Health Sector*. Retrieved September, 24, 2024, from <https://www.who.int/docs/default-source/documents/violence-against-health-workers/wv-comparisonguidelines.pdf>
- Wood, S., Braeken, J. & Niven, K. (2013). Discrimination and well-being in organizations: Testing the differential power and organizational justice theories of workplace aggression. *Journal of Business Ethics*, 115(3), 617-634. <https://doi.org/10.1007/s10551-012-1404-5>



# Annexes

---

## ► Annex 1. Sampled Districts

► Table 1. List of the Sampled Districts

District Name	District Population (2023)	Population Distribution	Number of Interviews	Sample Distribution
Adalar	16,325	0.1%	0	0.0%
Arnavutköy	336,062	2.1%	64	2.1%
Ataşehir	416,529	2.7%	83	2.8%
Avcılar	437,221	2.8%	96	3.2%
Bağcılar	719,071	4.6%	125	4.2%
Bahçelievler	567,848	3.6%	96	3.2%
Bakırköy	220,476	1.4%	48	1.6%
Başakşehir	509,915	3.3%	81	2.7%
Bayrampaşa	268,850	1.7%	64	2.1%
Beşiktaş	169,022	1.1%	32	1.1%
Beykoz	245,647	1.6%	48	1.6%
Beylikdüzü	409,347	2.6%	80	2.7%
Beyoğlu	218,589	1.4%	32	1.1%
Büyükçekmece	276,572	1.8%	55	1.8%
Çatalca	80,007	0.5%	16	0.5%
Çekmeköy	299,806	1.9%	48	1.6%
Esenler	427,901	2.7%	80	2.7%
Esenyurt	978,007	6.2%	192	6.4%
Eyüpsultan	420,194	2.7%	80	2.7%
Fatih	356,025	2.3%	81	2.7%
Gaziosmanpaşa	483,830	3.1%	101	3.4%
Güngören	269,944	1.7%	48	1.6%
Kadıköy	467,919	3.0%	80	2.7%
Kağıthane	445,672	2.8%	96	3.2%
Kartal	475,042	3.0%	96	3.2%
Küçükçekmece	792,030	5.1%	144	4.8%
Maltepe	523,137	3.3%	112	3.7%
Pendik	743,774	4.8%	144	4.8%
Sancaktepe	492,804	3.1%	97	3.2%
Sarıyer	344,250	2.2%	64	2.1%
Silivri	221,723	1.4%	32	1.1%
Sultanbeyli	360,702	2.3%	80	2.7%
Sultangazi	532,802	3.4%	96	3.2%
Şile	48,537	0.3%	16	0.5%
Şişli	264,736	1.7%	48	1.6%
Tuzla	293,604	1.9%	64	2.1%
Ümraniye	723,760	4.6%	128	4.3%
Üsküdar	517,348	3.3%	112	3.7%
Zeytinburnu	280,896	1.8%	48	1.6%
<b>Total</b>	<b>15,655,924</b>	<b>100.0%</b>	<b>3,007</b>	<b>100.0%</b>

## ► Annex 2. The Household Survey and its Description

The survey could be accessed through the QR code or websites below.

### Alternative Link 1:

<https://hdl.handle.net/10679/10289>

### Alternative Link 2:

<https://bit.ly/3U3rcQt>



The household survey was composed of eight sections.

### Section A: Demographics

Initially, the respondent's gender and date of birth were asked followed by the work-related demographics in **Section A**. These questions included current employment situation (Yes/No), job category (based on the ISCO-08), industry (based on the NACE Rev.2), sector (private/public/NGO/self-employed), collar (blue/white/other), working from home/remotely (rated on a 5-point scale), company size, the gender ratio at the workplace and in the work unit (both rated on a 5-point scale from 1 = Almost all men to 5 = Almost all women, and an option for 'I do not know'), nature of employment (paid employment / self-employment / employer), type of work (part-time/full time/piece-project based), organizational tenure, total tenure, managerial role and if so its level and number of subordinates, supervisor gender, weekly work hours on contract, weekly work hours in effect, the existence of a union that makes collective agreements, and respondents' union membership.

Individual demographics, which were asked at the end of the survey, included nationality (Turkish citizenship or not), education level, marital status, number of children, information about household members, existence of any disability, monthly income, and monthly household income.

### Section B: Work Engagement and Satisfaction Questions

This section included 10 items related to work outcomes, each rated on a 5-point scale (from 1 = Completely Disagree to 5 = Completely Agree). These items were derived from existing scales in the literature tapping into job satisfaction, affective organizational commitment, job burnout, work engagement, trust in coworkers and supervisors. An exploratory factor analysis of these items indicated a one-factor solution, thus the average score of the 10 items were computed to indicate each respondent's work engagement and satisfaction (WES) score, with higher scores indicating higher satisfaction. Results concerning WES items are presented both as an overall score and item-level scores. This section was filled out only by currently employed respondents.

### Sections C-D-E-F-G: Psychological Violence, Discrimination, Sexual Violence, Physical Violence, Economic Violence

Exposure to violence, the first subsection of Section C to Section G started off with a general question about respondents' perception of having ever been exposed to the violence type under focus. An example is 'Have you ever been subjected to psychological violence during your entire work life?' This general question was labeled **'perceived violence.'** For each violence section, the perceived violence question was followed by specific manifestations of that violence type and the respondents were asked to rate each manifestation in terms of the extent to which they experienced it in their *a) entire work life* (with the response options of Yes / No / I do not know) and *b) the last one year* (on a 6-point frequency scale: 0 = Never, 1 = Once, 2 = A few times a year, 3 = About once a month, 4 = About once a week, 5 = Almost every day, and an option for 'I do not know'). Responses to these manifestations were labeled as **'experienced violence.'** Due to their relatively rare frequencies per employee, physical violence manifestations were asked pertaining to the

entire work life only. Also, since the nature of the manifestations of the economic violence required an evaluation of one's entire work life, they too were asked pertaining to the entire work life but not to the last year. Hence, for these two violence types respondents were instructed to report their entire work life experiences on a 3-point frequency scale (i.e., 0 = Never, 1 = Once, 2 = More than once, and an option for 'I do not know'). For economic violence respondents were also presented with the option of 'Not applicable.'

Percentages of experienced violence in respondents' entire work lives were based on respondents answering 'Yes' to at least one manifestation in the scale. Percentages of experienced violence in respondents' last one year were calculated by taking the frequency of respondents who indicated that they had experienced at least one manifestation at least once in the last one year.

Manifestations of psychological violence were from the AIMSS Workplace Psychological Harassment Scale (Sümer et al., 2024) and those of sexual violence were from the Workplace Sexual Harassment Scale (Toker-Gültaş et al., 2023), which were both developed locally in Türkiye. Manifestations / forms of economic violence, physical violence, and discrimination were identified by the research team based on the literature. Sexual violence has four categories of insinuation of interest, sexual hostility, physical sexual harassment, and sexual-coercion and bribery. Physical violence has two categories of direct and indirect forms. The other three violence types were treated as a one-category construct.

For each section, exposure to violence questions were followed by questions under the below subheadings:

1. Violence acceptability
2. Witnessing violence
3. Perpetrator characteristics (except for economic violence)
4. Methods of coping and grievances
5. Consequences of grievances
6. Witness responses

7. Knowledge about where to apply in the case of being a target
8. Presence of an office/unit in the company that targets can apply
9. Whether or not the company has provided any informative resources

## Section H: Job Termination Related Questions

This section included two questions on job termination: Reason for terminating the last job and if any of the violence types played a role in respondents' terminating their jobs.

At the end of the interview, the following information was collected through the interviewers:

- Gender of the interviewer,
- Presence of a third person during the interview,
- And if present, who the person was<sup>16</sup>.

<sup>16</sup> Analyses indicated that gender of the interviewer did not have an effect on responses, however not being alone during the interview did have an effect. Percentage of respondents indicating experiencing violence were lower if they were not alone as compared to when they were alone.

## ► Annex 3. Demographic Characteristics

► Table 1. Detailed Demographic Characteristics of the Respondents

Nationality		Percentage (N)
Turkish		99.7% (2,999)
Other		0.3% (8)
Marital Status		Percentage (N)
Single		35.1% (1,056)
Married		54.2% (1,629)
Divorced or Widowed		10.7% (321)
Number of Children		Percentage (N)
No Children		40.6% (1,219)
1		15.9% (476)
2		22.0% (661)
3		11.4% (343)
4 and more		10.0% (304)
Number of People Living in the House		Percentage (N)
1 Person (Living Alone)		9.0% (269)
2 People		17.0% (509)
3 People		29.6% (888)
4 People		28.0% (841)
5 People and more		16.3% (492)
Having a Disability		Percentage (N)
Yes		1.6% (47)
No		98.4% (2,950)
Employment Status		Percentage (N)
Paid Employee		88.0% (2,647)
Self-Employed		5.7% (170)
Employer		6.3% (190)
Job Collar Type		Percentage (N)
White-Collar		64.5% (1,938)
Blue-Collar		35.5% (1,067)



► Table 1. Detailed Demographic Characteristics of the Respondents (Continued)

Gender of the Immediate Manager/Supervisor		Percentage (N)
Male		63.0% (1,885)
Female		25.6% (766)
Doesn't Have a Manager		11.4% (340)
Having a Managerial Role		Percentage (N)
Yes		12.2% (366)
No		87.8% (2,641)
Managerial Level		Percentage (N)
Entry Level		67.3% (245)
Middle Level		24.2% (88)
Upper Level		8.5% (31)
Number of People Supervised		Percentage (N)
1 Person		11.3% (58)
2-3 People		23.2% (119)
4-5 People		20.3% (104)
6-10 People		15.4% (79)
11-20 People		18.3% (94)
More than 20 People		11.5% (59)
Size of the Workplace		Percentage (N)
Micro (1-10 People)		39.8% (1,192)
Small (11-50 People)		40.4% (1,209)
Middle-Large (50+ People)		19.8% (593)
Work Schedules		Percentage (N)
Full-Time		95.8% (2,880)
Part-Time		3.0% (90)
Project-Based/Seasonal		1.2% (35)
Working Environment		Percentage (N)
Completely at Workplace		96.1% (2,890)
Hybrid (Workplace and Home)		3.4% (103)
Completely from Home		0.5% (14)

► Table 1. Detailed Demographic Characteristics of the Respondents (Continued)

Employment Duration of the Respondents			
At Current/Last Workplace*	Percentage (N)	Throughout Work Life	Percentage (N)
1 Year and Below	10.7% (323)	5 Years and Below	24.0% (722)
1.01-5 Years	32.1% (964)	5.01-10 Years	16.0% (481)
5.01-10 Years	19.1% (575)	10.01-20 Years	25.9% (778)
10.01-20 Years	22.8% (687)	20.01-30 Years	20.1% (604)
20.01 Years and Above	15.2% (458)	30.01 Years and Above	14.0% (422)

Contract Type of Paid Employees			
Public Sector	Percentage (N)	Private Sector	Percentage (N)
Public Servant	71.8% (214)	Public Servant	-
Permanent Worker	22.1% (66)	Permanent Worker	73.3% (1,684)
Employment with Fixed Term	4.7% (14)	Employment with Fixed Term	17.9% (412)
Subcontractor Worker	1.3% (4)	Subcontractor Worker	0.2% (4)
Casual/Seasonal Worker	-	Casual/Seasonal Worker	3.9% (89)
Unregistered/Uninsured Employment	-	Unregistered/Uninsured Employment	4.7% (108)

Weekly Working Hours			
Contractual Agreement	Percentage (N)	Actual Practice	Percentage (N)
Less than 45 Hours	7.7% (220)	Less than 45 Hours	8.8% (260)
45 Hours	46.2% (1,325)	45 Hours	18.1% (535)
More than 45 Hours	46.1% (1,322)	More than 45 Hours	73.1% (2,158)

Income Level			
Personal Income	Percentage (N)	Household Income	Percentage (N)
17,001 TL and Below	2.1% (36)	17,001 TL and Below	2.6% (62)
17,002 TL (Minimum Wage)	5.7% (95)	17,002 TL (Minimum Wage)	0.4% (10)
17,003-25,000 TL	21.0% (352)	17,003-25,000 TL	4.0% (96)
25,001-32,500 TL	21.0% (352)	25,001-32,500 TL	8.3% (198)
32,501-40,000 TL	22.5% (378)	32,501-40,000 TL	13.3% (317)
40,001-50,000 TL	15.9% (267)	40,001-50,000 TL	20.1% (479)
50,001-60,000 TL	7.8% (131)	50,001-60,000 TL	19.2% (458)
60,001-75,000 TL	2.3% (38)	60,001-75,000 TL	15.1% (360)
75,001-100,000 TL	1.1% (19)	75,001-100,000 TL	12.7% (302)
100,001 and Above	0.5% (9)	100,001 - 150,000 TL	3.4% (81)
		150,001 and Above	0.7% (17)

Note: \*Actively working respondents answered this question based on their current job and previously worked respondents considered their last job.

► Table 2. Industry Distributions of Istanbul

Industry	İŞKUR 2022*	İŞKUR 2023**	Present Study
Manufacturing	25.9%	27.7%	20.7%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	19.6%	22.7%	18.4%
Accommodation and Food Service Activities	6.4%	6.4%	12.3%
Professional, Scientific, and Technical Activities	4.2%	4.2%	5.6%
Transportation and Storage	10.8%	8.0%	5.2%
Other Service Activities	1.0%	0.8%	5.2%
Construction	5.2%	4.6%	5.1%
Human Health and Social Work Activities	3.6%	2.5%	5.0%
Administrative and Support Service Activities	11.2%	8.5%	4.7%
Education	3.1%	2.1%	4.3%
Financial and Insurance Activities	4.3%	4.7%	3.0%
Information and Communication	2.8%	5.3%	2.8%
Public Administration and Defense; Compulsory Social Security	-	-	2.8%
Arts, Entertainment, and Recreation	0.6%	0.6%	1.0%
Electricity, Gas, Steam, and Air Conditioning Supply	0.4%	0.4%	1.0%
Real Estate Activities	0.5%	1.0%	0.8%
Water Supply; Sewerage, Waste Management, and Remediation Activities	0.5%	0.4%	0.7%
Activities of Households as Employers	-	-	0.7%
Agriculture, Forestry, and Fishing	-	-	0.4%
Mining and Quarrying	0.1%	0.1%	<0.1%

Note: \*Türkiye İş Kurumu (2022). *İşgücü Piyasası Araştırması, İstanbul İli, 2022 Yılı Sonuç Raporu*. İŞKUR, İstanbul.  
URL: <https://media.iskur.gov.tr/66896/istanbul.pdf>

\*\* Türkiye İş Kurumu (2023). *İşgücü Piyasası Araştırması, İstanbul İli, 2023 Yılı Sonuç Raporu*. İŞKUR, İstanbul.  
URL: <https://media.iskur.gov.tr/88117/istanbul.pdf>

## ► Annex 4. Regression Analyses

► Table 1. Factors Contributing to the Discrepancy between Perceived and Experienced Workplace Violence

Psychological Violence	Discrimination	Economic Violence	Physical Violence	Sexual Violence
Adjusted R <sup>2</sup> = 0.05	Adjusted R <sup>2</sup> = 0.09	Adjusted R <sup>2</sup> = 0.09	Adjusted R <sup>2</sup> = 0.07	Adjusted R <sup>2</sup> = 0.09
Education Level (-)	Number of subjected violence types other than discrimination (+)	Education Level (-)	Number of subjected violence types other than physical violence (+)	Number of subjected violence types other than sexual violence (+)
Number of subjected violence types other than psychological violence (+)		Number of subjected violence types other than economic violence (+)	Education Level = High (-)	Being female (+)
Being in a managerial position (+)		Age (-)	Being female (-)	Education Level = Middle (+)
Age (-)		Being in a managerial position (+)		Age (-)
Being female (+)				

Note: Variables presented under each violence type are the ones which are statistically significantly associated with discrepancy between perceived and experienced violence. Those with a negative sign are the variables associated with decreased discrepancy (hence increased awareness) concerning that violence type whereas those with a positive sign are associated with increased discrepancy (hence decreased awareness) between what they have experienced and how they perceived it.

► Table 2. Regression Analysis Results for the Factors Influencing the Discrepancy between Perception and Actual Experience of Workplace Violence

	Psychological Violence (Adj R <sup>2</sup> = 0.05)	Discrimination (Adj R <sup>2</sup> = 0.09)	Economic Violence (Adj R <sup>2</sup> = 0.09)	Physical Violence (Adj R <sup>2</sup> = 0.07)	Sexual Violence (Adj R <sup>2</sup> = 0.09)
	Beta	Beta	Beta	Beta	Beta
Being female	0.039**	0.001	-0.032*	-0.058***	0.172***
Education Level = Middle	-0.073**	-0.003	-0.089***	-0.016	0.084***
Education Level = High	-0.197***	-0.010	-0.314***	-0.079**	0.053
Age	-0.065***	-0.008	-0.116***	0.024	-0.041*
Having a white collar job	0.039*	0.018	0.025	0.025	0.037*
Being in a managerial position	0.092***	-0.032*	0.055***	-0.021	-0.006
Number of subjected violence types other than the type of violence involved	0.143***	0.278***	0.159***	0.231***	0.227***
Being alone during interview	0.064***	0.062***	0.004	0.032*	0.071***

Note: \* $p < 0.1$  \*\* $p < 0.05$  \*\*\* $p < 0.01$

► **Table 3. Regression Analysis Results for Factors Influencing Exposure to Workplace Violence at Least Once Throughout Entire Work Life**

	Psychological Violence (Adj R <sup>2</sup> = 0.15)	Discrimination (Adj R <sup>2</sup> = 0.14)	Economic Violence (Adj R <sup>2</sup> = 0.29)	Physical Violence (Adj R <sup>2</sup> = 0.14)	Sexual Violence (Adj R <sup>2</sup> = 0.09)
	Beta	Beta	Beta	Beta	Beta
Being female	0.024	0.012	-0.094***	-0.104***	0.197***
Education Level = Middle	-0.087***	-0.006	-0.158***	-0.008	0.120***
Education Level = High	-0.201***	-0.016	-0.447***	-0.085**	0.157***
Age	-0.061***	-0.021	-0.116***	0.036*	-0.038*
Having a white collar job	0.032	-0.015	-0.018	0.021	0.048**
Being in a managerial position	0.075***	-0.015	0.053***	-0.029	-0.016
Number of subjected violence types other than the type of violence involved	0.318***	0.351***	0.353***	0.325***	0.206***

Note: \* $p < 0.1$  \*\* $p < 0.05$  \*\*\* $p < 0.01$

► **Table 4. Regression Analysis Results for Factors Influencing Exposure to Workplace Violence at Least Once During Last One Year**

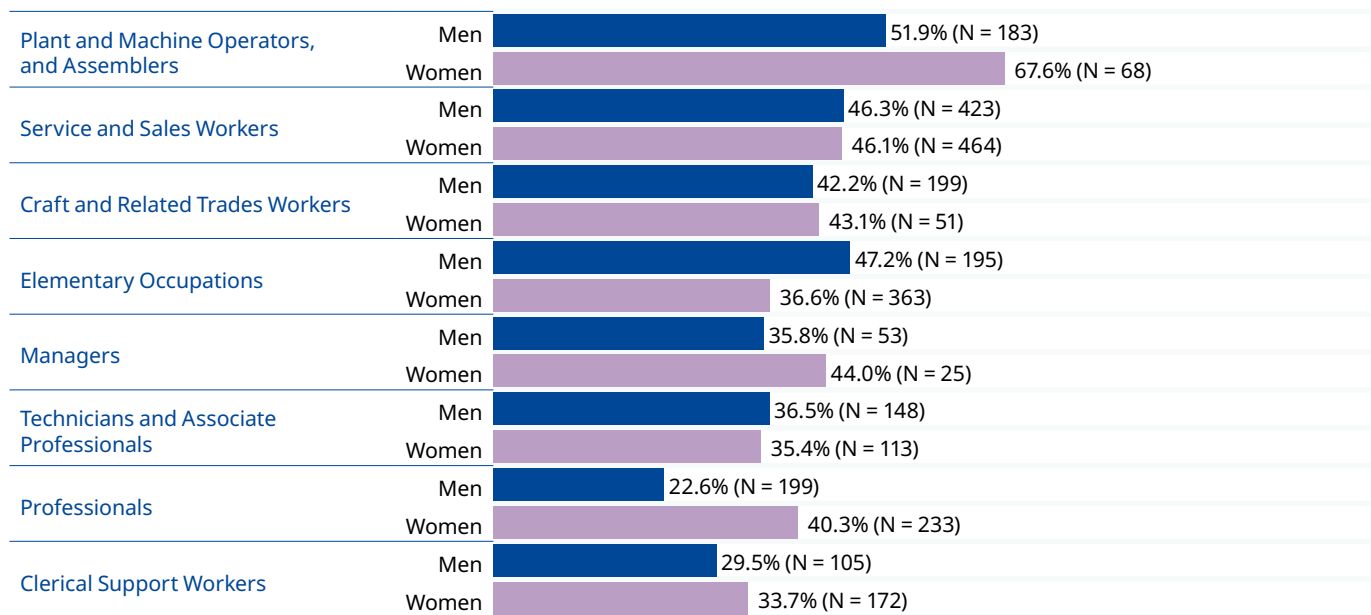
	Psychological Violence (Adj R <sup>2</sup> = 0.14)	Discrimination (Adj R <sup>2</sup> = 0.11)	Sexual Violence (Adj R <sup>2</sup> = 0.13)
	Beta	Beta	Beta
Being female	0.001	-0.005	0.127***
Education Level = Middle	0.009	0.001	0.085**
Education Level = High	-0.116***	-0.058	0.071*
Age	-0.188***	-0.073***	-0.042*
Having a white collar job	-0.020	-0.018	-0.016
Being in a managerial position	0.002	-0.009	-0.033
Number of subjected violence types other than the type of violence involved	0.293***	0.282***	0.243***
Being alone during interview	0.024	0.039**	0.080***
Having a female supervisor	0.010	-0.051**	-0.075***
Company Size = Small	0.031	0.015	-0.099***
Company Size = Middle-Large	0.050**	-0.036	-0.112***
Working at a private company	-0.043**	-0.038*	0.021

Note: \* $p < 0.1$  \*\* $p < 0.05$  \*\*\* $p < 0.01$

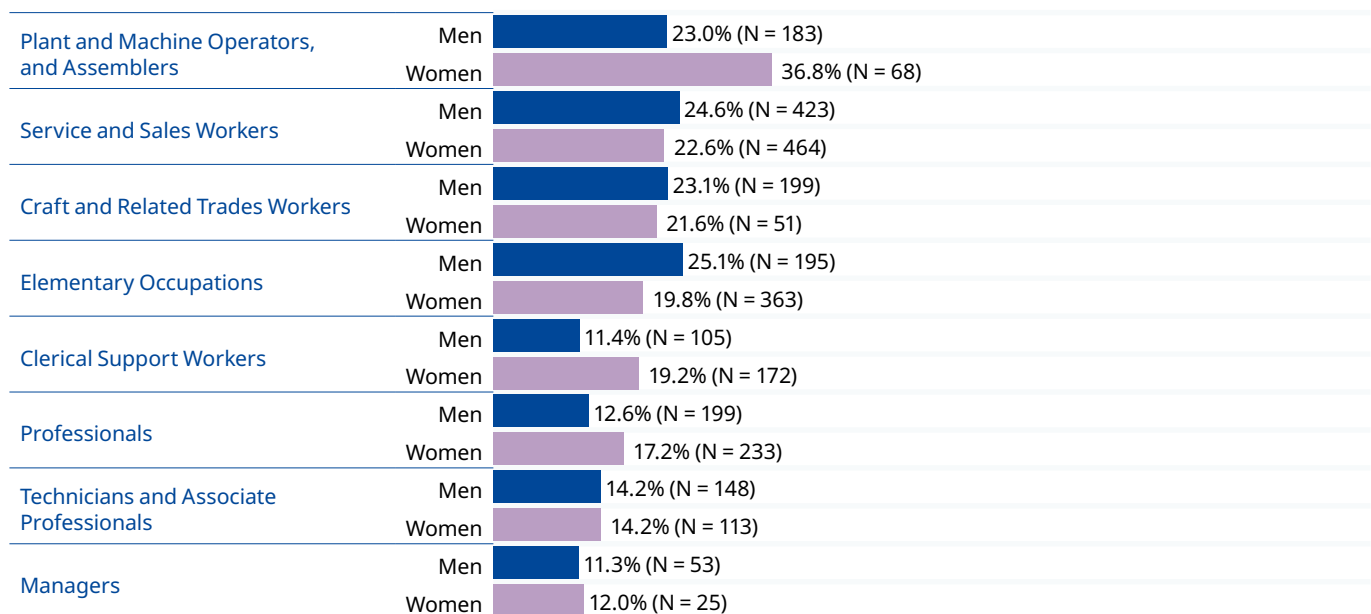
## ► Annex 5. Exposure to Workplace Violence by Gender and Occupation Type

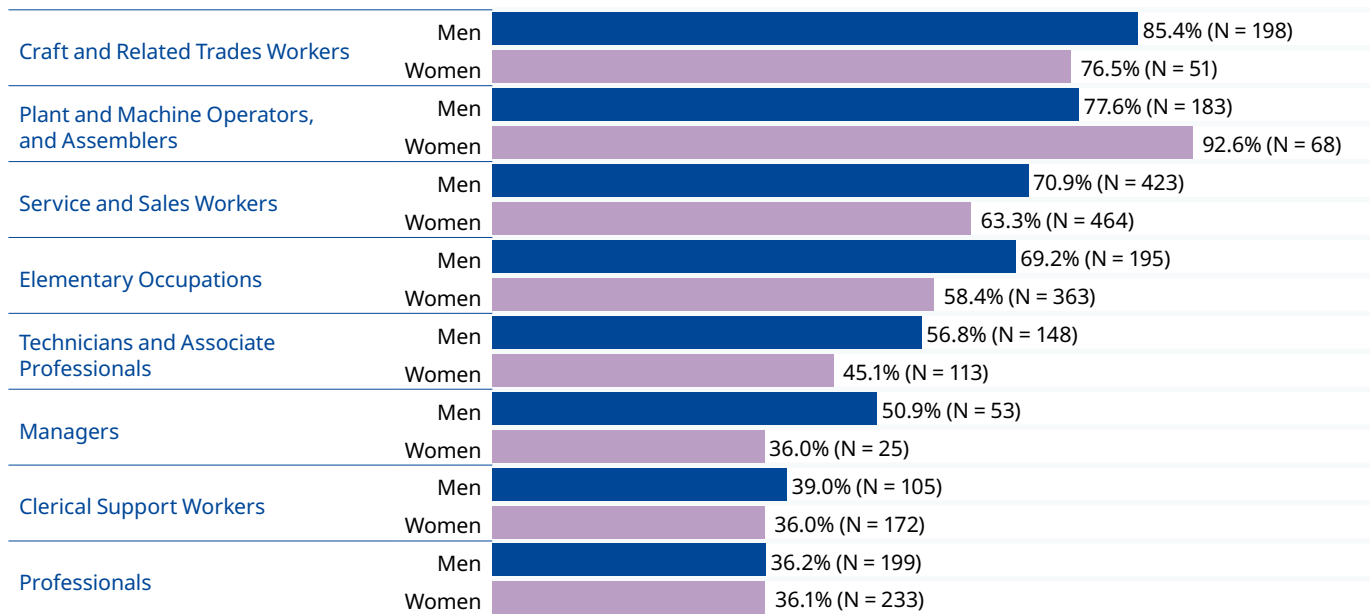
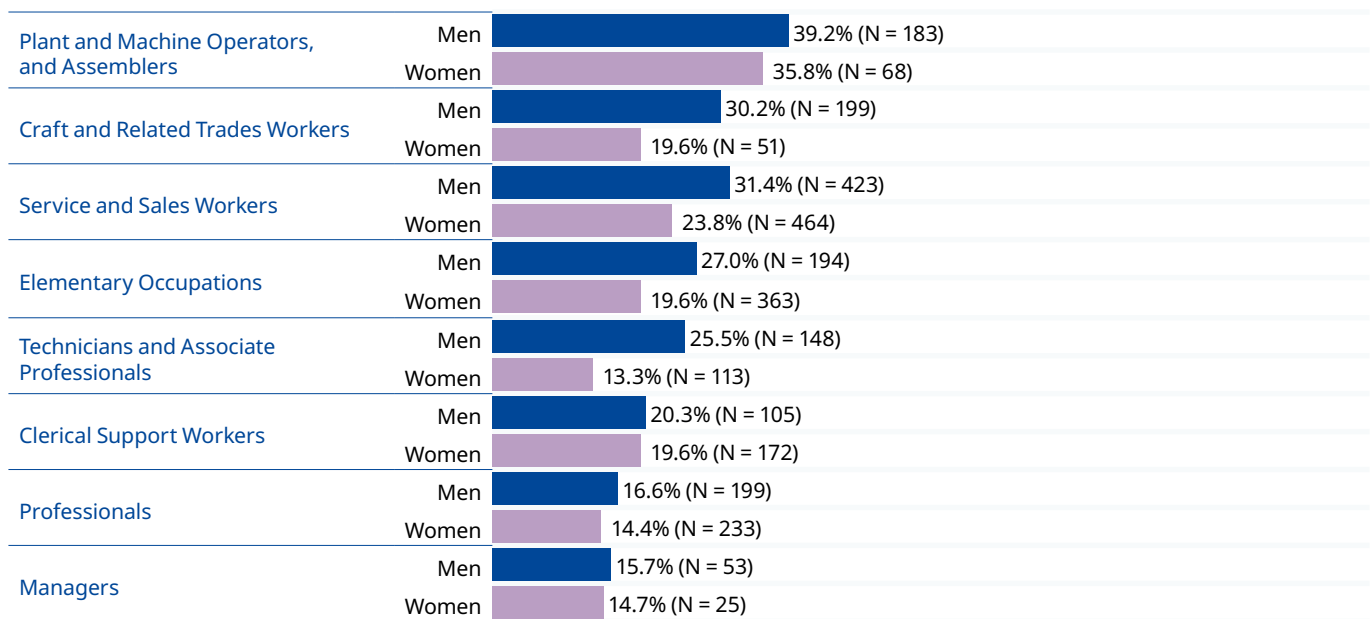
*Note:* Armed Forces Occupations and Skilled Agricultural, Forestry and Fishery Workers were excluded from these figures because of their low prevalence.

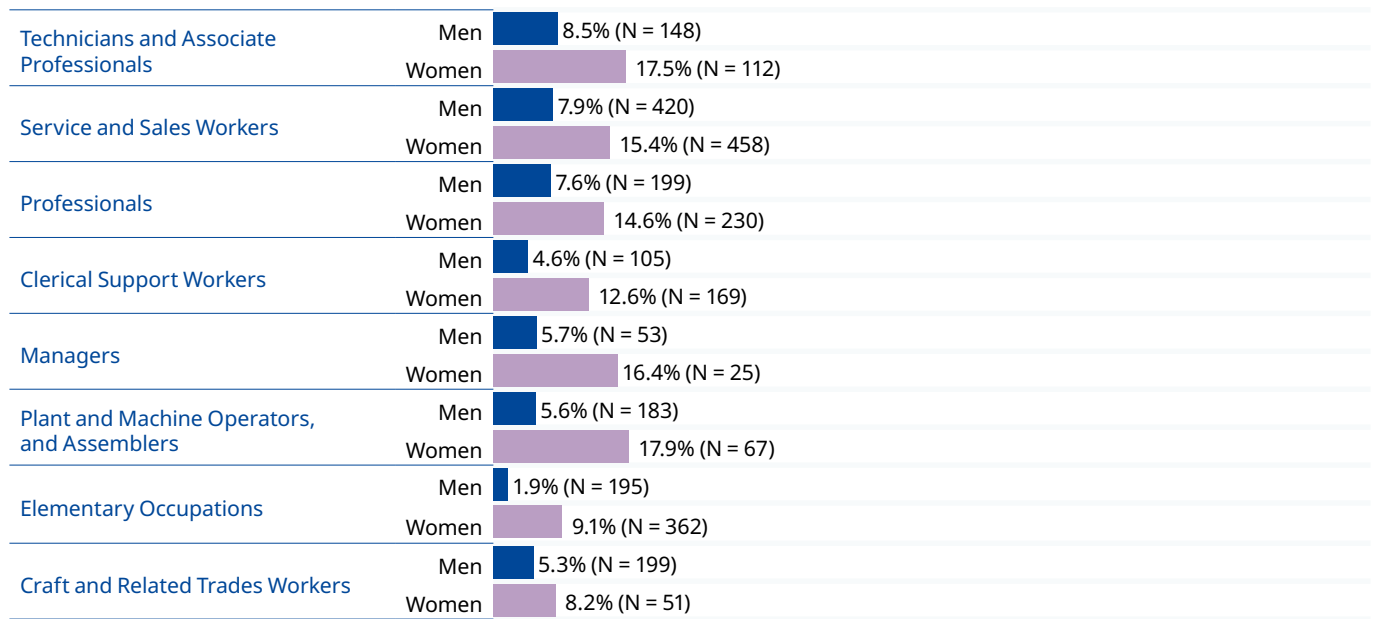
► **Figure 1. Exposure to Psychological Violence in Entire Work Life by Gender and Occupation Type**



► **Figure 2. Exposure to Discrimination in Entire Work Life by Gender and Occupation Type**



► **Figure 3. Exposure to Economic Violence in Entire Work Life by Gender and Occupation Type**► **Figure 4. Exposure to Physical Violence in Entire Work Life by Gender and Occupation Type**

► **Figure 5. Exposure to Sexual Violence in Entire Work Life by Gender and Occupation Type**



## ► Annex 6. Cost of Workplace Violence

► **Table 1. Mean Work Engagement and Satisfaction Scores of Respondents with and without Perceived Workplace Violence**

Work Engagement and Satisfaction Items	Perception of Being Subjected to:								
	At Least One Type of Workplace Violence			Psychological Violence			Discrimination		
	Yes	No	Difference	Yes	No	Difference	Yes	No	Difference
I immerse myself in my work.	3.82	3.91	-0.09	3.77	3.89	-0.12	3.73	3.88	-0.15
I am generally satisfied with my job.	3.70	3.99	-0.29	3.65	3.92	-0.27	3.40	3.92	-0.52
I have a strong sense of belonging to the organization.*	3.66	3.94	-0.28	3.64	3.88	-0.24	3.44	3.87	-0.43
I trust my managers at work.	3.55	3.87	-0.32	3.37	3.82	-0.45	3.25	3.79	-0.54
I trust my coworkers.	3.48	3.68	-0.20	3.37	3.65	-0.28	3.26	3.63	-0.37
I feel like a part of this organization.	3.41	3.60	-0.19	3.31	3.57	-0.26	3.18	3.55	-0.37
I feel 'emotionally attached' to this organization.	3.38	3.54	-0.16	3.26	3.53	-0.27	3.10	3.50	-0.40
When I get up in the morning I am eager to go to work.	3.19	3.52	-0.33	2.96	3.48	-0.52	2.90	3.44	-0.54
My work is not emotionally tiring.*	2.56	2.54	0.02	2.79	2.50	0.29	2.85	2.53	0.32
I do not feel exhausted at the end of the working day.*	2.43	2.45	-0.02	2.73	2.39	0.34	2.61	2.43	0.18
<b>Overall Mean</b>	<b>3.31</b>	<b>3.50</b>	<b>-0.19</b>	<b>3.28</b>	<b>3.46</b>	<b>-0.18</b>	<b>3.17</b>	<b>3.45</b>	<b>-0.28</b>

Work Engagement and Satisfaction Items	Perception of Being Subjected to:								
	Economic Violence			Physical Violence			Sexual Violence		
	Yes	No	Difference	Yes	No	Difference	Yes	No	Difference
I immerse myself in my work.	3.83	3.89	-0.06	3.78	3.88	-0.10	3.77	3.88	-0.11
I am generally satisfied with my job.	3.50	3.98	-0.48	3.61	3.91	-0.30	3.83	3.89	-0.06
I have a strong sense of belonging to the organization.*	3.44	3.94	-0.50	3.56	3.87	-0.31	3.79	3.84	-0.05
I trust my managers at work.	3.49	3.82	-0.33	3.46	3.79	-0.33	3.58	3.77	-0.19
I trust my coworkers.	3.50	3.64	-0.14	3.53	3.61	-0.08	3.45	3.62	-0.17
I feel like a part of this organization.	3.26	3.60	-0.34	3.35	3.54	-0.19	3.56	3.52	0.04
I feel 'emotionally attached' to this organization.	3.25	3.55	-0.30	3.48	3.48	0.00	3.60	3.47	0.13
When I get up in the morning I am eager to go to work.	2.97	3.51	-0.54	3.04	3.43	-0.39	3.51	3.39	0.12
My work is not emotionally tiring.*	2.62	2.53	0.09	2.76	2.52	0.24	2.47	2.56	-0.09
I do not feel exhausted at the end of the working day.*	2.44	2.46	-0.02	2.68	2.42	0.26	2.21	2.47	-0.26
<b>Overall Mean</b>	<b>3.22</b>	<b>3.49</b>	<b>-0.27</b>	<b>3.33</b>	<b>3.44</b>	<b>-0.11</b>	<b>3.38</b>	<b>3.43</b>	<b>-0.05</b>

Note: Items are rated on a 5-point scale, 1 = Totally disagree and 5 = Totally agree. \*Items that were originally reverse coded in the survey.

**ilo.org**

International Labour Organization  
Ferit Recai Ertuğrul Caddesi No: 4  
06450 Oran  
Ankara  
Türkiye

Email: [ankara@ilo.org](mailto:ankara@ilo.org)  
Phone: + 90 312 491 98 90

