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**COMMITEE:** UNWOMEN

**AGENDA ITEM:** GENDER RELATED MOBBING

**COUNTRY:** PAKISTAN

**ABOUT OUR COUNTRY:** Pakistan officially the Islamic Republic of Pakistan is a country in South Asia. It is the world's fifth-most populous country, with a population of almost 243 million people, and has the world's second-largest Muslim population just behind Indonesia.

ABOUT MOBBİNG: Workplace bullying is a persistent pattern of mistreatment from others in the workplace that causes either physical or emotional harm. It can include such tactics as verbal, nonverbal, psychological, and physical abuse, as well as humiliation. This type of workplace aggression is particularly difficult because, unlike the typical school bully, workplace bullies often operate within the established rules and policies of their organization and their society. In the majority of cases, bullying in the workplace is reported as having been done by someone who has authority over the victim. However, bullies can also be peers, and rarely subordinates.

We developed a study for workplace bullying.

OUR SOLUTION: Study aims to expand the literature on antecedents of workplace bullying by examining its relationship with social cynicism in the context of Pakistan. In addition, this study aims to examine whether Islamic Work Ethic (IWE) moderates this relationship. The study has adopted a quantitative research design with data collected through a survey of 350 healthcare professionals in Pakistan. The findings reveal that while social cynicism has a direct and positive effect on perceived bullying in the workplace, IWE moderates this effect, such that the effect is weaker among employees with a higher IWE as compared to those with a lower IWE. The findings have important implications to understanding the process of how bullying may be perceived in the workplace, and the role played by employees’ values and belief systems in shaping these perceptions. Importantly, the findings highlight that IWE can safeguard against perceived bullying in the workplace by buffering the potential positive impact of social cynicism on it. All in all, this is the first study that examines the relationship between social cynicism and workplace bullying. It also explores the boundary conditions placed by IWE in this relationship.