

Bullying encompasses a wide array of concepts which could easily be misconstrued or confused with harassment. ✓ Workplace bullying needs to be understood in the context of the workplace. ✓

- 1.5 With close reference to paragraph 7, discuss why bullying continues in the workplace.

(3)

There are no laws against bullying ✓ as such. Laws against harassment do not necessarily protect employees against bullying. ✓ Therefore, a cycle of bullying is perpetuated and this leaves room for abuse by hierarchical superiors. ✓

[Accept quotes.]

- 1.6 Refer to lines 40–42: 'almost all participants ... in South Africa.'
Comment critically on the writer's inclusion of reference to South Africa.

(3)

The writer's readership is South African and can, therefore, relate to the context. ✓ The political and social context of South Africa perpetuates and influences bullying in the workplace. ✓ In a South African context, bullying in the workplace mirrors the challenges faced by citizens. Individuals find it difficult to construct shared identities. Ultimately, this gives rise to conflict. ✓

[Award full marks only if a critical comment is given.]

- 1.7 Refer to paragraph 10.
In your view, are the participants justified in using alternative terms for bullying?
Substantiate your response.

(3)

YES

It is understandable that the respondents use euphemistic terms to avoid the harsh reality of bullying. ✓ One cannot blame them for not wanting to be stigmatised as weaklings and victims. The victims are left in a vulnerable state. ✓✓

OR

NO

Bullying is a severe form of victimisation and no euphemistic terms could remove the severe emotional impact it has on victims. ✓✓ The term 'bullying' needs to be understood if it is to be combatted. ✓

[Accept cogent alternative/mixed responses.]

- 1.8 Refer to paragraphs 2 and 3.
Describe the writer's style in these paragraphs.

(3)

The use of the personal pronouns, 'we' and 'I', is relatively informal. ✓ In paragraph 2, the conversational tone, e.g. 'or something to that effect' clearly shows that the writer uses a distinctly informal style. ✓ 'So what, exactly, is bullying?' (paragraph 3) creates a fairly

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