

Impacts of Workplace Discrimination on Employee Wellbeing

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Abstract: Obesity, a serious health problem affecting millions of people in industrialized societies, has also a social dimension that has been mostly ignored by the medical and social sciences. In order to prove that discrimination in the workplace has a bearing on the well-being of obese people, an experimental study was designed in which 110 obese patients of a big Spanish hospital who were at the moment following a weight reduction treatment took part. As expected, a negative relation between discrimination and well-being was found and, in addition, this relationship was mediated by participants' work skills. Stereotype threat effects for obese people in the workplace were also considered.

Keywords: Obesity, Discrimination, Job, Welfare.

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