

2014 Tarragona - "Workplace harassment in the current crisis situation".



In the original Spanish. Translated by Marina Parés

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The importance of detecting workplace harassment in the company

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Marina Parés Soliva reveals the keys to stop the expansion of mobbing.

On February 15, the Trade Union of Various Trades in Tarragona had the presence of Marina Parés Soliva, a social worker, legal expert, president of SEDISEM, the European Mobbing Information Service, and webmaster of the community website. org. In his talk, entitled "Workplace harassment in the current crisis situation", he shared with attendees his experiences and research with this problem that, according to reports from the European Foundation for job improvements, some 800,000 people in Spain could be suffering.

The speaker highlighted the importance of detecting which are the cases in which a mobbing situation really occurs and in which other types of problems occur, when caring for a worker in the union.

To begin, he made a brief review of what the phenomenon is and the research that is being carried out on the subject of workplace harassment. Subsequently, he emphasized how this situation can be tackled in the environment of the company and of the colleagues themselves, and finally how it should be fought from the environment of the affected, both from the union and from society in general.

Know the phenomenon

Marina defined mobbing as the harassment of a group towards a person in a frequent and systematic way, incited by a main instigator, who is a manipulator. It occurs within the environment of a company or an organization, so that the person who is experiencing this harassment leaves the organization, losing the possible social benefits to which he may be entitled.

In his presentation he listed the three agents involved in the harassment. The former is the chief instigator, the latter are the unspoken collaborators, and the latter the silent witnesses.

The instigator is the main stalker, he is the one who decides who is going to target the bullying. He surrounds himself with other workers to give credibility to his version of events and has two tools to manipulate his environment, which can be flattery, magnifying the work of those who want to use it, and punishment, complaining about how badly it is treated. In this way he gets the rest of the workers to believe in him. His way of acting is in the shade, convincing other people to do the dirty work.

Then we find the unspoken collaborators, who will be those who directly confront the harassed and those responsible for spreading malicious rumours.

Finally, those workers who are perfectly aware that a colleague is being harassed for no real reason are called silent witnesses, and yet they do not act, they just do their job looking the other way.

According to the researcher, the way of acting of the group of stalkers is to insult, ridicule, mock and, above all, criticize, although they can even use physical violence. If they do not achieve their goal, the violence will increase, whether verbal or physical.

How can we act

For Marina, the important thing as workers is to know what we should do when we find a colleague who may be experiencing workplace harassment, how not to become silent witnesses. Simply, we must avoid giving continuity to that rumour, not justifying any hostile attitude towards another partner, not blaming the criticized person and, ultimately, not giving in to the social pressure of the environment. Solidarity is also essential and, although it is not necessary to adopt a heroic attitude, the person attacked must know that they have a partner who does not participate in the harassment and, therefore, on whom they can lean.

Likewise, the speaker explained how we should act if we detect that we can be victims of mobbing, that we can be in the crosshairs of some criticisms. The most important thing is not to keep quiet, to lean on other colleagues who are on our side, to fight so that it is known that the treatment we are receiving is not adequate, not to throw in the towel at any time and, above all, to take care of our health.

From the company's point of view, there are nine clear indicators that there is a case of mobbing, against which they should act. These indicators can go through a sudden change in the behaviour of a worker, such as frequent absences from work or isolation, numerous complaints about a worker, bad gestures, bad responses or incorrect behaviour can be observed.

The first thing would be to detect who the harasser is, taking care not to confuse him with someone from his clique, since as long as the instigator continues to act, the harassment will not stop. His methods are very subtle, such as disapproving gestures, use of false premises, innuendoes, or talisman words, as is the case with the word democracy in our society today, and, in short, manipulate his environment. The company should implement good practices within the department, with the intervention of Human Resources, union sections and, if necessary, external psychologists, creating a protocol against workplace harassment in the company.

It should also intervene in the health field, tackling the possible psychological and psychosomatic consequences that the harassed person could develop, in the judicial field, through an expert report on workplace harassment at the time of attending a trial, and in the family sphere. , preventing you from feeling guilty and supporting you throughout the process.

In summary, the talk provided guidelines to follow and indicators to detect this type of conflict, pointing out the importance of fighting so that the affected worker does not renounce their rights and get them recognized.

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https://www.lahaine.org/est_espanol.php/la-importancia-de-detectar-el-acoso-labo