

«Harassment at work decreases the performance of the company»

EL CORREO

«El acoso en el trabajo disminuye el rendimiento de la empresa»

Sufrió acoso laboral y dice que ni el sistema jurídico ni el de salud protegen a las víctimas Marina Parés Servicio Europeo de Información sobre el 'Mobbing'

CRISTINA TURRAU
SAN SEBASTIÁN.

Lunes, 6 septiembre 2010, 04:46

He suffered harassment at work and says that neither the legal nor the health system protects victims Marina Parés- European Information Service on 'Mobbing'

CRISTINA TURRAU - SAN SEBASTIÁN - Monday, September 6, 2010, 04:46



Marina Parés, en San Sebastián. :: LUIS MICHELENA

In 2002, he suffered harassment at his job and after a long journey, which included overcoming a major illness, he continues to work at the same company. Marina Parés is President of the European Mobbing Information Service and victim advisor. This week he has participated in a summer course in San Sebastián at the UPV-EHU on bullying at work.

-Harassment at work, is it old?

-It is as old as work with labour rights. When the worker has fewer rights, he is fired without the need to harass him. In the workplace, we find four types of harassment: strategic, directing or managing, perverse and punishing.

-What is strategic harassment?

-When the company has included workplace harassment in its way of operating. Young people or people with disabilities are hired with institutional grants. But when the time comes to fix the worker, he is pressured to leave. Because grants only come with a new contract.

-And the address?

-It is also called management, because it can be carried out by a manager or an intermediate command. It is a personal style of command. Whoever questions this type of boss is ostracized. Today one is attacked. And tomorrow to another. Fear prevails. And workers do not show solidarity with the affected.

-There is also a perverse 'mobbing'.

-It is generated by a psychopathic personality and can occur between colleagues or even, from a subordinate to a boss, which is more common in the public sphere. It is not harassing as a business strategy or seeking higher performance. The basis is envy. This type of bullying is as old as humanity.

-And there is sanctioning harassment.

-Someone is harassed to leave the company. And it is done publicly and looking for an example. It occurs in cases of maternity leave, sick leave or union delegates acting. I learned about the case of an administrative officer who was placed facing the wall, in the place where all the staff signed on. Some only knew his back.

-Why does one decide to dedicate so much effort to crushing another?

-Because the damages of 'mobbing' for the company have not been well defined yet. It starts because it is thought that it will bring benefits, but there is a serious risk for the company that allows harassment.

-Which?

-In the short term there is a decrease in the work performance of the employees, who are more aware of the conflict than of being effective. In addition, there is the absenteeism of the victim. Either the substitutions are paid or there is an extra workload to be distributed. A mistrust is generated and a lack of communication that affects the quality of work.

-Are there long-term consequences?

-The cases are different in the Public Administration, because the extra cost caused by the harassment, we all pay. And in this area, repetitive harassment occurs, because they can afford it. The private company cannot bear several years of losses. If harassment is allowed, the company may go bankrupt. I learned about the case of a Polyclinic in Granollers, a private institution that received public funds. Repeated harassment occurred that caused the end of the business.

-Have the harassers spent a long time in impunity?

- They have happened and they continue happening. They are people who know how to manipulate very well. They obtain the approval of those who have power. And that's why we have been without adequate legislation for so many years. In the academic field, Spain is at the international level, but at the legal level we are worse than in countries like Colombia, which has specific legislation.

Legal loopholes

-The planned reform of the Penal Code to punish workplace harassment leaves loopholes, experts say.

-And it will not take effect until November, an insult to the victims, who cannot wait that long. The public legal and health system has not protected them at all. The decision has been left to the judges. Some of them have seen harassment and have determined. Others have seen harassment and have not. Others have not seen it. And some have seen bullying where there was none. Lack of training. The sentence on the case of a neurosurgeon specialized in heart at the University Hospital of Santa Cruz de Tenerife is illustrative. In the last judgment, not appealable, even though the existence of 'mobbing' has been demonstrated, the judge exonerates those responsible, among other reasons, 'because there is no legal definition of the phenomenon of moral harassment at work in our country'.

-Why did you specialize in this matter?

-In 2002 I was harassed at my workplace. I wanted to fight against it and found no tool. Today I intend to teach victims how to overcome this situation. I know what I'm talking about. I suffered a serious illness and reached clinical death. Today I am perfectly recovered and I am still in the same company. The people who harass do not change. But I have managed to make myself respected.

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En 2002 sufrió acoso en su puesto de trabajo y después de un largo recorrido, que incluyó la superación de una importante enfermedad, sigue trabajando en la misma empresa.

Marina Parés es presidenta del Servicio Europeo de Información sobre el 'Mobbing' y asesora de víctimas. Esta semana ha participado en San Sebastián en un curso de verano de la UPV-EHU sobre acoso moral en el trabajo.



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