**Country:** Italy

**Committee:** UNWOMEN

**Topic:** Gender related mobbing

Mobbing has been an issue all around the world for decades. From higher education sectors to healthcare, mobbing sadly exists everywhere. With rising rates of mobbing in our modern world of today, this problem is now more urgent than ever as not only are our women’s mental health is at stake, their economic wellbeing, physical health, and pride are also in great danger.

Research has shown that mobbing rates in Italy range from 4% to 6% with victims being 51% women and 49% men. However, these numbers are still high and must be brought down to 0%. Italy has come up with many solutions and initiatives in order to achieve this goal such as guidance services, developing joint actions with other European nations/trade unions etc. We believe that there are many other actions and solutions that can be taken into consideration in order to help our women citizens as well as our men citizens.

We have found some possible solutions to our agenda item that can be discussed by the whole committee such as having a comprehensive definition of mobbing; a code of corporate ethics banning offensive, harassing, persecutory or immoral behaviour; training and information for workers; creating of a joint committee made up of representatives of the company/workers and the possibility for the employer to take disciplinary action against 'mobbers'.

We wholeheartedly think that by coming together today, we can design an even better framework and figure out how to solve these problems at hand.

References:

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5801609/>

<https://www.eurofound.europa.eu/publications/article/2004/increasing-focus-on-workplace-mobbing>