**Country:Poland**

**Comittee:UNWOMEN**

**Delegate:Ceylin MUSALI**

**Agenda Item: Gender related mobbing**

Poland, officially the Republic of Poland, is a country in Central Europe. It is divided into 16 administrative provinces called voivodeships, covering an area of 312,696 km2 (120,733 sq mi). Poland has a population of over 38 million and is the fifth-most populous member state of the European Union. Warsaw is the nation's capital and largest metropolis. Other major cities include Kraków, Wrocław, Łódź, Poznań, Gdańsk, and Szczecin.

Mobbing is the psychological harassment that is systematically applied by an individual or a group of people against another person in an unethical and hostile way, in the workplace or elsewhere. Bullying and mobbing are creating problems for both women and men. According to a research the exposure to negative acts was associated with more subsequent mental health problems for both men and women, whereas self-labelling was associated with mental health problems for men only. Nevertheless, a majority of the studies showing gender differences indicate that more women are bullied than men. In a review of research on gender and workplace bullying ([Salin, 2018](https://www.frontiersin.org/articles/10.3389/fpsyg.2020.560178/full" \l "B57)) found that a majority of the included studies point to women being the most exposed. However, there are examples of studies showing men as the most exposed to workplace bullying Mental health problems at baseline also increased the risk of bullying for both men and women; however, the measurement method affected if the effect was stronger for men or women. This phenomenon causes substantial negative workplace consequences, but, above all, one should stress the consequences for the victims, which are devastating. This has been observed in a variety of organisations, regardless of the sector and country.

In Poland, workplace mobbing is more prevalent in the public sector than in the private. And also 83.3% of legal frameworks that promote, enforce and monitor gender equality under the SDG indicator, with a focus on violence against women, are in place. In diplomacy as of February 2021, 28.3% of seats in parliament were held by women.

As a country which has higher women population than men, Poland is taking action with the help of United Nations for a better lifestyle for women in terms of women rights in workplace such as, the Polish National Plan on Women Peace and Security(2018-2021) and Anti mobbing commissions.

However, work still needs to be done to achieve gender equality. In order to decrease the mobbing rate and prevent the violence against women we strongly believe that, Member States should raise awareness on this crucial issue by giving in-service training including empathy, dialogue, understanding, respect, mobbing and etc. in workplaces and schools. Also, we as the delegation of the Republic of Poland supports that victims of mobbing should be able to take mental health care if needed during conflict or after conflict for less amount of payment. Poland further suggests protecting women by defining stronger rules and laws in terms of mobbing.

References: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7215934/>

<https://www.frontiersin.org/articles/10.3389/fpsyg.2020.560178/full>

<https://en.wikipedia.org/wiki/Poland>