



Position Paper



Bullying and Harassment in the Workplace: What We Can Do About It

Committee: United Nations Women

Country: Kingdom of Sweden

Sweden has a rich history that dates back to pre-historic times. During the Viking Age, the Vikings from Sweden were known for their seafaring and trading skills, as well as their raids and conquests in other parts of Europe. In the Middle Ages, Sweden became a unified kingdom, and later a great power. In recent history, Sweden has undergone major social, economic, and political changes. In the 19th and 20th centuries, the country became a constitutional monarchy and its economy shifted from an agricultural base to an industrialized one. Sweden is now known for its high standard of living, its welfare state, and up until recently for its neutrality in international affairs.

Bullying in the workplace is a serious problem that can have negative effects on the mental health and well-being of employees. It can also have negative consequences for the workplace itself, such as decreased productivity and increased turnover. Though it may seem like this bullying is mostly towards woman this is not the case. According to previous research 55% of all women and 45% of all men were being bullied in Sweden. It was revealed that 76% of the men were being bullied by men, 3% were being bullied by women, and 21% were being bullied by both men and women. By contrast 40% of the women were being bullied by women, 21% were being bullied by men, and 30% were being bullied by both men and women.

One of the ways that Sweden has addressed the problem of bullying and harassment is by implementing stricter laws. This was done as a response to changes made by the EU Legislation. For example, the Swedish Discrimination Act, which was introduced in 2008, prohibits discrimination on the grounds of gender, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, or age. In addition to legislation Sweden, has also implemented educational programs in schools to teach children about the importance of treating others with respect. For example, many schools in Sweden have implemented programs that focus on promoting empathy and conflict resolution as well as negative effects of bullying. Overall, these courses help students develop the skills needed prevent and address bullying through their lives.

Despite these efforts, bullying and harassment are a major problem in Sweden. It is important for individuals and communities to work together to address and prevent these harmful behaviors. This can include teaching children about empathy and conflict resolution, providing support and resources to those who have been affected by bullying and harassment, and working to create a culture of respect and inclusion in all aspects of our lives.

However, more work needs to be done to combat these harmful behaviors and to create a society where everyone is treated with respect and dignity. It is important for individuals and communities to work together to address and prevent bullying and harassment in a workplace. If we start teaching people about the importance of treating others with respect from a young age, the issue of bullying in the workplace will not be as big of a problem. We also propose establishing a confidential reporting system that allows employees to report incidents of bullying without fear. This can be done through a hotline, an anonymous survey, or a dedicated email address. Another solution can be providing support and resources to employees who have experienced bullying, such as counseling and other mental health services. This can help employees to recover from the negative effects of bullying and to return to work feeling safe and supported.