

***Position Paper***

Country: The Republic of Tunisia

Committee: Un Women

Agenda Item: Gender Related Mobbing

The Republic of Tunisia located in North Africa, is the smallest country in the Maghreb Region.

Separated from the European continent by the Strait of Sicily, Tunisia is 140 km from south of the country there are many seasonal shallow lakes and large salt lakes.

The Republic of Tunisia in short, Tunisia is a country in North Africa, which has a coast to the Mediterranean Sea. It’s founder is Habib Burgiba. It is located in Algeria to the west, Libya and the Mediterranean Sea to the north. The southern part of the country is covered by the Great Sahara Desert. The flag of Tunisia, whose president is "Kays Said", was first raised in 1959, then underwent a few minor changes in 1999.

The word mobbing comes from the Latin word 'mobile vulgus'. It also means unstable crowd, siege, harass, disturb or harrow. The concept of psychological violence at work in terms of human behavior was first used by the Swedish industrial psychologist Heinz Leymann. Leymann, according to the "systematic and hostile aggressive and unethical behavior in the workplace by deliberate exposure of an individual or group", mobbing in the workplace by a person against another person or a group of people systematically applied the definition of psychological harassment is defined as. in an unethical and hostile way at work or elsewhere.

The concept of mobbing began to be used to describe interpersonal behavior with the scientist Peter-Paul Heinemann's observation that school-age children exhibit aggressive behavior towards other children whom they find lonely and weak. The concept of mobbing has become a psychosocial phenomenon that is known and used in daily life in all countries of the world today. Awareness about mobbing is increasing in all countries of the world. As it is widely used in Germany, Austria, Sweden, Italy, Spain and Turkey; It is also used as 'workplace bullying' in the UK, the United States and Denmark.

There are many reasons underlying mobbing. The most common reasons are personal, organizational and sociocultural reasons. Self-confident, talented, loved people in their social circles increase the rates of being victims of mobbing due to the jealousy of other people. In the same way, hardworking people who do not like to be controlled by others have also stated that they have become the target of mobbing. While mobbing is generally seen in all kinds of workplaces and institutions, it is explained that employees in small and non-profit organizations are more likely to be exposed to mobbing. It is said that the reason for this is due to the fact that the managers of small businesses have less knowledge about management than large businesses.