Country: Czech Republic / Czechia

Committee: The United Nations Entity for Gender

Equality and the Empowerment of Women.

Agenda Item: Gender Related Mobbing

Czech Republic is a landlocked country in the central of Europe, Germany to the west, Poland to the northeast, Slovakia to the southeast and Austria to the South. The population of Czech Republic is approximately 10.700.000 citiziens. The capital city of Czech Republic is Prague. Czech Republic has borders with Germany, Austria, Slovakia and Poland. Czech Republic is a member of UN, NATO, EU, Council of Europe, OSCE, OECD, WTO, EBRD, IAEA, ILO, Visegrad Group and IMF. The official language in the country is Czech. The president of the country is Miloš Zeman amd the prime minister of the country is Petr Fiala.

According to an independent survey which made in 2019 spring and summer season and joined 1229 participiant, in Czech Republic, while the majority manage to protect themselves from mobbing, some cannot. So these people who cannot protect themselves, become a victim of mobbing.

According to the same survey, the majority of participants didn’t face with mobbing anytime. But %29 of the participants (perhaps %4 of participants or a part of %4) bullied at work in a part of their life. This corresponds to approximately one in four people.

 The researches and surveys which made by research agencies (Data Collect, GfK Czech and STEM/MARK) and UPOL (Palacký University) show the truth about the mobbing in Czech Republic. These surveys have the character of basic monitoring of the given topic within he general representative population.

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|  | Persons exposed to some form of bullying | The most bullied target group | Bullying at least once a week | Bullying for more than 1 year |
| 2001 (GfK) | %16 | Women, persons under 29 years of age,persons with a lower level of education | %38 | %58 |
| 2003 (GfK) | %28 | Up to 29 years old, persons with a lower level of education | %25 | %54 |
| 2005 (GfK) | %17 | Women aged 30- 44 | %33 | %47 |
| 2007 (GfK) | %16 | Women age 45 and older | %31 | %45 |
| 2009 (STEM/MARK) | %27 | Women, people under 29, working people in their fifties | %40 | %42 |
| 2011 (STEM/MARK) | %19 | Women, persons under29 years of age | %45 | %59 |
| 2013 (STEM/MARK) | %21 | All equally | %55 | %63 |
| 2015 (STEM/MARK) | %23 | Women | %43 | %54 |
| 2017 (GfK) | %19 | Women,persons under 29 years of age | %41 | %34 |
| 2019 (Data Collect) | %36 | Persons under 29 years of age | %46 | %42 |
| 2015 (UPOL) | %20 (In the last 6 months) | Around 40 years old, higher education, state sector |  |  |

As you can see in the chart in Czech Republic:

* Workplace bullying affects around one fifth of people over the years,
* Women are generally bullied more often,
* Previously, people with a lower level of education were more likely to be a risk, in recent years bullying has also shifted to employees with secondary and university education
* Employees are most often bullied by their superiors or by their colleagues.

 Also, there are several ways for mobbing. The most used ways are gossip, tasks with a meaningless deadline,excessive control and work below the level of competence.

 Czech Republic is in the countries that have the lowest unemployment rate in European Union. But because of mobbing, people resign their job or they are forced resign. While the unemployment rate is so low in Czech Republic, mobbing increases the unemployment rate. But mobbing increases the unemployment rate not only in the Czech Republic, but all over the world. So, mobbing is a problem that needs to be solved worldwide.

 While Czech Republic and the citizens of Czech Republic was suffering because of mobbing, also impacts of mobbing is worldwide. The problems that mobbing can cause are more than one. Mobbing can cause physical and psychological problems like anxiety, depression even suicide. Additionally, the victims of mobbing lose their request for getting a job or do their best. So, this unwillingness reduces the quality of work.

 For reduce the effects of mobbing and create a more relaxing and safe workplace, individuals and groups of people should co-operate each other. For individuals, we should teach to workers that how they can prevent bullying at workplace. Also for groups, we should include mobbing in official documents and rules, develop the mediation procedures and work with supervisory bodies.

REFERENCES:

file:///C:/Users/ddeni/Downloads/Czech%20Republic%20Gender%20Releated%20Mobbing.pdf

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