COMMITTEE :UN WOMEN (UNITED NATIONS UNIT ON GENDER AND WOMEN'S EMPOWERMENT)

COUNTRY: MONTENEGRO

Montenegro is the smallest country in the western Balkans with an area of 13,812 km2 and an estimated population of 620,000. Its capital is Podgorica. It became an independent country on June 3, 2006. Montenegro, which previously existed as a single state with Serbia, eventually declared its independence.

Geographically located in Europe, Montenegro supports committees of the United Nations that advocate women's rights and equality such as UNWOMEN. The United Nations carries out studies against all kinds of injustices towards women around the world. Mobbing is a phenomenon that both men and women can be exposed to, and the United Nations follow this issue in particular. In this context, the UNWOMEN committee, which submits recommendations and decisions to member countries and member states, continues to work on mobbing. Montenegro, which is against all forms of violence against women, especially reacts to mobbing in a similar way. It has been observed that mobbing incidents in the workplace increased especially with the way for women's participation in the workforce.

The percentage of women in decision-making, entrepreneurship and managerial positions in the economy in the country is quite low. Approximately 60% of citizens believe that men should work for the livelihood of the family, and women should dedicate themselves to the family. This stereotyped thinking makes it difficult to achieve social equality. This situation, which we can call a kind of discrimination, ultimately manifests itself as mobbing against women.

All forms of discrimination, verbal or physical harassment are called mobbing. It is seen in researches that such situations are generally exposed to women, but men may also be in this victim audience. It seems more common in workplaces in Montenegro. Therefore, we have put into practice he regulation regarding this situation, mobbing has passed into the literature as a crime. Accordingly, the employer has to respect the dignity of the employee in the workplace and working environment. In case of detection of mobbing crime in workplaces, a fine between 500 euros and 10,000 euros can be applied.

Despite the penalties, such incidents can still be seen. As Montenegro, we aim to raise social awareness by including mobbing and similar situations in education and training activities. The mentality change that will occur in humans can be the definitive solution for such events. In addition, Montenegro has adopted measures and policies for the protection of human rights and equality. We state that mobbing should be considered as a global problem and that we will make every contribution to the solution proposals and cooperation activities to be put forward.

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