



Country: Slovenia

Committee: UNWOMEN

Agenda Item: Gender Related Mobbing

Slovenia officially the Republic of Slovenia is a country in Europe. It is bordered by Italy (218 km) to the west, Austria (299 km) to the north, Hungary (94km) to the northeast, Croatia (600 km) to the southeast, and the Adriatic Sea to the southwest. The population of 2.108.708 people. Slovenes constitute over 80% of the country's population Slovene, the official language is South Slavic language additionally. Area covered on the world is 20,273 sq km. Slovenia has a predominantly temperate continental climate. Ljubljana, the capital and largest city of Slovenia. Instant president of the country is Robert Golob. The Slovene lands were part of the Austro-Hungarian Empire until the latter's dissolution at the end of World War I. In 1918, the Slovenes joined the Serbs and Croats in forming a new multinational state, which was named Yugoslavia in 1929. After World War II, Slovenia was one of the republics in the restored Yugoslavia, which, though communist, soon distanced itself from the Soviet Union and spearheaded the Non-Aligned Movement. Dissatisfied with the Serb-dominated power, the Slovenes succeeded in declaring their independence in 1991 after a short 10-day war. Slovenia has a Parliamentary republic type of government. Slovenia joined the UN on 22 May 1992. As a staunch supporter of the effective cooperation of countries within international organizations, it strives to ensure a better tomorrow within the UN by enhancing international peace and security, promoting sustainable development, strengthening international law, protecting human rights. promoting democracy and tackling climate change.

No matter how much we don't hear it in our lives, "mobbing" in the background of every problem plays a big role in our lives, but we are not even aware of it yet. The mobbing comes from the Latin word "mobile vulgus". It also means "unstable crowd, siege, harassing, disturbing, or raking. As we can understand from the origin of the word, mobbing is a kind of bullying, but it is mostly in business and working environment. Revealing one's own potential, being given work that will limit oneself or be unnecessary. It is an action that can take place physically, psychologically and sexually. When we look at the victims of mobbing regardless of gender, we see that it usually happens to people who are hardworking, talented and have good ranks in their jobs. In this, we can see that 'mobbing abusers' are driven by grudge-like emotions such as jealousy etc. When it comes to gender and mobbing, it is seen that women are victims of mobbing more than men by two-thirds. Men are generally exposed to mobbing by men, and women are generally exposed to mobbing by both men and women. The reason for this is that more male characters play a role in the leading position in social life. As a result of mobbing, it" is seen that the victim of mobbing is generally faced with mental problems, we see that, it can be seen that most of the causes of suicide in the society are based on mobbing. Some psychological problems brought by it are psychological and physical disorder, depression, anxiety, stress-related diseases and obsessions. In a country where the rate of mobbing is high, there is no productive life and this affects social life, economy, education, health sector and many more.

Our research deepens the understanding of mobbing in our country. We have confirmed its prevalence and relevance among Slovenian employees and, for the first time, have also confirmed its connection with PTSD in a Slovenian sample. Our findings unravel the seriousness of the problem of mobbing in Slovenia. The problem has been explored to some extent by several prior studies, although we are still waiting for a larger research project in this area. Furthermore, future research should focus on detecting specific features of mobbing conceptualizations by individuals. The present findings show that men identify mobbing to a lesser extent compared to women. Suggested that such differences stem from women's higher sensitivity to acts of mobbing, however we assume that other variables could be important as well. For example, highlighted the importance of personal characteristics; meanwhile, Ireland (2006) studied the effect of organizational context, Lewis (2001) the role of media, and Escartin, Zapf, Arrietta, and Rodríguez-Carballeira (2011) the moderating effect of the national context. The current situation clarifies that society fails to view mobbing as a wider social phenomenon and treats it with a lack of urgency. Slovenian legislation of this field remains highly problematic. No specific law prevents mobbing, which makes it difficult to prove mobbing legally. However, we have several regulations that indirectly govern procedures in cases of mobbing and sanctioning employers where mobbing actions occur. For example, the Employment Relationship Act (2009), the Civil Servants Act (2012), and the Occupational Health and Safety Act (2011) all address mobbing. Although, there are some solutions for addressing workplace mobbing, which can be adopted by managers, employees, and even the victims. Nield (1996) suggested that detection of negative acts is possible in an early stage, thereby enhancing the possibility for their prevention. Generally, these solutions focus on eliminating tolerance for bullying and mobbing through surveillance, policy development, training, coaching, mediation, and different reward systems that motivate collaborative behavior at work (Ferris, 2009). The victims are usually encouraged to seek help that integrates the individual, organization, and psychotherapy (Duffy & Sperry, 2012). Yet mobbing is still not recognized as a social problem, and it is high time for some organized preventive-oriented efforts to fight against it. On the one hand, we must educate and inform; on the other hand, we must introduce more precise legal regulations in this area.