



Gender Related Mobbing



Country : Kuwait

Committee : The United Nations Entity of Gender Equality and the Empowerment of Women (UN Women)

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Kuwait has long been recognized as having women as pioneers with a voice in social, political, intellectual, and cultural fields, throughout the country's history. The first Arab woman president of a university was from Kuwait at the Kuwait University, and women who have served as editors-in-chief of major newspapers, magazines, and multi-media outlets. Due to recent efforts and success in appointing female judges for the first time in Kuwait's history, more women are pursuing careers as public prosecutors and more women lawyers are emerging.

As women are becoming more emerged into the workplace, new problems seem to be arising. Workplace bullying (WPB) is a pervasive problem in contemporary society, inflicting detrimental repercussions upon employees, employers, and organizations alike. It affects the physical, psychological, and financial wellbeing not only of its victims, but also their families, their communities, and society as a whole. To address this phenomenon a survey was conducted to examine the prevalence of WPB in Kuwait and its association with employees.

The majority of participants were males ranging between 30-39 years old. The vast majority were Kuwaiti, married, bachelor degree graduates, employed in lower-level positions within the governmental sector. Around two-thirds of both targets and general participants agreed with the importance of having a social worker or psychologist at the workplace to address WPB. The vast majority of targets were bullied by their immediate superiors (50%) or other superiors (45%). Based on a criterion of a minimum of three negative acts monthly, the results of this study indicated a 39% prevalence rate of WPB in Kuwait. Among female targets, 92.7% were bullied by male perpetrators, and among male targets, 82.8% were bullied by female perpetrators.

Regarding prediction, those more likely to experience WPB included: females, the young, non-Kuwaiti employees, and workers in middle-level positions with low education or low income, who were dissatisfied with management, their daily supervisors, or their own jobs, and

those who expressed a need for a counselor in the workplace. In terms of predicting WPB-related absenteeism, males, the divorced, and those working in lower-level positions with low income, low education, dissatisfaction with their job, or dissatisfaction with their daily supervisors were more likely to report high absenteeism. This study was the first of its kind to measure such elements of WPB in Kuwait.

As seen in the survey women have always had a more abundant percentage of injustice in all areas in life including workplaces. We have been undermined, underestimated and degraded all throughout history. We have been silenced and excluded in fields of science, law, politics and management when we were perfectly fit and able to accomplish all that men have had the advantage to achieve. Not only have we been excluded from the table where decisions were being made, women were silenced by fear. Fear of violence, physical and emotional abuse, threats. But fear has never been enough to stop women. Women have and will continue to fight to be heard. We will continue to work to have a seat at the table where decisions are made, where inventions are discovered, and where law is discussed. And in cases where it is not allowed then they will make their own table.

Workplace bullying, mobbing, exclusion should not be problems we should be facing in our generation. The majority of the studies on mobbing to date do not include a gender-neutral approach and they argue that there is no relationship between gender and psychological violence. Recent feminist studies on this subject argue that feminist theory, masculinity principle, and gender-based organizational theories conduct the relationship between psychological violence and gender. It has been observed that the gender of women is effective in their experiences of mobbing. In the case that these problems were not disregarded, and instead valued and thoroughly discussed we could be looking at a much different picture. This isn't a "women problem". It's a problem of equality and of justice. People must work in union to solve a universal problem.

Let me set the record straight here and now: Women are not made whole by men. Women are made whole the moment they enter this world. When we speak out, or object to such treatment, we're labelled as hysterical, difficult, and ill bred. Men need to trust women – when we tell them what is and is not acceptable, they must believe us. If society would accept that women, and women only own their bodies, then perhaps they could understand that when a woman speaks, her words have weight. She does not need them to be approved or conveyed by a man. Men do not know better than us what is appropriate. And they should no longer be allowed to blame us, the victims, when they misbehave.

I propose "fairness" means that both genders should be treated with the same level of respect and autonomy. No one can tell us how to live. No one can tell us the limits of our hearts and mind. This is not a blanket condemnation of men – instead, it's a call to action. It is not just

my fellow women who must decide what is fair, we know what we deserve. So it is time for men to take a stand. Men must decide if they are going to join us in this stand, as partners in the fight for justice and equality. There is room for them here. In fact, we need them. If they refuse to do so, we will have no choice but to leave them behind as we continue to build a better world.