Committee: UNWOMEN

Topic: Gender Related Mobbing

Country: Bosnia and Herzegovina

We shall not be surprised to hear or face psychological harassment or discrimination at workplace whether you are a man or a woman. Because reasons that cause psychological attack are mostly in human nature. They are unethical or destructive way of reacting to a situation or behaving towards a person. Psychological harassment is defined as negative or hostile behaviour by one or more persons, directly or indirectly targeting a third person. And, as we all know, the effects seen on victims after mobbing create both individual and general problems such as depression, post-traumatic stress disorder, ending or the railing the victim’s career for individual consequences, furthermore the country's economy may be indirectly damaged by the general decrease in the work efficiency of working individuals.

In Bosnia and Herzegovina while we see few differences in the areas of education, in the politics and workforce we see more distinct differences if we need to compare gender participations and equality in these areas. While 56.7% of men are working or actively looking for work, only 33.2% of women participate in the workforce. The difference between the number of men and women in the workplace naturally has an impact on the gender of the victims of mobbing at the workplace.

According to a survey carried out by Vesna Rodic which was done about on workplace mobbing in Bosnia and Herzegovina on 32 men and 63 women respond, Vesna Rodic came to the conclusion that subjective employed men do not want to participate in the study because of ‘’over men cannot be done mobbing’’. Based on the result of this study, unfortunately, we can say that we see the indications of patriarchal society in Bosnia and Herzegovina.

As we mentioned at the beginning, mobbing in the workplace can have multiple negative effects on the victim, and these effects are not limited to the victim. It also affects the relationships. We can also see its effects in a child who was not able to pay enough attention due to psychological problems at the time of the victim. The mentioned child may humiliate people in the future because he did not receive enough attention in his childhood. Thus, we see that mobbing is a cycle that we may encounter again in the future.

Although the number of women working in Bosnia and Herzegovina is less than the number of men, the fact that the number of women exposed to mobbing is less than men, leads us to give more importance to policies that will increase the number of women working in the country. Increasing the number of female employees and then managers will decrease the rate of women being exposed to mobbing by men in higher positions in the workplace.

**References**

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