Country: Switzerland

Committee: UNWOMEN

 Topic: Gender Related Mobbing



Switzerland, officially the Swiss Confederation is a landlocked country located at the confluence of Western, Central and Southern Europe. It is a federal republic composed of 26 cantons, with federal authorities based in Bern.

Switzerland is bordered by Italy to the south, France to the west, Germany to the north and Austria and Liechtenstein to the east. It is geographically divided among the Swiss Plateau, the Alps and the Jura, spanning 41,285 km2 with land area comprising 39,997 km2 .The Swiss population of approximately 8.7 million is concentrated mostly on the plateau, where the largest cities and economic centres are located, including Zürich, Geneva and Basel. These three cities are home to the headquarters or offices of international organisations such as the WTO, the WHO, the ILO, FIFA, and the United Nations's second-largest office.

Switzerland has four main linguistic and cultural regions: German, French, Italian and Romansh. Although the majority population are German-speaking, Swiss national identity is rooted in its common historical background, shared values such as federalism and direct democracy and Alpine symbolism. This identity, which transcends language, ethnicity, and religion, has led to Switzerland being described as a Willensnation ("nation of volition") rather than a nation-state.

Studies in other European countries show similar figures to Switzerland, with an overall average of around nine per cent of workers suffering gender related workplace bullying.

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In Scandinavian countries, immediate superiors were somewhat less likely to be the authors of the bullying than in German-speaking countries.

However, analysts believe that the true figure for workplace bullying is likely to be significantly higher than eight or nine per cent, partly because many workers don't at first realise it is happening, and partly because they are too nervous or ashamed to admit to it.

According to art. 328 al. 1 CO (Code des Obligations regulates employment law in Switzerland), the employer is bound to protect and respect the employee’s personality and to ensure his moral welfare. The employer has the responsibility to protect the employee’s health and wellbeing at the workplace (art. 328 al. 2 CO). Conflicts at work happen regularly, however it is how they are handled that is important. If conflicts go over six months with the employee seeing his moral welfare being negatively impacted by verbal abuse, physical and mental aggression, sexual harassment or being shamed or humiliated without the situation being addressed properly, a case of mobbing can be raised.

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