Committee: UNWOMEN

State: France

Agenda: Gender Related Mobbing

Mobbing can be seen as a way of “psychological harassment” that happens in workplaces. It is very common to see people mobbing in every domain. One of the forms of mobbing is gender related mobbing, usually made against women in male dominated places. France is against these types of negative activities by regulating under the Law Labour as well as the Criminal Code. According to French Social Modernization Law of 2002; “Mobbing is psychological violence that occurs while performing certain activities;” In these laws, mobbing has been seen as sexual harassment. Therefore, France has become a country with the most comprehensive regulation on mobbing in workplaces. About the position, the French president, Emmanuel Macron, has stated in 2020 at UN General Assembly: “Women were on the front line, and experienced an accumulation of the multiple forms of sexual, domestic and gender-based violence.”

In France, almost one in four people claim they have been targeted of workplace harassment because of their gender, race, religion… Feminists have been resolutely denouncing types of violence against women since the beginning of the 1970’s. They started to struggle in three main areas: the legal definition of rape as a crime, the recognition of sexual harassment in the workplace, and the struggle against domestic violence. In 1992, harassment in the workplace was admitted as a criminal offense. Thus the organisations fighting violence against women began receiving state funding. In 1997, the police, the courts and other organizations adopted this phenomenon in their administrative issues. Since 2006, every two years, with Netherlands, France declares a resolution at the United Nations General Assembly on fighting against violence against women. The French Parliament has adopted the bill to approve ILO Convention No.190 on violence and harassment in the workplace.

It is anticipated that France will play a “leading role” during the current French presidency of the European Union and encourage the other European countries to ratify ILO C190 Convention, along with other relevant international treaties.

France believes that in workplaces, there should be counselings, after a specific amount of workers, the company should hire psychiatrists and doctors for better helping. In the enterprise, there should be employees who are responsible for gender equality, inspecting the workers and their behaviors. Periodically, staff members from the government should also come and investigate, evaluate the workplace and consider how safe it is for a person to work. Workplaces must obtain a certificate of qualification on gender equality from official organizations. At workplaces, obligatory training on moral harassment must be organized on a regular basis. Severe penal sanctions such as firing, imprisonment, deprivation from some public rights etc. must be applied for moral harassment. Moral harassment hotlines should be established by profiting by phone lines and the internet.

Sources:

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