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

# Agenda Item: Gender Related Mobbing

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# Delegation: State of Israel

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# Workplace bullying, also known as “workplace maltreatment,” or “workplace harassment” is one of the most troubling aspects of the Israeli labor market. Whether due to management culture or personal issues, many “bosses” think of their employees as slaves or objects of ridicule. Some employers feel that because they’re the ones paying a salary, they have the right to humiliate, harass and hurt their workers verbally, psychologically, and physically.

# With the aim of investigating the impact of gender-related personality characteristics on bullying perceptions and outcomes, a correlational study was designed with 114 individuals who had used a public health service aimed at harassed workers identifying themselves as victims of mobbing in central Italy. When compared to women, men who complain of being the victims of negative actions at work are more depressed, paranoid, introverted, anxious, and obsessive, and have higher anger levels and lower self-esteem.

# Any further studies that explored gender differences in perceptions and victim reactions found that women were more likely than men to label their negative experiences as bullying.

# Only recently has the Knesset turned to address the issue of workplace bullying in Israeli labor law. The recent matter of Meni Naftali, the Prime Minister’s house manager, who was the victim of abusive treatment by Sarah, the wife of Israeli PM Benjamin Netanyahu, was highly publicized. The Labor Law Court supported Naftali in the verdict of Adjudicated Workplace Dispute (Jerusalem), Menahem Naftali v. State of Israel – Prime Minister’s Office. Justice Dita Prozinin ruled that: since the state of Israel has no law enforcing a prohibition on abusive and bullying treatment at the workplace, and since there is no established statutory compensation for such abuse, Menahem Naftali will receive compensation in the amount of NIS 80,000, for mental distress due to abusive employment at the Prime Minister’s residence.

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# Workplace bullying can have a range of negative effects. Research on bullying in the workplace quantifies the personal consequences for the victim and the fiscal consequences that affect the company's bottom line.

​The abuse of workers at the hands of their employers results in the loss of some 2 million workdays a year and costs the Israeli economy roughly NIS 1.5 billion a year, this according to National Labor Federation statistics presented to the Labor and Welfare Committee on Tuesday. During the meeting, which was held as part of the Special Day for Advancing the Status of Workers and the Rights of Workers in Israel marked by the Knesset, Committee Chair MK Efrat Rayten Marom (Labor) said the fact that there is still no legal definition for what constitutes abuse “invites problems." She pledged to advance the bill she had submitted on the matter that would provide a clear definition.Orit Kamir, co-founder of the Israeli Center for Human Dignity, said a bill on the matter, which passed its preliminary reading in 2005, has since been “bouncing" between the Knesset committees and the legal advisors of the Government ministries. The bill is stuck despite the fact that it has been adopted by the Labor Court, which even makes use of it in its rulings, Kamir explained. “It's a disgrace that in the State of Israel, the judicial branch goes the distance while the legislative branch lags behind," she said.

According to Adv. Hadas Arnon Sharabi of Together Against Abuse at the Workplace, one out of every three workers has experienced bullying at the workplace. The organization, she said, receives hundreds of messages and phone calls from workers who suffered severe bullying by their managers, and even coworkers. The “heart-wrenching accounts" are given by people in the IDF, the healthcare and welfare systems, the public and private sectors, social organizations and associations, the education system, and more**.**

In conclusion we as the delegate of Israel stated that, we should take precautions to prevent mobbing towards both genders. Assuring that there shouldn’t be any gender related mobbings in future. In order to keep our citizens and country safe.