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Ready For Our Lives



BOSSING / MOBBING IN PORTUGAL

Introduction

It is estimated that nearly half of a million workers have been victims of this practice of harassment



What is Bossing or Mobbing?

Bossing:

Any kind of abusive behaviour (attitude, gesture word) that attempts by repetition, against the physical or psychological integrity of a person, putting in danger his/her job and disturbing the work mood.

Objectives of Bossing:

- Destabilize the victim;
- Pressure him to ask the resignation;
- Provoke his removal of the workplace;
- Make him submit to certain conditions of humiliation and embarrassment.

Consequences:

1. Depression;
2. Sick leave;
3. Suicide.

Types of mobbing



- **Vertical mobbing** - the psychological cases exerted by superiors on a employee.
 - **Horizontal mobbing:** The colleagues at the same level as two colleagues with equal job status
 - **Down-Vertical mobbing:** The mobbing of employee on the managers
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Some Portuguese Newspapers Headlines

Case 1

- **Guimarães Court Condemns Company to Compensate Employee For Bossing**

Case 2

- **Braga Social Security Workers Accuse Director of “Bullying”**
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Some Portuguese Newspapers Headlines

Case 3

- **Employee accuses company of bullying**

Case 4

- **Workers of Pingo Doce against "slave labor" and "bullying"**

Cases 5, 6, etc.

Case 1

The employee admitted in May 1988, from 2008 to 2011 was in charge for the Design and Development Department, in that period of time his salary was 5000 euros and the proposal from then on was 1500-1700. The worker refused and the workplace bossing started. The company forbade him from chatting with other workers, removed his phone service “without any reason” and cut off his internet access, banned him from entering through the door he used to use, changed the place where he did his activity and banned him from moving around except to go to the toilet. After a while he said goodbye and processed the company. The victim claimed just cause for dismissal and the court gave him reason and ordered the company to pay him more than 172.000 euros.

Case 2

A group of employees of Braga Social Security Centre, sent a report to the Government, accusing the director Rui Barreira of “bullying”. The charges were that over the past 4 years there were disciplinary proceedings, forced changes in job functions and locations, climate of “moral harassment” and “professional bullying”. The authority has opened an investigation to the performance action of this leader.

... Case 5

Ex- Portugal Telecom was ordered to pay 60,000 euros for moral harassment to a former employee, who has been alone in a room with no assigned roles for two years . The Supreme Court held that the company humiliated the worker and, in addition to compensation, ordered the company to readmit the employee..

Case 6

The owner of a Pharmacy in Porto was condemned to pay 56.250 euros to the former deputy pharmacy's director for mobbing, after having found out that she planned to get pregnant. The victim, who in the meanwhile gave birth to a child, claims to have been insulted, humiliated and made fun of by the employer and workmates between 2012 and 2014. The employer moved her workplace to the basement, where she was alone, where no light came in, without any ventilation, window and chair for seven months. Her only task consisted in counting the 'stocks'.




BUT not everything is bad...
There is still some hope...



Armando Borges, a Portuguese entrepreneur with salaries above the national average, a gym on the company's premises and even paid vacation, only to see workers happy.

The boss of the Ibersaco, produces bags in raffia and states that “the goal is that all workers are likely to have a similar salary to a Minister, because they are not inferior to them, not in professional competence, nor on the intellectual point of view”. In this company everyone works as a real team and the boss also gives a helping hand whenever needed. Employees are not seen as employees, but as a family.



Thank you for your attention!

AEAH

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