



MOBBING IN PORTUGAL



Erasmus+

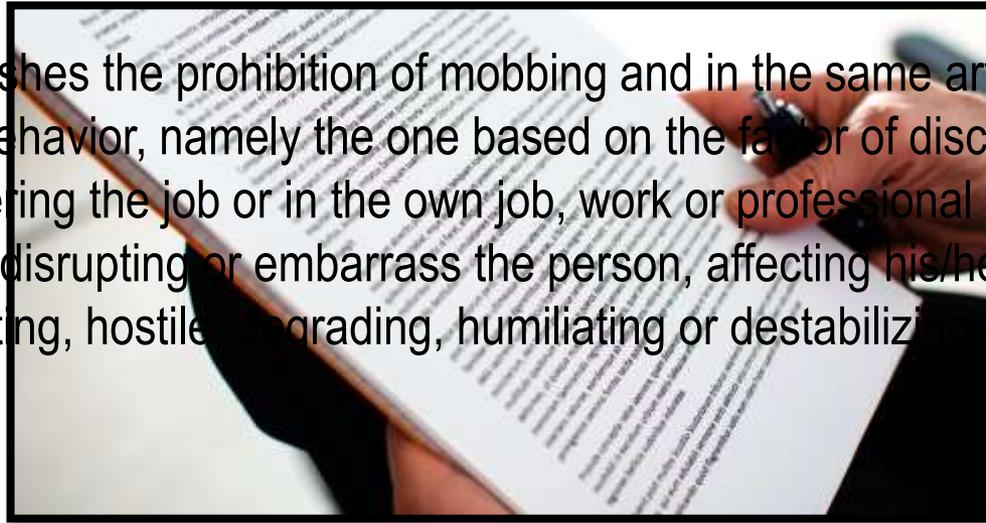
Ready For Our Lives

Labour Code...

What does the labour code say in Portugal?

- It is a disciplinary infraction the practice of mobbing by any worker, regardless of the duties he or she performs.

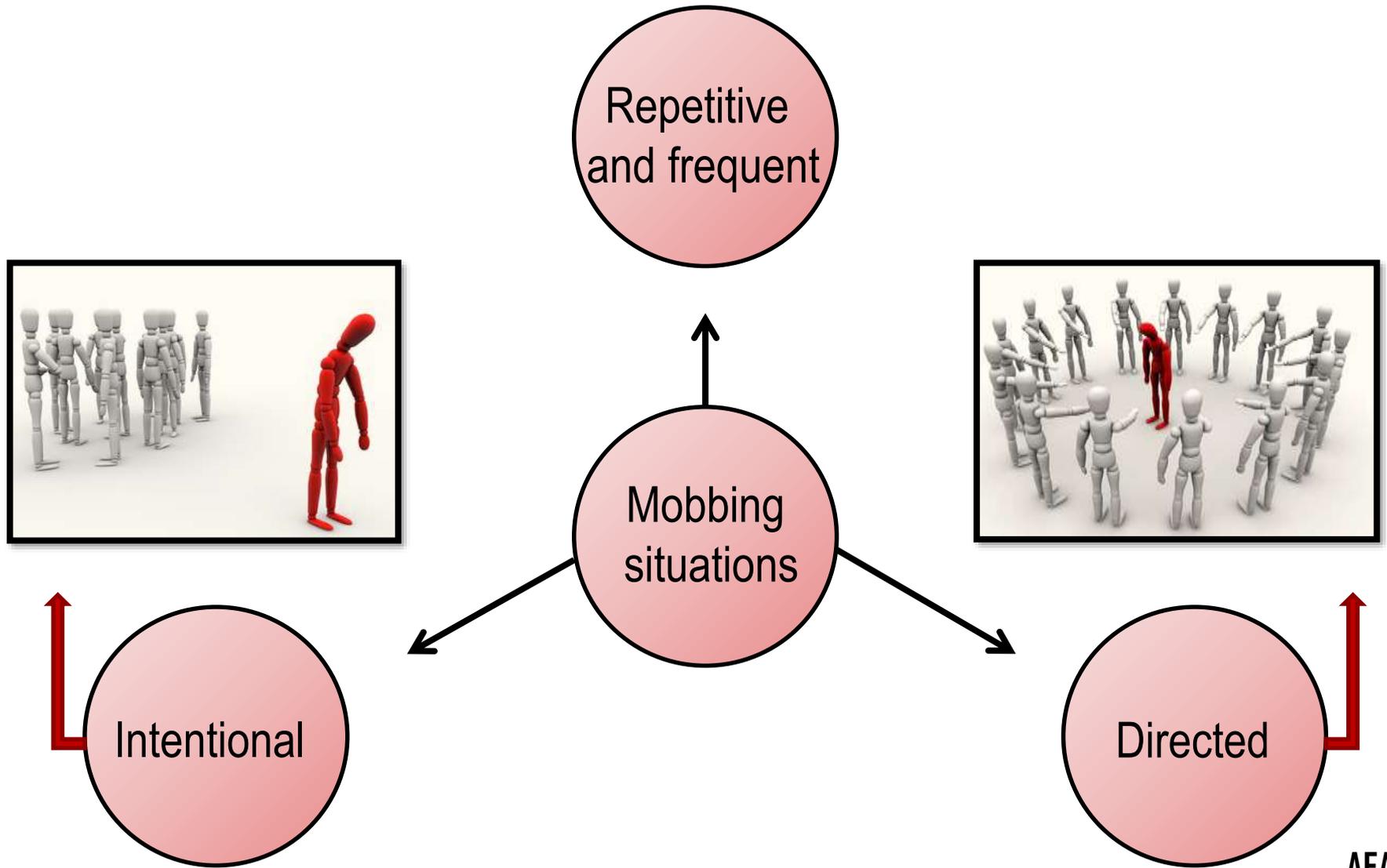
- Article 29th establishes the prohibition of mobbing and in the same article, the definition is: “ the unwanted behavior, namely the one based on the factor of discrimination, practiced when entering the job or in the own job, work or professional formation, with the purpose or effect of disrupting or embarrass the person, affecting his/her dignity or creating an intimidating, hostile, degrading, humiliating or destabilizing environment”.



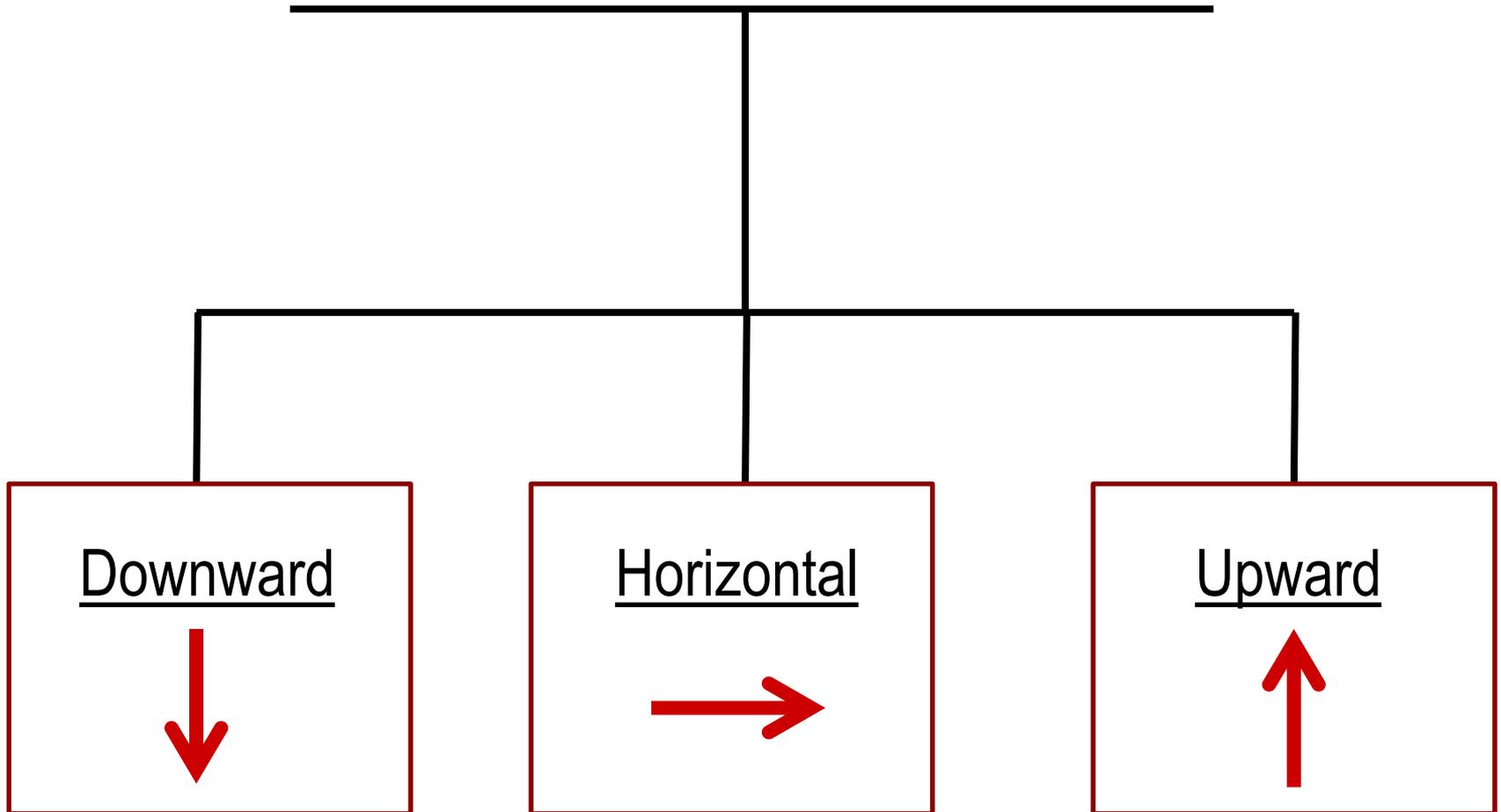
- The victim has the right to compensation for pecuniary and non-pecuniary damages, under the general terms of law.



WHEN IS IT MOBBING?



TYPES OF MOBBING



MECHANISMS OF MOBBING



Manipulation of victim's communication

- Denial of information relating to the job
- Explicit hostile communication
- Hostile implied communication
- Isolation of the victim

Manipulation of the reputation of the victim

- Making insulting comments
- Criticism of the victim's professionalism

Manipulation of the victim's work

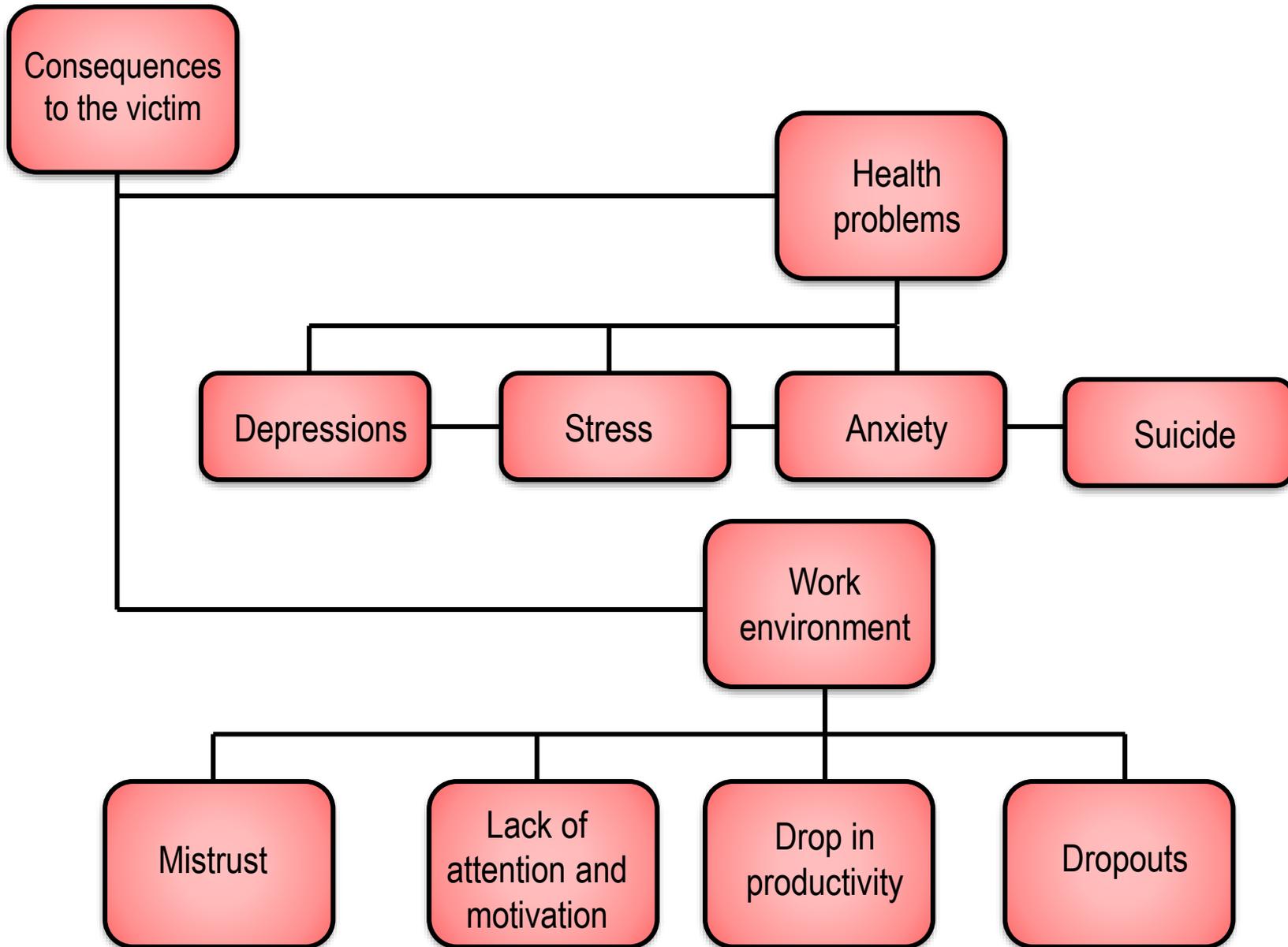
- Increase work overload.
- Attribution of unnecessary, monotonous or routine work.
- Attribution of inappropriate functions to the professional category.

Manipulation of labor counterparts

- Discrimination relating to respect, treatment or protocol.
- Discrimination in salary, shift or other.



CONSEQUENCES OF MOBBING



ANA'S STORY

A portuguese case in Portugal about mobbing

The board of Directors of the Local Health Unit of Alto Minho is being judged at the Labour Court of Viana do Castelo for alleged harassment of a hospital administrator.

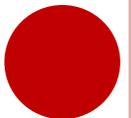
She (Ana Sofia Crespo, 42), the victim, is said to be the target of persecution and harassment by the administrators, whom she accuses of having removed her from the functions for which she was hired and put to exercise administrative activity.

WHAT CAN, YOU AS VICTIM OF MOBBING, DO?

- Talk to people inside and outside the workplace about what is happening.
- Use associations to support victims of mobbing for advice.
- Expose the case to Company Management.
- Appeal to the judicial complaint.

ENTITIES HELPING IN PREVENTION AND COMBATING SITUATIONS OF HARRASSMENT

- **CITE** – Commission for Equality in Labour and Employment
- **ACT** – Authority for Working Conditions



**If you are a victim of mobbing
overcome the fear and
retaliation and react!**

**If you notice harassment in your
workplace
REPORT IT!**



***Thank you for
your attention!***

