

Violenza morale (*mobbing*) nei luoghi di lavoro: analisi per una prevenzione organizzativa

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KEY WORDS

Mobbing; civil rights; legislation; gender; occupational health

SUMMARY

«Mobbing and working environment: towards an organizational prevention». Background: *psychological violence in the workplaces is increasing and the Italian national health service and trade unions are mostly involved in single cases of diagnosis strategy.* Objectives: *to analyse published mobbing cases using a mobbing prevention approach that takes account of the main civil rights violation in mobbing actions.* Methods: *25 cases were analysed in order to identify the type of mobbing, gender, the professional position and the main civil rights that were violated.* Results: *seven main civil rights had been violated in the 25 mobbing cases: health, work, professional skills, equal treatment, legality, diversity, dignity. Men working in unhealthy conditions, mostly due to unhealthy working environments, were forced to leave under the pressure of moral violence. In women, equal treatment and diversity were the main rights that were violated. Co-worker support was absent in all cases.* Conclusions: *A civil rights assessment to prevent mobbing is considered. Italian legislation, particularly the Civil Code, can be the legislation key for prevention, with the employer responsible for providing a violence-free environment as indicated in European Directive 626/94.*