

Ibero-American Network for Dignity in Workplaces and Organizations

Organizing Committee of the First Congress on Workplace and Institutional Mobbing

The Network was formed as a result of the First Ibero-American Congress on Workplace and Institutional Mobbing, which took place at the National School of Anthropology and History (ENAH) in Mexico City on July 6-8, 2011. The Congress had been convoked by:

- The Program to Improve Teachers' Performance (PROMEP), the Ministry of Public Education (SEP), "Legal, Social and Political Processes" (Juárez University of the State of Durango, Autonomous University of the State of Mexico, and the Autonomous University of Sinaloa) and the academic bodies of PROMEP;
- "Social Organization and Daily Life" (Faculty of Social and Political Sciences, Autonomous University of the State of Mexico);
- "Academic Processes and Actors in Education" (Faculty of Behavioral Sciences, Autonomous University of the State of Mexico) and "Contemporary Biosocial Diversi-



ty" (National School of Anthropology and History).

Twenty-seven additional international and national institutions participated. To see the full list of participants and member organizations, as well as the membership of the organizing committee, the international committee, the technical committee, the working groups and their coordinators, please visit: <http://congresomobbing.wordpress.com>. The event program can be downloaded from: http://dl.dropbox.com/u/3590707/programa_color_0.pdf

Pre-Congress:

A pre-Congress course, "Scientific Study of Mobbing in the Workplace," was offered by Dr. Kenneth Westhues, Professor Emeritus of Sociology and Legal Studies at the University of Waterloo, Canada, on July 4-5, 2011.

Program:

1. History of the concept, definition, empirical indicators, relationship with psychological mobbing and similar concepts
2. Case studies in universities
3. Research methods: survey vs. case study
4. Mobbing in literature, theater and film
5. Social origins, causes and triggering factors of the process
6. Consequences of the attack
7. Consequences for the organization
8. Solutions and therapy
9. Prevention

In addition to the thematic symposium, the Congress was composed of expert panels, conferences and book presentations. It

concluded with a workshop on mobbing led by a Brazilian team, headed by Dr. Margarida Barreto.

Basic bibliography:

Heinz Leymann's landmark 1990 study, *Mobbing and Psychological Terror at Workplaces*, initiated research on mobbing in the workplace. It was made available online in a Spanish translation by Sergio Navarrete Vázquez: *Mobbing y Terror Psicológico en los lugares de trabajo*. [Mobbing y Terror Psicológico en los Lugares de Trabajo](#).

Formation of the Ibero-American Network:

A decision was made at the congress to continue to meet on a

regional level. The next three Latin American meetings were scheduled for: 2013 in Argentina, 2015 in Brazil, and 2017 in Ecuador.

In addition, national congresses will take place in alternate years in Mexico. The first will take place in Durango, Durango in 2012, organized by the Juárez University of the State of Durango.

To formalize their work, the participants of this first Congress formed the Ibero-American Network for Dignity in Workplace and Organizations. A virtual group was created at <http://goo.gl/OR18G> on July 3, 2011; it currently has 316 members from various states within Mexico and

Latin American countries, as well as Spain, Portugal and France.

The importance of the subject and the potential harm that this type of emotional torture can cause, not only to its targets but also to the organizations in which it takes place, is well-recognized. Now – in Latin America, Spain, Portugal, and France – there is a network of people who have decided to join forces to face mobbing within organizations and to defend individual dignity and the respectful interaction among people in spaces of collective interaction: workplaces, unions, community groups, non-governmental organizations, associations, neighborhoods, and in the media.

