

# A statistical report on mobbing in the workplace

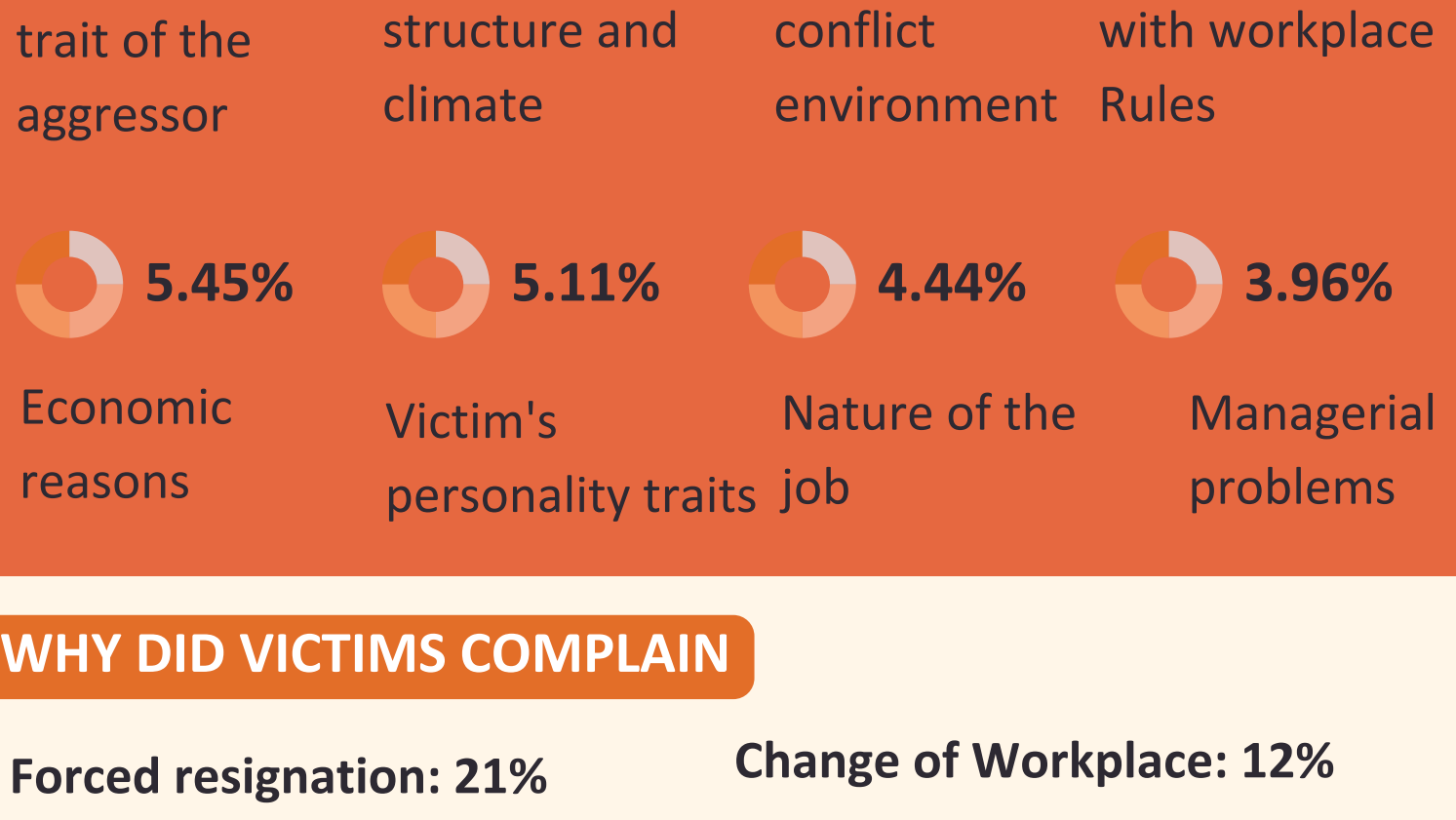
## Key data from Turkey

The term **mobbing** is used to describe **psychological harassment** and **pressure** in the workplace.

Complaints about mobbing, one of the most important problems of business life, increased by **40%** in **2023** compared to the previous year.



### REASONS FOR MOBBING



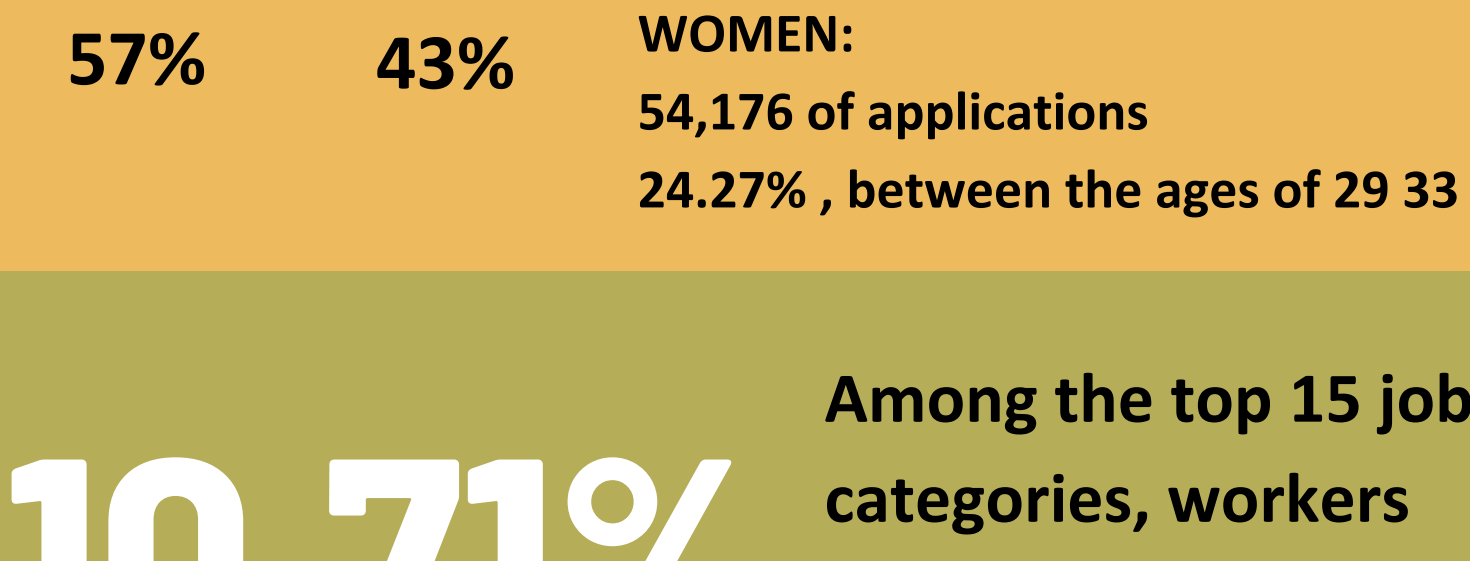
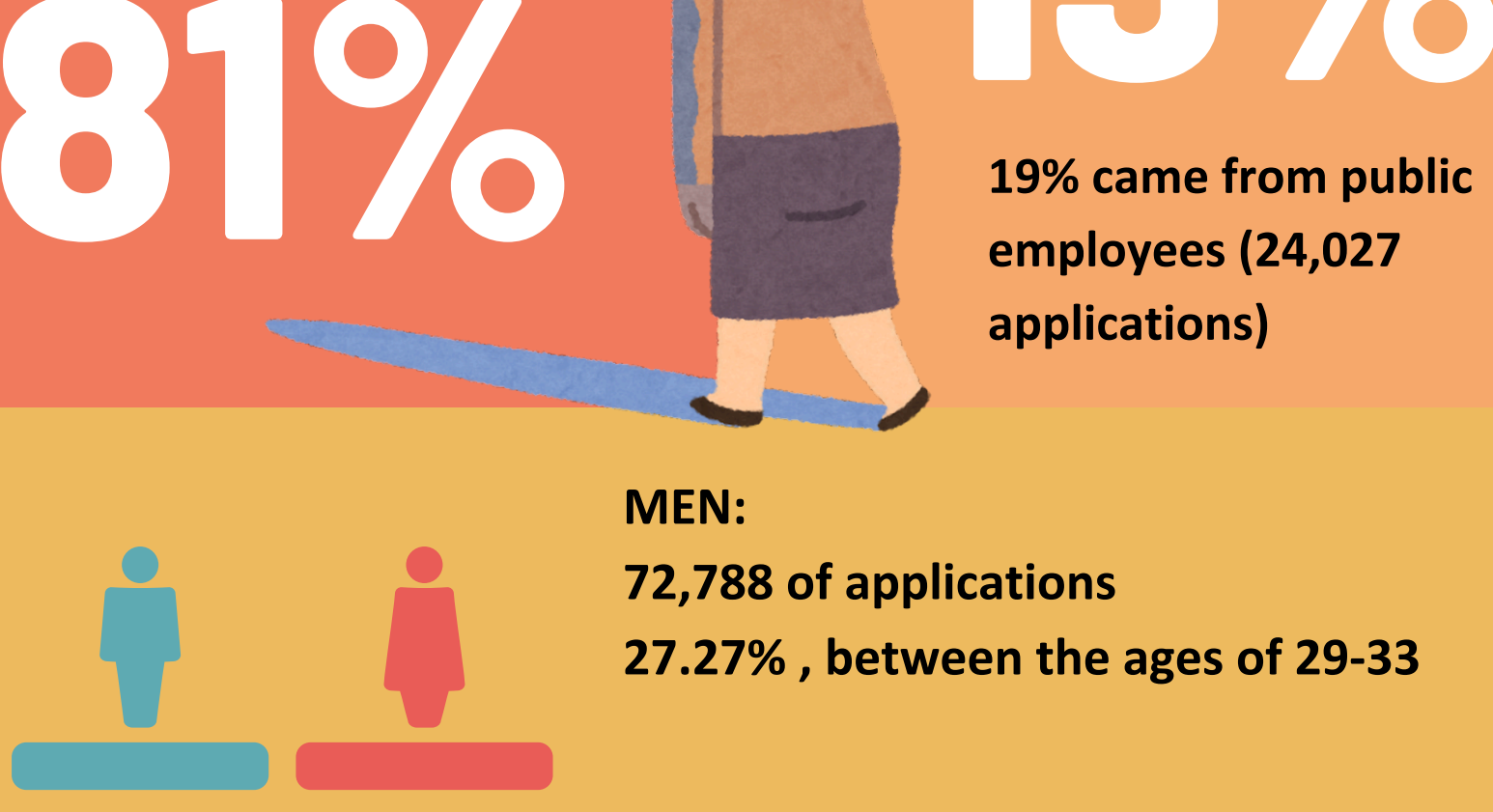
### WHY DID VICTIMS COMPLAIN

Forced resignation: 21%      Change of Workplace: 12%

Exposure to ill treatment: 17%      Verbal Harassment: 12%

Insult: 13%      Discrimination: 9%

**81%** of applications are from private sector employees (102,937 applications)



**10.71%** Among the top 15 job categories, workers have the highest rate of mobbing victims

The second group, although it may seem surprising to many people, is **managers and assistant managers with 8.21%**.

They are followed by **private security guards with 5.56%**, **teachers with 4.83%** and **cleaning workers with 4.21%**.

### OCCUPATIONAL DISTRIBUTION



### MOBBING ATTACKS METHODS

- Communication | Scolded, Slandered - **49.45%**
- Relationships | Ignored, Disrespected - **37.60%**
- Reputation | Openly attacking your personality: **22,89%**
- Quality of Life & Work | Intentional Record Keeping and Penalties: **26,02%**
- Health | Increased workload: **55.03%**

### PSYCHOLOGICAL EFFECTS

- Depressive Disorder: **36.30%**
- Anxiety Disorder **22,08%**
- Panic Attacks/Disorder: **12.11%**



### PHYSIOLOGICAL EFFECTS

- Other 36,07%
- Neurology, Brain and Nerve Diseases: 30,83%
- Heart Diseases 13,36%

### TREATMENT TYPES

- **83.67%** of mobbing victims receive medication treatment.
- Medicine and Psychotherapy: **7,48%**
- Psychotherapy **5,57%**
- Rehabilitation: **3,28%**



### PERPETRATORS

**61.98%** of those who commit mobbing are supervisors.  
**6.97%** are colleagues.

Due to its negative effects on business life, the International Labor Organization (ILO) adopted a convention on preventing harassment and violence in the workplace in 2019. The contract entered into force in June 2021. **However, Türkiye has not yet signed the contract.**

### WHO CAN HELP



**"Week Against Mobbing" (1-7 February)**

### ASSOCIATION FOR COMBATING MOBBING

- representation in 14 provinces
- psychological and legal support
- follows up on complaints
- provides trainings for coping with mobbing

### RECOMMENDATIONS FOR FIGHTING MOBBING

- Knowing personal and legal rights, reporting the incident to human resources, applying for psychological counselling.
- Protection of individuals outside the group, fair sharing and distribution of tasks, management awareness
- An honest and transparent management approach, protection of employees' rights,
- Transparency and openness in the workplace, promotion of a culture of appropriate communication in the workplace, protection of workers' rights
- Promoting respect and courtesy in the workplace, an effective resolution process, seeking help
- A tolerant and supportive work environment, reporting to Labor and Social Security Communication Center ALO 170

### REFERENCES

<https://www.paraanaliz.com/2024/gundem/mobbing-2023te-yuzde40-artti-g-77486/>  
<https://sonsoz.com.tr/foto/19093804/2023-yili-mobbing-ile-mucadele-raporu-yayinlandi>



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