

PRESS RELEASE N° 2

PROTECT

02/2023

The PROTECT “Common Project Report” and “Mobbing and Workplace Harassment Code of Conduct for local businesses” are now public!

PROTECT: PROMoting The prevention and Elimination of workplaCe mobbing and harassment is a 2-year Erasmus+ project, involving eight partners from six countries: Spain, Greece, Cyprus, Italy, Belgium and Romania.

The project’s **Common Report** comprises the results of five **National Reports** conducted in Spain, Italy, Belgium, Greece, and Cyprus, summarizing the content of:

- 1) **4 focus groups with 51 female participants** have been conducted in the abovementioned countries (both female employees/ workers and managers/supervisors) to assess their knowledge, experiences and attitude towards mobbing/workplace harassment;
- 2) **Literature research** on the phenomenon of mobbing/harassment at work in these countries.
- 3) Desktop research on **preventive and management strategies** and collection of promising practices and tools at national, EU and international level.

The aim of this report has been to inform and guide the design of the PROTECT “**Mobbing and Workplace Harassment Code of Conduct**”, which:

- a) provides **guidance to employers/managers and employees** on good practices and procedures on: preventing, identifying, addressing and resolving violent incidents at work, including third-party violence;
- b) highlights the importance of records being kept for **prevention and decision making**;



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- c) identifies the **roles and responsibilities** of all parties and organisations;
- d) provides guidance on applying an **anti-bullying and anti-harassment policy**, which makes clear that any form of violence in the workplace is unacceptable, and that incidents' reports will be dealt with **confidentiality**.

The PROTECT Code of Conduct is an **indicative sample document** that aspires to be seen as a **necessary tool** for local businesses, companies, and organizations, whether **small or medium sized or even larger ones**, that want to take effective measures to **eliminate mobbing and harassment** at work and develop a **healthy working environment**.

Employers in **consultation** with their employees/ workers and/or their representatives, should **review the Code, adapt it accordingly and regularly monitor, evaluate, revise, and update** all relevant procedures to ensure that they are effective both in preventing issues of mobbing and harassment and also dealing with such cases as they arise.

Of course, it remains crucial for employers, again in consultation with employees and their representatives, to **initiate and support programmes** at their workplaces to **inform, educate and train the personnel** about the prevention of mobbing and harassment, about the enterprise's policy and strategies in place, and about **support** for workers who experienced or witnessed workplace violence.

The **next steps of the PROTECT project** involve the development of an indicative "Online Reporting Tool" for cases of mobbing and workplace harassment, as well as the creation of one E-Handbook for Mobbing and Harassment Prevention Training for VET professionals.

The project's National Reports, the Common Report and the Code of Conduct are **available for download** in the project's website <https://protect-vet-project.eu>.

Join us and make the difference!

There are plenty of opportunities in each country for employers and employees – especially women, as well as for practitioners including VET educators, HR specialists, mentors and researchers to get involved in the project (e.g., free seminars/webinars, pilot testing of educational material, info days etc.)! Those interested can contact their in-country partner(s) to find out more.

The PROTECT partnership is comprised by:

- CAMARA OFICIAL DE COMERCIO E INDUSTRIA DE BADAJOZ, Spain (Coordinator), <http://www.camarabadajoz.es>
- INSTALOFI LEVANTE SL, Spain, www.fygconsultores.com
- UNIVERSITA TELEMATICA DEGLI STUDI (IUL), Italy, <http://www.iuline.it>
- DIESIS COOP, Belgium, www.diesis.coop
- SYMPLEXIS, Greece, <http://symplexis.eu>
- AINTEK SYMVOULOI EPICHEIRISEON, EFARMOGES YPSILIS TECHNOLOGIAS, EKPAIDEFISI ANONYMI ETAIREIA (IDEC), Greece, <http://www.idec.gr>
- SYNTHESIS CENTER FOR RESEARCH AND EDUCATION LIMITED, Cyprus, www.synthesis-center.com
- HIP – HUB FOR INNOVATION POLICY S.R.L, Romania, <https://hubinno.eu/company>

