

Le differenze di genere nelle situazioni di *mobbing*

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KEY WORDS

Mobbing; gender differences; stress; bullying

SUMMARY

«**Gender differences in workplace bullying**». **Background:** *Despite the attention that international Agencies give to the gender issue in situations of workplace bullying, few investigations have been performed on this topic.* **Objectives:** *The aim of the study is describe the gender differences in victims of workplace bullying observed in an Italian survey.* **Methods:** *A total of 243 subjects (124 males and 119 females) were examined at the Centre for Occupational Stress and Harassment of the “Clinica del Lavoro Luigi Devoto” (University of Milan and IRCCS Foundation); they were selected among patients who met the criteria for being considered victims of negative actions at work leading to workplace bullying. Data regarding the person, workplace and the workplace bullying situation were collected by means of an ad hoc questionnaire.* **Results:** *Analysis of the data, compared with those of ISTAT 2002, showed a higher prevalence of females subjected to negative actions at work. In women, the risk of being subjected to negative actions leading to workplace bullying was shown to increase in the 34-44 age range and to decrease in higher age ranges; in men the risk remained elevated also after 55 years of age.* **Conclusions:** *In general, women were victims of negative actions regarding personal values related to emotional-relational factors, while men were attacked on their work performance. Sexual harassment, may mark the onset of other types of psychological harassment or can be one of its components.*