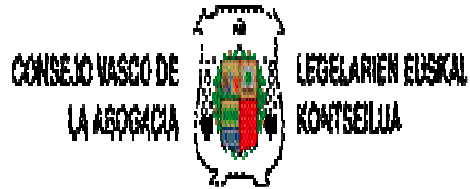




Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



INTERNATIONAL MEETING ABOUT THE ANALYSIS OF THE LEGISLATION AND LEGAL PRACTICE ON WORK-RELATED BULLYING

In Donostia - Saint Sebastian, September 2nd and 3th 2010

ORGANIZER OF THE MEETING: THE BASQUE OBSERVATORY ON MOBBING (BULLYING)

The Basque Observatory on Bullying was created in 2003 in Bilbao, promoted by the Basque Council of Advocacy and is composed of lawyers from different backgrounds (judges, prosecutors, advocates and labor inspectors) and other experts in this subject (Work Doctors, Psychologists, Forensic Doctors, etc.).

Till now its activities have taken the form of different seminars and conferences and the elaboration of books on mobbing at work by all the members.

THE CONTENTS OF THE MEETING

The Meeting is going to treat on legislation and legal practice on work-related bullying or harassment relying on the participation legal experts and also experts from other fields (psychology, medicine, sociology, etc.).

The content of the Seminar will be based on four sessions or workshops whose content will consist of the following:

1. The legal treatment of the concept of work-related bullying.

Analysis of the common and differential features of the concept in various legal systems: the intention of the assailant, the reiteration of the behavior, the worker's dignity, the ill-health of the worker, the abuse of management power by the assailant, etc.

2. The legal treatment of the prevention actions for bullying

This may be through the execution of the policies on occupational health and safety legislation to prevent the psychosocial risks or within the labor law policies to establish codes of behavior or employers statements.



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



We will cover the role of support, surveillance and enforcement which corresponds to the labor public administrations and more specifically to the Labor Inspectorate.

3. The legal and judicial treatment of the intervention on bullying behaviors.

The internal treatment within companies using procedures for complaints or investigating ill-health situations and the support of the public administrations or collective bargaining to set these procedures for small and medium size companies.

What should be the penal treatment of bullying behaviors before the courts and administrative punishment procedures, and what should be the treatment on civil procedures before the courts or arbitrage tribunals.

4. The legal and social treatment to protect the bullying victims and other people affected by these behaviors.

We are analyzing the rehabilitation process in the workplaces with the intervention of the work doctors, health and safety services and the enforcement role of the Labor Inspectors.

The protection from the Social Security System, the social benefits for temporary or permanent disability derived from work-related bullying behaviors.

And lastly, we look at what would be the support of the social institutions to solve familiar problems for affected people

DATES AND PLACES TO ORGANIZE THE SEMINAR

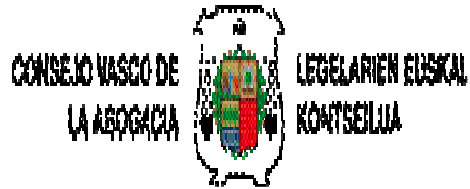
The dates of the Meeting will be **Thursday 2nd and Friday 3th in September 2010**

On Thursday morning there will be two workshop activities held and on Friday morning we will hold the other two. At the end of the Seminar there will be a summary session held by the organizers. Thursday evening would be devoted to leisure activities for the participants.

The place hold the Seminar will be the Miramar Palace of Saint Sebastian within the Summer Courses of the Basque Country University.



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



Coordination of the Seminar

Juan Ignacio Marcos. Coordinator of the Basque Observatory on Bullying.

Manuel Velázquez. Chief of the Labour and Social Security Inspectorate in Biscay.

Scientist Director:

Cristóbal Molina Navarrete. Professor of Labor and Social Security Law in the University of Jaén.

Work Languages

Spanish and English.

More information in <http://www.aprendemas.com/cursos/cursos-encuentro-internacional-sobre-analisis-de-legislacion-y-practica-juridica-sobre-el-acoso-moral-en-el-trabajo--w--en-guipuzcoa-331013.html>

This Meeting is supported by the Department of Employment and Social Affairs of the Basque Government



EUSKO JAURLARITZA
GOBIERNO VASCO

ENPLEGU ETA GIZARTE
GAIETAKO SAILA

DEPARTAMENTO DE EMPLEO
Y ASUNTOS SOCIALES



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



PROGRAMA - PROGRAMME

2 DE SEPTIEMBRE (JUEVES) –

2 SEPTEMBER (THURSDAY)

9:30 APERTURA – OPENING SESSION

- **Raimundo Aragón**

Director General de la Inspección de Trabajo y Seguridad Social - General
Director of the Labour and Social Security Inspectorate

- **Domingo Arizmendi**

Vicepresidente del Consejo Vasco de la Abogacía y Decano del Colegio de
Abogado de Gipuzkoa / Vicepresident of the Basque Council of Lawyers and
Dean of Scholarly Society of Lawyers of Gipuzkoa.

- **Juan Ignacio Marcos**

Coordinador del Observatorio Vasco del Acoso Moral (Mobbing) – Coordinator
of the Basque Observatory on Bullying

10:00 PRIMERA SESIÓN - FIRST SESSION

EL CONCEPTO LEGAL DE ACOSO MORAL –

LEGAL CONCEPT OF HARASSMENT

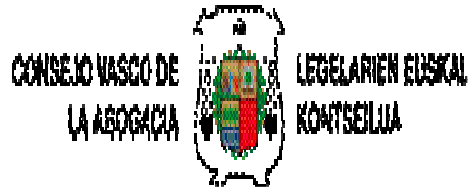
MODERADOR/CHAIRMAN:

- **Cristóbal Molina Navarrete**

Director del Laboratorio Observatorio Andaluz de Riesgos Psicosociales y
Profesor de Derecho del Trabajo y Seguridad Social en la Universidad de Jaén –
Director of the Laboratory – Observatory for Psychosocial Risks of Andalusia
and Professor of Labour and Social Security Law in the University of Jaén



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



PONENTES/SPEAKERS:

- **Julia Gitahy de Paixão**

Investigadora en la Universidad de Ottawa / Researcher in the University of Ottawa.

- **Jordi Escartín Solanelles**

Profesor de Psicología en la Universidad de Barcelona / Professor of Psychology in the University of Barcelona.

- **Gianni Loy**

Profesor de derecho del Trabajo de la Universidad de Cagliari (Italia) / Professor of Labour Law in the University of Cagliari (Italy)

- **Luis Lafont Nicuesa**

Fiscal del Tribunal Superior de Justicia del País Vasco / Public Prosecutor of the High Court of Justice of the Basque Country.

11:30 Pausa – Pause

12:00 SEGUNDA SESIÓN - SECOND SESSION

LA PREVENCIÓN DEL ACOSO MORAL –

PREVENTION OF HARASSMENT

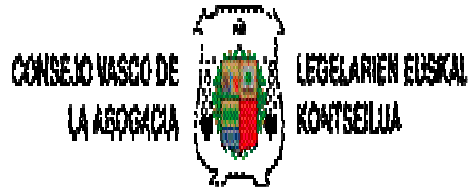
MODERADOR / CHAIRMAN

- **Manuel Velázquez Fernández**

Jefe de la Inspección de Trabajo y Seguridad Social – Bilbao / Chief of the Labour and Social Security Inspectorate – Bilbao.



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



PONENTES / SPEAKERS:

- **Eusebio Rial González**

Jefe del Observatorio de Riesgos de la Agencia Europea de Seguridad y Salud en el Trabajo / Head of the European Risk Observatory European Agency for Safety and Health at Work (EU-OSHA) – Bilbao.

- **Annik Apall Austad**

Inspectora de Trabajo en Noruega/ Labour Inspector in Norway.

- **Cristina Mangarelli**

Abogada y Profesora de Derecho del Trabajo y de la Seguridad Social de la Universidad de la República (Montevideo, Uruguay) / Lawyer and Professor of Labour and Social Security Law in the University of the Republic (Montevideo, Uruguay).

- **David Walters**

Profesor de Ambiente laboral. Escuela de Ciencias Sociales. Universidad de Cardiff / Professor of Work Environment, Cardiff University, School of Social Sciences.

3 DE SETIEMBRE (VIERNES) –

3 SEPTEMBER (FRIDAY)

9:30 TERCERA SESIÓN / THIRD SESSION

LA INTERVENCIÓN LEGAL Y JUDICIAL ANTE LOS SUPUESTOS DE ACOSO MORAL O MOBBING

THE LEGAL AND JUDICIAL TREATMENT OF THE INTERVENTION ON BULLYING BEHAVIORS

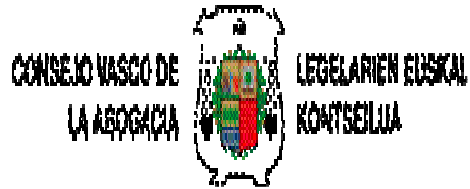
MODERADOR /CHAIRMAN

- **Domingo Arizmendi Barnes**

Decano del Colegio de Abogado de Gipuzkoa / Dean of Scholarly Society of Lawyers of Gipuzkoa.



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



PONENTES / SPEAKERS

- **Helge Hoel**

Profesor de la Universidad de Manchester / Senior Lecturer University of Manchester.

- **Miguel Angel Gimeno Navarro**

Profesor de Administración de Empresas en la Universidad Jaume I de Castellón, miembro de la Unión General de Trabajadores (UGT) / Professor of Business Management in the University Jaume I of Castellon, member of the General Union of Workers (UGT).

- **Jorge Couto de Carvalho**

Abogado, Rio de Janeiro (Brasil)/ Lawyer Rio de Janeiro (Brazil).

- **Ada García**

Socióloga- Directora de CAP-SCIENCES HUMAINES en Bruselas / Sociologist- Director of CAP-SCIENCES HUMAINES in Brussels

- **Juan Ignacio Marcos**

Abogado, Coordinador del Observatorio Vasco sobre el Mobbing. - Lawyer, Coordinator of the Basque Observatory on Bullying, Bilbao.

11:30 CUARTA SESIÓN/ FOURTH SESSION

**EL TRATAMIENTO LEGAL Y SOCIAL QUE DEBE DARSE A LA PROTECCIÓN DE LAS VÍCTIMAS DE MOBBING Y A LAS PERSONAS AFECTADAS POR ESTAS CONDUCTAS
THE LEGAL AND SOCIAL TREATMENT TO PROTECT THE BULLYING VICTIMS AND OTHER PEOPLE AFFECTED BY THESE BEHAVIORS**

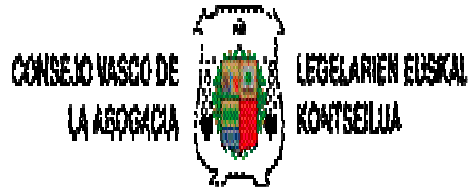
MODERADORA / CHAIRWOMAN

Itziar Fernández Mendizabal

Abogada, Gobierno Vasco. Lawyer, Basque Government



Observatorio Vasco
de Acoso Moral
Jazarpen Moralaren
Euskal Behatokia



PONENTES/ SPEAKERS

- **Katherine Lippel**

Directora de Investigación de Canadá en Derecho de la Seguridad y Salud en el Trabajo. Facultad de Derecho. Universidad de Ottawa / Canada Research Chair on Occupational Health and Safety Law. Law Faculty. University of Ottawa.

- **Ikerne Meso Llamosas**

Letrada de la Seguridad Social. Profesora de derecho del Trabajo y Seguridad Social de la Universidad del País Vasco / Social Security Lawyer. Bilbao, Professor of Labour and Social Security Law in the University of Basque Country.

- **Domenico Taddeo**

Médico del Trabajo. Unidad de Salud de Pisa (Italia) Director de la Autoridad Pública de Inspección de Seguridad y Salud en el Trabajo / Work Doctor – Health Unit Administration of Pisa (Tuscany) Italy Director of Public authority of Labour Inspection about health and safety.

- **Marina Parés Soliva**

Presidenta del Servicio Europeo de Información sobre el Mobbing / President of the European Information Service on Bullying. Barcelona.

13:30 CLAUSURA – CLOSING SESSION

- **Gemma Zabaleta.**

Consejera de Empleo y Asuntos Sociales del Gobierno Vasco – Counsellor of Employment and Social Affairs of the Basque Government

- **Xabier San Sebastián.**

Profesor de Psicología del Trabajo en la Universidad del País Vasco – Professor of Labour Psychology in the University of the Basque Country

- **Cristóbal Molina Navarrete**

Director del Laboratorio Observatorio Andaluz de Riesgos Psicosociales y Profesor de Derecho del Trabajo y Seguridad Social en la Universidad de Jaén – Director of the Laboratory – Observatory for Psychosocial Risks of Andalusia and Professor of Labour and Social Security Law in the University of Jaén