Book Review

Mobbing Testimonies: Workplace Bullying in Mexico (*Testimonios de mobbing. El acoso laboral en México*)


Reviewed by Alejandra Silva Lomeli

This book continues the analysis begun in *When Work Punishes Us: Debates On Mobbing in Mexico (Cuando el Trabajo Nos Castiga. Debates Sobre el Mobbing en México)*, a book that introduced this important topic to the Mexican collective health community. Mobbing had been little discussed or analyzed in Mexico, and there was a lack of knowledge about this form of workplace and organizational violence on the part of potential targets, the public, and even perpetrators. Those who victimize others often ignore the impact of their actions and the resultant humiliation, isolation, disregard, and boycott of their own colleagues.

Many of those who read *When Work Punishes Us* found within it an explanation of what they had been experiencing on a daily basis in their workplaces. It became an invaluable tool with which they found themselves. They realized that they were not the only targets of these practices and that there was an important body of academic work on the topic. This knowledge enabled them to take control of their personal situation and to physically and emotionally rehabilitate themselves. They were able to reintegrate into their work lives with a new perspective and the certainty of having become stronger after surviving their experiences.

The first step of rehabilitation was to talk about their experiences and to share what they been through and how they had survived. Those testimonies have been collected in this book and gave it its title. They force us to reflect on a topic that is not well-known, often sidestepped, excused, and even condoned in diverse settings such as industry, universities and even, ironically, in organizations that fight for human rights. In these pages several problems are denounced: abuses and attacks directed at the emotions of targets; belittling of work by colleagues due to feeling threatened by the performance of the target; inequality between men and women (where the victim is almost always a woman), psychological harassment, verbal aggression, physical violence, and the isolation and unjustifiable rejection of those targeted by mobbing.

The contributors examine in depth the consequences of these events on the health and private lives of...
targets, how victims overcome mobbing, and the context in which harassment occurs. Readers will learn to detect the early signs of mobbing, how someone becomes a potential victim, the characteristics of a perpetrator, and the methods of these attacks. The testimonials included in the book reveal how to prevent workplace violence as well as what to do when one is a victim.

As participants in the productive life of society, we are exposed to being potential victims or victimizers. The process of mobbing cannot be ignored or downplayed. This book will help create greater social awareness of a problem, which is nearer to us than we imagine.

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