

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

by Florencia Peña Saint Martin, Sergio Guadalupe Sánchez Díaz (coordinators), Editorial Eón, ENAH-INAH-Conaculta, 2009. ISBN: 978-607-7519-60-7

Reviewed by Alejandra Silva Lomelí

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 Mexico)*, 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 for understanding the reality in which

Alejandra Silva Lomelí, BA in Literature.
E-mail: feja07@hotmail.com

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 had 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.

Table of contents:

- Introduction
Florencia Peña Saint Martin, Sergio G. Sánchez Díaz
- Mobbing in educational contexts
 - Neo-management and neo-manager: the University, the academic megalomaniac, the harassing gang and the toxic strategies of mobbing.
Rebeca Del Pino Peña, Moisés Del Pino Peña
 - Mobbing, bullying, or what? When students without a work relationship are lynched.
Arturo Luis Alonzo Padilla
 - Here we go again: mobbing against workers perpetrated by workers in an institution of higher education.
Patricia Eréndira Reyes García
 - Mobbing in the classroom: the role of the teaching staff.

Patricia Domínguez Mora

- There is no perfect crime: education for tracking workplace mobbing.
Elvia Méndez Fregozo, Ahmed Asadi González, Yadira Islas Limón
- Organizational culture and workplace violence. Case study in an educational institution in the State of Mexico.
Rosa Silvia Arciniega Arce
- Luigi, Lorena and Daniela, psychological harassment, mobbing and bullying over the internet.
Arturo Luis Alonzo Padilla.
- Some characteristics of the main instigator of mobbing in the workplace.
Diana Castillo Serrano
- Mobbing in research environments
- Workplace harassment in technical research institutions in Mexico. Essay on two observed cases.
Carlos Franco Cáceres, Margarita Rosales González
- Mobbing in intellectual work.
Karime Luna Solís
- A case of workplace harassment in the radio station of the National Autonomous University of Mexico (UNAM).
Collective of Radio UNAM Workers
- Mobbing in a public radio station.
Carmen Limón Celorio
- Mobbing in industry
- Mobbing at sea: hostile actions, typology and vulnerable groups.
Rebeca Del Pino Peña

- Mobbing and sexual harassment in flexible workplaces: factories of Ciudad Juárez.
Patricia Ravelo Blancas, Sergio G. Sánchez Díaz

IV. Mobbing in organizations that fight for human rights

- Psychological harassment and toxicity in an organization that defends human rights.
Florencia Peña Saint Martin
- The ecological defense of the jungle and the strength of one woman in the face of harassment.
Mario Ortega Olivares
- Mobbing in other workplace contexts
- “Initiation” as the beginning of the mobbing process.
Amaceli Lara Méndez
- Emotional lynching and its methods in the workplace.
Rocío Fuentes Valdivieso
- Perpetrator or victim? It depends on the color of the glass you look through.
Adriana Carolina Vargas Ojeda, David Sergio Salas Vargas, Ma. del Carmen Castillo Fregoso, Ma. Guadalupe Delgadillo, Ana María Valles Medina, Miguel Ángel Fraga Vallejo

The book can be purchased in Spanish online at:
www.edicioneseon.com.mx,
Ediciones y Gráficos Eón, Av. México - Coyoacán No. 421, Col. Xoco, C.P. 03330 Mexico City.
Tel: (52-55) 56041204 or 56889112.
Please write to Lic. Yesika Leyva:
ventas@edicioneseon.com.mx