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Harassment and the development of a dignity policy at the EPO



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Dignity, CSAIO5

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29-11-2004

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Definitions

- Our working definition: Any behaviour which is systematically offensive, intimidating, hostile, or undermines the dignity of a person or a group. Includes bullying, mobbing
- · Types: Administrative, sexual, racial and cultural

Effects

- Suffering
- Sickness
- Invalidity
- Loss of incentive, of morale Loss of productivity, of quality
- Loss of "human resource"

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Agenda



- · Definitions, effects
- · Context: increasing awareness, legislation
- · At the EPO
 - Motivation
 - Chronology
 - Approach
 - Proposed policy
 - Present situation
- · Lessons
- · Discussion (at end of session)

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Context



- International organisations

 ILO, CERN, WHO, EUROCONTROL have specific policies in place
 NATO, ICTY, ESTEC (ESA)...have policy elements in place (committee, guidelines, declaration of intent)

 EUROPOL, UN, EPO... being developed

- European countries
 Specific legislation: e.g. Sweden, The Netherlands, UK...
 "Duty of care" (implied protection): e.g. NL, UK, Germany, Ireland...

ATILO (recent decisions)

Cases 2324, 2373 (OPCW) 2370, 2371 (ILO) ... damages of up to Euro 25000 for harassment, lack of respect

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Google gives 1 090 000 hits for (harassment and work) not school

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EUROPEAN PATENT OFFICE (EPO) MOTIVATION

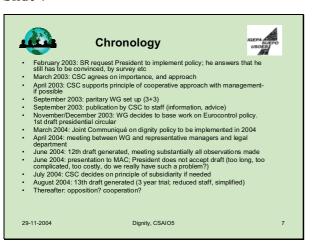


- Few tens of cases known to Staff Representation, Office doctors, social workers and psychologists, some with very serious consequences. Many more suspected
- HCS (February '04) showed that:
- > Q: "In the last year, subjected to any behaviour imposing on your sense of dignity?
 - A: 19% occasionally; and 4% several times.
- > Q: "...to behaviour which you would classify as harassment or mobbing?" A: 7% occasionally; 2% several times.
- > Proportion consistent with literature
- · Examples from other IO, national law

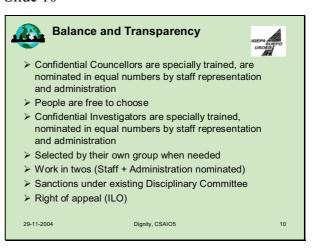
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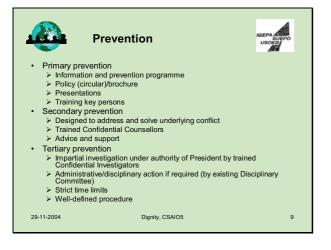
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