

# MATERNAL MOBING EMPLOYMENT - MML



“Every hour, 9 working mothers are involved in a social exclusion situation “



**FUNDACIÓN MADRINA**

*For women, motherhood has become a factor of labor and social inequality and her pregnancy suppose a risk factor related to violence, abuse or job loss. The latest victim is always the child.*

MATERNAL LABOR

MOBBING - MML

1



# What “Maternal Mobbing, Employment is? | mml”

Typology and sources

Consequences and risks

Causes

Social arguments and jurisprudence



## What is mml | Typology and Sources

- What is “Maternal Mobbing - mm”: “violence, bullying or abuse that a woman is suffering from the fact of being mother”

### TYPOLOGY OF “MATERNAL MOBBING - MM”, AS A CONSEQUENCE:

- personal and family environment 25%
  - ✓ Violence against women
  - ✓ Domestic violence
- Social and cultural environment 15%
  - ✓ Administrative violence
- the wrong business practice 60%
  - ✓ workplace bullying or maternal mobbing, employment - mml

### SOURCE OF “MATERNAL MOBBING, EMPLOYMENT – MML” FOR A MOTHER

- Economical crisis and reorganization of the enterprises 30%
- Social and personal culture 40%
- Wrong business practice 10%
- Lack of legislation 20%



# What is maternal mobbing

- “Violence, bullying or abuse that a woman is suffering from the fact of being mother”
- Age typology about maternal mobbing – mm:
  - ✓ Under 20 years = domestic violence
    - Family breakdown
    - School bullying of pupils and teachers: expulsions of school
    - Violence by parents or stepparents
  - ✓ Over 20 years and under 30 = domestic violence
    - Absence of parental responsibilities
    - Labor exclusion = pregnant woman or with children over > 3 años
  - ✓ Over 30 years = lack of conciliation
    - Absence of parental responsibilities
    - Gender violence
    - Labor exclusion = pregnant woman or with children over > 3 años



## What maternal mobbing is?

- Etiologic characteristics of Mobbing Maternal- mm”:
  - ✓ Personal and familiar environment and family= domestic violence and exclusion.
    - Exclusion on family environment = situation of street
    - Gender violence = abuses around 60% pregnancy cases
  - ✓ Social and cultural environment = administrative violencia and social exclusion
    - Motherhood like a problem
    - School bullying
    - For the public states, motherhood is like a punishment.
  - ✓ Employment environment = maternal maternal, employment – mml
    - Acoso y mala “praxis laboral”
    - Embarazo = no empleabilidad
    - Children under 3 years = employment exclusion
    - The paternity is rewarde. However, the maternity is extremely punished. = labor gap 50%



# What mml is | Causes of mml

## Motherhood and Employment

### CAUSES OF THE REDUCTION OF MOTHERHOOD ON WORKERS WORKERS:

- Lack of information and support 45%
- Leave her work or give it up permanently 30%
- Limits in their employment promotion 10%
- Discrimination at work 25%
- Lack of social benefit (nursery....) 80%
- Economic reasons (necessity of two salaries) 90%

### CAUSES OF THE REDUCTION OF MOTHERHOOD ON WORKERS WOMEN:

- Lack of administrative support 85%
- Abandonment of the couple 60%
- Lack of conciliation and business resources. 75%
- Lack of academic training 75%
- Lack of employment offers 40-50%

# MATERNAL LABOR MOBBING - MML

1



## What mml is | Risks about mml

### FRECUENTLY CORPORATE ACTIONS ABOUT “MML”

■ Salary reduction	11%
■ Reduction of responsibilities	20%
■ Shift to places of risky employments	1%
■ Unfair dismissals	25%
■ Non- renewal of temporary contracts	30%

### ASSOCIATED RISKS ABOUT “MML”

■ Lower level of training and studies	55%
■ Lower level of responsibilities	75%
■ Smaller size of the companies	80%
■ A bigger rigidity in contracts	40%
■ Black economy	25%



# What mml is? | Consequences about mml

## CLINICAL CONSEQUENCES ABOUT “MATERNAL MOBBING, EMPLOYMENT - MML”

- SEP – Posttraumatic stress syndrome 20%
  - ✓ Worsening of physical and moral integrity
  - ✓ Indecision and vulnerability
  - ✓ Off from work
  - ✓ Phobias (phones, places, people)
  - ✓ Depression
- Personal and family conflicts 50%
- Major and chronic diseases 5%
- Sick leaves around psychological problems 30%

## EMPLOYMENTS CONSEQUENCES ABOUT “MML”

- Voluntary withdrawal from the labor market 60%
- Absence from work 50%
- Lower productivity 25%
- Declining competitiveness and female talent 30%



## What mml is? | About mml

### ARGUMENTS RELATED TO “MML” AS A CONSEQUENCE OF MOTHERHOOD:

- “Your pregnancy gives a bad image to your company” (s. automotion)
- “From director to cashier” because your priorities related to the changes in your company” (s. bank)
- “I don’t want to set a precedent with your maternity leave” (s. medical)
- “We understand your problem, don’t worry, we will help you to interrupt your pregnancy” (s. maternidad)
- “You are the problem” (s. consulting)
- “You already know what do you have to do if you want to continue in the company” (s. departament store)
- “They know that I’m pregnant and they have changed to a risky area, what can I do?” (s. chemical)
- “We make periodic checks and if it is positive, we dismissal from the work” (s. soft drinks)
- “They don’t let us get pregnant” (s. iron and steel industry)



## What mml is? | Jurisprudence

- ✓ **Social and Labor:** Art. 50 Estatus workers
- ✓ **Civil:** Art. 1902/1903 Civil Code
- ✓ **Penal:** Art. 147/169/172/173/510 ss Penal code

MATERNAL LABOR

MOBBING - MML

2



# Conclusions about maternal mobbing | mml

Conclusions

Indicator of conciliation

Business profile

Mother woman profile

Models



## Conclusions about mml

- The lack of jobs, the level of training of women working mothers surveyed and reducing the demand-supply matching employment generated each time, in Spain, 9 women working mothers are in distress, motherhood becoming a factor of labor market exclusion.
- The economic crisis in Spain, the elimination of social benefits for women as mothers and the lack of positive social and work culture, generate a decrease in maternal-employment balance by 40% annually. The ignorance and lack of positive legislation also affects this in an additional 20%.
- Labor market consequences produced by the mml in women are:
  - a) the labor market withdrawal by 60%, with decline in talent retention and incorporation of women as mothers;
  - b) absence from work;
  - c) lowering of productivity, which results in loss of competitiveness and business productivity by 30%.
- The no economic contribution to the conciliation in Spain, generates that the woman still has to decide between her "motherhood" and their employment.



## Conclusions about mml

- In Spain, still, the greater harassment of a woman is being a mother, and especially is determining the fault or neglect of parental responsibility.
- Following the previous topic, in Spain, bearing in mind the effects on labor, motherhood may be considered a new illness or disability of women.
- THE SPIRAL OF SOCIAL AND LABOR EXCLUSION OF WOMEN WORKING MOTHER begins with:
  - a) Lack or loss of employment;
  - b) the consequent rupture of the couple;
  - c) lack of financial resources and inability to deal payments;
  - d) loss of household;
  - e) the loss or absence of family and social network, and finally
  - f) the situation of street, with the loss of custody and even child custody.



## Conclusions about mml

- The profile of women subject of study, and exclusion suffered mml labor is pregnant or with a child under one year, from 25 to 35, half-skilled, medium-low and although most are Spanish, the regularization and the crisis is to grow noticeably affected by mml women with immigrant-Latin American and eastern European countries.
- The tourism and distribution remain the main causes mml in 2011, by the crisis.
- Motherhood is still a problem for pregnant women in 9 out of 10 cases, and especially to join a job, because they are receiving an unequal treatment.
- In SMEs, for scarce resources and no reconciliation, and the great company reorganizations, rigid conventions, where it grows is the exclusion of women working mother in the world.



## Conclusions about mml

- This exclusion has increased the clinical pathology of women working mothers, increased depression and insomnia-generating the aftermath of post-traumatic stress syndrome, and as a consequence or perverse side effects, the labor market withdrawal, separation of the couple, some serious or chronic illness, and even the IVE.
- It should be noted that the mml, or exclusion of women working mother in the working world does not end with pregnancy, it continues until the baby is 3 years, until it is losing the mother-child bond .
- Will equate the fact that women suffering mml working mother has a partner or not, but grows much more a mother with unshared family.