Abstract

This article is the result of research that investigated the effectiveness of the 1010/2006 act on harassment in the workplace in Colombia. The working hypothesis is that the weak effectiveness of Act 1010 is due to multiple factors, including the failure of preventive organizations, trial mechanisms, punishment and redress, in addition to the judicial opacity of this social and legal phenomenon. A detailed study of workplace harassment was carried out where records were collected in the Ministry of Labor and courts; also semi-structured interviews with victims, officials, judicial officials and businessmen were conducted. The study concluded the need to reform the Act and to address harassment in the workplace as a social problem in the country.

Keywords

labor regulation, mobbing, 1010/2006 Act, decent work, labor relations.