



Análisis de las Dinámicas de Poder y Desigualdades de Género en el Mobbing Laboral en Quintana Roo: Propuestas Institucionales para su Prevención y Erradicación [

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text (article)

Analítica

The summary of the research on mobbing or workplace harassment in Quintana Roo focuses on analyzing how power dynamics and gender inequalities perpetuate this phenomenon in the region's work environments. The research is based on a mixed-methods approach that combines qualitative and quantitative methods to provide a comprehensive view of the causes, effects, and potential institutional solutions to combat mobbing, with a particular focus on the protection of women workers. The study reveals that despite the existence of legal frameworks in Mexico, such as the Federal Labor Law and internal protocols of various organizations, the prevalence of mobbing remains high, especially among women. This is largely due to the ineffective implementation of these laws and an organizational culture that minimizes or ignores harassing behaviors. Women in Quintana Roo face additional barriers to reporting mobbing, such as fear of retaliation and lack of institutional support, which perpetuates a cycle of violence and discrimination in the workplace. Through surveys and in-depth interviews, the research provides quantitative and qualitative data that reflect the negative impact of mobbing on the mental and physical health of women workers, as well as on their professional development. The analysis of internal policies within organizations in Quintana Roo shows that many are not aligned with international human rights standards, such as ILO Convention 190, and lack a gender perspective. The research concludes with a series of recommendations to strengthen the prevention, care, and sanctioning of mobbing in Quintana Roo. These include the implementation of gender training programs, the development of internal protocols aligned with international standards, and the creation of more accessible and effective reporting mechanisms. The research emphasizes the need for legislative reforms and cultural change to eradicate mobbing and protect the rights of women workers in the region

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