Chapter 13

Bullying in the Work Environment and Human Dignity:
General Considerations About the Brazilian Reality

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ABSTRACT

This chapter deals with the dignity of the human person and moral harassment, bringing some specific considerations about Brazilian reality. The scientific objective is to demonstrate the concrete existence of an impact on the principle of human dignity when harassment occurs in the environmental work. It is a theme that is in the discussion guide mainly from the beginning of this century, although abuse and humiliation have always been practiced in labor relations, with the same current scope, which is a tool to achieve generally derogatory ends of the human condition and intensified by the action of globalization in the contemporary world. Besides impact directly on the person, moral harassment in the work environment results in consequences for society, for company (organization), and the state.

INTRODUCTION

This chapter has as its object the discussion about the dignity of the human person and bullying. The scientific objective is to demonstrate the concrete existence of an impact on the principle of the dignity of the human person when moral harassment occurs at work. Its specific objectives are: to present elements for a referential on the dignity of the human person; identify how, what is and how moral bullying develops; demonstrate how moral harassment at work violates the principle of the dignity of the human person.

Bullying is a phenomenon that occurs within working relationships, but must be identified, combated and punished whenever it is observed.

It is a topic recently discussed in the universe of work, although the abuse and humiliation have always been practiced in labor relations, with the same current scope, which is a tool to achieve generally derogatory ends of the human condition and intensified by the action of globalization in the contemporary world.

This issue brings to light all the humiliation and embarrassment suffered by many workers in their work environments. It also denotes, how cold and inhumane some people are becoming, intent on achieving "success" within their companies, bodies or institutions.

It is important to emphasize at the outset that bullying in the workplace presents serious consequences for both those who are persecuted and those around them, as well as causing harm and consequences to society as well as impacts on the company (organization) and the State.

The chapter is divided into five items, the first of which deals with general considerations about the dignity of the human person, the second about some historical and philosophical elements of the dignity of the human person, the third deals with aspects of conceptualizing moral harassment in the environment of work, the next item is about the possible dimensions of moral damage and finally addresses the consequences of bullying in the workplace for the individual, for society, for the company and the state.

To perform the work, the inductive method was used with bibliographical and documentary research.

CONSIDERATIONS ON THE DIGNITY OF THE HUMAN PERSON

At the beginning of this chapter, we see the idea of Paz (2009, p. 15.), which advises caution in addressing the principle of the dignity of the human person, since this principle has attracted more and more adherents. Thus, there is a prescription for

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