

## パワーハラスメント

性的な嫌がらせであるセクシャルハラスメント(通称セクハラ)対策は徐々に浸透しつつありますが、最近、職場では性別にかかわらず起こる嫌がらせとして、パワーハラスメント(通称パワハラ)が問題になっています。

パワーハラスメントとは、「他者に対して社会的地位・立場を利用し、職務とは直接関係のない、あるいは適切な限度を超えた嫌がらせの働きかけをし、それを執拗に繰り返すこと」です。

パワーハラスメント加害者には自覚が乏しいことが多いと言われています。仕事上の「指導」との違いを考える上でポイントは、①人格攻撃かどうか②上司に相手への嫌悪感があるかどうか③傍若無人(威圧的)な言い方かどうか、などです。

では、パワーハラスメントに遭った場合どうすべきでしょうか。

パワーハラスメントを訴えた被害者に対して、社内の内部調査組織が機能せず、被害者の人権が加害者からの報復でかえって悪化する場合があります。そのような場合は、「都道府県労働局」の相談窓口にご相談することをお勧めします。

いずれにしても、被害者、加害者の当事者同士の口頭のやりとりは証拠が乏しいことがあります。そこで、被害者は、様子を録音すること以外でも、日記やメモをつけ、その現場を見ていた同僚の人数や名前などを記入しておくことも役に立ちます。体調をこわした場合には医者にかかれば記録にもなります。

上司が部下に対して命令したり、部下の失策を叱ったりすることは、本来問題を生じないはずですが、しかし、命令や叱責であっても、当然ながら、部下の人格や尊厳を傷つけてはならず、そのようなことまで上司に許されているはずはありません。

企業としては、個々の従業員の心のケアをし、上司が部下に対してどのように接するべきかという点についての指導や教育にも力をいれ、早期に問題を発見して対処することができるような体制作りも求められます。

またとない研修・技能実習が、パワハラで台無しにならないためにも、意に反する言動には、毅然と対処することが大事です。

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## Power Harassment

Measures to combat sexual harassment (*seku-hara*) are gradually taking root, but another form of harassment, one which does not distinguish between genders, has become a problem in the workplace. This is power harassment (*pawa-hara*).

Power harassment refers to an individual persistently and repeatedly using their social position or standing to force someone to do something that has no direct relationship with their job, or to harass them in a way that goes beyond appropriate limits.

It is said that many people who commit power harassment are lacking in self-awareness. There are a number of ways of telling the difference between power harassment and simply giving instructions at work. For example: 1) Was there an attack on the worker's personality? 2) Does their superior have negative feelings towards the worker?; and 3) Was it said in an overbearing (intimidating) manner?

So, what should you do if you come into contact with power harassment?

Workers who complain about power harassment can find that the internal investigative mechanisms of their companies do not function in these cases, and sometimes the person who originally harassed them can make their situation worse. In such cases, we recommend that they go and consult with their prefectural or municipal Labor Department.

However the situation is approached, it is often the case that there is no record of the exchanges between the harasser and the victim of harassment, because they are verbal exchanges between colleagues. Given this, besides trying to record their exchanges with the person who is harassing them, it can be useful for the victim of harassment to try to note down incidents of harassment in their diary or write a memo, and to note down the number of colleagues who witnessed particular incidents, in addition to their names. If their health is affected and they visit the doctor, they can also obtain a record of the visit.

When an employee in a higher position gives a command to a worker, or when that person reprimands a worker for a mistake, this is not in itself a problem. However, despite having been commanded or reprimanded, the worker should not feel wounded in their personal feelings or in their dignity, and actions causing such feelings should not be allowed by their superiors.

Companies are required to attend to the psychological well-being of each of their employees, to expend efforts on providing instruction and education for superiors on how to approach workers who are under their authority, and to create systems that will enable them to discover and respond to any problems at an early stage.

Your traineeship or technical internship is an once-in-a-lifetime opportunity. It is important to respond firmly to any words and actions that overstep appropriate boundaries in order to ensure that your experience is not spoiled by power harassment.