



SOCIETY FOR LABOUR AND DEVELOPMENT *commemorates*

#16daysofactivism

NOVEMBER 25 TO  
DECEMBER 10, 2023



**SOLIDARITY  
SUPPORT  
SAFE SPACES**



# SLD

A brief organizational background

**Society for Labour and Development (SLD)** is a labour rights and support organization based in the National Capital Region. Established in 2006, SLD primarily addresses the rights and aspirations of workers with the aim of bettering the lives of millions, working towards their economic security and better opportunities. We operate in the garment sector, seafood processing sector, leather sector, and domestic work segment. SLD has a physical presence in seven states, but we work throughout India through collaborations with like-minded organizations. Through our collaborations, we strive to create a collective impact and bring about systemic change in the labour sector. SLD's efforts extend beyond advocacy and awareness-raising, as we also provide direct support to workers, such as legal aid, psycho-social counselling, and skill development programs. Our action-research is directed towards the most relevant and challenging issues confronting workers in the industries in which we work.

SLD has developed and published a toolkit for the 16 days campaign. This toolkit provides a brief overview of the campaign's history and significance, as well as ways and suggestions for individuals and organizations to collaborate with SLD, other like-minded organizations, and grassroots communities to take meaningful action and contribute to the global movement for gender equality. The toolkit's broad objectives are:

- To encourage all its networks to join in this global effort;
- To raise awareness of GBV and the work being done to address it;
- To amplify the voices of all working together for gender equality and gender justice

# History and significance of the *16 days movement*

In 1991, the Center for Women's Global Leadership at Rutgers University in New Jersey launched the 16 Days of Activism to amplify feminist voices and connect women's movements around the world to secure women's rights. The campaign runs each year from November 25 (International Day for the Elimination of Violence Against Women) through December 10 (World Human Rights Day). These dates were chosen specifically to reinforce the message that GBV is a violation of human rights.

The 16 Days of Activism is a powerful global movement that encourages dialogue, action, and solidarity in the fight against gender-based violence. The campaign aims to raise awareness about and combat gender-based violence, including domestic violence, sexual harassment, and human trafficking. During these 16 days, individuals, organizations, and governments around the world engage in various activities, such as educational events, advocacy campaigns and policy changes, to challenge discriminatory attitudes and fight for a world free of violence against women and girls.

The campaign's brevity is its strength, as it ensures that gender-based violence remains at the forefront of global consciousness and motivates stakeholders to take immediate, tangible steps toward addressing this critical issue. The sustained commitment is crucial in the long-term fight against gender-based violence, making the campaign a catalyst for meaningful change and a symbol of global unity in the quest for gender equality and the elimination of violence against women and girls. By continuously highlighting the urgency of addressing gender-based violence, the campaign sparks ongoing conversations and encourages individuals to actively participate in creating a safer world for all. Moreover, the campaign's global reach amplifies the voices of survivors, fostering a sense of solidarity and inspiring collective action on a global scale.



# What is GBV?

*How has the 16 days campaign worked to shed light on promoting rigorous awareness on gender-based violence?*

**Gender-based violence** encompasses all forms of violence directed at people based on their gender; it is a type of violence that disproportionately affects persons of a gender minority. "GBV" is also commonly used to describe violence committed by men against women and girls, gender minorities, and gender nonconforming persons. It is important to recognize that gender-based violence is not limited to physical acts but also includes emotional, sexual, and economic abuse. By using the term "GBV," we acknowledge the intersectionality of this issue and the need for a comprehensive approach to addressing it. Additionally, raising awareness about GBV helps challenge harmful societal norms and promotes a culture of respect and equality for all genders.

UNITE! with a single idea at its core! NGOs, CSOs, and INGOs from all over the world have united to fight violence against women and girls. Whether or not a specific organization deals with the intersection of gender and violence, they have all worked to expose a social evil that has hampered more people's freedom than we can imagine. The 16 days campaign has focused on building collective solidarity and action. The 16 Days Campaign since 1991 has dedicated extensive research, information dissemination and movement building work across the globe in various significant capacities.

The campaign has evolved and educated itself. We have seen how over the years, the narrative, the language, the objective of the campaign has evolved and the support for survivors widened. The campaign provides a safe space for many people all over the world who want to learn more about gender-based violence, find support and solidarity, and have a long-term impact on policymaking.

In this toolkit, we take a quick look at the myths and false notions that are put forth as the main reasons behind Gender based violence or Violence against women and Girls. These myths are harmful, as they restrict people from reaching out and seeking support when they are stuck in abusive relationships. To create a safe space for survivors, we need to begin busting these harmful myths. We have listed some of the common misconceptions around Gender Based Violence in the next page.



People think that drink and drugs cause abuse

THIS IS NOT TRUE.

There are abusers who are sober when they are abusive towards their partners, just as there are abusers who don't drink or take drugs. Alcohol and drugs may make the abuse worse, but they are not the cause of abuse and cannot be used as an excuse for the abuse.

People think that women who are abused ask for it or provoke it in some way

THIS IS NOT TRUE.

Many people think that if a woman is abused, it is because she nags a lot, or answers back and needs to be put in her place. But no one asks to be abused. Abusers must be responsible for their own behavior.

People think that if you were abused as a child, then you will become an abuser when you are an adult.

THIS IS ONLY PARTLY TRUE.

It is true that many abusers were themselves abused as children. But there are abusers who have never been abused, as well as people who were abused as children, who never become abusers when they grow up. **We are all responsible for our own behavior.** Let us self-reflect and take it on ourselves.

People think that stress causes domestic violence

THIS IS NOT TRUE.

Stress may spark off abusive behavior, but it does not cause abuse. If some people are so stressed that they must abuse their partners, how do they keep themselves calm in social atmospheres like their workplace, informal outings etc.

GBV only happens in intimate partner relationships

THIS IS NOT TRUE.

GBV can occur in any relationship including family, peer, workplace, and in community settings, highlighting the importance of recognizing and addressing violence in diverse contexts and spaces.

GBV only includes physical abuse/violence (hitting, punching and pushing)

THIS IS NOT TRUE.

GBV includes various forms of violence such as sexual, emotional, and psychological abuse, as well as economic harm emphasizing the need for a comprehensive understanding of the issue.

IDENTIFYING ABUSE  
#myths





# How do you support GBV survivors?

## Believe and Validate

Believe the survivors account of the violence. Validating their feelings and experiences helps break the silence around GBV, fostering an environment of trust. When survivors feel heard and believed, it not only aids in their emotional recovery but also empowers them to take steps towards seeking help and reclaiming control over their lives.

## Listen Actively

By offering a non-judgmental ear, you create a safe space for survivors to share their experiences and feelings. Avoid interrupting or imposing opinions. This empathetic listening not only validates their emotions but also helps survivors feel heard and understood.

*Together we can contribute significantly to dismantling the barriers that survivors face in their journey towards healing and justice.*



## How will SLD get involved in the campaign?

In line with SLD's theme of

# SOLIDARITY, SUPPORT AND SAFE SPACES,

throughout the 16 days, we will be organizing various online and offline activities and initiatives to engage with grassroots communities with whom we work and express our support and solidarity.

### SOCIAL MEDIA AWARENESS CAMPAIGN:

We will be sharing SLD Team members' testimonials on our social media platforms, from their personal perspectives on:

1. How do you support GBV survivors?
2. What are the practices that you adopt in your daily lives to create safer space for women?
3. Why do you believe in gender-inclusive spaces?
4. SLD will share its campaign toolkit on all its social media platforms. This is to support people and organizations who intend to participate in the 16 days campaign. They could use this document to further their comprehension of the campaign's significance and importance. Additionally, it will also serve as a common call to organizations that wish to collaborate with SLD during the campaign period.



## How can other individuals and organizations get involved in the campaign and **collaborate with SLD?**

Here are just a few ideas. Many of these ideas can also be used beyond the 16 Days to encourage year-round action for gender equality and prevention of gender-based violence.

1. Collaborate with SLD or other organizations working on cross-cutting issues of Gender based violence, Violence against women and girls and Victim care and support
2. Use this toolkit to build your own organizational campaign to take part in the 16 days movement.
3. Hold discussions, debates, workshops to start meaningful conversations around GBV and with groups, communities that you work with, to raise awareness about violence perpetrated towards women and gender diverse persons
4. Social media can be used to reach out to people across the globe and amplify the message of gender equality and gender justice
5. Donate/volunteer with organizations that work with GBV survivors and focus on creating safe spaces for survivors to share their stories and continue their healing journey.
6. Display posters or banners (for example, the A-Z of Preventing violence against women) in your workplace, on your website and social media channels and on community notice boards. Consider ways in which you can use a wide range of platforms and mediums to share the campaign messages



SOCIETY FOR LABOUR AND DEVELOPMENT  
A 24(First Floor, Rear Portion), Gulmohar  
Park New Delhi,  
India - 110049

[www.sld-india.org](http://www.sld-india.org)

@sldindia

f SldIndia