

100 years after its establishment, ILO Convention on Violence and Harassment



The Convention 190 of the International Labour Organisation, passed in June 2019, defined for the first time, gender-based violence and harassment in the world of work. The Convention also assumes importance since it was part of the centenary session of the ILO. What is

unique about Convention 190 is the fact that it defines clearly the meaning and nature of violence and harassment and includes gender-based violence as a factor influencing the participation of women in the workforce. The Convention was passed after consultation with key stakeholders including representatives from governments, employer associations and trade unions. Convention 190 is an important step in realising that women are able to participate and access employment opportunities without the fear of violence and harassment.

In India, Rape by a Known Person is Most Common

Contrary to popular belief, according to data by the National Crime Records Bureau (NCRB), in 93.2% of rape cases registered in 2017, the perpetrator was known to the victim. The NCRB defines a known person as someone who is a family member, friend, neighbour, employer,



persons met online or separated husband. In the light of the recent events of violence and harassment against women in India, there is a need to prioritise action that aims to target the social and cultural norms that are the foundation of society. While the development of infrastructure to create safe spaces for women and non-men persons is necessary, gender equality and the prevention of harassment cannot be achieved without changing the mind-set of people. There is a need to advocate for change in the way children are brought up by addressing the flawed patriarchal systems that govern families. If this is not pursued, the rise in violence against non-men is inevitable.

Breaking Free from the Idea of Binary Gender Identities



In the time of the debate on gender equality and gender identities, this video called 'Gender Identity Song' aims at breaking the stereotypes surrounding the gender binary and encourages society to

look beyond the accepted definition of gender. The video brings out an important point regarding the distinction between sex and gender and how gender identity and expression does not have to conform to societal expectations. The main message of the song is that while one may not understand the different forms of gender expression, one must learn to respect another's choice of expression and identity.

