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A.I.R.F. All India Railwaymen's Federation

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4, State Entry Road,
 NEW DELHI - 110055,
 INDIA

No.AIRF/434

Dated: November 22, 2019

The General Secretaries,
 All Affiliated Unions,

Dear Comrades,

Sub: Observance of the UN Day for Elimination of Violence Against Women – 25th November, 2019
Ref.: ITF's Circular No.240/A/2019 dated 14.11.2019

With reference to our earlier email dated 15th November, 2019, containing ITF guidelines for observance of the "UN Day for the Elimination of Violence Against Women – 25th November, 2019".

AIRF is committed towards **elimination of Violence and Harassment Against the Women**, and is working in direction throughout the year.

25th November is dedicated for observance of the "UN Day for the Elimination of Violence against Women".

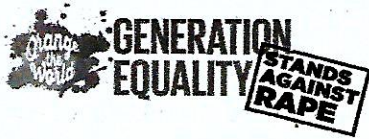
On the call of the ITF, it has been decided to observe "UN Day for the Elimination of Violence against Women" on **25th November, 2019**, all over the Indian Railways by all the affiliates of AIRF with all zeal and enthusiasm for prevention of social evils, **i.e. violence against the women and their harassment**. Ratification of the UN recommendation in Geneva on Domestic Violence should also a part of yours programmes.

You are, therefore, requested to observe the day in a befitting matter and reports and photographs of the same should be sent to us through email.

Comradely yours,


 (Shiva Gopal Mishra)
 General Secretary





International Day to End Violence against Women & 16 Days of Activism against Gender-Based Violence, 25 November – 10 December 2019

*-Social Media Package-
ENGLISH*

- From the International Day to End Violence against Women on 25 November through 10 December, Human Rights Day, the 16 Days of Activism against Gender-Based Violence aim to raise public awareness and mobilize to end violence against women and girls worldwide.
- **Theme:** "Orange the World: Generation Equality Stands against Rape!"
- **Website:** <http://unwo.men/SdMB30pTv6e>
- This **social media package** along with visual assets is available here: <https://trello.com/b/PpTdZvU4>
- Main hashtags: **#orangetheworld** and **#GenerationEquality**.
 - #16days can still be added whenever possible to tap into the broader conversation.

NOTE: The visuals in this package have multiple formats (mp4, gif, rectangular, square...) optimized for each platform. Please make sure you download and attach the correct one as indicated in the message.

Suggested messages:

I. Twitter

25 November is the International Day to End Violence against Women & the 🌐 is turning orange 🌐 to show that #GenerationEquality stands against rape. Let's kick off the #16Days of Activism with @UN_Women & #orangetheworld! [UPLOAD: Globe.gif]

Time to support & empower survivors.

Time to spark a global conversation.

Time for #GenerationEquality to #orangetheworld!

#16days pic.twitter.com/N41BQQHPHM

Listen to survivors.

Share their stories.

Talk about consent.

Small actions can have a big impact to end rape culture.

Do your part during #16Days of Activism by joining #GenerationEquality & standing with @UN_Women against rape! #orangetheworld <http://unwo.men/SdMB30pTv6e>

One story about rape is one story too many. Join #GenerationEquality and stand with @UN_Women to end sexual violence against women and girls. #orangetheworld #16days Check back for video link on 22 November



Sexual violence continues to be used as a weapon in conflicts. Join @UN_Women to #EndRapeInWar and demand justice for survivors. #orangetheworld #GenerationEquality <http://unwo.men/uUFF30gDeUu>

"No further generations must struggle to cope with a legacy of violation. We are #GenerationEquality and we will end rape!" - @unwomen Executive Director @phumzileunwomen. Full statement: <http://unwo.men/UXv730pUibi> #orangetheworld #16days [UPLOAD: Statement]

01-Rape Culture

Have you noticed? Rape culture is all around us. It's pervasive & rooted in patriarchal beliefs, power & control. It normalizes & justifies sexual violence. For #16days of Activism, @UN_Women shares 16 ways to dismantle it: <http://unwo.men/vbOK30pTvdh>

☐ Stop using language that blames victims, objectifies women and normalizes sexual harassment. ☐ There is no excuse for rape. #orangetheworld #GenerationEquality #16days [UPLOAD: don't-rape]

Bro code: Respect women.

End rape culture. ☐☐

<http://unwo.men/SdMB30pTv6e> via @UN_Women #orangetheworld #16days [UPLOAD: Respect-women]

Every time a woman speaks up about her experience of sexual violence and she's not believed, rape culture flourishes. Every time you hear a survivor's story: 1-Listen. 2-Believe. 3-Support. <http://unwo.men/SdMB30pTv6e> via @UN_Women #orangetheworld #GenerationEquality [UPLOAD: Believe-survivors]

Breaking the silence is the 1st step to transforming the culture of gender-based violence. Time to speak up, #orangetheworld and break the cycle of abuse! #GenerationEquality #16days @UN_Women <http://unwo.men/SdMB30pTv6e> [UPLOAD: Break-the-silence]

When a survivor speaks up, don't say, "Why didn't she leave?"

Say:

We hear you.

We see you.

We believe you.

You are safe here.

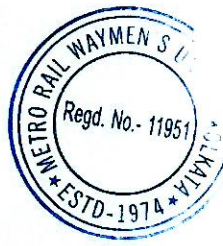
via @UN_Women <http://unwo.men/SdMB30pTv6e> #orangetheworld #GenerationEquality [UPLOAD: Harassment-free-zone]

Boys will be boys who respect girls and become men who stand against rape culture. #GenerationEquality #orangetheworld via @UN_Women <http://unwo.men/SdMB30pTv6e> [UPLOAD: boys-accountable]

Media has a fundamental role to play to stop rape culture. ☐ Let's flip the narrative that places blame on victims and use the power of language in service of survivors, not perpetrators. <http://unwo.men/SdMB30pTv6e> via @UN_Women #orangetheworld #16days [UPLOAD: Headline]

Rape culture perpetuates every time somebody dismisses a woman who speaks up about sexual harassment. We must establish policies of zero tolerance for violence. #orangetheworld #16days via @Empower_Women Check back for video link on 22 November

While hardly anyone openly condones rape, too many of us fail to challenge the rape culture that surrounds us. Don't be an accomplice. Stand against rape with #GenerationEquality! <http://unwo.men/SdMB30pTv6e> via @UN_Women #orangetheworld #16days [UPLOAD: Any from SLOGANS]



Add your voice to the growing community of people who are breaking the silence around violence against women. Join #GenerationEquality & stand against rape with @UN_Women! <http://unwo.men/SdMB30pTv6e> #orangetheworld [Any from Quotes]

Establish policies of zero tolerance for sexual harassment and make women feel safe in the spaces in which they live, work, and play. Join #GenerationEquality & do your part to end rape culture! Check back for video link on 22 November

02-Consent

Enthusiastic. Given freely. Informed. Specific. Reversible. @UN_Women explains everything you need to know about consent. #orangetheworld #GenerationEquality <http://unwo.men/mAS830pTvaG>

There is no excuse for sexual violence. There are no blurred lines when it comes to consent. The definition is clear: <http://unwo.men/mAS830pTvaG> via @UN_Women #orangetheworld #GenerationEquality [UPLOAD: NOT Consent]

This #16Days of Activism, talk about consent. Share your answer using #orangetheworld and tag @UN_Women! Here's a definition to get you started: <http://unwo.men/mAS830pTvaG> #GenerationEquality [UPLOAD: Consent]

@UN_Women asked #GenerationEquality a simple, yet not so simple, question: "What is consent?" Here are their answers. What is yours? <http://unwo.men/mAS830pTvaG> #orangetheworld #16days [UPLOAD: Question]

Let's stand united against all who attempt to blur the lines around sexual consent, place blame on victims, and excuse perpetrators. During #16Days of Activism, let's say it loud and clear: NO MEANS NO. <http://unwo.men/mAS830pTvaG> via @UN_Women #orangetheworld #GenerationEquality [UPLOAD: NO-MEANS-NO]

Believe women. Don't excuse perpetrators. Don't joke about gender-based violence. There is something each one of us can do to end rape culture. #GenerationEquality #orangetheworld #16days Check back for video link

03-Facts

For millions of girls around the world, rape is not surprising or uncommon. How can we be silent when this fact is reality? Find out more from @UN_Women & stand with #GenerationEquality against rape: <http://unwo.men/vb0K30pTvdh> #orangetheworld [UPLOAD: Adolescence]

Why didn't she report it? Because rape is not just an act committed by one person, but also a pervasive culture that feeds on silence. Find out more from @UN_Women & stand with #GenerationEquality against rape: <http://unwo.men/vb0K30pTvdh> #orangetheworld [UPLOAD: Fear]

Sexual abuse is not always physical & it doesn't always leave visible scars. Get your facts on violence against women and join #GenerationEquality in standing against rape: <http://unwo.men/W90930pTvuJ> via @UN_Women #orangetheworld #16days [UPLOAD: Forms of violence]

Laws must protect women, and yet impunity prevails around the world. Join @UN_Women to reverse the laws and demand justice for survivors. <http://unwo.men/vb0K30pTvdh> #orangetheworld [UPLOAD: Law]

Marriage is not a license for violence. Nobody is entitled to their partner's bodies. Every country should explicitly criminalize marital rape. <http://unwo.men/SdMB30pTv6e> #orangetheworld #GenerationEquality #16days [UPLOAD: Marital rape]



It's on all of us to make sure every woman and girl can report perpetrators of sexual violence and seek justice by creating an environment where they feel safe to speak up. <http://unwo.men/vb0K30pTvdh> #orangetheworld #GenerationEquality #16days [UPLOAD: Reporting]

The #16Days of Activism is a time to act for a world where women and girls can live free of fear of violence and nobody has to say #metoo anymore. Will you join #GenerationEquality in speaking up? <http://unwo.men/vb0K30pTvdh> via @UN_Women #orangetheworld [UPLOAD: Sexual harassment]

04-Violence

- ☐ At home
- ☐ In the streets
- ☐ At school
- ☐ On public transportation
- ☐ At work

Women and girls experience violence in nearly every space of their lives.

Join #GenerationEquality to end violence against women. #orangetheworld @UN_Women

Violence against women and girls manifests itself in many different forms, but it is NOT inevitable. Find out how you can do your part to end this pandemic during #16Days of Activism and join #GenerationEquality: <http://unwo.men/vb0K30pTvdh> #orangetheworld via @UN_Women [UPLOAD: Any visual from 04-Violence folder]

When a boy hits a girl, it doesn't mean he likes her. Let's teach the upcoming #GenerationEquality that violence is never the answer. #orangetheworld #16days pic.twitter.com/PHP8C85xav

Your words can be refuge to someone who doesn't feel safe. What you say matters to end violence against women. #orangetheworld #GenerationEquality #16days pic.twitter.com/VU1qSyfsVI

~~X~~That's normal ~~X~~It happens to everyone ~~X~~It's because you're pretty ~~X~~What were you wearing?

These are not an excuse for sexual harassment.

There is NO excuse for sexual harassment. #orangetheworld #GenerationEquality pic.twitter.com/axLS2y6Oen

Don't stay silent in the face of violence against women in any form. Call it out every time, everywhere. #orangetheworld #GenerationEquality #16days pic.twitter.com/slXgl0WF7T

II. Facebook

25 November is the International Day to End Violence against Women and the world is turning orange to show that #GenerationEquality stands against rape. Let's kick off the 16 Days of Activism with @unwomen and ORANGE THE WORLD! ☐ ☐ Here's all the info you need: <http://unwo.men/SdMB30pTv6e> [UPLOAD: Globe.mp4]

Learn about rape culture. Listen to survivors. Share their stories. Talk about consent. There are many small actions you can take every day that can have a big impact to end rape culture. You can do your part during the 16 Days of Activism by joining #GenerationEquality and standing with @unwomen against rape! <http://unwo.men/SdMB30pTv6e>

One story about rape is one story too many. Join @unwomen to end sexual violence against women and girls. Check back for video link on 22 November



Let's stand united against all who attempt to blur the lines around sexual consent, place blame on victims, and excuse perpetrators. During #16Days of Activism, join @unwomen in saying it loud and clear: [UPLOAD: NO-MEANS-NO]

Believe women. Don't excuse perpetrators. Don't joke about gender-based violence. There is something each one of us can do to end rape culture. #GenerationEquality #orangetheworld #16days Check back for video link on 22 November

03-Facts

For millions of women and girls around the world, rape is not surprising or uncommon. How can we be silent when these facts are reality? Find out more from @unwomen and see how you can take action to stand with #GenerationEquality against rape: <http://unwo.men/vb0K30pTvdh> #orangetheworld [UPLOAD: All from FACTS]

04-Violence

Violence against women and girls manifests itself in many different forms, but it is NOT inevitable. Find out how you can do your part to end this pandemic during the 16 Days of Activism and join #GenerationEquality: <http://unwo.men/vb0K30pTvdh> via @unwomen [UPLOAD: Any visual from Violence folder]

III. Instagram

25 November is the International Day to End Violence against Women and the world is turning orange to show that #GenerationEquality stands against rape. Let's kick off the 16 Days of Activism with @unwomen and ORANGE THE WORLD! ☐ ☐ Here are some small actions that will have a big impact: 1-Learn about rape culture. 2-Listen to survivors. 3-Share their stories. 4-Talk about consent. [UPLOAD: Globe.mp4]

01-Rape Culture

Have you noticed? Rape culture is all around us. It's pervasive and rooted in patriarchal beliefs, power and control. It normalizes and justifies sexual violence. Here's a small action you can do that will have a big impact to stop rape culture: top using language that blames victims, objectifies women and normalizes sexual harassment. There is no excuse for rape. ☐: @unwomen [UPLOAD: don't-rape]

Add your voice to the growing community of people who are breaking the silence around violence against women. Stand against rape with @unwomen! #16days #orangetheworld [Any from Quotes]

02-Consent

A simple, yet not so simple, question: "What is consent?" Share your answer on your Instagram story using one of #16days stickers and make sure to include #orangetheworld when you post it for a chance to be featured on @unwomen's account! [UPLOAD: NOT Consent]

Let's stand united against all who attempt to blur the lines around sexual consent, place blame on victims, and excuse perpetrators. During #16Days of Activism, join @unwomen in saying it loud and clear: NO MEANS NO. [UPLOAD: NO-MEANS-NO]



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Stop using language that blames victims, objectifies women and normalizes sexual harassment. There is no excuse for rape. [UPLOAD: don't-rape]

When a survivor speaks up, don't say, "Why didn't she leave?"

Say: We hear you. We see you. We believe you. You are safe here.

See what else you can do to stop rape culture: <http://unwo.men/vb0K30pTvdh> via @unwomen [UPLOAD: Harassment-free-zone]

Boys will be boys who respect girls and become men who stand against rape culture. Find out how you can help dismantle toxic masculinity and more from @unwomen: <http://unwo.men/vb0K30pTvdh> [UPLOAD: boys-accountable]

Media has a fundamental role to play to stop rape culture. Let's flip the narrative that places blame on victims and use the power of language in service of survivors, not perpetrators. □: @unwomen [UPLOAD: Headline]

While hardly anyone openly condones rape, too many of us fail to challenge the rape culture that surrounds us. Don't be an accomplice. Stand against rape with #GenerationEquality and help @unwomen to #orangetheworld in #16Days to end violence against women in all its forms! [UPLOAD: Any from SLOGANS]

Add your voice to the growing community of people who are breaking the silence around violence against women. Stand against rape with @unwomen! <http://unwo.men/SdMB30pTv6e> #16days #orangetheworld [Any from Quotes]

Establish policies of zero tolerance for sexual harassment and make women feel safe in the spaces in which they live, work, and play. Join #GenerationEquality & do your part to end rape culture! Check back for video link on 22 November

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@unwomen asked their followers on Instagram to answer a simple, yet not so simple, question: "What is consent?" The answers made a crystal clear definition: <http://unwo.men/mAS830pTvaG> [UPLOAD: Question]

Consent. It's actually very simple. <http://unwo.men/mAS830pTvaG> via @UN_Women #orangetheworld #GenerationEquality #16days [UPLOAD: No]