



Action Plan for Orange Day, 25 August 2016

Safe and secure working environments for women and girls

The United Nations Secretary-General's Campaign *UNiTE to End Violence against Women* has proclaimed the 25th of each month as "Orange Day", a day to raise awareness and take action to end violence against women and girls. As a bright and optimistic colour, orange represents a future free from violence against women and girls, for the UNiTE Campaign. Orange Day calls upon activists, governments and UN partners to mobilize people and highlight issues relevant to preventing and ending violence against women and girls, not only once a year, on 25 November (the [International Day for the Elimination of Violence against Women](#)), but every month.

In 2015, a new global development agenda was accepted by all countries and is applicable to all. Through its 17 goals and 169 targets, the [2030 Agenda for Sustainable Development](#), an agenda for global action for the next 15 years, addresses the three dimensions of sustainable development: the economic, social and environmental. The Agenda recognizes gender equality and the empowerment of women as a key priority and pledges that "no one will be left behind". Goal 5 of the agenda aims to "Achieve gender equality and empower all women and girls" and includes *specific targets to eliminate all forms of violence against women and girls*. All goals are integrated and indivisible, therefore their achievement is also fully dependent on ensuring parallel and interconnected implementation of the efforts to prevent and eliminate violence against women and girls. For this reason, throughout 2016, the UNiTE campaign through its Orange Days will highlight specific Sustainable Development Goals as they relate to violence against women and girls. This Orange Day, 25 July, the UNiTE campaign will highlight Goal 8: Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all.

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Goal 8 of the 2030 Agenda for Sustainable Development identifies promoting economic growth, employment and decent work for all as a key step towards sustainable development. A target to support the achievement of this goal is to promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment. This includes ensuring that women are able to travel to work, and go about their work without violence, or the fear of it.

Violence against women in the work place takes place in all countries throughout the world and takes many forms, including sexual harassment and bullying. Violence against women at work has serious and immediate consequences for those who are directly affected and can also have wider reaching effects on their ability to earn a livelihood, support their family, achieve economic empowerment and access other rights. It also comes at a cost to organizations, causing absenteeism, increased staff turnover and resulting in reduced productivity.

Millions of women throughout the world are employed by businesses under informal, and therefore, unregulated conditions, or work in informal sectors of the economy as domestic workers, waste pickers, street vendors and other roles. Women and girls working in the informal economy are particularly at risk from exploitation and abuse. The informal nature of their working environments means that it is unlikely that zero-tolerance policies towards all forms of violence at work will be in place, nor mechanisms by which to report violence.

In addition to the role of governments in ensuring appropriate laws and policies are in place, the corporate sector has an important role to play in efforts to prevent and end violence against women and girls given that it employs millions of women and girls and holds vast potential in offering opportunities for the enhancement of gender equality and women's economic empowerment. [The Women's Empowerment Principles](#) are the result of collaboration between UN Women and the UN Global Compact. They offer businesses guidance on how to empower women in the workplace, marketplace and communities and contain specific recommendations on '[Health, Safety and Freedom from Violence](#)'. Supporting and implementing the principles is a major step for businesses in ensuring that their work places are safe for women.

Take action this Orange Day!

- Orange your work place! As long as your employer agrees, wear orange to work or university and encourage your colleagues to do the same to show your support for zero tolerance of violence against women and girls in the work place. Share your orange photos @SayNo_UNiTE.
- Find out what policies are in place at your work place or university. Do they fulfill the recommendations in the Women's Empowerment Principles? If there are gaps, what steps can be taken?
- If you are in the business community, find out if your company supports the [Women's Empowerment Principles!](#)
- Learn from the [Virtual Knowledge Centre to End Violence against Women's guidelines on drafting legislation on workplace sexual harassment](#), and share with policy makers

Social Media Messages

Twitter

Today is #orangeday! Wear orange & @SayNO_UNiTE to #violenceagainstwomen in the work place! <http://owl.li/km1BB>

25August is #orangeday. End #violenceagainstwomen &girls! Does your work place support @WEPrinciples? <http://weprinciples.org> v @SayNO_UNiTE

Today is #orangeday! Is your work place a zero tolerance zone for #violenceagainstwomen? <http://owl.li/km1BB> v @SayNO_UNiTE

This #OrangeDay focuses on #globalgoals to promote safe workplaces for women <http://ow.ly/Xnpxe> v @SayNO_UNiTE

It's #OrangeDay! Wear orange & say NO to violence against women &girls working in the informal economy <http://ow.ly/x2QGP> v @SayNO_UNiTE

Facebook

In 2016, #UNiTE is focusing on the implementation of the 2030 Agenda for Sustainable Development as it relates to ending violence against women and girls. This month we take a closer

look Sustainable Development Goal 8: Promote sustained, inclusive and sustainable economic growth, full employment and decent work for all. This means making workplaces safe spaces for women and girls. Learn more: <http://ow.ly/Xnpxe>

The UNiTE campaign has declared the 25th of each month #OrangeDay and this month we are calling for safe and secure workplaces for women and girls. Orange your work place! Wear orange to work or university and encourage your colleagues to do the same to show your support for zero tolerance of violence against women and girls in the work place. <http://ow.ly/Xnpxe>