

POLICY PAPER

VIOLENCE AGAINST WOMEN HOME-BASED WORKERS IN THE WORLD OF WORK IN INDIA



Network of Homebased workers in South Asia

Laudes ———
—— Foundation

Acknowledgement

This Paper is an outcome of a grant from the Laudes Foundation to HomeNet South Asia Trust for a Project on 'Catalysing collective action towards violence-free world of work for women home-based workers (HBWs) in South Asia'. HNSA would like to acknowledge Ms Padhmalakshmi Iyengar for drafting this paper. The paper is an effort towards addressing the policy analysis gap on violence against women home-based workers in India.

A HomeNet South Asia Publication

Published by HomeNet South Asia (HNSA), a Charitable Trust and a network of home-based workers' organisations across all South Asian countries.

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List of Abbreviations

ILO: International Labour Organisation

LFPR: Labour Force Participation Rate

IMF: International Monetary Fund

C190: ILO Convention 190

R206: ILO Recommendation 206

PoSH: Prevention of Sexual Harassment at the Workplace Act, 2013

GDP: Gross Domestic Product

RTI: Right to Information

ICC: Internal Complaints Committee

Introduction

In recent years, the issue of violence and harassment in the workplace has gained significant attention globally. To address this pressing concern, the International Labour Organisation (ILO) adopted the Violence and Harassment Convention, C190, in 2019. This convention has become a catalyst for change, providing a framework to combat violence and harassment in various work settings.

C190 recognises that violence and harassment can have severe physical, psychological, and economic consequences for workers. It broadens the scope beyond traditional workplaces, encompassing both the public and private sectors, formal and informal work arrangements, and all categories of workers. By doing so, it acknowledges the diverse contexts in which individuals can experience violence and harassment.

One of the key aspects of C190 is its emphasis on prevention. It calls for measures to identify and address the underlying factors that contribute to violence and harassment, such as gender inequality and discrimination. This approach recognises that preventing violence and harassment requires systemic changes in workplace cultures, policies, and practices.

Home-based workers are engaged in paid work within their homes or on the surrounding grounds.

They produce goods for local or global value chains. Homeworkers are a specific category. They are subcontracted by individuals or firms, often through intermediaries. Typically, they get paid by piece and in some cases provided with raw materials, but they cover much of the costs associated with other aspects of production.

In India, among self-employed home-based workers in the non-agricultural sector, 66% are women. Despite experiencing structural improvements in their lives, such as declining fertility rates and expanding women's education, India's LFPR is on a downward track. World Bank estimates that India's female labour participation rate fell to 20.3% in 2019 from more than 26% in 2005. This decline in female LFPR can be attributed to various factors like obligations towards domestic duties, conservative social norms and the lack of flexible work models. It is also observed that household constraints outweigh financial needs and individual preferences for job choice among women.

In some regions and countries, a disproportionate number of women perform informal work. For instance, 'women are indeed more exposed to informal employment in more than 90% of sub-Saharan African countries, 89% of countries from Southern Asia and almost 75% of

Latin American countries' (ILO, 2018e, p. 21). For many women, aspects of their social identity, migration status, sexual orientation, gender identity, race, age, ethnicity, religion and disability have made them more susceptible to gender-based violence and harassment at work due to limited social and legal provisions. According to ILO estimates, 147 million women and 113 million men worked from home in 2019, with women accounting for 56% of all home-based workers. The results of an IMF study suggest that an increase in violence against women by one percentage point is associated with a 9% lower level of economic activity.

Moreover, C190 highlights the importance of awareness, training, and education. By promoting a culture of respect and dignity, it aims to transform attitudes and behaviours that perpetuate violence and harassment. It encourages governments, employers, and workers' organizations to collaborate in developing and implementing policies, preventive measures, and complaint mechanisms.

C190 also stresses the need for effective legal frameworks. It calls for legislation that prohibits violence and harassment, ensures access to remedies, and imposes appropriate sanctions on offenders. By providing a legal basis for protection, it strengthens the rights of workers

and creates a pathway for justice.

To catalyse change in line with C190, stakeholders worldwide have begun taking action. Governments are reviewing and updating their laws to align with the convention's provisions. Employers are implementing policies and training programs to

prevent and address violence and harassment. Workers' organizations are advocating for the ratification and implementation of C190 at national levels, pushing for stronger protections and support systems.

Overall, C190 serves as a crucial catalyst for change, raising

awareness, setting standards, and mobilising stakeholders to address the pervasive issue of violence and harassment in the workplace. Its comprehensive and inclusive approach has the potential to drive significant progress in creating safer and more respectful work environments globally.

Safe workplaces are a right, not a privilege.

C190 and C177 refer to two significant international labor standards established by the International Labour Organisation (ILO) to address violence and harassment in the world of work.

1. C177 (Home Work Convention, 1996)

SCOPE: Addresses the specific challenges faced by home-based workers, who work in their own homes or other premises of their choice rather than at a traditional workplace.

DEFINITION: Defines home work as remunerated work carried out in the worker's home or other premises of their choice, excluding work performed by family members.

PROTECTION AND RECOGNITION: Recognises the rights of home-based workers and promotes their inclusion in labor laws, social protection, and access to rights and benefits enjoyed by other workers.

REGULATION: Encourages governments to adopt measures to protect home-based workers, including provisions related to remuneration, working conditions, social security, and occupational health and safety.

SOCIAL DIALOGUE: Promotes dialogue among governments, employers, and workers' organizations to ensure the effective implementation of policies and measures related to home-based work and the protection of workers' rights.

2. C190 (Violence and Harassment Convention, 2019):

SCOPE: Covers both the public and private sectors, formal and informal work arrangements, and all types of workers, including employees, trainees, interns, volunteers, and job applicants.

DEFINITION: Defines violence and harassment as behaviours, actions, or threats that aim at, result in, or are likely to cause physical, psychological, sexual, or economic harm.

PREVENTION AND PROTECTION: Emphasises prevention by requiring measures to identify, prevent, and address violence and harassment. It promotes a safe and healthy work environment by adopting preventive measures, risk assessments, and appropriate responses.

EQUALITY AND NON-DISCRIMINATION: Encourages measures to address intersecting forms of discrimination and inequality, such as gender-based violence and harassment, ensuring that the rights and dignity of all individuals are respected.

AWARENESS AND TRAINING: Promotes awareness through education and training, raising awareness about the rights and responsibilities of workers and employers, and fostering a culture of respect and dignity.

LEGAL AND REMEDIAL MEASURES: Calls for effective legal frameworks that provide protection to workers, including access to remedies, complaint mechanisms, and appropriate sanctions for offenders.

SOCIAL DIALOGUE: Encourages social dialogue and cooperation among governments, employers, and workers' organizations to develop and implement policies, measures, and procedures related to violence and harassment.

Both C190 and C177 highlight the importance of preventing and addressing violence, harassment, and exploitation in the workplace, promoting equality, and providing workers with the necessary protection, support, and access to remedies. They aim to create inclusive and safe working environments for all workers, regardless of their employment arrangements or locations.

While there are differences in their specific focus and scope, both C190 and C177 share the common goal of promoting a safe, inclusive, and respectful working environment for all workers. They contribute to the broader efforts of the ILO to ensure decent work and protect the rights and well-being of workers worldwide.

01



WORKER PROTECTION

Both conventions emphasise the protection of workers. C190 seeks to prevent and address violence and harassment in all types of workplaces, while C177 aims to protect the rights and well-being of home-based workers.

02



INCLUSION

Both conventions recognise the importance of inclusive and non-discriminatory practices. C190 highlights the need to address intersecting forms of discrimination, including gender-based violence and harassment. C177 emphasises the inclusion of home-based workers in labor laws, social protection, and rights enjoyed by other workers.

03



LEGAL FRAMEWORK

Both conventions emphasise the importance of establishing effective legal frameworks. C190 calls for legal measures to protect workers, provide access to remedies, and impose appropriate sanctions on offenders. C177 encourages governments to adopt measures and regulations to protect home-based workers, including provisions related to remuneration, working conditions, and social security.

04



SOCIAL DIALOGUE

Both conventions recognise the value of social dialogue and cooperation among governments, employers, and workers' organizations. They emphasise the need for collaboration in developing and implementing policies, measures, and procedures related to workers' rights and protection.

In the aftermath of the COVID-19 pandemic, not only did physical workplaces move online, but harassment and gender-based violence also soared in online workspaces, blurring the distinction between personal and professional boundaries and making such acts more easily perpetrated by harassers. With reports of harassment in workplaces reflecting worrying trends, and the unwillingness of employers and governments to condemn and punish the perpetrators, there is a pressing need for change in how violence and harassment are addressed in workplaces.

Violence and harassment against women in the workplace are often the results of intersecting circumstances and risk factors that are closely connected to gender inequalities and rooted in gender-driven forms of power and control. Men can also be victims of such violence and harassment, particularly if they do not conform to societal expectations of masculinity. However, most cases of gender-based violence and harassment in the workplace, especially of a sexual nature, are reported by women, often because of discriminatory social norms and structures that reinforce power inequalities based on gender.

The **C190**, read with **R206**, acknowledges that gender-

based violence and harassment disproportionately affect women and girls. It also recognises that violence and harassment can constitute a human rights violation or abuse and provides, for the first time, a single composite concept of 'violence and harassment' (Art. 1). C190 emphasises the importance of an integrated, gender-responsive approach addressing the underlying causes and risk factors, such as gender stereotypes, multiple forms of discrimination and unequal power relations based on gender.

C190 offers a roadmap on how to reform laws and policies at the national level, from ratification to multi-sector coordination to ensuring meaningful

implementation, monitoring and reporting. Eliminating domestic violence is a joint responsibility, and it is up to governments, employers and civil society organisations to establish proactive practices to address the impact of domestic violence at work. To effectively address violence and harassment, governments need to take action in several areas, including laws and policies on labour and employment, equality and non-discrimination, migration, occupational health and safety and crime. Governments worldwide are beginning to recognise the importance of the workplace in combating domestic violence and have passed legislation granting employees additional employment rights in such cases.

Overview: Intent and Purpose of C190

It is the first international law that broadly defines violence and harassment as a range of unacceptable behaviours, practices or threats. This can extend to include physical and verbal abuse, bullying and mobbing, sexual harassment, threats and intimidation, degrading and humiliating, stalking, as well as abusive work practices giving rise to physical, psychological, sexual or economic harm directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.

Article 1 of C190 is reproduced below for ready reference:

Article 1

1. *For the purpose of this Convention:*
 - a. *the term 'violence and harassment' in the world of work refers to a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.*
 - b. *the term 'gender-based violence and harassment' means violence and harassment directed at persons because of their sex or gender, or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment.*
2. *Without prejudice to subparagraphs (a) and (b) of paragraph 1 of this Article, definitions in national laws and regulations may provide for a single concept or separate concepts.*

Key Points of C190:

- The right to a world of work free from violence and harassment has been recognised in an international treaty.
- Covers the world of work, not just the workplace, acknowledging its evolving nature.
- Informal economy workers, historically excluded/not covered, are included.
- Violence and harassment are not restricted to a specific gender and are not part of the world of work.
- Provides an internationally agreed, single definition of 'violence and harassment', which sets the base for trade unions to fight against violence and harassment.
- Recognises the negative role played by unequal power relations between men and women and other social norms that support violence and harassment and encourages everyone to adopt a gender-responsive mindset.
- Acknowledges that domestic violence is an issue in the world of work and that measures can be taken at work to mitigate its impact.
- C190 provisions can be incorporated into national laws, collective bargaining agreements and workplace policies.

C190 offers an extensive definition of violence in the workplace; it takes informal workplaces into cognisance and recognises that incidents of harassment and abuse can happen even outside the workplace. The Convention recognises that violence and harassment can constitute human rights violations or abuse. It provides, for the first time, a single composite concept of 'violence and harassment' and takes into account third parties as both victims and perpetrators that occur 'in the course of, linked with or arising out of work', both in the formal and

informal economy, and whether in the private or public sector.

The inclusion of 'economic harm' along with physical, psychological and sexual harm ensures that all forms of violence and harassment are considered. Economic harm could consist of loss of income or property damages, but also restrictions in accessing financial resources, education or the labour market, including restricting a person's ability to remain in or advance in the labour market. C190 especially covers cases

of domestic violence in the workplace.

C190 has adopted a pragmatic and victim-centred approach by not including 'intent' as one of the constitutive elements, i.e. the unacceptability of the conduct, practices or threats and their effect on victims. In Article 1, there is no reference to perpetrators, reinforcing the purpose of the instrument, which is to prevent all forms of violence and harassment in the workplace, regardless of their source.

Violence and harassment are not limited to the traditional, physical workplace and can also occur in the broader and changing nature of work. These include, among others:

- fixed-term contracts and other forms of temporary work
- temporary agency work
- other contractual arrangements involving multiple parties
- disguised employment relationships
- dependent self-employment
- part-time work

In addition, various types and different forms of work are intended to cover the situations of informal economy workers, such as domestic workers, who work in or for a private household or households, or home-based workers, who work in their own homes and street vendors, such as:

a) own-account workers and contributing family workers assisting the own-account workers, involved in producing goods and services, in their

b) workers working in their homes for remuneration, resulting in a product or service as specified by the employer(s), irrespective of who provides the equipment, materials or other inputs used, and those contributing family workers helping such workers.

In this regard, although it is the employee's home, it is also the employer's workplace. As such, employer duty of care and workplace security, including

violence risk, shift from the corporate office to the private residence.

Domestic violence is any violence and/or harassment perpetrated by one or more family members against another member(s). Former partners may also commit this crime. During the COVID-19 pandemic, domestic violence increased dramatically, resulting in the 'shadow pandemic'. Many informal economy workers work in places such as homes and public spaces

with little or no protection. When working at home, an employee's vigilance may be reduced for various reasons. Residential settings are typically 'soft targets' with minimal physical security. The presence of dependents (children, older adults, etc.) in the home changes the risk equation. It may make the employee less likely to respond effectively to a hostile encounter or dangerous situation. Moreover, more distractions in and around the home may cause the pre-incident risk indicators to be overlooked.

This increases the risk of violence and harassment and puts them in a vulnerable position when reporting, particularly when they lack access to legal protection.

Although domestic violence begins at home, it can and does affect the workplace. Those harmed may need time off work to recover. Perpetrators may stalk or threaten victims at/in their places of work, prevent them from going to work or withhold their earnings. As a result, workers may be late

for work, miss work, or perform poorly. This can result in their loss of employment, which can be disastrous for them. Without economic independence, they will be unable to escape violence.

Being confined at home with a partner, added financial and other stress and pressure on families, and the increase in remote work means that the house is not a safe place for many workers. Now, more than ever, domestic violence is a workplace issue.

India and its existing laws on violence against women

Apart from the comprehensive Indian Penal Code (dealing with bodily offences and rape), India has two special laws for violence/harassment against women. One relates to domestic violence in a woman's marital home – the Domestic Violence Act. The other act relates to sexual harassment at work – the PoSH Act. It is important to note that while both are well-intentioned; however, they do not account for situations that overlap, such as domestic violence that occurs in the informal economy including with home-based workers or the work-from-home scenario (that has arisen post-COVID-19

pandemic). No recourse is available to a woman who faces violence outside of what is strictly defined by either act. There are no data in India which documents the extent to which sexual harassment in the workplace and/or domestic violence contribute to women leaving their jobs and causing economic harm.

The PoSH Act treats sexual harassment in the workplace as a women's issue. It is monitored by the Ministry of Women and Child Development, not by the Ministry of Labour and Employment. The act is inherently problematic because

by categorising sexual harassment experienced at workplaces as a women's issue, the focus is placed mainly on women, making women the problem and distracting from the real issue, which is hostile workplaces that have traditionally been male-dominated spaces. This greatly diminishes the importance of the context in which harassment is experienced – the workplace.

Changing the perspective with which sexual harassment at workplaces is viewed and embracing it as a labour issue will be the first significant step towards more inclusive workplaces.

In the context of home-based workers

For many informal economy workers, such as home-based workers, their homes are their workplaces. The PoSH Act does not consider the reality of informal economy workers; home-based workers, for instance, have no proof of employment, company card or contract. If an untoward incident occurs in the home where they work, the HBW will not be able to prove her employment. In these cases,

domestic violence is also workplace violence. However, the act does not make this connection or address it in any way. Almost 95% of female-owned firms in the unorganised manufacturing sector in India operate within their household premises.

In the informal sector, workplaces do not have the space for an independent body like the Internal Committee (as provided in the

PoSH Act) due to the informal nature of work, be it domestic work, manual scavenging, working in a garment factory, etc. In this regard, the establishment of the Local Committee is provided for and is of paramount importance as the only source of protection for female employees in the informal economy sector. In 2020, an RTI query filed by Martha Farrell Foundation revealed the following.

OUT OF 655 DISTRICTS IN THE COUNTRY:

- 29% replied that they had formed Local Committees.
- 15% had not done so.
- 56% did not respond.
- For example, in Delhi, only 8 out of 11 districts had constituted Local Committees.

Furthermore, societal expectations of women to perform the role of primary caregivers also impede their opportunities to seek outside work. In India, the unpaid work done by women looking after their homes and children is worth 3.1% of the country's GDP as per an [Oxfam study published in 2019](#). If women's paid participation in the formal economy were equivalent to men's, it would add \$28 trillion or 26% to the global GDP. However, social norms place the responsibility of unpaid household work solely on women and impose mobility restrictions.

The following are some of the shortcomings of the PoSH Act:

1. The law is not gender neutral: the Act must be made more inclusive and gender neutral to allow for increased male participation.
2. The procedural parts of the PoSH Act are uncertain and leave room for varied interpretations. The nuances of conducting an inquiry, what can be considered evidence, and how should the Internal Committee conclude 'he-said/she-said' matters should be further clarified.
3. There should be a provision for whistle-blowers to provide inputs on sexual harassment faced by them or other members in the workplace, following which the ICC shall have discretion on whether to investigate the issue.
4. The definitions of 'employee' and 'workplace' should be clarified or suitably widened for the law to catch up with our new ways of working. This could be for employees working remotely or from co-working spaces, for gig workers, where incidents occur at a respondent's or complainant's home, etc.
5. Sexual harassment can and does cause mental harassment and economic harm. The law is silent on both aspects.

Looking ahead...

Some steps to mitigate the inequality and alleviate the problems of home-based workers.

1. RECOGNISE HOME-BASED

WORKERS: Home-based work and the HBWs in value chains in India are still not recognised. To avail any social protections and workers' rights, HBWs in India must be legally recognised. India must make its law inclusive of Home-based work. HBWs contribute significantly to the

economy yet are made invisible due to their nature of work. Legal recognition will allow them to use the sexual harassment at workplace laws as tools for addressing the issue.

2. IMPLEMENT COMPREHENSIVE ANTI-HARASSMENT POLICIES:

Establishing clear policies that explicitly condemn all forms of violence and harassment sets the foundation for a safe and respectful workplace. These

policies should clearly define what constitutes harassment, outline reporting procedures, and emphasise the consequences for offenders.

3. TRAINING AND EDUCATION:

Regular workshops and training programs help employees understand their rights, recognise different forms of harassment, and familiarise them with the reporting mechanisms. By educating the workforce,

- organizations empower individuals to take action against harassment and create a supportive environment.
- 4. FOSTER A CULTURE OF RESPECT AND INCLUSION:** Promoting a culture that values respect, empathy, and inclusion is crucial. Awareness campaigns, diversity training, and team-building exercises can help establish a positive work environment where employees feel safe and supported.
- 5. ESTABLISH CONFIDENTIAL REPORTING MECHANISMS:** Confidential reporting channels, such as anonymous hotlines or email systems, allow victims to report incidents without fear of reprisal. By prioritising privacy and safety, organizations encourage individuals to come forward and disclose their experiences.
- 6. PROMPTLY INVESTIGATE AND ADDRESS COMPLAINTS:** It's essential to have a fair and impartial process for investigating reported incidents. By promptly addressing complaints, organizations demonstrate their commitment to taking allegations seriously and provide a sense of justice for victims.
- 7. SUPPORT VICTIMS AND PROVIDE RESOURCES:** Offering counselling services, legal assistance, and support networks demonstrates care and support for victims. By providing access to resources, organizations empower individuals to seek help and navigate the aftermath of harassment incidents.
- 8. PROMOTE LEADERSHIP COMMITMENT:** Leaders and managers play a crucial role in setting the tone for the workplace. By actively supporting and promoting a safe and respectful environment, they create a culture where violence and harassment are not tolerated.
- 9. REGULARLY REVIEW AND UPDATE POLICIES:** Workplace dynamics and legal requirements change over time. Employers should regularly review and update their policies and procedures to ensure they remain effective and aligned with current standards and best practices.
- By implementing these steps, India can create an environment, free from the fear of violence and harassment. It requires a multi-faceted approach that combines policy enforcement, education, cultural transformation, and ongoing evaluation to promote a safe and respectful workplace for everyone including home-based workers.

Annexure

The existing legal provisions to prevent gender-based violence, excerpted from the Legal Service India E-Journal, are delineated below (along with the reference).

<p>Constitution of India</p>	<ul style="list-style-type: none"> • Article 15(1) provides that the state shall not discriminate against any citizen of India on the ground of sex. • Article 15(3) provides that the state is empowered to make any special provision for women, i.e. the state can make affirmative discrimination in favour of women. • Article 16(2) provides that no citizen shall be discriminated against or be ineligible for any employment or office under the state on the grounds of sex. • Article 23(1) provides that traffic in human beings and forced labour is prohibited. • Article 39(a) requires the state to secure for men and women equally the right to an adequate means of livelihood. • Article 39(d) requires the state to secure equal pay for equal work for both Indian men and women. • Article 39(e) provides that the state is required to ensure that the health and strength of women workers are not abused and that they are not forced by economic necessity to enter avocations unsuited to their strength. • Article 42 provides that the state shall make provision for securing just and humane conditions of work and maternity relief. • Article 51-A (e) provides that it shall be the duty of every citizen of India to renounce practices derogatory to the dignity of women.
<p>The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) (POSH) Act, 2013</p>	<p>The Act provides victims with a civil remedy for sexual harassment. The POSH Act recognises that every woman has a right to a safe and secure working environment, free from hostility and humiliation, irrespective of age and employment status. The law covers women working in all</p>

	<p>capacities whether that may be regular, temporary, ad hoc, or on a daily wage basis.</p> <p>Section 2(p) of the POSH Act defines the unorganised sector as a workplace where an enterprise is owned by individuals or self-employed workers and is engaged in the production or sale of goods or providing service of any kind whatsoever, where the number of workers employed by such enterprise is less than ten. Simply put, a workplace that employs less than ten people is classified under the unorganised sector.</p> <p>The redressal mechanism for tackling complaints of sexual harassment at the workplace in the unorganised sector is found in Section 7 of the POSH Act which discusses the composition, tenure, and other terms and conditions of the Local Committee (LC).</p> <p>The LC is a district level committee having powers equivalent to that of a civil court. It is constituted by the District Officer (who can be a District Magistrate, Additional District Magistrate, Collector, or Deputy Collector) and receives complaints of sexual harassment against the employer or from workplaces having less than ten employees.</p> <p>As per the provisions of the POSH Act, the government is responsible for developing training and educational material, holding awareness programmes, advancing the understanding of the common public concerning the law, publicising the provisions of the Act and conducting orientation and training programmes for members of the LCs.</p>
Protection of Women from Domestic Violence Act, 2005	<p>This act recognises domestic violence as a human rights violation and provides the right of every woman to live in a violence free home according to their wish. The Act provides a definition of “domestic violence” for the first time in Indian law, with this definition being broad and including not only physical violence, but also other forms of violence such as emotional/verbal, sexual, and economic</p>

	<p>abuse. It is a civil law meant primarily for protection orders, rather than criminal enforcement.</p>
Immoral Traffic (Prevention) Act, 1986	<p>The Act has amended The Immoral Traffic (Suppression) Act, 1956. This Act provides for prevention of trafficking for commercial sexual exploitation—i.e. for the purpose of preventing and ultimately prohibiting prostitution for women and girls to criminalize sex work. In 2006, the Ministry of Women and Child Development proposed an amendment bill, the Immoral Traffic (Prevention) Amendment Bill, 2006, that has yet to be passed.</p>
Indecent Representation of Women (Prohibition) Act, 1986	<p>The Act punishes women’s indecent depiction, which implies a woman’s image in some way; her form or body and any aspect of the woman’s body, so as to cause immorality, degradation, or to deprave, abuse, or harm to public morality or moral standards.</p>
Dowry Prohibition Act, 1961	<p>It prohibits the giving or receiving of dowry at or before or any time after the marriage from women. The Act punishes giving and receiving dowry and penalises demanding dowry or advertising offers of money or property in connection with a marriage. It punishes violence against women by their husbands or their relatives when proof of dowry demands or dowry harassment could be shown.</p>
Indian Penal Code, 1860	<ul style="list-style-type: none"> • Acid Attack (Sections 326A and 326B) • Rape (Sections 375, 376, 376A, 376B, 376C, 376D and 376E) • Attempt to commit rape (Section 376/511) • Kidnapping and abduction for different purposes (Sections 363–373) • Murder, Dowry death, Abetment of Suicide, etc. (Sections 302, 304B and 306) • Cruelty by husband or his relatives (Section 498A) • Outraging the modesty of women (Section 354) • Sexual harassment (Section 354A)

	<ul style="list-style-type: none"> • Assault on women with intent to disrobe a woman (Section 354B) • Voyeurism (Section 354C) • Stalking (Section 354D) • Importation of girls up to 21 years of age (Section 366B) • Word, gesture or act intended to insult the modesty of a woman (Section 509)
Criminal Law (Amendment) Act, 2013	<p>The Act has included the following sections:</p> <ul style="list-style-type: none"> ~ Section 354A provides for sexual harassment and punishment for sexual harassment. ~ Section 354B provides for assault or use of criminal force to woman with intent to disrobe. ~ Section 354C provides for voyeurism. ~ Section 354D provides for stalking. ~ The definition of rape under section 376 has been amended. The 2013 Act expands the definition of rape to include oral sex as well as the insertion of an object or any other body part into a woman's vagina, urethra or anus. A man is guilty of rape if he commits sexual intercourse with a woman either against her will or without her consent as enumerated under clauses firstly to seventhly under section 375.

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