Migrant Domestic Workers and their Legal Struggles

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Executive Summary

In UK law migrant domestic workers (MDW’s), in theory, have the same rights as any other worker in the UK. However, there are two areas of exception - the National Minimum Wage (NMW), Working Time Regulation (WTR) and Health and Safety. However, MDWs are isolated in private households; therefore they are dependent on the good will of their employer both for their working conditions and immigration status. Their immigration is dependent on renewing their visa every year for 5 years and they must be in employment as a domestic worker in order to renew their visa and this is only for MDWs entering pre April 2012 under the ODW Visa old system.

Key findings

- **Working Hours**
  Domestic workers are not covered by the 48-hour restriction on weekly hours and on night work set out in the Working Time Regulations. They are however, entitled to weekly and daily breaks. In practice, therefore, there is a maximum of 78 hours a week.

- **Income tax and National Insurance**
  The employer is responsible for paying the NI and Tax for the worker but very often they don’t pay.

- **Health and Safety**
  Health and Safety legislation excludes MDWs in private households.

- **Documentation – passports, payslips**
  Workers are entitled to receive both itemised payslips and a written statement of their terms and conditions. The failure to provide these documents – particularly payslips - strongly suggests that there are likely to be more serious breaches in terms of minimum pay, rest days, breaks and/or working hours.
Workers' knowledge of their rights
A guiding principle of justice for domestic workers (J4DWs) is that knowledge is power therefore we aim to empower MDWs by educating them. We believe that by educating MDWs to know their rights they are in a better position to access them and live a better quality of life in the UK. Many employers don't know about the rights of MDWs so they can be better educated also. Furthermore, MDWs also learn to defend and protect their rights by campaigning publicly when these rights are being denied them.
Chapter 1:  
(i) Central Aim

Understanding general legislative and institutional framework in the UK related to MDWs

In 1998 in response to a hard fought 10 yearlong campaign, the then new Labour Government introduced the Overseas Domestic Workers Visa (ODWV) and formalised this policy into Immigration Rules. This system granted migrant domestic workers (MDWs) some fundamental protection and formally recognised them as workers with rights under employment law, including the right to take legal action against employers and the most important protection which allows them to change employer within the private households.

The ODW Visa includes 2 distinct categories namely; “domestic worker visa in private household” this category have the right to change employer and to apply for settlement after 5 years working continuously as a domestic worker in the private household in the UK. They can access rights and protections under employment law in the UK. Domestic workers employed in diplomatic households do not have the right to change employer outside the diplomatic mission, however, they can apply for settlement after 5 years working continuously in the diplomatic mission.

Along the way while conducting this research, the new legislation on the ODW Visa came into effect last April 6, 2012. Future MDWs coming into the UK will have no rights as workers at all. They are only allowed a six month visa with no right to change employer, effectively creating a system of slavery. What does this mean in practice? The reason why they work abroad and leave their family back home is so that they can support and provide for their needs. Whether they stay in their employer or escape after the six months they will become ‘undocumented’. If they leave their employer they will have to live and work clandestinely i.e. they will be criminalised and liable to be detained and deported.
About Justice for Domestic Workers (J4DW)

In October 2008, I am one of those present when Margaret Healy, ssl and Aodh O’Halpin called together a group of migrant domestic workers to form our own organisation. The main reasons were to support each other and also to campaign for our rights in the UK. Justice for Domestic Workers (J4DW) was formally launched on March 15, 2009 with members from different countries. All our members are MDWs and, while we run the organisation ourselves, we are supported by other individuals and organizations through our board of directors. We educate and mobilize ourselves to help, support and campaign to improve the living and working conditions of all MDWs in the UK. In our experience most members of J4DW have been abused by their employers. Many have been physically, mentally and or sexually abused. Many have had to sleep on the floor, have been denied food, had no day off and had not been paid their salary. Many have also suffered verbal abuse with constant threats and derogatory insults.

Vulnerable Workers

Even though MDWs have basic rights as workers in the UK, very often they are not able to access these rights. They may not know their rights and the employer won’t allow them to talk to anyone so they remain hidden and isolated from the outside world. They are totally dependent on the employer’s support in terms of living and working visa status. Having been under constant abuse from employers, they lose their hope and confidence, they are afraid to talk to anybody and fear police and deportation. If this should happen, they fear for their survival and most of their family’s needs in their country of origin. Even though they have the right to the National Minimum Wage (NMW), there is a discrepancy in the legislation because if the family can prove that the domestic worker is being treated like a family member, they are not obliged to pay the national minimum wage. However, they are actually workers and not family members or au-pairs. MDWs are entitled to have an employment contract. They are not covered by health and safety legislation.
(ii) The purpose of your research

The purpose of this research is to understand how MDWs have improved their working conditions when moving between a first and second employer. By doing this research, I am going to pinpoint these two areas in particular affecting migrant domestic workers and also hope to understand their living and working conditions. This research is important as it contributes to the way that the campaign Justice for Domestic Workers can support this group. As such, the research will be a valuable tool in the campaign to restore the ODW Visa with the employment rights attached and to help with any cases in the Employment Tribunal.

The research questions which this research will answer are:
1. What are the laws that affect domestic workers?
2. What are the differences in experiences between the first employer and second employer?
3. What are the conditions under which MDWs work?
4. How have MDWs experienced changing employers?

(iii) Literature review

In 2011, the ILO Convention Debate, Fiona Mctaggart called to hold the Government to account for their unannounced refusal to sign the International Labour Organisation convention on domestic workers.

The International Labour Organization (ILO) 16 June 2011 adopted a historic set of international standards aimed at improving the working conditions of tens of millions of domestic workers worldwide. This now the ILO C189, Domestic Workers Convention.

The ILO acknowledged that ““Domestic work continues to be undervalued and invisible and is mainly carried out by women and girls, many of whom are migrant or members of disadvantaged communities and who are particularly vulnerable to discrimination in respect of conditions of employment and work, and to other abuses of human rights” Preamble of ILO Convention 189 (2011).
Recent ILO estimates based on national surveys and/or censuses of 117 countries, place the number of domestic workers at around 53 million. However, experts say that due to the fact that this kind of work is often hidden and unregistered, the total number of domestic workers could be as high as 100 million. In developing countries, they make up at least 4 to 12 per cent of wage employment. Around 83 per cent of these workers are women or girls and many are migrant workers.

“We need effective and binding standards to provide decent work to our domestic workers, a clear framework to guide governments, employers and workers,” said Halimah Yacob, the Workers Vice-Chair from Singapore. She noted that the collective responsibility was to provide domestic workers with what they lacked most: recognition as workers; and respect and dignity as human beings.


In Turning a blind Eye: The British state and migrant domestic workers’ employment rights by Nick Clark and Leena Kumarappan’s research study focused on the enforcement of employment rights of migrant domestic workers who are working in Britain.

**Working Time Regulations and the minimum wage**

Restrictions on the length of the working week were introduced by the European Working Time Directive as a health and safety protective measure, and since the Framework Directive on Health & Safety (Directive 89/391) excludes “domestic servants” from its definition of worker, this has been taken to mean that the maximum working week and limits on night work should not apply to domestic workers (HoC Library 1998). Certain sections of the 1998 Working Time Regulations are therefore dis-applied to domestic servants in private households. These exceptions do not apply, however, to the rights to paid annual holidays, daily and weekly rest breaks. Because of the lack of clarity around what constitutes working hours. Live-in domestic workers are left extremely vulnerable to exploitation.

**Health and Safety Law**

The protections of the 1974 Health and Safety at Work Act (HSWA) do not apply to the employment of domestic servants in a private household. This means that Health and
Safety Executive Inspectors do not have any powers to enforce the provisions of HSWA in this context. Domestic workers are expected to do multiple household tasks, however, private household is a workplace of domestic workers.

Further to this, in Ending the Abuse (Kalayaan): Policies that work to protect migrant domestic workers by Mumtaz Lalani’s research shows that the Overseas Domestic Worker Visa (ODWV) is an inexpensive and effective method of protecting MDWs, and that without this legal channel trafficking of domestic workers via illegal route could increase.

With the proposed changes to MDWs visas by the New Bonded Labour, Kalayaan explored the impact of proposed changes to the UK immigration system on migrant domestic workers. This research concluded that it would be highly dangerous to eliminate the protections currently provided in the UK for MDWs.

(iv) Methodology

I have used three research methods in my study:

• Focus group is a form of qualitative research in which a group of people are asked about their perceptions, opinions, beliefs, and experiences. Questions are asked in an interactive group setting where participants are free to talk with other group members

• One on one interviews is a one-on-one directed conversation with an individual using a series of questions designed to elicit extended responses. Because this method allows you to probe for greater depth or explanation and participants express their thoughts using their own words and organization and thus are particularly valuable for gaining insight.

• Participant observation refers to a form of sociological research methodology in which the researcher takes on a role in the social situation under observation. The social researcher immerses herself in the social setting under study, getting to know key actors in that location. Observing and experiencing as a participant, the sociologist must retain
a level of objectivity in order to understand, analyse and explain the social world under study.

**Focus Group**
There were 9 participants of different nationalities in the focus group discussion. The discussion was lively and they were all keen to share their journey to the UK. When they first came to the UK they did not know about their rights and they shared how they got to know about Kalayaan, J4DW and Unite the Union. They talked openly about their struggles even though they now are aware that they have existing basic rights and protections. Conducting these focus groups was effective in that it allowed the group to share and gave courage for the quieter members to talk. I was also able to gain a lot of information quickly. However it was difficult to control them as they wanted to talk at the same time so it was hard for me to keep track of the different points they were bringing up. I had to make sure that I was very disciplined in making sure that I was taking note of what each one was saying. Because I held the discussion in the same building we have our regular meetings, others came in during the discussion and it was difficult for me to have to ask them to sit back at the back and not to interrupt.

**Survey and one on one Interviews**
Using this method I conducted a survey with 30 MDWs of mixed nationalities. Participants were asked to fill in two similar surveys. One was for the first employer and a second for their second or current employer. I was also able to ask further questions for clarification during our regular Sunday meetings. Follow up qualitative data was also collected through Facebook.

J4DW members use Facebook regularly each evening so this was an excellent method for collecting data and keeping in touch. The participants were willing and happy to talk to me and I was able to use this method to enhance the information I already had or if there were questions of clarification I needed to make. I sent the questionnaire to 15 members through Facebook and if I have more inquiry, I just ask them back and they would respond.

The survey questions helped me identify the differences between the experience of the workers with the employer who brought them to the UK (the first employer), and the experiences with the second or present employer, showing the value of being able to
change employer. There were however, some drawbacks to this method, I did find it time consuming to respond to get back to everyone individually.

It included the following:
- Their salary in the first employer and second or current employer
- Food and accommodation
- The effect on their health with the long hours of work and no proper food.
- Further information about the national minimum wage
- Questions regarding health and safety in the private household.

**Participant Observation**
The participants are all members of the Justice for Domestic Workers campaign of which we have over 300 members. Data was collected during our regular meetings which we hold on the 3rd Sunday of the month and where we discuss some of our issues and share our problems. Minutes are recorded.

As a key co-ordinator of this organisation, I have got to know many of the members very well and have supported them when they have experienced homelessness, no passports, no clothes, except what they’re wearing, unpaid wages and the worst forms of abuse such as physical, mental torture and rape. Over the past 3 years I have developed detailed accounts of both my own experience and the experiences of other members, and some of this is presented as anonymised data.

In our campaign, I help them in preparing their speech through their stories as we speak in public meetings, in the UK / EU Parliament and other national and international events. When writing their stories, I have to interview them and this is a good way for me to collect data from leaving their own country and arriving in the UK to the present. We have agreed that all our stories can be used and published in our campaign.

Using participant observation and drawing on the detailed notes that I kept has provided me with an in depth insight into the lives of other MDWs. I have a good understanding of the issues that affect MDWs since we started J4DW in 2008; I have collected much detailed information of our individual members and of the community as a whole. From the data I have gathered I can see that the best way to protect the rights of MDWs is to give them a visa that allows them to change employer.
There are also some disadvantages in this method; I have lots of data collected. I also found it was difficult to separate the campaign activity from the research activity. My personal emotion of attachment and of knowing their lives and abusive experiences makes me very angry and sometimes this can get in the way of objectively isolating the root causes of the problem and working with those to campaign for change.

(v) Ethical considerations

As J4DW members are made-up of different nationality, I am aware of their differences in terms of culture, beliefs, religion and many have difficulties in speaking and understanding English. We share respect each other beliefs, culture and religion so these have never been an issue and a problem to us but the language can be a problem at the beginning but part of the education that J4DW is providing is to provide ESOL Classes so they could speak, write, understand and read and any cases that we don’t understand each other, there is their same nationality who could speak and understand well English to help translate. I have discussed this research with the participants and the important value of this in our campaigning work and they were happy to share their stories and participate. I have given them assurance that all information are anonymised, data protected and the letter of consent they signed can be used to protect them. Discussing this research and the need of their cooperation wasn’t hard because it is me who will work on this, whom they respect as their leader and defender, whom they trust that everything I do is for them and for all our fellow domestic workers.
Chapter 2: Research findings

The findings from the survey and from interview data are presented here and grouped into themes.

**Weekly Rest or Day off**

In my findings, 25 out of 30 MDWs had no day off with their first employer, 4 had 1.5 days off and 1 had 2 days off while in the 2nd employer everyone had day off with 11 of them had 2 days off and 19 had 1.5 days off.

**Paid Annual Leave**

All workers are entitled to annual paid leave of at least 28 days and that includes domestic workers. In my survey result on the annual leave of 30 domestic workers in their first employer 23 of them had no holiday, 2 had 1 month holiday with no pay, 1 had 1 month with pay and 4 had 2 months holiday every 2 years without pay. With the second employer all the 30 MDWs have had 1 month holiday pay.
Of the 30 MDWs with the 1st employer, (i.e. the person who brought them to the UK) 9 worked 24 hours (on call), 1 person worked 21 hours, 7 worked for 18-19 hours, 9 worked 16-17 hours, 3 worked 14-15 hours and 1 worked 12-13 hours. With the 2nd employer (after they changed to another employer) 1 person 16-17 hours, 5 worked 14-15 hours, 14 worked 12-13 hours, 5 worked 10-11 hours and 5 worked 8-9 hours.

**Income tax and National Insurance**

My survey shows that 28 of 30 MDWs didn’t receive any pay slips from their first employer and no tax and NI was paid. Only 2 did receive pay slips. With the 2nd employer 9 were without pay slips and 21 with pay slips. This also shows when they renew their visa annually.

**Health and Safety**

Health and Safety legislation excludes MDWs in private households. A further study shows the result below: Out of 108 MDWs interviewed: Over a third (37%) said they had suffered an injury at work (cuts, burns, slips or trips), over two thirds (69%) said they experienced work-related stress symptoms (headaches, sleeplessness and anxiety), and nearly three quarters (72%) reported suffering from regular aches and pains (such as back or shoulder problems). However the HSE has no remit to inspect private households – even if there are employees there. (Unite survey with J4DW in 2010)

As well as the survey, MDWs also shared their experiences of abuse. Two domestic workers said that:

“My first employer would harass me sexually and when I refused he would cut off my one month salary and I would scrub his feet until midnight”.

“My employer asked me to blend a boiling soup but the it accidentally poured all over my face and body while blending in the processor, my employer didn’t take me to the hospital and now I couldn’t stand my face with an ugly scar”.

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Food and Accommodation
With the 1st employer 17 had to share a room with children, 11 had their own room and 2 were live-out. With the 2nd employer 2 were sharing with children, 23 had own room, 5 live-out.

According to my survey with the 1st employer 18 were given food, 5 were not given any food and 7 were expected to eat left overs and out of date food. With the 2nd employer 27 were given food, 3 were not given and nobody had to eat left overs or out of date food.

2 MDWs shared this story;
“I would sit on the floor outside the room of the children when babysitting them until my employers arrived at 2 AM”,
“ For 2 years in my first employer, I was not allowed to eat fresh food but only when the food has expired then I could eat, with my second employer, I may not have good salary yet but better compare to the first one at least I am now eating fresh food.”

Documentation – passports, payslips
MDW’s rely on employers for passport, payslips, contract, letter of support when renewing visa and if employers withhold documentation then they will ended up undocumented or forced to leave and find another employer that can provide them these documents.
My survey result shows that of the 30 people interviewed while with the 1st employer 27 had to travel with them and work while on holiday. With the 2nd employer 6 had to travel and work with the employer. Of those migrant domestic workers employed with their 1st employer, 26 of the employers with-held their passports, whereas with the 2nd employer it was 1 person.

Workers’ knowledge of their rights
From the focus groups and from my own participant observation, it is clear that when we first meet migrant domestic workers that they are not aware or do not know their rights and for those who do know couldn’t access fully because of their being dependent to employer’s support both in living and immigration status whenever they need to renew their Visa.

“I had to put up with all the advances of my employer like I could only have my day off when they are away and if they are in London I couldn’t have a Sunday off, I know this is not right and it is even harder knowing it because couldn’t exercise these rights because I have to renew my visa perhaps when I have my settlement visa already then I’ll be free but now most of the time I’m Caged”.

“While I was working with my 2nd employer, he used to travel a lot and I would collect my wages in his shop. One day while having lunch in the shop, the Immigration Officers came in and after questioning me they insisted that I was working illegally in the shop which is not true. They took me to a detention centre and from there to Heathrow to deport me. I was desperate and scared.......I was kept in detention for a month and eventually with the help of a solicitor I was released......It took 3 years before I finally won my case with legal status. During those 3 years I was not allowed to work and I had
to report to the police station regularly and fortunately for me I was supported by J4DW during all this time”.

“My employer threw me out of the house, as I had nowhere to go. I knocked and knocked on the door but for 3 days and 3 nights my employer never opened the door. I was cold, hungry and scared in the dark. I had to sleep in the park where I was raped by a man there.”
Chapter 3: Discussion

Time
Day off is a very important basic rights of domestic workers as workers. Domestic workers are not covered by the 48-hour restriction on weekly hours and on night work set out in the Working Time Regulations. They are however, entitled to weekly and daily breaks. This research shows that in practice, MDWs work a maximum of 78 hours a week. However, as MDWs moved to their second employer, their hours reduced to a total of 60 hours per week with paid excessive hours.

Furthermore my survey result shows that many of the participants had to travel with their first employer and work while on holiday. With the 2nd employer this has reduced significantly.

Food and Accommodation:
Domestic Workers should be provided sufficient food and are entitled to proper rest period and should be given their own room if live-in and if live-out position should be given enough money to pay for accommodation. However, in the first employer most of the MDWs were sharing room to the children which from time to time they have to wake-up to attend to children needs. This work situation has improved in the second employer when majority of them have their own room.

Documentation, passports, payslips, national insurance:
The employer is responsible for paying the NI and Tax for the worker but participants in this study reported that their first employer did not pay. Workers are entitled to receive both itemised payslips and a written statement of their terms and conditions. The failure to provide these documents – particularly payslips - strongly suggests that there are likely to be more serious breaches in terms of minimum pay, rest days, breaks and/or working hours. (reference, Turning a blind eye) This shows clearly the importance of the right to change employer as MDWs were able to move less exploitative working conditions
Health and Safety:
Health and Safety legislation excludes MDWs in private households. This is clearly a problem when the findings show the injuries that people sustain during their employment. Further to this, qualitative data collected highlights how vulnerable MDWs are, especially when they have less protection.

Understanding Rights:
Some domestic workers are in a very vulnerable position when they arrive in the UK and they rely on their employers. However through the work of the campaign group and support provided, the findings illustrate that there is a clear need for this type of activity to support MDWs especially when they change their employers.
Chapter 4: Discussion

(i) Conclusions

There’s a big discrepancy and gap in terms of working and living conditions of MDWs in the first employer and second employer. Many domestic workers who suffered from no salary, no day off or 7 days and 24 hours of work in the first employer managed to access their basic rights and protection with their second employer.

Domestic workers are expected to do multiple household tasks that include carrying heavy things such as shopping and luggage which can cause back and strain injuries. Cleaning chemicals are used and are harmful to skin and if inhaled are dangerous to health. MDWs can suffer burns from ironing and cooking and other hazards can include falling when cleaning windows. There is a greater risk of disease from eating expired and left over foods and long hours of work can cause eye sight problems, over-fatigue and other illness. Many domestic workers complained of problems such as back ache, repetitive strain injury, eye sight problems and skin rashes and for those who had been injured at work, many did not received proper treatment.

When MDWs managed to escape or started to have the day off they can talk to fellow domestic workers and come to J4DW and Kalayaan. In giving regular updates to its members about their basic rights and protections, and on changes in law that may affect them, the J4DW campaign can provide temporary support to MDWs. Firstly by providing basic needs such as food, shelter, clothes and travelling allowance and by helping them to find a new job when they escape from abusive employers on so they can. Further to this, by providing the information, assistance and education they need, MDWs are able to stand-up and speak-out for themselves. Organizing and empowering MDWs not just to be able to defend themselves but also to involve them directly to be the voice of their own rights in lobbying, demonstration and all public meetings both national and international.

As the new laws come into effect, concerns are being raised about the rights and protection of MDWs. A visa without employment rights and protections doesn’t recognize MDWs as workers and the more their lives in danger as they will be automatically become undocumented if they escape in an abusive employer with nowhere to go as
they will fear detention and deportation. Criminalizing the already vulnerable domestic workers will only worsen the trafficking problems and forced labour. With the removal of the ODW Visa, this will leave of migrant domestic workers vulnerable to abuse, exploitation, and forced labour. The right to change employer is a fundamental safeguard that legally allow seeking help and supporting whenever they need.

(ii)Recommendations

- To restore essential protections for migrant domestic workers in the UK including the right to change employer, renew their visa and apply for settlement, and extend all these rights to domestic workers in the employ of diplomat household.
- For UK Government to sign and ratify ILO C189 the convention and its accompanying recommendation, an international binding instrument that will promote, protect and improve working and living conditions of both children and migrant domestic workers not just in the UK but all domestic workers over the world.
- The National Minimum Wage should be amended to a clearer description to avoid confusion and comparison between au pairs as family members and domestic workers as workers with employment law protections.
- More needs to be done to ensure that employers provide proper documentation.
- The occupational health and safety protections should be amended and include domestic workers as like any other workers, they are even more exposed to danger and hazardous chemical and stress, over fatigue related work illness.
- Justice 4 Domestic Workers is doing important work in supporting fellow domestic workers fleeing from abuse and in destitution. Greater levels of advocacy could be achieved to make a change in the lives of many domestic workers with more funding, support and staffing.
- Follow-up research is necessary to further understand the legal and employment right protections of MDWs.
- The overseas Domestic Worker Visa route has been proven to be the best prevention of human trafficking and exploitation. The removal of this visa only means a return to slavery status and a more vulnerable, exploitative situation. The Overseas Domestic Workers Visa should be restored. Domestic workers are workers and not visitors, they come here under an employment contract and the
employers do not own them and should not be able to tie them in to a situation with no escape route.

(iii) The strengths and limitations of research

The strength is my own knowledge and experience as domestic worker and coordinator to J4DW. Having direct access to all documents and support from my fellow J4DW, Kalayaan, Unite the Union and all our supporters. Time is a major problem being full time Domestic worker and coordinator to J4DW and also my role as campaigner and researcher, it’s hard to separate two different fields. It is difficult also as first time to do this with limitations on writing skills and wider vocabulary.

The Focus group information has given me variety range of information in a form of open discussion that can be shared among the participants openly. The survey and one on one interview has provided me exact data and information that is more confidential that I didn’t get through the open discussion in a group. These methods have been very useful and positive in getting correct data and in depth information of this research. As part of my work and advocacy campaign is more workable with the help of research studies as this one will be an important document that J4DW we could present as credible evidence in challenging policies that affect MDWs and make a difference in their lives and work conditions.

In my next research project, I would like to explore more within and outside J4DW to reach out other domestic workers in the UK and if possible international. I will be designing wider questions for interview and conduct a bigger survey. I will do more groups of Focus Group Discussion. I will also work on to have funding so I could do more work.
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Appendices

FOCUS GROUP DISCUSSION – 9 MDWS (J4DW Members are well organized, they are updated with the changes and they are aware of their rights)

1. When you first came in the UK, did you know about your basic rights?
2. How did you find out about your basic rights?
3. Despite the existing rights and protection, what are the difficulties you experienced?
4. To be a domestic worker, do you need skills? What are your roles and responsibilities?
5. The Family Member Law exemption says in working time regulation says, "if you are being treated like a family member- you are not entitle to National Minimum Wage", Are you a Family member? Why?
   "Under working time regulation Domestic workers are excluded from 48 hours regulations meaning you can exceed more than 48 hours of working".
   Problem to calculate the working time of domestic workers
   1. Babysitting- if the baby is sleeping and you are sleeping then you are not working; if the baby is awake then you are working.
      - General objection on how to sleep when from time to time need to wake up, check baby, feed and put to sleep again?
   2. Standby hours- employer would say,” Do not go out yet I may need you”.

6. The health and safety law excludes domestic workers- difficult to do inspection on private household and in respect to respect to family privacy law. What are the dangers you are facing daily in your work in private household?

Questions via Facebook

1. Can you tell me about your life when you came to UK not knowing you have rights here?
   What's it like now in comparison to before?
   What would it be like if you were to lose the current rights you have?
2. If given only one option which among your rights do you think is the most important? Why? I like this question! Please discuss your understanding of each a, b and c
   a. the right to change employer
   b. the right to National Minimum Wage
   c. Citizenship rights
3. Can you tell me about your work here?
4. Do you send money home to your own country - what for? Do you get a chance to spend money in the UK? Do you pay tax/NI?
5. Do you feel there's anything in your work place that's dangerous?
Research Survey

1. How much is your salary per week/month?
2. What time you start to work and what time you finish?
3. How many days do you work in a week?
4. Do you have annual holiday? How many weeks
5. Do you have your own room? Or shared with?
6. Is your food provided?
7. Do you eat together with your employer?
8. Do you have payslips?
9. Do you keep your passport?
10. Do you have to go with your employer when they go on holiday? If yes, do you still work?
11. Is your employer good to you? If no, why?

RATIFY AND IMPLEMENT ILO C189
DECENT WORK FOR DOMESTIC WORKERS

- Recognize the rights, values and contribution of Migrant Domestic Workers.
- Domestic Work is Work and not Slavery.
- Domestic Workers are workers.

Domestic Workers are now caged, set them free!!!

Support our campaign
sign http://usilive.org/  http://epetitions.direct.gov.uk/petitions/32857

RESTORE! OVERSEAS DOMESTIC WORKER VISA

- Right to change employer is the only protection.
- Domestic Worker visa prevents human trafficking.
- Equal rights and protection for Domestic Workers in diplomatic household.