

Employer Mapping 2018: Emerging findings

Introduction

Voice of Domestic Workers is an education and campaigning charity calling for justice and rights for Britain's sixteen thousand overseas domestic workers. We provide educational and community activities for domestic workers - including English language lessons, drama and art classes, and employment advice, and mount rescues for domestic workers stuck with abusive employers. More information about our work is [here](#).

In August 2018 we surveyed our members to help us understand where they work, who they work for and the kind of conditions they work in. We also asked about their knowledge of, and interaction with, organisations responsible for tackling modern day slavery such as the Gangmasters and Labour Abuse Agency (GLAA).

Overseas domestic workers are particularly vulnerable to abuse and exploitation. This is not only because of the hidden nature of their work, which is performed in private households, but also because of visa restrictions that make it almost impossible to change employer. The current visa for overseas domestic workers allows for victims of abuse to leave their employer and seek new employment but only within remaining time left on their 6 month visa. For many this simply swaps one exploitative situation with another as they would face the unrealistic prospect of finding a new employer for such a short period, or face destitution.

This situation is compounded by the difficulties faced by victims of abuse in accessing support. Overseas domestic workers frequently spend their time in the UK without coming into meaningful contact with anyone other than their employer and, further to this isolation, are often deterred from reporting abuse because they fear deportation. This fear can be falsely created by an abusive employer as a form of coercion but is underpinned by a hostile environment policy that requires the NHS, police and other public services to pass on the details of contacts they suspect of being in the country illegally to the Home Office.

The resulting suspicion in public organisations, as well as a lack of knowledge of where to find help, makes it difficult for victims to access support and justice. It is therefore vital that charities like VoDW have a clear understanding where potential victims might be located and develop ways of reaching them.

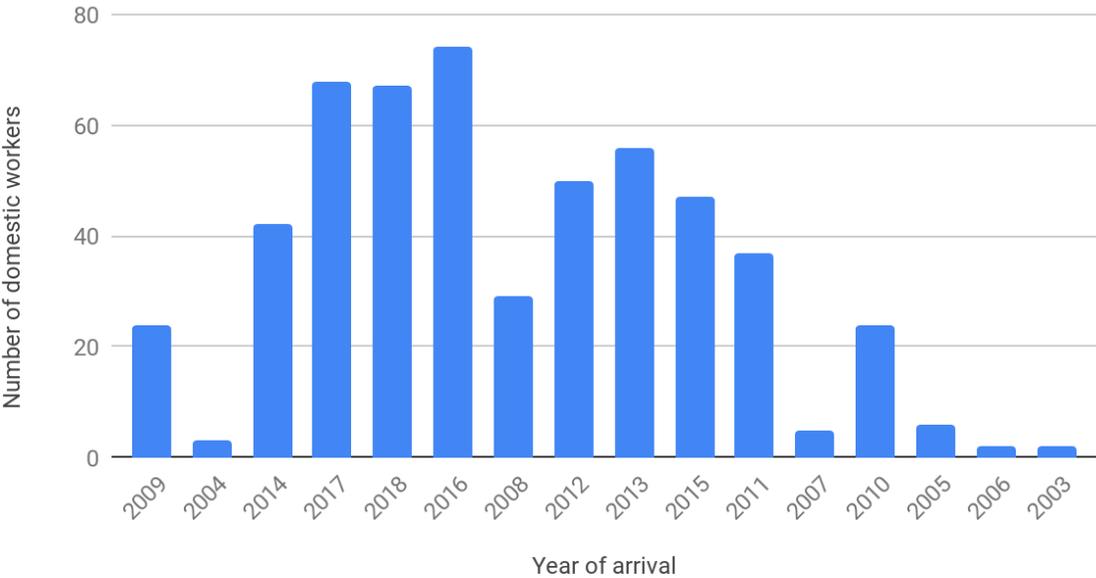
The research we have undertaken is intended to deepen our knowledge of our members situations, how we can support them, and to provide information to other organisations, statutory or otherwise, who have responsibilities for the welfare of this group.

Emerging findings

The data below is taken from the survey, and is intended to be an illustration of the emerging findings. Field work was undertaken in August 2018, using a bespoke online survey. The results below are for the 539 responses received to date. A full analysis of the data, including more detailed descriptive statistics for those who arrived pre and post 2012 will be undertaken in September 2018.

About those taking the survey

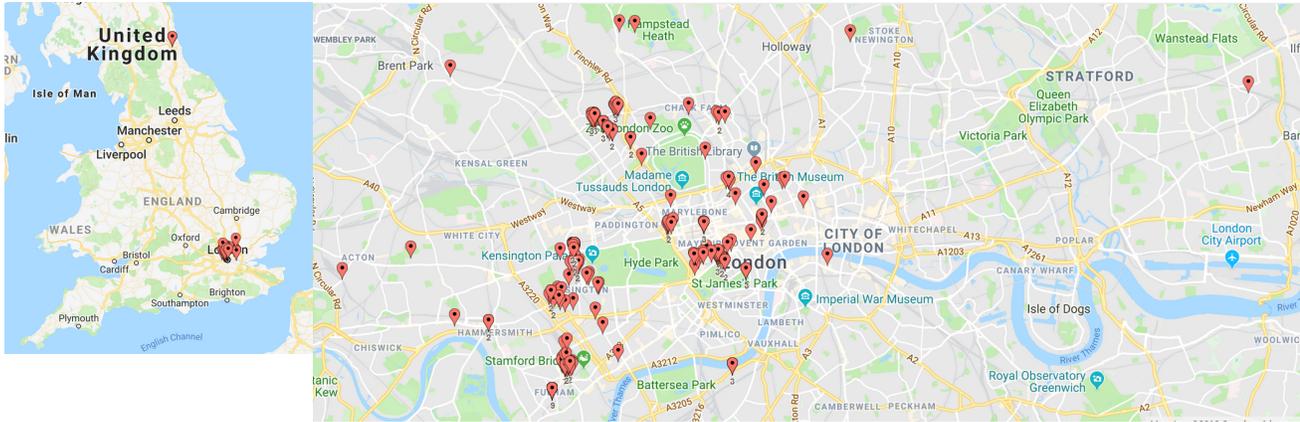
Figure 1: Year of arrival



N= 536

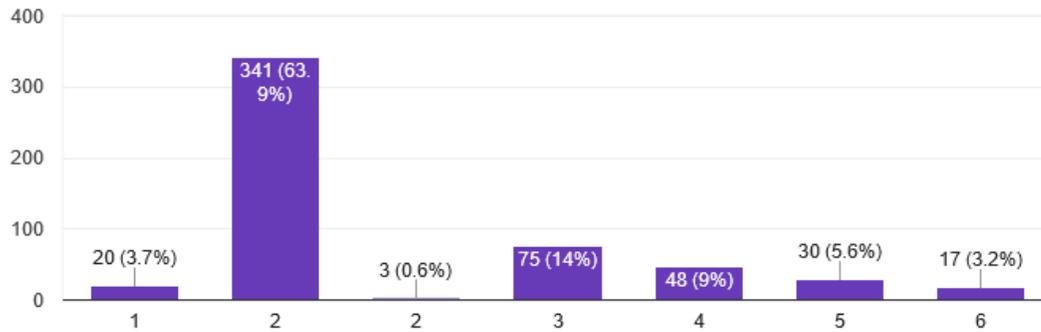
The postcodes of the employers were collected and are mapped below (N=250).

Figure 2: Location of domestic workers across the UK, and concentration in London



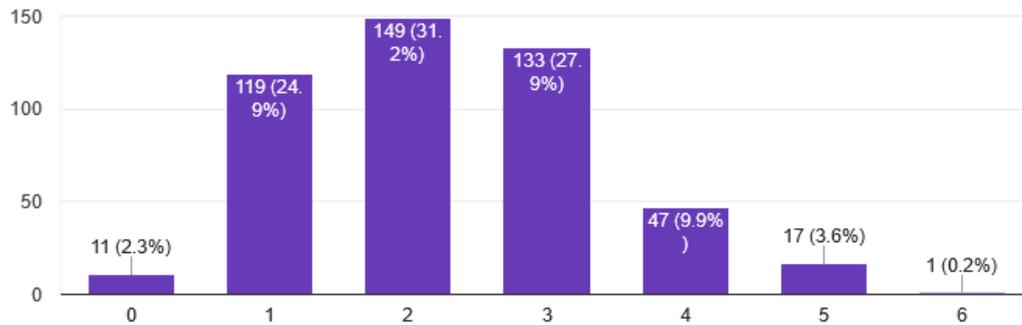
Household composition

Figure 3: number of adults in the household



N=534

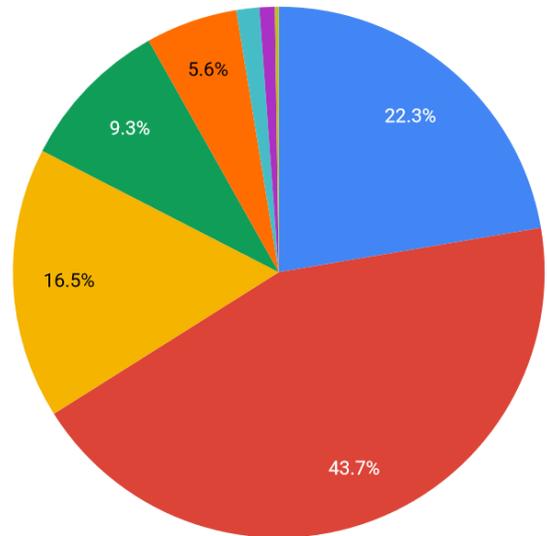
Figure 4: number of children in the household



N=477

Figure 5: Religion of household

- Islam
- Christianity
- No religion
- Judaism
- Buddhism
- Hinduism
- Jehova's Witnesses
- None

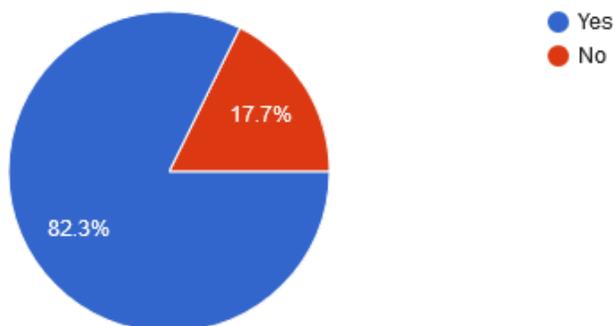


N=433

Working conditions

When asked how many hours they were expected to work each week, the average (mean) was 62.2 hours, but the number of hours ranged from 30 to 140. When asked how many hours they actually worked, the average was 91, and ranged from 40 to 154 (i.e. they had to be available all the time, day and night).

Figure 6: Percentage of domestic workers with an employment contract



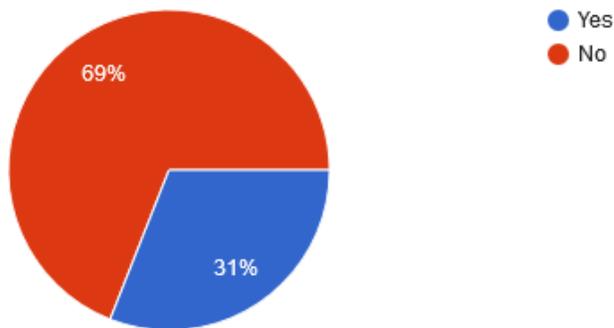
N= 536

When asked what was contained in their contract, below is a sample of the conditions (a full analysis will be provided in September once all the data is collected).

112 hrs a week, salary 299, no day off
85 hrs a week, salary 450
55 hrs a week, salary 350 , annual leave
112 hrs a week, salary 300, no day off, no annual leave
112 hrs a week, salary 300, no day off, no annual leave
80 hrs a week, salary 300, no day off, no annual leave
55 hrs a week, salary 300, no day off, no annual leave
75 hrs a week, salary 300, no day off, annual leave
85 hrs a week, salary 300, no day off, annual leave
112 hrs a week, salary 300, no day off, annual leave
80 hrs a week, salary 450, annual leave
80 hrs a week, salary 300, annual leave
80 hrs a week, salary 500, annual leave
60 hrs a week, salary 250, annual leave
45 hrs a week, salary 250, annual leave , two days off
90' hrs a week, salary 550, annual leave

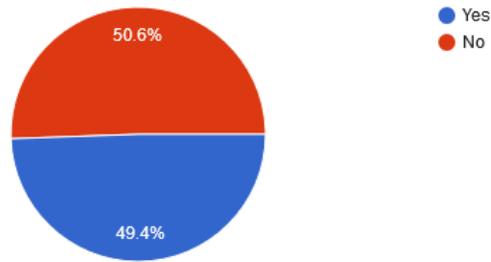
When asked if their experience matched their employment contract, many of those responding stated that they were actually likely to be expected to do unpaid overtime.

Figure 7: Percentage of domestic workers with their own private room



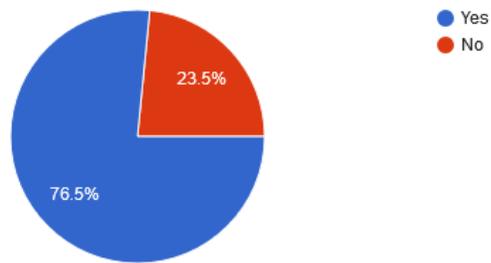
N=536

Figure 8: Percentage of domestic workers reporting having enough food to eat



N=538

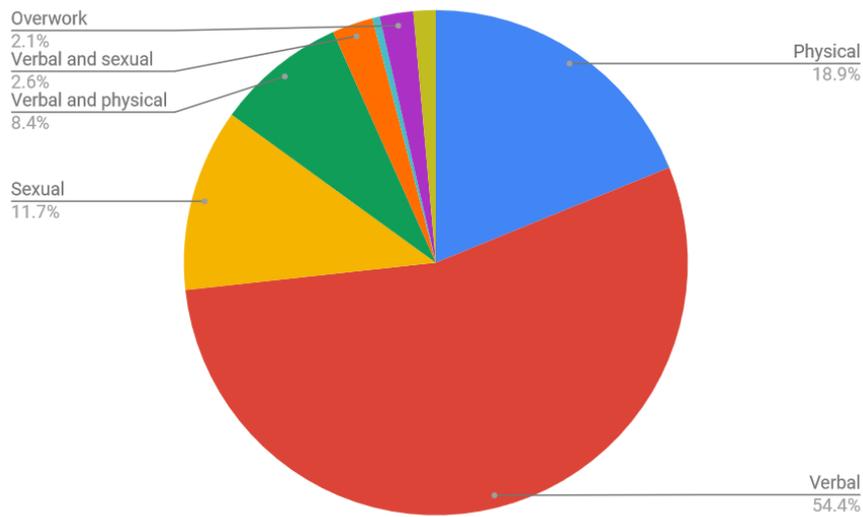
Figure 9: Percentage of domestic workers reporting verbal or physical abuse, or sexual harassment at work



N=537

When asked what kind of abuse they had experienced, the workers verbatim reported the types of abuse. These have been coded and reported below.

Figure 10: Types of abuse experienced by domestic workers

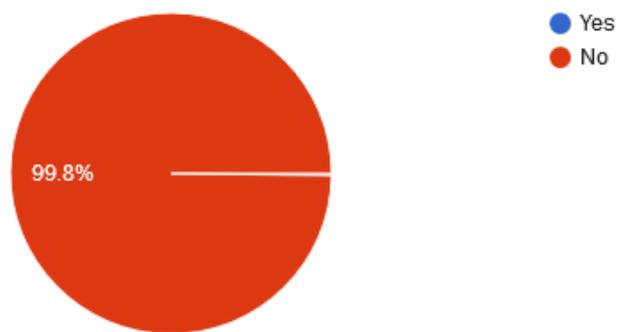


N=419

Sources of support

Members were asked about whether they had knowledge of, or had accessed, support from statutory sources. 100% of respondents stated that they had not had any interactions with the Gangmasters and Labour Abuse Agency (GLAA) to date.

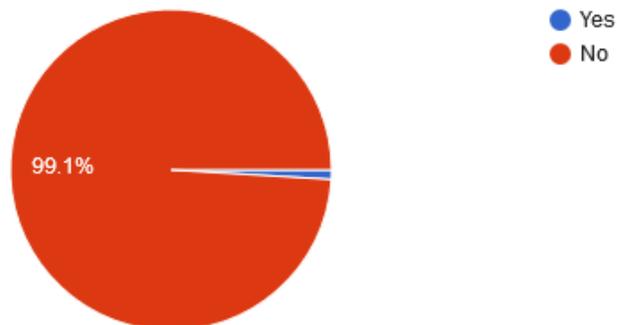
Figure 5: Whether they would consider contacting the Gangmasters and Labour Abuse Agency (GLAA) or other similar body if in a bad situation.



N= 530

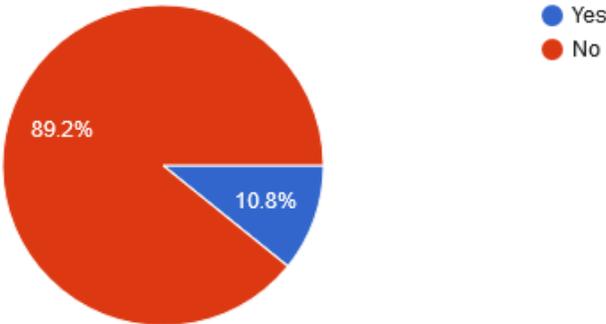
When asked why they would not contact them, the two main responses were due to lack of knowledge ("I didn't know", "I hadn't heard"), or fear ("scared").

Figure 5: Awareness of helplines for labour exploitation



N=528

Figure 5: Percentage of respondents who had undertaken the National Referral Mechanism assessment.



N= 536

Of those that responded “yes” (58), 29 had been successful in their application (50%), five were waiting for their results and the rest had been unsuccessful.