

MDWs receive a median wage of **£9.60 per hour** (£460 for 48 hours of work a week) from their current employers, **less than the National Living Wage of £10.42.**

This low wage may be due to the fact that **only 18% have a written contract** with their current employers.



HOW YOU CAN HELP GET YOUR LOCAL MP INVOLVED

- **Write to your MPs to join or host a debate in Parliament** We have a email template and a briefing for your MP on our website [LINK]
- **Tell your MP they should ask a Parliamentary Question** The VODW will help draft the questions

RAISE AWARENESS IN YOUR NETWORK

- Share campaign materials like this brochure with your family and friends
- Invite members of The VODW to speak at your next public event

The Voice of Domestic Workers



We are a self-help grassroots made up of multinational Migrant Domestic Workers in the UK established in 2009. We empower migrant domestic workers to stand up and voice their opposition to any discrimination, inequality, slavery and all forms of abuse.

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THE VOICE OF DOMESTIC WORKERS IS CALLING FOR URGENT CHANGES

- **A reversion to the Overseas Domestic Worker visa that existed before 2012** that allowed domestic workers to change employers and renew the visa for an unlimited time, provided they were in full-time employment as a domestic worker in a private household and allowed domestic workers to apply Indefinite Leave to Remain and British Citizenship
- **The criminal offence for undocumented working in the Immigration Act (2016) to be repealed and employment rights separated from immigration status** so workers can claim their employment rights regardless of status
- **The ratification and implementation of ILO C189, Decent Work for Domestic Workers** – recognition of domestic work as work and domestic workers as workers for significant contribution of domestic workers to the economy. Domestic work enables others to work.



TIME TO RE-INSTATE RIGHTS: THE PRE-2012 OVERSEAS DOMESTIC WORKERS VISA



“My employer also confiscated my passport, so I had no identification documents. In 2013, I managed to escape from this abusive employment but I became undocumented when I my 6 months Overseas Domestic Worker Visa lapsed. This situation was a huge barrier to me living a normal life. **I was always on the move, living in fear, therefore was very vulnerable.**”

– Marigold, Domestic worker

READ MORE OF MARIGOLD'S STORY INSIDE >>>

WHO ARE MIGRANT DOMESTIC WORKERS (MDWs)?

MDWs perform domestic work in private households. This work includes tasks such as taking care of children, elderly, sick family members, laundry, cooking, cleaning, gardening, shopping for food and running errands for household needs.

WHAT IS THE OVERSEAS DOMESTIC WORKERS (ODW) VISA?

The ODW Visa allows MDWs to enter the UK with their employer. These visas are issued to MDWs to accompany an existing employer to work in their private household.

WHY VISAS MATTER TO MDWs

The hidden and unregulated nature of domestic work in a private household, combined by the workers' status as a migrant and dependence on their employer for work, immigration status, accommodation and information about the UK means that **workers on the Overseas Domestic Workers visa are especially vulnerable to abuse.**

✈️
LESS RIGHTS
=
MORE ABUSE

NATIONAL REFERRAL MECHANISM VS OVERSEAS DOMESTIC WORKER VISA

The NRM protect and recognised MDWs as VICTIMS while the ODW Visa recognised MDWs as WORKERS

✈️
PROTECT
MDWs

✈️
12 YEARS
WITHOUT
RIGHTS

THE HISTORY OF THE ODW VISA

- **1998 – 2012** The ODW Visa was introduced in a special category that recognised MDWs as the most vulnerable group of workers that needed special protection and rights – workers could challenge abusive and exploitative treatment which in turn prevented abuse.

RIGHTS INCLUDED

- The right to change employers
 - The right to renew the visa for an unlimited time, provided they were in full-time employment as a domestic worker in a private household
 - The right to apply for Indefinite Leave to Remain and British Citizenship
- **April 2012** The government introduced restrictions which removed the rights of holders of the ODW Visa to change their employer and renew their visa. **This effectively removes access to enforcing employment rights in practice.**
 - **2016** The Government announced that they had already 'untied' the Tied Visa system of the ODW Visa which means that MDWs could change employers. But this is useless without allowing domestic workers to renew their visa.

ESPECIALLY WITHOUT PROTECTION, TYPES OF ABUSES SUFFERED BY MDW'S*

- 94% not given a day off
- 92% not given rests or break periods
- 90% on call 24 hours a day
- 85% surveillance by employers
- 85% psychological/verbal abuse
- 84% not given own room
- 83% denied food or drink
- 55% physical abuse
- 33% sexual harassment/abuse

I was forced me to work as a nanny and housekeeper for not one, but three families, living in central London. I worked long hours without any days off, and my bed was under the dining table on the floor, so it was freezing cold. They only let me eat leftover food, and if there was none, I had nothing to eat.

I was arrested by immigration enforcers but I asked, "Is escaping from abusive employer a crime?" I didn't want to be detained and deported so I applied to the National Referral Mechanism (NRM), a temporary protection that identify me whether or not I'm a victim of modern slavery or trafficking.

For six years, I was trapped without right to work unable to rebuild my life in this NRM system. I want my rights as a worker so I could work and rebuild my life. For over eleven years, I haven't seen my family.
– Marigold, Domestic worker

CASE STUDY

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FROM YOU**

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**ACTION
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**WHY THIS
MATTERS**

**WHAT IS THE
ODW VISA?**

**THE RIGHTS
DOMESTIC
WORKERS LOST**

**IMPACT OF THE LOSS OF THE ODW
VISA
+
DATA FROM THE SURVEY**

ODW TIMELINE

Useful Terms to Know

Leave to Remain

Permission given by the Home Office to remain in the UK. It may be Limited or Indefinite Leave to Remain.

Discretionary Leave to Remain

DLR is granted to asylum or non-asylum cases where there are exceptional and compassionate circumstances.

Further Leave to Remain

A period of 2 years and an application should be made 28 days from the date of the Conclusive Ground Decision.

Asylum Status

Staying in the UK as a refugee, although this is separate from the NRM process

Overseas Domestic Workers (ODW) in:

(A) Private Household

For domestic workers in private households with permission to change employers in non-renewable 6 Months Overseas Domestic Worker Visa

(B) Diplomatic Household

For domestic workers in the household of a diplomat mission with an initial Overseas Domestic Worker Visa of 24 Months, renewable depending on the term of stay of diplomat employer. Allowed to change employer but not allowed to renew visa with employer in private household, only to diplomat employer.

First Responders

Salvation Army

0800 808 3733

mstreferrals@salvationarmy.org.uk

Modern Slavery Helpline

08000 121 700

www.modernslaveryhelpline.org

Kalayaan

0207 243 2942

info@kalayaan.org.uk

13 Hippodrome Place London W11 4SF

www.kalayaan.org.uk

The Voice of Domestic Workers



dignity at work

We are a self-help grassroots organisation made up of multinational Migrant Domestic Workers in the UK established in 2009.

We empower migrant domestic workers to stand up and voice their opposition to any discrimination, inequality, slavery and all forms of abuse.

We show that we are stronger together.

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National Referral Mechanism (NRM) Guide for Migrant Domestic Workers



This guide is to help Migrant Domestic Workers (MDWs) through the NRM process



What is the NRM?

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate help and support in the UK.

Why support MDWs through the NRM?

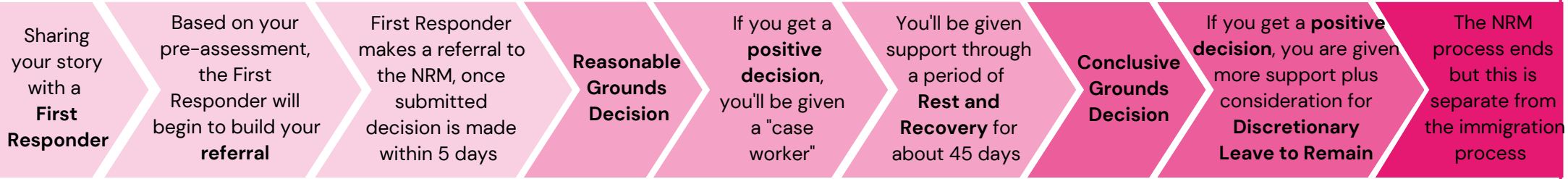
Since 2012, the Overseas Domestic Worker Visa is restricted to only 6 months for domestic workers in private households and in diplomat households (depending on diplomatic mission) with no route to settlement, making domestic workers especially vulnerable to exploitation. The way forward for domestic workers is through the NRM.

The NRM Process



If positive Reasonable Grounds Decision before the expiry of ODW Visa: permission to stay in UK extended on same conditions.
 If positive Reasonable Grounds Decision after expiry of ODW Visa: cannot be removed from UK while awaiting a decision but no right to work

After a positive Conclusive Grounds Decision, you can seek either **Discretionary Leave to Remain** (fewer restrictions) OR apply for **Further Leave to Remain** (two years ODW Visa)



NRM Pre-Assessment

Questions you might be asked to evaluate your case's potential:

1. Do you have your passport?
2. What visa types did you have upon entry to the UK?
 - a. Did you travel with your employer?
 - b. Did you go to the British Embassy to apply for your visa?
3. Do you have your passport or visa with you?
4. Do you know when your visa expires?
 - a. If "No", when did you go to the British Embassy to apply for your visa, and when did you go back to get your Biometric Residence Permit (BRP)?
5. Are you still with the employer who brought you to the UK?
 - a. If "No", why did you leave your employment?
 - b. If "Yes", why are you still with them?

If you need more advice contact The Voice of Domestic Workers at 07528 70544
info@thevoiceofdomesticworkers.com

If you get a **negative decision**, you may be able to appeal for a reconsideration review

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NRM Referral Checklist:

- Physical evidence
- Witness Testimony
- Assessment statement testimony
- Witness statement
- Accommodation address (letter)
- Proof of financial incapacity
- medical report evidence
- NHS Counseling Report

NRM-Support Entitlements of Victims with a positive NRM decision can include:

- Accommodation (a minority receives this)
- Financial and material assistance
- Legal Aid (if you qualify)
- Counselling
- Limited protection against removal from the UK
- Consideration for Grant of Leave to Remain

Why the NRM doesn't work for MDWs

- The original ODW Visa (pre-2012) is proven and acknowledged worldwide as best prevention against slavery and trafficking of migrant domestic workers
- MDWS are identified as victims of trafficking instead of as workers
- NRM is not adequate to protect domestic workers and there are difficulties for MDWs to provide evidence and witness testimony

Your Support Network

The Voice of Domestic Workers

Home Office

The **Home Office** is a department of the UK Government that administers on immigration

First Responder

Examples of **First Responders:**

- Salvation Army
- Kalayaan
- Police
- Local authorities

Case Worker

Your **case worker** is the person who will guide you through the NRM process and help get you support

Solicitor

Your **solicitor** provides legal aid and advice

General Practitioner or "GP"

Your **GP** provides healthcare, which can be accessed through the **NHS** or **Doctors of the World**



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