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Domestic Workers in New Jersey

CENTER FOR WOMEN AND WORK



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ABOUT THIS REPORT

Early in 2019, about a year before the emergence of the COVID-19 pandemic, the Center for Women at Work at Rutgers University (CWW) began talking with representatives from four National Domestic Workers Alliance (NDWA) affiliates, Adhikaar, Casa Freehold, New Labor and Wind of the Spirit, who were interested in documenting the working conditions of domestic workers in New Jersey. Their goal was to collect data that would inform what a domestic worker bill of rights in New Jersey might look like if it were to meet the needs and concerns of workers on the ground. CWW's recent research and analysis on domestic workers along with the real-life experience of the community-based organizations would help to inform the adaptation of a survey instrument that had been used in similar efforts in New York City and along the Texas-Mexico Border in coordination with the NDWA. The New Jersey survey was available in three languages: English, Nepali, and Spanish. Thirty women from the community were trained as surveyors, most of them domestic workers themselves. They set a goal of reaching 400 of their colleagues across the state. They reached 414.

The commitment and persistence of the surveyors who made phone calls, knocked on doors and sat down at kitchen tables--sometimes hours at a time--talking with workers and collecting information to complete the surveys made this report possible. This report includes an analysis of this important primary data source, the first of its kind in New Jersey, along with secondary analysis of U.S labor force survey data. The report provides us with a picture of the challenges that domestic workers in New Jersey confront, and offers insight into the precarious nature of their jobs along with what workers are most concerned about.

The COVID-19 pandemic is shining a light on structural inequalities, weak social safety nets, and vulnerabilities in our institutions and workplaces. Domestic workers are emblematic of all of these issues. Many domestic workers face record high unemployment because employers are self-isolating from the virus. Lacking health and safety standards because they work inside private homes, domestic workers are at greater risk for Covid-19 and frequently lack access to personal protective equipment (PPE). Undocumented domestic workers are excluded from many of the provisions of the CARES Act.

Who is essential? How we value the work of domestic workers is indicative of how we have long undervalued and discounted women's work. Perhaps, this turning point in history can be leveraged to reassess how we want to value those who take care of others. The hopes of everyone involved with this project, are that it contributes to and informs current and future research, advocacy, and policy in New Jersey and beyond.

INTRODUCTION

Domestic workers across the United States face multiple challenges that are typically more severe than they are for other occupations due to the low value attached to care work and the difficulty of regulating work that occurs in private homes. Labor law violations, no benefits, lack of social protection, and precarious terms of employment are endemic among domestic workers. These concerns have gained increasing attention in recent years as the country's aging population has contributed to an increased demand for paid care work, typically fulfilled by low-wage workers who are predominantly female and are often women of color from lower-income countries.

In the U.S., 92 percent of domestic workers are women and about one third are immigrants. Remittances sent home by these domestic workers can account for a substantial portion of total remittances at a time when remittances are increasingly considered a sustainable source of funding for developing countries. In a "global chain of care," these domestic workers are doing the care work that enables other women to participate in paid employment. The substitution of paid for unpaid care work typically performed by women applies not only to child care, but also to the care of elderly, sick, and disabled family members as well as housework.

The demand for domestic workers is projected to surge. Among the fastest growing occupations are home health and personal care aides.¹ There are significant concerns about the ability to attract and retain enough workers to meet the demand, and also a growing recognition due in large part to the work of advocates (inspired by organizers like Ai-Jen Poo, co-founder of the National Domestic Workers Alliance) that domestic work "is the work that makes all other work possible."² Academics and organizations such as the International Labor Organization have documented the positive contributions to the economy that domestic workers play in enabling and supporting women's participation in the labor force given that paid and unpaid domestic work still largely falls upon women. Domestic workers do not just support wealthy families. A study of domestic worker employers in California revealed that half to three quarters of childcare and homecare employers are from low income families while housecleaning employers tended to be from moderate to high-income families.³

Domestic workers in the United States earn some of the lowest wages among all occupations. A big issue is wage theft, where domestic workers receive wages below the minimum, have their wages withheld arbitrarily and without recourse, or are not paid overtime. Lack of formal contracts and unpredictable work schedules are also common problems. The growth of the "gig economy" and employers' use of internet-based technology to hire care workers and housekeepers has contributed to the insecure nature of domestic work, and workers without access to the internet

¹ See the United States Department of Labor Occupational Outlook Handbook (last updated September 4, 2019): <https://www.bls.gov/ooh/fastest-growing.htm>.

² See TED talk by Ai-jen Poo (2018): <https://www.youtube.com/watch?v=JqcDzptviFw>.

³ UCLA Labor Center. (2016). *Profile, Practices and Needs of California's Domestic Work Employers*. https://www.labor.ucla.edu/wpcontent/uploads/2018/06/UCLA_domesticworkers_report_final.pdf.

have been placed at a disadvantage in access to jobs.⁴ Sexual harassment, sexual abuse, and other forms of physical abuse also plague domestic workers, problems compounded by the fact that their work takes place in the private sphere.⁵ This issue has gained increasing attention in the wake of the global #MeToo movement.

In response to increased advocacy around the low pay and poor working conditions faced by domestic workers, ten states and two municipalities to date have passed some version of a domestic worker bill of rights in which domestic workers are guaranteed the minimum wage, overtime, meal and rest periods, paid time off, written agreements, and/or protection from sexual harassment and discrimination, among other things.⁶ New York was the first state to pass such a bill in 2010, while New Jersey has not yet followed suit. The National Domestic Workers Alliance (NDWA) has proven instrumental in pushing for these domestic worker bills of rights, for more inclusive labor laws, for stronger enforcement at the state level to protect domestic workers, and for more research documenting the need for such protection.

New Jersey is an important state for examining working conditions for domestic workers and the potential for significant legislative reform. The state has one of the largest immigrant populations in the U.S. and has the reputation of acting as an incubator state for progressive labor legislation. In New Jersey, results from a representative survey of households across the state indicate that about one third of households have hired some type of a domestic worker to regularly perform household services. However, the majority (54 percent) of these household employers are unfamiliar with legislation that governs the wages and hours of their domestic workers.⁷ This result helps to explain why wage theft is such a problem in New Jersey, a finding that is supported with more detailed data from interviews with non-profit leaders who advocate for domestic workers and low-wage workers in New Jersey.⁸

⁴ Barzilay, Arianne Renan, and Anat Ben-David. 2016. "Platform inequality: gender in the gig-economy." *Seton Hall L. Rev.* 47: 393.

⁵ Burnham, Linda, and Theodore, Nik. 2012. *Home Economics: The Invisible and Unregulated World of a Domestic Worker*. New York: National Domestic Workers Alliance.

⁶ These states and cities include New York (2010), Hawaii (2013), California (2013 & 2016), Massachusetts (2014), Oregon (2015), Connecticut (2015), Illinois (2016), Nevada (2017), Seattle Washington (2018), New Mexico (2019), and Philadelphia, PA (2019)

⁷ Rodgers, Yana, and Elaine Zundl. "Domestic Worker Inequities and Rights: A Mixed-Methods Analysis," Rutgers University Center for Women and Work Working Paper no. 2018-1. https://smlr.rutgers.edu/sites/default/files/documents/Centers/domestic_worker_inequities_and_rights_working_paper_series_nov_2018.pdf

⁸ Rodgers and Zundl (2018).

PROJECT DESIGN

In heeding the NDWA’s call for more research on domestic workers and advocates’ efforts to bring a domestic worker bill of rights to New Jersey, the Center for Women and Work worked with a coalition of four NDWA affiliates to conduct an extensive survey of domestic workers in New Jersey. The coalition members included Adhikaar, Casa Freehold, New Labor, and Wind of the Spirit. In the summer and fall of 2019 data was collected from 414 domestic workers from across New Jersey using a survey instrument adapted from other NDWA research projects containing questions on working conditions, labor law violations, pay, and demographic characteristics. Affiliates conducted the survey in English, Spanish, and Nepali, and focused specifically on nannies, housekeepers, and home health aides. The remainder of this report documents trends in the number of domestic workers and their working conditions in the U.S., and discusses the key findings from the New Jersey survey. Our objective is to provide new evidence for New Jersey’s domestic workers that will help to change the trajectory of poor working conditions and low wages that they currently face.

DATA AND METHODOLOGY

The analysis in this report presents the findings of a 2019 survey conducted in collaboration between the Center for Women and Work and four affiliates of the NDWA (Adhikaar, Casa Freehold, New Labor, and Wind of the Spirit). The survey instrument was closely aligned with the instrument used in the NDWA’s report, “Living in the Shadows: Latina Domestic Workers in the Texas-Mexico Border Region.” The collaborators reviewed the survey and adapted it to fit the New Jersey context and the issues that the domestic worker organizers felt would best inform their future domestic worker bill of rights campaign. There were two rounds of feedback and revisions of the survey that drew upon a pilot with the NDWA affiliates and conversations with CWW researchers. The survey is available in English, Spanish, and Nepali. Surveys were collected in towns and cities across the state, including Jersey City, Edison, Lakewood, Jackson, Toms River, Highland Park, Montclair, Newark, Morristown, Randolph, Mendham, and Freehold.

When possible, we offer national data to contextualize New Jersey specific findings. We report overall trends in the number of domestic workers, their demographic composition, and their hourly wages using U.S. labor force survey data from 2003 to 2019.⁹ This analysis is based on microdata from the Current Population Survey Merged Outgoing Rotation Group.¹⁰ This subsample of the CPS is restricted to adults who are engaged in paid employment and were interviewed in the fourth and eighth month of the CPS survey rotation. The employment sample retains all workers ages 18 and above, and domestic workers are divided into five categories: housecleaners, nannies, home-

⁹ The period of analysis starts with 2003 because occupation and industry codes changed substantially in 2003, causing a discrete break in the coding of the detailed domestic worker categories.

¹⁰ Bureau of Labor Statistics. Current Population Survey Outgoing Rotation Group Microdata. Survey conducted by the Bureau of the Census for the Bureau of Labor Statistics. Washington, DC: U.S. Census Bureau. See also Flood, Sarah, King, Miriam, Rodgers, Renae, Ruggles, Steven, & Warren, J. Robert. (2018). Integrated Public Use Microdata Series, Current Population Survey: Version 6.0 [dataset]. Minneapolis, MN: IPUMS.

based daycare providers, non-agency-based home health aides, and agency-based home health aides.¹¹ Note that these estimates are likely to underestimate the true number of domestic workers given the inherent difficulties in the CPS in surveying domestic workers, especially undocumented immigrants.

The wage sample is further restricted to all employed individuals with positive reported hourly wages or weekly earnings. Hourly wages are constructed by taking weekly earnings, which includes overtime and tips, and dividing it by usual hours worked per week. If this measure is less than a respondent's reported hourly wage, then we use their reported hourly wage.¹²

OVERALL INDUSTRY PATTERNS IN THE U.S.

The domestic work industry provides essential services to many families by cleaning their homes, cooking their meals, and caring for children and grandparents. Despite the high demand for this workforce and the critical carework they provide, this industry remains one of the most unregulated in the U.S.¹³ Wages and working conditions are negotiated by each household when hiring a domestic worker making regulation and enforcement weak. The burden of enforcing regulations and negotiating for fair working conditions largely falls upon the shoulders of women of color who make up the majority of this workforce, but most often face discrimination in the labor market. As a result, compensation and working conditions can vary greatly.

The domestic work industry is comprised of workers who are “live-in,” and “live-out’s.” Live-in workers can be nannies, home care or housekeepers, who reside full-time in the family’s home and often provide overlapping responsibilities including childcare or home care, cleaning, cooking, shopping, and other tasks.¹⁴ Live-out workers do not reside with the family. Many housecleaners

¹¹ Using the definitions in Shierholz (2013), housecleaners are coded as occ=“maids and housekeeping cleaners” and ind=“private household”; nannies are occ=“child care workers” and ind=(“private household” or “employment services”); home-based daycare providers are occ=“child care workers” and ind=“child daycare services” and emp status=“self-employed, not incorporated”; non-agency-based home health aides are (occ=“nursing, psychiatric, and home health aides” and ind=“private household”), or (occ=“personal care aides” and ind=(“private household industry” or “employment services”)); and agency-based home health aides are (occ=“nursing, psychiatric, and home health aides” and (ind=“home health care services” or “individual and family services), or (occ=“personal care aides” and ind=(“home health care services” or “individual and family services”)). See Shierholz, Heidi. (2013). *Low Wages and Scant Benefits Leave Many In-Home Workers Unable to Make Ends Meet*. Washington, DC: Economic Policy Institute.

¹² To deal with outliers and top and bottom coding in the earnings sample, we dropped workers if their constructed hourly wage was less than 2, and we dropped workers whose weekly earnings and/or usual hours worked were NIU (Not In Universe). We also dropped an outlier with a constructed hourly wage that exceeded \$2000. Finally, we multiplied weekly earnings at the top code (\$2884.61) by a factor of 1.4.

¹³ Bernhardt, A., McGrath, S., & DeFilippis, J. (2007). *Unregulated Work in the Global City*. Brennan Center for Justice at New York University of Law. <https://www.brennancenter.org/our-work/research-reports/unregulated-work-global-city>.

¹⁴ Au pairs are an additional live-in category under the J-1 Exchange Visitor Visa Program. The program is intended as a cultural exchange but emerging research has shown that the host families treat au pairs like workers. For more see <https://cdmigrante.org/shortchanged/>.

typically work as live-outs and work for multiple households per week and piece together jobs to create full-time employment.

Domestic workers are excluded from many employment and labor laws and the workers are isolated in individual households making it difficult to negotiate the terms of their employment. Issues that confront domestic workers include challenges such as wage theft, which is when workers receive wages below the legal minimum wage, their wages are withheld arbitrarily and with no to little recourse, they are not paid overtime that has been earned¹⁵ and/or they are misclassified as independent contractors to avoid compliance of employment and labor laws as official employees. Domestic workers often lack formal contracts allowing them to bargain the terms of their employment, and experience unpredictable work schedules. Even for those who have more formal work arrangements, low wages, lack of affordable healthcare and paid time off, and inconsistent work schedules remain pervasive job features. The home as a workplace can pose unique risks for workers who work in isolation and have been reported to experience injuries and workplace harassment at relatively high rates. And it is also well documented that low-wage female-dominated industries have the highest reported incidents of sexual harassment and assault by sector.¹⁶ All of these challenges are compounded for workers made more vulnerable if they lack proper immigration status.

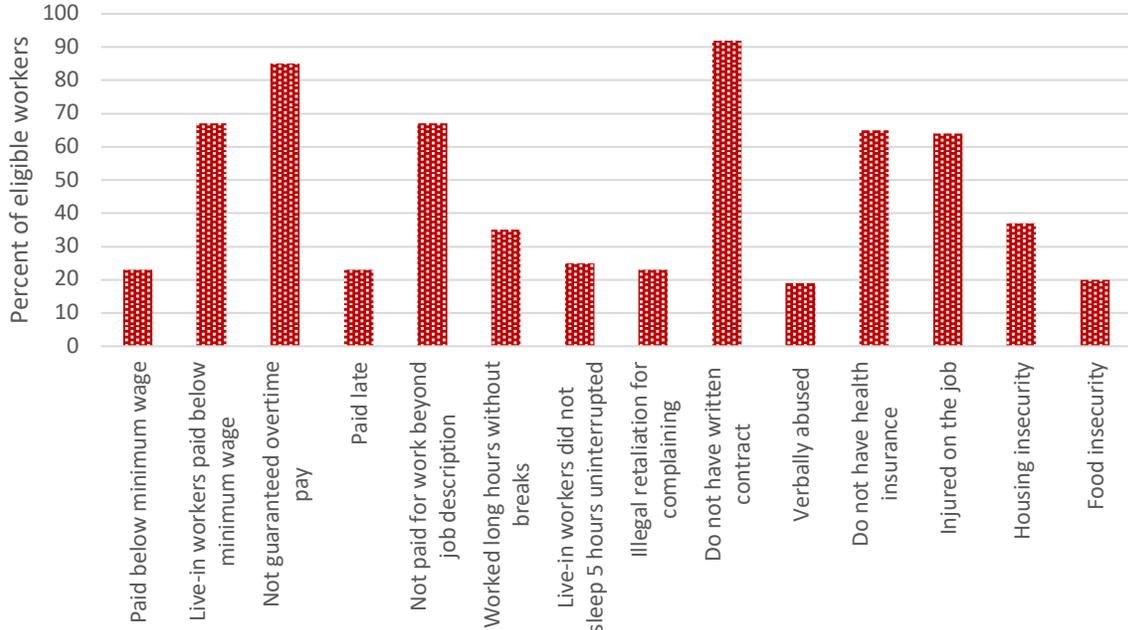
A small but growing evidence base has documented these violations of labor standards. A 2012 report from the NDWA, which sampled 2,086 domestic workers across 14 cities, indicates high rates of wage theft through various forms of underpayment and non-payment of wages and overtime pay that workers were legally owed.¹⁷ As shown in Figure 1, about one quarter of respondents earned less than the minimum wage, although this rate was higher for live-in domestic workers who had the value of room and board deducted from their cash wages. Almost 90 percent of domestic workers were not guaranteed overtime. Domestic workers also reported pressure from employers to engage in extra work: 24 percent were assigned work beyond their job description, and of these workers, two thirds were not paid for the additional work. These percentages were even higher for live-in workers and undocumented immigrants. Lack of respect and no recognition for the value of their work are also common issues reported by domestic workers. Deeply intertwined with wage theft and lack of respect for domestic work are common perceptions that care work should be provided out of altruism and generosity rather than a desire for financial compensation.

¹⁵ See the Living in the Shadows: Latina Domestic Workers in the Texas-Mexico Border Region report by the National Domestic Workers Alliance and others: [https://actionnetwork.org/user_files/user_files/000/024/054/original/Living_in_the_Shadows_rpt_Eng_final_screen_\(1\)_1.pdf](https://actionnetwork.org/user_files/user_files/000/024/054/original/Living_in_the_Shadows_rpt_Eng_final_screen_(1)_1.pdf)

¹⁶ Durana, A., Lenhart, A., Miller, R., Schulte, B., Weingarten, E. (2018). Sexual Harassment: A Severe and Pervasive Problem. New America. <https://www.newamerica.org/better-life-lab/reports/sexual-harassment-severe-and-pervasive-problem/>.

¹⁷ Burnham and Theodore (2012).

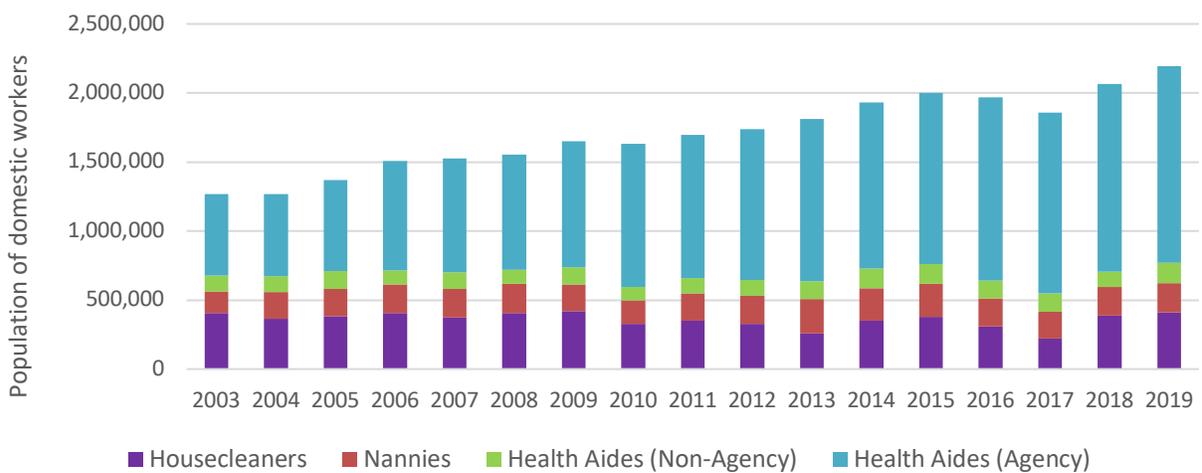
Fig. 1. Labor Standard Violations among Domestic Workers in the United States



Source: Sample of 2,086 domestic workers in Burnham and Theodore (2012).

As shown in Figure 2, the absolute number of domestic workers in the U.S. has risen steadily, from 1.7 million in 2003 to almost 2.5 million by 2019. Growth in the number of home health aides, especially those who are employed by an agency, accounts for all this increase. By 2019, agency-based home health aides comprised 58 percent of all domestic workers, up from just 35 percent in 2003. In contrast, the proportion of domestic workers who are home-based daycare providers dropped from about one quarter to 11 percent during the period.

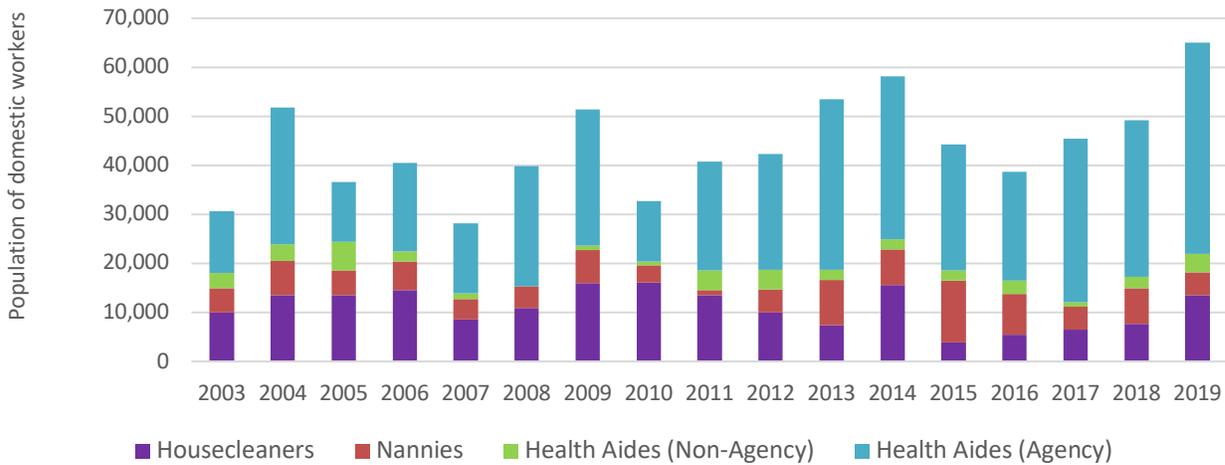
Fig 2. Number of Domestic Workers in the U.S. by Category, 2003-2019



Source: Constructed using Current Population Survey Outgoing Rotation Group microdata for 2003-2019.

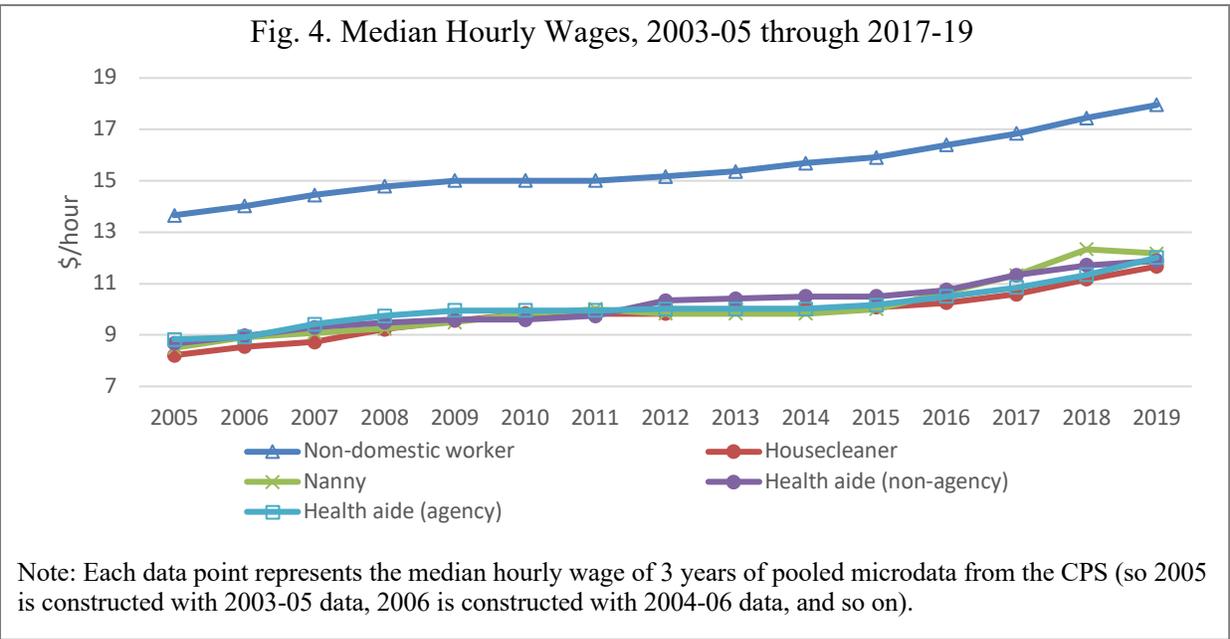
Domestic workers are predominantly women. Further analysis of the CPS data indicate that 92 percent of all domestic workers were women in 2017-19, with an even higher percentage for housecleaners, nannies, and home daycare providers. Moreover, about one third of domestic workers are immigrants, either naturalized or not naturalized. This share is higher than for non-domestic workers. Also of interest is the relatively high representation of non-naturalized immigrants among housecleaners (51 percent) relative to the other job categories (18 percent or less). Cleaning work is generally the least valued and most invisible, and it is this category that draws proportionately more non-naturalized immigrants. Hence domestic workers are predominately female with a high proportion of immigrants and women of color. This is especially true for New Jersey, where domestic workers are even more likely to be female, immigrant, and non-white compared to the U.S. national average. In New Jersey, 97 percent of all domestic workers are female, 52 percent are immigrants, and 60 percent are non-white.

Fig 3. Number of Domestic Workers in New Jersey by Category, 2003-2019



Source: Constructed using Current Population Survey Outgoing Rotation Group microdata for 2003-2019.

Domestic workers earn substantially less than other paid employees. Nominal wages for domestic workers are roughly three to four dollars per hour lower than non-domestic workers (Figure 4). Even with the three-year period averages (which were calculated in order to report smoothed hourly wage trends), hourly wages for domestic workers still show more instability compared to non-domestic workers, whose nominal wages have risen fairly steadily since 2003-05. In terms of real wages, on average most hourly wage workers have seen no increase in take-home pay since 2003-05.



FINDINGS: DOMESTIC WORKERS IN NEW JERSEY

Our survey yielded a diverse sample. As shown in Appendix I, respondents are almost all immigrants, with less than 2 percent of the sample naming the U.S. as their birthplace. Almost half of the respondents were born in Mexico or Nepal. This strong representation of Nepal among the countries of origin is partly explained by the participation of Adhikaar (a worker advocacy organization representing workers from Nepal) in the coalition of NDWA affiliates helping to conduct the survey. Also heavily represented in the sample are workers originally from Colombia, Honduras, Peru, Ecuador, and Guatemala. Virtually all the respondents are women (99 percent), roughly three-quarters are Hispanic, the majority (59 percent) are below the age of 45, and fewer than half are married. When asked their occupation, the majority responded that they work as housecleaners, followed by childcare workers. Very few (just 14 percent) responded that they are live-in workers.

Further analysis of the data indicates that domestic work is the main source of income for the vast majority (80 percent) of respondents. Close to half of the sample works for more than one employer, and just over one third of housecleaners clean at least three houses per week. The work is time intensive: about one third of housecleaners spend more than four hours cleaning each house. A sizeable share (24 percent) of respondents reported having taken a training to obtain a certificate or additional job skills related to their work. Most found their jobs through families or friends, while a small portion (11 percent) said that they had to pay a fee to an agency to help them get a job.

Terms of Employment

Domestic workers in New Jersey experience similar industry challenges to their counterparts across the U.S. Most of our sample were housecleaners, who also performed other kinds of domestic work, and who work across several different households.¹⁸ Housecleaners and other day laborers are often not protected under paid sick time or workers' compensation mandates not because the law expressly excludes them, but due to the nature of their employment relationships. Many domestic workers work for multiple employers, and as such, are unable to accrue the required hours worked thresholds to be entitled to such protections. Nannies and home care workers face similar challenges, unless they are employed full-time with a single employer. Additionally, there are domestic workers who are employed by an agency, which dispatches them to work with different client households to provide cleaning or home care services, and are often misclassified as independent contractors, depriving them of important workplace protections, such as minimum wage, overtime, workers' compensation, health and safety, among others.

Wages

In a question that asked about the workplace issues that most concerned them, more than half of workers said low wages and 29 percent said non-payment of wages. Survey results indicate that the vast majority of respondents (86 percent) said that they were paid in cash by a member of the family, while only 5 percent of respondents were paid by payroll or direct deposit. This result could reflect tax evasion behaviors among employers, an argument supported with previous findings that tax evasion is rampant among household employers of nannies and housekeepers.¹⁹ Fear of detention and deportation may also cause undocumented workers to request payment in cash.

Workers in our sample reported being paid a flat fee by some employers and hourly by others. However, if the workday runs longer than expected, this can bring hourly wages below the minimum wage, another form of wage theft for workers that should receive overtime pay. Additionally, if workers are miscategorized as independent contractors, as noted above, they are not entitled to basic employment rights, such as minimum wage, overtime pay, and workers' compensation but may be asked to work additional hours without corresponding pay. Several Domestic Worker Bill of Rights victories have included overtime provisions and mandate that domestic workers earn at least the state minimum wage.²⁰

Scheduling

Another major issue is unpredictable schedules and employment insecurity. Almost one fifth (18 percent) of respondents said that their work schedule changes from week to week, and only 10 percent of respondents reported ever having a written contract. Unstable schedules complicate the

¹⁸ For more information about the survey sample, see Appendix I.

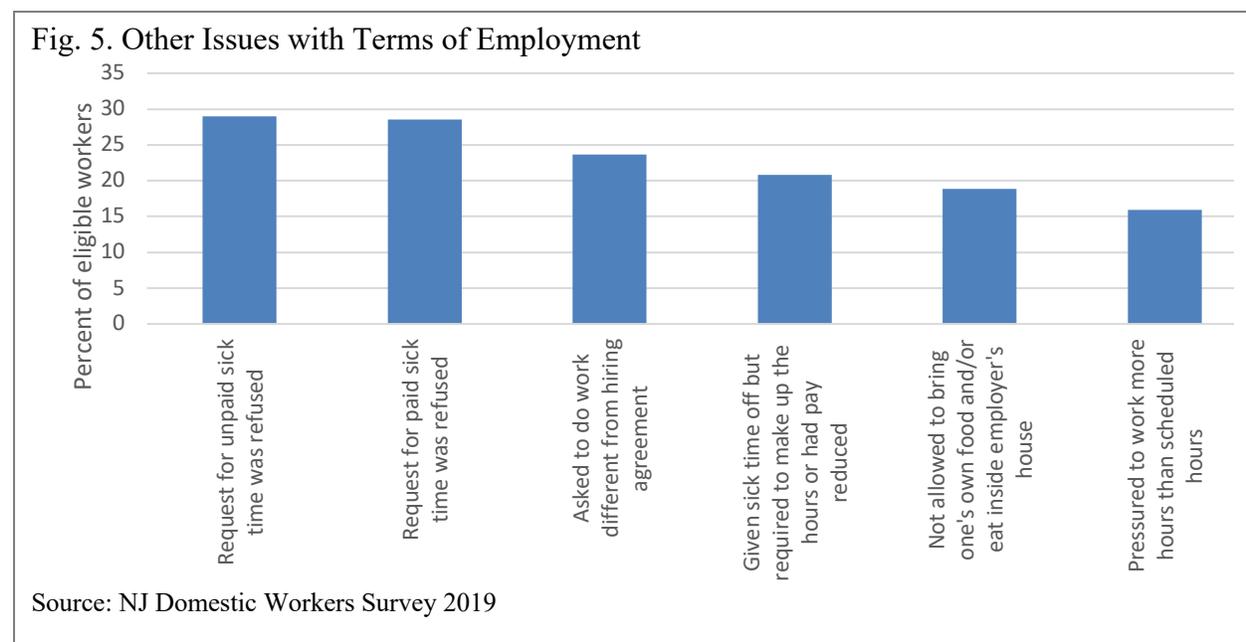
¹⁹ Haskins, Catherine. (2010). *Household Employer Payroll Tax Evasion: An Exploration Based on IRS Data and on Interviews with Employers and Domestic Workers*, Open Access Dissertations: 163.

²⁰ HI (SB535 SD1), MA (S.2132), CA (AB 241 & SB 1015), OR (Bill 552), ILL (1288), NV (SB 232).

lives of domestic workers as they struggle to comply with their employers’ demands for fluctuating work hours and last-minute requests to change their schedules. Unstable schedules can look different depending on the type of work being done. Live in workers may struggle to document hours of work from hours of rest, while full time workers may be asked to stay late or perform additional work at the last minute. Day workers, like housecleaners, may struggle with establishing steady work and regular work hours leading to fluctuations in pay. Recent research indicates that workers who do not enjoy predictable schedules reported frustration with conflicts created by last minute scheduling changes, including doctor’s appointments, childcare pick up times, and the demands of other job responsibilities. For low-wage workers managing unpredictable schedules, ensuring that their families are safe, healthy and well cared for proved to be a major challenge and often created an overall feeling of despair.²¹

Written Contracts

Only 10 percent of respondents reported ever having a written contract. The lack of a contract helps to explain why one quarter of all domestic workers said they were asked to do work that was different from the work agreed upon when they were hired. Although only 14 percent of our sample reported living in their employer’s home, many were asked to do additional work beyond their immediate job responsibilities, including washing clothes, ironing, cooking, sewing, washing/cleaning cars, and maintenance. Closely related, 10 percent said that the agency that hired them did not provide an accurate description of their job. In addition, 16 percent said they were pressured to work more hours than what had been scheduled (Figure 5).



²¹ https://smlr.rutgers.edu/sites/default/files/fairschedules_cww_jan2020.pdf.

Benefits

The majority of domestic workers do not receive basic workplace benefits often provided to other workers. Over half (54 percent) of respondents lacked health insurance and 49 percent expressed concerns about lacking paid vacation and sick days. New Jersey is one of only a handful of states that have passed earned sick leave legislation, allowing employees to accrue 1 hour of earned sick leave for every 30 hours worked, up to 40 hours each year. However, when workers asserted their rights to paid sick days, they were often denied. As shown in Figure 5, close to a third of workers had ask for unpaid sick time and were denied (with a similar result when asking for paid sick time). If they did take sick time, they were often asked to make up the hours or they had their pay reduced. Some (19 percent) reported not being permitted to eat their own food inside their employer’s home, which may be due to disregard to worker rights but could also be explained by the demographic profile of employers. In particular, some of the employers are observant Jewish families in New Jersey who abide by strict Kosher laws. In such cases, it would be reasonable for the employers to make accommodation for paid breaks or to provide workers with Kosher food from the home.

Housecleaners and other domestic workers who are hired for irregular work by multiple employers may have unique barriers when claiming benefits like accrued sick and family leave. Without a sole employer to accept requests for leave, many day workers are left without pay if they need to miss work due to illness. They may also be reprimanded by their clients for canceling at the last minute. To address this issue, NDWA has developed a “portable” benefit program called *Alia* that allows employers and workers to opt into a benefit program. The program allows workers to accept contributions from multiple employers (or clients) and the benefits are attached to the worker. The right to paid time off, implemented with a portable benefits system, was passed in the Philadelphia Bill of Rights in November 2019. *Alia* may be the tool that is used in Philadelphia to implement their paid time off provision, but more innovations and policies are needed to address the unmet needs of domestic workers

Health and Safety

Domestic workers are excluded from federal and state health and safety laws because their work takes place in private homes. This makes it difficult to encourage employers to comply with rules that offer protections from workplace hazards. The Covid-19 pandemic highlights the serious gap this exclusion creates, as workers are not able to hold employers accountable when confronting dangerous working conditions or when employers are not providing appropriate personal protective equipment (PPE).

Physical health and safety issues were a major issue for those in our sample. Close to half (44 percent) of the sample expressed concern about workplace injuries or health and safety issues. At the same time, half of domestic workers reported that they lacked health insurance. This lack of coverage is problematic given that 17 percent of respondents have been injured while at work, and only 10 percent have received training on how to use the cleaning equipment and chemical products safely. The most common physical ailments reported included muscle or joint pain, headaches, and skin or eye irritation (Table 1).

Table 1. Health Issues Related to Work	
	% of respondents
Muscle or Joint Pain	46.6
Headaches	33.8
Skin or eye irritation	21.0
Breathing difficulty	11.6
Dizziness	9.2
Other	7.7

Respondents experienced numerous mental health issues, as shown in Table 2. The most frequent complaint was persistent stress and anxiety, followed by insomnia and depression. Domestic work is physically demanding, and other research has documented repetitive strain injuries and respiratory problems from cleaning chemicals. In their survey, Burnham and Theodore (2012) found that about two thirds of domestic workers remain uncovered by health insurance and cannot access workers compensation, even though injuries on the job are quite common.²² Unfortunately, OSHA does not regulate individual homes as workplace sites and workers and employers lack the proper training to prevent these injuries.

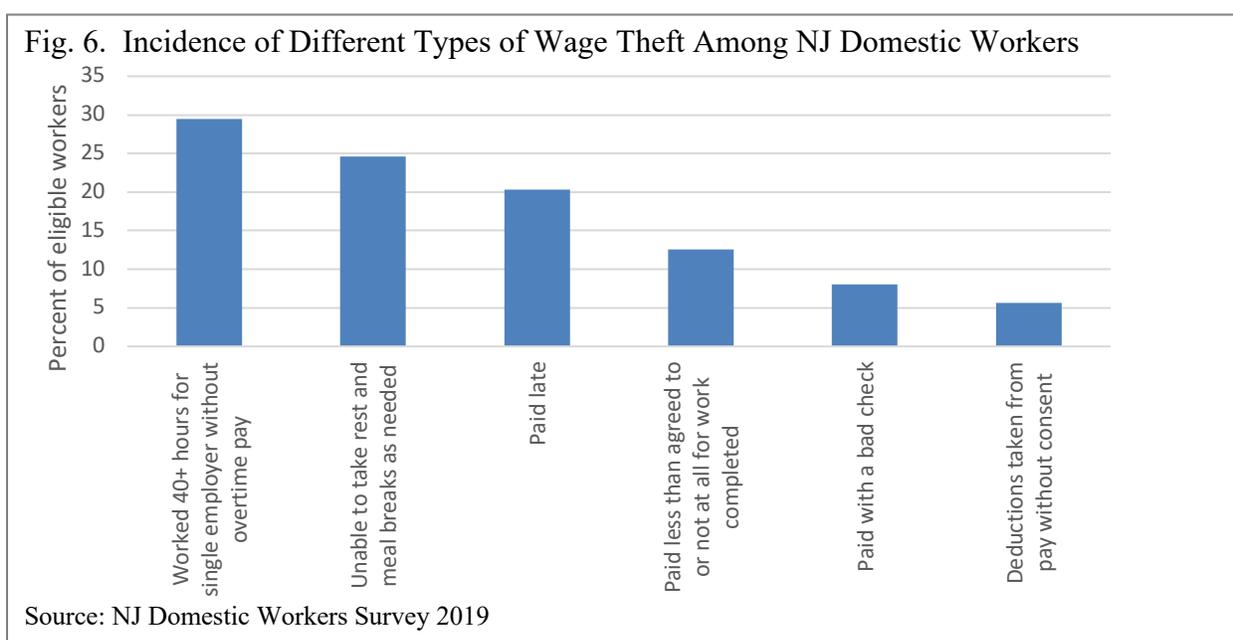
Table 2. Mental Health Issues Related to Work	
	% of respondents
Persistent and excessive stress and anxiety	19.3
Insomnia	18.4
Depression	12.1
Panic	8.5
Fearfulness of workplace harassment and bullying	6.0
Post-traumatic stress disorder	2.9
Other	5.1

Enforcement and Implementation of Rights

The exclusion of domestic workers from many workplace rights has impacted the challenging work around enforcement of existing rights that cover domestic workers. Additionally, there are separate challenges with enforcement and implementation strategies used by government agencies that are not uniquely tailored to the domestic work industry. This places the burden on workers to educate themselves and their employers about workplace rights and enforce them on the job. This is particularly difficult in an occupation like domestic work where workers are scattered across individual households.

²² Burnham and Theodore (2012).

One of the most important findings from the survey is that more than half (57 percent) of respondents were subjected to some kind of wage theft. Wage theft includes at least one of these six forms of inadequate pay for services provided: (1) paid less than agreed to or not at all for work completed, (2) paid late, (3) paid with a bad check, (4) were unable to take rest or meal breaks as needed, (5) deductions taken from pay without consent, and (6) worked more than 40 hours for a single employer without overtime pay. As shown in Figure 6, the most common of these infractions was not getting paid overtime: almost one third of all respondents worked over 40 hours per week for a single employer and did not receive overtime pay. The next most common infraction was not being able to take breaks: one quarter responded that they could not take a meal break or a rest break. Overall, 57 percent of all domestic workers reported that they experienced at least one of these violations and often they faced multiple wage theft infractions.



At its worst, wage theft is an organized and intentional form of exploitation that may have a negative impact on the health and wellbeing of workers and their families. Non-payment and underpayment of wages impact families’ economic stability, and it may contribute to negative health outcomes for individuals and households, including stress, depression, food insecurity, and inadequate access to healthcare. Previous research indicates that precariously employed immigrant workers such as those in our sample experience greater risk for wage theft violations.²³ Undocumented members of our communities who typically have limited access to emergency assistance and government subsidy programs because of immigration status – and who may avoid leveraging law enforcement and other government agencies for fear of arrest or deportation – are often left with limited recourse to mitigate the impact of wage theft on their households.

²³ <https://www.tandfonline.com/doi/abs/10.1080/14747731.2011.576857>.

New Jersey’s Wage Theft Act (WTA) was signed into law on August 6, 2019. Employer penalties increased under this provision by increasing monetary damages for violating state wage and hour laws. Additionally, employers found to have violated New Jersey’s wage laws are also subject to criminal penalties and can serve up to 100 days in addition to paying fines.²⁴ The law also extends the statute of limitations for minimum wage and overtime claims from two years to six years, increasing the enforcement for noncompliant employers. The law also prohibits retaliation against employees who complain about their employers’ alleged violations of the wage laws. Any employer that takes adverse action against an employee within 90 days of the filing of a wage complaint will automatically face a presumption that the action was retaliatory.

Fig. 7. Domestic Worker Knowledge of Key Labor Rights



Source: NJ Domestic Workers Survey 2019

Overall the survey results indicate that workers are knowledgeable about their rights but for various reasons are reluctant to speak out against abuses. As shown in Figure 7, nearly half (43 percent) of workers in the sample said they were familiar with their right to a minimum wage and overtime. They were less familiar with their other labor rights: right to workplace safety (33 percent), right to paid leave (35 percent), protection from discrimination and harassment (25 percent), and protection from retaliatory termination (14 percent). The overwhelming majority of workers (83 percent) said they wanted to know more about their rights as a worker.

Relatively few workers felt empowered to exercise their rights. Only 39 percent of respondents said that they were able to enforce their rights in their jobs and 27 percent knew which government agency they should contact if they believed their rights had been violated. As shown in Table 3, workers were sometimes reluctant to come forward and take formal action. One of the most important reasons for this reluctance was immigration status: 10 percent of respondents said they

²⁴ https://www.nj.gov/labor/wagehour/lawregs/wage_and_hour_laws.html.

were concerned about their immigration status and feared being reported to police or to immigration authorities.

	% of respondents
Did not know how	22.5
Did not know I could	21.5
Afraid I would lose my job	20.3
Language difficulty	18.1
Afraid because of my immigration status	9.7
Afraid my pay or hours would be cut	8.9
Did not think it would make a difference	6.0
Needed employer as a reference	3.1
Fear of violence	2.2

* Some respondents indicated multiple reasons

Domestic workers are not covered by the National Labor Relations Act and therefore do not have a legal right to organize. Workers' complaints may lead to immigration threats, to threats of firing, or to actual firing. Public agencies often do not have enough funding dedicated to enforcement and workers are burdened with finding lawyers to enforce their rights. Worker centers have emerged as an important resource to this community that provides health and safety education, information about workplace rights, and help workers through the complaint process when needed.²⁵ In fact, 23 percent of workers who attended a training likely provided by a worker center, reported that they were able to negotiate better wages and working conditions as a result of the training highlighting the important role these organizations can play in advancing worker's rights and working conditions. In addition to New Jersey's wage theft law, several states have passed domestic worker legislation that protects workers from retaliation when they file a wage complaint. Some also include immigration related anti-retaliation protections.²⁶ New York also conducted a feasibility study for extended collective bargaining protections to domestic workers.²⁷

²⁵ Fine, J. R. (2006). *Worker Centers: Organizing Communities at the Edge of the Dream*. Cornell University Press.

²⁶ Seattle, WA (CB 119286).

²⁷ <https://www.issuelab.org/resources/14989/14989.pdf>.

CONCLUSION

Given the nature of the domestic worker industry and the lack of strong regulatory enforcement, domestic workers in New Jersey remain highly vulnerable to pay gaps and labor standards violations along gender, nativity, and racial lines. This survey was able to capture the policy options to address these problems that include better education and outreach efforts to inform households and workers of the laws covering domestic workers; legislation designed specifically to prevent wage theft and increase employer liability in wage recovery lawsuits; fair workweek provisions; and a domestic worker bill of rights as passed in ten other states. Existing worker support programs like paid leave and paid sick days should be expanded to include domestic workers who might not normally receive benefits because they work for more than one employer. And technological innovations such as the online platform *Alia* introduced by the NDWA that enable employers to contribute to “portable” benefits can be leveraged to implement and expand benefits.

Data from the New Jersey survey showed that relatively few workers felt empowered to exercise their rights and many do not know the process for filing a complaint. Domestic workers are decentralized in individual homes, making them difficult to organize. Successful research and outreach should be led by other trained domestic workers who are familiar with the barriers that domestic workers face. Efforts aimed at increasing protections for workers should include funding for community members, worker centers, and affiliates to continue outreach into this hard to reach workforce.

The plight of paid care workers has received greater visibility during the COVID-19 pandemic as concerns about the inadequacy of personal protective equipment and the inability of employers to keep health care workers safe have mounted to emergency levels and dominated the news cycle. Included among health care workers are home health aides, an occupation subject to relatively more violations of labor standards, especially the right to personal protective equipment. An urgent question for additional research is the extent to which domestic workers have been at greater risk of exposure to COVID-19 compared to other workers due to their low labor market status and inadequate access to personal protective equipment.

POLICY RECOMMENDATIONS

The New Jersey NDWA affiliates who collaborated on this effort are interested in advancing the working conditions and quality of life of their members and of domestic workers across the state. As our survey results for New Jersey and analysis of the national data highlight, domestic workers suffer from a host of challenging working conditions, and there are substantial gaps in existing legal frameworks to protect them. We also know domestic workers are essential workers to individuals and families who rely on them. We are offering a range of recommendations for advocates, policy makers, and others to consider crafting and advancing a New Jersey Domestic Worker Bill of Rights. The recommendations are informed by the survey data, which reflect the

experiences of a diverse subset of domestic workers in New Jersey. The recommendations are also informed by what we know more broadly about the history and status of domestic workers and care work. They are consistent with the experiences of and recommendations of advocates in other states and municipalities who have sought to bolster protections and rights of domestic workers through legislation. We recommend that a New Jersey Domestic Worker Bill of Rights be designed such that it helps to advance:

- Elimination of legal exclusions to wage and hour laws and other basic workplace protections so that all domestic workers are guaranteed a minimum wage, overtime, health and safety, workers' compensation, paid leave and paid sick days. Specifically, efforts should be made to eliminate the exclusions under New Jersey state law that track the Federal labor Standards Act (FLSA), such as exemptions for "companions," casual workers, and live-in domestic workers who are hired directly by individual employers.
- A broad Hiring Entity definition that reflects the multiple entities that are engaged in seeking and providing domestic services to the growing demand for childcare, home care and house cleaning, such as traditional employers, referral agencies, employment agencies, digital platforms and on-demand companies.
- Industry standards that address the unique working conditions of domestic workers and include basic safety-net protections that are portable in nature, such as portable benefits systems that mandate paid time off and/or sick time, paid family leave, disability insurance and unemployment insurance, health insurance and retirement benefits.
- Industry standards that address the unique working conditions of live-in domestic workers, including domestic workers referred to as "au pairs" due to their non-immigrant J-1 visa status that allows them to enter the country to provide childcare for American employers. Some of the protections that should be included for live-in domestic workers are a notice of termination and severance pay rights, anti-trafficking and privacy protections, 24 hours off in a seven-day work week, and affirmative enforcement of violations to meal and lodging deductions.
- Industry standards that address the underlying power imbalance between workers and their employers, as well as, the lack of collective bargaining rights by mandating that all domestic workers hired in the state of New Jersey must be provided with a written employment agreement that defines the terms and benefits of their work, along with extending the right to meal and rest periods, right to cook their own food and use kitchen facility, fair scheduling rights, and health and safety safeguards.
- Co-enforcement and community outreach/education program with domestic worker organizations at the forefront and in partnership with the Department of Labor to do strategic enforcement of domestic worker rights. Such a program should include funding in support of these partnerships. A collaboration should focus on outreach and education, trainings, such as Know Your Rights, legal advice and counseling, including helping

workers navigate the complaint legal process by ensuring equal language access to services provided by the state to domestic workers. A robust program is necessary to address the underlying structural problems that give rise to the high incidence of wage theft in the domestic worker industry. As part of those efforts, the co-enforcement program should also include: a special mediation and conflict resolution process within the Department of Labor that permits worker organizations to refer cases to the Department of Labor in order to ensure that the parties have a process to resolve wage theft cases and/or other wage and hour complaints in an expedient manner thereby ensuring prompt payment of wages.

- A Worker Standards Board that provides a mechanism for domestic workers to set policy and raise industry standards. Such a Board would serve the purpose of allowing workers and their employers and/or hiring entities, along with a government representative, to consider, analyze, and enact legislation that addresses legal protections, benefits, and workplace issues. The Worker Standard Board could set standards, such as prevailing wages, creation of safety-net benefits, and professional development for the industry, among other things.
- A portable benefits system, such as *Alia*, that operates as an online platform that allows employers of house cleaners to voluntarily contribute to paid time off. Our recommendation, as noted above, is for all safety-net benefits, such as paid time off and/or sick leave, or paid leave, among others referenced above, to make such rights portable in nature. *Alia* may be the application that may be used for payment of such benefits by employers and/or hiring entities to domestic workers, but the underlying rights must be legislated through the Bill of Rights in order to create the mandate that will require the creation of the portable benefit system.
- Health and safety safeguards by striking the legal exclusion that prohibits the regulation of private residences. The exclusion is a barrier to advancing basic work-related health and safety protections, including Covid-19 standards that can protect workers and employers (and communities) from being infected and transmitting the virus.
- Workers' compensation state law reforms that ensure that all domestic workers are covered under the law. The claim process and enforcement of such rights must consider the unique working conditions of domestic workers.

APPENDIX I: Sample Characteristics (n=414)

		N	% of sample
Gender Identity	Female	409	98.8
	Male	3	0.7
	Other	2	0.5
Occupation*	Housecleaner	320	77.3
	Childcare	175	42.3
	Eldercare	30	7.2
	Live-in cleaning & caregiving	40	9.7
	Disability care	7	1.7
	Other	19	4.6
	Live-In	Yes	58
	No	341	82.4
Country of Birth	Other	15	3.6
	Brazil	14	3.4
	Chile	1	0.2
	Colombia	53	12.8
	Costa Rica	7	1.7
	Dominican Republic	7	1.7
	Ecuador	19	4.6
	Guatemala	19	4.6
	Honduras	41	9.9
	India	7	1.7
	Jamaica	2	0.5
	Mexico	87	21.0
	Nepal	87	21.0
	Nicaragua	1	0.2
	Peru	21	5.1
	Philippines	1	0.2
	Salvador	12	2.9
	Spain	1	0.2
	Tibet	6	1.4
	Trinidad-Tobago	1	0.2
	USA	6	1.4
USA/Mexico	1	0.2	
Venezuela	4	1.0	
Other	16	3.9	

Race/Ethnicity	Latina/Hispanic	296	71.5
	Asian	103	24.9
	Black	3	0.7
	White	3	0.7
	Native American	1	0.2
	Other	8	1.9
Marital Status	Single	97	23.4
	Married	192	46.4
	Living with partner	52	12.6
	Separated	29	7.0
	Divorced	30	7.2
	Widowed	11	2.7
	Other	3	0.7
Age	18-30	56	13.5
	31-45	188	45.4
	46-64	161	38.9
	65-80	8	1.9
	Other	1	0.2

* Some respondents indicated multiple occupations

APPENDIX II: New Jersey Domestic Worker Survey Instrument

1a. Do you currently work as a domestic worker?

- Yes
- No

1b. IF NO: What month and year did you last work as a domestic worker?

_____/____

2. For how many years have you done domestic work? _____

3. Is domestic work your main source of income?

- Yes
- No

4. I am answering questions #5 through #17 for

- My current job(s)
- My most recent job(s)

5. What is the main type of domestic work that you do? [READ LIST. Check all that apply.]

- House cleaning
- Childcare
- Elder care
- Live-in cleaning & caregiving
- Care for a person with a disability
- Other: _____.

6. Does your job responsibilities include any of the following:

- Washing clothes
- Ironing
- Cooking
- Sewing
- Washing/cleaning cars
- Maintenance (painting walls, cleaning the yard)

7. Please share 3 major responsibilities you have in your job:

1. _____
2. _____
3. _____

8a. Do you work for more than one employer?

- Yes
- No

8b. If YES: How many different employers do you work for? _____

9. [IF PERSON IS A HOUSECLEANER] How many different houses do you clean in a typical week?

- 1-2
- 3-5
- more than 5

10. [IF PERSON IS A HOUSECLEANER] How many hours do you spend cleaning each house?

- 2 or less
- more than 2, less than 4
- More than 4

11a. Do you live in an employer's home?

- Yes
- No

11b. If YES: How many nights per week do you sleep at an employer's home?

- 1-3 days per week
- 4-6 days per week
- 7 days per week

12. Who usually pays you? [READ LIST, check all that apply.]

- A member of the family I work for
- The agency that sent me to the job
- Another domestic worker
- The government
- A worker cooperative
- An online gig app or platform
- Other (*Please specify.*) _____

13. How are you usually paid? [READ LIST, check all that apply.]

- Cash
- Employer's personal check
- Payroll check (taxes are withheld)
- Direct deposit
- Other (*Please specify.*) _____

14. Please complete this question for each job you have currently or most recently.

At that job, are you paid by the hour or are you paid a flat rate?

- If by the hour* → **What is your hourly pay rate?** \$ _____
- If flat rate* → **What is your flat rate?**

\$ _____ per:

- Job
- Day
- Week
- Two weeks
- Month
- Other (please specify) _____

Other notes about pay: _____

15. If you work more than 40 hours a week for 1 employer are you paid overtime?

- Yes, my overtime pay rate is \$ _____ /hour
- No

16. Is your work schedule mostly the same from week to week?

- Yes
- No

17. What are the total hours you typically work each day in a week?

- Mon: _____ total hours
- Tue: _____ total hours
- Wed: _____ total hours
- Thur: _____ total hours
- Fri: _____ total hours
- Sat: _____ total hours
- Sun: _____ total hours

18a. Have you ever been requested to speak a specific language in your employer's home?

- Yes
- No

18b. IF YES: What is the language(s)? _____

18c. IF YES: Have you ever been expected to teach your employer's child(ren) a second language?

- Yes
- No

19a. Have you ever been not allowed to speak your native language in your employer's home?

- Yes
- No

19b. IF YES: What is your native language? _____

20a. Have you ever attended a training related to your work?

- Yes
- No
- Can't remember

20b. IF YES: What kind of training did you attend? Check all that apply.

- Formal certification (example: Home Health Aide, CPR/First Aid)
- Job skills (example: nanny training, green cleaning techniques)
- Job-seeking (example: resume-building and interviewing training)
- Know-your-rights (example: training about wage theft or sexual harassment)
- English-language skills
- Can't remember
- Other (please specify): _____

20c. IF YES: Where have you received training?

- Worker center or community organization
- Government office
- Church
- School or university
- Labor union
- Can't remember
- Other (please specify): _____

20d. Do you feel you are able to negotiate better wages and working conditions as a result of your training?

- Yes
- No

21a. How did you find your job(s)?

- On my own
- Through a family or friend
- Through an intermediary like an employment agency
- Through an intermediary like an online gig app like Handy, Taskrabbit, or [care.com](https://www.care.com)?
- Through an intermediary that was an individual person operating as an informal business

21b. [IF THE PERSON FOUND THEIR JOB THROUGH AN EMPLOYMENT AGENCY] Where is that agency located?

- New York
- New Jersey
- Connecticut
- Somewhere else (please specify): _____

21c. [IF THE PERSON FOUND THEIR JOB THROUGH AN EMPLOYMENT AGENCY] Did the agency provide you with a written notice of your rights?

- Yes
- No

21d. Did the agency provide an accurate description of your job?

- Yes
- No

21e. Did you pay a fee to the agency?

- Yes
- No

21f. If YES: Was it a onetime payment or was it deducted from your pay?

- Onetime payment @ \$ _____
- Part of my pay is deducted regularly @ \$ _____

21g. Does this agency have an official business license to operate in their state and/or city?

- Yes
- No
- I don't know

21h. [IF PERSON FOUND THEIR JOB THROUGH AN ONLINE GIG APP] Have you found any of your current or most recent domestic work jobs through an online gig app or matching platform such as Care.com, Taskrabbit, or Handy?

- Yes
- No

21i. IF YES: Which app/platform did you use?

- Care.com
- CareLinx
- Handy
- Thumbtack
- Homeadvisor
- SitterCity
- TaskRabbit
- UrbanSitter
- Other (please specify): _____

22a. At the start of your jobs, have you tried to discuss and negotiate your wages and working conditions?

- Yes
- No

22b. IF YES: Did you do it alone or with co-workers/other domestic workers?

- I did it alone.
- I did it with other workers.

22c. IF YES: Do you feel what was negotiated is fair?

- Yes
- No

23. Have you had a written contract or work agreement with any of your employers that includes the amount you are to be paid, hours worked, the employer's policies on taking time off, and other things relevant to your working conditions?

- Yes
- No

24. Do you receive regular pay statements from your employer, documenting the hours you have worked and payments made?

- Yes
- No

25. Do you record your hours worked and payments received?

- Yes
- No

26a. Do you know your rights as a worker?

- Yes
- No

26b. Which areas of employee rights are you familiar with?

- Right to Minimum Wage & Overtime
- Protection from Discrimination & Harassment
- Right to Paid Leave
- Right to Workplace Safety
- Protection from Retaliatory Termination

27a. "I would like to know more about my rights as a worker."

- Yes
- No

27b. IF YES: What questions do you have about your rights? Please share up to 3 questions.

1. _____
2. _____
3. _____

28a. Are you able to implement and enforce these rights in your job(s)?

- Yes
- No

28b. "If I believed my employer had violated my rights, I would speak to my employer about the issue."

- Yes
- No

29. "I know which government agency to go to if I believed my rights had been violated."

- Yes
- No

30. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit), when did you start using gig app platforms to find jobs? What was the month and year?

_____/_____

31. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit), why do you use gig app platforms to find jobs?

32. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit), have you ever felt unsafe at a job, and what happened?

Yes & _____

No

33. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit), have you ever been injured at a job, and what happened?

Yes & _____

No

34. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit), have you ever been sexually harassed or discriminated against a job, and what happened?

Yes & _____

No

35. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit), have you ever been unfairly terminated or deactivated from a platform?

Yes & _____

No

36. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) How many hours a week do you work on the app(s)? _____

37. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) How much do you make on average for a week's work on the app(s)? \$ _____

38. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) How much do you spend on job related expenses each week? \$ _____

39. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) Do you understand your Independent Contractor legal rights and responsibilities?

- Yes
- No

40. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) If you experienced an issue at one of your jobs or with the app company where would you go to seek assistance?

41. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) Do you feel like you are able to work as much or little, and when you prefer on the app(s)?

- Yes
- No

42a. IF YOU WORK ON A GIG APP PLATFORM (i.e. Handy, Task Rabbit) Have you ever been charged a fee by the app company for arriving late, leaving early, or cancelling on a job?

- Yes
- No

42b. IF YES: How much have you been charged in fees? _____

43. Are you currently a member of any of the following?

- Worker Center - name: _____
- Worker Cooperative - name: _____
- Labor Union - name: _____

44a. Have you experienced the following? [READ LIST, check all that apply.]

YES	NO	
		Paid less than agreed to, or not at all for work completed

		Paid late
		Paid with a bad check
		Been unable to take rest and meal breaks that you need
		Not allowed to bring your own food and/or eat inside your employers house
		Pressured to work more than your scheduled hours
		Asked to do work different from what you were hired to do
		Charged for something that was broken or lost
		Deductions taken from your pay without your consent
		Request for paid sick time was refused
		Request for unpaid sick time was refused
		Given sick time off but required to make-up the hours later, or had pay reduced
		Threatened, disciplined, or fired for requesting/taking sick time off
		Threatened, disciplined, or fired for speaking up about your rights
		Been fired with little to no advanced notice (5 or fewer days)
		Yelled at you
		Threatened you
		Accused you of stealing, and threatened to report you to the police
		Threatened to report you to immigration authorities
		Kept your passport, visa or other immigration papers
		Pushed you or physically hurt you
		Touched you or behaved in a sexually suggestive manner
		Sexually assaulted you
		Told you that you could not leave your job, even if you wanted to

44b. If YES to any part of 44a: Did you take any of the following actions? [READ LIST. Check all that apply.]

- Filed a complaint with a government agency

- Sought help from a community-based organization
- Sought legal assistance from a private law firm
- Alerted law enforcement because I feared I was in immediate danger
- Sought advice or support from family members or friends
- Spoke with my employer about the issue
- I did something else: _____
- I did not take any action

44c. IF PERSON FILED A COMPLAINT: Which government agency did you file a complaint with?

Name of agency: _____

Were you assisted by a community organization or lawyer?

- Yes
- No

And what happened:

44d. IF PERSON TOOK ANY ACTION: Were you able to improve your situation or address the issue?

- Yes
- No
- Case is pending and not yet resolved**
- Other (please specify): _____

44e. IF PERSON DID NOT TAKE ACTION: What stopped you from complaining?
 [DO NOT READ LIST. Check all that apply.]

- Didn't know I could
- Didn't know how
- Language difficulty
- Afraid I would lose my job
- Afraid my pay or hours would be cut
- Afraid because of my immigration status
- Fear of violence
- Didn't think it would make a difference
- Needed employer as a reference
- Other _____

45a. Have you experienced any of the following health issues as a result of your work?

[READ LIST. Check all that apply.]

- Muscle or joint pain
- Skin or eye irritation
- Breathing difficulty
- Dizziness
- Headaches
- Other (please specify): _____

45b. Have you experienced any of the following mental health issues as a result of your work? [READ LIST. Check all that apply.]

- Persistent and excessive stress and anxiety
- Panic or anxiety attack
- Fearfulness from harassment and bullying at work
- Depression
- Insomnia
- Post-traumatic stress disorder
- Other (please specify): _____

46a. [IF PERSON IS A HOUSECLEANER OR CLEANS AS A LIVE-IN DOMESTIC WORKER] Do you do any of your cleaning on your hands and knees?

- Yes
- No

46b. IF YES: Is this requested or required by your employer?

- Requested
- Required
- Neither, it is my personal choice

47a. [IF PERSON IS A HOUSECLEANER OR CLEANS AS A LIVE-IN DOMESTIC WORKER] Have you received training on how to use the cleaning equipment and chemical products safely?

- Yes
- No

47b. IF YES: Did you employer train you or did you receive training another way?

- Employer provided training
- I researched it on my own
- I have participated in a health & safety training offered in the community

48a. [IF PERSON IS A HOUSECLEANER OR CLEANS AS A LIVE-IN DOMESTIC WORKER] Do you use personal protective equipment while cleaning?

- Yes
- No

48b. IF YES: Which of the following do you use?

- Gloves
 - Face mask
 - Respirator
 - Safety glasses/goggles
 - Other:
-

48c. IF YES: Did you employers provide you with it, or do you bring your own?

- Employers provide it
- I bring my own

49a. Have you ever been injured while at work?

- Yes
- No

49b. IF YES: What was the injury? _____

49c. IF YES: Did you consider the injury/injuries to be serious?

- Yes
- No

49d. IF YES: Did you take any of the following actions after your injury/injuries?
[READ LIST. Check all that apply.]

- Sought medical attention - this was paid by the employer
- Sought medical attention - I paid for this out of pocket
- Filed a claim for workers' compensation
- I did not take any action

50. What are the four workplace issues that most concern you? *[READ LIST. Check only four.]*

- Low-wages
- Non-payment of wages
- Workplace injuries or health and safety issues
- Fear of being reported to police or immigration authorities
- No paid vacation or sick days
- Lack of job skills & training
- No health insurance
- Immigration status
- Lack of savings for retirement
- Other (*Please specify.*) _____

51a. What is your gender? [READ LIST. Check only one.]

- Female
- Male
- Other _____

51b. Do you identify as transgender?

- Yes
- No

52. What is your age?

- 18 – 30
- 31 – 45
- 46 – 64
- 65 – 80
- Other _____

53. What is your country of origin? _____

54. What is your race/ethnicity? [READ LIST. Check all that apply.]

- Latina/Hispanic
- Asian
- Black/African American/Afro-descendant
- White
- Native American/Native Alaskan/Native Hawai'ian

- Other. (Please specify.) _____

55. What is your current marital status? [READ LIST. Check only one.]

- Single
- Married
- Living with partner, not married
- Separated
- Divorced
- Widowed

56. How many children do you have who are under the age of 18 and living in the U.S.?

57. How many children do you have who are under the age of 18 and living in another country? _____

58. Do you send money to support family members living in another country?

- Yes
- No

59. Last month, what was the total income for your household? \$ _____

60. Including yourself, how many people are supported on this income? _____

61. Are you the sole income earner, joint earner, or main earner for your household?

[*READ LIST, check only one.*]

- Sole earner [You earn 100% of your household's income.]
- Main earner [You earn more than half of your household's income.]
- Joint earner [You earn 50% or less of your household's income.]

62. In the past 12 months, was there ever a time when you were unable to pay your bills?

[*READ LIST. Check all that apply.*]

- Rent
- Mortgage
- Electricity or gas
- Phone
- Water
- Auto loan
- Health insurance
- Childcare

63. In the past 12 months, did you or anyone in your household ever go hungry because you didn't have enough money to buy food?

- Yes
- No

64. In the past 12 months, did you or anyone in your household go without medical care when you needed it because you couldn't afford to pay for it?

- Yes
- No

65. Where do you live?

City/Town _____

State _____

Zip Code _____

66. Where do you work as a domestic worker? (If you work in multiple places, you can share up to three.)

City/Town _____

State _____

Neighborhood _____

City/Town _____

State _____

Neighborhood _____

City/Town _____

State _____

Neighborhood _____

67a. How do you get to work normally?

- Public transportation
- I drive myself
- I am driven by a family, friend, co-worker or other acquaintance
- My employer picks me up, and drops me off
- Transportation is provided by a company
- Other: _____

67b. How much does it cost to travel to work for a week? \$ _____

Thank you for participating in this survey. Your answers will help us learn more about the lives of domestic workers in the state of New Jersey.

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ABOUT THE CENTER FOR WOMEN AND WORK

The Center for Women and Work (CWW) engages in research, education and programming that promotes economic and social equity for women workers, their families and communities. CWW's work focuses on addressing women's advancement in the workplace; providing technical assistance and designing programming for educators, industry and government; and engaging in issues that directly affect the living standards of working families in New Jersey and across the nation. CWW is housed within the School of Management and Labor Relations at Rutgers, The State University of New Jersey and is a member of the Institute for Women's Leadership Consortium.

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