

## **The Family Worker Exemption: Still in place and still driving exploitation a year after the government pledged to remove it**

**One full year after the government pledged to remove a loophole for the exploitation of mainly female workers, the Family Worker Exemption remains in place. We urge the government to act without further delay to remove this exemption.**

The exemption in the National Minimum Wage Regulations allows live-in domestic workers to be paid little or nothing at all, where they are treated as 'a member of the family'. Over the years, it has been regularly used by abusive employers to exploit their workers and evade justice.

In October 2021, the Low Pay Commission found that the exemption was 'not fit for purpose' and recommended to the government it be removed.<sup>1</sup>

On 10 March 2022, Paul Scully MP, then Parliamentary Under Secretary of State for Business, Energy and Industrial Strategy, announced that the exemption would be removed '*when parliamentary time allows*'.<sup>2</sup>

We welcomed this decision yet, one full year later, the exemption remains and continues to be used by abusive employers to deny vulnerable women a proper salary for their work.

We are calling for this egregious loophole to be closed now.

Yours sincerely,

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<sup>1</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1028738/LPC\\_summary\\_of\\_findings\\_2021\\_A.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1028738/LPC_summary_of_findings_2021_A.pdf), p192  
<sup>2</sup> [https://hansard.parliament.uk/commons/2022-03-10/debates/bb8249f8-3123-46aa-9536-c27452ff5cea/DraftNationalMinimumWage\(Amendment\)Regulations2022](https://hansard.parliament.uk/commons/2022-03-10/debates/bb8249f8-3123-46aa-9536-c27452ff5cea/DraftNationalMinimumWage(Amendment)Regulations2022)

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