



KALAYAAN
justice for migrant domestic workers

**ANNUAL REPORT
AND FINANCIAL STATEMENTS**

APRIL 2015-MARCH 2016

St. Francis Centre, 13 Hippodrome Place, LONDON, W11 4SF

Tel: + 44 (0)20 7243 2942

Fax: +44 (0)20 7792 3060

www.kalayaan.org.uk email: info@kalayaan.org.uk

Charity n. 1146596

Company n. 7968872

OISC n. N200100457

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Chair's Report

Although the year has presented many challenges, Kalayaan has continued to thrive and provide services to migrant domestic workers, many of whom are vulnerable and some who have been trafficked. We continue to offer advice and support and English classes alongside our policy and campaigning work.

We saw some staff changes in the year. In light of Rita Gava's additional responsibilities in fundraising and governance, we decided that Director more accurately represented her role. Following the incredible work of the whole team but particularly Kate Roberts on the Modern Slavery Act, we reviewed her role, changing this to Head of Policy to better reflect her work. We were very sorry to see Karan Singh leave and are grateful for his contribution to our work. We were also pleased to welcome some new team members. Josie Collins joined us as an advice worker in July 2015. Her work providing direct advice and support to our service users is valued. For the first time we were able to appoint someone with a specific responsibility for looking after our English classes and supporting our volunteers and we are pleased that Dominic Clarke joined us in September 2015.

This year, the management Committee and staff undertook a strategic review (with the support of the Lloyds Bank Foundation), to assess the challenges facing the organisation and focus on priorities. We decided that in light of the changes to the visa and legal aid, we needed to develop our services. We agreed to support the staff to develop their immigration case work knowledge and to try to appoint someone with legal expertise to the team. This should mean that we can take on cases in more depth. We hope this further specialisation will ensure that our clients can get the advice that they need.

Despite the uncertain financial environment, we remain solvent and have to thank Rita and David for their excellent work securing grants and managing our money. We are also fortunate to be able to attract committed and talented volunteers who support our work by teaching, interpreting and providing office support. Their work is invaluable in ensuring we can continue to operate with such small staff team.

Lastly, I want to take the opportunity to mention that as I have been on the management committee for nearly nine years I will be stepping down next year. I have been very fortunate to work with Rita and the rest of the staff and volunteers. I also want to thank my colleagues and the management committee, Alison, David, Khadija, Myriam, Mumtaz, Rob and Virginia as I know that the organization hugely benefits from their skills and experience. It has been a privilege to be involved in the work of such fantastic organisation.

Francesca Cooney

Kalayaan's aims and objectives

Since 1987 Kalayaan has worked with and supported migrant domestic workers (MDWs) in the UK, with the **overall aim** of improving their quality of life. Kalayaan recognises that MDWs frequently experience abuse, exploitation, discrimination, racism and social exclusion. The organisation aims to reduce these problems by increasing MDWs' knowledge of their rights and ability to access them in practice, and to improve the policy and legislative environment for MDWs in the UK.

Kalayaan's **aims** are:

- to increase MDWs' knowledge of their rights
- to increase access to justice
- to increase access to emergency support for victims of abuse
- to raise awareness among policy makers on issues affecting MDWs
- to reduce MDWs' isolation

Our **main objectives** are:

- to provide 1:1 advice on immigration and employment rights
- to refer MDWs to immigration and employment solicitors for free representation
- to identify victims of trafficking for domestic servitude and refer them into the National Referral Mechanism for assistance and support
- to lobby the UK government on MDWs' rights
- to offer English classes and further training to MDW

Kalayaan's beneficiaries

Migrant domestic workers are foreign nationals who have come to the UK accompanying their employers to work in their private household, typically as house-keepers, cooks, nannies, elder carers, or chauffeurs. They enter the UK on an overseas domestic worker visa.

MDWs are particularly vulnerable to abuse of their human rights and to labour exploitation, or in some cases forced labour, for several reasons: they are isolated within their employer's private house, hidden from any of the usual oversight mechanisms for workers, and often have little or no knowledge of the English language. They rely on their employer for their income, their accommodation and their immigration status in the UK, as well as for

any information about their rights in the UK. MDWs are restricted from accessing public funds.

Since 6th April 2012, MDWs have been affected by the changes in legislation regarding the domestic worker visa. MDWs applying to enter the UK since that date, are only granted a 6-month non-renewable visa, tied to their employer¹. The removal of the right to change employer meant that migrant domestic workers in abusive employment relationships faced the difficult choice of remaining in an exploitative situation or become undocumented. The short period of their stay also means that it is impossible in practice to access justice through an employment tribunal, due to the length of the process.

In terms of services, Kalayaan will continue to meet the demand of domestic workers already in the UK, not affected by these changes, while also welcoming and supporting newcomers.

The majority of MDWs who come to Kalayaan live within London, but Kalayaan is keen to extend the benefits of its expertise to all MDWs in the UK, and we answers calls for help or advice from all over the UK, both from workers and from those supporting them. Some MDWs travel from other cities to use our services, particularly the advice sessions on Sundays.

As well as continuing to provide advice and support to existing service users, during this financial year Kalayaan has **registered 152 new migrant domestic workers**. Of these, **93%** were **women**.

The highest number of new service users continue to come from the **Philippines** (59%), followed by **India** (12%), **Indonesia** (7%), **Nigeria** (4%), **Nepal** (3%) and **Sri Lanka** (3%).

The remaining of our clients came from: **Benin, Colombia, Egypt, Ethiopia, Kenya, Malawi, Morocco, Panama, Uganda and Zimbabwe**.

Out of the 152 new domestic workers registered, 68 entered the UK after April 2012 and were on a visa tied to the employer, and 9 had an overseas domestic worker visa to accompany a diplomatic employer. The remaining 75 had entered the UK prior to April 2012, and had the right associated with the original visa system, namely the right to change employer and to apply for visa extensions and eventually settlement.

¹ Following review, since May 2016 the right to change employer was restored for MDWs, but only during the 6-month period of their non-renewable visa.



Migrant domestic workers' working conditions

As part of the registration process, the caseworkers collect information about the service users' working conditions and experience. These data are collected as part of the registration process, at a time when MDWs may not feel confident to disclose the full extent of their treatment. Taboos mean that sexual abuse is especially likely to be under reported. Significantly, a higher proportion of domestic workers who were tied to their employers reported abuse and exploitation compared to those who are allowed to change employer. For every single indicator of abuse or exploitation, the proportion of MDWs who have experienced it is higher amongst those tied to an employer.

Service users reported situations of physical abuse such as employers hitting them, kicking them, spitting in their face, grabbing them by their clothes, burning them with a hot iron, slapping them and pushing them. Domestic workers caring for children often report of being kicked and hit by them, even under the eyes of their parents, who don't reprimand them.

Forms of psychological abuse described by our clients included shouting and insults such as 'useless' 'donkey' or 'idiot' and threats to be thrown out, deported or 'sent back to your country in a coffin'. Workers often describe these humiliations as 'being treated like an animal'.

The isolated nature of their work within their employers' private houses makes domestic workers particularly vulnerable to the risk of sexual abuse. We fear that the percentage of

victims might be higher than our statistics indicate, as evidence collected during more in-depths interviews shows that this crime is highly underreported at the point of registration.

Lack of privacy is another recurrent problem for MDWs, and often linked to sexual abuse. The majority live in the employer's household and have no private space to which they can retire. Nearly half of the MDWs that we have registered don't have their own room and sleep in public areas such as the kitchen, the living-room or the children's bedroom. Sleeping in a public area means that they have no protection against the men in the house's attempts to approach them. In addition, it means that sleep is interrupted by people entering the room for other purposes, or by children waking up. Many of the workers told us that they are expected to wake up in the middle of the night to attend to any needs of the members of the household, like making hot drinks, bringing water, etc. Many MDWs don't even have a proper bed and have to sleep on cold floors, with serious consequences for their health.

In many cases, the isolation of living and working within the private household becomes extreme and MDWs are not allowed to go out except when accompanying the employer.

Many of the exploitative situations suffered by MDWs, such as unreasonably long working hours and salaries well below the National Minimum Wage, are linked to the fact that domestic work is often not perceived as 'real work'. On average, the MDWs we registered in this financial year worked 16 hours per day. The average salary was £39 per week. Over 67% of workers had no day off.



The following table shows the abuse reported by our service users in 15-16:

Abuse reported to Kalayaan	Original ODW visa Total 75	Tied/ Diplomatic visa Total 77
Physical abuse	7 (n=69) 10%	19 (n=62) 31%
Psychological abuse	22 (n= 68) 32%	61 (n=71) 86%
Sexual abuse	2 (n=38) 5%	3 (n=24) 12%
No regular food	8 (n=68) 12%	46 (n=74) 62%
No bedroom/ private space within the house	14 (n=66) 21%	52 (=71) 73%
No bed	13 (n= 66) 20%	36 (n=71) 51%
No day off	32 (n= 67) 48%	63 (n= 74) 85%
Worked over 15 hours a day	22 (n=63) 35%	58 (n=70) 82%
On call	16 (n=68) 24%	42 (n= 68) 61%
Weekly salary		
£0	13 (n=66) 20%	28 (n=56) 50%
Less than £50	24 (n=66) 36%	16 (n=56) 28%
Less than £100	19 (n=66) 29%	8 (n=56) 14%
£150 or above	10 (n=66) 15%	4 (n=56) 7%
Passport kept from worker	10 (n=75) 13%	46 (n= 77) 60%

Services at Kalayaan

Immigration and Employment Advice

Throughout the reporting period, Kalayaan has offered an average of **20 advice sessions per week** to new and existing service users. In order to ensure maximum accessibility, advice sessions were available on Sundays, (except on national holidays). Sunday is the only day off for the majority of MDWs, and the most popular choice for appointment time. Kalayaan **registered 152 new clients**. Each of these individuals was informed about their immigration and employment rights, received an assessment of their situation and was presented with options to access her/his rights, regularise their status etc.

Existing clients used the sessions to discuss immigration or employment issues, to receive advice about their workers' rights, and to have their applications for visa renewal or settlements checked.

During the reporting period, **96 migrant domestic workers had their visa renewal application forms checked** by a Kalayaan adviser, and **91 MDWs had their application for settlement checked**. These applications have become increasingly complex, and require very specific supporting documents.

Often the employers are unwilling or too busy to help their workers with these forms, and solicitors would charge a minimum of £500/600 to submit a standard visa renewal application, and £800 or more to submit a settlement application, so our service is greatly valued by our clients, who often state that they would not be able to prepare these applications on their own.

In addition, migrants now have to pay a £200 health surcharge online before applying for visa renewal. Many of our service users are unfamiliar with computers and the internet, and risk making expensive mistakes if they don't use the system correctly, or even worse, have their application rejected for not complying with this requirement. Kalayaan advisers assist service users with this process as part of the form checking service.

There are also many domestic workers who pop in to ask quick questions about their situation and to seek advice. Where these questions are straightforward, we endeavour to answer them immediately, rather than requiring people to return for an appointment. On average, at least **2-3 people a day dropped in with general enquiries**.

We also provided **advice by telephone** to domestic workers, and to employers. On average we deal with **at least 10 general enquiries on immigration and employment matters a day**. We are often called by employers in situations where we have not met their domestic employee. In these cases, although our purpose is not to serve employers, we do assist with general advice and information as for instance on what documents they need to

provide to assist a domestic worker to renew their visa, as we consider that this will be in the interest of the domestic worker concerned.

Referrals to immigration and employment solicitors

Kalayaan staff referred **27 victims of trafficking to immigration solicitors** so that they could make applications for leave to remain either as asylum seekers or under Humanitarian Protection rules.

Another **4 clients** were referred to **pro bono immigration solicitors**.

In terms of claims against exploitative employers, **9 clients were referred to employment solicitors**.

Kalayaan's clients have received a number of settlements in this reporting period. One client has received £10,500 through Fox Whitfield, one client received £3,000 through the North Kensington Law Centre and another client received £4,000 through Kalayaan who assisted the client to contact ACAS and to conciliate with the employer.

One of Kalayaan's clients has achieved a groundbreaking settlement and judgment in the employment tribunal. The client was recruited from India and severely exploited for a number of years in the UK. Her solicitors argued that caste discrimination should be seen as a form of discrimination under employment law. The judges held that the domestic worker was treated unfavourably due to her caste and position within Indian society and awarded her £184,000 for unpaid wages and other payments owed to her. The case judgment can be read: *Tirkey v Chandhok & Anor* [2015] ET 3400174/2013

Emergency accommodation

Kalayaan has assisted a total of 24 destitute MDWs: 16 were assisted to receive statutory accommodation as victims of trafficking, 8 were offered emergency accommodation within the community. Kalayaan is very fortunate to have the support of a group of religious sisters who are able to offer accommodation to vulnerable women. In addition to receiving accommodation, MDWs who are housed by the sisters receive practical support such as help using public transport and going to appointments. The sisters speak Hindi, Tamil and Malayalam, languages spoken by a high number of our service users.



Referrals of victims of trafficking

Kalayaan continues to work with victims of trafficking for the purposes of domestic servitude. In addition to providing legal advice and other forms of support to victims of trafficking, Kalayaan has been a 'First Responder' since 2009 which means that we are able to make referrals (if domestic workers consent to this) in to the Government's National Referral Mechanism (NRM), which was established to identify and support victims of trafficking.

Kalayaan has **referred 27 victims of trafficking** into the NRM during the reporting period. They all have received legal representation.

Clients have given positive feedback. One victim of trafficking that Kalayaan assisting in escaping, said to her caseworker:

"I would like to say thank you very much personally for all the hard work you put into getting me out of my former employer, and treated me very kindly with so much helping"

Other direct support

Kalayaan has recruited and managed a number of volunteers to support our advice and advocacy work. Kalayaan is indebted to the volunteers who have provided support to staff and service users in the following areas:

- providing office help and assisted with general inquiries,
- acting as interpreters,
- helping MDWs write their CVs, booking appointments, reading correspondence
- accompanying workers to appointments with lawyers, the Home Office, police stations and embassies.

English classes

Volunteer-led classes

Kalayaan continued to offer volunteer-led classes at three different levels of provision, ranging from provision for students who have received no or little formal education and in some cases to students who have a fair degree of proficiency in spoken and written English. An important aspect of Kalayaan's volunteer provision is that all Kalayaan's clients are able to access classes regardless of proficiency level. Since October 2015 Kalayaan has funded the employment of a qualified and experienced ESOL tutor, **Dominic Clarke**, to coordinate the work of the volunteer teachers and provide academic guidance to the volunteer teachers. One of the volunteer teachers mentioned to the Coordinator that the coordination of the English classes was significantly better under the new arrangements. The English Class Coordinator works closely with the English project manager, **Josie Collins**, to ensure that the provision runs smoothly and is delivered so as to be a close fit with Kalayaan's ethos. The aim is to ensure that volunteers are treated with respect and not treated as unpaid labour and have the opportunity to develop their teaching practice.

The volunteer-led English classes continue to be popular and are an important opportunity for students to improve their language skills in a highly sociable and unpressurised setting. Volunteer teachers covered a wide range of topics from everyday language, eg. from giving basic personal information to writing greeting card messages. Students' own lives and interests were used as a focus for classes. **Approximately 90 students attended these classes.**



English students on an outing

Volunteers as well as students found the classes immensely rewarding. A volunteer wrote:

'Thanks a million to Kalayaan for giving me the chance of living an incredibly uplifting and rewarding experience.'

Volunteer teachers were able to draw on the experience of the English class coordinator who was proactive in sharing teaching resources and arranging a training session which received very positive feedback. The volunteers came from a wide range of backgrounds, including people who are working in sectors not typically associated with teaching and supporting vulnerable migrants, and this may help to spread awareness of Kalayaan's work. Volunteer English teachers also had the opportunity to attend training sessions about Kalayaan's work and the situation of migrant domestic workers, thus increasing volunteers understanding of Kalayaan and its clients.

Kalayaan is extremely grateful for the hard work of all the Sunday English class volunteers. During the period September 2015 to March 2016 the following volunteered in Sunday English classes: **Abdul M. Choudhury, Christine Pennington, Denise Brown-Branch, Denise Tansley, Hannah Vintner, Imogen Arkwright, Leslie Douglas, Mary Kuper, Miguel Bodalo, Neveen Fahmy, Sarah Jefferies and Zamantha Nduwayo.**

Preparation classes for the Knowledge of Language and Life requirements

In addition to coordinating the work of volunteer teachers, the English Class Coordinator also teaches classes to prepare students for the components of the Knowledge of Language and Life (KOLL) requirements, which are part of the criteria for the grant of Indefinite Leave to Remain. KOLL requires that applicants for ILR pass the Life in The UK (LIUK) test and the Speaking & Listening Secure English Language Test (B1 level), this last commonly known as "The English Test". Both of these tests are conducted under secure conditions at specialist centres and thus students need to be well prepared for these assessments.

The English Class Coordinator has considerable experience of preparing students for examinations and has a detailed understanding of the criteria for success in both tests. The English Class Coordinator receives payment for work outside the classroom and has thus been able to devote time to creating resources which help students to become confident regarding the structure, format and content of these assessments. A formalised and detailed screening process has been created to ensure that the students who are accepted into these classes are at a suitable level in order that they may have a reasonable prospect of success in these rigorously conducted tests, which students have to pay fees to enter. Notwithstanding this, the Coordinator tries to set as low a threshold as possible for entry to these classes in view of the importance of ILR to Kalayaan's clients. The Coordinator is careful to provide instruction and resources designed to address the differing proficiencies of students in these classes.

During the period October to March 2016, **37 students attended the S&L B1 preparation class**, and **32 students attended the LIUK preparation class**.

The preparation classes at Kalayaan are free, however students pay a refundable deposit of £10, which is returned when students leave the course. The purpose of the deposit scheme is to encourage improved attendance and to encourage the students to contact the teacher regarding the unavoidable demands that mean that students cannot always attend regularly. In cases of prolonged un-notified absence, the agreement is that the deposit will be retained and used for the purchase of materials for the English classes. In the case of clients who already have a suitable level of proficiency to succeed in the assessments without attending the classes (or are unable to attend classes) the Coordinator provides detailed advice to help clients prepare independently for the exams and he has made this available to all Kalayaan service users referred by the staff.

The two components of the KOLL requirements are very different in character. In the Speaking and Listening class students are able to discuss topics that are of close personal interest to themselves and have wide ranging discussions on topics such as living in London, personal freedoms and their rights. The Coordinator carries out recording of students in 1-1

sessions which are then analysed in detail with regard to the exam criteria and to give a judgement regarding prospects for success in the actual exam. The Coordinator has also visited the Trinity Secure Test centre and liaised with Trinity staff in order to gain an in-depth understanding of the exam.

The Life in the UK test is an extremely demanding multiple choice test where students have to answer 18 out of 24 questions correctly in order to pass. These questions are based on the contents of the 150 page Life in The UK A Guide for new Residents publication. Many natives of the UK would not be able to pass this test. The Coordinator has analysed the official materials in order to deliver focussed teaching that 'gets under the bonnet' of the test. Within the context of the large amount of information that students need to retain to succeed in the test the Coordinator attempts to incorporate activities that put this content into an interesting and relevant context for students.

Students have given very positive feedback on the classes:

'Thanks so much for your unconditional support for us'.

'I really appreciated all your help'.

'We want to tell you how much we appreciate your guidance'.

'We are so grateful for the support, ideas and tips you gave to us'.

Class outings

ESOL provision is not just about learning in the classroom but also about getting out and about. To this end visits to Hyde Park and Mudchute City Farm (in Docklands) were arranged and led by the Coordinator. Approximately **20 students attended Hyde Park**, and **32 students visited Mudchute City Farm**.

The Hyde Park visit took place at half term and the City Farm visit took place one week after the end of classes, so as not to reduce classroom hours. Students enjoyed a picnic and good weather at Hyde Park, while the visit to the City Farm helped students who are not confident with modes of transport other than bus, since they travelled by tube and DLR.



English students at Mudchute City Farm

The students thoroughly enjoyed being in a semi-rural setting at the City Farm and it was an extremely important social event for them. Comments included:

'Bonding is helping us a lot to forget the problems, the pressure for visa or work and especially homesick.'

'Talking, bonding, chatting, it's a wonderful feeling.'

'Thank you for inviting me. I enjoyed every moment.'

Other social activities

Kalayaan is aware that live-in MDWs may not have a space where they can relax outside of their employer's home, and is keen to provide a welcoming, safe space where service users can spend time, meet people with similar experiences and make new friends. We have been significantly helped in our efforts to make the social area a warm, welcoming space by our invaluable Community Support volunteers.

Thanks to the regular presence of Sr. Shalini, Sr Leela and Sr Elizabeth on Mondays, clients who come to the centre on its busiest days are received by a warm welcome. All service users are encouraged to join the volunteers at the table and share hot drinks and food. Sharing food and drinks also help people talk to each other, share experiences and start new friendships.

In December, Kalayaan organised its traditional 'End of Year' party for the members of the Kalayaan community, with multi-ethnic music, dance performances, games and prizes. Over 100 service users attended the party.

Policy Work

Kalayaan has continued to raise awareness as to the disastrous impacts of the changes to the domestic worker visa implemented in April 12.

These changes tied migrant domestic workers to their employers, thus removing the most basic of workers' rights to withdraw their labour. They also prevented workers from applying to renew their visas beyond the 6 months granted as entry clearance.

The campaign gained a lot of traction, particularly during the passage of the Modern Slavery Bill through parliament, including the vote on David Hanson's amendment to restore rights being tied at Public Bill Committee state and the restoration of rights actually being voted into the Bill (Lord Hylton's amendment) by the Lords early in 2015 only to be removed again in the Commons.



A moment of hope: celebrating the Lords' vote to amend the Modern Day Slavery Bill

Support among allies, which range from parliamentarians to academics and NGOs, remains strong. Specific awareness raising activities included:

- Development and dissemination of an evidence base as to the impacts of the tied visa based on reports made to Kalayaan by workers. Kalayaan published an annual briefing containing statistics of reported abuse. Our evidence is accepted by the

Home Office and is commonly used by others including ILPA, Liberty and Amnesty International in their briefings and referred to during parliamentary debate.

- Briefing and collaborating with the then Shadow Immigration Minister David Hanson on a Labour amendment to reinstate rights of ODWs through the Modern Slavery Bill (the amendment was tied at Public Bill Committee Stage and only lost to the vote of the Chair).
- Giving evidence to inform important reports which covered the tied visa: Overseas Domestic Workers in Slavery – Virginia Mantouvalou (September 2015), and the Independent review of the Overseas Domestic Worker visa by James Ewins QC (December 2015).
- Briefing Peers including Baroness Cox, Lord Hylton, Earl of Sandwich, Baroness Hamwee and the late Lord Avebury to ask parliamentary questions relevant to the issue.
- Supporting Amendments tabled during the Modern Slavery Bill by Baroness Cox, David Hanson MP and Lord Hylton MP. Lord Hylton’s amendment was voted into the Bill but removed by the Commons.
- Responding to the following Government Consultations:
 - Legal Aid;
 - a supplementary response to CEDAW (together with Anti Slavery International and Justice 4 Domestic Workers);
 - NHS Charging;
 - Landlords;
 - with the AIRE Centre, response to the Joint Commission for Human Rights’s call for evidence on the State’s positive obligation to investigate allegations of slavery, servitude, forced or compulsory labour (CN v UK);
 - APPG Inquiry on Data (both written and oral evidence);
 - Anti Slavery Evidence Review Chaired by Frank Field MP (both written and oral evidence);
 - The Joint Committee on the Modern Slavery Bill (both written and oral evidence);
 - The Public Bill Committee for the Modern Slavery Bill (both written and oral evidence)
- With funding from the Strategic Legal Fund, and represented by DPG solicitors, we intervened in a case represented by ATLEU at the Court of Appeal in which two domestic workers trafficked by diplomats sought permission to take an employment claim against their diplomatic employer. The case was lost, with diplomatic immunity trumping trafficking, but will appeal and DPG have secured further SLF funding to represent us as interveners in the Supreme Court.
- Together with Hope NOT Hate, Unite, J4DW and ASI, collecting signatures for and delivering a quarterly petition to Downing Street calling for an end to the tied visa

during the passage of the Modern Slavery Bill through parliament. Over 10,000 signatures were delivered.

In December 2015, the review on the overseas domestic worker visa carried out by an independent reviewer, Barrister James Ewins, for which Kalayaan submitted evidence and arranged interviews with domestic workers, was finally published. The review found that:

“the existence of a tie to a specific employer and the absence of a universal right to change employer and apply for extensions of the visa are incompatible with the reasonable protection of overseas domestic workers while in the UK.”

Ewins highlighted his main proposals for changing the current rules governing overseas domestic workers, based on the principles of prevention, protection and prosecution. He argued for the exemplary treatment of overseas domestic workers who come forward as victims of abuse and punishment for their abusive sponsors. Ewins advocated for the right of overseas domestic workers to change their employer and to legally work in the UK for up to 2½ years. He explained that while this would provide overseas domestic workers with greater stability and a meaningful opportunity to escape abusive employers and find alternative work in the UK.



James Ewins QC presents his findings

On 9 February 2016, James Ewins presented the main findings of his Independent Review of the Overseas Domestic Workers Visa at an event hosted by Lord Hylton at the House of

Lords. The event's organiser, Kalayaan, Unite the Union and Justice 4 Domestic Workers, led a panel discussion following the presentation, with poignant contributions from many domestic workers in attendance.

The recommendations were discussed in Parliament, and Kalayaan engaged with many MPs and Lords to advocate for the recommendations to be accepted, but ultimately only a partial victory was achieved, in that the government granted the right to change employer during the six-month period of the visa, but no right to extend, except for recognised victims of trafficking.

While the right to change employer is of little benefit for migrant domestic workers, who would struggle to find employment for such a short period of time, Kalayaan considers that this at least represents an admission from the government that the system they had devised was infringing upon a basic right, and we will continue to advocate for further improvements.

Media work

Media coverage of the issues affecting migrant domestic workers in the UK during this year has included the following:

- 'Britain's tied visa rules fuel abuse of live-in maids' by Katie Nguyen, Thomson Reuters, 28 May 2015

- 'Sex Discrimination and UK Immigration Law', Catherine Briddick, University of Oxford, Faculty of Law, Border Criminologies blog, 10 July 2015

- 'Has the Modern Slavery Act left the UK's most exploited workers even more vulnerable?' Tamara Gausi, Equal Times, 13 November 2015

- 'UK visa policy 'increasing abuse' of foreign maids, says damning review', Harriet Grant & Annie Kelly, The Guardian, 11 January 2016

- 'Abuse of foreign maids linked to domestic workers' visa system', Lucy Nicholson, RT Question More, 11 January 2016

- 'Thousands of staff brought to the UK by wealthy families 'facing slavery, abuse and trafficking' because they are tied to domestic worker visas', James Dunn, Daily Mail, 12 January 2016

Treasurer's Report

Kalayaan Year 2015-16

Income for the year of **£224,284** was 4% below the previous year, mainly as a result of timing of some grants. Most income came from restricted fund grants but unrestricted income was **£18,368** slightly up on the previous year. Total expenditure of **£219,930** for the year was 10% above the previous year, mainly as a result of an increase in expenditure on direct client support.

In consequence Kalayaan's accounts for the financial year 2015/16 showed a total surplus of **£4,354**, made up of a small deficit of **£1,715** on restricted funds, and a surplus of **£6,069** on unrestricted funds. The organisation's free (unrestricted) reserves have increased to **£82,657**, in line with the Board's target of 3-4 months of core expenditure. Overall the financial situation is healthy and will allow Kalayaan to continue its work at the current level.

The Management Committee would like to extend its thanks to all the donors and funders who have enabled Kalayaan to continue to provide support and services to migrant domestic workers throughout the year. Such support comes not only as financial contributions, but also in the voluntary support freely given by members, volunteers, solicitors, trade unions and religious organisations. In the financial year 2015/16 we would particularly like to thank the following:

Barrow Cadbury Trust
The Bromley Trust
Henry Smith Charity
Lloyds Bank Foundation
Samworth Foundation
The Oak Foundation
The Royal Borough of Kensington and Chelsea
Trust for London

We are also grateful for the many other generous donations that we have received. A full picture of Kalayaan's accounts for the year may be found in the figures provided in the financial statements at the end of this annual report. In 2015/16 the accounts were prepared in accordance with the new Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2015, and with the financial accounting standard for smaller entities and the Companies Act 2006.

David Ould

Kalayaan Year 2015-16

Kalayaan wishes to thank all those that made our work possible

Thanks to our fantastic Management Committee members for their constant support:

Francesca Cooney – Chair

Rob Fink – Vice Chair

Mumtaz Lalani -Secretary

David Ould – Treasurer

Alison Harvey

Khadija Najlaoui

Myriam Cherti

Dr Virginia Mantouvalou

Staff

Thanks to our dedicated staff:

Rita Gava – Director

Kate Roberts – Head of Policy (left March 2016)

Karanvir Singh - Community Advocate (left October 2015)

Catherine Kenny - Community Advocate

Josie Collins – Casework Officer (started July 2015)

Dominic Clarke – English Teacher and Class Coordinator (started September 2015)

Volunteers

Thanks to **Sr. Shalini, Sr. Leela, Sr. Elizabeth** for their community support, especially with accommodation.

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