

# KALAYAAN

justice for migrant domestic workers



**STAND UP  
FOR THE  
RIGHTS OF  
MIGRANT  
DOMESTIC  
WORKERS**

# WHAT IS KALAYAAN?

Kalayaan was established in 1987 by domestic workers themselves and their supporters. We are the leading UK charity offering advice, advocacy and support services to migrant domestic workers (MDWs) who enter the UK with, or to join, an employer for the sole purpose of working in their private household.

We mostly work with those individuals who enter the UK on the overseas domestic worker visa.



## ADVICE – ADVOCACY – SUPPORT

Kalayaan provides free, confidential advice and support including:

- Advice on immigration and employment matters
- Access to legal representation and assistance
- Help to register with a GP
- Access to psychological support and counselling
- Finding safe accommodation
- Help with writing letters, completing forms and making CVs
- Kalayaan is a First Responder which means that we can make referrals into the National Referral Mechanism (NRM), which is the UK Government's identification system for recognizing victims of human trafficking.
- Free English classes, and LIUK and English exam preparation classes for students wanting to apply for Settlement in the UK

# CHANGES TO THE DOMESTIC WORKER VISA IN APRIL 2012 TIED WORKERS TO THEIR EMPLOYERS



This meant:

- Workers could not change employer
- Workers could not renew or extend their visa beyond 6 months
- Workers could not enforce their employment rights
- Abused and exploited workers who escaped their employer were in breach of their visa and at risk of removal from the UK

Workers reported to Kalayaan:

- Their passport and wages withheld
- Forced to work long hours
- Sleeping on the floor
- Receiving limited food
- Restrictions placed on freedom of movement
- Physical, psychological and sexual abuse
- Treatment amounting to slavery

**THE EXPERIENCES OF WORKERS ON THE TIED VISA HAVE BEEN VITAL TO SHOW TO THE GOVERNMENT WHY THE CHANGES MADE WORKERS MORE VULNERABLE TO ABUSE**

# **DEMANDING CHANGE**

## **THE JOURNEY TO RESTORING RIGHTS**



**2013**

**Government announce Modern Slavery Bill**

**Kalayaan and other organisations demand workers rights be restored**

**2014**

**2 parliamentary committees in 2014 recommend reversing the changes made in 2012**

**FEBRUARY 2015**

**Government not convinced TIE to employer increased abuse of workers so request independent review**

**DECEMBER 2015**

**Review published**

# REVIEW MADE TWO KEY RECOMMENDATIONS

**1. ALL** domestic workers be granted right to change employer and renew visa for up to 2 years beyond initial 6 month visa.

*2.5 years was considered the minimum time required to protect abused workers and allow them time to find safe re-employment.*

**2. ALL** workers must attend an information meeting where they receive information, advice and support on their rights (if they remained in the UK for more than 42 days).

**IN 2016, KALAYAAN AND OUR SUPPORTERS DEMANDED ALL OF THE RECOMMENDATIONS BE INCLUDED IN THE IMMIGRATION BILL BUT THE GOVERNMENT ACCEPTED ONLY SOME.**

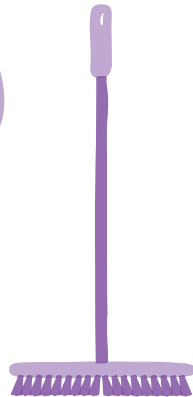
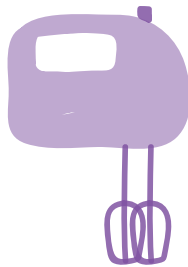
## VISA CHANGES 2016

- Right to change employer
- No right to renew visa beyond 6 months
- Information meetings accepted but still to be implemented

# 2016 CHANGES TO THE VISA DO NOT RESTORE FUNDAMENTAL RIGHTS TO WORKERS

## KEY CONCERNS

- Right to change employer meaningless for abused workers who cannot renew their visa
- Right to change employer will not prevent abuse if workers do not have the time to find safe re-employment
- Workers who leave abusive employers are not given references
- Prospective employers are less likely to recruit a worker without references and limited time remaining on their visa



# DOMESTIC WORKERS: TELL US HOW THE VISA AFFECTS YOU:

- **Register with us** – either call us on **020 7243 2942** or visit our Centre to book an appointment with one of our trained advisors.
- **Share your experiences** – during the registration appointment we speak with you in confidence about your experiences as a domestic worker, and give you advice on your immigration and employment RIGHTS in the UK, including whether you have the right to work.
- **Document your stories** – Kalayaan will keep a written record of the information you share with us, but don't worry, we won't share your personal information with anyone outside of Kalayaan.
- **Stay in touch** – we would like to know the outcome of your case. Collecting this type of information is really useful for Kalayaan's campaign. Using the stories of anonymous or unnamed domestic workers is a very powerful way of trying to influence the Government and fight for CHANGE.

Kalayaan's priority – to make sure domestic workers feel **SAFE, SUPPORTED, INFORMED** and **EMPOWERED** when accessing services

## Contact us

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### Charity Registration

**Number:** 1146596

Regulated by the Office  
of the Immigration  
Services Commissioner

### Authorisation

**Number:** N201200050

