

ASSESSMENT CATEGORY: Bridging Divides - Positive Transitions

Kalayaan

**Adv: Kate Moralee
Base: Kensington & Chelsea
Benefit: London-wide**

**Amount requested: £296,400
(Revised request: £288,100)
Amount recommended: £288,100**

The Applicant

Kalayaan, a charity, was established in 1987 by domestic workers and their supporters. Its aim is to improve the quality of life of migrant domestic workers by providing advice, advocacy and support services. It also campaigns for change, successfully securing in 1988 the introduction of a rule permitting migrant domestic workers to change employers. Kalayaan is regulated by the Office of the Immigration Services Commissioner to give immigration advice and is a first responder designated organisation which can refer potential victims of modern slavery in the UK into the National Referral Mechanism. It also works with the Workers Educational Association and volunteer teachers to deliver English classes.

The Application

The Trust is asked to support the costs of an Immigration Lawyer and associated service delivery costs to carry a caseload of work providing face to face advice, casework, visa renewal and settlement application form checking, trafficking assessments and National Referral Mechanism referrals.

The Recommendation

This is a well led organisation with strong roots and connections to its beneficiary group having the trust of the target beneficiary community, with most referrals being word of mouth. Your officer discussed the original budget with the applicant and requested a revised budget specifically detailing the project costs rather than the overall organisational costs. A revised budget has been submitted (appended to the application form), hence the slight reduction in recommended amount. This proposal falls within the scope of your Survivors of domestic and sexual abuse; modern day slavery; trafficking or hate crime priority area through your Positive Transitions priority and funding is recommended:

£288,100 over 5 years (£52,800, £55,400, £58,150, £60,000, £61,750) for an Immigration Lawyer and delivery costs to provide advice to migrant domestic workers in London.

Funding History

None

Background and detail of proposal

Many migrant domestic workers are trafficked to the UK for domestic slavery. With reliance on an employer for accommodation, employment and immigration status this group, of mainly women, are particularly vulnerable to exploitation and abuse. Migrant domestic workers enter the UK on a specific visa with specific rules and restrictions, however, have little knowledge of these rules and restrictions. Many only

have Sunday off and this, added to language barriers, increases isolation and reduces access to services providing advice on rights, and to ESOL classes. The majority of beneficiaries hail from the Philippines with increasing numbers from Indonesia, India, Nigeria, Morocco and Tunisia with a few from Latin American countries. Kalayaan has a trusted relationship with the Philippine community and has recently established good relationships with the Indonesian Embassy, being invited to the Embassy to raise awareness of human trafficking and rights of migrant domestic workers. Kalayaan has since established a self-help social group to spread the word to domestic workers from Indonesia.

Many of the domestic workers have been migrated through another country and often their perceived knowledge of the policing system and their rights is based on their experience from the initial host country.

Kalayaan supports migrant domestic workers who arrived in the UK before and after the changes to the Visa and resettlement regulations 2012. Migrant workers pre 2012 have the right to be able to renew their visa annually, however with the change to online applications and greater complexity of information requested each visa renewal is more complicated and requires more support. Migrant workers post 2012 enter with a 6-month non-renewable visa. The only option to stay legally in the UK is to prove human trafficking or modern-day slavery.

Financial Information

Kalayaan has increased its unrestricted income with associated increase in unrestricted expenditure in 2019. Although the level of free reserves appears high its reserves policy states it aims to build up enough general reserves to cover at least three months core operating expenditure (interpreted as total expenditure).

Year end as at 31 Mar	2018 Examined Accounts £	2019 Forecast £	2020 Budget £
Income & expenditure:			
Income	234,112	215,992	226,500
- % of income confirmed as at 2/12/18	n/a	84%	31%
Expenditure	(223,539)	(230,250)	(232,256)
Total surplus/(deficit)	10,573	(14,258)	(5,756)
Split between:			
- Restricted surplus/(deficit)	(5,556)	5,742	0
- Unrestricted surplus/(deficit)	16,129	0	(5,300)
	10,573	5,742	(5,300)
Cost of Raising Funds	216	250	300
- % of income	0.1%	0.1%	0.1%
Total expenditure (unrestricted funds)	223,539	230,250	231,800
Free unrestricted reserves:			
Free unrestricted reserves held at year end	106,358	106,358	101,058
No of months of total expenditure	5.7	5.5	5.2
Reserves policy target	55,885	57,583	57,950
No of months of total expenditure	3.0	3.0	3.0
Free reserves over/(under) target	50,473	48,796	43,108