

KALAYAAN

justice for migrant domestic workers

ANNUAL REPORT AND FINANCIAL STATEMENTS

APRIL 2014-MARCH 2015

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Chair's Report

Kalayaan has faced another difficult year, taking on numerous challenges with energy and commitment. From the beginning of the year, we continued working with the parliamentary Joint Committee on the Anti-Slavery Bill who made very positive recommendations on our concerns. They specifically recommended that the new Migrant Domestic Worker visa should be abolished. We also secured a commitment from the Labour Party to abolish the new visa system and return to the old system.

In April 2014 our briefing on the impact of the new visa after two years in place was published and circulated widely. We decided to proactively engage with the negotiations on the Modern Slavery Bill as it offered an opportunity to highlight our concerns and bring attention to the plight of people trapped on the new visa. We drafted and lobbied on an amendment that was debated in parliament but unfortunately was not passed.

As always, the core of our work is offering free, independent and essential advice to people in need. We continue to see a large number of people who have been trafficked and need referring to the National Referral Mechanism. Accessing legal advice is a considerable challenge and staff use their networks and contacts to try and ensure the best quality advice for our clients. In light of the specific changes through both the reduction in legal aid and the new visa we have decided to undertake a strategy review to assess the case work we can offer, and began work on this at our March meeting. We are particularly concerned that staff are only able to offer limited support to clients who entered the UK on the new visa.

In terms of the management committee Jibrail Logan stepped down in June to concentrate on other projects. We were fortunate to recruit Alison Harvey in December, who has significant expertise in immigration law and policy. In December we finished the year in style with a joint Christmas party with our sister organisation Justice 4 Domestic Workers.

We remain financially solvent, thanks to the efforts of David and Rita. This means that we can continue to carry out our core work despite resources being tight and a relatively small staff team. It is the expertise and commitment of all the staff, Catharine, Karen, Kate and Rita that means we can punch above our weight and have a significant impact. We are recognised as the leading organisation in this field.

We are also indebted to our volunteers, who teach, advocate, interpret, and assist with office administration. Without them giving up their time and talents we would not be able to function so successfully or offer all the services that we do. I would like to thank all the volunteers - including my dedicated colleagues on the management committee - for their commitment to Kalayaan and its mandate.

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 **specific 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 refer victims of trafficking to 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 the employer they accompany. They are no longer allowed to change employer: if they experience abuse and exploitation they face the choice of continuing to suffer or fleeing and becoming undocumented and at risk of deportation. 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.

The same restrictions were already in place and continue to exist for MDWs who have entered the UK to work for a diplomat. In this case they may be granted a longer-term visa but they are equally tied to their employer. This restriction is particularly detrimental as diplomats are protected by immunity and we have records of MDWs being victims of serious abuses perpetrated in the knowledge of being above UK law.

Kalayaan continues to oppose the restrictions of the tied visa and to campaign for the rights given by the previous system to be reinstated and extended to MDWs accompanying diplomats, in particular the right to change employer and remain in the UK legally.

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 answer 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 188 new migrant domestic workers**. Of these, **91% were women**.

The highest number of new service users continue to come from the **Philippines** (48%), followed by **India** (15%), **Indonesia** (6%) and **Nigeria** (6%) and Sri Lanka (6%). Overall, 80% of our service users came from Asian countries, 18% from African countries and only 2% from Latin American countries.

The table below shows the complete breakdown of newly registered clients by nationality:

Philippines	90
India	28
Indonesia	12
Nigeria	11
Sri Lanka	11
Nepal	8
Ghana	5
Egypt	4
Ethiopia	4
Cameroon	2
Colombia	2
Uganda	2
Bolivia	1
Congo	1
Gambia	1
Kenya	1
Morocco	1
Mozambique	1
Singapore	1
Venezuela	1
Zimbabwe	1
Total	188

Out of the 188 new domestic workers registered, **48** entered the UK after April 2012 and **were on a visa tied to the employer**, and **16** had an **overseas domestic worker visa to accompany a diplomatic employer**. Kalayaan is pleased to see that more MDWs on the tied visa are coming to our organisation. We are committed to confidentiality and we are glad to see that the trust in our organisation continues to remain solid within the community.

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. Unfortunately the new legislation has increased the vulnerability of MDWs: knowing that a worker is completely dependent on them for their immigration status might lead the employers to take advantage of the imbalance of power. For every single indicator

of abuse or exploitation, the proportion of MDWs who have experienced it is higher amongst those tied to an employer. The following table shows the abuse reported by our service users in 14-15:

Abuse reported to Kalayaan	Tied/ Diplomatic visa Total 64	Original ODW visa Total 124
Physical abuse	12 (n=43) 28%	7 (n=63) 11%
Psychological abuse	38 (n= 57) 67%	42 (n=80) 53%
Not allowed out of the house unaccompanied	41 (n=60) 68%	42 (n= 111) 38%
Sexual abuse	4 (n=14) 29%	5 (n=26) 19%
No regular food	20 (n=60) 33%	10 (n= 108) 9%
No bedroom/ private space within the house	32 (n= 60) 53%	34 (106) 32%
No bed	14 (n= 58) 24%	17 (n=104) 16%
No Time off	42 (n= 60) 70%	52 (n= 105) 49%
Usual hours worked 16+	32 (n=57) 56%	28 (n=93) 30%
12 + hours	50 (n=57) 88%	72 (n=93) 77%
On call	20 (n=56) 36%	29 (n= 100) 29%
Monthly salary		
£0	13 (n=34) 38%	8 (n=59) 14%
£35 or less	15 (n=34) 44%	10 (n=59) 17%
£50 or less	18 (n=34) 53%	20 (n=59) 34%
Passport kept from worker	40 (n=61) 66%	60 (n= 111) 54%
Kalayaan staff identify as trafficked	33 (n=60) 55%	24 (n=104) 23%

Services at Kalayaan

Immigration and Employment Advice

Kalayaan has continued to provide one-to-one advice sessions to migrant domestic workers on immigration and employment matters, including making referrals to relevant law centres and solicitors where appropriate. In order to ensure maximum accessibility, advice sessions were also available every Sunday, (except on national holidays). Sunday is the only day off for the majority of MDWs, and the most popular choice for appointment time. We have also provided advice sessions in the evening.

Throughout the reporting period, Kalayaan has offered an average of **20 advice sessions per week** to new and existing service users. Kalayaan registered **188 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 employment issues and receive advice about their workers' rights, and to have their applications for visa renewal or settlements checked. The government is making the application process increasingly complex: for instance migrants now have to pay a health surcharge online before applying. 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 has taken it upon itself to assist clients making this payment, and many clients have reported feeling relieved that we can help.

Additionally there are 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 25 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 5 clients were referred to pro bono immigration solicitors.

16 clients were referred to employment solicitors. Some clients obtain substantial settlements. For example, one client received £26,000, two cases settled for £17,500 each, and another for £11,000. Feedback was very positive.

One client who escaped abusive employment commented, after receiving settlement:

'Kalayaan helped me to leave my employer and have helped me to renew my visa. I am very happy that I have got some money from my employer with the help of my lawyer'

One case that is particularly noteworthy is in relation to severe breaches of employment law in relation to a domestic worker who escaped 4.5 years of exploitative employment. In this case, the client's solicitors ATLEU have argued that caste discrimination should be taken into account when the case proceeds to tribunal in summer 2015. This case has been running since late 2012 but the full hearing is expected to go ahead in July 2015. We are hoping to have a positive judgment towards the end of 2015.

Emergency accommodation

Kalayaan has assisted a total of **27 destitute MDWs**. 15 were assisted to receive statutory accommodation as victims of trafficking, 12 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.

During 14-15, Kalayaan has referred 25 victims of into the National Referral Mechanism for further support and accommodation. They all have received legal representation. Clients have given positive feedback.

"I feel much better after getting advice from Kalayaan. I was very afraid and upset when I ran away from my employers but now am happy. I have a good lawyer who is helping me with my case".

'I was sleeping rough for more than three years after running away from my Madam and came to Kalayaan for help. They have been so nice to me and are helping me with my visa and the police are helping me to arrest my Madam'

Case study

M.'s experience of abuse

M. said she was compelled to find work abroad as her husband is very sick and can't work and she needs to provide for her family.

M. explained that she worked for her Qatari employer in Qatar for 1 year.

M. was told she would be needed in the UK to cook and clean as her employers were coming to the UK.

M. was told she would be paid the same salary as she was in Qatar (equivalent of £100 per month)

M. was taken to the British embassy in Doha to apply for her domestic worker visa.

M. explained that she was not interviewed by the embassy staff but was accompanied to the embassy by her employers.

M. arrived in the UK in 2013 accompanied by her male and female employers, their 3 children and other members of their family, as well as another domestic worker.

M. explained that she ended up working from 6am to 1am, 7 days a week. M. had no meal breaks.

M. ended up cooking, cleaning, ironing, doing laundry as well as childcare for the 3 small children.

M. was not paid anything for her work in the UK.

M. asked to speak to her family in India but the employers refused saying she needs to wait until they get back to Qatar. M. said she didn't have a mobile telephone and no phone card, so could not make calls herself.

M. explained that she slept on the floor of the kitchen of the employers' flat in the UK.

M. explained that she was not permitted to eat as they arrived in the UK during the month of Ramadan, so her employers made her follow their rules. M. said she only ate during permitted eating hours and even then it was the employers' leftovers.

M. ate alone sitting on the floor of the kitchen.

M. explained that she did not have a key for the employers' flat. She said she was physically locked indoors when the employers went out during the day.

M. explained that she was regularly shouted at by her employers. She said she didn't know what they were saying as it was all in Arabic.

M. was raped by her male employer whilst she was sleeping on the floor in the kitchen. The employer's small child was present in the room whilst this happened. She spent the entire night locked in the bathroom as she was afraid of repeated attacks.

M. explained that whilst in the UK, she asked her employers to allow her to return to her home country but they refused saying that she had a two year contract so needed to complete this before leaving.

M. explained that she was suicidal in Qatar and took an overdose of pills. She was taken to

hospital and had her stomach pumped.

One day M. managed to escape from her employers. They had locked her in but told her that a maintenance man was coming in to fix the heating in the flat. He let himself in with a spare key, and M. took the opportunity. She found her passport in a drawer and escaped.

After escaping from traffickers

M. found a temporary job where she was regularly touched and grabbed by the male employer. She fled as she feared further sexual abuse. After this, M. spoke with various members of her community and told everyone she needed work. One day, she received a call from a man who said he was an employer and that he would like to interview her. M. was taken to a property in London where she was drugged and raped.

Eventually she met someone in the community who took her to Kalayaan. Following an assessment, her caseworker referred her into the National Referral Mechanism for victims of trafficking. She was recognised as a victim and given accommodation and support.

M.'s trafficking and subsequent rape allegations are currently being investigated by the police.

While 25 persons were formally referred as victims of trafficking, internally Kalayaan identified indicators of trafficking in the reports of many more domestic workers. In 2014-15 Kalayaan registered 188 new domestic workers, 64 of which were tied to their employer. Over half of those on the 'tied' visa were identified internally as trafficked, and 23% of domestic workers on the original visa.

Many domestic workers who have been trafficked to the UKs choose not to be referred to the NRM as it often does not fully meet their support needs and accommodation is generally located outside London, thus removing them from other support networks such as members of their community and London based charities. Those on the original visa will usually choose to find alternative employment and move on with their lives.

In April 2014, the Home Secretary commissioned a review of the national referral mechanism to assess its effectiveness in identifying and providing support to victims of trafficking and whether the NRM should cover all victims of modern slavery. Kalayaan provided written evidence and met with a member of the review team. A report of the findings was published in November and highlighted a number of issues in relation to governance and accountability in the current system. Although the report contained some positive recommendations, Kalayaan had a number of serious concerns. The report recommended that only statutory bodies should be first responders meaning that NGOs such as Kalayaan would lose their first responder status.

Kalayaan together with other stakeholders raised its concerns in several meetings, however the report has been largely accepted by the Home Office. The changes will have a major impact on Kalayaan's work with victims of trafficking when they come into force in 2016.

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, reading job adverts, booking appointments, reading correspondence
- managing a job system whereby employers can advertise their job at Kalayaan providing it meets statutory requirements
- accompanying workers to appointments with lawyers, the Home Office, police stations and embassies.

English classes

Accredited ESOL Classes

Kalayaan continued to work in partnership with the Workers Education Association (WEA) who provides specialist ESOL courses for domestic workers who wish to apply for Indefinite Leave to Remain (settlement). In 14-15, 115 students have attended these classes. The classes are government funded and they are only accessible to people who have been in the UK for at least 3 years

For several years, the WEA has hosted the classes in its premises in Luke St but due to increased rents, the WEA informed Kalayaan that they could not longer continue to host classes in the academic year 2014/15. The search for alternative premises proved difficult as suitable premises did not open on Sundays or the rents were too expensive. It was also necessary to ensure that the alternative venue had good public transport particularly bus links.

We finally found suitable classrooms at Light Project Pro International in Caledonian Road (near Kings Cross). Unfortunately, we had to reduce the number of classes provided to 4 per day. In the first semester the following classes were offered:

- ESOL Entry Level 1
- ESOL Entry Level 2
- ESOL Entry Level 3
- Basic Literacy

In the second semester there was a strong demand for a reading class from students who wished to take the Life in the UK Test and ESOL Entry 2 reading and writing was offered instead of the ESOL Entry 3.

It is anticipated that there will be further changes to the English language requirements for ILR and Citizenship. We will continue to monitor these changes and ensure that we provide English language classes that best meet the needs of our service users.

Volunteer English Classes

Kalayaan has continued to provide an essential service to migrant domestic workers through the provision of our volunteer run English classes on Sundays. These classes are open to service users who do not meet the 3-years' UK residency requirements of the government-funded classes, and are designed to allow students to gradually progress and improve their language skills over a longer period of time.

Over the summer months in 2014, we recruited 4 new volunteer teachers who settled into the term very well and have been thoroughly committed to helping domestic workers. In September 2014, we registered 68 new students for the volunteer run classes. We ran four classes ranging from a pre-literacy to a lower intermediate level. Each class was taught by two volunteers who alternate each week with all classes having at least one classroom assistant to provide students with extra support.

Due to the immigration rules surrounding English language certificates being changed in October 2013, Kalayaan made the decision to start a new volunteer run 'Life in the UK' class in the summer of 2014. The Life in the UK Test is one component of the two tests that migrant domestic workers need to pass before being eligible for Indefinite Leave to Remain in the UK. Therefore, we ran a pilot Life in the UK study group from July to September 2014 which proved very popular and was also very successful in terms of students' learning. The teacher for the group joined our team of English teachers and taught the course until the end of 2014. We are hoping to continue this class long term to allow as many domestic workers to learn the material so as to equip them with the knowledge to be able to pass the test successfully. Feedback from the students has been very positive:

"I liked the classes. I am very happy because my English is better".

"I liked the English classes because reading and writing is very important".

"I liked the English classes because they helped me to improve my reading and writing".

"I'm enjoying the English classes very much. I love reading and speaking and I'm very happy to come to these classes. These classes have made my life better and easier".

"I can read and write now"

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.

This year Kalayaan and J4DWs, the self-help group of migrant domestic workers within Unite the Union, decided to have a joint '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.

Campaign and Policy Work

This year has continued to be a particularly busy time for Kalayaan's campaigning and policy work and significant achievements were made in highlighting the inadequacies of the tied visa. An amendment was secured in the Modern Slavery Act,¹ which while being an achievement in itself unfortunately does not address the tying of domestic workers to their employers. This means that it will do nothing in practise to prevent the increased levels of abuse of workers by their employers as reported to Kalayaan since the visa was changed in 2012. The Government also acknowledged that there are significant issues with the visa as it stands and have commissioned an independent review into the visa to be conducted by James Ewins. This will report in November 2015 (delayed from July 2015).

The year April 2014- March 2015 was the third year during which migrant domestic workers coming to the UK had entered on the tied visa; a temporary visa with a maximum duration of 6 months which also tied them to the employer with who they entered. We continued to see the same increased levels of reports of abusive treatment by employers, combined with lower numbers of new workers coming to Kalayaan. We continue to presume that workers are either discouraged by the lack of options we are able to give them or are being prevented, through restrictions on their physical freedom and increased levels of control, from escaping bad employment in the first place.

This year saw strong support from a wide coalition of allies, including migrant domestic workers themselves, lawyers, NGOs and academics, for the reinstating of rights of migrant domestic workers. Hope not Hate secured nearly 8,000 signatures in under a week calling for domestic workers' rights to be reinstated. These were delivered to 10 Downing Street by representatives from Unite, Walk Free, J4DW and Kalayaan as well as Hope not Hate. We did several more petition deliveries quarterly.

Other NGOs including Anti Slavery International, Liberty and Human Rights Watch worked hard to make the case for the importance of ending the tying of domestic workers to their employers. Human Rights Watch published their important research report 'Hidden Away' detailing the experiences of UK domestic workers as reported to them and followed this up with advocacy and public awareness work, including joint press releases and articles with Kalayaan. With Justice 4 Domestic Workers we have taken part in a number of rallies where workers have spoken out about their fears of being tied to one employer and hope for justice. Liberty have been briefing parliamentarians and their members and coordinated a Change.org petition calling for parliamentarians to vote to keep the Amendment protecting migrant domestic workers in the Modern Slavery Bill. This received nearly 10,000 signatures in 3 days.

¹ Section 53



The petition to reinstate the original visa is delivered to 10 Downing Street

Modern Slavery Bill

Together with our allies we continued to lobby and raise awareness at all policy levels, including meeting with David Hanson MP, the Shadow Immigration Minister, who worked with us to develop and who tabled a clause to the Modern Slavery Bill, which would have reinstated many important rights to migrant domestic workers. A similar amendment was tabled in the House of Lords by Baroness Cox and Lord Hylton.

Kalayaan worked hard to raise awareness of the gap in the draft Modern Slavery Bill caused by the omission to address the tied Overseas Domestic Worker visa. The Commons Library paper on the draft Bill even lists the omission of Overseas Domestic Workers in the draft bill as one of two outstanding issues.² Kalayaan submitted written briefings as well as oral evidence at each possible stage of the Bill. The two parliamentary Committees tasked to scrutinise the draft Bill published recommendations which shared our concerns that the tied visa increased the likelihood of migrant domestic workers in the UK being exploited and needed to be reversed.

² <http://www.parliament.uk/briefing-papers/RP14-37/modern-slavery-bill-201415>



Moment of hope: celebrating the Lords' vote in favour of reinstating the right to change employer

Although the vote on the Amendment tabled by David Hanson MP was tied at Public Bill Committee stage it lost to the Chair. It won in the Lords when tabled by Lord Hylton but devastatingly was overturned again in the Commons. Migrant domestic workers were failed by the Modern Slavery Act in spite of the Commons amendment proposed by the Government which is now Section 53 of the Bill. This allows for those few migrant domestic workers who enter the NRM and receive a positive Conclusive Grounds decision as trafficked to potentially apply for a six month non renewable visa as a domestic worker in a private household with no recourse to public funds. In Kalayaan's view this will be of little practical help even to those few workers who are eligible. They will have to secure work with no proof of their immigration status, and without references. They will then need to persuade their new employer to support an application to the Home Office even when the best outcome is six months. While looking for work it is unclear how they will support themselves and there is a 'no recourse to public funds' stipulation. We fear desperate workers will be driven again into exploitative employment. Nor does section 53 do anything to prevent exploitation or a worker becoming trafficked in the first place. Additionally, the Government have commissioned an independent review of the ODW visa. We have contributed to this review and await the outcome.



Demonstrating against slavery

Involvement in strategic litigation

Kalayaan has been involved in two pieces of strategic litigation this year. We were represented by Deighton Piers Glynn and funded by the Strategic Legal Fund to intervene in a court of appeal case Reyes & Anor v Al Malki. This sought to challenge the employer's diplomatic immunity allowing the trafficked domestic workers to take a claim for compensation. Disappointingly in this case diplomatic immunity was found to trump trafficking. Our intention is to intervene in any appeal.

We provided expert witness evidence on 'S' in the Exceptional Case Funding challenge Gudaviciene & Ors v Director of Legal Aid Casework & Anor [2014] with the Anti Trafficking and Labour Exploitation Unit (ATLEU) and Doughty Street Chambers. The case was won at this stage but permission to appeal has been granted³.

³ <http://www.doughtystreet.co.uk/news/article/high-court-holds-that-decisions-refusing-exceptional-case-funding-in-a-rang>

Media work

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

- The government overlooks foreign domestic workers being treated as slaves. Alastair Sloane, New Statesman 19 November 2014
- How I was forced to work as a slave in London. ITV news and online feature. 5 December 2014
- Why the UK's Slavery Problem is only getting worse, and new laws might not help. Sally Hayden, Vice News 12 December 2014
- Kate Roberts of Kalayaan was invited to discuss the Overseas Domestic Worker visa on Radio 4's Today Programme guest edited by Elizabeth Butler Sloss, together with Fiona Cunningham of Centre for Social Justice 31 December 2014
- Untouchable diplomats use domestic servants as slaves. George Arbuthnott Sunday Times. 18 January 2015
- Super-rich boss vs abused maid: whose side are we on? Hugh Davies. Open Democracy 16 February 2015
- Britain's Legal Slaves. Radio 4 Face the Facts. John Waite, Sarah Shebbeare. 19 Feb 2015
- Modern slavery bill fails vulnerable women. Izza Leghtas and Kate Roberts. Open Democracy 16 March 2015
- If the UK government doesn't protect exploited domestic workers, it is complicit in slavery. Caroline Criado Perez, New Statesman. 17 March 2015
- UK tied visa system 'turning domestic workers into modern-day slaves'. Alastair Sloane, The Guardian. 17 March 2015
- Modern slavery bill amendment rejected by MPs. Frances Perraudin. The Guardian 17 March 2015
- Modern slavery bill: migrant domestic workers fall through the gaps. Kate Roberts, Open Democracy 24 March 2015

Hardcash also produced an hour long Exposure documentary on the visa titled 'Britain's Secret Slaves'. They have told us that its initial screening had over a million viewers. It was referred to several times during parliamentary debate.

Links to the above coverage can be found via the 'media' section of Kalayaan's website.

Treasurer's Report

Kalayaan Year 2014-15

Income for the year of **£232,797** was 27% above the previous year, mainly as a result of timing of some grants. Although most income came from restricted fund grants, unrestricted income was **£17,131** down on the previous year, mainly as a result of some double counting in the previous year. Total expenditure of **£199,430** for the year was 1% above the previous year.

In consequence Kalayaan's accounts for the financial year 2014/15 showed a total surplus of **£33,367**, made up of a surplus of **£41,083** on restricted funds, and a deficit of **£7,716** on unrestricted funds. The main reason for the surplus on restricted funds was the timing of some grants, which do not coincide with the organisation's financial year. The organisation's free (unrestricted) reserves have decreased to **£76,588**, but remain 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 so freely given by members, volunteers, solicitors, trade unions and religious organisations. In the financial year 2014/15 we would particularly like to thank the following:

Barrow Cadbury Trust

The Bromley Trust

Henry Smith Charity

Lloyds Bank Foundation

The Oak Foundation

The Royal Borough of Kensington and Chelsea

Trust for London

The Tudor Trust

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.

David Ould

Kalayaan Year 2014-15

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

David Ould – Treasurer

Alison Harvey

Khadija Najlaoui

Myriam Cherti

Dr Virginia Mantouvalou

Staff

Thanks to our dedicated staff:

Rita Gava – Director and Company Secretary

Kate Roberts – Community Advocate

Karanvir Singh - Community Advocate

Catherine Kenny - Community Advocate

Volunteers

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

Thanks to **our office volunteers** for their support to clients and their administrative work: in particular **Jennifer Makin, Lena Bodner, Louise Bonneau, and Sylvia Sundstrom**

Thanks to **Carolina Furusho** for her support with research work

Thanks to all the volunteer interpreters who have enabled us to communicate with our clients effectively.

Our popular English classes could not run without the following volunteer teachers, who give their time on Sundays to ensure that workers not eligible for college classes can learn

English: **Denise Brown-Branch, Maria Ellis, Harriet Ayles, Harriet Maltby, Lynda-Rose Onwordil, Charlotte Phillips, Herdiana Karjanti, Karina Liepina, Krystal Garnett, Marianne Kasperska-Zegar, Kirat Kaur Kalyan, Rose Poole, Sara Farris, Kim Garcia.**

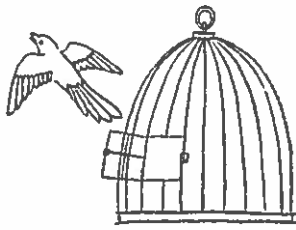
Thanks to our partner organisation **Workers Education Association (WEA)** and all the **WEA teachers** who run accredited English classes and further training at times accessible to MDWs.

Kalayaan wishes to thank the following law firms for giving us their time and expertise and supporting our clients: **Adrian Seelhoff Solicitors, Afro-Asian Advisory Service, ATLEU, Blavo and Co, Bindmans, Birnberg Peirce & Partners, Deighton Pierce Glynn, Duncan Lewis, Hogan Lovells, Freshfields, JCWI, Keasar and Co, Liberty, Migrant Legal Action, Russell Jones and Walker, Sutovic and Hartigan, Wilsons**

Thanks to **Marissa Begonia** and **everyone at J4DW** for their collaboration and support

Thanks to **Lord Hylton, Baroness Cox and David Hanson** MP for their invaluable support to our campaign for the rights of migrant domestic workers.

Thanks to our generous **Funders and Donors**, who make our work possible: the **Barrow Cadbury Trust**, the **Bromley Trust**, the **Henry Smith Charity**, **Lloyds Bank Foundation**, the **Oak Foundation**, the **Royal Borough of Kensington and Chelsea**, **Trust for London**, the **Tudor Trust** and all the individuals who support us with their kind donations.



KALAYAAN

justice for migrant domestic workers

**KALAYAAN (limited by guarantee) - JUSTICE FOR MIGRANT
DOMESTIC WORKERS**

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2015

**Registered Charity in England and Wales – 1146596
Registered company in England and Wales 07968872**

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2015

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KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

FINANCIAL STATEMENTS FOR THE FOR THE YEAR ENDED 31 MARCH 2015

ORGANISATION INFORMATION

Legal Status

Charity and private company limited by guarantee.

MANAGEMENT COMMITTEE MEMBERS

Francesca Cooney (Chair)
Myriam Cherti
Rob Fink (Vice Chair)
Alison Harvey (joined December 2014)
Mumtaz Lalani
Virginia Mantouvalou
Khadija Najlaoui
David Ould (Treasurer)

STAFF

Rita Gava (Company Secretary)
Catherine Kenny
Kate Roberts
Karanvir Singh

REGISTERED OFFICE

St. Francis Centre
13 Hippodrome Place
London W11 4SF

INDEPENDENT EXAMINER

John Waller
PK Audit LLP
Chartered Accountants
The Gatehouse,
2 Devonhurst Place,
Heathfield Terrace,
London, W4 4JD

BANKER

CAF
25 Kings Hill Avenue
Kings Hill
West Malling
Kent
ME19 4JQ

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee present its directors' report and independently examined accounts for the year ended 31 March 2015.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006, Charities Act 2011 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Kalayaan is a registered charity and company limited by guarantee. Its main business is carried out from its offices in London. Day to day management is the duty of the Co-ordinator appointed by the charity trustees and the trustees of the charity exercise overall control.

The organisation's structure, governance and management are set out in the Constitution. The objects are:

- To advance education and relieve poverty, particularly by:
 - a. The provision of legal and other advice.
 - b. The relief of unemployment for the public benefit amongst people who are unemployed.
- To advance education for the public benefit.
- To promote health for the benefit of the public.
- To improve the conditions of life by the provision of recreational facilities in the interests of social welfare to those current and former migrant domestic workers who have the need of such facilities by reason of their social and economic circumstances.

Members of the Management Committee act as trustees for the purpose of charity law and directors for the purpose of company law and are appointed by the AGM. Membership is open to all those interested in supporting the work of the organisation and up to 25% of the Committee is reserved for current or former migrant domestic workers.

Principal Activities

During the last financial year Kalayaan provided the following services for migrant domestic workers:

- Six day a week Drop in Centre.
- Immigration advice from qualified staff.
- Employment advice, with particular reference to rights at work.
- Access to job opportunities.
- Emergency support for those running away from abusive employers.
- ESOL and literacy classes for some 150 students.
- Regular free legal surgeries with qualified solicitors until February 2014

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

- Advice and assistance on health issues.
- Research on issues currently facing migrant domestic workers (MDWs) in the UK and the policies in place to protect them.
- Raising public awareness about the issues facing migrant domestic workers in the UK.
- Informing the Home Office and related agencies about the real problems facing migrant domestic workers and the likely impact of new policies, particularly changes to the immigration rules affecting MDWs.
- Registered with the government as a first responder to begin the process of formally identifying people as victims of trafficking.

During the reporting period Kalayaan registered 188 new service users from 21 countries and at least 20 advice sessions per week were given. Long hours, wages below the national minimum wage, illegal retention of passports and verbal and physical abuse continue to be regularly reported by those accessing Kalayaan's services. Staff and volunteers supported MDWs in contacts with the police and embassies in order to regularise their status in this country; to regain their passports and to take action against abusive employers. General information materials were made available to clients in 12 community languages and contacts made with various country specific immigrant support groups in the UK in order to ensure that knowledge of the services offered by Kalayaan was widely disseminated.

Over the year Kalayaan continued to play a leading role in the government's consultations about the Modern Slavery Bill. As a result, although the rules were not altered to allow MDWs to change their employers in the UK, the government did agree to set up a new enquiry into the issues faced by MDWs in the UK and whether new protection measures were required. This campaigning allied to its core activities in support of MDWs in the UK allows Kalayaan to have an impact far above its size and costs.

Kalayaan is thankful for the work and support of many volunteers without whom it could not operate so widely. In particular volunteer work has been invaluable in supporting staff by teaching English classes, interpreting for clients, administrative work in the office, running legal surgeries and providing accommodation for homeless MDWs.

Kalayaan's priorities in the current year are:

- To continue to demonstrate to the government the negative impact of the 2012 revision to the immigration and work permit rules on migrant domestic workers and to ensure that new laws do not increase the potential for abuse of such workers.
- To monitor the impact of the new law against modern slavery and the immigration and work permit rules and to use the information gathered to call for changes that will improve conditions for MDWs. In particular Kalayaan will continue to press the government to reverse the work permit rules for MDWs introduced in April 2012 and to provide more protection for MDWs employed by embassy staff in the UK.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (CONTINUED)

- Continue to provide advice and facilities for migrant domestic workers and to extend our ability to contact and support those who enter the UK under the new visa and those from countries currently under represented among clients.
- Despite the limitations to legal aid to continue supporting clients to take their cases for compensation to employment tribunals in the UK and to ensure that the results of such tribunals are widely publicised.
- Ensure that the facilities provided by the UK Government as part of its implementation of the Council of Europe Trafficking Convention from April 2009 are made fully available to those Kalayaan clients who meet the criteria.
- Continue to run ESOL classes for migrant domestic workers, particularly those unable to access government funded courses.
- To challenge the family worker exemption, which sometimes prevents MDWs from accessing their workers' rights.
- Support and work with Justice 4 Domestic Workers an organisation established by migrant domestic workers within Unite the Union.

The Management Committee recognises the hard work of the staff over the last year and would like to thank them for their support.

Risk Management

The Management Committee has considered the main risks to the future of the organisation and considers that they mainly fall under four headings:

- Possible problems that may arise from dealing with such sensitive issues as migration and employment opportunities.
- Reliance on four dedicated staff members, willing and able to work unsocial hours and to offer a wide range of practical and emotional support.
- The changes in the laws on migrant domestic work in the UK and the impact on the numbers of MDWs seeking help and the problems they may face.
- Difficulties of finding continuing funding in the light of the reduced capacity of many funders.

In the last fifteen years, Kalayaan has been a fully accredited advice centre and this has meant more control of procedures and regular audits of the staff providing advice. The possible problems that could arise for the organisation from the loss of experienced staff are clear but the Committee does not see how systems can be put into place to avoid this risk, apart from good record keeping and sensible handover arrangements when staff members do change.

Reserves

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three months of core operating expenditure. The Committee is pleased to report that the general reserve had reached a level of four months at the end of March 2015.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Asset cover for funds

Note 10 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Statement of the Management Committee's Responsibilities:

Company and charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its results for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures
- disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Public Benefit Statement

The sections of this report above entitled "Principal Activities" set out Kalayaan's objectives and reports on the activity and successes in the year to 31st March 2015 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

Financial Review

Income for the year of **£232,797** was 27% higher than the previous year. This was mainly due to the timing of longer term restricted fund grants. Unrestricted fund grants were at a similar level to 2013/14. Total expenditure of **£199,430** for the year was 1% up on the previous year.

Kalayaan's accounts for the financial year 2014/15 showed a surplus of **£33,367**, made up of a surplus of **£41,083** on restricted funds (as a result of timing of grants), and a deficit of **£7,716** on unrestricted funds. At the year end the organisation's free (unrestricted) reserves were **£76,588** in line with the Board's target. Overall the financial situation remains healthy.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Details of income and expenditure may be found in the figures and notes to the accounts set out below, along with the balance sheet. The fluctuations in debtors and creditors year on year are purely the result of the timing of receipts and payments around the year-end.

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of the independent examiner will be put to the first Management Committee following the Annual General Meeting.

Approved by the Management Committee on 16 September 2015 and signed on its behalf by


.....
Management Committee Member


.....
Management Committee Member

INDEPENDENT EXAMINER'S REPORT

TO THE MANAGEMENT COMMITTEE MEMBERS OF KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

I report on the financial statements of the company for the year ended 31 March 2015, which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements:
 - a) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

Have not been met; or

- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

INDEPENDENT EXAMINER'S REPORT

**TO THE MANAGEMENT COMMITTEE MEMBERS OF
KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS (continued)**



John Waller (BA, ACA, FCCA)
PK Audit LLP
Chartered Accountants
The Gatehouse,
2 Devonhurst Place,
Heathfield Terrace,
London, W4 4JD

Date.....14/10/15.....

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE FOR THE YEAR ENDED ON 31 MARCH 2015**

	Notes	Unrestricted Funds	Restricted Funds	2015 Total Funds	2014 Total Funds
		£	£	£	£
Incoming Resources:					
<i>Charitable activities</i>					
Trust for London		-	36,000	36,000	36,000
Oak Foundation		-	47,916	47,916	-
Tudor Trust		-	35,000	35,000	35,000
Royal Borough of Kensington & Chelsea		-	12,000	12,000	7,200
Barrow Cadbury Trust		-	38,250	38,250	29,000
Esmee Fairbairn CT		-	-	-	48,000
ATMG		-	1,500	1,500	1,000
The Henry Smith Charity		-	25,000	25,000	-
Lloyds Bank Foundation		-	20,000	20,000	-
Bromley Trust		10,000	-	10,000	10,000
<i>Voluntary Income</i>					
Fundraising / Donations etc	11	6,906	-	6,906	16,546
Clients Money		-	-	-	66
Membership		-	-	-	134
<i>Investment Income</i>					
Bank Interest	2	225	-	225	170
Total Incoming Resources		17,131	215,666	232,797	183,116

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED ON 31 MARCH 2015 (CONTINUED)**

	Notes	Unrestricted Funds £	Restricted Funds £	2015 Total Funds £	2014 Total Funds £
Resources Expended					
<i>Charitable Activities</i>					
Salaries / ENIC / Pension		9,018	129,713	138,731	134,523
Child Care Vouchers (salary sacrifice)		3,841	-	3,841	3,400
Staff Travel		-	422	422	434
Staff Development / Training		480	2,827	3,307	943
English Classes		-	7,204	7,204	7,991
Other Client Support		-	844	844	1,021
Emergency Fund / Accommodation		-	780	780	320
Volunteers' Expenses		45	487	532	647
Premises Costs		6,436	22,803	29,239	31,878
Equipment Repairs & Build Maintenance		320	1,556	1,876	861
Stationery / Postage / Photocopying		500	3,531	4,031	5,507
Subscriptions / Memberships etc		55	131	186	105
Telephone / Fax / Internet		562	2,480	3,042	2,964
Sundry Expenses		-	23	23	13
Campaigning/Advocacy		-	-	-	118
Insurance		50	162	212	1,072
Cost of Generating Funds		90	126	216	216
Depreciation		759	769	1,528	1,278
<i>Governance Costs</i>					
Management Committee Expenses		80	120	200	327
Bank Charges		6	2	8	35
Accountancy/Legal fees		265	603	868	987
Independent Examiner fee		2,340	-	2,340	3,200
Total Resources Expended		24,847	174,583	199,430	197,840
Net incoming (outgoing) resources					
For the year		(7,716)	41,083	33,367	(14,724)
Other income		-	-	-	-
Transfers between Funds		-	-	-	-
Balance Brought Forward at 1 April 2014		84,304	2,767	87,071	101,795
Balance carried forward at 31 March 2015		76,588	43,850	120,438	87,071

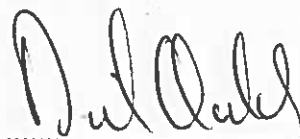
**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**BALANCE SHEET
AS AT 31 MARCH 2015**

	Notes	2015 £	2014 £
NET Fixed Assets	4	5,675	3,203
Current Assets:			
Debtors	5	9,000	9,000
Cash at bank and in hand		108,877	80,293
		<u>117,877</u>	<u>89,293</u>
Liabilities:			
(Amounts falling due within one year)	6	(3,114)	(5,425)
Net Current Assets		114,763	83,868
		=====	=====
NET ASSETS:		120,438	87,071
		=====	=====
Funds:			
Unrestricted funds:			
General		76,588	84,304
Restricted funds:	7	43,850	2,767
		<u>120,438</u>	<u>87,071</u>
	10	120,438	87,071
		=====	=====

For the year ended 31 March 2015, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to have an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the management committee on 16 September 2015 and signed on its behalf by:



.....
Management Committee Member



.....
Management Committee Member

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED ON 31 MARCH 2015**

1. Accounting Policies:

a) Accounting policies

- Basis of preparation. The accounts have been prepared under the historical cost convention.
- The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005, and with the financial accounting standard for smaller entities and the Companies Act 2006.

b) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.

c) Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time are not valued in the accounts but the support is noted in the Trustees' annual report.

d) Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.

e) Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.

f) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.

g) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.

h) Fixed assets are included in the accounts at their historical cost and are written off through the statement of financial activities:

- Computers – 25% straight line
- Fixtures and fittings – 25% straight line

i) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2015**

2. Interest receivable and similar income

	2015	2014
	£	£
Bank interest	225	170
	===	=====

	2015	2014
	£	£
3. Independent Examiner's Remuneration	2,340	2,280
	=====	=====

4. Tangible Fixed Assets

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2014	3,575	1,538	5,113
Additions	4,000	-	4,000
Disposals	-	-	-
At 31 March 2015	7,575	1,538	9,113
Depreciation			
at 1 April 2014	1,368	542	1,910
Charge for the year	1,144	384	1,528
At 31 March 2015	2,512	926	3,438
Net book value			
at 31 March 2015	5,063	612	5,675
at 31 March 2014	2,207	996	3,203

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2015**

5. Debtors / Prepayments

	2015	2014
	£	£
Trust for London	9,000	9,000
	=====	=====
	<u>9,000</u>	<u>9,000</u>

6. Liabilities: amounts falling due within one year

	2015	2014
	£	£
Accruals		
Independent Examination 2012/13	-	2,400
Independent Examination 2013/14	-	2,400
Independent Examination 2014/15	2,340	-
Financial Support from Accountants	-	378
Pensions	774	-
Client Funds	-	247
	=====	=====
	<u>3,114</u>	<u>5,425</u>

7. Restricted funds - breakdown:

Funders/ Projects	Balance B/fwd	Incoming resources	Resources Expended	Transfers	Balance C/fwd
Trust for London	1,861	36,000	(27,722)	-	10,139
Clients' Fund	2,995	-	(1,427)	-	1,568
Esmee Fairbairn CT	284	-	(111)	-	173
Oak Foundation	-	47,916	(47,038)	-	878
ATMG	5	1,500	(1,500)	-	5
RB Kensington & Chelsea	(2,451)	12,000	(9,141)	-	408
Barrow Cadbury Trust	53	38,250	(30,382)	-	7,921
Tudor Trust	20	35,000	(32,226)	-	2,794
Lloyds Bank Foundation	-	20,000	(12,221)	-	7,779
Henry Smith Charity	-	25,000	(12,815)	-	12,185
	-----	-----	-----	-----	-----
	<u>2,767</u>	<u>215,666</u>	<u>(174,583)</u>	<u>-</u>	<u>43,850</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2015**

8. Trustees

None of the trustees (or any persons connected with them) received any remuneration or were reimbursed any expenses during the year.

9. Employees

The average number of employees during the year was:	2015	2014
	4	4
Employment costs:	2015	2014
Wages and salaries	92,767	85,807
Social security	39,941	44,572
Other pension costs	<u>6,023</u>	<u>7,544</u>
	138,731	137,923
	=====	=====

There were no employees whose annual emoluments were £60,000 or more.

10. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total
	£	£	£
Fund balances at 31 March are represented by:			
Tangible fixed assets	5,675	-	5,675
Current assets	74,027	43,850	117,877
Creditors: amounts falling Due within one year	<u>(3,114)</u>	<u>-</u>	<u>(3,114)</u>
	<u>76,588</u>	<u>43,850</u>	<u>120,438</u>

11. Voluntary income for the year was reduced by £4,717 to adjust for double counting in previous years.