



SKILLED WORKER JUSTICE ALLIANCE

Analysis • Evidence • Scrutiny

Core Position Paper 01

Topic: Addressing the Earned Settlement Policy (CP1448)

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Who We Are

The Skilled Worker Justice Alliance (SWJA) is a non-profit, community-led organisation formed by international professionals legally living and working in the United Kingdom under the Skilled Worker Visa route. Recent immigration policy changes, especially to settlement rules, have created profound uncertainty for people who have built their lives here in good faith. Skilled workers support every essential sector in the UK, including healthcare, social care, education, engineering, technology, science, hospitality and logistics. We pay taxes, follow the law, and sustain vital public services.

Why We Founded SWJA

For decades, Skilled Worker migrants could typically apply for Indefinite Leave to Remain (ILR) after five years of lawful work and residence. Families planned major aspects of their lives based on this stability. The government is now proposing an “earned settlement” model that may extend ILR eligibility to 10 years, or even 15 years for certain roles, tie settlement to income or volunteering, and restrict some rights even after ILR. If applied without transition or retrospectively, these changes would cause severe unfairness to hundreds of thousands already contributing to essential UK sectors. Changing a five-year route to ten or fifteen years for those already settled in the UK is unjust, disruptive, and harmful to society.

Our Mission

1. Prevent retrospective changes to settlement rules for existing Skilled Worker migrants.
2. Pursue legal, policy and evidence-based actions to restore fairness.
3. Provide accurate information, practical support and rights guidance to Skilled Worker families.
4. Build a unified and credible collective voice that policymakers must hear.



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5. Ensure long-term representation of Skilled Workers across political cycles.

Our Vision

A United Kingdom where skilled international professionals are treated with dignity, where their long-term plans are protected, and where immigration policy is stable, transparent and trustworthy.

Our Values

Rule of law, fairness, professionalism, inclusion, diversity, transparency and collective strength.

A Call to the Public

Stability and fairness benefit the entire nation. When skilled workers are treated justly, the UK thrives. When rules change unpredictably, families, employers and public services suffer. SWJA invites policymakers, employers and the public to work together toward a fair and transparent immigration system worthy of the people who sustain it.

We Stand Together

we stand for justice, dignity and a stable future for all who call the UK home.

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