



## Who We Are

Founded as an initiative of grassroots organisations, the Platform for International Cooperation on Undocumented Migrants (PICUM) represents a network of 168 member organisations working with undocumented migrants in 34 countries.

With nearly two decades of evidence, experience and expertise on undocumented migrants, PICUM promotes recognition of their human rights and provides an essential link between local realities and the debates taking place at policy level.

Based in Brussels, Belgium, PICUM provides regular recommendations and expertise to policymakers and institutions within the United Nations, the Council of Europe, the European Union as well as on national and local level.

Every effort has been made to verify the accuracy of the information contained in this report. All information was believed to be correct as of June 2021. Nevertheless, PICUM cannot accept responsibility for the consequences of its use for other purposes or in other contexts.

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## Table of Contents

Message from the Chair	4
COVID-19 and Undocumented Migrants	7
Global Level Migration Governance	8
Inclusion at the City Level	9
Detention and Returns	10
Integration and Inclusion	11
Labour Rights	12
Health Care	14
Digital rights	15
Intersectionality	16
Access to Justice	16
Children	17
Regularisation	19
Communications	20
Membership	24
Governance and Decision-Making	30
Trainees, Interns and Volunteers	33
Financial Report	34

# Message from the Chair

By Edel McGinley



The COVID-19 pandemic has exposed those living on the edge. It had amplified inequality, exacerbated social exclusion and deprivation, embedded exploitation and resulted in job losses for many undocumented migrants.

Our membership has responded proactively to these challenges and there is much to be proud of. Our members harnessed public support and fought to ensure undocumented migrants were part of government policy and responses. We amplified our members' concerns at and EU level, pushing for inclusive and coherent policy responses across the EU.

We fought for progressive responses with government to the COVID-19 pandemic. Our members secured massive progress, which saw the inclusion of undocumented workers in emergency support measures, measures to regularize their status, the introduction of firewalls, people released from immigration detention and access to services and social protection.

This progress is built on the back of years of work from our membership and demonstrated what could be done when the political will was there. Significant work remains, to ensure temporary measures turn into structural reforms. As countries around the world roll out their vaccination strategies and look to post-recovery measures, we will push for these changes and monitor developments in 2021.

While a pandemic grew, 2020 also saw number of new policies developed by the European Commission which will impact both positively and negatively on undocumented people in Europe over the next five years.

The greatest impact will come from the new **Pact on Migration and Asylum**, a package of proposals to manage migration until 2025. Worryingly, the Pact focuses on stepping up detention and deportations of undocumented people, without giving any serious consideration to regularisation measures and regular pathways to come and work in Europe.

The **Gender Equality Strategy** aims to promote gender equality for all, but risks falling short if it is not mainstreamed throughout migration policies.

The **Strategy on Victims' Rights** explicitly recognises for the first time undocumented victims as a particularly vulnerable group, and commits to advancing safe reporting for all.

The EU's first ever **Anti-Racism Action Plan** recognises that racism remains an important problem in Europe and commits to mainstreaming a racial justice lens across all EU policy areas, including migration.

The EU **Farm to Fork Strategy** makes welcome reference to the critical importance of agri-food workers, and to ensuring respect, for precarious, seasonal and undeclared workers, however what this will mean in practice remains to be seen.

The new **Integration and Inclusion Action Plan** is also promising: unlike the last one, the plan isn't explicitly limited to 'legally-residing' migrants, and there is some scope in the new funding instruments for integration actions for undocumented people.

PICUM's work over many years was instrumental in shaping the contents of some of the newly released EU strategies, such as the Victims of Crime Strategy and the Integration and Inclusion Action Plan. Our ongoing work with Members of the European Parliament is crucial in seeking to limit some of the negative developments in the Migration Pact. These policies, just like measures related to the COVID-19 pandemic, all present their own challenges but also open opportunities to advance the rights of undocumented people in Europe.

At PICUM we'll continue to seize opportunities and advocate for fairer policies for all. We thank our network for all their work in this difficult period, our funders for their flexibility and our allies and supporters, all of whom have helped secure rights for undocumented migrants.

In hope and solidarity,  
Edel McGinley

## Vision

PICUM seeks a world where all people are guaranteed their human rights regardless of migration or residence status, and where human mobility is recognised as a normal reality.

## Mission

Grounded in principles and values of social justice, anti-racism and equality, PICUM is committed to ensuring that undocumented migrants have a dignified standard of living and rights.

## Working Principles

Bringing together a broad range of experience and expertise, PICUM generates and coordinates a humane and informed response to undocumented migrants' realities and provides a platform to engage policy makers and the general public in the full realisation of their rights.

## What We Do

- Monitoring and Reporting
- Capacity Building
- Advocacy
- Awareness Raising
- Global Action on Migrants' Rights



924

Conferences and meetings attended



136

Speaking events



38

Conferences, workshops and working groups



93

Publications produced



44

Letters, statements, submissions and consultations including jointly with partners



15

New member organisations

## COVID-19 and Undocumented Migrants

The COVID-19 pandemic put into sharp relief the inequalities linked to insecure residence status, including the absence of social protection, limited access to health care and health information, and unsafe working conditions for undocumented migrants. In this context, we quickly adapted our work to highlight these challenges and elevate the voices of our members calling for sustainable and structural change.

Immediately into the lockdowns in spring 2020, we issued our own statement with recommendations on how to respond to the pandemic in a way that promotes inclusion and ensures protection of undocumented migrants' social rights, including regarding residence status. We ran a survey among our members to understand how the pandemic and related measures affected them and the people they work with, and we published the key findings in a blog post.

We also published a COVID-19 resource page, with statements, recommendations and guidelines from various NGOs and institutions on an inclusive, evidence- and rights-based response to the pandemic. We created spaces for members to share and exchange about the impact of the pandemic on undocumented people, and their own work to address needs and advocate for change. In addition, we published a non-exhaustive overview of European government measures impacting undocumented migrants taken in the context of COVID-19.

As the pandemic catapulted the working environment to an exclusive online context, PICUM shared evidence and recommendations concerning the impact of COVID-19 on undocumented migrants in numerous policy debates and panel discussions with diverse audiences. Some of these events targeted governmental and institutional actors (including European Commissioners) and others had wide participation of civil society advocates from different global regions. Through six events alone from April-June 2020, PICUM's Director spoke to audiences totaling nearly 1,100 people.

▼ Visual from PICUM Instagram channel @picum\_ig



## Global Level Migration Governance

In 2020, the UN took stock of the implementation of the Global Compact on Safe, Orderly and Regular Migration, which was adopted in December 2018, by organizing regional reviews. PICUM played a key role in the Regional Review for the UNECE (Europe, North America, and West and Central Asia) region. PICUM's Director was the Rapporteur for the Informal Multistakeholder Consultation, held in November 2020, and presented the summary report to governments at the Regional Review. PICUM also made a written submission which reflected EU policies in relation to commitments made in the Global Compact on Migration.

The 2019 Global Forum on Migration and Development (GFMD) was held in January 2020 in Quito Ecuador. PICUM played a key role in the Civil Society Days by advocating for a new thematic focus and co-organizing the working sessions on criminalization of migration. As preparations began later in the year for the 2020 GFMD (which was held online in

▼ *PICUM Board member Jan Knockaert with members of the Global Coalition on Migration at the Global Forum on Migration and Development in Quito, Ecuador.*



January 2021), PICUM contributed to the thematic workshops and plenaries of the GFMD-OECD Regional consultation, which served to track progress on implementation of the Sustainable Development Goals (SDGs) and Global Compact on Migration in the Europe region. PICUM was also invited as a civil society participant to the preparatory meeting of the GFMD thematic focus area on irregular migration in September and provided comments to the written paper in exchange with representatives of governments.

PICUM was also invited to contribute to several panel discussions organized by civil society partners on the global level throughout the year, on the implementation of different objectives of the Global Compact on Migration, and on the occasion of International Migrants Day (18 December).

▼ *PICUM's Director with co-organizers of the criminalization of migration session at the GFMD Civil Society Days.*



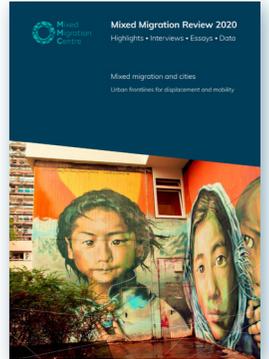
## Inclusion at the City Level

As the local level was especially impacted by the pandemic, PICUM continued to invest in strengthening the capacity of city-level actors to respond to the needs and challenges faced by undocumented migrants.

PICUM participated in several meetings of the Steering Committee of the City Initiative on Irregular Migration (C-MISE) throughout the year, as it went into its second phase bringing in additional cities to the joint endeavour. In particular, we contributed to a webinar organized by the City Initiative to discuss city-level responses to undocumented migrants during the pandemic, and we gave in-depth input

on undocumented migrants at a workshop targeting eleven cities across Europe, organized by Eurocities on developing strategic approaches to integration, participation and interaction.

An interview with PICUM's director featured in the Mixed Migration Review 2020, which focused on mixed migration and cities for its annual edition. PICUM also met with Commissioner Elisa Ferreira at the Cities Forum 2020 and spoke at a DG Regio organized workshop on ensuring equal access to quality services for all in cities.



◀ *PICUM Director Michele LeVoy for the Mixed Migration Review, November 2020*

# Detention and Returns

## Exploring legal strategies to end immigration detention

In June 2020, PICUM organised a webinar on strategic litigation on immigration detention. The webinar provided an opportunity for lawyers and NGOs to reflect on the use of the preliminary reference procedure, assess potential gaps in the case law and identify opportunities for strategic litigation on immigration detention. The webinar was attended by 30 legal practitioners from 14 Member States who identified concrete possibilities for strategic litigation on issues related to alternatives to detention, child detention and immigration detention on grounds of national security.

▼ *Screen capture from PICUM animation 'Immigration detention in Europe: what impact on people?'*



## Advocating for alternatives to detention

In October 2020, PICUM and the International Detention Coalition (IDC) organised a webinar on "Alternatives to detention: building a culture of cooperation" to disseminate the results of the evaluation report on the pilot projects coordinated by the European ATD Network, and raise awareness on case management-based alternatives. The event was chaired by the Council of Europe. Almost 60 people, including representatives from NGOs and international organisations, participated in the webinar.

In addition, PICUM published two videos on the harmfulness of immigration detention and on the need for case management-based alternatives to detention. The videos are part of a new campaign focused on promoting community-based solutions which allow migrants to actively engage in their migration procedures and work towards the resolution of their case, while living in the community.



## Protecting people with vulnerabilities in immigration enforcement

PICUM published a report on "Preventing and Addressing Vulnerabilities in Immigration Enforcement Policies", which analyses gaps and challenges in the vulnerability screening and assessment practices in Belgium, Greece, the Netherlands, Spain and the UK. The report finds severe inconsistencies in the way vulnerability is defined and assessed, which leads to the non-detection of vulnerabilities and the subsequent detention of people with vulnerabilities. In order to ensure that people with vulnerabilities are adequately safeguarded in the EU, PICUM put forward a number of recommendations on the definition of vulnerability, and on effective screening and assessment procedures.



# Integration and Inclusion

## Advocating for inclusive EU funding

In partnership with the European Council on Refugees and Exiles (ECRE), PICUM continued to follow the developments around the preparation of the upcoming regulations for the European Social Fund Plus (ESF+) and the Asylum, Migration and Integration Fund (AMIF). PICUM worked with its members to promote their engagement in the preparation of the funds' programmes at the national level.

## Contributing to the new EU Action Plan on Integration and Inclusion

In partnership with ECRE, PICUM engaged with the European Commission on the new Action Plan on Integration and Inclusion, providing inputs to the open consultation, publishing a policy paper with specific integration recommendations and organising a consultation event for persons with migrant and refugee background. As a result, the Action Plan does not discriminate on the basis of residence, and acknowledges the need for action on specific areas (healthcare) and groups (children).



# Labour Rights

## Reaching out to key audiences on labour rights for undocumented workers



▲ Screen capture from PICUM video 'A Worker is A Worker'

In early 2020, PICUM launched a new report and video called "A worker is a worker". The report explores labour complaints and redress mechanisms in 15 EU member states and highlights challenges and good practices to provide access to justice for undocumented workers. The video features undocumented and formerly undocumented workers speaking about their experiences at work and demands for equal rights.

PICUM engaged in numerous policy debates and co-organised a public webinar in June 2020 together with the European Trade Union Confederation (ETUC) and Open Society European Policy Institute to raise broader awareness about the situation of undocumented workers and necessary policy measures in the context of the COVID-19 pandemic. Agri-food workers were a key priority, with actions including joint advocacy around the EU Farm to Fork Strategy and negotiations on the Common Agricultural Policy, and a joint submission with the Aire Centre to the Council of Europe regarding the situation in Greece.



◀ Speakers during the joint online webinar on undocumented workers' rights during COVID-19

As part of PICUM's work with members, we supported some of our task force members' activities in Greece, Germany and the United Kingdom. These included meetings to discuss key concerns and recommendations with migrant workers and decision makers (Greek Forum for Refugees); a strategy meeting and flyer on recruitment practices (Arbeit und Leben); a stakeholder meeting on safety and justice for undocumented sex workers (International Committee on the Rights of Sex Workers in Europe and the English Collective of Prostitutes), and a webinar and two animated videos on secure reporting and effective complaints mechanisms (Latin American Women's Rights Service and Focus on Labour Exploitation).



▲ Screen capture from an animation done by LAWRS and FLEX, PICUM member organisations

## Developing a framework for labour migration that promotes decent work and social inclusion



PICUM consolidated its analysis of labour migration and work permit policies and the characteristics that promote decent work and social inclusion, at national and EU level. The report "Designing labour migration policies to promote decent work" has been published in English, French, Spanish, Dutch and Czech.

The European Commission launched a consultation in September on next steps for the EU on regular migration, and we have been working with various actors to build consensus on key recommendations to push for. Some of our points were picked up, for example, in the Greens/EFA position paper on labour migration.

PICUM worked closely with trade unions, think tanks, NGOs, and Members of European Parliament to discuss and put forward the specific actions that should be taken at EU level on labor migration, through policy events, strategy meetings, and inputs to consultations and parliamentary reports. PICUM also joined the UN Migration Network Thematic Working Group on Bilateral Labour Migration Agreements and continued to coordinate the multi-stakeholder group on migrant domestic and care work.

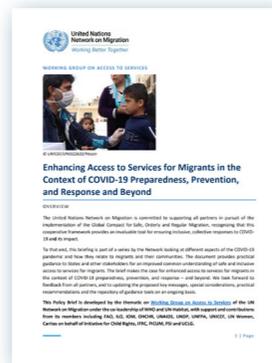
# Health Care

## Advocating for more inclusive health care and social protection systems, during and beyond the pandemic

Through the insights and experiences of our network, and proactive efforts to track key policy developments, we worked hard to understand how the defining issue of 2020 - the COVID-19 pandemic - affected the daily lives of undocumented people. With this evidence, we were proactive in providing arguments and recommendations for the inclusion of undocumented people in government responses to the pandemic.

The multiplicity of online speaking engagements during the pandemic gave PICUM a platform to share the challenges confronting undocumented people with a wide range of audiences. This included a webinar with partners of the Nobody Left Outside initiative, during the European Health Forum Gastein, Europe's pre-eminent health conference, and our participation in a podcast series on equitable access to health care.

At the global level, PICUM was active in the UN Migration Network's Working Group on access to services for migrants, contributing to its published guidance for states on enhancing access to services for migrants, regardless of status, in the context of the pandemic.



# Digital Rights

## Addressing the discriminatory uses of digital technologies against migrants

In 2020, PICUM deepened its efforts to engage in a space where many human and migrant rights organisations have been mostly absent: data protection and the growing use of information technology for immigration enforcement.

Working with partners like European Digital Rights (EDRI) and Statewatch, we continued our work to improve awareness of the discriminatory impact of the large-scale processing of personal data and use of invasive technologies on the rights

and welfare of people with irregular status. One way we did this was by creating an interactive storyboard that breaks down the impact of complicated EU information technology systems using human stories.

We also raised these issues in submissions to EU public consultations on digital rights and artificial intelligence, as well as a UN consultation on the use of technology in border security and on the UN General Comment on children's rights in relation to the digital environment.



► Illustration from PICUM interactive webpage on interoperability

## Intersectionality



In 2020, PICUM was deliberate in seeking to bring a more intersectional dimension to our work, speaking at an event in the European Parliament on intersectional feminism, and facilitating an exchange of members of PICUM's newly launched Member Group on Women on an intersectional feminism approach to advancing the inclusion and welfare of undocumented women, at an advocacy and organisational level.

This intersectional approach is also reflected in our efforts to engage more on issues of racism, including by providing input to the EU's first anti-racism action plan, and integrating perspectives on race and gender in our report on access to safety, protection and justice for undocumented people, both at the level of policy as well as examples of grassroots-led initiatives focused on empowerment and anti-discrimination.

PICUM published a blog analysing the EU's new Gender Equality Strategy and a briefing on what gender-responsive migration policy looks like. We also made a submission on racism and migration in the context of policing and migration enforcement to the UN Special Rapporteur on contemporary forms of racism and the UN Human Rights Office.

## Access to Justice

### Leveraging key developments in EU law affecting access to justice for undocumented people

In June 2020, the EU adopted its first Strategy on Victims' Rights, which sets out priorities to reinforce the rights of victims in Europe. Reflecting years of advocacy and engagement with the European Commission, for the first time official EU policy explicitly recognises undocumented victims of crime as a particularly vulnerable group and commits to taking steps towards ensuring safe reporting for all. To support implementation of the strategy, PICUM published a new report on access to justice for undocumented victims, with recommendations to the EU and gathering examples of national-level practice based on the insights of members. PICUM also became an active member of the EU's new multi-stakeholder Platform on Victims' Rights.



Throughout 2020, we unpacked the consequences of growing up with irregular status on children's well-being and development, through the impact it has on their housing, their access to services, the barriers they face when accessing foodbanks, the consequences it has for their schooling or family life, their household income, and the interaction they have with migration policies. The report "Navigating Irregularity: The Impact of Growing up Undocumented in Europe" was published in March 2021.

## Children

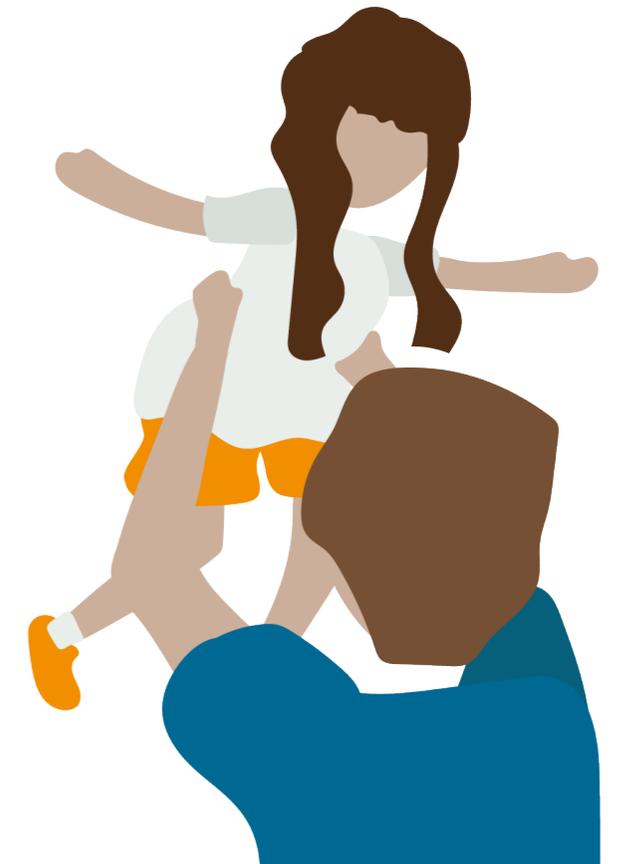
### Highlighting the impact of growing up undocumented

Throughout 2020, we continued calling for EU policies that are attentive to the needs and inclusive of the rights of undocumented children, families and youth. We worked closely with key change makers in the institutions, child rights organisations and Members of European Parliament to raise the issue at policy events, strategy meetings and inputs to consultations. Together with other child rights organisations, PICUM called for a comprehensive EU child rights



strategy that works for undocumented children, a Child Guarantee that raises all children out of poverty and a reinforced Youth Guarantee that benefits undocumented young people.

From December 2019 to June 2020, PICUM co-chaired the Child Rights Action Group. PICUM continues to be an active member of the EU Alliance for Investing in Children and is one of the leading forces behind the Initiative for Children in Migration.



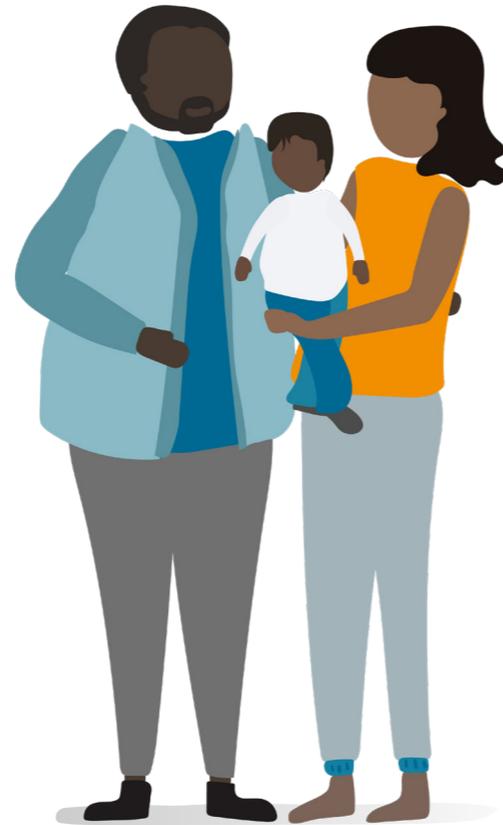
### Advocating for migration policies that work for children

We continued advocating for migration procedures that safeguard children rather than harm them by calling for an end to child detention, promoting best interests procedures that result in a durable solution and calling attention to the necessary safeguards when a child is returned. The policy focus in 2020 lay on the recasting of the EU Return Directive and, in the latter part of the year, the different proposals in the EU Migration and Asylum Pact.

Building on our major joint work in 2019, "Guidance to respect children's rights in return policies and practices: Focus on the EU legal framework," we established the Advocacy Group on Best Interests of the Child Procedures, thereby formalising existing working relations and helping streamline advocacy on regional and national level. To support the work of the advocacy group, we launched an animation video based on the contents of the guidance in English, French, Spanish and German, and published translations of existing resources in six different languages, including Russian.

As a small step towards ensuring child rights are safeguarded during (forced) return operations, PICUM intervened in a training for forced return monitors organised by ICMPD, the EU Fundamental Rights Agency and Frontex.

To support national-level change, PICUM supported its members ARSIS (Greece) and SB Overseas (Belgium) in the



organisation of national-level roundtables. In addition, PICUM advocated for best interests procedures in several spaces, including an event of the OSCE Office for Democratic Institutions and Human Rights and PICUM member ADC Memorial that gathered governments of Eastern European and Central Asian countries on the issue of returns of children, at meetings of the EMN Return Experts Group and in the joint work of the UN Network on Migration working group on "Safe and Dignified Returns and Sustainable Reintegration."

## Regularisation



▲ Participants in a breakout room during the Task Force meeting on Regularisation on 12 June 2020.

The COVID-19 pandemic created renewed impetus and urgency for regularisation, as a way of ensuring everyone in society is protected. PICUM acted on this momentum by leveraging its members' experience with regularisation measures and sharing lessons learned in several global, regional and national-level events and meetings, including events organised by the OSCE Office for Democratic Institutions and Human Rights (ODIHR), by the UN Network on Migration, the European Parliament LIBE Committee, the Global Coalition on Migration and the Sabir Festival to name a few. We also published several blog posts and articles on the issue as well an overview of measures taken by European governments due to the pandemic, including regularisation measures taken by Italy and Portugal.

Our new Task Force on Regularisations gathers PICUM members advocating for regularisation of undocumented children and adults. The Task Force met twice in 2020 and provides a space for members to exchange on developments and strategies and to contribute to PICUM activities. PICUM also supported its members' national campaigns, a European project involving several members, and research commissioned by ODIHR to collect data on regularisation.

## Communications



### Harnessing the power of narratives

Aware of the power of language and narratives in shaping people's perceptions, and ultimately political preferences, we engaged specific segments of our membership on narratives that can help better communicate about the change we want to see.

In June 2020, we organised a two-day online workshop with members of the European Alternatives to Detention Network (EATDN), facilitated by communications consultant Thomas Coombes. Participants were asked to frame and talk about alternatives to detention - and case management in particular - from the perspective of the values and solutions we want to promote. The workshop resulted in a toolkit for the participants, which includes template narratives and messages to use when talking about alternatives to detention.

PICUM staff held a webinar in May 2020 for members of the Belgian Platform for Minors in Exile. This webinar aimed at introducing the hope-based approach to communications and provide a space for discussion about positive narratives with advocacy and communications professionals working in the field of child detention

in Belgium. The participants were provided with a written report of the webinar, as well as a list of references for further reading into narratives work.

In November, we engaged our member group on health - and teamed up with the International Centre for Policy Advocacy (ICPA) - to workshop ideas on how to harness the shift towards health care in political priorities and discourse, due to the pandemic, to communicate the need for broader access to health care for all.



▲ Eoin Young, Programme Director at the International Centre for Policy Advocacy during the member group on health to workshop on messaging, on 19 November 2020

## Improving our social media presence

As we have been strengthening our communications capacity to complement and enhance our political advocacy efforts, we are considering opportunities to reach beyond our usual pool of expert audiences (human rights advocates, academics, policy-makers, journalists).

In particular, we have been increasing our presence on Instagram, where we're aiming to reach young progressives (e.g.

people in their teens, twenties and thirties) who lean towards progressive politics, and who can understand English. To this end, we have organised a training with a social media consultant to explore how to harness Instagram to highlight our calls for change. We have revamped our Instagram page and improved the visual consistency of our content: as a result, Instagram is now the platform where we enjoy the highest engagement of users with our many resources.



▲ Visual from PICUM Instagram channel @picum\_ig



▲ Visual from PICUM Instagram channel @picum\_ig

## Engaging media on the EU Pact on Migration and Asylum

In 2020, we engaged journalists on a wide range of issues, including on regularisation, labour migration, and migration policies. We contributed to reporting on The Guardian about undocumented children in Europe, including through an op-ed signed by our Director Michele LeVoy. Around the launch of the new EU Pact on Migration and Asylum, we provided analysis which was featured on Euronews and The New Humanitarian. This coverage provided a key opportunity to communicate about human rights shortcomings in the Pact, as well as to highlight how to improve it. We also worked with communications agency Clear Europe to train our communications and advocacy teams to better communicate our messages to journalists.

## Europe treats undocumented children with less care than livestock

**Michele LeVoy**

Countless young people are being pushed to Europe's margins by hardline border and migration policies

● [See the full Europe's Dreamers series](#)



▲ A protest in Rome demanding the approval of a law that would give citizenship rights to migrants born or raised in Italy, November 2017. Photograph: Simona Granati - Corbis/Corbis/Getty Images

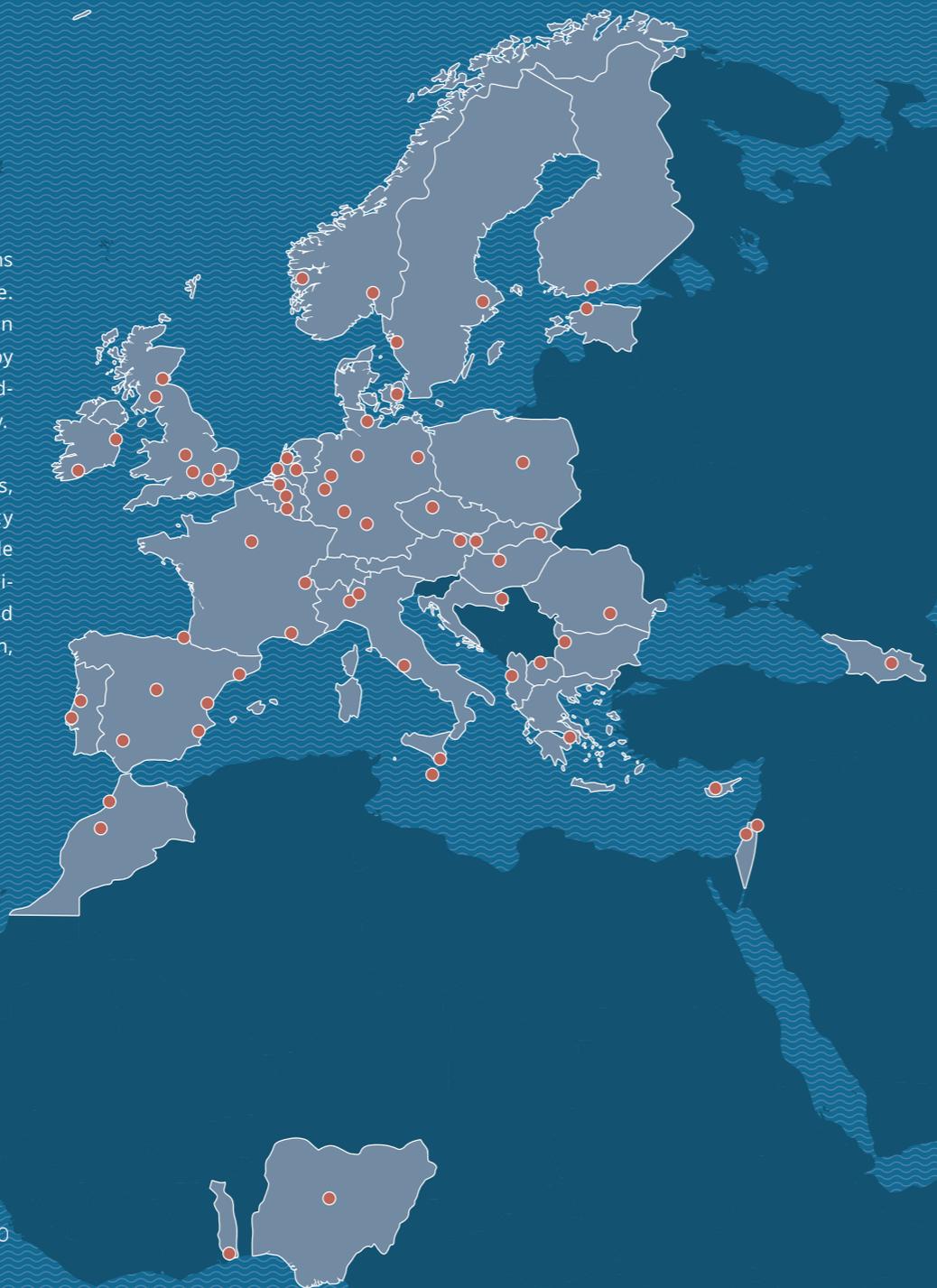
We don't know how many undocumented children are living in Europe. We don't even know how many children are currently locked up in detention because of their own or their parents' immigration status. While the European Union requires precise data collection in numerous sectors - we know how many dairy cows there are in the EU and the UK, for example - the lack of data and visibility of undocumented children seems a political, rather than a technical, void.

▲ PICUM Op-Ed in The Guardian, published on 7 August 2020

# Membership

PICUM has 168 member organisations in 34 countries, primarily in Europe. Our members uphold the human rights of undocumented migrants by providing essential services, and leading campaigns, actions and advocacy.

Our membership includes grassroots, national level, migrant community organisations, service providers, trade unions and others engaged in a variety of activities from information and advice, mediation, legal aid, research, policy analysis, and advocacy.



## Annual General Assembly and hosting meetings online

The COVID-19 crisis forced several NGOs, including PICUM and its members, to radically and rapidly change its working methods, moving from physical to online meetings and teleworking. For the first time, PICUM held its Annual General Assembly on 24 April 2020 via Zoom, and worked with an external partner (Visuality) to offer interactive sessions, voting, and simultaneous interpretation in two languages to the 73 members who attended. Immediately after the General Assembly, PICUM upskilled its team on online meeting facilitation and developed an entire internal system for running multilingual and interactive online meetings independently.



▲ PICUM General Assembly 2019 in Brussels.

▼ Visual with some new members elected during PICUM General Assembly 2020



In 2020, the following fifteen organisations became PICUM members:

- Albania: *Initiative ARSIS*
- Austria: *AKIS*
- Belgium: *ADC Memorial Atlas*
- Cyprus: *CyRC*
- Finland: *TAMPEP*
- France: *STRASS*
- Germany: *MediNetz-Koblenz e.V. MedinetZ Ulm e.V.*
- Greece: *Human Rights 360 Solidarity Now*
- Hungary: *SZEXE*
- Spain: *Asociación Rumiñahui Mujeres Supervivientes*
- United Kingdom: *Right to Remain*

#### ALBANIA

- Initiative ARSIS

#### AUSTRIA

- AKIS
- Austrian Red Cross
- Drop-in Center for Undocumented Migrants / UNDOK-  
Anlaufstelle zur gewerkschaftlichen Unterstützung  
undokumentiert Arbeitender
- Red Edition

#### BELGIUM

- ADC Memorial
- Atlas
- Bond Zonder Naam
- CIRE - Coordination et Initiatives pour Réfugiés et  
Etrangers
- CSC Brussels-Hal Vilvoorde - Confédération des Syndicats  
Chrétiens
- De Meeting
- FAIRWORK Belgium
- FGTB Wallonne
- FILIPINIANA-EUROPA vzw
- Maison du Peuple d'Europe
- Medimmigrant
- Le Monde des Possibles asbl
- ORBIT -Thuis in de Wereld van diversiteit en migratie
- Plate-forme Mineurs en exil- Platform Kinderen op de  
vlucht
- Point d'Appui Liege
- Protestant Sociaal Centrum
- Raiz Mirim asbl
- Samahan-Filipino Migrant Workers Union in Belgium
- Sante Mentale & Exclusion Sociale (SMES-Europa aisbl)

- SB OverSeas
- United Protestant Church in Belgium
- UTSOPI
- Vluchtelingen Onthaalgroep Sint-Niklaas (VLOS)

#### BULGARIA

- Center for Legal Aid – Voice in Bulgaria

#### CROATIA

- Coalition for Work with Psychotrauma and Peace

#### CYPRUS

- CyRC
- KISA - Action for Equality, Support, Antiracism

#### CZECHIA

- Association for Integration and Migration
- Consortium of Migrants Assisting Organisations in the  
Czech Republic
- La Strada Czech Republic
- People in Need

#### DENMARK

- Babaylan Denmark - Philippine Women's Network
- Refugees Welcome

#### ESTONIA

- LICHR-Legal Information Centre for Human Rights

#### FINLAND

- Evangelical Lutheran Church of Finland
- Physicians for Social Responsibility
- Refugee Advice Centre
- TAMPEP

#### FRANCE

- Centre Enfants du Monde
- GISTI- Groupe d'Information et de Soutien des Immigrés
- Plateforme Enfants du Monde
- RESF - Réseau éducation sans frontières
- STRASS

#### GEORGIA

- CiDA - Civil Development Agency

#### GERMANY

- Agisra e.V. / Arbeitsgemeinschaft gegen internationale  
sexuelle und rassistische Ausbeutung
- Arbeit und Leben
- BAG Asyl in der Kirche
- Ban Ying
- Flüchtlingsrat Nordrhein Westfalen
- Flüchtlingsrat Niedersachsen e.V.
- Industriegewerkschaft Metall Vorstand
- Jugendliche ohne Grenzen
- KOK e.V. German NGO network against trafficking in  
human beings
- Maisha e.V. African Women in Germany
- Medibüro Kiel e.V.
- MediNetz Bremen
- MediNetz-Koblenz e.V.
- Medinetz Mainz e.V.
- MedinetZ Ulm e.V.
- MediNetz Würzburg e.V.

#### GREECE

- AITIMA
- ARSIS - Association for the Social Support of Youth
- Generation 2.0 RED (Generation 2.0 for Rights, Equality

- and Diversity)
- Greek Forum of Refugees
- Human Rights 360
- Solidarity Now

#### HUNGARY

- Menedék - Hungarian Association for Migrants
- SZEXE

#### IRELAND

- Immigrant Council of Ireland
- Migrant Rights Center Ireland
- Nasc - Irish Immigrant Support Centre
- Sex Workers Alliance Ireland

#### ISRAEL

- HIAS Israel
- Hotline for Refugees and Migrants
- Humanity Crew
- Kav LaOved

#### ITALY

- ASGI - Associazone Studi Giuridici Immigrazione
- CESVI - Cooperazione e Sviluppo Onlus
- DIFFERENZA DONNA
- NAGA-Associazione Volontaria di Assistenza Socio-  
Sanitaria
- SIMM - Società Italiana Medicina delle Migrazioni

#### LUXEMBOURG

- ASTI - Association de Soutien aux Travailleurs Immigres  
asbl

#### MACEDONIA

- LEGIS

#### MALTA

- Aditus
- Jesuit Refugee Service Malta

#### MOROCCO

- Afrique Culture Maroc
- Organisation Démocratique des Travailleurs Immigres au Maroc (ODT)

#### NETHERLANDS

- Dokters van de Wereld
- Huize Agnes
- Indonesian Migrant Workers Union
- La Strada International
- Pauluskerk Vluchtelingenwerk
- Stichting ASKV Amsterdams Solidariteits Komitee Vluchtelingen
- Stichting FairWork
- Stichting LOS
- Stichting PHAROS
- Stichting Ros
- Stichting STIL Utrecht

#### NIGERIA

- Centre for Youth Integrated Development

#### NORWAY

- Helsecenter for papirløse migranter / The Church City Mission in Oslo Health Centre for Undocumented Migrants
- Helsehjelp til papirløse/ Health care to irregular migrants

- Menesker i Limbo
- The Norwegian Centre against Racism

#### POLAND

- Association for Legal Intervention ( Stowarzyszenie Interwencji Prawnej)

#### PORTUGAL

- Associacao de Promotores de Saude, Ambiente e Dese - PROSAUDESC
- JRS - Jesuit Refugee Service Portugal (Servico Jesuita aos Refugiados)
- APAV - Portuguese Association for Victim Support

#### ROMANIA

- SexWorkCall SWC

#### SLOVAKIA

- Centre Mokosha
- Human Rights League

#### SPAIN

- ACCEM - Asociacion Comision Catolica Española de Migraciones
- APAV- Asociacion en Prevencion y Asistencia de la Violencia
- PRIM - Asociación para la Protección e Integración de la Mujer
- Asociación POR TI MUJER
- Asociación Rumiñahui
- Asociacion Salud y Familia
- Caritas Diocesana de Barcelona
- Centro de Investigaciones en Derechos Humanos Pro Igual

- CEPAIM
- Federación Andalucía Acoge
- Federación Red Acoge
- Justicia y Paz, Comisión General de España
- Mujeres Supervivientes
- Red de Apoyo a la mujer inmigrante víctima de violencia de género (Red Aminvi)
- SJME - Servicio Jesuita a Migrantes España
- SOS RACISMO GIPUZKOA

#### SWEDEN

- Afghan Association
- Caritas Sverige
- Immigrant-institute
- Rosengrenska
- Skåne Stadsmission
- Trade Union Center for Undocumented Migrants

#### SWITZERLAND

- Association Promotion Droits Humains
- Berner Berantungsstelle für Sans-papiers
- CCSI - Centre de Contact Suisses-Immigres
- Collectif de soutien aux Sans-papiers de Geneve
- FIZ Fachstelle Frauenhandel und Frauenmigration
- Sans-Papiers Anlaufstelle Zürich
- SIT - Syndicat interprofessionnel des travailleurs et travailleuses
- Solidaritätsnetz Sans-Papiers Bern

#### TOGO

- MARS

#### UNITED KINGDOM

- Coram Children's Legal Centre

- Focus on Labour Exploitation
- Hackney Migrant Centre
- IAS - Immigration Advice Service
- JCWI - Joint Council for the Welfare of Immigrants
- Latin American Women's Rights Service
- Maternity Action
- Migrants Rights Network
- Migrant Voice
- OAID - Oxford Against Immigration Detention
- Praxis Community Projects
- Right to Remain
- SCOT-PEP - Scottish Prostitutes Education Project
- The Detention Forum

#### EUROPEAN AND INTERNATIONAL ORGANISATIONS

- European AIDS Treatment Group
- European Federation of the Community of Sant'Egidio
- ICRSE - International Committee on the Rights of Sex Workers in Europe
- Jesuit Refugee Service - Europe
- MdM - Médecins du Monde International Network
- Pax Christi International
- Quaker Council for European Affairs
- Sante Mentale & Exclusion Sociale (SMES-Europa aisbl)

## Governance and Decision-Making

PICUM has a four-layer governance structure consisting of a General Assembly, Executive Committee, Management Committee and Secretariat.

**The General Assembly (GA)** consists of all PICUM members, who meet annually to vote on important issues concerning PICUM's operations and future planning.

Reporting to the GA, the **Executive Committee (Excom)** supports the steering of PICUM's mission, goals, and objectives. The Excom brings diverse thematic, geographical, and organisational expertise to PICUM's leadership, and ensures the network maintains a relevant, strategic, and effective approach.

PICUM **Management Committee** consists of five members of the Excom and meets in regular intervals to provide support and guidance to the PICUM Secretariat. The Management Committee reports to the Excom.

PICUM **Secretariat** develops and carries out activities in line with PICUM's work plan and the strategic objectives of the organisation. The Secretariat coordinates members in information exchange, dissemination of good practices and strategic networking.



*PICUM staff, board and members were deeply saddened with the loss of one of our founders and honorary chair Pieter Muller in 2020. Pieter was a man with a strong sense of justice, and we will be forever thankful for his commitment to making this world a better place for everyone.*

### Executive Committee (Board)



**Edel McGinley (Chair)**  
Migrant Rights Centre  
Ireland (MRCI)  
Ireland



**Didier Vanderslycke (Treasurer)**  
ORBIT vzw  
Belgium



**Alpha Abdikeeva**  
Pro Igual  
Spain



**Teresa De Gasperis**  
ACCEM  
Spain



**Magda Faltová**  
Association for Integration and Migration  
Czech Republic



**Jan Knockaert**  
FAIRWORK Belgium  
Belgium



**András Kováts**  
Menedék Hungarian Association for Migrants  
Hungary



**Meri Korniloff**  
Physicians for Social Responsibility Finland and Global Clinic  
Finland



**Moussa Sangaré**  
Greek Forum of Refugees  
Greece



**Nathalie Simonnot**  
Médecins du monde  
France



**Adam Weiss**  
European Roma Rights Centre (ERRC)  
Hungary

### Senior Advisers to the Board:



**George Joseph**  
Caritas Sweden  
Sweden



**Franck Düvell**  
Senior Researcher,  
Universität Osnabrück  
Germany

## Staff



**Michele LeVoy**  
Director



**Kadri Soova**  
Deputy Director



**Paul Geeraerts**  
Financial Director



**Lilana Keith**  
Senior Advocacy  
Officer – Labour  
Rights and Labour  
Migration



**Alyna Smith**  
Senior Advocacy  
Officer – Health,  
Justice and Legal  
Strategies



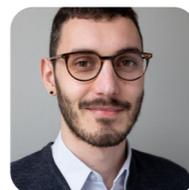
**Laetitia Van der  
Vennet**  
Advocacy Officer –  
Children, Families  
and Youth



**Marta Gionco**  
Advocacy Officer  
– Detention and  
Returns



**Giacomo Manca**  
Policy Officer -  
PICUM/ECRE- EU  
Funding for Inclusion



**Gianluca Cesaro**  
Communications  
Officer



**Chloë Bouvier**  
Multimedia Officer



**Irene Subiri**  
Office Manager

We also wish to thank Roos Van den Bogaard, Davide Mancini and Caterina Rodelli, who were part of our team in 2020 for all of their work, respectively, in the areas of advocacy, communications and administration.



**Roos Van den  
Bogaard**



**Davide Mancini**



**Caterina Rodelli**

## Trainees, Interns and Volunteers

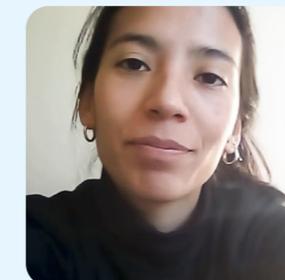
Trainees and interns provide crucial support to PICUM's daily work while gaining hands-on experience with operating a transnational NGO network, supporting member organisations, and promoting policy change.

We would like to thank Saskia Basa, Chloë Bouvier, Abigail Cárdenas Mena, Emer Connor, Raquel Gomez Lopez, Thomas MacPherson, and Robin Verrezen.



▲ *PICUM Communications trainee Robin Verrezen (left) and Advocacy trainee Saskia Basa (center) during a PICUM-ENAR meeting on Racism and Policing.*

▶ *PICUM Advocacy trainee Abigail Cárdenas Mena during a video for PICUM staff's wishes for 2021.*



### PICUM Volunteers

PICUM thanks all its volunteers for their help with translating and proofreading publications and other documents as well as compiling summaries on news developments to the situation of undocumented people during the COVID-19 pandemic:

Bora Balun, Laura Barisone, Ira Bliatka, Ruben Bruynooghe, Anna Calori, Amber Camping, Ilenia Careddu, Juliana Caycedo, Jennifer Chan, Matilde Concetti, Lorenzo De Lucia, Thaís Ferreira de Souza, João Porciuncula do Monte, Murielle Tatiana Ngah Ebode, Nabil El Kaouay, Ifeoma Nneka Emelurumonye, Lucie Fabiano, Neneh Fitzmaurice, Linda Ghirardello, Beatriz Gomez, Giulia Gosi, Dalmar Hamid, Clotilde Ippoliti, Daniela González Iza, Alejandra Ossa Jimenez, Anna-Maria Kountouri, María Paula La Monica, Larisa Lara, Paula Latorre, Ana María Ríos Laverde, Elissavet Lititari, Juan Antonio Pavón Losada, Meray Maddah, Christopher Nwafor, Stephen Omondi, Luis Angel Vazquez Ortiz, Anne-Sophie Palsterman, Gloria Pardo, Isha Patel, Cristina Patriarca, Raquel Peixoto, Jagoda Pietrzak, Ana Pinho, Ryan Plano, Berrak Rasool, Feliciano Rengo, Ana Rocha, Femke Roeke, Sally Rosa, Reason Moses Runyanga, Alèxia Rué, Federica Russo, Chiara Scissa, Cristina Serverius, Anna Helena Smolinska, Aida Jimenez Sola, Jamila Stute, Melissa Syvanen, Susanna Tuccio, Karishma Vaidya, Morgan Cronin-Webb, Jens Willgård.

Thank you to the volunteers who illustrated the stories from the 'Removed' booklet:

Judit Németh-Almási, Catherine, Sabine Craenen, Kathleen Dems, Hanne Haverals, Elisa Lipari, Omeyma Medini, Simona Pasqua.

# Financial Report

January - December 2020

INCOME		EXPENDITURE		
<b>EUROPEAN COMMISSION</b>		<b>611.736,00</b>	<b>STAFF</b>	<b>893.606,00</b>
DG Employment, Social Affairs and Inclusion: "Progress: Framework Partnership For Operating Grants"	580.503,00		<b>ACTIVITIES</b> (Including travel, organization of conferences and meetings, publications)	<b>209.177,00</b>
DG Research & Innovation "Research Social Platform on Migration and Asylum - ReSOMA"	31.233,00			
<b>PRIVATE DONORS</b>		<b>541.012,00</b>	<b>FACILITIES AND ADMINISTRATION</b>	<b>102.490,00</b>
Foundation Open Society Institute (FOSI)	201.000,00			
Adessium	100.000,00			
Oak Foundation	100.000,00			
Sigrid Rausing Trust	74.144,00			
Network European Foundations - European Programme for Integration and Migration (EPIM)	47.118,00			
Anonymous Donor	18.750,00			
<b>MEMBERSHIP FEES</b>		<b>36.225,00</b>		
<b>EXPERT FEES AND OTHER SOURCES</b>		<b>17.127,00</b>		
<b>TOTAL INCOME</b>		<b>1.206.100,00</b>	<b>TOTAL EXPENDITURE</b>	<b>1.205.273,00</b>

In addition to the support provided by PICUM members, we wish to thank the following foundations and institutional donors for their financial support:



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SIGRID RAUSING TRUST





PLATFORM FOR INTERNATIONAL COOPERATION ON  
UNDOCUMENTED MIGRANTS

Rue du Congres / Congresstraat 37-41, post box 5  
1000 Brussels  
Belgium  
Tel: +32/2/210 17 80  
Fax: +32/2/210 17 89  
[info@picum.org](mailto:info@picum.org)  
[www.picum.org](http://www.picum.org)