

Annual Report 2016



 **PICUM**

PLATFORM FOR INTERNATIONAL COOPERATION ON
UNDOCUMENTED MIGRANTS

Who we are

Founded as an initiative of grassroots organisations, the Platform for International Cooperation on Undocumented Migrants (PICUM) represents a network of 148 member organisations working with undocumented migrants in 30 countries.

With over fifteen years 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.

Cover photos: ©PICUM.

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 May 2017. Nevertheless, PICUM cannot accept responsibility for the consequences of its use for other purposes or in other contexts.

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Message from the Chair

By Edel McGinley, PICUM Chair



On behalf of the board of Directors of PICUM it is my privilege to introduce PICUM's Annual Report for 2016. I was delighted to be elected Chair in 2016 and wish to acknowledge the amazing work of the previous chair, Don Flynn to PICUM and to realising the rights of undocumented migrants.

Across the world we are witnessing unprecedented levels of nationalism, political populism, anti-migrant rhetoric, racism and xenophobia. In the past year, the rise of right-wing leaders in Europe have played on people's most basic fears, blaming migrants for all the ills of society.

This deliberate divisiveness threatens the lives of our most vulnerable and is enormously damaging to our communities and societies. We must collectively tackle these harmful agendas head on – urgently.

In this context, it has been a very busy year for PICUM and our members, defending and fighting for the rights of undocumented migrants. PICUM's members are at the heart of our work and with 148 organisations across 30 countries we are extremely proud of our dedicated, connected and strong network.

In 2016, borders and detention remained high on the agenda of PICUM, as we called for human rights safeguards in 'hotspots' and in the process of return. The labour working group, in partnership with the European Trade Union Confederation (ETUC) advanced vital work to safeguard the labour rights of undocumented migrants.

We launched, 'Hear Our Voices' - a beautiful compilation of testimonies from across the membership highlighting the stories of undocumented children and young people and putting their voices centre stage.

The UN summit and global compacts marked a watershed moment in the global governance of migration. The essential work of PICUM saw the New York Deceleration on refugees and migrants take a vital step towards acknowledging the rights and protections of undocumented migrants.

Our commitment to collaboration, alliance building and strengthen partnerships to improve the lives of undocumented migrants was evidence across the year. One such collaboration saw PICUM as part of the European Coalition to End Violence against Women, pressing for the EU's accession to the Istanbul Convention.

PICUM worked hard in 2016 to get its messages of human rights to the public, politicians and the media. Clever storytelling, a TEDx-talk, video, blogs, media engagements, social media, publications, organising and participating in seminars and conferences all played a key part in promoting social justice and the rights of undocumented migrants.

2017 will not doubt present challenges; but PICUM and our members will continue to work tirelessly with and for undocumented migrants to realise their rights.

What We Do

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.



Monitoring
and reporting



Capacity
building



Advocacy



Awareness
raising



Global action on
migrants' rights

2016 Key Highlights



Attended
477
conferences
and meetings

Spoke at
105 events

Held **16**



conferences, workshops
and working groups

Produced

7 publications



PICUM gave input to
43 joint letters,
statements,
submissions and
consultations

Gained

16

new member
organisations

Shaping Global Migration Policy

PICUM was closely involved in the lead-up of the United Nations High Level Summit (HLS) organised by the UN General Assembly in New York to address large movements of refugees and migrants.

PICUM and the Office of the High Commissioner for Human Rights (OHCHR), in collaboration with the UN Special Rapporteur on the Human Rights of Migrants, organised several strategic discussions in Geneva and New York. This included a session jointly organised with the Global Migration Group (GMG), to advance understanding of the need to protect and promote the human rights of migrants in vulnerable situations and in large movements. A report of the GMG summarising the outcomes of the preparatory discussion to the High-Level Summit includes PICUM's input.



Michele LeVoy attended the High-Level summit in September, New York.



PICUM's Director was the civil society keynote speaker on migration in the opening segment of the informal interactive multi-stakeholder hearings held in New York.

A delegation of PICUM staff and members participated in the 9th Global Forum on Migration and Development (GFMD) Civil Society Days in Dhaka, Bangladesh. Together, we engaged in debates on the protection of migrant workers on recruitment and global supply chains, multilateral cooperation and governance of migration and development, and chaired a session on guiding principles and voluntary guidelines on the treatment of migrants in vulnerable situations.



Photo ©International Catholic Migration Commission (ICMC). PICUM Advocacy Officer, Lilana Keith, was rapporteur for the working sessions on the protection of migrant workers on recruitment and global supply chains.

Supporting the Council of Europe to Improve Standards for Immigration Detention



PICUM was selected as one of the 329 non-governmental organisations holding participatory status with the Council of Europe, to represent civil society in a process to codify rules about detention conditions across the region.

Two PICUM members participated alongside government representatives in the Committee of Experts.

They advocated for the end of detention of children, families and other vulnerable groups and put forward key amendments. Once adopted, these codified guidelines have great potential to reduce detention of vulnerable groups and improve the standards of immigration detention in the Council of Europe region.

High-Level Meetings with EU Policymakers

Throughout the year, we continued to strengthen our contact and engagement with policymakers in the European institutions. PICUM met with seven European Commissioners in 2016. In these meetings, we highlighted



As a member of the Human Rights and Democracy Network (HRDN), PICUM's Director Michele LeVoy attended a meeting with European Commission Vice President, Frans Timmermans, to address the EU's internal human rights policy.

the human rights of undocumented migrants, the challenges facing our members and our recommendations for change.

In December, the Human Rights and Democracy Network (HRDN), of which PICUM is a member, delivered a Christmas card and package of reports, including PICUM's publication "Hear Our Voices" to European Commission Vice President, Frans Timmermans.



Engaging at city level

Recognising that cities are often at the forefront in developing policies and practices which impact undocumented migrants' lives directly, we engaged in several high-level dialogues throughout the year.

PICUM's Director, Michele LeVoy was one of few civil society participants at the High Level Forum on cities and migrants organised by UNESCO, the European Coalition of Cities against Racism (ECCAR) and the Marianna V. Vardinoyannis Foundation in Athens, Greece.

We also raised the role cities play facing an increasing population of undocumented migrants at a roundtable organised by the European Commissioner for Regional and Urban Policy (DG REGIO), Corina Crețu, with 10 mayors and vice-mayors from cities across Europe.



The UNESCO event also saw the launch of a handbook which includes several references to the situation of undocumented migrants at city level.

TEDx: Addressing the Impact of Labelling Migrants

An invitation for our Director Michele LeVoy to participate in TEDx Brussels Women was key to increasing PICUM's public profile, and engaging new audiences on the importance of narratives about migration.

PICUM Working Groups

Our member organisations remain our primary source of expertise and insight. Thematic working groups promote, facilitate, and contribute to the sharing of information, resources, and experiences within and between members, so they can improve the quality and impact of their work.

PICUM currently has five thematic working groups: Health Care; Labour Rights; Access to Justice for Undocumented Women; Children and Families; and Borders and Detention, enabling members to convene and engage around a specific issue.

Working groups strengthen the relationships and enhance dialogues between our members working in different countries and contexts, enabling learning and exchange, and encouraging joint actions.



Photo © TEDxBrusselsWomen. Michele LeVoy's TEDx speech offers a personal reflection on the history, politicisation, and media coverage of migration, illustrating how negative framing leads to dehumanisation and denial of rights.



PICUM members are a vital source of expertise on the daily realities of undocumented migrants, and the impact of current policy responses upon their human rights situation.

Borders and Detention



As political pressure to detain and deport more migrants is rising, we are leading calls for greater transparency in detention and deportation procedures, accountability of rights' violations, and an immediate end to detention of children and other vulnerable groups.

Challenging Detention and Deportation Procedures

We continued to challenge the practical and human rights consequences of the EU's return policy, engaging a range of policy makers to ensure the full implementation of human rights safeguards and standards in deportation procedures.

In December, we held a public event in the European Parliament, entitled “Increased deportations: more orderly migration?” The event highlighted that immigration detention and deportation are ineffective in deterring irregular migration, costly for states, and incredibly harmful for the migrants involved.

Visiting Greek Island and ‘Hotspot’

Just before EU member states signed an agreement with Turkey, leaving thousands of migrants stranded on Greek islands, we travelled to Greece to meet with key members and stakeholders.

PICUM held several meetings on the island of Lesbos. These included meetings with the coordinator of the Moria ‘hotspot’ and a representative from the European Commission responsible for the implementation of the hotspots in Greece. We also visited Transit Accommodation Units for unaccompanied children, the Platanos Self-organised Structure and Better Days for Moria camp. With this visit we saw and heard from many different actors about the challenges on the Greek islands and the ‘hotspot’ approach, as well as the community responses of solidarity and mobilisation.

PICUM Advocacy Officer Lilana Keith was one of only two civil society speakers at the European Migration Network (EMN) conference “Rethinking Returns from the EU: Sustainable Returns and Cooperation with Countries of Origin”, in July in Bratislava, Slovakia.



PICUM's working group addressed the increased use of detention and the detention of vulnerable groups.



PICUM members mapped specific procedures of immigration detention and deportation in their countries.



Photo on the left: Several Members of the European Parliament participated in a PICUM event addressing the harmful impacts of detention and deportation.

Labour Rights



All workers should be able to report abuse and exploitation. In 2016, we joined forces with trade unions and developed guidelines on practical mechanisms to make this a reality.

Monitoring Rights and Safeguards for Undocumented Workers

Together with our members, we monitored the implementation of EU standards and safeguards for undocumented workers including receipt of unpaid wages and access to complaints mechanisms. Our data on the implementation of the EU Employers' Sanctions

Directive in Belgium and the Czech Republic found that key safeguards are not being implemented in practice. Our findings were shared with the European Commission and other interested authorities and partners on EU and national level.



PICUM members gave input to guidelines for effective complaints mechanisms and a template to monitor rights and safeguards for undocumented workers.

Photo on the left: Representatives of trade unions and migrant rights organisations discuss unionising undocumented workers at a joint workshop with the European Trade Union Confederation (ETUC).



Guidelines to Develop Effective Complaints Mechanisms

A complaints mechanism is an essential safeguard to preventing labour exploitation and protecting the rights of all workers. We developed guidelines explaining how to make complaints mechanisms work for undocumented workers so they can report abuse and get unpaid wages and compensation if they are exploited.

The leaflet on complaints mechanisms in cases of labour exploitation or abuse was published in English, German, Dutch and Czech.

Engaging with Trade Unions

Participation in trade unions is key to addressing exploitation of undocumented workers. We co-organised a workshop with the European Trade Union Confederation (ETUC) which enabled our respective members to come together to share experiences, exchange successful examples, and discuss common recommendations and advocacy opportunities.



Our members met representatives from the International Labour Organisation (ILO), national trade unions, regional and global trade union confederations to discuss the situation of undocumented migrant workers.

Linking Undocumented Migrants to the EU Social Agenda

The Europe 2020 strategy is the EU's agenda for jobs and growth, which includes targets in the areas of employment, poverty reduction and education. Recognising the need for an inclusive, sustainable, and rights-based approach, we work to ensure that the situation of undocumented migrants is included in this strategy.

These national briefs explore how undocumented migrants can be included in the social targets of the EU 2020. Our German and Spanish members learned how to engage in this process, and actively promoted PICUM's recommendations.



PICUM organised a meeting on the domestic and care work sector with partner organisations. The meeting was attended by representatives working in social inclusion, migrants' rights, and trade unions

Health Care



Everyone should be able to get medical help when needed. Through alliances and partnerships with leading experts, we work to improve access to health care for all migrants.

Promoting Sexual and Reproductive Rights



Photo ©PILnet. The Global Network for Public Interest Law. PICUM was invited by PILnet, the European Midwives Association, Norwegian Red Cross and a number of other key partners to speak about undocumented women's access to sexual and reproductive health care.

In most EU countries, being undocumented means being shut out from the public health system. We put a spotlight on prevailing trends in law and policy, looking at the challenges of accessing sexual and reproductive health care for people who are undocumented.



PICUM published a report analysing undocumented migrants' access to sexual and reproductive health care across Europe, and showcasing positive examples in policy and practice.



Our roundtable discussion in Brussels focused on barriers for undocumented migrants to access sexual and reproductive rights from the perspective of frontline organisations and professionals.

Photo on the left: PICUM co-organised a roundtable on sexual and reproductive health rights (SRHR) with the Center for Reproductive Rights, International Planned Parenthood Federation European Network and Médecins du Monde International Network.

Building Partnerships with Organisations and Health Care Professionals

PICUM's working group on access to health care explored strategies for joint advocacy. We enlisted the European Patients' Forum (EPF), a network of patient organisations across Europe, to share their flagship campaign on access to quality health; and heard from the Standing Committee for European Doctors (CPME), the European network of national medical associations, on how our networks can better cooperate to advance health care access. Due to PICUM's input, the European Patients Forum's campaign now includes patients who are undocumented as a specific group.

PICUM also engaged with international organisations active in the area of migrants' health. For instance, we were among a group of experts consulted by the International Organization for Migration (IOM) to develop consensus guidelines outlining the legal, ethical and policy imperatives for states to adopt inclusive policies on health care that do not discriminate based on residence status. PICUM was also invited to write a guest editorial for WHO's *Public Health and Migration in Europe* newsletter on the role of NGOs in supporting migrants' access to health care.



PICUM's working group engaged with EU and international organisations and medical associations including the Standing Committee for European Doctors (CPME).



We are on the Steering Committee of the Patient Access Partnership (PACT), an initiative spear-headed by patient organisations to improve access to quality health care in Europe. At PACT's first regional conference in Sofia, Bulgaria, PICUM's Advocacy Officer, Alyna Smith, participated on a panel including Bulgaria's Minister of Health.

Photo on the right: A debate we organised in the European Parliament addressed the realities of undocumented youth in the United States and Europe, and also allowed young people to share their own experience.

Undocumented Children



Migrant children's best interests are often ignored in migration procedures. We give a platform to undocumented children and youth to share their experiences.



Exchanging Experiences from the United States and Europe

PICUM and the European Youth Forum organised the event: “Lives in Limbo: Undocumented and Coming of Age: What lessons can Europe draw from the USA?”. The discussion focused on the realities of undocumented youth in the United States, the experiences of organisations working with young migrants in Europe, and agreed on some common lessons for policy and practice. The discussion drew on the findings of research on the situation in the United States of Roberto Gonzales, Assistant Professor, Harvard University Graduate School of Education.

Giving a Voice to Undocumented Children

Undocumented children and youth are themselves often excluded from the debate about their situation and rights. We wanted to make sure that their voices and the voices of the people and organisations supporting them get heard (see also Communications, page 23).

PICUM published the story collection ‘Hear Our Voices - Undocumented Children and Young People Share their Stories’, presenting personal perspectives on the pervasive impacts that immigration control measures can have on well-being and development.



PICUM's working group brainstormed ways to jointly disseminate the collection of stories across Europe.



Our collection brings together a range of individual stories and testimonies of undocumented children and young people in different formats, from around Europe and is available in English, French and Spanish.

Influencing European Policy on Child Rights



PICUM Advocacy Officer, Lilana Keith, addressed undocumented children's rights at the Forum.

The European Forum on the Rights of the Child is organised annually by the European Commission to promote good practice on the rights of the child. Following several joint meetings involving PICUM and the European Commission, the 2016 Forum was dedicated to the protection of children in migration.



PICUM's working group had a mutual learning session on regularisation for undocumented children and young people during their meeting in November.

A joint statement, "Children cannot wait: Seven priority actions to protect children in migration" was signed by 84 organisations, including four UN agencies, and was published and shared with policymakers ahead of the Forum.



PICUM Advocacy Officer, Lilana Keith spoke at Eurochild's conference "Children's Rights Matter: Why Europe needs to invest in children" about migrant children's rights.

Access to Justice for Undocumented Women



All women should be able to approach the justice system without fear. Having ensured the inclusion of undocumented migrants in European standards on rights and protections for victims, we now support members to hold states accountable.

Upholding European Standards on Justice and Services

We continue to give visibility to the shortcomings of national laws and practices against existing standards addressing victims' rights and violence against women. Under the EU Victims' Directive, every victim of crime in Europe should be able to go to the police, to a shelter, to a social worker, for assistance – regardless of their migration status. The Council of Europe Convention on preventing and combating violence against women and domestic violence ('Istanbul Convention') addresses violence against all women, without discrimination based on status.

PICUM was a panelist at the launch of Safety4Sisters' groundbreaking report on migrant women's rights and safety, in Manchester, United Kingdom.



PICUM members reported how discriminatory laws and practices negatively impact undocumented women's lives.

Photo on the left: PICUM's Working Group on Access to Justice for Undocumented Women discussed how EU and international frameworks on women rights can be implemented in practice.

The EU is on the threshold of becoming a party to the Istanbul Convention. As part of the European Coalition to End Violence against Women, we are pressing for the EU's accession to the Convention, which recognises the dignity and rights of all women, regardless of status.

Together with our members from Germany, the UK and the Netherlands, we led a workshop at the annual conference of Women Against Violence Europe (WAVE). Held in October, in Berlin, the event drew participants from the EU institutions, academia, women's rights and social services from across Europe.



PICUM also joined forces with Women Against Violence Europe (WAVE) to launch a campaign to improve access to services and justice for undocumented survivors of violence across Europe.

Advancing International Standards on Women's Rights

PICUM continued to bridge global processes on migration to the local realities of migrant women. We gave detailed input to a public consultation on the Committee on the Elimination of Discrimination against Women (CEDAW) draft General Recommendation no. 19 on violence against women.

CEDAW is the body of independent experts that monitors implementation of the Convention on the Elimination of All Forms of Discrimination against Women.

PICUM board member Carolina Gottardo, Director of the Latin American Women's Rights Services, represented PICUM at an Expert Meeting organised by CEDAW in Geneva. The meeting developed recommendations for addressing women's human rights in the UN Global Compact for Safe, Orderly and Regular Migration.

Communications

Newsletters



700

new subscriptions

Website statistics



80,000

visits

81%

new visitors



156,000

page views

Social media and blogs



1,800

new 'Likes'



850

new followers



7

blog posts

Press releases and statements



13

Media appearances

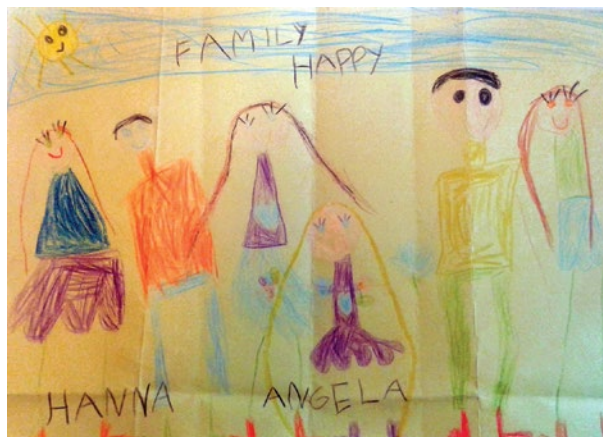


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Storytelling

While migration has been a hot topic in political debates and in the media at EU and national levels, the voices of undocumented migrants and messages of civil society organisations supporting them remain largely unheard.

For more effective communications on how political measures affect the every-day realities of undocumented migrants, PICUM launched a storytelling series sharing testimonies of undocumented children and youth. With the help of our partners, we compiled testimonies in different formats including short stories, poetry, video and drawings and shared them through targeted emailing and social media. This also led to the compilation of the booklet 'Hear Our Voices - Undocumented Children and Young People Share their Stories' (see page 18).



Drawing from PICUM's collection of children's testimonies.

Addressing the Impact of Language

As part of our 'Words Matter' initiative promoting accurate language in reference to undocumented migrants, we continue to raise awareness about the impact of terminology and build narratives to challenge anti-migrant discourse.

PICUM's 'Words Matter' campaign was presented at an expert roundtable of the Office of the United Nations High Commissioner for Human Rights (OHCHR) on 'Changing the public narrative on migration: promoting tolerance and countering xenophobia against migrants' in Geneva which gathered media professionals, representatives of OHCHR, the UN Refugee Agency (UNHCR), and many other organisations.



Photo ©European Institute for Asian Studies. PICUM Communications Officer, Elisabeth Schmidt-Hieber, discussed the impact of discriminatory language alongside journalists at a debate on the role of the media, organised by the European Institute for Asian Studies in cooperation with the University of East Anglia.

PICUM also received several endorsements of its terminology tool at the global level, with the Justice Centre Hong Kong promoting the 'Words Matter' campaign in Asia.

Video

PICUM continued to publish short videos to share its activities and events with a larger audience. We shared an interview with Roberto G. Gonzales, Assistant Professor of Education at Harvard about the situation of undocumented youth in the U.S. (see also Children, page 18) as well as an interview with the spokesperson of the Belgian Kids Parliament.



Ramin is the spokesperson of the Belgian Kids Parliament. He shares his own story in the video and explains the Kids Parliament's migrant youth advocacy.



PICUM's Communications Officer took part in the 3-day summer school on 'campaigning for change' in Ireland, led by the Social Change Initiative together with the Marriage Equality movement.

Membership

PICUM has 148 member organisations in 30 countries, primarily based 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.



Marcel Amiyeto of the Moroccan association Afrique Culture Maroc visited the PICUM secretariat to share developments of the migrants' rights movement in Morocco.

In 2016, the following 16 organisations became PICUM members:

- Afrique Culture Maroc, Morocco
- ARSIS, Association for the Social Support of Youth, Greece
- Austrian Red Cross, Austria
- Detention Action UK, United Kingdom
- Drop-in Center for Undocumented Workers / UNDOK-Anlaufstelle zur gewerkschaftlichen Unterstützung undokumentiert Arbeitender, Austria
- FGTB Wallonne, Belgium
- Human Rights League, Slovakia
- IGAM (Association on Asylum and Migration Research Center), Turkey
- International Committee on the Rights of Sex Workers in Europe (ICRSE)
- Medinetz Mainz e.V., Germany
- Menedék - Hungarian Association for Migrants, Hungary
- Nasc, the Irish Immigrant Support Centre, Ireland
- Plateforme Enfants du Monde, France
- Refugee Advice Centre, Finland
- Sex Workers Alliance Ireland, Ireland
- Soleterre - Strategie di Pace ONLUS, Italy

Annual General Assembly:

PICUM's Annual General Assembly is a key highlight of the year, providing vital opportunities for members to network, engage in EU policy developments, and strategise ways to consolidate their collective evidence and insight on irregular migrants.





The 'Floor is Yours' sessions provided members with the opportunity to lead a discussion on a topic of their choice, with other members.



Around 100 representatives from 24 countries attended PICUM's 2016 General Assembly.

List of PICUM Members

AUSTRIA



BELGIUM



CROATIA



CYPRUS



CZECH REPUBLIC



DENMARK



ESTONIA



FINLAND



FRANCE

Centre Enfants
du Monde



gisti groupe
d'information
et de soutien
des immigrés



Plateforme enfants
du monde

GEORGIA



GREECE



HUNGARY



IRELAND



ISRAEL



ITALY

LUXEMBOURG



MALTA



MOROCCO



NETHERLANDS



het wereldhuis



Kerk
inActie

OKIA-
Ondersteuningskomitee
Illegale Arbeiders



Huize Agnes



PAULUSKERK / OMZO



STIL

NIGERIA



NORWAY



POLAND



PORTUGAL

ADII - Association
for the Rights of
Undocumented
Migrants



SLOVAKIA



SPAIN



SWEDEN



SWITZERLAND



TURKEY



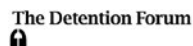
UNITED KINGDOM



COMPAS



Femage World



EUROPEAN and INTERNATIONAL ORGANISATIONS



Governance and Staff

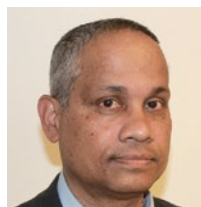
Executive Committee (Board)



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



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



George Joseph
Caritas Sweden,
Sweden



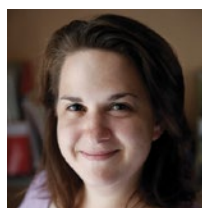
Franck Düvell
Centre on Migration,
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of Oxford, UK



Nathalie Simonnot
Médecins du monde,
France



Jan Knockaert
Organisation for
Undocumented
Workers (O.R.C.A.),
Belgium



Magda Faltová
Association for
Integration and
Migration, Czech
Republic



András Kováts
Menedék Hungarian
Association for
Migrants, Hungary



Behshid Najafi
Agisra e.V., Information
and Counseling
Center for Migrant
and Refugee Women,
Germany



Adam Weiss
European Roma
Rights Centre (ERRC),
Hungary



Board members regularly meet in Brussels for strategic discussions with the PICUM team.



PICUM Secretariat

Standing (from left to right):

Alyna Smith (Advocacy Officer – Health, Legal Strategies and Women)

Lilana Keith (Advocacy Officer – Labour and Children)

Elisabeth Schmidt-Hieber (Communications Officer)

Kadri Soova (Advocacy Officer – Migration Policy)

Eve Geddie (Deputy Director)

Sitting (from left to right):

Michele LeVoy (Director)

Miriam Abdullahi (Membership & Events Coordinator)

Paul Geeraerts (Financial Director)

Trainees, Interns and Volunteers

Trainees and Interns

Trainees and interns provide crucial support to help PICUM realise its objectives. We would like to thank Pauline Chomel, Tara Ohl, Aidan O'Connell, Sofia Al Bidir, and Marta Llonch Valsells for their support and dedication.

Pauline Chomel, Tara Ohl, and Aidan O'Connell supported PICUM's Annual General Assembly.



PICUM Volunteers

PICUM thanks all its volunteers for their help with translating and proofreading newsletters and other documents as well as compiling summaries on news developments.

Abu Sufian
Ada Maria De Angelis
Adriana Ortiz Martinez
Aidan O'Connell
Aizhamal Marat
Alan Desmond
Alberto Favaro
Alejandro Grimoldi
Alessandra Bazzo
Alette van Dijk
Alexandra Micha
Alexandra Reyes
Alèxia Rué
Alice Tusarelli

Alisa Seleznova
Alma Crespi
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Ana Laura Miljevic
Ana Pinho
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Antonio Martinez
Anyia Safronava
Arianna Manzin

Ashleigh Hayman
Asya Pisarevskaya
Azin Emami
Baharan Andishmand
Bart Haerens
Bernadette Doutreligne
Beverly Sharma
Birte Homann
Borja Arrue Astrain
Bradley Rice
Brita Pohl
Camilla Schiaroli
Carla Francesca Salis
Carla Lazaro

Carlotta Petrosino
Cecilia Rolland
Céline Kunnen
Charlotte Ruitinga
Chiara Giordano
Chiara Orsini
Clara Riecke
Cláudia Araújo
Constanze Funck
Cristina García Armenteros
Cristina Orts
Cristina Sánchez Bustamante
Cristina Santos
Csilla Völgyi

| | | | |
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| Daena Costa Neto | Helena Szczodry | Mailin Rose | Renata Bernardo |
| Daniela Rodrigues | Hélisène Habart | Maite Martinez | Ronaldo da Silva |
| Debora Mateus | Ilaria Amadori | Margherita Putrone | Rose NGO Hongla |
| Diana Guerrero | Ilaria Ungaro | Maria Antonia Gonzales | Roxana Negoita |
| Diana Socoliuc | Ilenia Careddu | Maria Chiara Battisti | Ruggero Scaturro |
| Dora Rebelo | Imane Maghrani | Maria Chiara Misciagna | Sally Hole |
| Ekaterina Verma | Ineke Plooi | Maria Covas | Samira Alloui |
| Ekaterina Voronina | Inge van der Helm | Maria Grazia Giuffrida | Sandra Kirsche |
| Elena Novikova | Ioakeim Vravas | Maria Lola Martinez | Sandra Tavares |
| Eleonora Mazzanti | Irene Battaglia | Maria Moreno Níguez | Sandy Schuman |
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| Elisabetta Ferrarini | Jana Liebau | Maria Paula Casado | Sara Vilarelle Paz |
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Financial Report

JANUARY - DECEMBER 2016

| INCOME | | EXPENDITURE | |
|--|-------------------|--|-------------------|
| EUROPEAN COMMISSION | 637.359,00 | STAFF | 604.498,00 |
| DG Employment, Social Affairs and Inclusion: "Progress: Framework Partnership For Operating Grants" | 637.359,00 | ACTIVITIES | 254.778,00 |
| | | (Including travel, organization of conferences and meetings, publications) | |
| PRIVATE DONORS | 219.994,00 | FACILITIES AND ADMINISTRATION | 92.126,00 |
| Sigrid Rausing Trust | 163.293,00 | | |
| Foundation Open Society Institute (FOSI) | 50.634,00 | | |
| Social Change Initiative | 2.291,00 | | |
| Anonymus donor | 3.776,00 | | |
| OTHER DONORS | 90.560,00 | | |
| Swiss Confederation - Department of Foreign Affairs | 90.560,00 | | |
| MEMBERSHIP FEES | 20.427,00 | | |
| EXPERT FEES AND OTHER SOURCES | 26.365,00 | | |
| TOTAL INCOME | 994.705,00 | TOTAL EXPENDITURE | 951.402,00 |

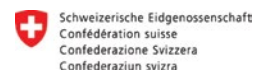
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