



PLATFORM FOR INTERNATIONAL COOPERATION ON UNDOCUMENTED MIGRANTS

2005 - ANNUAL REPORT

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Five Years of PICUM: “Putting Undocumented Migrants on the Map”

In 2005 we celebrated PICUM's fifth anniversary. On this occasion we took the time to reflect on our past, and to take the necessary steps to make the organization ready for the next five years.

Back in 2000, we started this network with a small group of people, most of whom did not have much experience in working on an international level. Because of the increasing “Europeanization” of policies, the need was felt to set up PICUM, a European network of organizations providing assistance to undocumented migrants.

At a time when all governments were prioritizing the fight against illegal migration, it certainly was not an easy task to start working on such a controversial issue as the human rights of undocumented migrants. Nevertheless we have made great progress over the past five years. Here are some of PICUM's main achievements:

- We have managed to establish a network of individuals and grassroots organizations, being a direct link between the (local) level where assistance is provided, and the European level, where policies are made.
- PICUM has become widely known as an expert organization on undocumented migrants in Europe.
- We have established a network of a very broad and diverse range of actors, including activists, researchers, journalists, policy makers, trade unions, teachers, health care staff, and others.
- PICUM has managed to put the issue of undocumented migrants on many agendas, including European policy makers' agendas.

Referring to the title of this preface, I think we have indeed managed to put undocumented migrants on the map of Europe. PICUM is now set to take the next big steps towards further respect of the human rights of undocumented migrants.

For me personally, 2005 was my last year as coordinator of PICUM. It has been a great five years, they were very inspiring and enriching. I have been utterly amazed by the energy, the devotion and the expertise of all the activists making up the network. I am looking forward to see where PICUM will stand in another five years. May the future be bright and shining!

Nele Verbruggen
Former PICUM Coordinator
December 2005

PICUM's Mission

The Platform for International Cooperation on Undocumented Migrants aims at promoting respect for the human rights of undocumented migrants within Europe.

The aim of PICUM is threefold:

- To promote respect for the human rights of undocumented migrants, with a particular emphasis on basic social rights
- To promote the regularization of undocumented migrants
- To promote respect for human rights and humane treatment during the process of involuntary return of undocumented migrants.

PICUM seeks to achieve this aim by:

- Gathering information on law and practice
- Developing a center of expertise with a view to providing the members of PICUM and other interested parties with expertise, advice and support.
- Strengthening networking amongst organizations dealing with undocumented migrants in Europe.
- Formulating recommendations for improving the legal and social position of these migrants, to be presented to the relevant authorities and to the public at large.

1. Advocating for the Respect of the Human Rights of Undocumented Migrants

PICUM works to promote respect for the rights for undocumented migrants and to influence related policies at the European level. Much of its advocacy work has been devoted to promote the rights of undocumented migrants among European policy-makers, NGOs, and the media. PICUM also participates pro-actively in consultations and advocacy events in order to provide recommendations to European institutions and to raise the profile on European agendas concerning issues faced by undocumented migrants.

PICUM continued to mainstream concerns for human rights of undocumented migrants by reaching out to international organizations.

In cooperation with the NGO Migrants Rights International (MRI), PICUM organized the first panel event dedicated explicitly to the human rights of undocumented migrants within the framework of the **UN Commission on Human Rights** in Geneva on 7 April 2005. Participants discussed the realities faced by undocumented migrants in Europe by highlighting their human rights situations and identifying challenges. Best practices were presented, together with responses by European States and civil society in promoting respect for the human rights of undocumented migrants.

The **European Trade Union Confederation (ETUC)**, in collaboration with PICUM and the International Restructuring Education Network Europe (IRENE), held a conference entitled "Out of the Shadows: Organizing Domestic Workers. Towards a Protective Regulatory Framework for Domestic Work," in Brussels on 14-15 April 2005. The conference examined organizing and policy initiatives in the area of domestic work.

During a hearing organized on 17 October 2005 by the **EU Network of Independent Experts in Fundamental Rights**, PICUM reiterated the urgency for European institutions to devote future thematic reports to violations of fundamental rights of undocumented migrants.

PICUM and Caritas Europe held a workshop entitled "Rights of Undocumented Migrants" within the framework of the **European Social Platform** conference on "Building Social Policies on Fundamental Rights," on 11 October 2005.

The **Council of Europe** held a meeting of the Committee of Experts on the Minimum Rights of Irregular Migrants (MG-R-AD) in Strasbourg on 7-8 November 2005. PICUM was invited to present *Ten Ways to Protect Undocumented Migrant Workers* to an audience of state representatives (Portugal, Italy, Poland, Turkey and Russia) and members of the Parliamentary Assembly and the Council of Europe Social Cohesion Department.

PICUM was also invited by the **Organization for Security and Cooperation in Europe (OSCE)** Alliance Against Trafficking in Persons to a Conference on "Human Trafficking for Labor Exploitation/ Forced and Bonded Labor" in Vienna on 7-8 November 2005. Ms. Michele LeVoy, PICUM Researcher/Networker, discussed the findings of PICUM's report at this conference, which brought together government representatives, national coordinators and experts and representatives of

NGOs and IGOs to discuss ways to fight trafficking for labor exploitation and forced and bonded labor.

Advocating for increased awareness of the exploitation and abuse of undocumented workers remains the organisation's top priority.

PICUM provided comprehensive research and advocacy work on the protection of undocumented migrant workers in Europe. On 19 October 2005, PICUM released its report *Ten Ways to Protect Undocumented Migrant Workers* at a reception at the European Parliament. Keynote speakers included MEP Anne Van Lancker (Belgium, Socialist Group in the European Parliament) and Wiebke Düvel, representing the European Trade Union Confederation (ETUC).

More information on PICUM's work on undocumented workers is found under "PICUM's Programs in 2005" in this report.

Pressure is being kept on policy makers to put an end to the disgraceful tendency to penalize people providing assistance to undocumented migrants in need.

In response to the adoption of the European Council Directive on the penalization of assistance to undocumented migrants in 2002, PICUM continued its work on emphasizing civil society support of undocumented migrants in Europe.

As a follow-up to the *Books of Solidarity* published in 2002-2003, PICUM held a workshop in April 2005 on "Criminalization of assistance to undocumented migrants: New European legislation and strategies to defend ourselves." PICUM presented an overview of new legislation in EU Member States since the EU Directive against facilitation of unauthorized entry and residence has been implemented. PICUM pointed out a very disparate application of the directive, as well as its negative effects, and underlined that some actions related to provision of assistance to undocumented migrants should under no circumstances be penalized.

The EU's efforts to develop a common return policy for undocumented migrants require intensive NGO-monitoring.

Following the Green Paper on Return and the Communication on a Community Return Policy on Illegal Residents published in 2002, in September 2005 the European Commission proposed a draft directive on common standards and procedures for returning illegally staying third-country nationals.

Since this directive is a major concern for PICUM and its members, PICUM decided to join a coalition of NGOs in order to deliver its recommendations in a more coordinated and effective way to the European Commission and the Council.

In particular, PICUM has raised several points of concern regarding the draft directive on return policy, focusing on the problematic situation of non-removable migrants. PICUM proposed to remove

the three-year ban on re-entry, the unacceptable expulsion of ill people and other vulnerable groups, and the overall repressive approach of the directive.

PICUM urges policy makers not to neglect the presence of undocumented migrants in Europe while drafting an EU migration policy.

PICUM participated in a consultation process launched by the European Commission in 2005 in order to finalize the Green Paper on Economic Migration. In particular, PICUM asked the Commission to:

- better take into account the presence of undocumented migrants in Europe and the risk of a general downgrading of workers' rights;
- bear in mind that certain systems of legal migration could be so complicated or unrealistic that they would result in an increase of illegal migration;
- advise Member States to include measures for the regularization of current undocumented migrant workers in the new migration policy.

PICUM also participated in a hearing organized by the European Commission and the European Migration Network, established as a governmental network gathering and exchanging data on migration. PICUM welcomed the initiative and underlined in particular that NGOs should be more involved in the network.

If the aim is to increase social cohesion, policy makers need to accept that they cannot exclude undocumented migrants from integration policies.

Following the publication of the European Commission's Common Agenda for Integration Framework COM (2005)389, PICUM provided comments insisting on the urgent integration needs of undocumented migrants, linked to basic social rights such as the right to health care, housing, education for undocumented minors, and fair working conditions.

2. PICUM's Programs in 2005

➤ Protecting Undocumented Workers

The main aim of PICUM's work on the protection of undocumented workers in 2005 was to address the growing problem of exploitation and abuse of these workers in Europe, and illustrate concrete ways they can be protected. PICUM aimed at providing resources that could be used to support and inspire activists, trade unions and policy makers.

The concrete result of this work in 2005 is the report entitled *Ten Ways to Protect Undocumented Migrant Workers*. The report presents detailed information obtained from NGOs, trade unions and other actors working with and advocating for undocumented workers in Europe and in the United States. Grouped in ten actions, a range of methods are presented that can contribute to the aim of respecting the dignity of undocumented migrants as humans and as workers.

Through discussions with researchers, trade unions, international institutions, and NGOs, it has become clear that there is a large and very concrete demand for the information contained in the report. The following are some of the comments made spontaneously by advocates in both Europe and the United States when the report was issued. These comments underline the need for the information contained in the report and its relevance for their work in protecting undocumented workers:

“This is a superb, comprehensive, and well-organized report. A breakthrough report, to be sure.” Frank Sharry, Executive Director of the National Immigration Forum (Washington, DC, USA)

“The report is wonderful. I’m really looking forward to being able to use it in trainings and for lobby visits.” Ana Avendaño, Associate General Counsel and Director of the Immigrant Worker Program at the American Federation of Labor – Congress of Industrial Organizations (AFL-CIO) (Washington, DC, USA)

“While concerned with justice, the report is also pragmatic in making practical suggestions rather than advocating ideal scenarios.” Bridget Anderson, Professor at the Center on Migration, Policy and Society (COMPAS), University of Oxford (UK)

“This report is a great piece of work and is sure to provide an excellent resource for those, such as in my union, who are trying to support migrant workers.” Pauline Doyle, Head of Campaigns at the Transport and General Workers’ Union (T&G) (London, UK)

“This is stupendous work for an improvement in the quality of life of all of us who have been obliged to leave our countries in search of a better future.” Henry Cardona, President of the Collectif des travailleurs et des travailleuses sans statut légal (CTSSL) (Geneva, Switzerland)

It is essential for the next phase of PICUM’s work on this issue to focus on the dissemination of the results of the good practices. The concrete examples contained in the report and the policy recommendations will lead to increased protection of undocumented workers, and to an increased visibility of undocumented workers with all of the various actors involved on the national and European policy levels.

➤ **Access to Health Care for Undocumented Migrants**

The EU Project “Access to Health care for undocumented migrants” started on 15 October 2005 and is partly funded by the European Commission (DG Employment and Social Affairs) in the framework of the Community Action Programme to Combat Social Exclusion.

The objective of the project is to mainstream undocumented migrants into the EU Social Inclusion Strategy by developing a system of reporting on the situation in Member States regarding access to health care for undocumented migrants. EU Member States contribute to this strategy mainly through two-year National Action Plans to combat poverty and social exclusion. This strategy does not consider undocumented migrants as one of its target groups. Therefore, the reporting system developed under this project will be used by NGOs, local authorities and health care specialists to communicate relevant information to their governments. This will draw attention to the need to include undocumented migrants in the whole process, at national and European levels.

The project gathers nineteen partners from eleven EU Member States (Austria, Belgium, France, Germany, Hungary, Italy, the Netherlands, Portugal, Spain, Sweden, the United Kingdom). Partners represent various interests: local authorities, responsible for public health and for implementing health care legislation at the local level; NGOs, representing the demand of undocumented migrants for health care and giving input on specific barriers; and health care professionals, having the obligation to provide care to people requesting medical services.

The first phase of the project has been devoted to the identification of problems faced by undocumented migrants when they try to access health care in the eleven targeted countries. Consequently, research has been carried out on:

- The Social Inclusion Strategy and the role of local actors in the process
- The health systems in 11 EU Member States
- Access to healthcare for undocumented migrants in 11 EU Member States (general overview of law and practice)
- Related projects that have been carried out by other researchers/networks.

The project envisages the drafting of a reporting template conceived as a framework in which all necessary information can be contained and on the basis of which partners will report to national authorities about social exclusion and the lack of access to health care by undocumented migrants. To obtain a comprehensive draft grid/reporting template, three meetings were held in Brussels with NGOs, health experts and local authorities, on 21 November 2005, 5 December 2005 and 12 December 2005. A high degree of motivation and commitment on the project was observed among all partners and experts attending the meetings. In addition, the outcomes of the meetings have proved to be a valuable contribution for further developments in the project.

In 2006 the reporting template will be tested by the partners and main information sources in their countries will be identified. Moreover, several field visits to partner-countries will be organized during this phase with the purpose of getting a broad overview of the situation in the EU, enriching the network, presenting the Social Inclusion Strategy to field partners and collecting additional information.

3. Information & Communication

➤ Newsletter

PICUM continues to diffuse its monthly newsletter on news items and policy developments concerning the basic social rights of undocumented migrants in Europe. The newsletter also includes news items about undocumented migrants in the United States. One section is devoted to migrants who die while trying to enter the European Union or the United States. In addition, upcoming events and publications are listed.

The newsletter is sent to approximately 2,500 subscribers and is available in English and six other languages: French, Spanish, Italian, Portuguese, German and Dutch. The translations are made possible due to a network of volunteer translators based throughout Europe. The newsletter is sent to PICUM's members, to international institutions (Council of Europe, European Economic and Social Council), to policy makers (European parliamentarians, European Commission, national policy makers), to research institutions, journalists, national and international NGOs and many local organizations.

➤ Publications

In 2005, PICUM published the report *Ten Ways to Protect Undocumented Migrant Workers*, which presents detailed information obtained from NGOs, trade unions and other actors working with and advocating for undocumented workers in Europe and in the United States. Grouped in ten actions, a range of methods are presented that can contribute to the aim of respecting the dignity of undocumented migrants as humans and as workers.

PICUM also finalized an overview of "Human Rights Legislation Applicable to Undocumented Migrants in Europe," which summarizes the internationally recognized rights applying to undocumented migrants.

➤ Consultation and Representation

PICUM has maintained productive communication exchanges with its members and has regularly answered specific information requests by undocumented migrants, journalists, students, researchers, NGOs and other organizations.

To further dissemination its message and to promote the human rights of undocumented migrants towards a broader range of actors, PICUM delivered speeches at the following conferences:

- 19 January 2005: Conference on Human Rights and Migration, Brussels
- 25 February 2005: Meeting on undocumented migrants with NGOs and trade unions, Dublin (Ireland)
- 1 April 2005: Speaker for Humanity in Action, European Parliament Internship, Brussels
- 7 April 2005: Parallel Event to the UN Human Rights Commission, organised by PICUM and Migrant Rights International (MRI) in Geneva
- 13-15 April 2005: EAPN Meeting on “Reinforcing the EU Inclusion Strategy”, Luxembourg
- 19 April 2005: Conference on regularisation programs in Europe and the US, organised by the University of Bamberg, Germany
- 4-8 May 2005: UNITED Network Conference on “Dissolving barriers: International Dialogue in Europe” in Italy
- 5 May 2005: Study session on Health and Human Rights of Migrants with Special Emphasis on Undocumented Migrants in Europe, Council of Europe (CoE) and the International Federation of Medical Students’ Associations (IFMSA)
- 11-13 May: Migration and Integration, OECD 2005 Human Dimension Seminar
- 16-20 May: “Improving Outcomes for Nonprofits and Foundations Working with Immigrants and Refugees: A Meeting of the Migration Learning Community,” jointly organized by the Migration Policy Institute (MPI) and Grantmakers Concerned with Immigrants and Refugees (GCIR), Washington, D.C. and Chicago, Illinois, USA.
- 14 June: Hearing on the Green Paper on Economic Migration, organised by the European Commission in Brussels
- 29 June: EPC Multicultural Europe, Steering Committee meeting, Brussels
- 7-8 July: International Conference on “Irregular Migration – Research, Policy and Practice,” organised by Compas, Oxford (UK)
- 9-10 September: Labour Migration Policy in Europe: What can the UK presidency contribute to the discussion about common policies? organized by JCWI
- 30 September: Hearing on the EC Framework on Integration with the European Commission, organized by the European Policy Center, Brussels
- 30 September-2 October: Transcontinental health insurance days, Hamburg, Germany, represented by PICUM member Gisela Penteker.
- 11-12 October: Workshop held by PICUM and Caritas on “Rights of Undocumented Migrants,” within the framework of the European Social Platform conference on “Building Social Policies on Fundamental Rights.”
- 17 October: Hearing on Fundamental Rights During a hearing organized by the EU Network of Independent Experts in Fundamental Rights in Brussels
- 18 October 2005: Schutz der Menschenwürde – eine humanitäre Aufgabe am Beispiel verletzlicher Migrationsgruppen, Bern

- 7-8 November: Conference on “Human Trafficking for Labor Exploitation/Forced and Bonded Labor: Identification – Protection – Prosecution” organised by the Organization for Security and Cooperation in Europe (OSCE) Alliance Against Trafficking in Persons in Vienna
- 7-8 November: Council of Europe, Committee of Experts on the Minimum Rights of Irregular Migrants (MG-R-AD), in Strasbourg
- 1 December: Hearing organized by the European Commission and the European Migration Network, in Brussels
- 2 December: Meeting on emergency care for undocumented migrants, organised by Foyer, Brussels Integration Centre
- 15 December: Hearing on “Protecting the rights of all migrant workers as a tool to enhance development” organised in Geneva by the UN Committee on the Protection of the Rights of All Migrant Workers and the Members of Their Families.

4. Networking

With new members joining PICUM in 2005, PICUM’s network now covers the following countries: Albania, Austria, Belgium, Denmark, Estonia, Finland, France, Germany, Ireland, Italy, the Netherlands, Portugal, Romania, Serbia, Spain, Sweden, Switzerland, Ukraine, the United Kingdom, the United States.

The extension of PICUM’s network to new Member States in Central and Eastern Europe continues with the inclusion of Hungarian partners in the health care project and the active search for members in other new Member States.

On the European level, PICUM is part of the following advocacy networks:

The Social Platform: PICUM has requested observer status within the Platform of European Social NGOs, an alliance of representative European federations and networks of NGOs active in the social sector. The Social Platform promotes social justice and participatory democracy by voicing the concerns of its member organizations. In particular, PICUM participates in the Social Platform’s migration working group.

The European NGO Platform: PICUM participates in meetings of the European NGO Platform and its migration working group. This platform is a loose network of Brussels-based NGOs working in the field of migration and asylum.

The European Platform for Migrant Workers’ Rights (EPMWR): PICUM is a member of the EPMWR, a platform established in early 2005 to promote the ratification by EU Member States of the International Convention for the Protection of the Rights of All Migrant Workers and the Members of Their Families.

The European Anti-Poverty Network (EAPN): PICUM is member of the European Anti-Poverty Network (EAPN), a representative network of non-governmental organizations (NGOs) and groups

involved in the fight against poverty and social exclusion in EU Member States. In particular, PICUM attends regular meetings of European organizations and thematic meetings on migration.

5. Budget and Fundraising

PICUM's projects and core expenses are financed by foundations, partner organizations, fees and international organizations. In 2005, PICUM's budget amounted €180,000.

In 2005, the European Commission provided a grant for the project on access to health care for undocumented migrants. The Action Plan on the Protection of Undocumented Workers was made possible with a grant from the German Marshall Fund of the United States and the following foundations through the NEF (Network of European Foundations): King Baudouin Foundation, Compagnia di San Paolo and the Fundação Luso-Americana.

In 2005, PICUM also received generous financial support from the Bond Zonder Naam and the collective religions in the Netherlands via the PIN Commission. PICUM is grateful for the ongoing support of other individuals and organizations without which its work on behalf of undocumented migrants would not be possible.

PICUM has been working on a more structured and sustainable fundraising strategy, which should be finalized and implemented in 2006.

6. PICUM's Structure

General Assembly

PICUM's Annual General Assembly meeting was held on 8-9 April 2005 in Antwerp, Belgium.

During the Annual General Assembly meeting, PICUM reported on the progress of its Action Plan on the Protection of Undocumented Workers, focusing on good practices in protecting undocumented workers from exploitation and abuse, and aiming at increasing knowledge of social partners. PICUM also introduced its new EC-funded project aimed at improving the access of undocumented migrants to health care. Advocacy work towards the UN and the European institutions was presented, with a particular focus on the European Directive on a common return policy for the EU and the EU Green Paper on Economic Migration (see comments in first section of this report). The General Assembly also discussed PICUM's organizational reforms and extension of PICUM's network.

The Executive Committee

PICUM's Executive Committee met three times in Brussels (11-12 March, 2 July, 23-24 September 2005). The following members served in 2005:

- *Johan Wets, HIVA (Belgium) – Chair*
- *Didier Vanderslycke, ORCA (Belgium) – Vice-Chair*
- *Don Flynn, JCWI (United Kingdom)*
- *Franck Düvell, Medinetz Bremen (Germany)*
- *Lisa Gagni, CESTIM (Italy)*
- *Carmelita Barnes, Samahan (Belgium)*
- *George Joseph, Caritas (Sweden)*
- *Pede Saya, Nieuwe Sporen door Utrecht (The Netherlands) (Co-opted)*

PICUM Affiliated Members

ACCEM, Department of European Affairs – Spain
AEAH (Asociación Emprendedora de Acciones u Ayudas Humanitarias) – Spain
Agisra - Köln – Germany
ASKV (Amsterdams Solidariteits Komitee Vluchtelingen) – Netherlands
Asociación Pro Derechos Humanos de Andalucía – Spain
Babaylan Denmark - Philippine Women's Network – Denmark
BAG Asyl in der Kirche – Germany
Casa dei Diritti Sociali – Italy
Centro Pueblos Unidos - Spain
Commissie Justitia et Pax Nederland – Netherlands
De Loodsen V.Z.W. – Belgium
De Meeting vzw – Belgium
December 18 – Belgium
Diakonie - Evangelischer Flüchtlingsdienst Österreich – Austria
Ecumenical Ministry for Filipinos Abroad (EMFA) – Netherlands
Europäisches Bürgerforum in der BRD - Germany
FCEI - Federazione delle Chiese Evangeliche in Italia - Servizio Rifugiati e Migranti – Italy
Felicitas – Serbia
Filipino Chaplaincy – Belgium
Flüchtlingsgruppe Dreifaltigkeit – Switzerland
Flüchtlingsrat Kreis Coesfeld – Germany
Flüchtlingsrat Nordrhein Westfalen - Germany
Foyer – Belgium
GISTI – France
God's Time Ministries Trust - United Kingdom
Haven (De Acht) – Belgium
Human Too - United Kingdom
Immigrant Council of Ireland – Ireland
Immigration Advisory Service - United Kingdom
Interculturalia intercultural studies and research – Spain
IPPNW/Förderverein Niedersächsischer Flüchtlingsrat e.V. – Germany
Jesuit Refugee Service - Europe – Belgium
Jesuit Refugee Service Portugal (JRS) – Portugal

Joint Council for the Welfare of Immigrants - United Kingdom
 Kerkwerk Multicultureel Samenleven – Belgium
 Le Monde des Possibles ASBL - Belgium
 Legal Information Centre for Human Rights – Estonia
 Medinetz Bremen – Germany
 Medimmigrant – Belgium
 Netwerk Religieuzen voor Vluchtelingen – Netherlands
 OKIA – Netherlands
 OR.C.A. - Organisatie voor Clandestiene Arbeidsmigranten – Belgium
 Oriëntatiepunt Gezondheidszorg Oost - Vlaanderen – Belgium
 Pax Christi Deutschland – Germany
 Pax Christi International – Belgium
 PHAROS – Netherlands
 Point d'Appui - Belgium
 PRO ASYL – Germany
 Protestant Sociaal Centrum – Belgium
 Quaker Council for European Affairs – Belgium
 Samahan - Filipino Migrant Workers Union in Belgium – Belgium
 Sozialdienst Dreifaltigkeit – Switzerland
 Stichting INLIA - Zeeland – Netherlands
 Stichting LOS – Netherlands
 Stichting Search web – Netherlands
 Syndicat interprofessionnel des travailleurs et travailleuses (SIT) - Switzerland
 UNITED for Intercultural Action – Netherlands
 Verenigde Protestantse Kerk in België – Belgium
 Vluchtelingen Onthaalgroep Sint - Niklaas – Belgium
 VMC - Vlaams Minderheden Centrum – Belgium

PICUM's Ordinary Members

Alain Lafère – Belgium
 Amanda Shah - Immigration Advisory Service - United Kingdom
 Andi Pacurar - Romanian Forum for Refugees & Migrants – Romania
 Antje Helbig - Germany
 Camila Rodrigues - Jesuit Refugee Service Portugal (JRS) – Portugal
 Carmelita Barnes - Samahan - Belgium
 Caroline Meijers - European Civic Forum – Switzerland
 Connie Van Den Broeck - KCW – Netherlands
 Daniel Calero Davyt - Church of Sweden, Diocese of Stockholm – Sweden
 Denise Charlton - Immigrant Council of Ireland – Ireland
 Didier Vanderslycke - KMS - Belgium
 Dimitry Neuckens - VMC - Vlaams Minderheden Centrum - Belgium
 Dirk van Daele - Foyer – Belgium
 Dominique van Huystee - Stichting LOS – Netherlands
 Don Flynn - Joint Council for the Welfare of Immigrants - United Kingdom
 Eberhardt Vorbrodt – Germany
 Egheosa Osagumwengie Jesuorobo - God's Time Ministries Trust - United Kingdom
 Elisa Gagni - CESTIM - Italy
 Elizabeth Halasz - FARR - Swedish Network of Asylum and Refugee and Support Groups – Sweden

Ellen Druyts - Medisch Steunpunt Mensen Zonder Papieren – Belgium
 Eric Somers - VMC - Vlaams Minderheden Centrum – Belgium
 Eric Wynants - Point d'Appui Liège – Belgium
 Franck Düvell - Medinetz Bremen - Germany
 Fred Stangelaar - Netwerk religieuzen voor Vluchtelingen – Netherlands
 Frits P.M. Florin - Adviseur KNR - PIN – Netherlands
 George Joseph - Caritas Sverige - Sweden
 Gill Baden - Barbed Wire Britain - United Kingdom
 Gisela Penteker - IPPNW - Förderverein Niedersächsischer Flüchtlingsrat e.V. – Germany
 Gommert Burger - Stichting INLIA - Zeeland – Netherlands
 Goos Minderman - CCME – Netherlands
 Guillermo Alex Campusano Avica – Sweden
 Hans Arwert - Dienstencentrum SOW - MDO Binnenland – Netherlands
 Helen Schwenken - Universität Gesamthochschule Kassel – Germany
 Hildegard Grosse - BAG Asyl in der Kirche – Germany
 Holk Stobbe - Universität Göttingen – Germany
 Hilikka Becker - Immigrant Council of Ireland – Ireland
 Imma Mata Burgarolas - Cáritas Diocesana de Barcelona – Spain
 Jan Stuyt SJ - Jesuit Refugee Service - Europe – Belgium
 Jennifer Monahan - Human Too - United Kingdom
 Johan Wets - HIVA - Hoger Instituut Voor de Arbeid - Belgium
 Joris Baeyens – Belgium
 Manuel Rodriguez Lopez - AEAH (Asociación Emprendedora de Acciones u Ayudas Humanitarias) – Spain
 Margret Müller - Flüchtlingsrat Kreis Coesfeld – Germany
 Marielle Delorme - Cimade – France
 Mark Barwick - Pax Christi International – Belgium
 Martin van Egmond - Sozialdienst Dreifaltigkeit – Switzerland
 Michael Stoffels - Flüchtlingsrat Nordrhein Westfalen – Germany
 Monica van Berkum - Pharos – Netherlands
 Myriam Defeyter (1) - December 18 – Belgium
 Myriam Vanvinckenroye - Oriëntatiepunt Gezondheidszorg Oost - Vlanderen – Belgium
 Patrick Taran - ILO International Migration Branch – Switzerland
 Paul Lansu - Pax Christi International – Belgium
 Paulien Muller - School of Human Rights Research, Faculty of Law, Utrecht University – Netherlands
 Pedé Saya - Nieuwe Sporen door Utrecht – Netherlands
 Piet Janssen - VMC - Vlaams Minderheden Centrum – Belgium
 Pieter Muller – Netherlands
 Rafael Lara Batlleria - Asociación Pro Derechos Humanos de Andalucía – Spain
 Rian Ederveen - Stichting LOS – Netherlands
 Robin van Puyenbroeck - ING – Belgium
 Roelien Postma – Netherlands
 Roman Romero - Ortuno - United Kingdom
 Sjoerd van de Goorberg - Netherlands
 Tetty Rooze - Protestant Sociaal Centrum – Belgium
 Thanasis Apostolou – Netherlands
 Ute Hausmann - FIAN – Germany
 Vania Lesic - Felicitas – Serbia
 Wilfried Gepts - Pax Christi International – Belgium
 Willem - Jan van Wijk - Vluchtelingen In De Knel – Netherlands

Wolfgang Müller - Flüchtlingsrat Kreis Coesfeld – Germany
Yves Bocklandt - Bond Zonder Naam - Belgium

PICUM's Organizational Reform

After five years of existence, PICUM went through some organizational reforms in order to make its structure clearer and more efficient. A draft revised organizational plan was adopted, with the top of PICUM's hierarchy composed of its members, steering the Executive Committee headed by the chairperson. PICUM's secretariat will be headed by a director responsible to the Executive Committee (formerly "Board") and to the Management Committee (formerly "Office Committee") responsible for financial management, internal office procedures and legal obligations.

- The director is responsible for maintaining and developing PICUM's role as a leading organization regarding the protection of human rights of undocumented migrants in Europe, based on PICUM's mission statement.
- The researcher/networker is responsible for PICUM's research work.
- The administrator is responsible for PICUM's general administration and reports to the director. The director can assign the administrator the administration of specific projects. The administrator does not bear final responsibility for the accuracy of financial statements and for financial management; this responsibility lies with the Executive Committee.

PICUM's Executive Committee has to provide strategic advice and oversight in the implementation of the strategic plan. It carries responsibility for legal and financial duties as specified in the statutes and rules and regulations. The Executive Committee also ensures that the general work of the organization is in line with PICUM's mission. The skill set groupings identified as important for the Executive Committee include:

- Organizational development: including experience of change management, financial, fundraising and legal issues, and human resource issues.
- Migration: including an insight and experience of the lived reality, the policy development process in the area of migration.
- Community sector: including knowledge of the community sector, experience and knowledge of social exclusion.

Management Committee meetings are convened every month to monitor ongoing implementation on behalf of the Executive Committee in selected areas, such as staffing and finance.

The Executive Committee can decide to install ad hoc groups for a certain period, composed of Executive Committee members and external experts. For example, a fundraising committee could be established along with the new fundraising strategy (see below).

The PICUM chairperson ensures that PICUM operates along its strategic plan, provides guidance to the PICUM director and engages in fundraising activities. To do so, the chair seeks advice from the Executive Committee and reports back to the members on this committee.

The PICUM treasurer provides guidance on the financial management of the organization, in terms of expenditure and income generation, but also in relation to management of funds, repayment of loans and accounting. The treasurer is a member of the Executive Committee and will therefore be involved in various discussions ranging from policy issues to action plans.

PICUM's Staff and Volunteers in 2005

In 2005, PICUM's **staff** consisted of Nele Verbruggen (Coordinator), Michele LeVoy (Researcher/Networker) and Angela Gegg (Administrative Assistant). Sara Collantes and Christine Lenz joined PICUM in October 2005 respectively as Project Manager and Project Assistant of the Health care project. Serge Ducrocq and Nanna Gram served as interns for PICUM respectively from January until June and from July until September 2005.

The following professionals served on the **Steering Committee for the Action Plan on the Protection of Undocumented Workers**:

Bridget Anderson (Kalayaan, Institute of Social Anthropology, University of Oxford, United Kingdom), Nicholas Bell (Forum Civique Européen), Marijke Bijl (OKIA, Netherlands), Norbert Cyrus (Polish Social Council, Germany), Anna Gallagher (Instituto de Derechos Humanos Pedro Arrupe, Spain), Antoine Math (Institut de Recherches Economiques et Sociales, France), Reyes Castillo (Asociación Comisión Católica Española de Migración), Josh Bernstein (National Immigration Law Center), Yongmi Schibel (Migration Policy Group), Paul Schoukens (European Institute for Social Security), Catelene Passchier (European Trade Union Confederation).

PICUM relies on volunteers throughout Europe (as well as in other continents) to translate and proofread its monthly newsletter from English to six languages: French, Spanish, Italian, Portuguese, German and Dutch. The following individuals were actively involved in the **translation and/or proofreading of the newsletter** in 2005:

Alessandra Fontana, Aida Luz Arostegui, Alexandra Figueiredo, Alexandra Kiil Nielsen, Anja Hartwig, Ann Vyvey, Anne Stalfort, Antonella Murphy, Brita Pohl, Camilla Amati, Carine Nieuweling, Carmen Gonzalez, Caroline Glaude, Caroline Meulders, Christian Desert, Christiane Dressler, Cinzia Sechi, Cristina Borrega, Daniel Sorrosal, Davy Drieghe, Diana de Esch, Diane Sifflet, Emmanuelle Liessens, Fabian Küster, Fabrice van Michel, Fernanda Martins, Hannah Thuijs, Hans Fonteyn, Isabel Allain, Isabel Cangas, Isabelle Mirambet, Jeronimo Lemos de Freitas Filho, Jora Verbeke, Josiane Dawson, Juan Velasco, Julio Victoria, Karlien Verstegen, Katleen Maes, Lorenza Mola, Lynn Symoens, Margret Müller, Marieke Vantieghem, Mario Dias, Marjan Reynaert, Mathieu Perdereau, Mieke Vandebussche, Mien de Graeve, Miguel Barrios, Pascale Liessens, Patricia Abarca de la Fuente, Raffaella Puggioni, Ricardo Lázaro, Rosemunde van Brakel, Ruth Garcia Calderin, Sara Segurado, Stéphanie Fonseca, Valeska Huber and Yongmi Schibel.

PICUM is also indebted to a number of **volunteers who transcribed the interviews** that were an important basis for the report *Ten Ways to Protect Undocumented Migrant Workers*:

Ilke Adam, Gabriela Barrera, Bart Bauwens, Tom van Brussel, Vanessa Cappalonga, Alessandra Fontana, Bram Goris, Michael Laird, Thomas Lau, Jeronimo Lemos de Freitas Filho, Inge Parys, Brita Pohl, Fernando Scheller, Cristina Serverius, Daniel Sorrosal, Gudrun van Bell and Juan Velasco.

In recognition of the work done by our volunteer translators and interns, PICUM organised a thank-you event on November 19, 2005, in Brussels.