



PICUM

For undocumented migrants,
for social justice.

Annual
Report 2023

Who we are

PICUM, the Platform for International Cooperation on Undocumented Migrants, was founded in 2001 as an initiative of grassroots organisations, and today is a network of 158 member organisations working with undocumented migrants in 31 countries.

With over two decades of experience and expertise, PICUM promotes recognition of the human rights of undocumented people and people with insecure residence status and provides an essential link between local realities and the debates taking place at within institutions of the United Nations, the Council of Europe, and the European Union.

Every effort has been made to verify the accuracy of the information contained in this report.

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Message from the Director

2023 saw a flurry of **hostile migration measures** across Europe – and reaffirmed the importance of a strong network fighting for migrant justice.

France passed what civil society has called “the most repressive immigration law since the end of World War 2” while Germany adopted a law to facilitate deportations. Italy and Albania sealed an agreement that would see Italy building and operating a reception and a detention centre in Albania for people rescued at sea. The UK adopted the “Illegal Migration Bill”, which was criticised by UN agencies for “extinguish[ing] access to asylum for anyone who arrives in the UK irregularly”, and is pursuing a deal with Rwanda to send asylum seekers there for the processing of their asylum claims.

Finland is now proposing to roll back health care rights for undocumented people and Sweden is restricting access to residence and work permits as new right-wing governments took power in both countries. Sweden is also considering obliging public sector workers to report undocumented people they may encounter.

At the EU level, lawmakers reached a political deal on the **EU Migration Pact**, which is expected to increase de-facto detention and lower safeguards for anyone coming to Europe without valid travel or residence papers. At the end of 2023, we joined a group of NGOs to coordinate communications work around the harms of the EU Migration Pact, which resulted in wide coverage of our joint concerns in European regional and national outlets.

Hostile migration policies and laws go in the direction of more **criminalisation of migration**, and of **solidarity with migrants**. Proposed EU legislation criminalising the facilitation of entry, transit or stay fails to explicitly exonerate humanitarian actions in a binding provision. At the start of 2023, we launched our first annual report on the criminalisation of solidarity with migrants, which attracted significant attention by MEPs, journalists, academics and civil society organisations.

Such criminalisation and the overall lack of safe regular routes push people into ever more dangerous journeys and contribute to making the central **Mediterranean** the deadliest migration route on Earth. With the June Pylos shipwreck leaving over 500 people dead, 2023 was the deadliest year since 2017.

Ever bigger labour shortages across the EU spurred some debate around the need for **labour migration**. We highlighted the importance of **decent work permits** in targeted op-eds and we published case studies on labour migration policies and work permits in several countries, assessing to what extent key pathways promote decent work and social inclusion.

We continued to work intensively to influence the revision of the **Single Permit Directive**, the EU labour migration law with the most potential to improve the situation of migrant workers across the region. The political deal over this Directive improves key aspects of the single permit application procedure and rights of migrant workers.

Regularisation was also proposed by some decision makers as an option to fill labour shortages, including in Belgium and France. The Greek Parliament adopted legislation which could grant residence and work permits to around 30,000 undocumented workers, while a petition for a broad regularisation was tabled to the Spanish Congress.

But in a context of high polarisation around migration in Europe, regularisation can be a hard sell to governments and voters. We produced a toolkit discussing the use of value-based narratives to campaign more effectively for fair regularisation measures, and launched a report where we discuss the benefits of

By Michele LeVoy



regularisation for undocumented people and for society.

While the EU finally accessed the Istanbul Convention on **violence against women**, we worked with members and partners to influence key EU laws on gender-based violence, **victims' rights** and **anti-trafficking** with a view to introducing meaningful protections for undocumented people.

Throughout 2023, we continued to work closely with a diverse coalition on the **AI Act**, an EU law to regulate artificial intelligence. We pushed for unacceptable uses to be banned, and surveillance technology and other harmful uses to be subject to safeguards, transparency and oversight.

As you go through our Annual Report, do check out our new website, which embeds our new visual identity, better explains our mission and shows the breadth and growth of our work, and is easier to navigate.

Michele LeVoy

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 evidence-gathering and advocacy for a humane and informed response to undocumented migrants' realities and provides a platform to engage policy makers and the public in the full realisation of their rights.



219

People attended our seminar on racial profiling, policing and immigration control



22

Reports and publications



24

Consultations and statements



17

Meetings for PICUM members

What We Do

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

Children, families and youth

Undocumented children

Our work on undocumented children and families has two main facets: one focused on poverty alleviation through access to services, and the other on safeguarding children from the harm done to them by migration policies.

In 2023, we continued following the implementation of an important poverty-alleviation policy, the European Child Guarantee. This is a commitment of member states to give all children at risk of poverty or social exclusion free and/or effective access to a set of services. We reviewed the national action plans as they were published and engaged with the national Child Guarantee Coordinators through the EU Alliance for Investing in Children. We worked with the European Parliament to secure a resolution denouncing the invisibility of children in migration in most of the member states' plans, and calling for stronger monitoring mechanisms.

We launched a report on undocumented families' access to early childhood education and care, one of the five services included in the European Child Guarantee. We discussed the report, which covers Finland, Greece, France, The Netherlands and

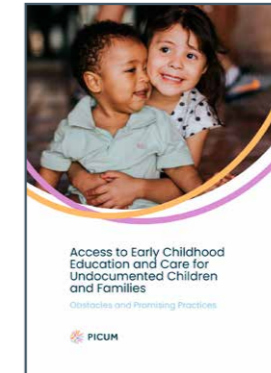
Portugal, with European Commission's policymakers and were invited to give input on the Commission's structural indicators tracking access to early childhood education and care.

In parallel, we continued advocating for better safeguards for children in migration. We published a brief that addresses how integrated child protection

systems can help protect children in migration, which fed into the Commission's consultation for a Recommendation on integrated child protection systems.

As negotiations around the EU Pact on Migration and Asylum advanced, we focused closely on how children would be affected. Together with leading child rights and migration organisations, we advocated for child

rights safeguards in policy meetings for months and we sent a joint letter to the Council and the European Parliament in November with recommendations to protect the safety and well-being of children. Despite our continued work, EU lawmakers agreed on a Pact that will harm children by subjecting them to detention and coerced fingerprinting, and lacks necessary child rights safeguards.



Undocumented young people

For thousands of migrant children and young people in Europe, turning 18 means transitioning into an uncertain future, with too few resources to navigate this phase of their life. A safe transition into adulthood means that undocumented young people can (continue to) access support and services, including housing and health care, after turning 18. It also means that they can access clear pathways to a secure residence permit.

In 2023, we continued to work on ensuring a safe transition into adulthood for undocumented youth. Our 2022 research on the topic was discussed at several events organised by the Council of Europe and is often referenced by civil society and governments alike. We continued to map out promising practices concerning children's transition into adulthood across Europe,

and brought together civil society organisations from France, Greece and Italy to exchange and learn about different experiences.

We want policies that consider the people most affected by them. An important step towards achieving this is supporting undocumented and formerly undocumented young people who would like to participate in advocacy and policy-making processes. To help us get there, we published a toolkit on lessons learned in supporting undocumented young people advocating for change, which builds on discussions with civil society groups at a workshop we organised in 2022.

[↪ Civil society organisations meeting in Paris](#)



Criminalisation of migration and solidarity

Criminal law, sanctions and enforcement-based policies are often used against migrants and those who help them, and to address smuggling and trafficking in human beings, often conflating the two phenomena. This leads to more, not less, harm and suffering.

In March 2023, we launched our first annual report of cases of criminalisation of solidarity with migrants. This report, based on extensive media monitoring we carried out in cooperation with our network of volunteers, is the only ongoing Europe-wide independent monitoring of cases of criminalisation of solidarity with migrants. We communicated extensively the launch on social media, where posts were widely shared by

In 2023, we continued monitoring cases of criminalisation of solidarity with migrants across Europe, as well as cases of non-judicial harassment of NGOs. We also expanded our research into cases of criminalisation of migrants for the sole fact of crossing borders irregularly.



civil society, EU policy-makers and public officials. Our press release resulted in coverage of key findings on EU Observer, El Salto (Spain), OpenMigration (Italy), and ORF (Austria). This research was referenced by both the Fundamental Rights Agency and the Council of Europe's Human Rights Commissioner in separate reports.



Digital technologies

AI Act

Digital technologies and artificial intelligence are increasingly used to surveil and restrict people who cross the EU's external borders and racialised communities within its borders. In 2021, the European Commission proposed a new instrument to regulate artificial intelligence in the EU (the "AI Act") that recognised some uses of AI in migration as "high risk" to fundamental rights, but failed to properly protect people from several harmful uses.

In 2023, we continued our work with a diverse coalition of partners working on digital rights, migrant rights and racial justice to press for legislation that prioritises the fundamental rights of all, and adequately regulates (and where necessary, bans) uses of AI technology that are harmful – including the use of pseudo-scientific approaches like lie detectors used at the border, automated risk assessments that reinforce discriminatory assumptions, and the use of biometric tools to identify people that risk increased racial profiling in our communities. Our coalition initially had support from the European Parliament for many of its demands - but in the negotiation process with member states many of the Act's protections were undermined through loopholes for migration and law enforcement authorities.



EU funding

PICUM has a partnership with the European Council on Refugees and Exiles (ECRE) to do joint advocacy for an increase of EU funding dedicated to the social inclusion of migrant communities in Europe and to improve the inclusiveness and effectiveness of such funding.

In 2023, with over two years of delay, the EU funding national programmes entered in their implementation phase. We organised a closed-door policy roundtable in Paris in cooperation with ECRE and Forum Réfugiés to discuss issues related to the implementation of the Asylum, Migration and Integration Fund (AMIF) and the European Social Fund Plus (ESF+) in France and the EU. The meeting drew participants from national civil society organisations, the European Commission, and relevant French ministries.

Throughout the year, we continued to advocate for fundamental rights conditionality of EU funding for actions in the areas of migration, asylum, inclusion, and border management. We published a joint

PICUM-ECRE policy note analysing the obligations of EU institutions to ensure that EU funds are used in compliance with the Charter of Fundamental Rights, as well as opportunities for civil society organisations to contribute to their accountability. We organised a public

roundtable in Brussels on fundamental rights compliance of EU funding with participants from civil society organisations, national and EU institutions, and academia. The event was followed by a workshop for ECRE and PICUM members on practical avenues for addressing fundamental rights abuses in EU-funded activities inside the EU.

In September, in the context of the revision of the EU long-term budget for 2021-2027, with ECRE, we published a joint policy note with key recommendations to improve safeguards and ensure that available resources address gaps of support to migrants and their access to social inclusion services. We discussed this analysis with permanent representations to the EU to influence the ongoing debate at political and technical levels.



➤ Public roundtable on fundamental rights compliance of EU funding

Gender equality

Violence against women

The EU's proposed directive on violence against women and domestic violence was published in March 2022, and included provisions on access to services and support for women who have experienced violence. However, the proposal only established a partial protection from immigration control for those who engage with law enforcement.

We continued to advocate throughout 2023 with partners for legislation inclusive and responsive to the needs of all women, regardless of residence status, and called for the inclusion of text addressing violence and harassment in the workplace. We collaborated

closely with an informal coalition on gender-based violence and released a joint statement in September 2023. We were able to get provisions that would improve access to justice, support, and protection in the European Parliament position on the proposed directive, including the prohibition for law enforcement to share data about the victim's residence status with immigration authorities.



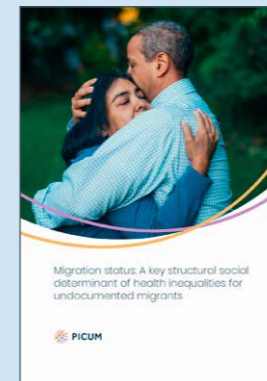
↘ *PICUM Members Exchange supporting migrant women victims of gender-based violence. London, July 2023.*



Health and social rights

Social determinants of health

For many, being undocumented means having little or no access to health care and living and working in conditions that lead to poorer health. In 2023, we published a report that looks at the impact of migration status on health inequalities, and how policies and standards from the World Health Organisation and European Union consider such status as a social determinant of health.



We continued to engage with various health spaces, including the UN Migration working group on health, the Nobody Left Outside Initiative, the EU Health Policy Platform Meeting, the European Public Health Alliance, and the European Sex Workers

Rights Alliance's new network on sex work and health. Despite contributing to the European Commission's public call for evidence on its comprehensive approach to mental health, the final policy fails to address the impact of the EU's migration policies on the mental health of undocumented people.

Data sharing with immigration enforcement

For undocumented people, accessing public services like courts, hospitals and even schools may expose them to risks of detention and deportation, as their data might be shared by public bodies with immigration enforcement authorities.



In 2023, we followed developments in Finland and Sweden, where new coalition governments including right-wing parties announced intentions to enhance data sharing between public services, including schools, with immigration enforcement authorities. We supported the advocacy efforts of national partners and brought attention to these developments in a blog written for our website by Swedish researchers.

Justice and policing

Victims of crime

In addition to being at risk of being targeted by law enforcement for immigration control, being undocumented often means being at greater risk of coercion and abuse, and having fewer options for support, protection, and safety. In 2023, we worked to influence the European Commission's proposal to revise the Victims' Rights Directive, which sets out minimum rights for victims of crime, including victims

of gender-based violence and exploitation. We contributed to the European Commission's public consultation, met with European Parliament rapporteurs, and coordinated advocacy efforts with members and partners to include meaningful protections for undocumented victims from risks of immigration enforcement when they choose to report abuse. This legislative file is being finalised in 2024.

Racism, policing and immigration control

Across Europe, policing and immigration enforcement are increasingly interconnected, disproportionately harming people coming to Europe and communities of colour already living in Europe.

In November, we co-organised a legal seminar with Equinox Initiative for Racial Justice to discuss these trends and to foster deeper collaboration across migrant justice and racial justice movements. Through five panels, experts from European and national civil society, academics and public officials spoke about the interplay between racism and harms experienced by undocumented people, the conflation of immigration and criminal law, racial profiling for immigration control, and strategies to challenge all this.

→ Emmanuel Achiri (ENAR) at the legal seminar

↳ Jenniver Kamau (International Women* Space), Sarah Chander (Equinox) and MEP Saskia Bricmont at the legal seminar



Migration enforcement and procedures

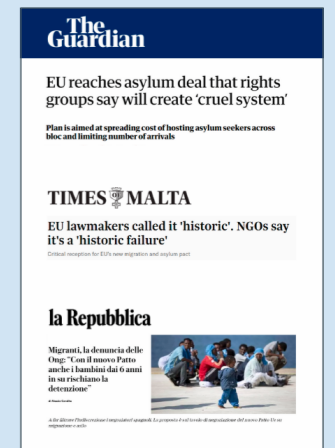
EU Migration Pact

The EU Pact on Migration and Asylum is a policy document that sets out the EU's agenda on migration for the years to come and a package of legislative proposals and recommendations. The Pact was presented by the European Commission in September 2020. Its various legislative proposals underwent interinstitutional negotiations until a final political deal was reached in December 2023.

At the end of 2023, we joined other leading human rights organisations in coordinating communications and press work around the EU Migration Pact and its harmful provisions. Together, we denounced the further entrenchment of "pushbacks" at borders, the expected increase in the use of detention across Europe, including of children and families, the focus on deportations while lowering procedural safeguards,

the deepening of "externalisation" policies where European migration control is outsourced to third countries without scope for accountability, and risks of racial profiling.

Press coverage widely quoted civil society concerns about likely human rights violations in notable media outlets including Politico, Euronews and The Guardian, as well as many national outlets, challenging the EU's narrative of this Pact as a "historic deal" to manage migration.





← Michele LeVoy,
PICUM Director, on
Euronews

Community-based migration procedures

EU and national level policies increasingly focus on returns and deportations as the only option for undocumented people. In our advocacy, we highlighted the need for fair procedures that allow people to apply for existing national and EU residence permits, and to live in the community while the procedures are ongoing. This approach informed our work on the EU legislative reforms as well as work with members and partners at the national level, including with the European Alternatives to Detention Network.

We also published FAQs on the principle of non-refoulement in the context of the EU Pact on Migration and Asylum, which explains why there should be other options for undocumented people beyond asylum.

Regularisation and residence permits

Regularisation

For an undocumented person, regularisation means getting a residence permit to stay in the country they already live in. This residence permit may allow them to work with a regular contract, access public services, and report abuse without risking detention and deportation. Regularisation is one of the most effective tools to foster the inclusion of undocumented people and make sure their rights are respected.

We held a webinar with the UN Special Rapporteur on the Human Rights of Migrants, Felipe González Morales, to launch our global report on nearly 80 regularisation measures in 19 countries, and how they further the social inclusion and access to rights for

undocumented people. The report includes a checklist of ten key elements to consider for designing and implementing fair, effective and humane regularisation measures.

We documented national regularisation measures and campaigns in blogs, including on the impact of Spain's 2022 reforms regarding unaccompanied children, successful campaigns in Malta, Switzerland, Belgium and Ireland, Greece's new migration code and measures to ease access to residence permits for undocumented youth, and the impact of regularisation on people in Geneva, Switzerland.



↪ Workshop on campaigning for regularisation

Despite its clear benefits, regularisation can be a hard sell to governments and voters. In October 2023, we brought together members of our task force on regularisation and people with lived experience to discuss the use of value-based narratives to campaign more effectively for fair regularisation measures for a short toolkit.

In parallel, we released a short animation showing the benefits of regularisation for both individuals and society following the stories of three fictional characters.



➤ Webinar held by PICUM with Michele Levoy (PICUM), Neil Bruton (MRCI), Felipe González Morales (UNSR on the Human Rights of Migrants) and Alberto Pasquero (ASGI)



Barriers to regularisation: administrative fees and other costs

Administrative fees are commonly asked for when applying or renewing for a permit, translating documents, and so forth. People applying for a residence permit may also need to pay for lawyers and travel and take time off work, often losing pay. All these costs can quickly become a barrier for people wishing to access a residence permit.

We published a brief on the use of administrative fees in residence procedures in Europe in June, which looks at practices in 11 countries, including 9 EU member states. In it, we call on governments to review and (re) design regularisation measures to ensure that they are affordable and do not create additional barriers.

Temporary Protection Directive (Ukraine)

As the war in Ukraine entered its second year, we continued to monitor developments regarding social and permit policies impacting the people who fled. Through regular meetings with our members, we discussed their response, needs and experience in relation to the war and people affected.

In 2023, we mapped out the pros and cons of possible scenarios for displaced people after the Temporary Protection Directive expires in March 2025. This desk research, informed by our members, will form the basis of advocacy and coordination work in 2024 to ensure that people who fled the conflict will not transition to an undocumented life.



➤ Toolkit on narratives around regularisation

Work

Protections against exploitation

Being a migrant worker in Europe often means not being paid the minimum wage, working in extremely poor conditions, and being exposed to harm. Workers who try to stand up for their rights risk detention and deportation.

Together with the International Labour Organisation, we organised a closed-door expert roundtable with representatives from national governments to discuss promising practices to support undocumented or precarious migrant workers to access remedies. We condensed reflections from labour inspectorates and government authorities into two video interviews.

We further discussed undocumented workers' labour rights and the need for effective mechanisms for

complaint and remedy in closed meetings organised by the European Commission, primarily aimed at member state authorities. We also engaged with labour inspection authorities in meetings around issues facing posted migrant workers to exercise their labour rights and access justice, and on cooperation between labour authorities and NGOs.

While PICUM's involvement in these spaces has not yet led to direct improvements in the implementation of complaints mechanisms, the dedication of space to the issue, in key dialogues with relevant authorities marks a recognition of the challenges and development in the debate.

→ *Taskforce meeting on effective complaints mechanisms*

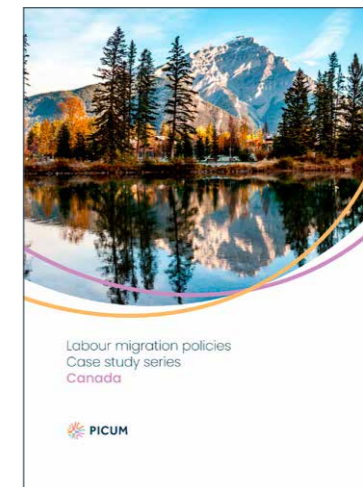


Labour migration

We continued to work intensively to influence the revision of the Single Permit Directive to improve the situation of migrant workers. We worked closely with researchers to carry out interviews with single permit holders in Belgium, Czech Republic, and Spain, to bring their perspectives into the policy debates. Findings from this research were covered in key Brussels outlets, including Politico, EU Observer and Social Europe.

This combination of communications and advocacy activities, along with coordination with members and partners, contributed to significant improvements to the current directive. The final political deal ameliorates key aspects of the single permit application procedure and rights of migrant workers, including the right to change employer and access to labour complaints mechanisms. No real advancements were achieved, despite our efforts, in the scope of workers included or access to social protection and social security, and the possibility to discriminate against migrant workers in their access to housing has been maintained.

We published a case study on Canada's labour migration policies, assessing how they compare to our recommendations to promote decent work and social inclusion. The case study focuses on a work permit for workers who experience or at risk of exploitation by their employer, and two programmes for caregivers to access permanent residence in Canada, which are particularly relevant for comparison and learning in Europe. We also deepened analysis of Sweden's labour migration policy in a blog highlighting key strengths and concerns in light of new restrictions that came into effect in November 2023.



Au-pairs

Au-pairs are often not adequately paid, and have limited access to stable permits, social protection, and professional support. We published a report about their situation, focusing on working conditions and pay, access to equal treatment, social services, and social protection; permits and related procedures;

and the role of agencies – in comparison with EU legal standards. The report drew on inputs from PICUM members in Belgium, Germany, Luxembourg, and the Netherlands to bring attention to the challenges facing this group of young migrant workers (often women).

Elevating the voices of migrant workers

Throughout 2023, we carried out various activities to engage with and provide a platform for migrant workers to share their experiences, perspectives and calls for change and develop self-advocacy. We continued to report on the ongoing campaign led by undocumented domestic workers in Brussels for fair working conditions and work permits, including demonstrations around and hearings at the Brussels regional parliament. Around Labour Day, we posted videos of undocumented workers sharing their perspectives and experiences at work, as well as their calls for residence and work permits. We supported migrant activists in Belgium and Greece to discuss, respectively, EU advocacy around their priorities for change and complaints mechanisms for workers.



➤ *Tarik and Said sharing their experiences as undocumented workers*

We organised a public screening of documentary “Mama Illegal” in Brussels, which tells the story of three women who left a small town in Moldavia to work in Austria as cleaners and send money to their

family and children back home. The documentary shows how living and working without papers makes their life even harder. The screening was followed by a short debate with Brussels-based activists.



➤ *Discussion following the movie screening with Michele LeVoy (PICUM), Omar Garcia (FAIRWORK Belgium) and representatives from the Domestic Workers' League*

Funding on migrant workers' rights

In 2023, we launched a sub-granting programme to support member organisations' national efforts in the area of labour, with the support of the Robert Bosch Foundation. The sub-granting programme includes two strands: one to support longstanding work on labour rights and labour migration, and another to provide seed funding for work in these areas. A sub-granting committee composed of representatives from PICUM's Board, staff and membership, and from

the Robert Bosch Foundation was established to co-create and oversee the sub-granting programme. A total of eleven PICUM members across nine countries in Europe were awarded grants, with most projects starting in the third quarter of 2023. We supported a range of projects, covering work on labour exploitation to supporting workers to organise to initiatives to help people to know their labour rights and to access the labour market.

Researching irregular migration

PICUM is a partner in four Horizon Europe research projects on irregular migration financed by DG Research of the European Commission.

Finding Agreement in Return (FAiR) and Motivations, experiences and consequences of returns and readmissions policy: revealing and developing effective alternatives (MORE) both address the governance of return and readmission of undocumented migrants in Europe and in several non-EU countries. Amongst other objectives, the projects seek to explore new solutions for people who cannot be returned, including suspension of deportation and regularisation.

Measuring Irregular Migration (MIrreM) focuses on methods to estimate numbers of flows and stocks and related policies across 20 countries. The project puts a special focus on regularisation policies and their impact: we will develop recommendations on the topic, designed through a multistakeholder process and resulting in a handbook.

DignityFIRM studies the working and living conditions of migrant workers in food-related labour markets such as agriculture or delivery riders, in seven countries. In this project, our role focuses on participatory action research, an approach that recognises the agency of migrants as active research actors.

With the collaboration of PICUM members with experience on the approach, we created guidelines for the active inclusion of undocumented migrants, which we will put in practice in some of our research projects.

We are also part of the Advisory Board of Protecting Irregular Migrants in Europe (PRIME), which analyses the conditions of and politics around undocumented migrants.

As a civil society partner, we participate in these projects to ensure research is informed by the lived experience of undocumented people as well as by the latest policy developments in this area, and to promote evidence-based migration policy making.

MIrreM will conclude in 2025, while DignityFIRM, FAiR and MORE are expected to run for three years until 2026.





14,900

Followers on Facebook



12,400

Subscribers to the newsletter



14,700

Followers on LinkedIn



85

Media appearances



13,500

Followers on X



22

Blogs and press releases



2,400

Followers on Instagram

Communications

New website and visual identity

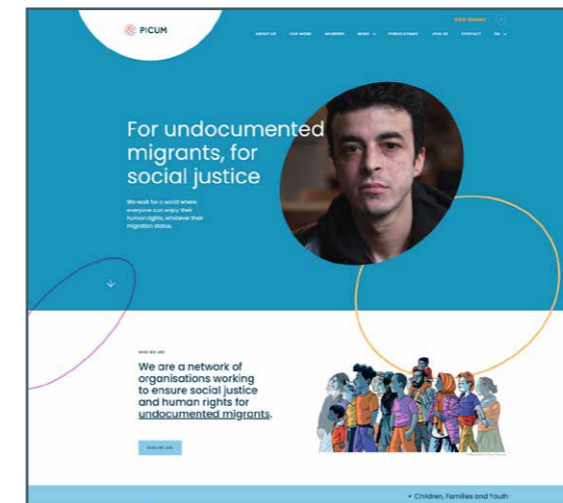
In 2023, we launched PICUM's new website, which embeds our new visual identity, better explains our mission, reflects the breadth and growth of our work and is easier to navigate. In the last quarter

of 2023, the website registered over 23,000 visitors and received positive feedback from members and partners alike.

Social media and newsletter

Throughout the year, our communications team continued to put significant effort into producing regular, timely and tailored content for our social media. As a result of this work, social media followership grew on LinkedIn, X, and Instagram. Our followership on both X and LinkedIn are mostly composed of representatives from civil society organisations, academics, and officials from international, EU and national bodies.

The readership of our monthly newsletters doubled in just four months, growing from just over 6,000 to over 12,000 subscribers from September to December 2023 thanks to visual revamping (including a new name "The Migration Papers" and tagline) and to embedding in our LinkedIn page, with the LinkedIn version of our newsletter now having more 6,000 subscribers.



Media relations

In 2023, we responded to 41 media inquiries and requests for interviews, and secured 86 pieces of media coverage, including seven op-eds, marking almost a triple increase from 2022. We registered key coverage on international and European outlets such as Brussels Times, EU Observer, Euronews, InfoMigrants, and Social Europe, encompassing topics such as labour migration and work permits, the criminalisation of solidarity with migrants,

counter-smuggling policies and the EU Migration Pact. Much of the coverage on national newspapers revolved around the EU Migration Pact or criminalisation of solidarity, for instance on ORF (Austria), La Libre (Belgium), Le Monde (France), ANSA (Italy), Avvenire (Italy), Internazionale (Italy), La Repubblica (Italy), Times of Malta (Malta), El Diario (Spain), The Guardian (UK).

Narratives and framing

We updated our Words Matter page to broaden the scope of our campaign for humane language around irregular migration and undocumented people, to encompass not only strict terminology (“illegal” vs undocumented) but also broader framing. In particular, we underline the importance of highlighting the systemic factors that push people into irregularity and that make “regular” migration inaccessible for many. In September 2023, we joined an online session organised by the International Training Centre of the International Labour Organisation as part of their course on “Communicating on Labour Migration and

Mobility”, where we discussed our Words Matter campaign and our perspectives on narratives and terminology in the field of labour migration with journalists and communicators.

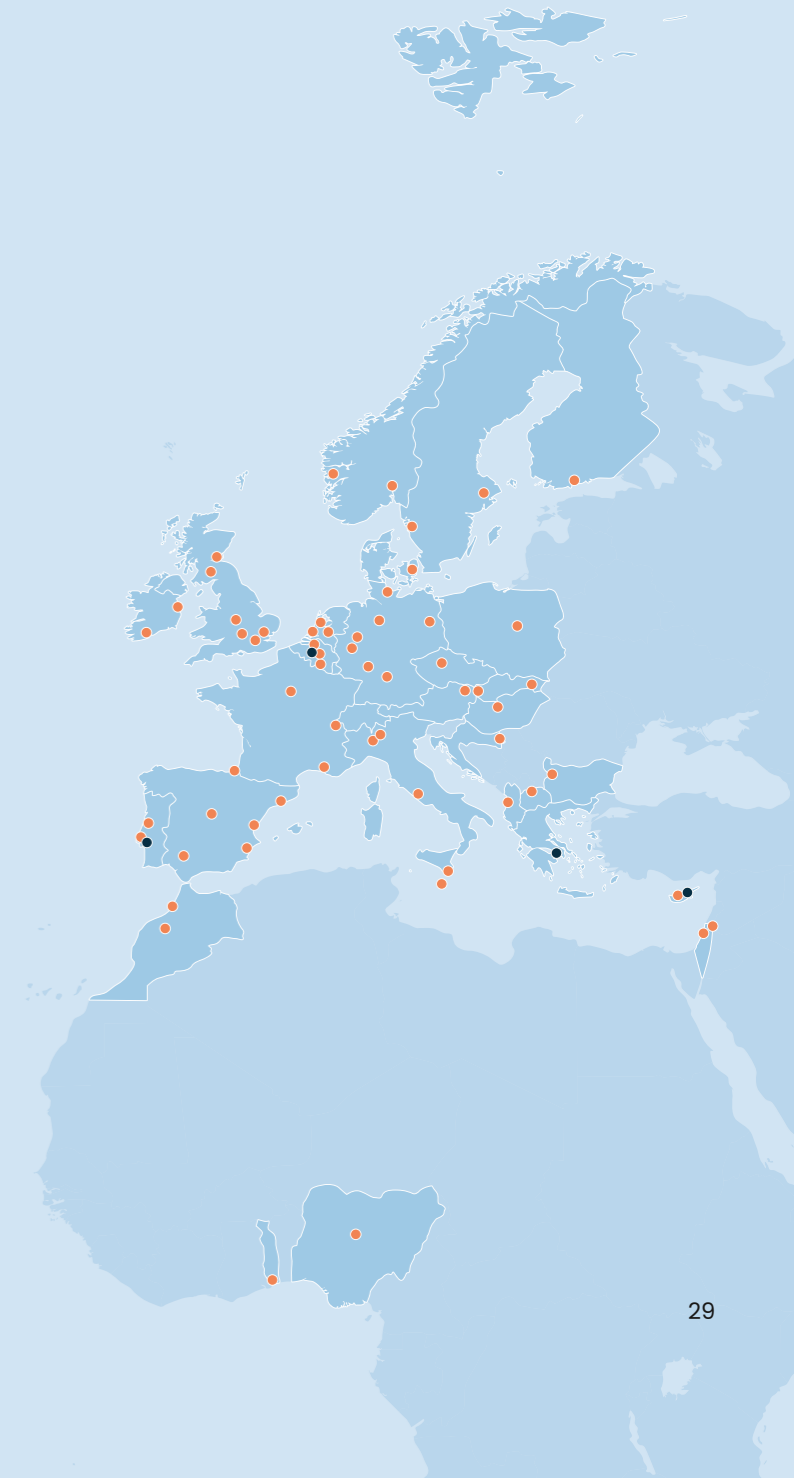
Membership

PICUM has 158 member organisations in 31 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.

New members in 2023

In 2023, the following four organisations became PICUM members:

- Generation for Change (Cyprus)
- Ivorian Community of Greece (Greece)
- SIEMPRE (Belgium)
- União de Refugiados em Portugal (Portugal)



ALBANIA

- Initiative ARSIS

AUSTRIA

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

BELGIUM

- ADC Memorial
- Atlas
- CIRE - Coordination et Initiatives pour Réfugiés et Etrangers
- CSC Brussels-Hal Vilvoorde - Confédération des Syndicats Chrétiens
- De Meeting
- FAIRWORK Belgium
- FILIPINIANA~EUROPA vzw
- JRS Belgium
- Maison du Peuple d'Europe
- MDM - Médecins du Monde Belgique
- Le Monde des Possibles asbl
- Move Coalition
- ORBIT -Thuis in de Wereld van diversiteit en migratie
- Plate-forme Mineurs en exil- Platform Kinderen op de vlucht
- Point d'Appui Liege
- Samahan-Filipino Migrant Workers Union in Belgium
- Sante Mentale & Exclusion Sociale (SMES-Europa aisbl)

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

BULGARIA

- Center for Legal Aid – Voice in Bulgaria

CROATIA

- Coalition for Work with Psychotrauma and Peace

CYPRUS

- CyRC
- Generation for Change
- 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

DENMARK

- Babaylan Denmark - Philippine Women's Network
- Red Cross Health Clinic for Undocumented Migrants
- Refugees Welcome

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
- RESF - Réseau éducation sans frontières
- STRASS

GERMANY

- Agisra e.V. / Arbeitsgemeinschaft gegen internationale sexuelle und rassistische Ausbeutung
- Arbeit und Leben
- BAG Asyl in der Kirche
- Ban Ying
- 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

- 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
- Ivorian Community of Greece
- Solidarity Now

HUNGARY

- Menedék - Hungarian Association for Migrants

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
- Kav LaOved

ITALY

- ASGI - Associazione Studi Giuridici Immigrazione
- 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
- 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

- Helsehjelp til papirløse/ Health care to irregular migrants
- 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
- União de Refugiados em Portugal

SLOVAKIA

- Centre Mokosha
- Human Rights League

SPAIN

- ACCEM - Asociacion Comision Catolica Española de Migraciones
- Asociación Red de Mujeres Latinoamericanas y del Caribe
- APAV- Asociacion en Prevencion y Asistencia de la Violencia
- Asociación POR TI MUJER
- Asociación Rumiñahui
- Asociacion Salud y Familia
- Centro de Investigaciones en Derechos Humanos Pro Igual

- CEPAIM
- Federación Andalucía Acoge
- Federación Red Acoge
- Fundación Salud por Derecho
- 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
- Swedish Red Cross
- Rosengrenska
- Trade Union Center for Undocumented Migrants

SWITZERLAND

- Association Promotion Droits Humains
- Berner Beratungsstelle 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
- 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
- Rerouting initiative CIC
- 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

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 **Board** supports the steering of PICUM's mission, goals, and objectives. The Board brings diverse thematic, geographical, and organisational expertise to PICUM's leadership, and ensures the network maintains a relevant, strategic, and effective approach.

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

PICUM's **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.

Executive Committee (Board)



Jan Knockaert
(Chair)
FAIRWORK
Belgium



Didier Vanderslycke
(Treasurer)
ORBIT vzw
Belgium



Teresa De Gasperis
ACCEM
Spain



Magda Faltová
Association for
Integration and
Migration
Czech Republic



András Kováts
Menedék
Hungarian
Association for
Migrants
Hungary



Nazek Ramadan
Migrant Voice
United Kingdom



Moussa Sangaré
Greek Forum of
Refugees
Greece



Adam Weiss
Expert member
Belgium



Franck Düvell
Senior Researcher,
Universität
Osnabrück
Germany



George Joseph
Caritas Sweden
Sweden

Staff



Michele LeVoy
Director



Alyna Smith
Deputy Director



Paul Geeraerts
Financial Director



Orsolya Nemeth-Kilinc
Project and Finance Officer



Lilana Keith
Senior Advocacy Officer – Labour Rights and Labour Migration



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



Marta Gionco
Senior Advocacy Officer – Migration Policy



Louise Bonneau
Advocacy Officer – Justice, Health, and Racial Equality



Silvia Carta
Advocacy Officer



Chiara Catelli
Policy Officer (PICUM/ECRE)



Imanol Legarda
Project Officer



Davide Gnes
Project Officer



Gianluca Cesaro
Communications Officer



Chloë Bouvier
Multimedia Officer



Irene Subiri
Administration and Events Manager



➤ PICUM staff during their annual team activity

PICUM Trainees

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 Louise Cottrel Allué, Hanne Deckmyn, Emilie Noël and Naike Rosini.

➔ *Naike Rosini, Communications and Events trainee, and Hanne Deckmyn, Advocacy trainee, at our Legal Seminar.*



PICUM Volunteers

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Financial Report

January - December 2023

INCOME

EUROPEAN COMMISSION		860,436.00
DG Employment, Social Affairs and Inclusion: "Easi: Framework Partnership For Operating Grants - Aim Up"	791,916.00	
European Research Executive Agency: "Measuring Irregular Migration and related Policies - MirreM"	31,731.00	
"Dignity for Irregular Migrants in EU Farm2Fork Labour Markets - DIGNITY FIRM"	21,143.00	
"Finding Agreement in Return - FAIR"	5,937.00	
"Motivations, Experiences and Consequences of Returns and Readmissions Policy: Revealing and Developing Effective Alternatives - MORE"	7,458.00	
DG for Justice and Consumers: "Victims with Irregular migration Status' sAfe Reporting of Crimes - VISA RoC"	2,251.00	
PRIVATE DONORS		599,777.00
Robert Bosch Stiftung	161,705.00	
Oak Foundation	106,107.00	
Open Society Foundation	127,850.00	
Adessium	100,000.00	
European Artificial Intelligence Fund - Network European Foundations	65,408.00	
European Programme for Integration and Migration (EPIM) - Network European Foundations (NEF)	22,557.00	
Porticus	16,150.00	
MEMBERSHIP FEES		47,075.00
EXPERT FEES AND OTHER SOURCES		28,823.00
TOTAL INCOME		1,536,111.00

EXPENDITURE

STAFF	1,075,748.00
ACTIVITIES <i>(Including travel, organization of conferences and meetings, publications)</i>	309,748.00
FACILITIES AND ADMINISTRATION	121,793.00
TOTAL EXPENDITURE	1,507,289.00

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PICUM

For undocumented migrants,
for social justice.