



PICUM

Annual
Report 2024

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 32 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

By Michele LeVoy

At the EU level, 2024 was a key year with elections in the European Parliament in June and a new European Commission in place by the end of the year. The EU elections ushered new far right cohorts in the European Parliament: three far right parliamentary groups now make up roughly a third of the hemicycle.

These results confirmed a generalised surge of far-right forces across Europe in national elections and polls and huge political pressure on the European Commission to harden EU migration policies, especially to speed up and escalate deportations and to green-light externalisation deals (such as the UK-Rwanda deal which was finally quashed by UK courts for violating human rights and international law, and the Italy-Albania deal).

The criminalisation of migration and solidarity with migrants continues and is expected to worsen with proposed EU legislation to counter “migrant smuggling” and with national initiatives to introduce reporting obligations for public workers. Various countries, like Finland, France and Portugal are considering measures to restrict access to health care for undocumented people.

Many civil society organisations, including several of our members, report increasing levels of harassment and administrative and funding obstacles to carry out their work.

Ever deeper labour shortages are pushing governments across the political spectrum to open more spots for non-EU migrant workers.

These work permits are still too few and too restrictive and often leave migrant workers at the mercy of exploitative employers. But this overall trend reveals Europe’s dual approach in presenting migration as a problem to be stopped, while quietly recognising that it is direly needed for Europe’s continued prosperity.

Despite persisting problems of exclusion and labour exploitation, Spain’s political leadership conveyed a more positive discourse around migration and was one of few major European countries in 2024 which adopted more progressive policies on migration. Openings to regularisation measures were made possible also thanks to the tireless campaigning of strong movements like RegularizaciónYa!

Times are hard. But we take strength from the incredible work of our members, and we are proud to support them to do it. Moving forward, it will be crucial to strengthen the resilience of our network, build large coalitions and join forces to promote the change we want to see.



Michele LeVoy

Message from the Chair

By Jan Knockaert

2024 has been an intense and important year for PICUM and for its board.

In 2024, we kick started PICUM's Strategic process to define what we want to do and how in the next few years. We kicked it off with a two-day retreat in March, where staff and board members identified and discussed key political trends in an increasingly hostile environment, and opportunities and challenges for the organisation. A series of strategic questions were then brought to members for further debate and reflection at the May 2024 General Assembly. PICUM was supported in this process by an external consultant, who led the design of and facilitated discussions at the retreat and contributed to designing the General Assembly agenda.

This enabled us to carve out future directions for PICUM's work based on an evaluation of our PICUM's work and positioning, its strengths and achievements, as well as the opportunity and necessity for new approaches to confront, collectively, an increasingly challenging and hostile political environment.

At the organisational level, we took forward a commitment made at the PICUM General Assembly in 2023 for the board to deepen its awareness and understanding of diversity and equity approaches.

In particular, the Board worked with a recognised specialist in anti-oppression to identify areas where PICUM can implement measures that advance our values of equity and inclusion. We started to implement some of these measures, including in relation to the recruitment process for vacancies in PICUM's Board. We also committed to enabling interpretation from English to French and Spanish for board meetings as of 2025.

It's with great pleasure that we welcome new board members who were elected at an extraordinary general assembly that took place in November 2024 and who took up their duties in early 2025: Louma Albik (SB Overseas, Belgium); Lucy Polo Castillo (Red Latinas/Por Ti Mujer, Spain); Rubén Romero Masegosa (Fundación Cepaim, Spain) and Matti Wirehag (Rosengrenska Stiftelsen, Sweden). And we extend our warmest thanks to Didier Vanderslycke (ORBIT vzw, Belgium) who stepped down from PICUM's board at the 2024 General Assembly, after accompanying PICUM with strength and kindness since its foundation.



A handwritten signature in blue ink, appearing to be 'Jan Knockaert'.

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.

In 2024



12

Reports and publications



21

Consultations and statements



20

Meetings for PICUM members

What We Do

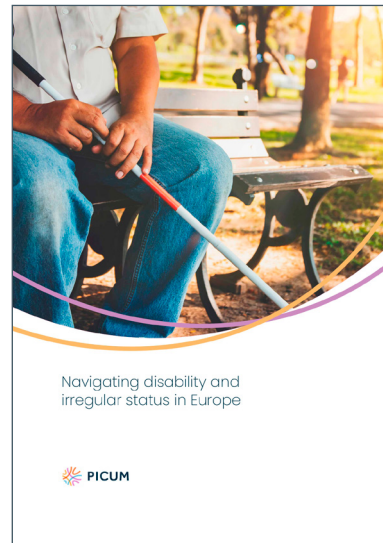
- Monitoring and Reporting
- Capacity Building
- Advocacy
- Awareness Raising
- Global Action on Migrants' Rights

Anti-poverty, social inclusion and housing

In 2024, we kicked off a two-year collaboration with the European Federation of National Organisations Working with the Homeless (FEANTSA), to look into the housing situation of undocumented children, families and young people. We conducted an extensive survey of the PICUM and FEANTSA memberships on undocumented people's access to private housing and shelters, which will feed into a long-awaited report in 2026.

We were also invited by the European Anti-Poverty Network (EAPN), to explain how poverty, social in- and exclusion and residence statuses are connected and can reinforce each other, as part of their EAPN Talks series.

We prepared the briefing 'Navigating disability and irregular status in Europe', exploring the interactions between disability and irregular migration status. The briefing draws on existing literature as well as case studies from Belgium, France, Germany, Greece, Italy, Malta and Sweden, as well as contributions from PICUM members and external organisations including Newcomers with Disabilities, European Network on Independent Living, and the European Disability Forum.



Children, families and youth

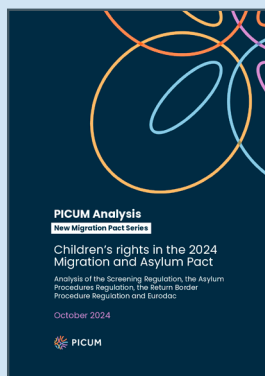
Undocumented children

Our work on undocumented children and families has two main strands of action: one focused on poverty alleviation through access to services, and the other on safeguarding children from the harm done to them by migration policies. Much of the work on migration policies focused on the Migration and Asylum Pact: we published extensive analysis of protective measures and harmful provisions in the Pact that will affect children and young people.

Ahead of the 2024 elections, we joined the #Voteforchildren campaign with 22 other organisations, which called for all newly elected MEPs to adopt and vote for policies that protect all children from harm, irrespective of their

migration status. We were also active members of the Child Rights Action Group, the EU Alliance for Investing in Children (which focuses on the Child Guarantee and other poverty-alleviation policies) and coordinated the Initiative for Children in Migration.

We highlighted child-specific issues in the context of the European Commission's consultation on access to basic and essential services, including access to early childhood education and care, the evaluation of the Action Plan on Integration and Inclusion and proposed concrete actions to the incoming Commission.



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, especially if they're undocumented. A safe transition into adulthood means that children and young people, regardless of their residence status, receive holistic, tailored support which meets their need for support, stability, predictability and agency, and which helps them reflect on their future and gives them options, including ways to access a secure residence permit.

2024 was an important year for PICUM's work advocating for a safe transition into adulthood for undocumented children and young people. We published two new resources on the topic: a collection of 25 examples of projects and policies from across the EU that help children and young people transition more safely into adulthood. The second is guidance for policy makers and practitioners on residence procedures (regularisation mechanisms) that consider the needs of and challenges that undocumented children and young people face in that regard, particularly those who are unaccompanied.



← Snapshot of the
Council of Europe
– PICUM seminar
“Supporting
confidence at 18”,
June 2024



↑ PICUM public event “Towards a safer transition into adulthood for migrant children in Europe”, November 2024

We launched both resources in a conference bringing together practitioners, young people and policy makers from the European Commission, Council of Europe and the city of Tilburg, one of few cities with a well-developed programme on transition to adulthood.

We also organised a two-day seminar in Budapest, Hungary, gathering young people and the professionals supporting them which we co-organised with the Council of Europe Youth Department, VOICIFY, Voice of Young Refugees in Europe and the Special Representative of the Secretary General of the Council of Europe on Migration and Refugees. We hosted a

closed-door safe space for professionals from Belgium, France, Greece, the Netherlands and Sweden who work directly with undocumented, unaccompanied young people to exchange experiences and lessons learned.

Our ongoing advocacy for a safe transition into adulthood led to the 2024 Commission Recommendation on integrated child protection systems and the EU Migration and Asylum Pact’s common implementation plan, encouraging member states to ensure that unaccompanied children receive the necessary support.

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 2024, we published our second annual report of cases of criminalisation of solidarity with migrants and migrants themselves. 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 civil society, EU policymakers and public officials. Our press release resulted in coverage of key findings on Brussels Times, InfoMigrants, ANSA (Italian press agency), Belga (Belgian press agency), PAP (Polish press agency), TAZ (Germany).



Throughout 2024, we followed the revision of the EU Facilitation Directive, the EU's law criminalising the facilitation of entry, transit or stay. The proposal fails to include a binding exemption for humanitarian acts and dangerously expands the definition of smuggling in ways that jeopardise migration itself and solidarity with migrants. We produced analysis of this proposal and engaged with policymakers, as well as journalists.

Our press release around the Council vote on the draft text ensured coverage of our criticisms on key international and national outlets, including AP, Brussels Times, Euractiv, El País, Público, El Diario, Il Manifesto.

Digital technologies

AI Act

In March 2024, the EU formally adopted the EU Artificial Intelligence Act, a wide-ranging instrument regulating AI uses across different fields. Despite efforts by digital rights, migrant rights, and racial justice organisations to push for legislation that prioritises fundamental rights for all, the final text falls short in the area of migration. PICUM joined the #ProtectNotSurveil coalition in a statement denouncing how the law creates a separate legal framework for AI used by law enforcement, migration control, and national security authorities. It introduces unjustified loopholes and facilitates the use of harmful systems for discriminatory surveillance, disproportionately targeting migrants, as well as other racialised and marginalised groups.

This comes amid the growing use of digital technologies and artificial intelligence to surveil and restrict people crossing the EU's external borders, as well as racialised communities within them. When the



European Commission first proposed the AI Act in 2021, it recognised some applications of AI in migration as “high risk” to fundamental rights but failed to provide adequate safeguards against several harmful uses. The final adoption of the Act reinforces these shortcomings, leaving many at risk of over-surveillance and targeting by authorities.

EU funding



In 2024, PICUM continued to work with the European Council on Refugees and Exiles (ECRE) to advocate for inclusive and effective EU funding dedicated to the social inclusion of migrants.

We worked to ensure that the EU budget fully supports undocumented migrants in accessing services and escaping poverty,

focusing on the European Social Fund+ (ESF+) and the Asylum Integration and Migration Fund (AMIF). Together with ECRE, we analysed the implementation of the current EU budget to support members in identifying opportunities for accessing funds at national level and enhance their ability to monitor their implementation. On the ESF+, we shared feedback from our members with the European Commission for its mid-term evaluation and advised MEPs in the context of the European Parliament's opinion on the future of the ESF+. In this opinion, we secured some stronger calls on a future Multiannual Financial Framework that prioritises the social inclusion of marginalised groups, including undocumented adults and children.

In July, we launched a joint ECRE-PICUM study about the Border Management and Visa Instrument (BMVI) which finds that EU funds for border management are being used to build harmful infrastructure to control

external borders, leading to human rights violations. Despite the European Commission ruling out the possibility to use these funds to build fences and walls, we find that the BMVI can already support measures that may disproportionately impact the rights of migrants and refugees. For example, some countries are using BMVI funding for border surveillance technology to either complement or replace physical surveillance.

We worked with members to discuss the rules governing the fundamental rights conditionality of EU funding and improve civil society monitoring of fundamental rights compliance. As a result, some of our members have joined the national monitoring committees of EU funding: for instance, Red Acoge became a member of the monitoring committee that oversees the implementation of BMVI funding in Spain.

We also discussed the findings of a joint ECRE-PICUM paper on the fundamental rights conditionality of EU funds in a public exchange of views with the European Parliament.



↑ *Roundtable on fundamental rights conditionality of EU funds in Athens, December 2024*

Gender equality



residence status or a dependent residence permit, as well as undocumented migrant women, as an at-risk group. The Directive includes provisions ensuring access to services and support for women who have experienced violence, explicitly guaranteeing access to shelters regardless of residence status. But it fails to fully protect undocumented women from immigration enforcement should they report violence and abuse to police, which we denounced in joint statements and press releases.

The EU's Directive on violence against women and domestic violence, adopted in May 2024, acknowledges that violence against women and domestic violence can be exacerbated by intersectional discrimination. It recognises women with dependent

We continued to work around the Directive to explore how its protective measures can still be used to the benefit of undocumented women and women with precarious residence status. We co-organised a workshop on this at the European Institute for Gender Equality (EIGE) Forum 2024, convening EU and national policymakers, civil society organisations, and service providers working to implement the Directive.

We also worked with Women Against Violence Europe (WAVE) to deliver trainings on service provision to undocumented women under the EU Migration Pact.

We joined a panel discussion with EFFE and Eurocarers on domestic and care work to discuss measures to support household employers, informal carers and migrant care workers, and underlining gender and intersectional dimensions throughout.

→
*EIGE's Gender Equality
Forum in Brussels,
December 2024*



Health

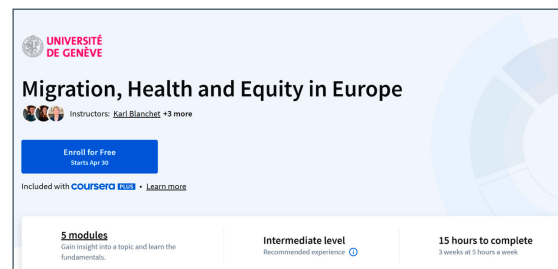
For many, being undocumented means having little or no access to health care and living and working in conditions that lead to poorer health.

In 2024, we contributed to the development of international and European standards on health, notably by participating in a United Nations consultation on racial discrimination in the enjoyment of the right to health. We continued to engage with various health spaces, including the UN Migration working group on health, the Nobody Left Outside Initiative, and medical journal The Lancet.

National level support

We followed and communicated about national developments concerning access to health care for undocumented people, including improvements in Spain and planned restrictions in France. With our Finnish members, we followed the Finnish government's plans to restrict access to health care in the country, which we communicated to journalists

We also contributed to a Massive Open Online Course on Migration, Health and Equity in Europe developed by the University of Geneva, including on migration and health policies, and on current issues with access to health care for undocumented people.



[↑ Massive Open Online Course \(MOOC\) on Migration, Health and Equity in Europe](#)

through a press release covered notably by The Guardian.

We continued to support our national and local partners and members through tailored training on health and migration policies.

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 personal data might be shared by public bodies with immigration enforcement authorities.

In 2024, we worked with members in Sweden to raise visibility and increase public pressure against plans to

oblige public sector workers to report undocumented people to immigration enforcement authorities. Thanks to timely press releases and joint communications with our partners, we were able to generate significant media coverage across European outlets, including on The Guardian, and especially across Swedish national and local outlets.



↑ PICUM Director Michele LeVoy speaking in the Swedish Parliament, May 2024



Justice and policing

Undocumented victims

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 2024, we followed the negotiations around the Victims' Rights Directive, which sets out minimum rights for victims of crime, including victims of gender-based violence and exploitation. We highlighted key shortcomings and joined over 52 organisations in warning about current failures in protections for victims with precarious residence status. The Directive is expected to be adopted in 2025.

We also continued our participation in VISA RoC, an EU-funded project, which aimed to foster a safe reporting environment for victims of crime with irregular migration status. The project consortium featured research institutions, local administrations, NGOs, and relevant stakeholders in Barcelona, Milan, Utrecht, and Ghent. In September 2024, we organised the final conference in Brussels to share the research findings, discuss key policy challenges, as well as exchange on local strategies to improve safe reporting at the local level.

➔
*Louise Bonneau, PICUM Advocacy
Officer, at the final conference of
the VISA RoC project in Brussels,
September 2024*



Racism and immigration control

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

In 2024, we published a briefing setting out how migration policies contribute to racial inequalities. To support global standards on this intersection, we co-organised an expert consultation to feed into an upcoming joint general comment from two UN committees on xenophobia together with UN bodies, the European Network Against Racism (ENAR), the Vrije Universiteit Amsterdam and the Vrije Universiteit Brussel.

We also analysed racial profiling risks linked to the revised Schengen Borders Code, adopted in 2024. As repeatedly warned by civil society organisations during the negotiations, the amended Code is also likely to encroach on the right to freedom of movement within the EU and violate the principle of non-discrimination.

We further engaged with other stakeholders, such as the EU Anti-Racism Action Plan coalition and the European Parliament's ARDI Intergroup, to improve synergies between migration and anti-racism policies.



↑ *Europe Expert Consultation on CERD-CMW joint general comment on xenophobia in Brussels, October 2024*



↑ *Screening of investigative documentary 'Deserted' in the European Parliament, Brussels, December 2024, co-organised with ENAR and Lighthouse Reports*

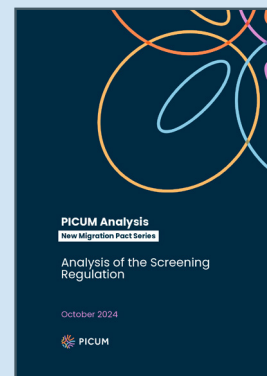
Migration enforcement and procedures

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. Around its final adoption in April 2024, we joined over 100 human rights organisations in coordinating communications and press work to denounce its harmful provisions.

Together, we denounced the further entrenchment of “pushbacks” at borders, the expected increase in the use of immigration 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, including on Associated Press, Agence Europe and Brussels Times, as well as many national outlets.



We also published a series of briefings analysing how several legislative measures in the Pact on Migration and Asylum impact undocumented migrants. The series includes a general analysis of the Screening Regulation,

and of the Asylum and Return Border Procedure Regulations. A third briefing focuses on child rights in the Screening, Asylum Procedures, Return Border Procedure and Eurodac Regulations.



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 highlight 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 a report highlighting the realities of detention and its harms, advocating for an end to the detention of children in migration contexts, and promoting community-based solutions that can ultimately prevent and help bring an end to detention.



Regularisation and access to a secure residence status

Regularisation

For an undocumented person, regularisation means getting a residence permit to stay in the country they already live in. This residence permit should 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.

The main space for exchange on the topic within the network remains our Taskforce on Regularisations. In one noteworthy call, we hosted representatives of RegularizacionYa!, a Spanish regularisation movement, to learn about their campaigning experience. We also continued monitoring policies and practices of regularisation laws throughout 2024, including legislative changes in Finland, France, Portugal and Spain that will impact people's ability to regularise – for the better or for the worse.

A key part of our work on regularisation is support to members and national-level campaigns. In 2024, we produced a video about what regularisation means for people, centering undocumented people as part of our societies, with friends and colleagues, hopes and

dreams. The video features three pairs of friends or colleagues, talking about their personal relationship and how it was changed by regularisation.

We also provided PICUM members with tailored support in their work advocating for fair regularisation measures, including by giving advice in the face of restrictive policies, speaking at their events, and helping with the creation of advocacy resources.



↑ *Three pairs of friends share how regularisation transformed their lives and relationships.*

Ukraine and the Temporary Protection Directive

With the war in Ukraine now into its third year, we continued to monitor developments regarding policies concerning access to public services and residence permits impacting the people who fled, including through a joint survey of the PICUM, ECRE, Caritas Europa and ENS memberships. We continued discussing responses, needs and experiences in relation to the war and people affected in regular meetings with our members.

In June 2024, we joined other human rights organisations in coordinating advocacy and communications work to call on the EU to propose sustainable solutions for people who sought safety in Europe, beyond

renewals of temporary protection. We also met with the European Commission and raised the issue at events throughout 2024, including a closed-door exchange organised by Egmont Institute and the European Policy Center.



Work

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 often risk detention and deportation.

Workers' rights

We engaged with the EU Platform on Undeclared Work sub-group on safe reporting and effective complaints mechanisms, which had a specific discussion about the challenges facing undocumented and precarious migrant workers. A section of the final report from this group recognises these challenges and highlights some promising examples for access to complaints mechanisms.

We also worked with labour authorities as a partner in the Eurodetachments project, to address the situation of migrant workers experiencing exploitation through complex posting relationships. Around Labour Day, we published a video featuring representatives of labour and migration authorities in Belgium, The Netherlands and Spain, discussing the importance of prioritising workers' rights in workplace inspections.



Labour inspectors share their views on the protection of undocumented workers' rights.



We strengthened our cooperation with trade unions such as the European Trade Union Confederation (ETUC) and the Mediterranean and Sub-Saharan Migration Trade Union network (RSMMS).

We participated in the conference 'Making rights reality: the human rights of undocumented workers', which brought together academics and activists

working to document and improve working conditions for migrant workers. We co-organised a workshop with research partners looking at legal protections, the role of employers and access to remedy. The conference was an important opportunity to collaborate with academic partners, stay abreast of latest research, and provide inputs on priority research topics and methodologies.

Support to migrant workers' organising

Throughout 2024, 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. In particular, we held a learning exchange workshop on organising with migrant workers, in Seville, Andalucia, which we co-organised with two members from the region. The workshop brought together

12 migrant-led associations working in Andalucia, with 15 other PICUM members from ten countries. The feedback received from participants indicates that the workshop was successful in contributing to developing knowledge around the support to collective organising.

*Learning exchange workshop in
Seville, Spain, November 2024*



Support to members

Thanks to funding from Robert Bosch Stiftung, we were able to provide 760,000 Euros to eleven PICUM member organisations in ten countries (Belgium, Bulgaria, Cyprus, Czech Republic, Greece, Ireland, Malta, the Netherlands, Switzerland and Spain) to work on labour issues at the national level. In some cases, organisations have carried out ground-breaking research, bringing together stakeholders and putting

the issues facing migrant workers on the agenda for the first time. In others, the funding has enabled organisations to develop strategic partnerships and organise to drive long-term systemic change. The sub-granting programme put a particular emphasis on activities to support worker engagement, and on financing worker and community-led organisations.

Labour migration

We produced two case studies on labour migration and work-related regularisation policies in France and in New Zealand, to disseminate evidence, inspiring practices and learnings from the two countries to EU policy makers and other stakeholders. Both countries have policies that are of relevance for other countries and future labour migration policy developments.

Our continuous engagement with European Parliament actors around labour migration helped ensure that some of the key shortcomings in the proposed Regulation for an EU Talent Pool were discussed during the negotiations.



Researching irregular migration

PICUM is a partner in four Horizon Europe research consortia 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. In 2024, we produced a report on promising practices in the area of alternatives to return policies in cooperation with MORE partners, and co-organised three focus group meetings on alternatives to return policies with the University of Milan, as part of the FAiR project.

Measuring Irregular Migration (MIrreM) focuses on methods to estimate numbers of flows and stocks and related policies across 20 countries. In 2024, MIrreM developed a database analysing different sources of information to estimate the number of undocumented migrants (flows and stocks) across 20 countries. The project also covers an analysis of migration policies, with a special focus on regularisation and its impact, and PICUM's role is centred on a Handbook on Regularisation in collaboration with different stakeholders, as well as the production of communication and dissemination materials to share the main findings of the research.

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, we conduct participatory action research, an approach that recognises the



agency of migrants as active research actors. In 2024, we started coordinating three case studies in Poland, Spain and The Netherlands, where three NGOs are training former undocumented workers as peer-researchers to lead focus groups and design actions to address the main challenges of the migrant workers in their region.

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.



77,000
Website visitors



14,900
Followers on Facebook



19,000
Subscribers to the newsletter



25,000
Followers on LinkedIn



248
Media appearances



13,200
Followers on X



25
Blogs and press releases



3,500
Followers on Instagram

Communications

Social media and newsletter



civil society organisations which either deleted their X page or suspended posting due to the platform's

Work to curate our social media presence has resulted in growing online communities on LinkedIn (currently at over 25,000 followers, up from 15,000 in 2023) and Instagram (currently at over 3,500 followers). At the end of 2024, we suspended our posting on X (former Twitter) and joined many news outlets and

owner's attacks on moderation of fake news and hate speech, as well as his active promotion of far-right forces across the Atlantic through this platform.

In 2024, our newsletter counted over 19,000 subscribers: 6,000 subscribers by email and 13,000 subscribers on the LinkedIn version of our newsletter (up from around 6,000 in 2023). Our website registered around 77,000 visitors throughout 2024.



Media relations

In 2024, we expanded our press list and strengthened communication with Brussels correspondents and national migration reporters. This work has resulted in increased recognition of PICUM's expertise among journalists (78 media requests in 2024, up from 41 in 2023) and increased consideration of our perspectives

and calls for change (248 pieces of coverage in 2024, up from 85 in 2023), including on key outlets like EU Observer, Euractiv, Euronews, and The Guardian.

The Facilitation Directive and criminalisation of migration and solidarity with migrants featured

prominently in our press work in the second half of 2024. Our continuous communication with journalists on the file, and our press release around the Council vote on the draft text, ensured coverage of our criticisms on key international and national outlets, including AP, Brussels Times, Euractiv, El País, Publico, El Diario, Il Manifesto. Many more journalists are now aware of the possible implications of this Directive and are following its developments.

Another chunk of our press work focused on plans from the Swedish government to oblige some public sector workers to denounce undocumented people to the police. Working with national-level allies and members, we raised awareness about these plans and their potential harms towards the European press. This work resulted in significant coverage on key outlets with a European/international readership,

including The Guardian, Agence Europe, EU Observer, Forbes, InfoMigrants, as well as national Scandinavian outlets like Helsingin Sanomat (Finland), Aftonbladet (Sweden), Altinget (Sweden), Expressen (Sweden), Svenska Dagbladet (Sweden), and ABC Nyheter (Norway). Partners in Sweden praised this coverage as helpful pressure against the introduction of a generalised reporting obligation for the whole public sector.

We also registered key coverage around the adoption of the EU Migration and Asylum Pact, migration aspects in the Violence Against Women Directive, racial profiling in the Schengen Borders Code, externalisation deals, and restrictions to health care in Finland.

AP **INFO MIGRANTS** **euobserver** **EURACTIV** **Forbes**

Narratives

PICUM is being increasingly recognised as an expert in and as a space to discuss narratives and their impact in the migration field. In 2024, we presented hope-based communications to members of the Women Against Violence Europe, we discussed terminology and narratives around labour migration in a webinar

organised by the International Labour Organisation with communications practitioners, and discussed our work and perspectives on narratives and terminology with communications officers of leading Brussels-based NGOs active in the migration space.

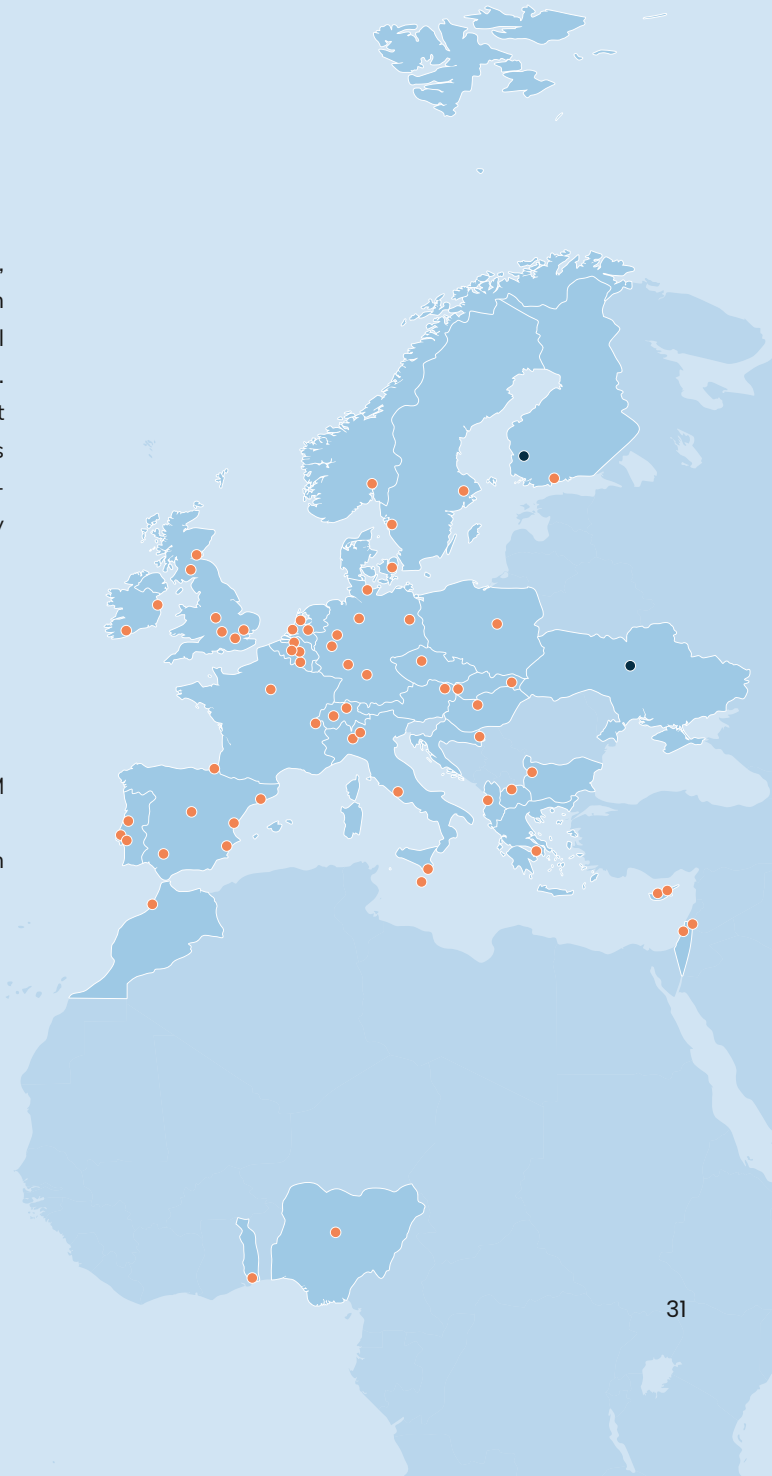
Membership

PICUM has 158 member organisations in 32 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 2024

In 2024, the following ten organisations became PICUM members:

- AESCO - América, España, Solidaridad y Cooperación (Spain)
- Diakonie Oesterreich (Austria)
- ENWAD - European Network of Women of African Descent (based in Spain, operating at the European level).
- Fundacja Ocalenie (Poland)
- HMSC - Haringey Migrant Support Centre (UK)
- Malen Etxea (Spain)
- MPDL - Movimiento por la Paz (Spain)
- ProCoRe (Switzerland)
- Right to Protection (Ukraine)
- Turun Valconauha (Finland)



ALBANIA

- Initiative ARSIS

AUSTRIA

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

BELGIUM

- ADC Memorial
- Atlas
- Bureau d'Accueil et de Défense des Jeunes asbl
- CIRE - Coordination et Initiatives pour Réfugiés et Etrangers
- CSC Brussels-Hal Vilvoorde - Confédération des Syndicats Chrétiens
- De Meeting
- FAIRWORK Belgium
- JRS Belgium
- Maison du Peuple d'Europe
- Medimmigrant
- 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
- SAAMO Brussels
- Samahan-Filipino Migrant Workers Union in Belgium
- 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
- Turun Valconauha

FRANCE

- 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
- 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
- Community Rights in Greece
- Generation 2.0 RED (Generation 2.0 for Rights, Equality and Diversity)
- Greek Council for Refugees
- Greek Forum of Refugees
- 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 - Associazone 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

MALTA

- Aditus
- Jesuit Refugee Service Malta

MOROCCO

- 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

NORTH MACEDONIA

- LEGIS

NORWAY

- Church City Mission in Oslo
- The Norwegian Centre against Racism

POLAND

- Association for Legal Intervention (Stowarzyszenie Interwencji Prawnej)
- Fundacja Ocalenie

PORTUGAL

- Associação de Promotores de Saúde, Ambiente e Desenvolvimento Socio-Cultural - PROSAUDESC
- JRS - Jesuit Refugee Service Portugal (Serviço Jesuíta aos Refugiados)
- APAV - Portuguese Association for Victim Support
- União de Refugiados em Portugal

SLOVAKIA

- Centre Mokosha
- Human Rights League

SPAIN

- Accem
- AESCO - América, España, Solidaridad y Cooperación
- 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

- ENWAD - European Network of Women of African Descent
- Federación Andalucía Acoge
- Federación Red Acoge
- Fundación Salud por Derecho
- Justicia y Paz, Comisión General de España
- Malen Etxea
- MPDL - Movimiento por la Paz
- 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
- Swedish Red Cross
- Rosengrenska
- Trade Union Center for Undocumented Migrants

SWITZERLAND

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

TOGO

- MARS

UKRAINE

- Right to Protection

UNITED KINGDOM

- Anti-Slavery International
- Coram Children's Legal Centre
- Focus on Labour Exploitation
- HMSC - Haringey Migrant Support Centre
- IAS - Immigration Advice Service
- JCWI - Joint Council for the Welfare of Immigrants
- Latin American Women's Rights Service
- Maternity Action
- Migrants Rights Network
- Migrant Voice
- OAIID - Oxford Against Immigration Detention
- Praxis Community Projects
- The Detention Forum

EUROPEAN AND INTERNATIONAL ORGANISATIONS

- ESWA - European Sex Workers Alliance
- European AIDS Treatment Group
- European Federation of the Community of Sant'Egidio
- 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)

Membership Spaces

PICUM coordinates a number of different groups to exchange and cooperate with members, and in some cases, with partner organisations (non-members).

Member Groups

These are spaces for informal communication and exchange among members, and between members and the Secretariat, on broad thematic issues. In 2024, member groups covered advocacy on EU Funding,

access to justice, labour, undocumented children, women, youth participation, borders and detention, and health care.



↑ Online Meeting of the Member Group on Undocumented children, families and youth, February 2024

Task Forces

These are spaces for members to co-develop an advocacy agenda and related activities around a specific objective. In 2024, task forces covered effective complaints mechanisms, regularisations, and the Temporary Protection Directive.



PICUM's Taskforce on Regularisations and access to a secure residence status meeting in Athens, Greece, October 2024



Advocacy Groups

These are spaces to co-develop an advocacy agenda and related activities around a specific objective, which are open to non-member partner organisations. In 2024, we had advocacy groups on the criminalisation

of solidarity and on best interest of the child procedures. We also continued running a stakeholder group on migrant domestic and care work.

Governance

PICUM has a four-layer governance structure consisting of a General Assembly, Board, 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.



*PICUM Board members
meeting in Brussels*

Board



Jan Knockaert
(Chair)
FAIRWORK
Belgium



Louma Albik
SB Overseas
Belgium



Teresa De Gasperis
ACCEM
Spain



Magda Faltová
Association for
Integration and
Migration
Czech Republic



András Kovács
Menedék
Hungarian
Association for
Migrants
Hungary



Lucy Polo Castillo
Por Ti Mujer
Spain



Nazek Ramadan
Migrant Voice
United Kingdom



Rubén Romero Masegosa
Fundación
CEPAIM
Spain



Moussa Sangaré
Greek Forum of
Refugees
Greece



Adam Weiss
Expert member
Belgium



Matti Wirehag
Rosengrenska
Stiftelsen
Sweden



Didier Vanderslycke, co-founder of PICUM, stepping down from PICUM's board at the 2024 General Assembly after more than 20 years of leadership as a board member.

During the 2024 General Assembly, Didier Vanderslycke, one of the founding members of PICUM and Treasurer, stepped down from the Board. PICUM will always be indebted to Didier for his enormous and steadfast contributions to PICUM, from co-founding the organisation in its infancy and establishing it as a formally recognised non-profit organisation, mobilising resources and support in the early years, to contributing his vision, creativity, optimism, perseverance and commitment for more than 20 years of its existence.

Senior Advisors to the Board



Franck Düvell
Senior Researcher,
Universität Osnabrück
Germany



George Joseph
Caritas Sweden
Sweden

Staff



Michele LeVoy
Director



Anaïs Faure
Deputy Director



Paul Geeraerts
Financial Director



Lilana Keith
Senior Advocacy
Officer – Labour
Rights and
Labour Migration



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



Marta Gionco
Senior Advocacy
Officer – Migration
Enforcement Policies



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



Silvia Carta
Advocacy Officer -
Migration
Enforcement Policies



Chiara Catelli
Policy Officer



Imanol Legarda
Project Officer



Gianluca Cesaro
Senior
Communications
Officer



Chloë Bouvier
Multimedia
Officer



Irene Subiri
Administration
and Events
Manager



↑ PICUM staff during their annual team activity

- ☐ Michele LeVoy *Director*
- ☐ Anais Faure Atger *Deputy Director*
- ☐ Paul Geeraerts *Financial Director*
- ☐ Lilana Keith *Senior Advocacy Officer – Labour Rights and Labour Migration*
- ☐ Laetitia Van der Vennet *Senior*



Alynna Smith



Davide Gnes



Orsolya
Nemeth-Kilinc



Ettore Galletti



Lian Martínez
Moya



Liliana Almeida

*Advocacy Officer – Children, Families
and Youth & Regularisation*

□ *Marta Gionco Senior Advocacy Officer*

PICUM is grateful to former Deputy Director Alynna Smith who stepped down in 2024 for her many years

of dedication and vision she brought to PICUM. We also wish to thank Davide Gnes, Orsolya Nemeth-Kilinc, Ettore Galletti, Lian Martínez Moya, and Liliana Almeida for their contributions to PICUM's team in 2024/2025.

PICUM Trainees



↑ Front row (left to right): Lian Martínez Moya, Safia Cissoko (Advocacy trainees), and Ettore Galletti (Communications and Events trainee).

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 Safia Cissoko, Ettore Galletti, Lian Martínez Moya, Liliana Almeida, Stefania Kulaj, and Marta Lara Rodríguez for their contributions in 2024.

PICUM Volunteers

PICUM is grateful to its many volunteers for their help with translating and proofreading publications and other documents as well as transcribing audiovisual content and compiling news on criminalisation of solidarity cases:

Fabian Aruquipa, Camille Balasobramanien, Sirine Ben Mlouka, Laura Berro Yoldi, Nicole Borsetti, Alessia Caratelli, Síoífra Carlin, Lucia Ciolino, Mariana Del Piero Silva, Sandra Diaferia, Daniel Díaz Mayorga, Leah Durst-Lee, Agata Dybiec, Olga Efraimidou, Danaja Fabic, Alessandra Fantasia, Matilde Felgueiras, Leonie Feurstein, Silvia Ganassi, Joana Gonçalves, Karla Grkovic Prica, Sophie Guilloteau, Anya Sarah

Itse, Constance Jacquemot, Anne Jainta, Darina Kadunkova, Aristeidis Kouroukerezis, Marianne Kram, Marta Kwiecień, Eleni Kyriacou, Mathilde Laroussi, Agathe Le Vaslot, Sofia Lopes, Ilaria Lorusso, Emina Maglić, Gaia Marchesini, Julie Martinaud, Lian Martínez Moya, Jana Morgagni, Evgenia Moulianitaki, Charles Murata, Jeanne Nougé, Dayo Olanyan, Athena Papachristou, Evangelia Papasotiriou, Kinga Papp, Garance Pellet, Michele Pentorieri, Mathilde Perrin, Stella Petridou, Iliana Petrou, Molly Purcell, Isabel Raventós García-Amorena, Mariana Rodrigues, Elena Schmid, Sarah Schmitt, Ana Silva, Consuelo Straudi Cortese, Giulia Sura, Asli Tamay, Camille Vennet, Sophie Villate, Nevena Zdravkova

Financial Report

January – December 2024

INCOME

EUROPEAN COMMISSION		988,180.00
DG Employment, Social Affairs and Inclusion: "Easi: Framework Partnership For Operating Grants - Aim Up"	769,130.00	
European Research Executive Agency:		
"Measuring Irregular Migration and related Policies - MirreM"	67,163.00	
"Dignity for Irregular Migrants in EU Farm2Fork Labour Markets - DIGNITY FIRM"	37,862.00	
"Finding Agreement in Return - FAIR"	16,525.00	
"Motivations, Experiences and Consequences of Returns and Readmissions Policy: Revealing and Developping Effective Alternatives - MORE"	69,795.00	
DG for Justice and Consumers:		
"Victims with Irregular migration Status' sAfe Reporting of Crimes - VISA RoC"	27,705.00	
PRIVATE DONORS		794,305.00
Robert Bosch Stiftung	251,495.00	
Oak Foundation	117,336.00	
Open Society Foundation	134,180.00	
Adessium	113,000.00	
European Artificial Intelligence Fund - Network European Foundations	96,158.00	
European Programme for Integration and Migration (EPIM) - Network European Foundations (NEF)	51,257.00	
Porticus	30,879.00	
MEMBERSHIP FEES		44,525.00
EXPERT FEES AND OTHER SOURCES		14,842.00
TOTAL INCOME		1,841,852.00

EXPENDITURE

STAFF	1,312,890.00
ACTIVITIES	381,122.00
(Including travel, organization of conferences and meetings, publications)	
FACILITIES AND ADMINISTRATION	123,263.00
TOTAL EXPENDITURE	1,817,275.00

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