



Ministerio de
**Trabajo y
Previsión Social**

Guatemala's Seasonal Labor Program



AILA Doc. No. 24062609. (Posted 6/26/24)



Topics:

1. Importance of circular migration in indigenous and rural communities in Guatemala.
2. Guatemala's seasonal labor program, Ministry of Labor.

Importance of circular migration in indigenous and rural communities.



Foto by El
Pais.
04/02/2019

Circular migration has the significant potential to both reduce irregular migration and improve the living conditions of migrants and their families.

Acción contra el hambre, 2023.



Characteristics of the Guatemalan Workforce



Respectful



Value the work



Follow instructions



Commitment to family



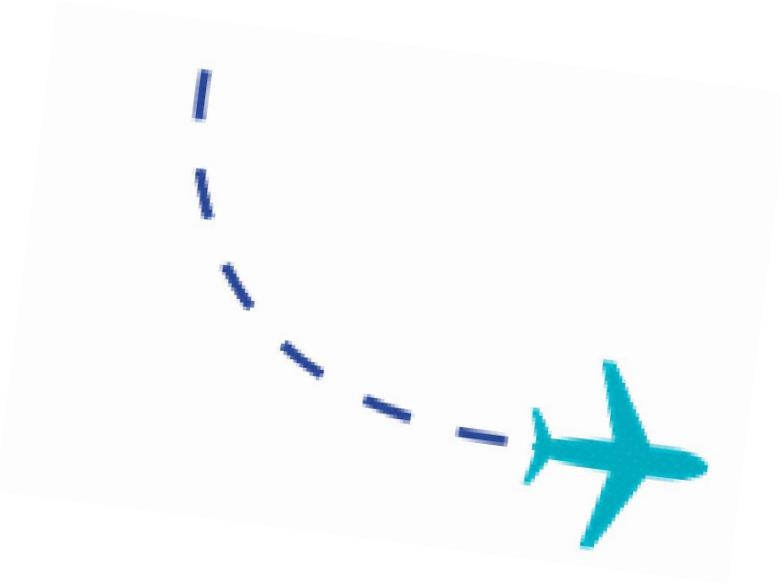
Sense of belonging



Hard workers

The Seasonal Labor Program

Its main goal is **to promote temporary labor inclusion** of Guatemalan workers through a regular, ethical, transparent and orderly process.



The Ministry of Labor provides **information, orientation, intermediation and support services** throughout the process.

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Labor offer



Farmers



Cooks / chefs



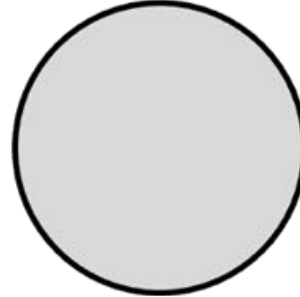
Builders



House keepers



Gardeners



And more...

Roadmap of the employer



1

Promotion and recruitment of the program with US employers

Identification and engagement with potential employer partners in the US

Presentation of Program and opportunities

Analysis of opportunities

2

Support services between employer and job seeker

Reception of pre-authorization of temporary work visas

Request for Guatemalan workers to be placed abroad

Receipt of federal approvals

3

Contracting of Guatemalan employees to go abroad

Signing of employment contracts

Coordination of logistics to get employees to job sites



3a

Registration of employers abroad

Registration of private recruiting agencies on the government registry and authorization by MOL

In the case of private recruiters where the Ministry does not provide support services



Follow-up and monitoring with employers abroad

Roadmap of the guatemalan worker



1

Registry

Job fairs and kiosks

Recruiting Tours

Registration on the website: *Tu Empleo*



2

Profiling

Focusing on criteria to participate in the Program and analysis of work experience.



3

Program Orientation

Program orientation modules:

- General aspects of the Program
- Obligations and labor rights
- Sociocultural Integration

4

Recruitment and Selection

Job Interview

Delivery of participant documentation for application



5

Consular Intermediation

Support to apply for a Passport

Support to apply for the Temporary work visa



6

Hiring of Guatemalans to go abroad

Subscription of employment contracts

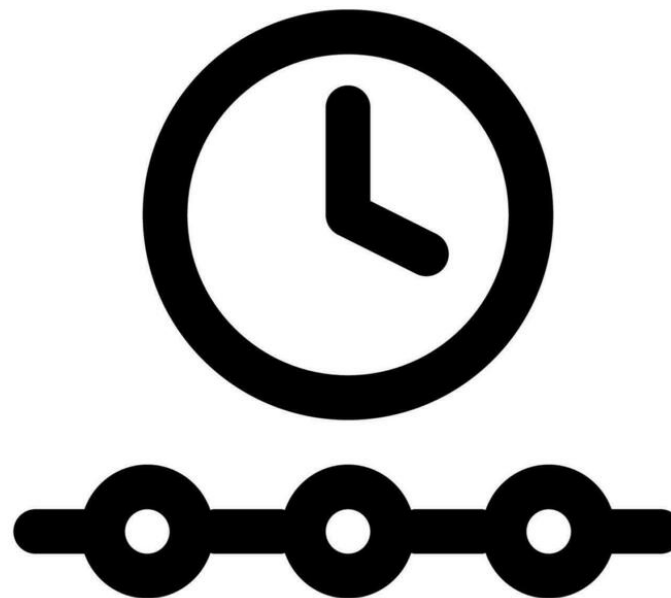
Transfer of workers abroad



Follow-up and monitoring of Guatemalan seasonal workers abroad

Presented by: C62-604 (dated 6/9/19)

Timeline



PROCESS TIMELINES

1

International Promotion section

Each seasonal labor agent received all the documents needed to start the recruitment process.

This stage of the process entails receiving all the documents on the same day they are sent by the employer

2

Recruitment section

Our recruitment team requests all this information from the National Employment Service

The National Employment Service have different offices across the country where the workers can go to register.

After identifying potential workers, the National Employment Service send a list with all the information

Our recruitment team serves as the final filter; they verify criminal records, health conditions and work experience.

The recruitment process can take about 4 weeks.



Follow-up and monitoring with employers abroad

3

Orientation section

General aspects of the
Program
Obligations and labor
rights
Sociocultural
Integration

We conduct this
orientation once the
recruitment process is
completed, before the
visa process.

It's one hour
orientation, so it
doesn't affect the
timeline of the
process



4

Consular Intermediation

Support to apply for
the Temporary work
visa

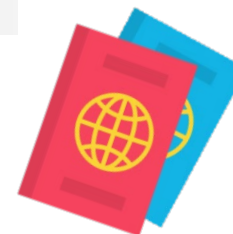
We must consider two
aspects; the visa
payment for each
worker can be either a
direct payment or
refund it

If the worker pays for the visas fee, the
process can take 7 or 8 days because the
payment voucher needs to be cleared

If the employer pays directly, the process
takes around 5 or 6 days

The delivery of approved visas depends on
the US Embassy's processing time

Please consider...
At the US Embassy's request, all new workers
will have a face-to-face interview for
fingerprinting.



Follow-up and monitoring with employers abroad

5

Hiring of
Guatemalans to go
abroad

Signing of employment
contracts

After receiving approved visas, employers
can send plane tickets 2 or 3 days later.

Please consider that a team member of our support
team accompanies them during the check-in process
at the airport. We hand over the Passport on the
day of the flight at the airport.



Follow-up and monitoring with employers abroad



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