



► Promising practices for fair recruitment

April 2021

Guatemala – Outreach through trade unions including attention to COVID-19

Key points

- Fair recruitment of migrant workers is on the agenda of trade unions in Guatemala
- Guide developed and used to mobilize and empower trade unionists to defend and promote fair recruitment of migrant workers and ensure protection from COVID-19
- Guide developed in simple language for ease of communication and maximum impact
- Potential for replication in countries where the Inter-Union Committee for the Labour Rights of Migrants exists

Focus

FRI pillar: Empowering and protecting workers

Sectors: All

Country: Guatemala

Responsible organizations: Movimiento Sindical y Popular Autónomo Guatemalteco and Sindicatos Globales de Guatemala (trade unions)

Description of the practice

The Guatemalan Autonomous Popular Union Movement and the Global Unions of Guatemala developed, validated and implemented a strategy on labour migration and fair recruitment. It included the development of a guide aimed at supporting unions in defending and promoting labour rights, as well as the obligations that are contracted in an employment relationship, including with regards to recruitment. The guide was developed from the perspective of the ILO General Principles and Operational Guidelines for the Fair Recruitment (GPOG) covering all workers, including migrant workers. Due to the impact of the COVID-19 pandemic, an Annex was added on prevention and mitigation of COVID-19 at the workplace.

A socialization, dissemination and training process was carried out presenting the guide to a total of 200 union representatives, and analyzing and reflecting on its content, documenting relevant points, shared experiences and recommendations for future actions, thus strengthening the advocacy by trade union organizations on recruitment matters in Guatemala.



Guatemalan agriculture workers heading to work in Canada. © ILO

Proof of impact/progress

Importantly, the trade union organizations in Guatemala reaffirmed their commitment to promote and defend the labour rights of not only national workers but also migrant workers. This included the signing of the bi-national Trade Union Agreement for the Defence of Decent Work and Equitable Hiring for Migrant Workers of the Mexico-Guatemala Corridor.

The guide that follows from this commitment was prepared in a simple language for ease of communication by union organizations and workers themselves, and is being used to reach out to migrant workers.

Other promising features

Potential for replication or extension

Both the methodology used and the content of the guide could be adapted and replicated in other countries, particularly where the Inter-Union Committee for the Labour Rights of Migrants exists (i.e. Mexico, El Salvador, Honduras, Nicaragua, Costa Rica and Panamá).

Relevance

The Guide on decent work and fair recruitment and its annex on Covid-19 address topics of interest to trade union organizations and workers. It also includes a specific section related to fair recruitment aimed at migrant workers, thus seeking to make said topic part of the trade union agenda in Guatemala.

Resources

[Guía de derechos y obligaciones laborales. Con un enfoque en migración laboral, trabajo decente y contratación equitativa](#)

[OIT y organizaciones sindicales en Guatemala presentan Guía de Derechos y Obligaciones Laborales.](#)

[ILO General Principles and Operational Guidelines for Fair Recruitment and Definition of Recruitment Fees and Related Costs \(GPOG\).](#)

Five years of the Fair Recruitment Initiative

- This promising practice is part of a series, and results from a stocktaking exercise undertaken five years after the launch of the Fair Recruitment Initiative (FRI).
- The FRI aims to ensure that recruitment practices nationally and across borders are grounded in labour standards, developed through social dialogue, ensure gender equality. Specifically, they:
 1. Are transparent and effectively regulated, monitored, and enforced;
 2. Protect all workers' rights, including fundamental principles and rights at work (FPRW), and prevent human trafficking and forced labour; and
 3. Efficiently inform and respond to employment policies and labour market needs, including for recovery and resilience.

Contact details

International Labour Organization
Route des Morillons 4
CH-1211 Geneva 22
Switzerland

Conditions of Work and Equality
Department

E: fairrecruitmentinitiative@ilo.org