

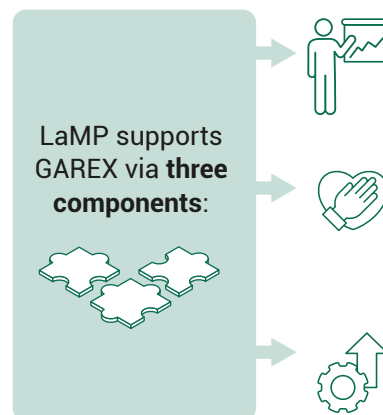
BACKGROUND

- U.S. labor needs, visas like the H-2A program, have relied heavily on workers from Mexico. However, due to demographic changes, labor sourcing for agriculture will increasingly shift towards younger workers from Central America.
- To make a shift towards recruitment from Guatemala, employers in the U.S. need a trusted platform that differentiates responsible recruiters from illegitimate actors, while providing professional and effective recruitment services.
- The **Guatemalan responsible recruitment association (GAREX)** was established in 2023 and is intended to develop mutual accountability among members, help affiliated recruiters differentiate within the market, and address systemic inefficiencies to make Guatemala a more competitive source country.
- By providing a space for visibility, professionalization, and collective enforcement of good practice, this industry-led platform can create growth opportunities for small and mid-sized responsible recruiters, accelerating the “crowding out” of unethical alternatives.

GAREX aims to demonstrate that private sector recruiters can do well in the market while doing good for workers.

LaMP SUPPORT

- **GOAL:** To establish a fully responsible cross-border recruitment pipeline, from Guatemala to the U.S., that ensures worker wellbeing from community to worksite and back, while increasing access to job opportunities for Guatemalans.
- LaMP is providing technical and capacity building support for the success and sustainability of the association.



Recognition – working with government institutions in Guatemala to help reduce bureaucracies and improve efficiency of recruitment practices in Guatemala

Integrity – establishing quality membership standards for GAREX members, operationalizing a code of conduct, and promoting collective enforcement of good practices

Growth – creating linkages between GAREX and U.S. employers, and promoting a collective marketing strategy



SNAPSHOT OF GAREX

- GAREX stands for “Gremio de Agencias de Reclutamiento y Empleo en el Extranjero” or “Trade Association of Recruitment and Labor Agencies for Employment Abroad” (in English).
- GAREX is conformed by over 10 responsible recruiters in Guatemala. This group of recruiters identifies as professional recruitment agencies that are compliant and respect the rights of migrant workers recruited through transparent and responsible practices, promoting labor opportunities for Guatemalans.
- GAREX members currently recruit primarily for jobs in Canada, the U.S., and Mexico – and collectively support labor mobility for over 20,600 Guatemalans.

ABOUT LaMP

Labor Mobility Partnerships (LaMP) is an international organization dedicated to expanding and improving labor mobility opportunities for workers around the world. We collaborate with industries and governments to design practical, market-compatible solutions to barriers that impede labor mobility from achieving its full impact. Learn more at www.lampforum.org.