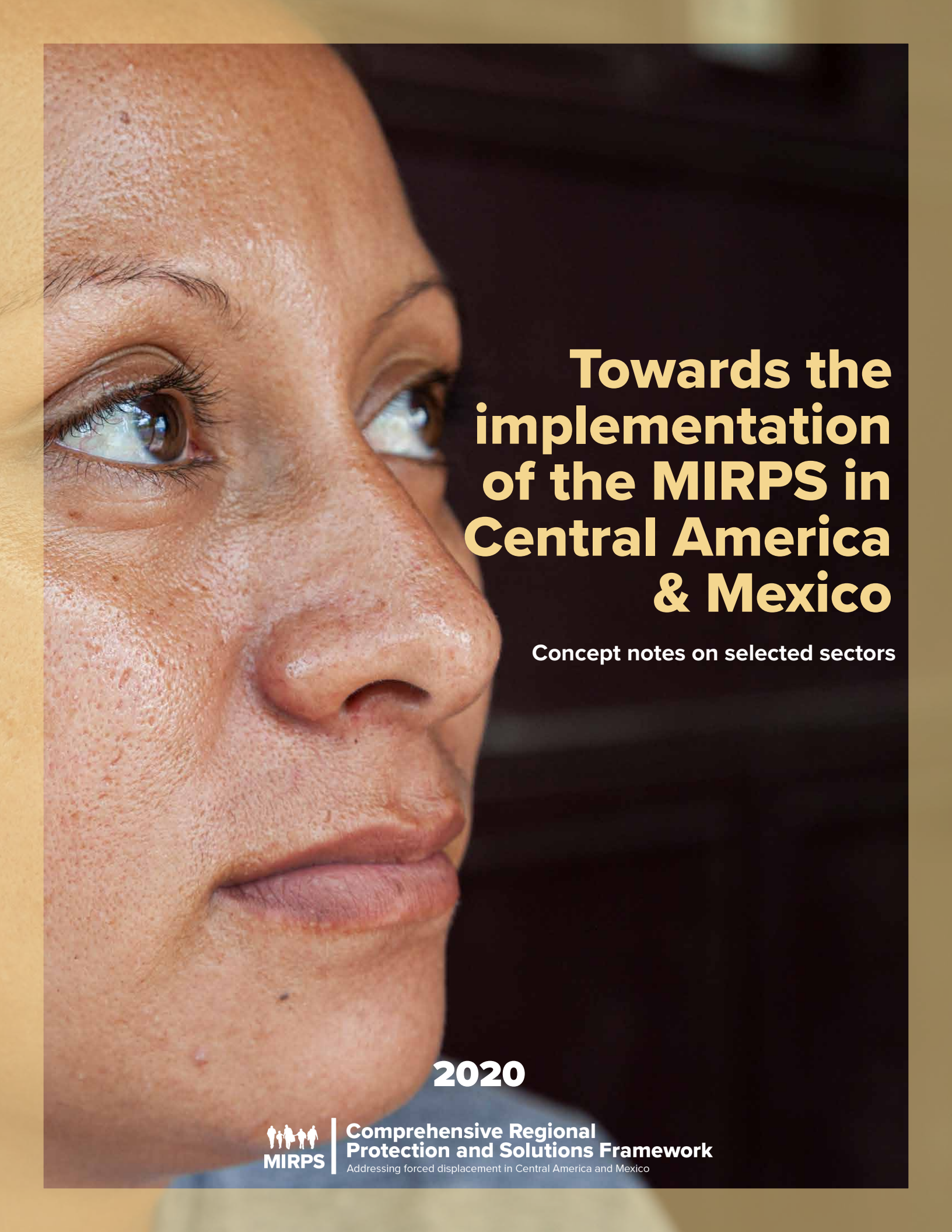




Towards the implementation of the MIRPS in Central America & Mexico

Concept notes on selected sectors

2020



**Comprehensive Regional
Protection and Solutions Framework**

Addressing forced displacement in Central America and Mexico

Context

Impacted by increasingly complex forced displacement situations, Central America hosts hundreds of thousands of people who have fled their homes, either within or across their country's borders, in search of safety. This includes IDPs in El Salvador, Honduras and Mexico; together with refugees and asylum-seekers from the northern Central American countries who have fled chronic gang violence, persecution and insecurity. The vast majority of refugees and asylum-seekers from these countries are hosted in Mexico and the USA, with several thousands more having sought asylum in Belize, Costa Rica, Guatemala, and Panama. In addition, tens of thousands of people have fled the social and political crisis in Nicaragua, the vast majority arriving in neighbouring Costa Rica where asylum claims have increased exponentially.

In 2019, the Americas was the largest recipient of asylum applications worldwide. An additional several hundred thousand persons are returning to their countries of origin as deportees, including those with protection needs. With an increasing trend of people forcibly displaced in the region exerting pressure on national protection and asylum systems, the MIRPS seeks to expand the operational capacity of States in Central America and Mexico to respond to forced displacement. This includes making the necessary arrangements to ensure safe reception and admission of people forced to flee, facilitating access to safe spaces and shelters, engaging community and municipal leadership, promoting durable solutions and livelihoods, as well as fostering an environment of peaceful coexistence.

In 2017, Belize, Costa Rica, Guatemala, Honduras, Mexico and Panama adopted the San Pedro Sula Declaration, to address forced displacement by strengthening the protection and assistance to affected persons, as well as promoting durable solutions. Through the Declaration, countries agreed to participate in the MIRPS as a regional contribution to the Global Compact on Refugees, where all states committed to adopt and implement national action plans, aligned to country specific commitments and priorities. In 2019, El Salvador joined this regional effort and held the Pro-tempore Presidency for 2020. Nationally, MIRPS Technical Teams (NTTs) are comprised of relevant government institutions who plan and coordinate the implementation of work plans with support from UNHCR and OAS as the technical secretariat.

Identification of resources required

Through the State-led quantification process, NTTs have assessed the financial resource requirements and steps required to implement select national commitments, defining specific costed activities in the areas of protection, social protection, health, education and livelihoods. The related Concept Notes presented within this document have informed the elaboration of detailed Concept Notes, that were informed by consultations and working sessions of the NTTs which brought together national counterparts in the areas of planning, financing and international cooperation with the technical support from the UNHCR-OAS MIRPS Secretariat and the Pro-Tempore Presidency.

This process has served to strengthen the national planning process to implement MIRPS national action plans, and is a basis for partnership engagement and resource mobilization. Key consideration was given to identifying commitments that aligned closest to the humanitarian context and prevailing protection needs, and were dependent on establishing new partnerships and forms of financing to implement. In a number of instances, focus areas also align to Pledges that were also made at the Global Refugee Forum.

The scale of the forced displacement crisis in the region - compounded by the pandemic - and the projections of a possible increase in the numbers of people fleeing once the opening of borders is regularized, requires the **strengthening of partnerships** to be a priority for 2021. In this sense, MIRPS countries have diverse national, regional and international partners, as well as the backing of the **Support Platform, international financial institutions, development actors, the civil society and the private sector** as a true example of responsibility-sharing.



Find out more about
the Annual Report
in the new [MIRPS
webpage](#)

Prioritized focus areas

Total requirement \$63,152,181
Total gap \$54,479,442

MEXICO **Total requirement \$8,289,178**

 Strengthening schools in the public education system in host communities in southern Mexico

Total Required Financing

\$7,042,800

 Strengthening first level health care in the state of Chiapas, Mexico

Total Required Financing

\$1,246,358

HONDURAS

Total requirement \$3,999,725



Guaranteeing a harmonized approach to provide long term solutions such as access to work and social protection

Total Financing Required

\$3,999,725

GUATEMALA **Total requirement \$346,170**
Total gap \$333,442



Creation of specialized, differentiated, safe, and decent reception conditions

National Financing

\$4,546

Financing Gap

\$39,935



Strengthening institutions that govern the protection of children and adolescents in border areas

National Financing

\$4,286

Financing Gap

\$232,208



Public-private sectors alliances for the inclusion of refugees and refuge applicants in Guatemala into the workforce

National Financing

\$3,896

Financing Gap

\$61,299

BELIZE

Total requirement \$2,596,861



Establish demand-driven technical and vocational training in key economic sectors associated with climate change, benefiting refugees, asylum seekers, migrants and Belizean youth

National Financing

\$0

Financing Gap

\$2,596,861

EL SALVADOR **Total requirement \$11,993,682**
Total gap \$10,336,910



Improve the technical, inclusive, and operational capacity of the Salvadoran educational system to support the rights of the forcefully displaced population

National Financing

\$1,513,561

Financing Gap

\$6,854,890



Expand opportunities of access to work and sources of livelihood to encourage self-reliance of people who have been forcibly displaced in El Salvador

National Financing

\$0

Financing Gap

\$3,266,520



Strengthen the capacity of the National Health System to provide better health and psychosocial services to forcibly displaced people in El Salvador

National Financing

\$143,211

Financing Gap

\$215,500

COSTA RICA **Total requirement \$7,966,225**
Total gap \$4,980,215



Voluntary temporary insurance for asylum seekers and refugees in Costa Rica

National Financing

\$0

Financing Gap

\$3,033,333



Social protection of the populations with international protection needs through services provided by the Social Welfare Institute (IMAS)

National Financing

\$836,397

Financing Gap

\$641,655



Institutional strengthening to support the refugee and migrant population in the context of the COVID-19 pandemic

National Financing

\$2,149,613

Financing Gap

\$1,305,227

PANAMA

Total requirement \$27,960,340



Expanding social coverage to meet the basic needs of vulnerable refugees and applicants for refugee status

National Financing

\$4,017,229

Financing Gap

\$23,943,111

Education

Total requirement \$18,008,112
Total gap \$16,494,551

Social protection

Total requirement \$33,438,117
Total gap \$28,584,491

Protection

Total requirement \$3,813,551
Total gap \$1,345,162

Child protection

Total requirement \$236,494
Total gap \$232,208

Health

Total requirement \$4,638,422
Total gap \$4,495,211

Jobs and livelihoods

Total requirement \$3,331,715
Total gap \$3,327,819



Jobs and livelihoods | Empleo y medios de vida

El Salvador.

Persons of concern in El Salvador

Salvadoran asylum seekers in the world*

136,292

Salvadoran refugees in the world*

41,850

Internally displaced persons in El Salvador**

71,500

*Official data provided to UNHCR

**Data between 2006 and 2016

SECTOR	DESCRIPTION	IMPLEMENTING ENTITIES	FINANCING NEEDS	
 Education 	Contribute to ensuring continuity of education for children and adolescent students who are victims of forced displacement caused by violence in El Salvador through strategies that promote their inclusion and psychosocial assistance.	Ministry of Education, Science, and Technology (MINEDUCYT)	National Financing \$1,513,561	Financing Gap \$6,854,890
 Jobs and livelihoods 	Contribute to the access of opportunities for durable solutions for people who have been forcibly displaced in El Salvador, by including them in initiatives of specialized training, employment and entrepreneurship, enabling them to expand their capacities to resume their life and regain self-reliance.	Ministries of Justice and Public Safety, of Labor and Social Welfare, of Local Development, in coordination with the Social Investment Fund for Local Development.	National Financing \$0	Financing Gap \$ 3,266,520
 Health 	Secure better comprehensive health services (medical and psychosocial) to forcibly displaced people in the entire National Health Service by using strategic tools, such as specialized protocols and assistance models tailored to their needs.	Ministry of Health (MINSAL, by its Spanish acronym)	National Financing \$143,211	Financing Gap \$ 215,500

Context

Just as the rest of the countries in northern Central America, El Salvador faces important challenges when addressing multidimensional violence. Poverty and inequality, together with the average human development indexes, translate into institutional, political, economic, and social challenges. The situation in the region limits access to essential services and the conditions which influence the climate of insecurity and continue to cause forced displacement and irregular migration.

El Salvador has a surface of 21,040 km², which puts it among the smallest countries in the Central American region and has a population of 6.7 million, which makes it one of the most densely populated countries in the world. Among the population, 67.7% live in urban areas and 38.3% in rural areas. Another important demographic characteristic is that over 50% of the population are younger than 30 years old, which shows a demographic dividend which the country could potentially leverage to encourage greater productivity and development levels. GDP in El Salvador reached 2.3% in 2019, maintaining the same average percentage as in recent years. Other relevant data to consider is that the main areas of economic activity that concentrates the majority of the employed population are: 1) commerce, hotels and restaurants; 2) agriculture and farming; 3) the manufacturing industry; and 4) the construction industry. In regards to the social security system of the employed population, only 34.7% are affiliated or covered by a national public or private social system, which shows a relative vulnerability. At the same time, over 60% of this population has no access to health services, as the Salvadoran Institute of Social Security (ISSS, by its Spanish acronym), covers only 15% of the population, private hospitals cover 5%, and the Ministry of Health (MINSAL, by its Spanish acronym) covers the remaining 80% and it's the only one with nationwide service due to the growth of its network.

Economically, the area has experienced a sustained growth of between 2% and 4% in the last few years, creating relative macroeconomic stability. However, this does not necessarily translate into greater wellbeing and development for most of the population. On the contrary, inequality and poverty gaps have widened, making it a country dependent on external shocks and remittances from abroad, which represent close to the 20% of its Gross Domestic Product (GDP). The multidimensional poverty index in El Salvador is 28.8%, which results in difficulty finding employment and social stability for a greater part of the population in the country, and constitutes

one of the main reasons for regular and irregular migration as a solution to the situation. Each year, this leads to thousands of people assuming great risks to their physical integrity to seek a better life and decent and safe living conditions. Regarding education, the report on multidimensional poverty points out that 97% of households in multidimensional poverty have a low level of education among adults, and in homes with children and adolescents, 26% do not go to school.

Additionally, the combination of economic and health elements that the COVID-19 pandemic has created has had a disruptive impact on the human development and skill-building spaces, such as the home, school, and work, increasing the risk of dropping out of school. According to the World Bank, in 2019 El Salvador reached a 2.3 percent growth in GDP, but the country has since recorded low levels of economic growth and, due to the COVID-19 pandemic, the Salvadoran economy is expected to shrink by 8.7 percent in 2020, and to grow by 4.9 percent in 2021. This framework presents two negative effects on employment: i) shock over the emergency which will primarily affect employees in informal employment, and ii) shock over the international recession, which is predicted to reduce opportunities for formal and informal employment.

As a response, the Salvadoran government is implementing a strategy to foster the economy, which is expected to turn the country into an example of growth in the region, promoting better living conditions and greater levels of development within the population which will reduce historic indexes of vulnerability and dependency. Despite the COVID-19 crisis, economic projections for El Salvador are positive, thanks to the implementation of the Plan de Despegue Económico (Plan for Economic Take Off), a strategy which will provide a new impetus to development for the benefit of Salvadorans, making the economy more dynamic and relying on technology and competitiveness. By including an education pillar to strengthen skills related to new technologies in children and adolescents, this will have a positive impact on the educational sector.

Trends in displacement

According to the report “Tendencias Globales del desplazamiento forzado en 2019” (Global Trends in Forced Displacement in 2019 [UNHCR, 2020]), El Salvador is the seventh-highest country of origin for asylum seekers that year, with a total of 54,300 new applications for asylum presented by Salvadorans in other countries. Worldwide, there were 41,850 refugee Salvadorans towards the end of 2019, and 136,292 pending applications for asylum.

In 2018, the Ministry of Justice and Public Safety (MJSP, by its Spanish acronym) published a report named “Caracterización de la movilidad interna a causa de la violencia en El Salvador” (Characterization of internal mobility due to violence in El Salvador), which measured internal forced displacement due to violence in the country to that date. This report revealed that between 2006 and 2016, 1.1% of families who lived in the country have had at least one of their members forced to change their residence as a result of or to avoid the effects of violence. These 71,500 people displaced internally reflect a demographic profile that shows that family groups with young people in a condition of relative socioeconomic vulnerability are the most affected. Likewise, the LGBTI community, women and young people are identified as especially vulnerable to being victims of these groups.

Forced internal displacement in El Salvador points to high rates of victimization within territories with a vulnerable social fabric, territories under the control of criminal groups, as well

as constant threats and extortion that force people to leave their homes, causing serious psychological, physical, and material damage to those who suffer it.

The immediate effects of forced displacement are reflected in the emotional and psychological disorders affecting a high proportion of the population (70%), and lower access to education for the underage population (4-17 years) largely associated with the need for families to temporarily interrupt the education of their children for reasons related to the change of residence, as well as latent risks from what was suffered. Although this situation tends to stabilize over the years, the medium- or long-term impacts of the educational setback can have important consequences for those affected (MJSP, 2018).

To change this reality, the government has been promoting various strategic efforts since 2019, including a Plan Control Territorial (Territorial Control Plan). This strategy aims to combat crime and violence in the country, seeks to recover territories controlled by criminal groups, and rebuild the social fabric of the population in order to generate environments conducive to peace and coexistence. To date, it has had important results in reducing homicides and other crimes that have chronically affected the population in the past, having until November 2020, 34 days with zero homicides and a registered reduction of 47.1%.

National Response

On July 13, 2018, the Constitutional Chamber of the Supreme Court of Justice issued the Amparo Ruling 411-2017, which mandates the Salvadoran State to recognize the phenomenon of forced internal displacement and to work with the relevant institutions to comply with the following obligations:

1. Recognize that the individuals are victims of this phenomenon and have rights and categorize them normatively, for which it is necessary to revise special legislation aimed at protecting victims and witnesses;
2. Design and implement public policies and action protocols aimed at preventing the forced displacement of the country's inhabitants. It is therefore urgent that measures be adopted to regain territorial control over areas dominated by gangs and to prevent future displacement and the continuation of systematic violations of fundamental rights;
3. Provide protection measures to those who already have de facto status as displaced persons and guarantee them the possibility of returning to their homes; and
4. Propose the establishment of cooperation

agreements and maintain relations at the national and international level with organizations and institutions to facilitate their compliance.

Likewise, in January 2020, El Salvador passed the Ley Especial para la Prevención y Protección Integral de Personas en Condición de Desplazamiento Forzado Interno (Special Law for the Prevention and Comprehensive Protection of Individuals in a Condition of Internal Forced Displacement), which states the rights of the internally displaced population, the phases of internal forced displacement, the organization that will be in charge of their execution, and the establishment of preventive procedures and an efficient assistance system with a humanitarian approach that includes long-term solutions.

This law provides for attention to forcibly displaced individuals in its three phases: prevention, humanitarian assistance, and protection, which, in the long term, should lead to a long-term solution rather than a temporary one. In this sense, the Ministry of Education, Science, and Technology (MINEDUCYT, by its Spanish acronym) intervenes in the humanitarian assistance phase in accordance with Article 10, which states



Find out more about the IDP law
in El Salvador [Here](#).

that “As soon as conditions permit, education and training services shall be provided to internally displaced individuals, particularly to children, adolescents and women, regardless of address or place of habitual residence”.

The MINEDUCYT is an integral part of the Inter-institutional Technical Commission for the Attention and Protection of Individuals in a Condition of Forced Internal Displacement, established by law, which will be the coordination and joining body that will favour comprehensive, multidisciplinary assistance to individuals in a condition of forced displacement. The commission will be responsible for the formulation, monitoring and evaluation of compliance with the national policy and its plan of action, as well as the approval of protocols for the assistance of internally displaced individuals.

On the other hand, under the leaderships of the MJSP as governing body of the law and main guarantor has the objective of recognizing, guaranteeing and protecting the fundamental rights of internally displaced people, and those at risk, through the establishment of preventive procedures and a system to assist efficiently with a humanitarian approach that is solutions oriented.

As provided by the law, the Minister of Justice is to preside the Interinstitutional Technical Commission for the Attention and Protection of Internally Displaced People. The MTPS is also part of such Commission, where coordination and articulation can favour the comprehensive attention with

a multidisciplinary approach to people forced to flee. The Commission will be in charge of formulating, monitoring and evaluating the compliance with the National Policy and Plan of Action, as well as the approval of protocols to assist internally displaced people.

MINSAL intervenes in the phase of humanitarian assistance in line with article 10, which provides that health service providers and public hospital entities across the country must provide emergency health services of quality, in an efficient, timely and immediate manner, and free of charge to displaced people regardless of their place of residence. Similarly, during the protection phase, in line with article 13, all temporary shelters must have comprehensive assistance protocols with a psychosocial approach that will enable the prevention of harmful effects of remaining in shelters. It is thus necessary to establish a specialized protocol on the comprehensive attention and a model for the provision of psychological/psychosocial assistance. MINSAL is part of the Interinstitutional Technical Commission for the Attention and Protection of Internally Displaced People.

The country is making progress towards the legalization of the act, despite the challenges posed by the COVID-19 health emergency, in order to guarantee its implementation and provide comprehensive and efficient assistance so that the victims of forced internal displacement can resume their self-sufficiency with dignity and security.

The MIRPS in El Salvador

The arrival of new authorities made it possible for the government of El Salvador to join MIRPS on July 25, 2019, as a sign of willingness and responsibility to address the phenomenon of forced displacement due to violence in the country. As a result, the government formed a multidisciplinary National Technical Team (ETN, by its Spanish acronym) composed of seven key ministries¹, involved in providing protection and solutions to victims in the various phases of the cycle of forced displacement.

In addition, ETN was responsible for leading consultations with the population and key actors, which took place in September 2019 with the objective of gathering supplies for the construction of the MIRPS National Chapter. This resulted in the definition of a national response plan that incorporated 49 agreements to attend to, protect and provide lasting solutions for displaced individuals and individuals deported with protection needs, refugees and asylum seekers, through the relevant institutions, including MINEDUCYT, MINSAL,

MSJP, MTPS and MINDEL whose implementation framework is planned for 2020-2022, from an inter-institutional approach to link humanitarian actions with development actions, in order to ensure sustainability and facilitate opportunities for the self-sufficiency of displaced individuals.

Consistent with its commitment, the Ministries are advancing in the implementation of these actions, also establishing a roadmap to identify those activities necessary for their achievement, a key tool to analyze the areas that require complementary support to the government efforts.

¹ The ETN is composed of the Ministry of Justice and Public Safety; Ministry of Foreign Affairs; Ministry of Health; Ministry of Education, Science and Technology; Ministry of Labor and Social Security; Ministry of Local Development; and Ministry of Government and Territorial Development. They also have the support and assistance of the presidency, through the office of the Presidential Commissioner for Operations and Government Cabinet and the Salvadoran Agency for International Cooperation (ESCO, by its Spanish acronym).

**COUNTRY:** El Salvador**SECTOR:** Jobs and livelihoods

Expand opportunities of access to work and sources of livelihood to encourage self-reliance of people who have been forcibly displaced in El Salvador



Executive Summary

The COVID-19 pandemic has posed a significant challenge to the Salvadorian economy, while in turn having a negative impact on an already vulnerable forcibly displaced persons, placing a particular strain on limited self-sufficiency, access to labour market opportunities and housing. As a consequence, with the support of a diverse range of actors, the Government seeks to provide a comprehensive response to mitigate a possible socio-economic crisis for the most vulnerable populations, through increased access to employment and livelihood programmes.

The objective of this programme is to stimulate the self-sufficiency of forcibly displaced persons in El Salvador to further the achievement of durable solutions in conditions of respect, dignity and the guarantee of rights. The related interventions will reinforce the role of forcibly displaced persons as actors of socio-economic development in the communities that host them. Likewise, it will improve care for forcibly displaced people, prioritizing their participation through the promotion of decent employment and economic opportunities through job boards. Lastly, the programme will expand access to income generation opportunities, independence, and the capacities for the forcibly displaced population, by strengthening programmes and initiatives that support entrepreneurship.

DURATION

2021- 2022

IMPLEMENTING ENTITIES

Ministry of Justice and Public Safety (MJSP);
Ministry of Labor and Social Welfare (MTPS);
Ministry of Local Development (MINDEL, in coordination with
the Social Investment Fund for Local Development (FISDL)

LOCATION

National

BENEFICIARIES

At least 400 victims of forced displacement

ESTIMATED BUDGET

Total Required Financing:	\$3,266,520
National Financing:	\$0
Financing Gap:	\$3,266,520

1. Labour and livelihoods sector context in El Salvador

The government's Cuscatlán Plan for 2019-2024, in its economic proposal, aims at achieving inclusive and sustainable economic growth based on social justice, local reactivation, solidarity, the creation of opportunities for every sector of the population, through state efficiency and commercial competitiveness of the relevant institutions in the sector.

In the same way, the government has analyzed situations in the labour sector, mainly that of young people and women, unemployment, informal jobs and marginal employment, which do not provide minimum wages that satisfy the actual needs of the working class. These labour market conditions have hindered the development and wellbeing of the country which reveals a need for greater assistance and better support programs.

Despite some advances, El Salvador is still one of the countries most affected by violence, leading to deep-seated problems of inequality and poverty. This situation has been exacerbated by the outbreak of the COVID-19 pandemic, which apart from posing a great challenge to public health, is an unprecedented humanitarian and economic challenge.

In the COVID-19 environment, access to opportunities is particularly limited due to mobility restrictions and the impact of economic measures, which could cause the most affected people to rely on jobs with lower remuneration and under informal conditions under which, in many cases, they could be victims of abuse and mistreatment. In this context, especially vulnerable people, such as people who have been forcibly displaced, suffer from a greater shock due to the aggravating factor of having lost their goods and property, while facing a reduction of income and an increase in expenses to attend to their needs as a consequence of the displacement. The vision of the future of people displaced due to violence is mainly focused on raising children, personal development and educational development for their children, as well as on employment, be it by getting a job, keeping their current job, or setting up their own business, and on the purchase or construction of their home (MJSP, 2018).

Due to the economic needs caused by the forced displacement, more members of the family group must look for sources of income, which has a detrimental effect on the continuity of their studies, which, in the long run, makes it more difficult for them to obtain employment. Although the state and other actors, such as NGOs, international bodies, etc., provide support to this population in emergencies situations by focusing on humanitarian protection and assistance, it is necessary to design and implement programs and policies that allow displaced people to have an opportunity to reshape their lives with dignity, which is possible through access to decent jobs, savings and loans, vocational training and soft skills, entrepreneur training, and seed capital to develop their business ideas. This support will facilitate durable solutions for this population.

Consequently, the MJSP, MTPS, MINDEL and FISDL, as key actors in the development of durable solutions for this population, have met and agreed to coordinating their efforts to establish initiatives to achieve this goal, including, among others, the evaluation of a socio-economic and educational profile of victims in order to refer them the services of the Job Agency, the entrepreneurship support program, as well as to other key institutions. To do so, it is important to strengthen the operational and technical capacity of a system of long-term solutions, in coordination with the MTPS, MINDEL and FISDL, among other relevant institutions.

These institutions have previous experiences developing similar initiatives, which range from managing aid to benefit at-risk, vulnerable women with food baskets and seed capital as an incentive for entrepreneurial women to reactivate their economic and productive activities, to the facilitation of opportunities to access decent jobs and sources of income for men and women, thus encouraging and guaranteeing the protection of their fundamental rights in the workplace and the extension of protection and social security coverage.

Complementary Initiatives

Currently, various initiatives exist which could complement these efforts. For example, the Ministry of Labour has a public service program of employment intermediation which is offered in the fourteen departmental districts. According to the administrative records of the National Department of Labour, thanks to the collaboration of local governments, NGOs, and trust in participating companies, in 2019 it was possible to accommodate 17,266 people in new job posts along the country, with an important participation of young people between 18 and 29 years old (41% of the participants).

Likewise, employment services are offered that focus on young people to reduce youth unemployment, underemployment and precarious employment levels, implementing encouraging strategies such as: skill development via scholarships and training courses, employment counselling services and workshops, authorization of learning contracts, and entrepreneurship support and advice. Only in 2019, 1,359 workshops were organized, which benefited 60,481 people, and 710 educational scholarships were granted.

Regarding entrepreneurship, there are productive initiatives in place, that offer products and services to the public by organizing self-employment fairs in close association with other governmental institutions and local governments. In 2019, a total of 3,282 entrepreneurs were benefited, including people with disabilities, older adults, young people and returned migrant people. MINDEL has initiatives such as the Emprendimiento Solidario (Supporting Entrepreneurship) program and the Mejoramiento de Vida (Life Improvement) program. These initiatives benefit people in poverty and vulnerable conditions who need to continue to earn income and build skills from a self-management approach, while at the same time involving municipalities in order to provide opportunities for the promotion of employment, labour integration, references, among others, at the local level.

Institutions such as World Vision have programs like the Jóvenes Súper Pilas (Super Energetic Young People) program for the improvement of life conditions of young people between 15 and 25 years old, with the purpose of increasing economic opportunities in youth by increasing their life and livelihood skills; improving opportunities for education, employment and self-employment; by fostering alliances with the government, companies and universities, where they are trained to prepare a life plan and are provided workshops to improve their skills and capacities allowing them to start a business, get a job or continue with their studies.

Additionally, the United Nations System, through the UNDAF 2016-2020, included among its intervention priorities the generation of decent jobs and sources of livelihood in order for the population to have greater opportunities to access a decent job and sustainable source of livelihood. The intervention would thus contribute to productive and inclusive development, with the participation of the United Nations Development Program (UNDP), the United Nations Industrial Development Organization (UNIDO), the Food and Agriculture Organization of the United Nations (FAO) and the World Food Program (WFP), among others. Additionally, the COVID-19 Socio-Economic Response and Recovery Plan in El Salvador prioritizes to contributing to employment protection, for micro, small and medium enterprises and workers of the informal economy, where the young people and women have increased their employment opportunities through the development of enterprises and innovation.

2. Detailed Approach

General Objective

Increase the self-reliance of forcibly displaced individuals in El Salvador to achieve long-term solutions to their situation with respect, dignity and a guarantee of their rights.

To achieve the goals detailed for the intervention, the ministries require the implementation of many strategic activities in coordination with relevant public institutions (the National Committee for Micro and Small Business [CONAMYPE, by its Spanish acronym], ESCO, the Salvadoran Institute for Professional Training [INSAFORP, by its Spanish acronym], the Salvadoran Institute for Women's Development [ISDEMU, by its Spanish acronym], etc.), international cooperative partners that can contribute to the initiative, and many office units within the MJSP, the MTPS, the MINDEL and the FISDL.

The effects of such interventions consider the inclusion of the entire country, at municipal and central levels, in order to benefit the greatest number of people who have been affected by forced displacement or who are at risk due to violence.

Specific Objective 1

Strengthen the role of forcibly displaced individuals as actors in the socio-economic development of their host communities.

Expected Result 1

Improved access to the necessary economic and training opportunities for forcibly displaced persons to rebuild their lives in conditions of equality, safety, and dignity.

Activities

A1.1: Mapping of services available regarding employment, entrepreneurship, training and other initiatives for durable solutions from the MTPS, the MINDEL, and the FISDL, and other relevant institutions.

A1.2: Strengthen the OLAVMFs through the acquisition of IT equipment, gift cards, supplies, etc.

A1.4: Creation of a 3-month humanitarian aid program for displaced individuals (USD 400 each month in cash) to meet their basic needs, while connecting them with long-term solutions.

A1.3: Establish coordination methods of the OLAVMFs with municipalities and other relevant bodies for the identification of cases.

A1.5: Launching of an information campaign about the services available through the MJSP, MTPS, MINDEL, and FISDL.

Specific Objective 2

Improve assistance provided to displaced individuals, prioritize their participation through the promotion of economic opportunities and decent employment through job banks, particularly for displaced or at-risk women, young people, and the LGBTI community.

Expected Result 2

A strengthened public system of employment assistance with a focus on displaced or at-risk women, young people, and the LGBTI community, through the implementation of effective programs and initiatives for the promotion of economic opportunities and decent employment.

Activities

A2.1: Establish a coordination method for the MTPS, MJSP, MINDEL, and FISDL, and other relevant bodies, for the attention of cases and the connection with existing services.

A2.2: Conduct specialized training lectures for the MTPS staff on forced displacement, financial education, and their comprehensive approach for long-term solutions.

A2.3: Design and implement a line of assistance, reference and referral directed by the MTPS National Labour Department.

A2.4: Prepare and implement prioritized assistance protocols for displaced women and young people in job banks.

A2.5: Update employment counselling, employment intermediation, and entrepreneurship programs, including training for managers.

A2.6: Strengthen, in association with the MINDEL and FISDL, the entrepreneurship program on seed capital for displaced individuals who qualify.

A2.7: Develop awareness-raising lectures along with MJSP, MTPS, MINDEL, and FISDL, and representatives of organizations from civil society, the private sector, international cooperation, and other actors, for the establishment of alliances and the deployment of materials and financial resources related to existing programs, with a focus on women and young people.

Specific Objective 3

Expand the access to opportunities of generating income, autonomy, and skills of victims of forced displacement, through the strengthening of support programs and initiatives for entrepreneurs.

Expected Result 3

Expanded Coverage for and Inclusion of Victims of Forced Displacement in Employment, Training and Entrepreneurship Programs.

Activities

A3.1: Development of specialized training lectures for MINDEL and FISDL staff on forced displacement, financial education, and a comprehensive approach for long-term solutions.

A3.3: Strengthening of the Emprendimiento Solidario program to extend its reach in area and delivery of seed capital to priority entrepreneurial businesses through the hiring of specialized staff, the increase of available funds and the acquisition of supplies and equipment to track the initiative.

A3.2: Conduct work sessions to define the methodology of the Emprendimiento Solidario program applicable to the various profiles of displacement victims and provide solutions based on their needs.

A3.4: Establish a method of coordination with entities involved with entrepreneurship and training issues, such as the CONAMYPE, INSAFORP, etc., to improve their capacities for counseling and specialized training in entrepreneurship for displacement victims.

3. Beneficiaries

The idea behind this intervention is to benefit displaced individuals by incorporating them, through a MJSP referral, into services available in the MTPS and MINDEL. Currently, around 3,500 individuals receive assistance each year from MTPS at a departmental level through the job banks program, such as counselling for job opportunities and entrepreneurial income-generating opportunities.

Taking this into account, it is projected, based on the assistance currently provided by the MJSP which is expected to expand, to reach at least 400 forced displacement victims. Additionally, through the Emprendimiento Solidario program, it is expected to benefit as many displaced individuals and their family groups as possible by strengthening their entrepreneurial abilities and skills, facilitating equipment and supplies to kickstart their businesses, and improving the assistance provided by state institutions, municipalities, host

400 victims of forced displacement

communities and other participating bodies in training and sensitization programs, promoting the involvement of actors from the civil society and the private sector.

As a way of leveraging the demographic dividend in El Salvador and providing opportunities for the development of individuals with social and economic potential, including the LGBTI community, displaced women and young people are recognized as priority groups.

4. Estimated Budget

During the first year of the MIRPS implementation, the Salvadoran government led a quantification process of identifying the financial needs required for the fulfilment of the commitments assumed within its national response plan, among which are those assumed by the three ministries, as a way of promoting greater national planning and management for the deployment of additional resources which complement the country's efforts, with the support and leadership of ESCO during the process.

For this, various strategic ETN meetings have been held to identify and estimate the costs of services and activities within each area so as to put the agreements of MIRPS into operation using the methodology shown in the detailed costs. Through this exercise, the country seeks to build a useful instrument for the visibility of the national investment and the promotion of productive discussions with international cooperation bodies to put forced displacement, a high-priority issue for the country, into the funding agenda.

Below are the estimated financial requirements for the effective implementation of the initiative, according to the proposed goals:

OBJECTIVE	REQUIRED FINANCING*	NATIONAL FINANCING	FINANCING GAP
SO 1: Strengthen the role of forcibly displaced individuals as actors in the socio-economic development of their host communities.	\$2,176,000	\$0	\$2,176,000
SO 2: Improve assistance provided to displaced individuals, prioritize their participation through the promotion of economic opportunities and decent employment through job banks, particularly for displaced or at-risk women, young people, and the LGBTI community.	\$ 458,840	\$ 0	\$ 458,840
SO 3: Expand the access to opportunities of generating income, autonomy, and skills of victims of forced displacement, through the strengthening of support programs and initiatives for entrepreneurs.	\$ 631,680	\$ 0	\$ 631,680
TOTAL	\$ 3,266,520	\$ 0	\$ 3,266,520

*Amounts in USD.

5. Stakeholders

For the implementation of this intervention, it is proposed to take advantage of the MIRPS interinstitutional approach and coordinate to the greatest extent possible with the corresponding public entities, in order to guarantee a consistent, effective, and comprehensive response:

INSTITUTION	MISSION	ROLE IN IMPLEMENTATION
Ministry of Justice and Public Safety (MJSP, by its Spanish acronym)	Governing body in charge of coordinating public safety in the country by law to improve developmental conditions and peaceful coexistence among the population through strategies to fight against crime and violence.	Directs the country's assistance strategy for displaced individuals and is responsible for their identification and referral to opportunities and services for access to available employment and sources of livelihood through an efficient mechanism of referral and case tracking in coordination with other Government entities.
Ministry of Labor and Social Welfare (MTPS, by its Spanish acronym)	Governing institution in public administration of labour in charge of designing, executing, and supervising the country's labour policy.	In charge of incorporating displaced individuals into its programs and initiatives in order to contribute to their search of employment and entrepreneurship opportunities, as well as job training and intermediation, with a focus on achieving a long-term solution.
Ministry of Local Development (MINDEL) and Social Investment Fund for Local Development (FISDL)	Responsible for the coordinated execution of initiatives to promote improvements in the quality of life of people in conditions of poverty and vulnerability by encouraging sustainable local development processes.	Prioritizes displaced people in its entrepreneurship programs, enabling them to benefit from counselling, seed capital and other useful supports.
Salvadoran Agency for International Cooperation (ESCO)	Institution responsible for managing, negotiating, and administering the distribution of technical and non-refundable financial cooperation to every public institution in each sector, according to the orders of the executive branch.	Attends to the management of resources and discussions with potential cooperation partners, guaranteeing their compliance with the national priorities.
National Committee for Micro and Small Business (CONAMYPE)	Fosters, protects and develops leading micro and small businesses, strengthening their transformative capacity so that they can integrate themselves and influence the national economic and territorial development in a way that is inclusive, sustainable, and fair.	Supports the efforts of the MTPS, MINDEL, and FISDL to provide support to displaced individuals' businesses.
Salvadoran Institute for Professional Training (INSAFORP)	Its mission is to train the Salvadoran human talent for decent and productive employment, transforming their lives so they can contribute to the socio-economic development of the country and in building a better future.	Works with the MTPS, MINDEL, and FISDL to provide the displaced individuals with specialized workshops and training courses on different subjects to strengthen their life and work skills.
Salvadoran Institute for the Development of Women (ISDEMU)	Organization in charge of formulating, directing, executing, and police compliance with the national policy on women, and to promote the protection and comprehensive development of women.	Articulates actions in the assistance and protection frameworks for the benefit of women who have been victims of violence and their access to opportunities for economic independence.
National Institute for the Youth (INJUVE, by its Spanish acronym)	Organization in charge of formulating, directing, executing, and policing the observance of the Ley Nacional de Juventud (National Youth Act) and national policies in cooperation with national and international institutions to contribute to the comprehensive development of young people.	Helps in assisting and referring young people affected by forced displacement and violence, particularly through training and life skills programs.
Committee for the Determination of the Refugee Status (CODER, by its Spanish acronym)	Body in charge of determining refugee status, as well as guaranteeing the right of any foreigner to seek and receive refuge within the national territory in order to safeguard his or her life, personal integrity, liberty, safety, and dignity.	Articulates actions for the benefit of refugees and asylum seekers, including access to employment and sources of livelihood, in agreement with the local integration model.

Additionally, other pertinent international cooperation organizations may be added to this group, such as United Nations system agencies, funds, and programs, and civil society and private sector organizations who are interested in contributing to the initiative. As a way of incorporating their contributions according to their missions, the articulated effort with organizations such as UNHCR, UNDP, FAO, WFP, and other partners will be fundamental for the efficient development and implementation of the initiative.

6. Cross-cutting themes

Considering the conditions that forced displacement implies it is important to make sure that the planning and execution of these initiatives is carried out within a strategic and integrating framework, broadening sectoral understanding. To do this, the age, gender, and diversity approach (AGD, by its Spanish acronym) must be incorporated into the assistance of the target population, so as to respond to their needs. Likewise, it will be important to prioritize the assistance of women and young people when these services are arranged.

7. Risks and assumptions

In the developmental stage of the intervention, there might be some situations that may compromise the achievement of goals. Some mitigating measures have been determined for these cases, considering their probability and intensity:

RISKS	PROBABILITY OF OCCURRENCE	INTENSITY OF RISK IMPACT	MITIGATING STRATEGY
The impact of the COVID-19 pandemic limits the access to opportunities of formal and decent employment of the population of concern.	High	High	The MTPS, with the support of pertinent organizations, will raise awareness in the private sector of the victims' situation, as a way of promoting their integration onto employment.
Financial and technical restrictions limit the expansion capacity of the entrepreneurship and specialized training programs.	High	High	The ministries will develop strategic discussions with relevant actors who may contribute financially and materially to the initiative.
Coordinating difficulties due to changes of the individuals in charge of entities involved.	Medium	Medium	Each entity involved will designate focal points and establish responsibilities for the fulfilment of the initiative goals.

8. Monitoring and evaluation

The initiative will rely on an interinstitutional team integrated by the MJSP, MTPS, MINDEL, and FISDL, which will be in charge of monitoring and managing the intervention evaluation, and which will be able to coordinate with the pertinent entities in a multifunctional way so as to guarantee a comprehensive tracking process and evaluation of the implemented activities. This team will write a periodic report on the interested parties' advancements in relation to the logical framework and annual plan, taking into account, but not limited to, the following elements:

- Degree of indicator and product advancement according to established annual goals;
- Monitoring of risks, both updated and new, with possible

scenarios or mitigating measures for each case;

Project achievements and milestones, main challenges, contingencies or delays which jeopardized the achievement of goals, and corrective measures;

- Gender-based analysis and revised gender-based mainstreaming strategy/actions/products;
- Lessons learned, successful experiences or difficulties, actions, changes, and solutions;
- Monitoring visits, workshops, and follow-up meetings;
- Visibility and communication activities; and
- Other relevant activities.

Annex 1 – Logical Framework and Estimated Budget

Results/Activities	Indicator	Unit of Measure	Baseline (Dec. 2020)	Goal (Dec. 2022)	Source and Means of Verification	Duration	Required Financing	National Financing	Financing Gap
General objective: Stimulate the self-reliance of forcefully displaced individuals in El Salvador to achieve long-term solutions in a context of respect, dignity, and guarantee of their rights									
Specific objective 1: Strengthen the role of forcibly displaced individuals as actors in the socio-economic development of their host communities.									
R1. Improved access to the necessary economic and training opportunities for forcibly displaced persons to rebuild their lives in conditions of equality, safety, and dignity.	Number of displaced individuals who received counselling on work skills	Displaced individuals (disaggregated by sex and age)	0	800 individuals; 400 women; 600 young people	Report by the MJSP, MTPS, MINDEL, and FISDL	2021-2022			
A1.1. Mapping of services available regarding employment, entrepreneurship, training and other initiatives for long-term solutions from the MTPS, the MINDEL, and the FISDL, and other relevant institutions.	Number of employment, entrepreneurship, training services available, and formation of other long-term solution initiatives	Services	0	30	National mapping completed and published online	2021	\$50,000	\$0	\$50,000
A1.2. Strengthen the OLAVMFs through acquisition of IT equipment, gift cards, supplies, etc.	Number of displaced individuals identified and referred to existing services	Number of displaced individuals (disaggregated by sex and age)	0	300 (50% women and 75% young people)	Monthly and annual reports from the OLAVs; database of assistance provided	2021-2022	\$996,000	\$0	\$996,000
A1.3. Establish coordination methods with the OLAVMFs and municipalities and other relevant bodies for the identification of cases.	Number of municipalities who participate in the coordination mechanism	Municipalities	0	10	Collaboration agreements; communication exchanges as evidence of coordination; institutional reports	2021-2022	\$50,000	\$0	\$50,000
A1.4. Creation of a 3-month humanitarian aid program for displaced individuals (USD	Number of individuals who	Number of displaced individuals	0	50 (50% women and	Report of cases; institutional report about the program	2021-2022	\$960,000	\$0	\$960,000

400 each month in cash) to meet their basic needs, while connecting them with long-term solutions.	receive humanitarian aid	(disaggregated by sex and age - family unit)		75% young people)					
A1.5. Launching of an information campaign about the services available through the MJSP, MTPS, MINDEL, and FISDL.	# people accessing the prepared and distributed material	Individuals	0	5,000	Publications and material for dissemination distributed, number of printed and distributed materials, number of downloads on published pages	2022	\$120,000	\$0	\$120,000
SO 1 subtotal:							\$2,176,000	\$0	\$2,176,000
Specific objective 2: Improve assistance provided to displaced individuals, prioritize their participation through the promotion of economic opportunities and decent employment through job banks, particularly for displaced or at-risk women, young people, and the LGBTI community.									
R2. A strengthened public system of employment assistance with a focus on displaced or at-risk women, young people, and the LGBTI community, through the implementation of effective programs and initiatives for the promotion of economic opportunities and decent employment.	Number of displaced individuals assisted through employment and/or entrepreneurship programs	Displaced individuals, women, young people, and members of the LGBTI community	0	800 displaced individuals; 400 displaced women; 600 displaced young people (300 women - 300 men); 30 members of the LGBTI community	Assistance systems databases by the MTPS, MJSP, MINDEL, and FISDL; case reports; institutional reports	2021-2022			
A2.1. Establish a coordination method for the MTPS, MJSP, MINDEL, and FISDL, and other relevant bodies, for the attention of cases and the connection with existing services.	Number of departments in each institution that participate in the method	Institutional departments	0	10	Institutional reports; meeting minutes for the creation and strengthening of the method; regulatory document for method operation	2021	\$40,560	• \$0	\$40,560
A2.2. Conduct specialized training lectures for the MTPS staff on forced displacement, financial education, and their	# Public workers trained in forced displacement, financial education, and	Number of male and female public workers	0	200 (50%)	Training program, attendance lists, certificates of participation	2021-2022	• \$20,000	• \$0	• \$20,000

comprehensive approach for long-term solutions.	their comprehensive approach for durable solutions.	(disaggregated by sex)							
A2.3: Design and implement a line of assistance, reference and referral directed by the MTPS National Labor Department.	# people referred based on the care plan, reference and established referral	Number of people (disaggregated by sex and age)	0	50 (50%; 75% young people)	Lists of meetings for plan design, written document, institutional adoption, monitoring report, database of assisted cases	2021	\$10,000	\$0	\$10,000
A2.4: Prepare and implement prioritized assistance protocols for displaced women and young people in job banks.	# public workers who participate in creating and implementing the protocol	Number of public workers	0	30	Lists and/or memoirs of meetings held for protocol creation, written protocol designed to assist forcibly displaced victims, monitoring report	2021-2022	\$18,080	\$0	\$18,080
A2.5: Update employment counseling, employment intermediation, and entrepreneurship programs, including training for managers.	# programs strengthened in employment counseling, employment intermediation, and entrepreneurship	Number of programs	0	5	Lists and/or reports of meetings for program revision, identified agreements, assessment document, report on improvements made	2021-2022	\$145,200	\$0	\$145,200
	# managers participate in training	Number of managers (disaggregated by sex)	0	35 (50%)	Training program, attendance lists, certificates of participation				
A2.6: Strengthen, in association with the MINDEL and FISDL, the entrepreneurship program on seed capital for displaced individuals who qualify.	Seed capital delivered to displaced people	Amount (dollars)	0	100,000	Agreements to achieve funding, monitoring reports on seed capital deliveries	2021-2022	\$150,000	\$0	\$150,000
A2.7: Develop awareness-raising lectures along with MJSP, MTPS, MINDEL, and FISDL, and	# agreements with civil society, private sector,	Number of agreements	0	3	Reports on awareness-raising activities,	2021-2022	\$75,000	\$0	\$75,000

representatives of organizations from civil society, the private sector, international cooperation, and other actors, for the establishment of alliances and the deployment of materials and financial resources related to existing programs, with a focus on women and young people.	international cooperation, and other organizations and actors				attendance lists, distributed materials, adopted agreements				
SO 2 Subtotal:							\$458,840	\$0	\$458,840
Specific objective 3: Expand the access to opportunities of generating income, autonomy, and skills of victims of forced displacement, through the strengthening of support programs and initiatives for entrepreneurs.									
R3. Expanded Coverage for and Inclusion of Victims of Forced Displacement in Employment, Training and Entrepreneurship Programs.	Percentage of increase in displaced individuals included in employment and/or entrepreneurship programs	Percentage	0	10%	Institutional reports, program reports	2021-2022			
A3.1: Development of specialized training lectures for MINDEL and FISDL staff on forced displacement, financial education, and a comprehensive approach for long-term solutions.	# public workers participate in training about forced displacement, financial education, etc.	Number of public workers (disaggregated by sex)	0	100 (50%)	Training program, attendance lists, certificates of participation	2021-2022	\$20,000	\$0	\$20,000
A3.2. Conduct work sessions to define the methodology of the <i>Emprendimiento Solidario</i> program applicable to the various profiles of displacement victims and provide solutions based on their needs.	# work sessions (?)	Number of work sessions	0	5	Adopted methodology, notes about sessions, attendance lists	2021	\$152,880	\$0	\$152,880
A3.3. Strengthening of the <i>Emprendimiento Solidario</i> program to extend its reach in area and delivery of seed capital to priority entrepreneurial	Amount the program has benefited high-priority projects of displaced people	Amount (dollars)	0	300,000	Agreements to achieve funding, monitoring reports on seed capital	2021-2022	\$398,800	\$0	\$398,800

businesses through the hiring of specialized staff, the increase of available funds and the acquisition of supplies and equipment to track the initiative.					deliveries to displaced people				
A3.4. Establish a method of coordination with entities involved with entrepreneurship and training issues, such as the CONAMYPE, INSAFORP, etc., to improve their capacities for counseling and specialized training in entrepreneurship for displacement victims.	# agreements and established alliances	Number of agreements and alliances	0	2	Notes on meetings to create or strengthen mechanisms, attendance lists, adopted agreements	2021-2022	\$60,000	\$0	\$60,000
SO 3 Subtotal:							\$631,680	\$0	\$631,680
TOTAL							\$ 3,266,520	\$0	\$ 3,266,520

Amounts in USD.

Guatemala.

Persons of concern in Guatemala

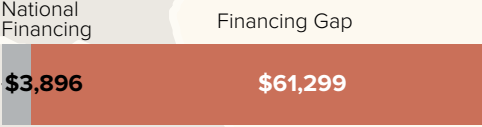
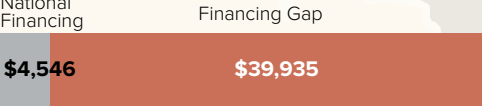
Asylum seekers
in Guatemala*

1,978

Refugees in
Guatemala*

471

*Official data provided to UNHCR by October 2020

SECTOR	DESCRIPTION	IMPLEMENTING ENTITIES	FINANCING NEEDS
 Jobs and livelihoods   In support of national GRF pledge	Strengthen support from institutions and the community in general, including the private sector, so that refugees and refugee applicants may exercise their right to employment and sources of livelihoods, through associations between the public and private sectors, processes of labor inclusion for refugees and refugee applicants, and tools such as the National Employment Service.	Ministry of Labor and Social Planning	 National Financing: \$3,896 Financing Gap: \$61,299
 Protection   In support of national GRF pledge	Carry out an institutional capacity assessment for the opening of open shelters for people in need of international protection for a subsequent phase of increasing capacity for the care, reception and protection of this population.	Guatemalan Migration Institute	 National Financing: \$4,546 Financing Gap: \$39,935
 Child Protection   In support of national GRF pledge	Strengthen institutions governing the protection of children and adolescents, such as the Social Welfare Secretariat of the Presidency of the Republic in order to establish and implement protection mechanisms of children and adolescents in border areas.	Secretariat of Social Welfare of the Presidency of the Republic	 National Financing: \$4,286 Financing Gap: \$232,208

Context

Despite improvements in the region, national poverty rates in Guatemala have worsened, and have risen from 56.2% in 2000 to 59.3% in 2014, while extreme poverty has increased from 15.7% to 23.4% in the same period. Extreme poverty among indigenous people has increased by 12.7 points compared to an increase of 5 points among non-indigenous people. Likewise, multidimensional poverty, which encompasses several areas of need such as lack of education or employment, inadequate housing, poor health and nutrition, low personal security, and social isolation, is greater in rural areas (87.5% in 2014) and among indigenous people (86.6%).

Human mobility is a phenomenon related to the country's challenges in regard to poverty and inequality, violation of human rights, climate change and natural disasters, among others.

To respond to these problems on a national level, a national plan for development called K'atun: Nuestra Guatemala 2032 (Two Decades: Our Guatemala 2032), was established, and 10 national priorities were identified which connect the plan goals with the Sustainable Development Goals (ODS, by its Spanish acronym). This proposal is in line national priorities related to employment and investment: decreased job insecurity through the creation of decent, quality employment as shown by a) a gradual decrease of the underemployment from the last available data: 16.9%; b) a gradual decrease in informal employment from the last available data: 69.2%; c) a gradual decrease in the unemployment rate from the last available data: 3.2%; and d) eradication of the percentage of workers who live in extreme poverty.

Trends in displacement

According to the United Nations, Guatemala can be seen from three different perspectives: as the country of origin of migrants and refugees who live outside of its borders and similarly, as country of return, mainly for people in Mexico and the USA; as a transit country, mainly for people from Central America, but also for people other places; and as a country of refuge for a small, but growing number, of foreigners who seek international protection.

Between 2015 and 2016, most applications for refugee status in Guatemala came from Honduran and Salvadoran citizens. Although movement is due to several different causes, one of the most resounding is the high level of violence by non-state armed actors (maras and gangs), which affects some countries in the region. The violent situation in Honduras and El Salvador has also impacted the refugee system in Guatemala. In 2016, the number of Hondurans and Salvadorans sought refuge in Guatemala increased by 276% compared to 2012. People from Honduras and El Salvador make up 84% of refuge seekers who waited for a determination of merit on their applications in Guatemala, thus becoming one of the main population groups who seek international protection in Guatemala.

Traditionally, Guatemala has predominantly been a transit country for migrants and people who seek international protection in neighboring countries. The Agreement CA4, signed on June 2005, established free mobility of citizenry within the territories of any of its parties. This agreement constitutes an important regulatory framework for protection, as it facilitates access to the territory and safe and regular

transit for citizens from Honduras, El Salvador and Nicaragua seeking protection in Guatemala or crossing the country to seek protection in neighbouring countries. On this note, statistics registered since 2002 by institutions such as the Ministry of Foreign Affairs suggest a growing trend of people in need of international protection choosing Guatemala as their country of refuge, protection and local integration.

Statistics also imply that the escalation of violence in El Salvador and Honduras, when added to restrictive migratory policies and the violence suffered by people in transit to main countries of refuge, resulted in a greater number of people who seek refuge in Guatemala and wait for a ruling on their requests for international protection.

According to UNHCR (2020), in Guatemala, refugees and people who seek refuge face limitations, especially single women and women with children, large families, minors, members of the LGBTI community, and the elderly, who do not have an income to cover their basic needs. These groups face problems such as the cost of obtaining an ID document that allows them to work freely in the country.

¹ Segeplán, 2015: 52

² UNDP, 2016 : 31

³ UN Guatemala, 2019

⁴ UN Guatemala, 2019

⁵ Ministry of Foreign Affairs, 2016

National response

The State of Guatemala is committed, at a regional and international level, to offering a specialized, distinguished, safe, and decent reception to people seeking refuge. In 2016, a new Migration Code recognized the statuses of refugee and political asylum and the concept of humanitarian assistance. Article 53 of the Code established that “applicants for refugee or political asylum status under the legal concept of territorial asylum are entitled to a special, personal ID document for access to education and health services until their application is decided.” The document will also be considered valid for the purpose of obtaining paid employment in agreement with current legislation.

As established in Article 51 of the Migrating Authority Agreement No. 4-2019, Regulations for Guatemalan Residency, “Required to present a work permit: Any foreigner who intends to engage in paid labor as an employee within the Guatemalan territory, once notified of their residency decision, must present a work permit issued by the Ministry of Labor and Social Planning to the Guatemalan Institute for Migration within a maximum period of three months. Failure to comply with this requirement will be considered grounds for the annulment of the residence granted.”

The MIRPS

Honoring the long tradition of regional cooperation to respond to the protection challenges caused by forced displacement, and as a member state, Guatemala is committed, within the MIRPS framework, to addressing the three following main points: 1: Reception and admission; 2: Immediate and ongoing needs; and 3: Durable solutions. This is done through the implementation of 30 commitments detailed in the National Action Plan, under the direction of the National Technical Team (ETN, by its Spanish acronym). The ETN is made up of four government entities: The General Directorate of Consular and Migratory Affairs (DIGRACOM, by its Spanish acronym) of the Ministry of Foreign Affairs; the Ministry of Labour and

Social Planning; the Guatemalan Migration Institute; and the Social Welfare Secretariat of the Presidency of the Republic. In 2019, Guatemala prioritized three focus areas in order to respond to its commitments: protection; protection of children; and employment and sources of livelihoods. The Labour Mobility Committee, coordinated by the Ministry of Labor and Social Planning, was created to follow-up on fulfillment in the employment and livelihoods areas, to continue with the commitments assumed by the State of Guatemala within MIRPS related to the promotion of labor inclusion processes for people in need of international protection.

**COUNTRY:** Guatemala**SECTOR:** Jobs and livelihoods

Public-private sectors alliances for the inclusion of refugees and refuge applicants in Guatemala into the workforce



Executive Summary

Over recent years in Guatemala, there has been large movements of people, including migrants in transit and refugees. To meet the commitment of the Government of Guatemala to facilitate the orderly and safe mobility of people, it is necessary to strengthen institutional capacity and support the community, including the role of the private sector, to ensure that refugees and asylum seekers can exercise their right of access employment and livelihood opportunities. In 2020, the Ministry of Labour and Social Welfare made significant progress in reducing the processing times and the requirements to ensure refugee access to work permits. In 2021, further investments will be made to improve the understanding of the labour rights of refugees within the provide sectors and the amongst the general population.

To achieve this objective, public-private partnerships will be established to further labour inclusion for refugees and asylum seekers. Specific activities include; awareness raising within the private sector concerning the obstacles the population faces in its search for employment and family support; sensitization amongst the general population through a digital campaign on non-discrimination towards refugees and asylum seekers, and their right to access the labour market; and the promotion of corporate social responsibility programmes within the private sector to support access to employment opportunities through the National Employment Service.

DURATION

2021

IMPLEMENTING ENTITIES

Ministry of Labor and Social Planning

LOCATION

National

BENEFICIARIES

Population in need of international protection, specifically refugee and refugee applicants.

ESTIMATED BUDGET

Total Required Financing:	\$ 65,195
National Financing:	\$ 3,896
Financing Gap:	\$ 61,299

1. Context of the livelihoods and jobs sector in Guatemala

At present, refugees and refugee applicants face limitations to reentry in the workforce because a large portion of the corporate sector is still unaware of the formal proceedings for this group to reenter the workforce in this country.

Because of this, a large number of people are forced to find informal employment, exposing themselves to various kinds of abuses and exploitation, particularly in the case of women, the elderly, and members of the LGBTI community .

In the context of the COVID-19 pandemic, the government of Guatemala declared a state of national emergency in the entire country which, among other measures, limited the right of free movement and allowed for the issuing of specific measures to safeguard international borders. During this

period, many services were suspended to safeguard health interventions of public officials and users. Therefore, in the context of the national emergency declared by the executive powers and to guarantee the certainty and legal security of labor administrative processes, the Ministry of Labor and Social Planning, through the Ministerial Agreement Number 136-2020, suspended the computing of legal terms and deadlines, and considers any working permit which expired during the state of national emergency declared in the country as still valid.

2. Detailed approach

General objective

Facilitate, through associations between the public and private sectors, the insertion of refugees and refugee applicants into the workforce by using tools such as the National Employment Service.

Resultado esperado

Facilitar mediante alianzas público-privadas, procesos de inclusión laboral para solicitantes de refugio y refugiados, utilizando herramientas como el Servicio Nacional de Empleo.

Specific objective1

Greater awareness in the private sector about the refugee population and the obstacles they face when seeking employment and supporting their families.

Activities

A.1.1: Design a campaign aimed at private sector in traditional and digital media to inform them about the rights of the refugees, especially their right to a revenue-generating employment in accordance with current national legislation.

A.1.2: Prepare a communication strategy including the design of the campaign and preparation of materials for the campaign (videos, posts, radio spots, etc.)

A.1.3: Distribute the materials through unions and associations in the private sector, as well as through social networks and traditional means of communication.

Specific objective 2

Raise awareness in the general public, through a digital non-discrimination campaign, to the condition of refugees and refugee applicants and their right to access the job market.

Activities

A.2.1: Design a digital campaign to raise the general public's awareness of non-discrimination against refugees and refugee applicants due to their condition, and their rights to access the job market.

A.2.2: Prepare a digital communication strategy (define target groups, key messages, media)

A.2.3: Prepare digital materials (gifts, tags, stories, copies, etc.)

A.2.4: Circulate the digital campaign to raise the general public's awareness about non-discrimination of refugees and refugee applicants due to their condition, and their rights to access the job market.

3. Beneficiaries

The direct beneficiaries of this initiative would be the population in need of international protection, specifically refugee and refugee applicants.

In 2019, the Guatemalan Migration Institute (IGM, by its Spanish acronym) registered 77 refugees in Guatemala and 494 refugee seekers whose processes are still under consideration. In 2020, the IGM has registered 263 asylum seekers, a number which has decreased due to COVID-19; however, for 2021, there is a projection of 272 new applications for refuge.

4. Estimated budget

OBJECTIVE	REQUIRED FUNDING*	NATIONAL FUNDING	FUNDING GAP
	2021		
1. A greater sensitization within the private sector towards the refugee population and the obstacles they face when seeking employment and support for their families	\$34,221 Q 263,500	\$ 1,948 Q 15,000	\$32,273 Q 248,500
2. Raise awareness in the general public, through a digital non-discrimination campaign, to the condition of refugees and refugee applicants and their right to access the job market.	\$ 30,974 Q 238,500	\$ 1,948 Q 15,000	\$ 29,026 Q 223,500
TOTAL	\$65,195 Q 502,000	\$ 3,896 Q 30,000	\$61,299 Q 472,000

*Exchange rate: 7.7 GTQ a 1 USD

The quantification started with a planning process in which focus areas were selected and key participants and institutions for each focus area were identified. In this case, for the focus area of livelihoods, the Ministry of Labor and Social Assistance was called on to establish goals and products and to devise a work plan for the year 2021. An analysis was carried out in order to identify the services and activities within the focus area so as to put the commitments of the national plan into operation.

The financial resources required for the services and activities planned for 2021 within the focus area were quantified, including the identified state investment and the funding deficits.

The quantification also includes mapping of current external funding opportunities and resource deployment activities to reduce the existing funding

deficit.

The cost methodology implemented for quantifying the costs was carried out through the following steps:

- 1) Identification and prioritization of activities for the focus area;
- 2) Breakdown of costs by activity (using historic costs, average operative costs, use of equipment and materials, and infrastructure investment);
- 3) Verification of planned programming in the Operations Plans (POA, by its Spanish acronym) and estimated budgets for 2021, which were named National Funding; and
- 4) Determination of the funding deficits that resulted from the difference between required costs and national funding.

5. Risks and assumptions

RISK	PROBABILITY OF OCCURRENCE	INTENSITY OF IMPACT	MITIGATING STRATEGY
Staff turnover within the different state institutions involved, which can slow down the initiated processes.	Medium	Medium	The initiative will be monitored by a focal group, which should keep all department members informed in order to achieve its institutionalization.
The procurement of insufficient financial resources to implement information campaigns and supplementary measures.	Medium	High	A mapping of donors will be carried out to fill the funding deficit identified in 2020 quantification.

6. Monitoring and evaluation

The goals established for 2021 will be achieved through the measures established in this concept note, under the leadership of MINTRAB, and in coordination with the National Technical Team, the civil society and international cooperation. The initiative's progress will be monitored every three months through the tracking that MINTRAB performs on its Annual Operative Plan.

Goals have been established to measure the advancement of the activities prioritized for the year, and MINTRAB will follow-up with them to determine their fulfillment in 2021. The tables with indicators, baselines and goals can be found in the annex of this concept note.

Annex: Logical Framework and Estimated Budget

	Indicator	Baseline	Goal Means of Verification	Duration	Required Financing	National Financing	Financing Gap
General Objective							
Facilitate, through associations between the public and private sectors, the insertion of refugees and refugee applicants into the workforce by using tools such as the National Employment Service.	Amount of refugee applicants and refugees employed through the National Employment Service.		SNE statistics.	2020-2021			
1. Specific Objective							
Greater awareness in the private sector about the refugee population and the obstacles they face when seeking employment and supporting their families.	A campaign to generate more information for the private sector on refugee population and their rights within the labor market.	There is not an information campaign to raise private sector awareness.	Document with communications strategy.	2020-2021			
1.1 Activity	Effect of awareness-raising campaign.	There is not an information campaign to raise private sector awareness.	Reports of effects obtained with the campaign.	2020	GTQ 13,500		GTQ 13,500
Campaign design aimed at the private sector in traditional and digital media.				2021	GTQ 150,000		GTQ 150,000
1.2 Activity				2021	GTQ 100,000	GTQ 15,000	GTQ 85,000
Creation of material for the campaign (videos, etc.)							
1.3 Activity							
Distribution of materials through labor unions and associations.							
Subtotal					GTQ 263,500	GTQ 15,000	GTQ 248,500
				USD	USD 34,221	USD 1,948	USD 32,273
2. Specific Objective							
Raise awareness in the general public, through a digital non-discrimination campaign, to the condition of refugees and refugee applicants and their right to access the job market.	Existence of a digital campaign for non-discrimination of refugees and applicants due to their condition and their rights to access the job market.	There is not an information campaign at national level.	Document with communications strategy.	2021			

2.1 Activity	Effect of awareness-raising campaign.	There is not an awareness-raising campaign for the general public.	Reports of effects obtained with the campaign.	2021	GTQ 13,500		GTQ 13,500
Design a digital campaign to raise the general public's awareness of non-discrimination against refugees and applicants due to their condition, and their rights to access the job market.				2021	GTQ 50,000	GTQ 15,000	GTQ 35,000
2.2 Activity				2021	GTQ 75,000		GTQ 75,000
Prepare a digital communication strategy (define target groups, key messages, media)				2021	GTQ 100,000		GTQ 100,000
2.3 Activity							
Prepare digital materials (gifs, tags, stories, copies, etc.)							
2.4 Activity							
Circulate the digital campaign to raise the general public's awareness about non-discrimination of refugees and refugee applicants due to their condition, and their rights to access the job market.							
SO 2 Subtotal					GTQ 238,500	GTQ 15,000	GTQ 223,500
				USD	USD 30,974	USD 1,948	USD 29,026
TOTAL					GTQ 502,000	GTQ 30,000	GTQ 472,000
				USD	USD 65,195	USD 3,896	USD 61,299

Exchange rate 7.7 GTQ to 1 USD.