

# SITLAM

Sistema de Trazabilidad Laboral Migratoria



1.

## WHAT IS IT AND HOW DOES IT WORK?

The Labor Migration Traceability System (SITLAM) is a digital system that allows the identification, registration, and documentation in real time of agricultural sector migrant workers at border crossing points. Currently, SITLAM is used for migrant workers from Nicaragua and Panama to Costa Rica.



SITLAM begins with the online application made by employers to request the hiring of temporary migrant workers and their temporary work permit before the corresponding state authorities.



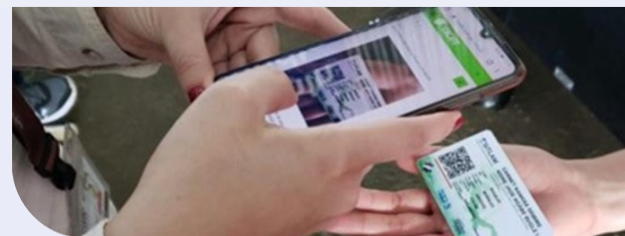
This ID has a QR code unique for each worker and is read through an APP.



Once the applications have been processed, recommended by Ministry of Labor, and authorized by the General Directorate for Migration of Costa Rica, the workers travel to the country of destination. At the border crossing point, the migrant worker receives a SITLAM ID with a photograph that serves as an identification and temporary work permit.



Employers use the APP to scan the QR code to verify and update the worker's labor migration information in a safe and precise manner.



2.

## SITLAM COMPONENTS

1. A digital system
2. A set of legal regulations

The **digital system** operates through the APP and QR code.



Thanks to this technology, databases are updated in real time.



Recorded data can be used to create statistics by production sector, producer profiles and migrant worker profile.



Migrant workers sign an informed consent form regarding the use and disclosure of their data.



Access to data is authorized only to limited stakeholders.

The **legal norms** that frame SITLAM are:



2022 Executive Decree number 43527 “*Categoría especial para la regularización migratoria de personas extranjeras para laborar de forma temporal en el sector agropecuario*”, issued by the President of Costa Rica and the Ministries of Interior; Health; Agriculture; Foreign Affairs; Labour and Social Security.



**Binational Temporary Protocols** signed by Costa Rica and Nicaragua:

- Protocol 2020-2021
- Protocol 2021-2022
- Protocol 2022-2023

### 3.

## HUMAN RIGHTS

SITLAM is a tool that contributes to fulfill and respect the migrant worker's rights by:

- Promoting ethical recruitment practices.
- Providing access to regular migration pathway and issuance of legal identity document in an expedited manner.
- Respecting their cultural background and language.
- Facilitating access to various basic services (health, banking, other public services).
- Promoting decent working conditions.



The development of SITLAM system was finalized in 2020 with the support of IOM Costa Rica within the framework of the Western Hemisphere Program, funded by the Bureau of Population, Refugees and Migration of the U.S. Department of State.



For more information about SITLAM you can watch this **video**.

If you wish to download more resources, you can use the following code:



Scan to access complementary resources



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