



# WORKING FOR MY FAMILY

**Rosa, 21 years old. Typist.  
Village El Pato Sayaxché, Petén.**

*"We are six siblings in my house, I work since I was 18 years old, I am grateful to be able to support my mom and my family. There is nothing like knowing I'm doing my bit. My mom has a lunchroom in the company REPSA, and my sister and I helped her, it all began with a rumor, rumor had it that there was a job opportunity, and that I could apply for it. They encouraged me, it was hard for me to make up my mind, I was scared, but today I can say that I am about to turn 4 years of working in REPSA."*

*"When I got the position, I was extremely excited and thought, -I will be able to continue studying -. So it was, I am enrolled in the seventh semester of business administration. I have been given the trust, support, and permission to be able to continue with my development."*

*On a day-to-day basis as a typist of the composting unit, I verify that field data are accurate, keep reports organized, that formats are not misplaced, and to pay attention to detail. This is important to track the condition of the compost, which ends up being used as organic fertilizer in the plantation. In that process empty palm fruit bunches are used, and in a decomposition process, this matter becomes fertilizer. This makes it possible not to use chemical fertilizers, but to take advantage of waste from the plantation."*

*I am happy with what I do, I am treated respectfully, and I have learned a lot. The job has given me the opportunity to be responsible for my family, help my siblings, and boost our dreams. Now two of my siblings, by means of the local employment plan, also work at REPSA, and that is a great help."*

At REPSA, since October 2019, the Local Employment Plan that has generated over 3000 opportunities for men and women just like Rosa and her siblings who are improving their quality of life and that of their families, was implemented.

Nowadays the employment positions are not publicized through rumors, thanks to the Local Employment Plan, temporary committees made up of representatives of the communities are established. These committees are informed about employment opportunities, so they can disclose the information in neighboring localities that have been prioritized according to the company's needs.

Temporary Committees are only active for the purpose of disclosing the information about the available employment positions at REPSA in the neighboring communities; they are made up of:

- President of the Community Council for Development (COCODE),
- Auxiliary Mayor,
- Religious leaders,
- President of the Women's Commission for Rural Development,
- President of the Youth Commission

The plan has contributed to making processes of recruiting, selecting, and hiring of personnel transparent by promoting equal opportunities, based on competencies and capabilities. Its development is the responsibility of the Human Resources Area with the support of the Community Relations Area, thus people interested in the positions must apply directly to the company.

Since its implementation, no complaints about the process have been reported, nor any other type of conflict of interests. Beneficiary communities are grateful for the constant support that REPSA performs for their benefit. Even in changing times the great HAME family continues to grow.