

# SELF-RELIANCE FOR REFUGEES IN THE AMERICAS

APRIL 2026

*Francois, a refugee in Mexico, rebuilt his life working at an aluminum plant in Nuevo León after being relocated through UNHCR's Local Integration Programme. © UNHCR/Jeoffrey Guillemard*

## CONTEXT

Most countries in the Americas legally allow refugees and asylum-seekers to work, but in practice, it is hard for them to get decent jobs. Employers often lack understanding of the relevant regulations, and large informal labour markets leave people vulnerable. Venezuelans, Nicaraguans, Colombians, Haitians and others are filling labour gaps and contributing skills and innovation, yet many remain exposed to exploitation or underemployment.

Around 70% of refugees in the Americas (specifically in Colombia, Costa Rica, Chile, Ecuador, Mexico and Peru) are of working age, and many have technical training or university degrees—assets that are far from fully utilised. UNHCR works with the private sector, governments, academia and development institutions to help refugees get jobs, contribute to local economies, and ensure their own self-reliance.

This report covers UNHCR's activities and developments across eight countries in the region: Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Guatemala and Mexico. The information presented reflects data available as of December 2025.

## KEY REGIONAL FIGURES

**30,000+** Refugees, people in need of international protection and host community members supported in 2025 to achieve self-reliance across eight spotlighted countries.

**1,500+** Companies support the economic integration of forcibly displaced persons across eight spotlighted countries.

**200,000+** Refugees and other displaced people in Brazil and Mexico relocated to facilitate their socioeconomic integration.

**~\$15M USD** Annual tax contributions from Local Integration Programme (PIL) participants in Mexico.

## THEMATIC HIGHLIGHTS

### 1 PRIVATE SECTOR ENGAGEMENT



- **1,500+ companies** are participating across eight spotlighted countries in employer networks, inclusion seals, and employment and apprenticeship programmes supporting forcibly displaced persons.
- **650+ companies** are engaged in the socioeconomic integration of refugees through the Local Integration Programme (PIL) in **Mexico**.
- **The initiative “Juntos por la Inclusión” in Colombia** (2025) brings together IFC, World Bank, SENA, and Tent Partnership.
- **237 companies were awarded the “Sello Empresa Inclusiva” in Ecuador**, and 1,925 refugees and other displaced people were hired across 12 industries and nine provinces.
- **17,000+ refugees in Brazil are employed by 155+ businesses** that form part of the “Companies with Refugees Forum,” with an average 62% increase in refugee hires after joining.
- **120+ companies have been recognized** by the Government of **Chile** through the “Compromiso Migrante” initiative.
- **241 inclusion recognitions have been awarded to 98 organizations** since inception of the “Sello Vivir la Inclusión” in **Costa Rica**.
- **130+ people were employed in natural resource protection** (Green Jobs, Phase 1) through a partnership with the Technical Institute for Training and Productivity (INTECAP) in **Guatemala**.

## 2 FINANCIAL INCLUSION



- **48% of refugees accessed banking services in Ecuador** in 2025 (up from 14% in 2022), following regulatory changes advocated for by UNHCR.
- **12,949 refugees and asylum-seekers opened bank accounts in Mexico** in 2025, facilitating their formal economic integration.
- **407 refugees and asylum-seekers received financial education training in Costa Rica** in partnership with the Omar Dengo Foundation.
- **1,800 mobile points-of-sale (POS) devices were delivered** to refugee entrepreneurs in **Chile**.
- **708 microcredit operations** from “CrediTodos” and “Crédito Solidário” benefitted refugees and migrants in **Brazil**.

## 3 WOMEN'S ECONOMIC EMPOWERMENT



- **910 refugee women were trained and the hiring of 425 women was facilitated** under the “Empoderando Refugiadas” programme in **Brazil**.
- **644 refugee women** were supported under the “Mujeres Fuertes” initiative in **Brazil**.
- **450 women** benefited from UNHCR’s socioeconomic integration programmes in **Costa Rica**, representing 67.8% of all participants.
- **67% of entrepreneurs supported** through the “Compra con Propósito” in **Ecuador** are women.
- **The “Súper Pilas” programme in El Salvador** targets internally displaced women who are survivors of violence.

## 4 YOUTH EMPLOYABILITY



- **842 youth obtained formal contracts and 1,599 youth received vocational guidance** under the “Mi Primer Trabajo” initiative in **El Salvador**.
- **954 youth graduated** from technical and vocational education and training programs (TVET) in **El Salvador** under the “Creando Oportunidades” initiative.
- **335+ youth were supported** in professional development under “Jóvenes en Acción” in **Brazil**, with expansion to Warao indigenous youth in 2025.
- **250 youth received training** in sales and logistics through the “Futuro Movimiento” programme in **Ecuador**, delivered in partnership with more than 18 companies. By the end of the programme, 24% of participants secured employment.



**“When the private sector, government and civil society allow themselves to set aside biases and begin to include and recognize the personality in each individual, very good things start to happen.”**

- Karla Rodríguez, Ethics and Human Rights Manager in Monterrey, Mexico. She is one of the more than 50,000 people who have found safety and employment in the country.

[Read her story here](#)  
or scan the QR Code



# UNHCR RESPONSE: COUNTRY HIGHLIGHTS



## BRAZIL



### KEY INITIATIVES

#### Companies with Refugees Forum (*Fórum Empresas com Refugiados*)

Strategic peer-learning and advocacy network of companies co-led with UN Global Compact Brazil. Members promote the labour inclusion of refugees, exchange knowledge and experiences, and receive technical guidance. In 2025, regional hubs were established in Amazonas, Rio Grande do Sul, and Paraná.

#### Companies with Refugees Platform (*Empresas com Refugiados*)

A digital ecosystem and job board, co-led with the UN Global Compact Brazil, that gives companies access to refugee talent and to hiring practices shared by other companies. The platform includes a vacancy portal, legal hiring guides, best-practice resources, and employer testimonials.

#### Internal Relocation Programme (*Interiorização*)

Federal government programme supported by UNHCR that relocates Venezuelan refugees and migrants from Roraima to cities across Brazil with more socioeconomic integration opportunities (jobs, housing, and services).

#### Empowering Refugee Women (*Empoderando Refugiadas*)

Empowering Refugee Women is a UNHCR, UN Global Compact Brazil, and UN Women initiative created in 2015 to promote refugee women's access to the Brazilian labour market through training, private sector sensitization, and labour intermediation.

#### Youth in Action (*Jovem Aprendiz*)

Youth programme providing financial literacy, life skills, and vocational training to refugee youth aged 14–22, linking graduates to Brazil's national apprenticeship scheme “Jovem Aprendiz.”

#### Refugee Entrepreneurs (*Emprendedores Refugiados*)

Digital platform showcasing refugee-led businesses and connecting them to customers, corporate buyers, and support resources, including access to credit and business training.

#### Microcredit Programmes (*CrediTodos & Crédito Solidário*)

Microfinance programmes offering accessible loans to refugee entrepreneurs, with flexible documentation requirements.

### RESULTS AND HIGHLIGHTS

**155+ companies are members of the Forum and have employed 17,000+ refugees and migrants (2021-2025).** After joining the Forum, refugee hiring in these enterprises increased by 62% on average. Over 85 events were held and 20+ technical guides have been published.

**1,668 vacancies were posted in the portal in 2025, and 474 hires** were facilitated across six states, a 107% increase compared to 2024.

**155,000+ Venezuelans were relocated** to over 1,000 cities (2018-2025).

**Across 10 cohorts,** the initiative has trained 910 refugee women, facilitated the hiring of 425, and relocated 828 to cities with job opportunities. 275 women received training in 2025. A similar initiative, Strong Women (*Mujeres Fuertes*) supported 644 women across 11 cohorts.

**335+ youth have been supported** under the “Jovem Aprendiz” programme (since 2022), with expansion to Warao indigenous youth in 2025.

**190+ refugee-led businesses have been showcased in the platform,** 56% of which are women-owned, operating in 50 cities in 17 states. 44% of the businesses offered job opportunities for both Brazilians and refugees.

**708 microcredit operations** have benefited refugees and migrants.



© UNHCR/Eugenia Paz

### KEY INITIATIVES

#### Labour Projection Programme (*Programa de Proyección Laboral*)

Employability and entrepreneurship programme (with CEFOCAL/EMPLEA and World Vision) offering personalised coaching, group training, and entrepreneurship kits to forcibly displaced persons.

#### Inclusive Market (*Mercado Inclusivo*)

Web platform listing training opportunities, job offers, and a 'Buy with Purpose' catalogue of refugee businesses, promoting market access and social cohesion.

#### Connectivity Spaces (*Espacios de Conectividad*)

National initiative aimed at facilitating access to the internet and improving employability, advancing socioeconomic integration by strengthening the digital skills of forcibly displaced people.

#### Community Bank "Hope to Build a Better Tomorrow" (*Banco Comunal "Esperanza para construir un mejor mañana"*)

Microfinance partnership offering entrepreneurship training and financial education, plus mobile point-of-sale devices to help refugee entrepreneurs formalise and scale their businesses.

#### Migrant Seal (*Sello Migrante*)

Within Cities of Solidarity, UNHCR supports the Migrant Seal initiative to strengthen local governments' capacity for inclusion and protection of rights of refugees and migrants through capacity building, knowledge exchange, and integration of protection components into local policies.

#### Courses for medical licensing validation

Support for foreign-trained doctors to prepare for Chile's national medical licensing exam, EUNACOM, covering course logistics and exam fees to enable integration into the public health system.

### RESULTS AND HIGHLIGHTS

**696 people received employment orientation**, and **348 people accessed entrepreneurship support kits** since 2024.

**40+ entrepreneurs have been featured** in the catalogue.

**Nine connectivity spaces** have provided free internet and computer access for displaced people to search for jobs, complete online trainings, and prepare documents.

**1,800 mobile retail points of sale devices** have been delivered to refugee entrepreneurs.

**130+ municipalities** have been trained and advised on building inclusive policies through the Cities of Solidarity/Migrant Seal partnership.

**33 doctors completed the course** in 2025. **50 doctors received support** to cover their exam fees.

### KEY FACT

#### Contributions of displaced people to the Gross Domestic Product (GDP)

According to [Fundación por Causa](#), foreign workers are concentrated in sectors such as wholesale and retail trade, hospitality and manufacturing. In 2024, the refugee and migrant population contributed to 10.3% of Chile's GDP, exceeding their population's share of 8.7% (Fundación por Causa, 2025).



© UNHCR/Santiago Escobar-Karamillo

## KEY INITIATIVES

### Together for Inclusion (*Juntos por la Inclusión*)

UNHCR-led initiative together with key partners such as the IFC, the World Bank, the National Training Agency (SENA), the Ministry of Labour, and Tent Partnership for Refugees. It aims to foster collaboration and build private sector capacity to promote the socioeconomic integration of refugees and internally displaced people through employment.

### Public Employment Service Partnership (*UAESPE*)

Partnership to include forcibly displaced people in Colombia's public employment system, enabling registration, job orientation, and formal job placement through the public platform.

### Graduation Model (*Modelo de Graduación*)

Supports refugees and internally displaced people in overcoming extreme poverty by addressing food insecurity, limited access to social services, social stigma, and lack of savings through a comprehensive approach.

### Transformative Opportunities Guide (*Guía "Oportunidades que transforman"*)

Step-by-step hiring guide for employers to simplify and promote the formal recruitment of Venezuelan refugees, asylum-seekers and migrants. Jointly developed by UNHCR, Public Employment Service, and Tent Partnership.

### Alliance with Chambers of Commerce, Business Association and Universities

Together with Chambers of Commerce, the National Business Association (ANDI), and universities, UNHCR promotes the socioeconomic integration of forcibly displaced people through access to training and employment opportunities.

## RESULTS AND HIGHLIGHTS

The initiative established a **framework for effective and sustainable private sector engagement** centered on the employability of refugees and internally displaced people.

**33,287 Venezuelan refugees and migrants were registered** in the public employment service platform (mid-2024), of whom 21,587 received interview guidance, 17,452 received occupational orientation, and 11,007 secured formal employment.

**376 households (1,541 people) have participated across four cohorts**, with 77% of enrolled families (285 families / 1,169 people) having graduated. **9,146+ people have benefited** from complementary community activities (2019-2025).

**1,500+ people have accessed the Transformative Opportunities Guide** since its launch in November 2025.

**2,090 forcibly displaced persons were enrolled in training and advisory programmes** to support their business growth.

## SPOTLIGHT

### Transformative Opportunities Guide (*Guía "Oportunidades que transforman"*)

A guide for employers in Colombia on hiring refugees, asylum-seekers, and migrants from Venezuela, showing that the process is simple, formal, and mutually beneficial. It offers clear guidance on requirements, procedures, and valid documentation, while highlighting the value of diversity as a driver of innovation and growth.



Scan the QR code or [click here](#) to download this document.



© UNHCR/Jeoffrey Guillemard

### KEY INITIATIVES

#### Living Inclusion (*Vivir la Inclusión*)

A multi-stakeholder collaboration framework that connects private-sector actors, public institutions, academia, and civil society to expand refugees' access to formal employment, training, and entrepreneurship opportunities. Under this framework, the **Living Inclusion Seal (*Sello Vivir la Inclusión*)** recognizes refugee inclusion in hiring, training, value chains, and data generation.

#### Socioeconomic Integration Programmes

Direct support pathway for refugees and asylum-seekers focused on employability, skills development, financial education, entrepreneurship support and labour market linkages.

### RESULTS AND HIGHLIGHTS

**241 inclusion recognitions were awarded** to 98 organizations since inception in 2018.

**40 organizations were recognised with the Living Inclusion Seal** in 2025, including 12 private sector companies, four public institutions, 15 civil society organizations and nine academic institutions.

**Living Inclusion and its seal have been recognized** by the Presidential Decree (No. 40645) as programmes acting in the public interest since 2017.

UNHCR's socioeconomic integration programmes have directly supported **664 refugees and asylum-seekers** through individualized pathways that combined diagnostics, training, financial education, entrepreneurship support and labour market referrals.

### THE STORY BEHIND THE PHOTO

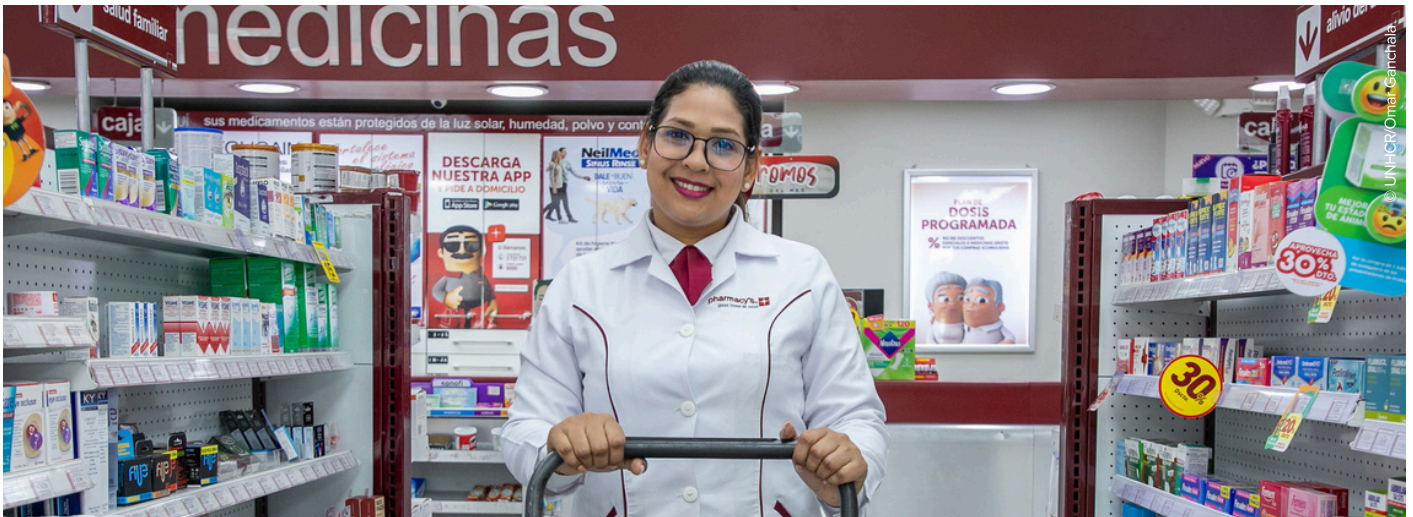


**“When someone tastes a flavor, it stays with them—it brings back memories, nostalgia. That’s what I try to create.”**

- María, refugee entrepreneur in Costa Rica

© UNHCR/Jeoffrey Guillemard

*María fled Nicaragua with her son and mother after facing persecution for participating in peaceful protests. In Costa Rica, she rebuilt her life with support to access health insurance, documentation and education for her son. After losing her job during the pandemic, she began selling homemade Nicaraguan dishes and, in 2024, opened a coffee shop. Her journey reflects the broader goal of Costa Rica’s Vivir la Inclusión framework: supporting refugees to move from emergency response toward greater self-reliance, entrepreneurship and community participation. Today, María is also a community leader who supports other displaced women to strengthen their own livelihoods.*



### KEY INITIATIVES

#### Companies with Refugees (*Empresas con personas refugiadas*)

Network of companies committed to integrating refugees and host communities into their workforce, supply chains, and value chains through shared best practices.

#### Inclusive Company Seal (*Sello Empresa Inclusiva*)

Annual recognition awarded by UNHCR to companies excelling in refugee inclusion across four categories: employment, value chain integration, vocational training and financial inclusion.

#### Practical Training with Companies (*Capacitación práctica con empresas*)

A dual training model where refugees complete hands-on training, combining theoretical and practical learning inside partner companies. Refugees earn a completion certificate, building a pathway to formal employment.

#### Employability Route (*Ruta de Empleabilidad*)

End-to-end employability programme with HIAS, combining psychosocial support, job preparation, and employer matching, with three-month follow-up after placement to promote job retention.

#### Buy with Purpose (*Compra con Propósito*)

UN initiative (UNHCR, IOM, UNDP, FAO) connecting refugee and local entrepreneurs to supermarkets, restaurants, and corporate procurement chains to sell their products.

#### ECOACTIVO

Green entrepreneurship programme training refugees and vulnerable locals to create sustainable microenterprises using rescued food and reused materials, funded by UNHCR's Innovation Fund.

### RESULTS AND HIGHLIGHTS

**1,925 refugees were hired** across twelve industries and nine provinces (2022-2025).

**237 companies were awarded the seal in four categories:** employment, value chain integration, vocational training and financial Inclusion (2022-2025).

**1,045 people were trained**, 25% of whom were hired by partner companies, engaging 20 businesses in nine cities (2021-2025).

**1,016 people were supported**, with **119 people formally hired** by partner companies (2025).

**150+ entrepreneurs were linked** to 50 supermarkets and retail outlets (2025). 75% of the entrepreneurs reported an increase in their sales compared to the prior year, and 3 in 10 generated an additional job.

**23 sustainable microenterprises were created** through ECOACTIVO, and 97% reported income growth (2025).

### SPOTLIGHT Refugees boost local economies and GDP

Simulations in the [IMF's Regional Spillovers paper](#) show that hosting Venezuelan refugees and migrants in Ecuador could increase real GDP by 3.5 percentage points by 2030, if the right support and integration policies are in place. These gains stem from an expanded employment and tax base, as well as increased aggregate demand (greater consumption of goods and services). UNHCR Ecuador plays a vital role in empowering refugees to contribute to the local economy and national GDP by supporting their regularization, documentation, skills recognition, and private sector engagement.



© UNHCR/Markel Redondo

KEY INITIATIVES

**My First Job (Mi Primer Trabajo)**

Joint UNHCR/Ministry of Labour initiative that promotes the formal labour inclusion of young people through vocational guidance and apprenticeship contracts with private companies. Participants receive a monthly stipend and may be offered formal employment upon successful completion.

**Creating opportunities (Creando oportunidades)**

Strengthens the professional and entrepreneurial skills and prospects of young people through technical and vocational education and training (TVET), delivered in partnership with Fe y Alegría, community schools, and Urban Wellbeing and Opportunities Centres (CUBO).

**Super Ready (Súper Pilas)**

Together with World Vision, this initiative supports forcibly displaced people, including internally displaced women who are survivors of violence, in achieving economic self-reliance through entrepreneurship. The initiative combines interpersonal skills and empowerment training with the ILO's Start and Improve Your Business (SIYB) methodology.

**ALDEA**

World Bank-funded project managed by the Ministry of Economy, providing skills training, labour intermediation, and business grants to vulnerable groups.

**National Training Institute (INCAF) partnership**

UNHCR and INCAF work together to include refugees and asylum-seekers in competency certification and vocational training aligned with growing sectors such as construction, services, tourism, and IT.

RESULTS AND HIGHLIGHTS

**1,599 young people received** vocational guidance (2021-2025).

**842 young people obtained** formal contracts with over **200 companies** (2021-2025).

**954 young people graduated** from TVET programmes (2021-2025).

**2,006 people were trained** through the ILO's Start and Improve Your Business methodology (2020-2025).

**776 people received seed capital** for their small businesses (2020-2025).

**128 people were enrolled in government-run skills training**, with 70% training toward formal employment and 30% toward entrepreneurship (2025).

**67 refugees and asylum-seekers were identified to participate in competency certification**, access scholarships in priority vocational courses, and benefit from job placement opportunities.

**SPOTLIGHT** Securing solutions to forced displacement through socioeconomic integration

UNHCR El Salvador has a strategic vision for livelihoods and economic inclusion. Its [2023–2026 Livelihoods and Economic Inclusion Strategy](#) aims to ensure that displaced people can access opportunities that enable them to exercise their right to work and strengthen their self-reliance, thereby contributing to the country's development. The strategy is the result of a coordinated process with communities, government institutions, civil society organizations, the private sector, development agencies, and academia.



© UNHCR/Victor Sánchez

### KEY INITIATIVES

#### Reborn in Guatemala (*Renacer en Guate*)

UNHCR's flagship initiative promoting self-reliance and local integration for refugees and asylum-seekers. It operates through four axes: soft skills development, employability and entrepreneurship route, and cross-cutting approaches that include community protection and a whole-of-society model engaging public, private, academic, civil society, and international actors.

#### Inclusive Hiring Network (*Red de Contratación Inclusiva*)

Bilateral outreach to companies to provide technical assistance on inclusive hiring and psychosocial support to beneficiaries. Building on this, a formal recognition scheme — *Red de Empresas Inclusivas* — is being established in partnership with the Ministry of Labour and CentraRSE. The Employment Bus (*Bus del Empleo*), developed jointly with the Municipality of Guatemala City, is a mobile unit that promotes access to job opportunities.

#### Green Jobs (*Empleos Verdes*)

Training and certification programme in partnership with the Technical Institute for Training and Productivity (INTECAP) focused on natural resource protection, solid waste management, and eco-tourism promotion. Participants are refugees, asylum-seekers, and vulnerable Guatemalans in Guatemala City, Izabal, and El Petén.

### RESULTS AND HIGHLIGHTS

Between 2021 and 2025, **1,850+ refugees and asylum-seekers benefited** from the initiative. **400 market-oriented enterprises** were established. **188 people gained work experience** through private sector internships. **125+ people were formally placed in employment.** **Work permit processing time was reduced** from five months to four days through digitalization.

**80+ companies** (large, medium and small) generated job opportunities for refugees (2024–2025). **30 human resources teams were trained** in inclusive hiring practices. **One Innovation and Development Centre** was established to build skills for refugees and the host population. **6,275 refugees, asylum-seekers and host community members were reached** through the *Bus del Empleo* in Guatemala City.

**130+ people were employed** in natural resource protection (Phase 1). **39 people were certified by INTECAP** in environmental sectors (Phase 2).

### SPOTLIGHT

#### Advocacy Win — Accelerating Work Permit Access



© UNHCR/Jennifer Hamm-Lou

Through sustained advocacy by UNHCR and partners, Guatemala digitalized its work permit process for refugees and asylum-seekers, cutting processing time from five months to just four days. The acceptance of the Special Personal Identification Document (DPIE) now enables this population to access bank accounts, working capital credit, health services (IGSS), and tax registration (SAT) — removing critical barriers to formal economic integration.



© UNHCR/Jeffrey Guillemaud

### KEY INITIATIVES

#### Local Integration Programme (Programa de Integración Local – PIL)

Since 2016, the Local Integration Programme has offered integration opportunities for refugee families, relocating them from their arrival locations (border towns) to cities in central and northern Mexico and connecting them with formal employment, housing, health and education. The programme provides personalised support from the initial needs assessment through documentation, job placement, and access to health services, in collaboration with COMAR, federal, state, and municipal authorities, the National Employment Service, and private companies.

#### Financial Inclusion

UNHCR collaborated with Banorte, Banco Azteca, and Banco Dondé to allow refugees and asylum-seekers to open bank accounts using IDs issued by the National Migration Institute (INM) and the Unique Population Registry Code (CURP), without requiring a passport. This has been a key step in enabling refugees to access formal employment and meet their tax obligations.

#### Regional capacity building through the MIRPS

Mexico leads the Comprehensive Regional Protection and Solutions Framework (MIRPS) Regional Technical Team on Jobs and Livelihoods, facilitating the exchange of good practices across Central America and Mexico.

### RESULTS AND HIGHLIGHTS

**53,800+ people have benefitted through relocation** since the programme's launch in 2016.

**650+ PIL partner companies** have engaged in the socioeconomic integration of refugees nationwide, including FEMSA, MABE, CMP Automotive, Menzies, Indalum, Bosch, Leche San Marcos, Silgan, Alsea, HEB, Minsa, and Sigma Alimentos.

**68% of households were living below the poverty line** before participating in the programme. Within the first month of relocation, **only 11%** were living below the poverty line.

PIL participants generate **~\$15M USD in annual direct and indirect tax contributions.**

**12,949 refugees and asylum-seekers opened bank accounts** in 2025 through partnerships with Banorte and Banco Dondé, facilitating their formal economic integration.

In 2025, governments in the region worked together with UNHCR and ILO to advance a coordinated strategy for skills recognition and formal labour market integration across the region.

### SPOTLIGHT

#### Access to public entrepreneurship and training programmes



© SIFIDE

Refugees have access to public entrepreneurship programmes run by the local authorities in Aguascalientes (Secretaría de Desarrollo Económico, Ciencia y Tecnología), Baja California (Instituto Estatal de Emprendimiento) and San Luis Potosí (Sistema de Financiamiento para el Desarrollo de SLP).

Refugee women also benefit from training support in Saltillo (Instituto Municipal de las Mujeres) and employment referrals in Nuevo León (Secretaría de Igualdad e Inclusión).



**“We know that refugees who join the MABE family value it tremendously, because they are finally being given a second chance at life.”**

Pablo Moreno Cadena, a senior executive at the Mexican appliance manufacturer MABE, and Regional Winner of UNHCR’s Nansen Award. Click [here](#) or scan the QR code to watch his video.



© UNHCR/Jeoffrey Guillemard

Pablo Moreno has led the company’s proactive efforts to employ refugees in Mexico—offering life-changing opportunities to hundreds of people fleeing violence and instability.

Under Moreno’s leadership, MABE’s inclusion efforts go far beyond simply providing jobs. Refugees are fully integrated into the company’s close-knit work environment and receive opportunities for professional growth, as well as access to social protection for themselves and their families.

Moreno emphasizes that the success of the programme is rooted in a simple fact: refugees consistently prove to be assets, not burdens. “I can tell you that we have learned more as a community from them than they have from us. It teaches us what real courage looks like—to face the circumstances they have experienced and not lose faith,” says Moreno.

Refugees’ contributions enrich the company and the communities where they settle. This impact has inspired more than 650 companies across Mexico to adopt similar inclusive hiring practices. “Most importantly, it’s a win-win for everyone,” he says.

**UNHCR is grateful for the contributions of donor countries that contribute in the Americas and to global programmes with flexible funding:**



We also appreciate the contributions of our global private donors in Argentina, Australia, Brazil, Canada, China, Colombia, Germany, Italy, Japan, Mexico, the Netherlands, the Republic of Korea, Spain, Sweden, the United Kingdom, and the United States.

*\*As of 31 December 2025*

For further information regarding this document, please contact Rosa Vidarte, Regional Economist, UNHCR Americas Bureau, [vidarte@unhcr.org](mailto:vidarte@unhcr.org)