

Decent work in Morocco, what progress and what challenges?

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Abstract

Morocco is experiencing a double transition since many years ago. The first is demographic characterized by the decline in fertility associated with lower mortality and longer life expectancy. The second is economic, with a gradual transition from a command economy to a market economy increasingly open to the outside, and changing economic structures include reduced weight of primary activities in favor of a progressive service sector of the economy.

The labor market, with an offer that demography is one of the main determinants and a demand from the economic structures, suffers the consequences of the economic and social developments and experienced a significant changes including, the downward trend levels of activity and employment rates, the resistance to decline of the labor underutilization volume, low qualification of the workforce, the disparity in the employment distribution and precarious employment.

In addition, it should be noted that even in a context characterized, in recent years, by a sustained economic growth, an important proportion of those in employment are on jobs assimilated to a form of disguised unemployment or they do unsatisfactory jobs waiting for more stable jobs, better paid satisfying their professional pretense.

On the other hand, the predominance of low-skill workforce refers to the structure of the national economy and the level of productivity of its sectoral components. The improvement in growth was not, in fact, accompanied by a significant change in economic structures in favor of high-tech activities.

Effective promotion of employment generally involves a deep knowledge on the labor market situation. Indeed, its proper diagnosis is very important for the economic development of a country mainly through its contribution to, public decisions support, employment policy development, preparation of plans, strategies and programs to promote the living conditions of households.

Recognizing this reality, in the recent years, the international community grants an interest, more and more important for the diagnosis of the labor market situation. Indeed, in order to inform on this situation, several indicators have been established, including the labor market indicators (LMI) and indicators of decent work, two main frameworks developed by the International Labor Office (ILO).

In this context, and in order to highlight the current state of the employment quality in Morocco, with a view to develop decent work profile in Morocco, this paper attempts to shed light several aspects of labor market, as identified by the International Labor Office (ILO). Eleven in number, they are as follows:

- employment opportunities;
- Adequate earnings and productive work;
- decent hours;
- combining work, family and personal life;
- Work that should be abolished;
- Stability and security of work;
- Equal opportunity and treatment in employment;
- Safe work environment;
- social security;
- Social dialogue, workers' and employers' representation;
- economic and social context for decent work.



To learn about the different sides of decent work, each theme recommended by the ILO deals with a particular aspect of this phenomenon using some indicators.

The information in this paper are the latest available from various sources including primarily statistical surveys and censuses conducted by the High Commission for Planning (HCP) and statistics produced by the departments of Health, Education, Employment, Vocational Training, Economy and Finance, etc.

As it's virtually impossible to treat all themes without exceeding six pages recommended for the realization of this work, in this paper, which is not the final, we will just present the evolution of work in Morocco, taking into account, as far as possible, the different aspects related to decent work and quality employment. However, in the final paper or in the final presentation, we will decline each of the above mentioned themes using the following link:

- a brief overview on the topic addressed by the theme;
- a very succinct analysis of statistical indicators;
- a summary presentation of legal indicators;
- a reminder of the major international covenants and conventions, in connection with the theme, ratified by Morocco.

Finally, it should be noted that the definitions and concepts used for the development of statistical indicators in this paper are consistent with the recommendations of the International Labor Office (ILO).

Keywords: decent work; quality employment; workforce; employment; unemployment; underemployment.