



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.



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

Introduction

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 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).

○ **Overview of the evolution of work in Morocco**

Economic and social context of decent work

Morocco has committed since its independence in a gradual modernization of its economic, social and political structures. After a long period of economic oriented policy and whose results remained below expectations, excluding the recovery of macroeconomic imbalances, a new dynamic has been instilled in the process of reforms since the late 90s, to accelerating the modernization of the economy and society and building the foundations of the law rule.

Over the last fifteen years, a number of economic, institutional and societal reforms were carried out, supported by a rehabilitation approach to managing generally development.

Economically, Morocco has pursued reforms of the institutional, legal and regulatory strengthening the liberalization of the economy and its integration into the world market. Thus, in addition to its accession to the WTO, it has signed several free trade agreements with bilateral, multilateral and regional partners, including the European Union, the United States of America and some countries in the Mediterranean region.

The private sector development has been supported by the privatization and concession in the gradual repositioning of the State on its core functions of market regulation and support for socio-economic actors initiatives. In this spirit, the company's environmental modernization process and strengthening mechanisms for fair competition ensuring transparency in trade relations has been strengthened by the establishment of the investment charter and law on freedom of prices and competition.



The implementation of this regulatory framework was supported in particular by establishing the Competition Council which aims to develop the competitiveness of the national economy. It was also supported by the establishment of the Central Authority for the Prevention of Corruption responsible for proposing anti-corruption measures and to contribute to the harmonization of national legislation with the provisions of the UN Convention in this area.

In terms of institutional and societal reforms, it is appropriate to mention the reform of the Family Code made in 2004 with regard to equality between the sexes and the protection of children's rights. This reform was supplemented by a new nationality law in 2007 which guarantees the right of children born to Moroccan mothers to automatically access the nationality of their mother. In addition, for more consolidation Rights, a new institution was initiated in 2011.

Macroeconomic and institutional policies for employment

Economically, Morocco has doubled its efforts in public investment to meet national development needs and create the enabling environment for the expansion of private investment. At the institutional level, efforts have focused on improving the business environment and the promotion of employment. The creation of regional investment centers, the adoption of an investment charter, the establishment of an incentive tax system, the introduction of compensation for loss of employment (IPE), the adoption in 2004, of a new labor code based on the fundamental principles recommended by the ILO, the creation of a national agency for the promotion of employment and skills (ANAPEC), the High Council for the Promotion of Employment and the National Employment Observatory are all achievements that the impact on employment promotion is undeniable. Similarly, a number of important infrastructure projects were launched, in the agricultural, industrial, tourism, ports and roads areas, which has created tens of thousands of new jobs.

Main lines of the employment policy

In Morocco, the promotion of employment has always been a central concern of the authorities. Several initiatives have been taken in this direction in recent years. After the reform of the labor code finalized in 2004, the government launched starting in 2006, a plan to promote employment with several components in order to boost employment:

- 1- IDMAJ Program "Insert": This program targets both the integration of job seekers into the workforce and to support company in identifying and satisfying its skills needs.
- 2- TAEHIL Program "Qualification": This program aims to improve the employability of job seekers, allowing them to acquire professional skills to fill job positions properly identified or potential in the private sector or NGOs and cooperatives.
- 3- Moukawalati Program "My Business" : this program was the first integrated support system for the creation of small businesses in Morocco.
- 4- Restructuring ANAPEC: ANAPEC's restructuring has mainly focused on the professionalization of intermediation structures in the labor market, the development of partnerships with private recruitment agencies and training providers as well contracting insertion objectives.
5. Monitoring and analysis of the labor market: strengthening monitoring capabilities and the labor market analysis is very important in that it helps to have a basic tool for decision support in the formulation, implementation and assessment of employment policies.

Evolution of activity in Morocco

Over the past fourteen years, the economically active population experienced a continuous increase of 114,000 new people annually, this increase was lower than that of the working age population increased by 383,000, which resulted in a decline in the participation rate of 53.1% in 2000 to 48% in 2014.

This decrease in activity hides significant disparities. First, according to age groups, it primarily concerned the population aged 15 to 24 who declined annually by 2%, against increases of 1.2% of people aged 25 to 39 and 2,7% for those 40 and over. Consequently, the proportion of young people aged 15 to 24 in the labor force declined from 27.2% in 2000 to 17% in 2014. This trend would find its explanation in the important efforts made in recent years in terms of access to the education especially in rural areas.

The catch-up of woman's education combined to her more and more access to the labor market results in a stable low feminization rate of the workforce, to almost 27%.

The contribution of the rural world to the economically active population fell slightly during the period (from 49% in 2000 to 46.6% in 2010), thanks to a higher participation rate among rural population (57.2% against 42.1% among city dwellers in 2014).

Qualitatively, despite the efforts of generalization of schooling, access among the workforce, to diplomas is improving but remains low and limited to certain categories. Overall, nearly 4 persons in 10 (41.4%) had a degree against 3 of 10 (31.3%) in 2000. These are young workers who are most disadvantaged in terms of access to diplomas, 53,1% for the 15 to 24 and 49% for 25 to 39 against 32.6% for adults 40 to 59 years.

Employment trends

Over the past fourteen years, the economy has created nearly 1.8 million jobs, the volume of employment has increased as a result from 8.845 to 10.645 million of employed. Due to the decline in the youth participation rate, the employed population is less and less young, the share of 15-24 year olds decreased from 25.2% in 2000 to 15.1% in 2014 and still little feminized (27%).

Due to the change experienced by the national economic structures over the past fifteen years, the sectoral distribution of the employed population has undergone significant changes, characterized by progressive service sector employment and the emergence of some dynamic sectors..

Thus agriculture, forestry and fishing, although it remains the largest employer sector especially in rural areas, its weight recorded over the last fourteen years, a downward trend from 45.9% to 39.4% (from 5.1% to 4.9% in urban areas and 80.9% to 74.5% in rural areas).

The industry is also a sector whose weight in terms of jobs is declining especially in urban areas. Indeed, this sector employed 11.1% in 2014 against 13.2% in 2000; by place of residence, his weight increased from 4.7% to 4.1% in rural areas while in urban areas it increased from 23.1% to 17.9%.

The sectors that experienced an increase in their share in employment are services (including trade) and construction. The weight of services increased from 35% to 40.2%, from 62.8% to 66.1% in urban areas and 10.5% to 13.7% in rural areas.

In terms of construction, under the impetus of major infrastructure projects and real estate boom in Morocco, during the period 2000-2011, it has grown significantly in terms of job creation. He was one of the most dynamic sectors with nearly 50 thousand jobs created annually during this period, a new job in 3 (30.9%). Since 2012, the industry knows some difficulties, it loses each year about 25 thousand jobs.

Employment in this sector is still characterized by low qualification. It records in 2014 after agriculture (15.8%) the second lowest proportion of graduates (37%). This proportion reaches 47.4% in industry and 57.3% in services, overall more of an employed is 3 (38% against 26.3% in 2000). Moreover, this sector is the refuge of young people whose employment is declining in all other sectors.

In the non-agricultural private sector, these are small businesses with fewer than 10 employees who have contributed the most to job creation; they are responsible for about 70% of new jobs in the non-agricultural private sector since 2000.

Key information on the quality employment

It appears from the analysis of the main characteristics of the employed population in 2014 that:

- 62% of employed are without a degree, 26.6% have an average level of education and 11.4% a higher degree. According to the economic sectors, the share of employed persons with no qualifications is passing from 42.8% in services to 51.9% in the industry and 63% in construction to reach 84.1% in "agriculture, forestry and fishing";
- the rate of women's participation in employment is 22.6% nationally, 13.9% in urban areas and 36.2% in rural areas;
- 10.3% of the employed are underemployed with large disparities between sectors:
 - 17% in the construction sector;
 - 10.3% in terms of agriculture, forestry and fisheries;
 - 9.4% in services;
 - 8% in the industrial sector including handicrafts.
- nearly two employees out of three (62.6%) perform their jobs without a contract, particularly in the area of "agriculture, forestry and fishing", where the proportion was 91.6%;
- unpaid employment represents 22.5% of national employment and 41.6% in rural areas;
- 8.2% of the working population perform their job as an occasional or seasonal workers;
- almost eight employed persons out of ten (79.5%) do not have medical coverage, 94.4% in rural areas and 64.8% in urban areas. Among employees, the proportion is 58.2% nationally, 81.6% in rural areas and 49.6% in urban areas;
- almost a quarter (23.6%) of employed and 37% of those working in the construction sector express a desire to change their jobs. The reasons given are mainly about finding better pay for 71.2%, more favorable working conditions for 9.6%, stable employment for 9.5% and more adequate job training received for 4.9%;
- 1.6% of employees nationally and 2.1% in urban areas reported having received training, supported by the employer, in the last 12 months;
- 50% of employed manage to reconcile their private life and their work life, 30% with difficulties, 17% with many difficulties and 3% do not succeed despite all efforts;
- about 3% of employed are affiliated to a trade union or professional organization, 5% in urban areas and less than 1% in rural areas. Among employees, this proportion reaches about 6% nationally, 7% in urban areas and less than 2% in rural areas.
- although the average weekly working time is reasonable (46.6 hours), more than four out of ten employed persons (43.5%) carry excessive working hours. This rises to nearly 55% among men, against 15% among women. It reaches about 60% in construction against 30% in "agriculture, forestry and fisheries."
- In Morocco, child labor, as a phenomenon to abolish, experienced a significant decrease in incidence over the past fourteen years. Indeed, the work of children aged 7 to age 15 concerns 86,000 people, or 1,8% of all children in this age group (0,4% in urban areas and 3,6% in rural areas). This has seen a sharp decline since 2000, when they numbered 478,000 and accounted for 8.9% of all children aged 7 to age 15. six out of 10 children are male and 88.4% live in rural areas.
- In addition, the informal sector, despite the decline in its share in total employment from 39% to 37.3% between 1999 and 2007, there is still dynamic and created annually more than 39,000 jobs over the period.



Unemployment is falling but remains high among young people and graduates

Between 2000 and 2014, the unemployment rate showed a downward trend benefiting all the workforce categories. It went from 13.4% to 9.9% nationally, 21.4% to 14.8% in urban areas and from 5% to 4.2% in rural areas.

Despite this decline, unemployment remains high for young people 15 to 24 years and among graduates. Indeed the unemployment rate for young people reached 20.1% nationally and 38.1% in urban areas. Among graduates, the unemployment rate reached 15.5% for the holders of medium-level qualifications and 20.9% for advanced degrees which declined nearly by 8 points since 2000. The most affected degrees include, higher diplomas Education awarded by the faculties with 24.1% and vocational qualifications level specialization (22.4%).

Furthermore, unemployment in Morocco remains an urban, first insertion and long-term phenomenon, mainly affecting young men. In 2014, nearly two out of three unemployed persons (62.6%) were unemployed for a year or more, about one unemployed person out of two (45.4%) had never worked and eight out of ten (80.1%) live in urban areas. Young people aged 15 to 29 accounted for nearly two-thirds (62.6%) and more than seven out of ten unemployed (71.4%) were male.

The decline in unemployment was accompanied by a decline in underemployment. Indeed, the underemployment rate related to working hours increased from 7.4% in 2000 to 3.5% in 2014. With a relatively low incidence, this phenomenon affects in the same way men and women (3.6% against 3.3% for women) and it's more prevalent in rural areas (4.2%) than urban areas (2.9%). It remains relatively high in the sectors of construction (6.7% against 11.9% in 2000) and "agriculture, forestry and fishing" (3.9% against 8.6%) and is relatively low in the industry (2.4% against 6.3%).

Conclusions

In conclusion, it is appropriate to note that in a perspective to better refine the design, monitoring and evaluation of actions to promote decent work, enormous efforts have been made by different economic and social partners to expand the sphere of information about the quality of work in Morocco. As a result, already in 2010, as part of the capacity building project for the production and analysis of decent work indicators (RECAP), Morocco was selected by the ILO in Africa, as one of the model countries in this field. Following this decision, our country proceeded to share his knowledge with a some African countries, including Mali, Burkina Faso, Senegal and Benin. Currently, about 90% of indicators on decent work, recommended by the ILO, are produced continuously by Morocco. Participation in this conference would be very important for us to discuss this issue with developing countries like ours and with countries that have preceded us in this area.

References

Decent Work Indicators, Concepts and definitions BIT