

SOLID – SOUTH MED SOCIAL DIALOGUE
Pilot Project for the Promotion of Social Dialogue in the Southern Mediterranean Neighborhood
Project No. ENI/2015/372-042

ACTIVITY REPORT

Organization: ISCOS Istituto Sindacale per la Cooperazione allo Sviluppo

Country: Morocco

EXECUTIVE SUMMARY

This report describes the third Focal Group on “Quality of employment and underemployment. Interim and new forms of employment” realized in Morocco by ISCOS Istituto Sindacale per la Cooperazione allo Sviluppo within the Project SOLID – South Med Social Dialogue (Project no. ENI/2015/372-042) the 15th and 16th of May, 2017. The activity represent the first step toward the realization of a study, whose terms of reference are now under preparation and will be soon communicated.

The present document was developed by the staff of ISCOS and contains a detailed description of the activity and the participating organizations.

Activity n° 2.1

Title of the Activity

Local Dialogue Focal Groups Morocco.

Third Focal Group on “Quality of employment and underemployment. Interim and new forms of employment”

Date and venue

Casablanca, the 15th and 16th of May, 2017

Implementing party

ISCOS Istituto Sindacale per la Cooperazione allo Sviluppo

Organizations involved in planning and preparation

CESE Conseil Economique Social et Environnemental du Maroc

UMT Union Marocaine du Travail

CDT Confédération Démocratique du Travail

UGTM Union Générale des Entreprises du Maroc

Other participating Institutions and organisations

Ministry of Employment et professional insertion

ANAPEC National Agency for employment and competences

CGEM General Confederation of Moroccan Enterprises



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Objectives

As stated in the Project Document, Section 2 “Capacity Building”, Paragraph 2.1 “Local Dialogue Focal Groups Morocco”, the action coordinated by ISCOS in Morocco is conceived as a pilot experience at local level in order to promote social and societal dialogue within local communities and work places, through the involvement of Trade Unions, Employers, Local Authorities and Civil Society Organizations. Specifically, this third Focal Group was aimed at enhancing the discussion and the exchange of experiences among Moroccan Trade Unionist, Employers and representatives of local and National Institutions on the following subjects:

- The most recent evolutions and transformations of the Moroccan labor market and their impact on the worker conditions (included technological developments and digital revolution)
- The new forms of employment in Morocco (included new types of contracts)
- The role of the Ministry of Employment and Employment Agencies on the implementation and control of employment services

The Focal Group was coordinated by the local expert Mr Mohammed Tariq, professor of Law at the University Hassan II of Mohammedia (Morocco).

Participants

Total number of participants over the two days (May the 15th and 16th, 2017): **n. 30 people**
Specifically:

Local Authorities, 6 participants, of which

- CESE Conseil Economique Social et Environnemental du Maroc, 2 participants
- Min. of Employment et professional insertion, 3 participants
- ANAPEC National Agency for employment and competences, 1 participant

Social Partners 24 participants, of which

- Employers organization
- ANAPEC National Agency for employment and competences, 2 participants
- Trade Unions
UMT Moroccan Workers Union (Union Marocaine du Travail), 8 participants
UGTM- General Union of Moroccan Workers (Union Générale des Travailleurs du Maroc), 7 participants
CDT Democratic Confederation of Workers (Confédération Démocratique du Travail), 7 participants

EXPERTS

n.	Last name	First name	Organization	Email	Phone number	1st day	2nd day
1	Mohammed	Tariq	Univ. Mohammedia MA	Tariq.med@gmail.com		X	X

LOCAL AUTHORITIES and Institutions

n.	Last name	First name	Organization	Email	Phone number	1st day	2nd day
1	Abidar	Brahim	Min. Employment	babidar@emploi.ma		X	X



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				gov.ma			
2	Alaoui	Mohammed	CESE*	Alaoui47@hotmail.fr	0666886048	X	X
3	Assilah	Fahd	CESE	f.assilah@ces.ma	0661747495		X
4	Eddahir	Hanane	ANAPEC*	h.eddahir@anaec.org		X	
5	Ghazi	Amal	Min. Employment		0674480495	X	
6	Harourate	Khadija	Min. Employment	khadijaharourate@gmail.com	0672013809	X	

PARTICIPANTS (social partners)

	Last name	First name	Organization	Email	Phone number	1st day	2nd day
1	Abchane	Awatif	UGTM***	habchaneawatif@gmail.com	0652366566	X	
2	Ait Zahra	Mohamed	UGTM		0663016350	X	
3	Anwar	Fouail	UMT***	anwarfouail@yahoo.fr	0653480694	X	
4	Attabary	Rachida	UMT	achidatabary@gmail.com	066420283	X	X
5	Belmami	Jalal	UMT	jalal.belmami@gmail.com	0661854346	X	X
6	Benwakrim	Latifa	CDT***		0662881274	X	X
7	Bhlil	Fatiha	UGTM	Bhlil.fa@gmail.com	0675214693	X	X
8	Darkhouch	Moustafa	UGTM	Darkhouch2010@hotmail.com	0663020432	X	X
9	El Ichalloufi	Naoufal	CDT	naoufal.ich@gmail.com	0657942392	X	X
10	Elaouoma	Mustafa	UGTM		0669341200	X	
11	Elhany	Abdelhafid	UMT		0552173804	X	X
12	Foudail	Zohra	UGTM	Zohra_foudail@live.fr	0662811644	X	X
13	Hamaydou	Morad	CDT	Morad.ya@hotmail.com	0661527798	X	X
14	Hammouk	Larbi	UMT	hammoukpresse@gmail.com	0600644004	X	X
15	Ikbal	Abderrahim	UMT	Ikbal:abderrahim@gmail.com		X	X
16	Khalafa	Moustafa	UGTM	m.khalafa@ces.ma	0619987184	X	X
17	Khoufaify	Mohammed	UMT	Lahna.elchou@gmail.com	0600678599	X	
18	Maayouf	Mohammed	CDT	m.maayouf@gmail.com	0661352261	X	X
19	Nasri	Nizar	CDT	Mec.nasri@gmail.com	0673294484	X	X
20	Oueldaziz	Saida	UMT	femmes-unies@gmail.com	0661225322	X	X
21	Radi	Ahmed Amine	CDT	Amineradi007@yahoo.fr	0666967486	X	X
22	Serhani	Ali	CGEM****	ali.serhani@geaperseing.com	0664007017	X	X
23	Toumi	Morad	CDT	Toumimor@gmail.com	0655110094	X	X
24	Touzani	Mohammed	CGEM	m.touzani@gmail.com	0674285628	X	



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Agendas and topics

Monday the 15th of May 2017	
08h30 – 09h00	Welcome coffee
09h00 – 09h30	Opening session
09h00 – 09h30	Opening speech by <i>Isabella Panfili, ISCOS Coordinator in Morocco</i> <i>Representatives of partner organizations</i>
09h30 – 13h30	Plenary Session: recent developments of Moroccan labor market
09h30 – 12h30	The most recent evolution of the Moroccan Labor Market (2010/2017) <i>By Mr Mohammed Tariq</i>
11h00 – 11h30	Debate
11h30 – 11h50	Coffee break
11h50 – 12h50	Group work - The new forms of employment in the national and international legislation framework
12h30 – 13h30	Presentation of the results of the group work Debate
13h30 – 15h00	Lunch
15h00 – 18h00	Morocco : Institutional actors and potential role of Moroccan Trade Unions
15h00 – 16h00	<ul style="list-style-type: none"> - The role of the Ministry of Employment in the organization and control of temporary employment agencies, <i>by Mr Brahim Abidar Head of the Private Employment Agencies Service, Ministry of Employment and Professional Integration</i> - Recent transformations in work intermediation in Morocco, <i>by Mrs Eddahir Hanane, Agency Director, ANAPEC National Agency for the Promotion of Employment and Competences</i> - New forms of job in Morocco, <i>by Mr Ali Serhani, Member of the Commission for Employment and Social Relations of the CGEM Confédération Générale des Entreprises du Maroc</i>
17h00 – 18h00	Debate
Tuesday the 16th of May 2017	
09h00 – 13h00	Interactive session
09h00 – 10h30	The experience of the Moroccan trade unions <i>Interventions of the Moroccan Trade Unions UMT, UGTM and CDT</i>
10h30 – 11h00	Debate
11h00 – 11h15	Coffee break
11h15 – 12h15	The vision and activities of CESE on employment quality and the most recent developments of the labor market, <i>Mr Assilah Fahd, CESE Conseil Economique, Social et Environnemental</i>
12h15 – 13h00	Debate
13h00 – 13h30	Final evaluation <i>Moderated by Isabella Panfili, ISCOS coordinator in Morocco</i>
13h00 – 13h30	Submission of the final evaluation questionnaire and participatory evaluation of the activity
13h00 – 15h00	Lunch

General considerations



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The activity has seen a high level of participation and involvement from all members of the three unions involved and the different organizations and Institutions that took part in the activity since the preparation and definition of the Agenda.

Specifically, three elements were crucial in order to attain the expected results:

- the strong involvement and support of the CESE Conseil Economique Social et Environnemental all along the preparation and definition of the activity
- the high level of participation of Trade Unions in the finalization of the Agenda
- the experiences and competences of the local expert Mr Mohammed Tariq in managing the contents through the different sessions, promoting the participation of each person involved, stimulating the debate and the exchange of experiences.

We would like to underline here the wide range of organization and institution that accepted our invitation to join the discussion, such as the Ministry of Employment, the National Agency for Employment and the Employers' Confederation.

The results of the evaluation questionnaire are summarized in the attached document (ANNEX A).



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