

Decent work in Morocco, what reality ?

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Contents

- Context of the Measurement of Decent Work
 - Concept of decent work of the ILO
 - Decent Work: The main objective of the ILO
 - Commitments to monitor decent work progress
- Framework of Decent Work and Indicators
 - the Decent Work indicators groups
 - The different types of indicators
 - The 18 key indicators of Decent Work
 - Measurement of Decent Work: Gender and Rights at work
- Decent work indicators in Morocco
 - Morocco: Keys figures
 - The social context element
 - The 10 basic groups of the Decent Work
- Conclusion

I. Context of the Measurement of Decent Work

Concept of decent work ILO

The concept of Decent Work was defined by the ILO and endorsed by the international community as :

“The opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and dignity.”

(Juan Somavia, Director General of the ILO, the ILC 1999 Report).

Decent Work: The main objective of the ILO

- Approved by the Economic and Social Council, the Presidential Summits and Heads of State Summits in all regions, the United Nations, European Union, etc.
- The declaration of the ILO on Social Justice for a Fair Globalization (2008) accepts the Decent Work Agenda:
 - (i) The rights at work,
 - (ii) Employment;
 - (iii) Social Protection,
 - (iv) social dialogue.

Decent Work: The main objective of the ILO

- According to the International Labour Organization [ILO](#), Decent Work have to involve opportunities for work that ensure :
 - better productivity with a fair income,
 - security in the workplace and social protection for families,
 - better prospects for personal development and social integration,
 - freedom for people to express their concerns,
 - [equality of opportunity](#) to participate in the decisions for all women and men.

commitments for monitoring decent work Progress

The 2008 Declaration on Social Justice for a Fair Globalization recommended that ILO members consider:

- "Establish **appropriate indicators or statistics**, if necessary with the assistance of the ILO, to monitor and evaluate progress"
- Monitoring the Millennium Development Goal MDG 1, target2:
Ensuring full employment and productive employment and decent work for all, including women and youth. **Now (Sustainable Development Goals SDG 8)**
- Promotion of **strategic partnerships** with NSOs, Ministries, Social Security Institutions, International organizations, development banks, universities, workers 'and employers' organizations, etc. ⁷

II. Framework of Decent Work and Indicators

The Decent Work indicators groups

The framework includes the indicators by 10 basic groups of the Decent Work Agenda + an economic and social context element:

1. Employment Opportunities (1 + 2)
2. Adequate earnings and productive work (1 + 3)
3. Decent working time (1 + 3)
4. Combining work, family and personal life (1 + 3)
5. Work that should be abolished (1 + 3)
6. Stability and security of work (1, 2 + 3)
7. Equal opportunity and treatment in employment (1, 2 + 3)
8. Safe work environment (1 + 3)
9. Social security (1 + 3)
10. Social dialogue, workers' and employers' representation (1 + 4)
11. Economic and social context of decent work

Note: **(1)** The rights at work **(2)** Employment **(3)** Social protection
(4) Social dialogue

The different types of indicators

- A New approach of the indicators:
 - Main indicators (M): core set of indicators to measure decent work progress.
 - Additional indicators (A): for use as appropriate, when data is available.
 - Context indicators (C) provide information on the economic and social context of decent work.
 - Indicators that could be included in future (F): relevant indicators to be included when the data is available.
 - Information on the legal framework (L).

The 18 key indicators of Decent Work

- 1 – Employment-to-population ratio (S)
- 2 ~ Unemployment rate (S)
- 3 ~ Young not in employment, education, or training, 15~24 years (S)
- 4 ~ Informal employment rate (S)
- 5 ~ Working poverty rate (S)
- 6 – employees with low pay rate (S)
- 7 – Employment in excessive working time (S)
- 8 ~ Child labor rate (S)
- 9 – Precarious employment rate
- 10 ~ Occupational segregation by sex
- 11 ~ Female share of employment in senior and middle management
- 12 ~ Occupational injury frequency rate, fatal
- 13 ~ Percentage of the population of at least 65 receive a pension (S)
- 14 ~ Public social security expenditure (% of GDP)
- 15 ~ Trade union density rate (S)
- 16 ~ Employers' organization density rate (ED) (S)
- 17 ~ Collective bargaining coverage rate (S)
- 18 ~ Indicator for Fundamental principles and rights at work (Freedom of association and collective bargaining) to be developed by the Office.

Measurement of Decent Work: Gender and Rights at work

- indicators should, wherever possible, showing separately the data on men and women in addition to the total.
- Rights at work and the legal framework for decent work must be fully reflected.

III. Decent work indicators in Morocco

Morocco: Key figures

Morocco: Key figures (1/2)



- Region: MENA
- Capital: Rabat
- Population (census 2014) : 33.848.242 personnes
- Life expectancy (2010) : 74,8 years
- Economic Growth Rate (2014) : 2,4%

Morocco: Key figures (2/2)



- Population growth rate (avg. annual %) 2004-2014 : 1,2%
- Urban population 2014 : 60,4%
- Population aged 0-14 years 2014 : 26%
- Population aged 60 years and over (% of total) 2014 : 9,6%
- Sex ratio (men per 100 women) 2014 : 98,8%

Economic and social context

1 1. Economic and social context (1/5)

- In 2014, Morocco's GDP (at current US\$) was about \$110 Billion and GDP per capita in PPP was about \$7,380.
- During the last 15 years, their growth rates have evolved in two speeds. Since 2009, they have decreased approximately to half.
- In Morocco, the poverty is declining, especially the absolute poverty.
- In terms of inequality, the expenditure of the richest 10% of the population makes about 13 times that of the poorest 10%.
- Inflation is usually controlled, the inflation rate rarely exceeds 2%.
- About 4 / 10 work in Agriculture, 4/ 10 in Services, 1/ 10 in Manufacturing and 1/ 10 in Construction.
- During the last 15 years, the shares of employment in Agriculture and Manufacturing have declined for the benefit of Construction and Services.

11. Economic and social context (2/5)

Tableau 11: Economic and social context (1)

Statistical Decent Work Indicator		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Real GDP per capita in PPP\$ ¹	Level	3511,0	3818,5	3963,2	4254,2	4536,4	4775,6	5254,3	5488,5	5851,7	6111,1	6334,9	6697,6	6898,4	7198,0	7379,1
	Growth rate		8,8	3,8	7,3	6,6	5,3	10,0	4,5	6,6	4,4	3,7	5,7	3,0	4,3	2,5
Income (consumption) inequality (percentile ratio P90/P10) ²	Difference between 10% most favored and less favored 10%	-	12,3	-	-	-	-	-	12,7	-	-	-	-	-	-	-
	Gini index total expenditure per capita	-	0,406	-	-	-	-	-	0,407	-	-	-	-	-	-	-
Poverty measures ²	Absolute poverty rate (%)	-	15,3	-	-	-	-	-	8,9	-	-	-	6,2	-	-	-
Inflation rate (CPI) ¹		1,9	0,6	2,8	1,2	1,5	1	3,3	2,5	3,7	1,0	1	0,9	1,3	1,9	0,4
Employment by branch of economic activity ³	Agriculture, forestry and fishing	45,9	44,6	44,4	45,7	45,7	45,2	43,3	42,1	40,9	40,5	40,3	39,8	39,2	39,3	39,4
	Manufacturing	13,2	12,8	13,1	13,0	12,8	12,5	12,3	12,7	12,8	12,3	12,2	11,8	11,5	11,4	11,1
	Construction	6,2	6,6	6,9	6,6	6,8	7,1	8,0	8,3	8,9	9,4	9,9	10,1	9,9	9,3	9,3
	Services	34,8	36,0	35,5	34,7	34,8	35,2	36,4	36,8	37,4	37,8	37,7	38,4	39,4	40,0	40,3
	Total	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0	100,0

source:

¹High commission for planning,

²High commission for planning, National Observatory of the living conditions of the population,

³High commission for planning, labour Force Survey,

1 1. Economic and social context (3/5)

- The employed persons are less and less young and still little feminized.
- The labor productivity was approximately \$10,333 In 2014, its growth rate was 3% over the last five years after 4% between 2000 and 2009.
- The average of the labor share in GDP is about 30%.
- Regarding education, the results were relatively satisfying, especially concerning primary and lower secondary. However, gender disparities persist, even if they are decreasing.
- Concerning illiteracy, the rate of elderly remains quite important and still impacts the global level.
- Despite the efforts expended on schooling, the share of persons who should have completed upper secondary is still important.
- As of health, the proportion of persons of working age population living with HIV is about 0,1%.

11. Economic and social context (4/5)

Tableau 11: Economic and social context (2)

Statistical Decent Work Indicator		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Female share of employment by economic activity ³	Agriculture, forestry and fishing	35,1	33,0	31,8	34,2	36,9	37,9	38,4	38,7	38,9	39,0	40,0	40,4	39,9	41,1	41,7
	Manufacturing	37,7	34,7	35,6	36,3	35,2	33,8	31,5	31,7	31,8	28,9	30,3	27,4	26,7	26,5	26,3
	Construction	0,7	1,0	1,0	0,9	0,8	0,8	0,8	0,8	0,7	0,9	0,8	0,7	0,7	0,6	0,8
	Services	17,1	17,0	16,7	17,8	17,5	17,3	18,0	18,4	18,2	18,4	18,2	18,1	18,5	18,7	18,9
	Total	27,1	25,3	24,8	26,5	27,5	27,5	27,1	27,2	26,8	26,4	26,7	26,3	26,1	26,7	27,0
Labour productivity (GDP per employed person) ^{3 e, in us \$}	Level								7,8	8,5	9,0	9,2	9,5	9,7	10,1	10,3
	Growth rate									8,5	5,9	2,2	3,3	2,1	4,3	2,2
Labour share of GDP ^{4 e}		32,5	33	32,9	32,3	32,7	33,6	32,4	32,6	30,8	-	-	-	-	-	-
Children not in school1 (Male: percentage by age) ³	Primary education	~4,8	~9,9	~11,5	~15,2	~16,7	~16,3	~15,2	~17,0	~17,1	~17,2	~19,6	~19,0	~20,6	~19,4	~19,4
	Lower secondary education	34,4	30,5	30,4	33,2	34,5	32,4	15,4	13,5	7,8	0,4	-3,1	-6,1	-8,3	-11,5	-13,1
	Upper secondary education	66,5	65,2	63,3	61,4	60,4	61,4	60,8	60,7	58,0	45,7	41,4	35,6	33,9	31,4	30,2
Children not in school1 (Female: percentage by age) ³	Primary education	4,4	4,1	~0,9	~3,7	~7,6	~7,3	~6,9	~6,7	~8,3	~8,7	~12,1	~12,3	~12,9	~12,4	~12,8
	Lower secondary education	47,6	43,9	45,2	43,8	44,6	41,2	32,8	30,0	29,8	25,1	23,2	20,0	19,1	14,6	10,8
	Upper secondary education	71,0	69,3	67,6	65,3	65,9	66,4	64,3	62,9	58,2	48,7	43,0	41,1	40,2	41,3	38,0

source:

³High commission for planning, labour Force Survey,

⁴International Labour Organisation

e estimation

11. Economic and social context (5/5)

Tableau 11: Economic and social context (3)

Statistical Decent Work Indicator		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Education of adult population ³	Adult literacy rate male	60,2	61,1	61,7	63,3	64,4	66,7	67,1	67,4	68,4	68,9	70,3	71,0	71,9	72,9	73,4
	Adult literacy rate female	33,9	35,4	36,3	37,7	38,1	40,0	41,2	41,8	42,6	43,9	46,0	47,2	48,6	49,5	50,1
	Adult literacy rate Total	46,9	48,1	48,8	50,3	51,0	53,1	53,9	54,3	55,1	56,1	57,8	58,8	59,9	60,8	61,4
	Adult secondary school graduation rate male	80,5	83,5	83,0	80,1	83,1	81,1	86,5	80,7	83,1	91,1	93,6	101,5	105,0	104,9	104,8
	Adult secondary school graduation rate female	89,3	92,5	93,5	93,9	92,8	93,2	97,3	94,7	95,3	104,3	106,5	117,1	116,2	114,5	113,9
	Adult secondary school graduation rate Total	83,9	87,0	87,1	85,4	87,0	85,9	91,0	86,4	88,2	96,6	99,0	108,0	109,7	108,9	108,6
Estimated % of working age population who are HIV positive ⁵	Pourcentage people aged from 15 to 49 years old living with HIV	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1	0,1e	0,1e

source:

³High commission for planning, labour Force Survey,

⁵OMS and Ministry of Health

e estimation

1. Employment Opportunities

1. Employment Opportunities (1/3)

- Employment concerns about 4 out of 10 Moroccans of the working age population.
- 44% of them are employees, 33% self-employed and 22% unpaid workers.
- The share of self-employed and family workers remains significant (50%) even if it experienced a decline over the last 15 years.
- The share of employees in non-agricultural employment remains stable during the period.
- The unemployment rate decreased during the period, benefiting all categories of the working population, however it remains higher in urban area especially among young people and graduates.
- The share of NEETs is quite high compared to the MENA region and the world average, it is 4 times higher among young men than young women.

1. Employment Opportunities (2/3)

Table 1: Employment Opportunities (1)

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Employment-to-population ratio (15 years and over), in %	46,0	45,1	45,2	46,2	46,6	45,8	46,3	46,0	45,8	45,3	45,1	44,8	44,1	43,8	43,3
Men	68,2	68,5	69,0	68,9	68,7	67,8	69,0	68,7	68,7	68,6	68,0	68,0	67,2	66,4	65,3
Women	24,5	22,5	22,1	24,2	25,2	24,7	24,6	24,4	24,0	23,3	23,4	22,9	22,3	22,7	22,6
Proportion of own-account workers and contributing family workers in total employment, in %															
	56,5	55,8	56,0	57,0	57,2	56,8	51,2	50,3	51,2	50,6	50,3	51,6	50,7	49,6	49,6
Men	52,4	52,7	53,1	53,7	53,2	52,8	46,1	45,2	46,4	45,8	45,6	46,8	46,1	44,4	44,5
Women	67,5	64,9	64,5	66,2	67,8	67,3	64,8	64,2	64,3	63,7	63,4	64,9	63,8	64,0	63,4
Share of wage employment in non-agricultural employment, in %															
	59,8	59,9	59,2	58,8	59,5	59,8	65,4	66,8	64,3	64,2	63,9	63,4	62,9	64,4	64,6
Men	57,3	56,7	56,0	55,5	56,2	56,1	62,3	64,1	61,5	61,1	60,6	60,2	59,6	61,3	61,3
Women	69,3	73,4	72,7	71,7	72,8	75,7	78,7	78,5	76,7	78,2	79,2	79,3	78,7	78,8	80,3

source: High commission for planning, labour Force Survey

1. Employment Opportunities (3/3)

Table 1: Employment Opportunities (2)

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Unemployment rate (15 years and over), in %	13,4	12,3	11,3	11,5	10,8	11,1	9,7	9,8	9,6	9,1	9,1	8,9	9,0	9,2	9,9
Men	13,6	12,3	11,1	11,2	10,7	11,0	9,7	9,8	9,5	9,0	8,9	8,4	8,7	9,1	9,7
Women	12,8	12,2	12,1	12,4	11,1	11,3	9,7	9,8	9,8	9,5	9,6	10,2	9,9	9,6	10,4
Unemployment rate (15-24 years), in %	19,6	18,5	17,1	16,4	16,7	17,0	16,6	17,2	18,3	17,9	17,6	17,9	18,6	19,1	20,1
Men	21,1	19,3	17,4	16,8	17,4	17,8	17,5	17,9	19,1	18,5	18,1	18,1	18,4	19,4	20,5
Women	15,8	16,2	16,2	15,1	14,9	14,9	14,1	15,5	16,1	16,2	16,1	17,4	19,2	18,2	19,0
Unemployment rate (graduates of the higher level), in %	28,9	26,8	26,5	27,2	26,7	26,6	19,5	20,8	19,5	18,3	18,1	19,4	18,7	18,8	20,9
Men	23,9	22,6	22,1	22,3	22,3	22,0	15,7	16,8	14,9	14,2	14,3	14,4	14,0	14,6	16,2
Women	39,2	35,5	35,3	36,8	35,1	35,6	27,1	28,5	28,2	26,0	25,3	28,5	27,4	26,5	27,8
Youth not in employment, education, or training, 15-24 years, in %	39,8	40,0	39,4	37,0	37,8	38,7	38,1	39,1	39,0	36,4	35,6	35,3	35,7	35,1	34,6
Men	19,4	18,4	17,0	16,1	17,3	18,5	18,0	18,4	17,7	14,4	13,8	13,6	14,1	14,2	14,1
Women	60,2	61,6	61,9	58,2	58,0	58,6	58,2	59,3	60,0	58,0	57,2	56,8	57,2	56,0	55,2

source: High commission for planning, labour Force Survey

2. Adequate earnings and productive work

2. Adequate earnings and productive work (1/2)

- Following the social dialogue undertaken by the Government with the economic and social partners, several measures have been taken to improve income from some categories of workers:
 - reducing the Income Tax (IR) and raising the exemption threshold,
 - increasing the officials promotion quota,
 - revaluation of the minimum wage,
 - reclassification of civil servants classified down ladders,
 - increasing the minimum pension,
 - increasing the value of family allowances,
 - establishment of an additional allowance for teachers and personal health, working in remote and inaccessible areas,
- However, the share of the poor workers and the wage gaps among some categories such as women and rural persist.

2. Adequate earnings and productive work (2/2)

Table 2: Adequate earnings and productive work

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Working poverty rate 1, in %		19,2						10,3							
Men		15,7						8,8							
Women		24,9						14,3							
urban		8,0						4,9							
rural		26,7						15,2							
Employees with low pay rate 2, in %	27,3	27,9	26,1	26,7	24,2	23,7	24,5*	22,8	23,3	19,2	19,2	20,6	20,0	19,0	18,9
Men	26,0	26,9	24,7	24,1	22,2	21,8	22,9*	21,2	22,1	17,5	18,5	18,8	18,4	16,9	17,4
Women	31,5	32,8	30,9	32,3	29,6	30,1	30,7*	29,4	27,3	25,2	25,6	26,5	25,5	25,3	24,5
Minimum wage as a percentage of median wage2, in %															
	109,5	110,1	107,1	106,6	112,7	112,9	113,2*	110,0	91,8	118,2	105,2	98,0	109,7	109,6	112,7
Men	111,9	112,2	108,2	104,4	115,5	116,0	114,9*	113,0	92,7	118,3	107,2	100,4	113,0	109,7	113,1
Women	111,2	108,5	104,4	111,0	112,7	117,5	105,2*	105,8	92,5	116,2	102,8	101,3	110,9	111,3	111,1
Employees with recent job training (past year) 2, in %															1,6
Men															1,5
Women															1,7

source: 1 High commission for planning, Observatory of Living Conditions of the Population

source: 2 High commission for planning, labour Force Survey,

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3. Decent working time

3. Decent working time (1/3)

- The volume of hours usually worked per week has reached **500** million hours in 2014, an increase of 12% since 2000.
- 70% of this volume is done by men and 55% in urban area.
- Men work about 14 hours more than women and in the urban area we work 7 hours more than the rural area.
- 4/10 of employed persons perform an excessive working hours.
- This proportion reached 50% among men, against 15% among women.
- The labor code had no apparent effect on the job at excessive length. It remains stable during the last 15 years.
- The time related underemployment rate, as defined by the ILO, remains relatively low, the rate was 3.3% in 2014.
- This rate has experienced a steady decline since 2000 until 2007. But from 2008 it recorded a slight increase that could be attributed to the international economic and financial crisis.

3. Decent working time (2/3)

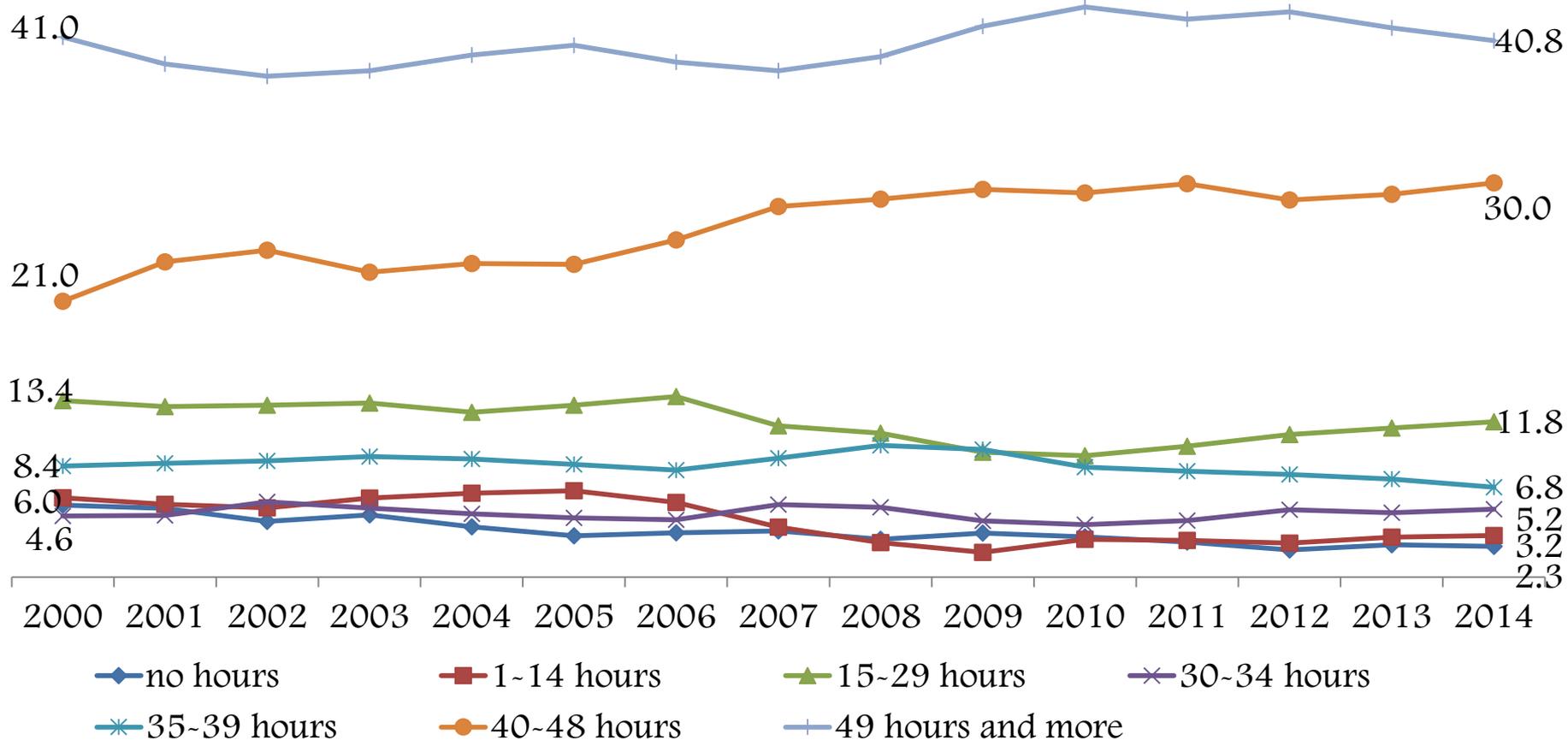
Table 3: Decent working time

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Employment in Excessive Working Time (more than 48 hours per week), in %															
Men	41,0	39,0	38,1	38,5	39,7	40,4	39,1	38,5	41,5	42,9	43,3	42,4	43,0	41,7	40,8
Women	49,8	47,1	45,8	47,2	49,4	50,1	48,3	47,3	51,6	53,0	53,8	52,7	53,0	51,8	51,2
	17,4	15,2	14,6	14,5	14,0	15,0	14,5	14,9	14,2	14,7	14,5	13,7	14,5	14,2	12,8
Average hours worked per week (usual hours), in hours															
Men	47,9	46,7	45,7	45,8	46,2	46,2	46,0	46,4	47,3	47,9	47,5	47,0	47,2	46,8	46,6
Women	52,7	51,1	49,8	50,3	51,2	51,2	50,7	50,5	51,2	51,5	51,5	51,2	51,2	51,1	51,1
	34,9	33,8	33,2	33,2	33,0	33,1	33,5	35,2	36,8	37,7	36,2	35,5	35,8	35,0	34,4
Time related underemployment rate (15 years and over) *, in %															
Men	7,4	6,9	6,4	6,5	5,8	5,1	4,3	3,2	2,8	3,2	3,4	2,8	2,7	2,9	3,3
Women	7,8	7,0	6,5	7,0	6,4	5,9	4,7	3,5	2,9	3,2	3,5	3,0	2,9	3,2	3,3
	6,0	6,6	5,9	5,1	4,0	3,1	3,3	2,4	2,4	3,2	3,3	2,3	2,1	2,0	3,1

source: High commission for planning, labour Force Survey

3. Decent working time (3/3)

Graphic 1: Employment by weekly hours worked (hours in standardized hour bands)



4. Combining work, family and personal life

4. Combining work, family and personal life (1/3)

- **Sleep, meals and personal care occupy 44% of the Moroccan adult day, which is the equivalent of 10h36mn (8h21mn for sleep, 1h28mn for meals, and 47mn for personal care).**
- **The professional time accounts for 14%, the equivalent of 3h20mn of the Moroccan adult day, which makes 26 minutes more than the time spent by French adults and 8mn less than the time spent by Tunisian ones.**
- **A man would spend 4 times longer on professional activities than a woman.**
- **Education and training take as a national average 2% a day (29mn).**
- **The time spent on household and domestic activities occupy 12% in average of the Moroccans day. Which makes 2h34mn on average.**
- **The household and domestic activities takes 7 times longer for women than for men.**
- **Free time about 29%, which represents 7h01mn of the day type.**
- **Women have relatively more difficulties combining work, family and personal life.**

4. Combining work, family and personal life (2/3)

Table 4: Combining work, family and personal life (1)

Decent Work Indicator	1997	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Typical day of Moroccan woman , in minutes															
physiological time1	12:37												10:55		
professional time	01:28												01:21		
Education and training time	00:19												00:24		
Household and domestic time	05:17												04:25		
Leisure time 2	04:19												06:55		
Typical day of Moroccan man in minutes															
physiological time1													10:16		
professional time													05:25		
Education and training time													00:33		
Household and domestic time													00:38		
Leisure time 2													07:08		

source: High commission for planning, time use survey

1: Sleep, meals, personal care

2: leisure, sociability, religious practices

4. Combining work, family and personal life (3/3)

Table 3: Combining work, family and personal life (2)

Decent Work Indicator	1997	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Combining work, family and personal life, women , in%															
. can combine															40,0
. with some difficulties															33,0
. with serious difficulties															23,0
. can not															4,0
Combining work, family and personal life, men in%															
. can combine															50,0
. with some difficulties															28,0
. with serious difficulties															20,0
. can not															2,0

source: High commission for planning, labour Force Survey,

5. Work that should be abolished

5. Work that should be abolished (1/2)

- In Morocco, children in employment 7-17 years decreased significantly in terms of incidence during the past fifteen years.
- Their proportion decreased from 14.5% in 2000 to 5.5% in 2014, from 1.075.000 to 375,000 in volume.
- This decrease is mainly due to some measures:
 - the generalization of schooling,
 - sensitization and efforts provided against working children,
 - adaptation of legislation with the related international conventions,
 - fixation of the minimum age for the working children,
 - establishment of a jobs list that are considered to be "dangerous".
- In Morocco, working children is mostly a rural phenomenon, 85% of children in employment live in rural area.
- 70% are male. This proportion is 90% in urban area and 66% in rural area.
- in rural area, 86% work in "agriculture, forestry and fishing" and in urban area, 60% work in "services".
- In addition, 20% of children in employment go to the school, 69% have left it and 11% have never attended school.

5. Work that should be abolished(2/2)

Table 5: Work that should be abolished

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
children in employment (7-17 years) 1, in %	15,6	13,2	12,2	13,1	11,9	11,3	11,3	10,5	9,5	8,8	8,0	7,4	6,6	6,3	6,2	
boys	19,7	17,7	16,7	17,2	15,1	14,5	14,5	13,7	12,6	12,0	11,0	9,8	8,9	8,5	8,7	
girls	11,4	8,6	7,5	8,9	8,6	8,0	8,0	7,2	6,3	5,5	4,8	4,8	4,2	4,0	3,7	
urban	6,8	5,6	5,0	5,0	4,5	4,2	4,1	4,0	3,9	3,3	3,0	2,5	2,2	2,0	2,2	
rural	24,0	20,4	18,8	20,7	19,5	18,6	18,9	17,5	15,6	14,9	13,6	13,0	11,8	11,3	11,1	
Child labour rate (7-17 years) * 2, in %																3,0
boys																4,0
girls																1,5
urban																1,0
rural																5,0

source: High commission for planning, labour Force Survey

* estimate from the first semestre 2015 data

1: "children in employment" or "working children"

2: According to the international statistical standards, children are considered to be in child labour if they are

(i) below the age of 12 and working;

(ii) aged 12 to 14 years and usually working more than 14 hours per week;

(iii) aged 12 to 14 years, usually working 14 hours or less per week (permitted light work), but stated s/he was working in a designated hazardous industry and/or occupation or worked under hazardous conditions;

(iv) aged 15 to 17 years and usually working more than 42 hours per week; and

(v) aged 15 to 17 years and usually working less than or 42 hours per week (normal work), but stated s/he was working in a designated hazardous industry and/or occupation.

6. Stability and security of work

6. Stability and security of work (1 / 2)

- **Precarious employment is defined as the set of employed persons working as a casual, seasonal or as a trainee.**
- **It concerns 878,000 people in 2014, or 8.2% of all employed. Occasional represent 86%, seasonal 13% and trainees 1%.**
- **Although it remains relatively limited, this phenomenon has experienced significant growth, it is more and more important since 2008.**
- **Precarious employment is mainly a rural phenomenon (60%), a male phenomenon (87%), mostly in the construction (its share in this sector is 40,6%).**
- **The average length of the main job in Morocco is about 11 years.**
- **The rate of subsistence workers is 0,3% nationally, 0,2% in urban area and 0,4% in rural area.**

6. Stability and security of work (2/2)

Table 6: Stability and security of work

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Precarious employment rate 1, in %															
urban	4,1	4,0	4,4	4,8	5,0	5,1	5,1	5,2	5,8	7,0	7,5	7,7	8,3	7,8	8,2
rural	3,3	2,9	3,7	4,8	5,0	5,0	4,2	4,2	4,8	5,5	6,2	6,7	6,5	6,4	6,7
Mean job tenure, in years	13,5	13,2	12,6	12,0	11,4	11,6	10,9	11,0	10,9	11,0	11,1	11,3	11,4	11,5	11,4
The percent distribution of employed persons by length of job tenure, in %															
less than 6 months	3,8	4,0	4,9	6,4	8,0	8,0	8,9	8,3	8,3	8,6	9,5	8,8	9,3	9,1	9,9
6 months or more but less than 12 months	1,5	1,6	1,9	2,1	2,3	2,3	2,0	2,0	1,8	1,9	2,4	2,0	2,1	2,1	2,4
one year or more but less than 5 years	17,7	18,6	18,9	19,4	19,9	19,3	20,4	23,3	24,6	24,6	19,8	18,7	18,1	18,3	17,9
5 years or more but less than 10 years	23,2	22,8	23,1	22,3	21,5	21,9	22,1	20,5	20,2	19,7	22,7	23,8	23,6	23,6	23,4
10 years or more	53,8	53,0	51,3	49,8	48,4	48,5	46,7	45,9	45,1	45,3	45,6	46,7	46,9	47,0	46,4
Total	100,0														
Subsistence worker rate, in %															0,3

source: High commission for planning, labour Force Survey

1: workers whose contract of employment leads to the classification of the incumbent as belonging to the groups of "casual workers", "short-term workers" or "seasonal workers"

7. Equal opportunity and treatment in employment

7. Equal opportunity and treatment in employment (1 / 4)

- In Morocco, women's participation in economic activities is still insufficient according to her potential. During the past 15 years , this rate remains stable around 27%.
- The employment rate of women is 3 times lower than that of men (22% against 66%).
- 63% of employed women are living in rural area and 72% without diploma. For men these values are respectively 47% and 66%.
- The Agriculture sector remains the main source of female employment with 60%, while for men the main sector is Services with 42%.
- In rural area, 93% of employed women work in the “Agriculture, forestry and fishing”. In urban area, 63% of women do their jobs in “Services”.
- the half of employed women are apprentices or family workers, while for men the half are employees.

7. Equal opportunity and treatment in employment (2/4)

Table 7: Equal opportunity and treatment in employment (1)

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Occupational segregation by sex 1															
(a) Occupational distribution of employment by sex (using sub-major groups), male in %															
Managers	1,4	1,2	1,3	1,3	1,1	1,2	1,5	1,3	1,3	1,5	1,3	1,2	1,3	1,4	1,3
Professionals	2,7	2,8	2,7	2,7	2,4	2,3	3,0	2,9	2,9	3,1	2,7	2,7	2,8	2,9	2,7
Technicians and Associate Professionals	1,9	1,9	1,7	1,8	1,7	1,7	2,2	2,1	2,1	2,2	2,2	2,2	2,3	2,4	2,4
Clerical support workers	3,2	3,0	3,1	2,8	2,9	3,0	2,8	2,7	3,0	3,1	3,0	2,8	2,9	2,9	2,6
services and sale workers	14,8	15,0	15,0	14,7	15,1	15,2	15,2	15,6	15,5	15,9	16,2	16,4	16,5	16,5	17,0
Skilled Agriculture, Forestry and Fishing workers	16,6	15,8	15,7	15,5	16,8	16,2	15,6	15,1	15,5	14,8	15,0	15,1	15,0	15,0	14,3
Craft and related trade workers	17,0	17,4	17,8	17,1	17,6	18,1	17,9	17,9	19,4	19,6	20,2	20,6	20,1	19,5	19,7
Plant and machine operators, and assemblers	4,1	4,0	4,0	3,9	4,0	4,0	4,4	4,4	4,7	4,6	4,8	5,2	5,0	4,7	5,4
Elementary occupations	38,2	38,8	38,6	40,2	38,5	38,3	37,4	38,0	35,6	35,2	34,5	33,6	34,1	34,7	34,6
total	100,0														
(a) Occupational distribution of employment by sex (using sub-major groups), female in %															
Managers	0,5	0,5	0,5	0,6	0,4	0,5	0,7	0,7	0,7	0,9	0,8	0,7	0,8	1,0	1,1
Professionals	3,8	4,5	4,4	4,2	3,9	3,8	5,1	4,6	5,0	5,7	5,0	5,5	5,5	5,5	5,6
Technicians and Associate Professionals	1,9	2,0	2,2	2,3	1,9	2,0	2,5	2,5	2,5	2,7	3,0	3,0	3,3	3,6	3,7
Clerical support workers	5,1	5,9	5,9	5,4	4,9	4,8	5,0	5,3	5,0	5,1	5,0	5,0	4,7	4,5	4,3
services and sale workers	3,0	3,3	3,5	3,2	3,7	3,5	3,9	4,5	4,6	4,7	4,9	4,5	4,9	5,3	5,2
Skilled Agriculture, Forestry and Fishing workers	6,6	5,7	4,9	4,7	4,9	5,9	5,1	7,8	10,3	9,8	10,1	10,5	11,1	11,6	10,3
Craft and related trade workers	15,1	14,6	15,7	14,1	12,7	11,9	10,9	11,0	11,8	10,7	10,4	10,0	9,4	8,8	8,3
Plant and machine operators, and assemblers	0,4	0,4	0,4	0,4	0,3	0,5	0,4	0,4	0,4	0,4	0,4	0,3	0,3	0,3	0,4
Elementary occupations	63,5	63,2	62,6	65,3	67,3	67,1	66,4	63,1	59,8	60,0	60,3	60,4	59,9	59,4	61,2
total	100,0														

source: **High commission for planning**, labour Force Survey

1: The major occupational groups in the National Classification of Occupations have been adjusted to make them suitable to those proposed by the ISCO-08

7. Equal opportunity and treatment in employment (3/4)

- Women have more difficulties to access the labor market, their unemployment rate is higher than men, it can reach 7 points as differences for medium-level qualifications and 11 points for advanced degrees.
- **Moreover, the nature of women's participation in the labor market is generally precarious.** Thus 50% of employed women are family workers, 34% are employees and 16% Self-employed.
- However, over the past 15 years, the proportion of women in the large group “Directors, executives and managers” experienced an increase of 11 points (from 12% in 2000 to 23% in 2014).
- Also, in terms of proportion, women in the professionals professions are almost twice in these occupations than men. This proportion, however small, is experiencing a rise since 2000, while for men, it is almost stable.

7. Equal opportunity and treatment in employment (4/4)

Table 7: Equal opportunity and treatment in employment (2)

Decent Work Indicator	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Occupational segregation by sex 1															
(b) Female share of employment (relative to the male share) in each of the ISCO sub-major groups, in %															
Managers	12,1	11,3	10,9	14,6	12,9	13,6	14,2	16,6	16,7	16,8	18,4	16,2	18,4	20,6	23,2
Professionals	34,4	34,9	34,5	35,8	37,9	38,0	38,3	37,6	39,0	39,8	39,9	42,4	41,6	40,8	43,6
Technicians and Associate Professionals	26,7	26,4	29,1	31,2	29,5	31,6	30,3	31,0	30,8	31,0	33,7	32,4	33,9	35,3	36,3
Clerical support workers	37,0	39,7	38,5	41,1	39,4	37,7	39,9	41,8	38,0	37,5	38,3	38,4	37,2	36,1	38,4
services and sale workers	7,1	6,9	7,2	7,2	8,5	8,0	8,8	9,8	9,7	9,6	9,9	9,0	9,7	10,4	10,1
Skilled Agriculture, Forestry and Fishing workers	12,8	10,9	9,3	9,8	10,0	12,2	10,9	16,2	19,6	19,2	19,6	20,0	21,0	22,0	21,0
Craft and related trade workers	24,8	22,1	22,5	22,9	21,5	20,0	18,6	18,6	18,2	16,4	15,8	14,8	14,5	14,2	13,4
Plant and machine operators, and assemblers	3,9	3,1	3,1	3,5	2,9	4,4	3,1	3,2	3,2	3,3	3,0	2,0	2,2	2,3	2,8
Elementary occupations	38,1	35,6	34,8	37,0	39,8	39,9	39,8	38,3	38,1	37,9	38,9	39,1	38,8	38,5	39,5
total	27,1	25,3	24,8	26,5	27,5	27,5	27,1	27,2	26,8	26,4	26,7	26,3	26,1	26,7	27,0
(c) The Index of Dissimilarity															
Managers	0,5	0,4	0,4	0,3	0,3	0,3	0,4	0,3	0,3	0,3	0,3	0,3	0,2	0,2	0,1
Professionals	0,6	0,8	0,8	0,7	0,7	0,7	1,0	0,9	1,1	1,3	1,1	1,4	1,4	1,3	1,5
Technicians and Associate Professionals	0,0	0,1	0,2	0,2	0,1	0,2	0,2	0,2	0,2	0,3	0,4	0,4	0,5	0,6	0,6
Clerical support workers	0,9	1,4	1,4	1,3	1,0	0,9	1,1	1,3	1,0	1,0	1,0	1,1	0,9	0,8	0,9
services and sale workers	5,9	5,9	5,7	5,8	5,7	5,9	5,6	5,5	5,5	5,6	5,7	5,9	5,8	5,6	5,9
Skilled Agriculture, Forestry and Fishing workers	5,0	5,0	5,4	5,4	5,9	5,1	5,2	3,6	2,6	2,5	2,5	2,3	2,0	1,7	2,0
Craft and related trade workers	0,9	1,4	1,1	1,5	2,4	3,1	3,5	3,5	3,8	4,4	4,9	5,3	5,3	5,3	5,7
Plant and machine operators, and assemblers	1,8	1,8	1,8	1,7	1,8	1,8	2,0	2,0	2,1	2,1	2,2	2,5	2,3	2,2	2,5
Elementary occupations	12,6	12,2	12,0	12,5	14,4	14,4	14,5	12,6	12,1	12,4	12,9	13,4	12,9	12,4	13,3
Female share of employment in senior and middle management 2, in %	12,1	11,3	10,9	14,6	12,9	13,6	14,2	16,6	16,7	16,8	18,4	16,2	18,4	20,6	23,2

source: **High commission for planning**, labour Force Survey

1: The major occupational groups in the National Classification of Occupations have been adjusted to make them suitable to those proposed by the ISCO-08

2: the major groupe 1 was used

8. Safe work environment

8. Safe work environment (1 / 1)

- In 2015, about 75% of the non fatal incidences are superficial traumatic lesions.
- In 2014, the ratio of inspectors per 10.000 employed persons was approximately 1. This ratio has almost stagnated during the past decade.
- the articles 265, 266 and 267, have been established by the Moroccan Labour Code in order to define the services to be provided to victims of work accidents or occupational sickness.
- the articles 530 and 532 define the profile of those in charge of the work inspection and the activities they have to accomplish.

9. Social security

9. Social security (1 / 1)

- In 2014, the share of people aged 65 years and over receive a pension is 22% nationally, 46% among men and 4% among women.
- The percentage of GDP for the Public health expenditure was about 5.2%.
- The share of the employed population aged 15 and over contributing to a pension scheme is about 20% in 2014 (the same rate for men and women).
- Several legislation have been established by the Moroccan government in order to organize these particular activities (013.71 for the treatment of military pensions, pensions for civilian 011.71 and 05.00 for medical coverage).

10. Social dialogue, workers' and employers' representation

10. Social dialogue, workers' and employers' representation (1 / 1)

- about 5,3% of **employees** are affiliated to a trade union, 4,7% among men and 7,6% among women.
- about 3,4% of employees or own account workers are affiliated to a trade union, 3% among men and 5,4% among women.
- about 2,6% of employed persons are affiliated to a trade union, 2,6% among men and 2,8% among women.
- about 0,6% of **employees** are affiliated to a professional organization, 0,6% among men and 0,4% among women.
- the articles 398 and 473 were established by the Moroccan Labor Code in order to treat the Freedom of association and the right to organize.
- the articles 92 and 101 were established by the Moroccan Labor Code in order to organize the Collective bargaining right.

Conclusion

Conclusion

- In order to improve the knowledge base on decent work, the HCP has, since 2009 proceeded to :
 - the enlargement of the decent work indicators scope by including annually new questions in the labor force questionnaire;
 - the participation in major seminars, workshops and training on DW at national and international level;
 - the strengthening cooperation with several national and international partners to better learn about this phenomenon;
 - the adaptation, whenever necessary, of the measurement of DW indicators with ILO recommendations on the matter;
 - the disseminating of DW information by the periodical publications of the HCP.

Thank you

&

Welcome to Marrakech in 2017

the 61th ISI World Statistics Congress (WSC)