

## Towards a new generation of social dialogue in Morocco: a platform for debate



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The present report was adopted by a majority of vote of Council members at the General Assembly's 116th regular meeting of 26 November 2020.

A key finding of the report is that national tripartite social dialogue has delivered important achievements over the past twenty-five years. These include the full endorsement of the principle of trade union freedoms, the enforcement of the Labor Code, the extension of social protection and medical coverage, wage increases and improved conditions for professional promotion in the public sector, along with the increase of minimum wage for private sector workers.

### Recommendations:

This form of dialogue –neither institutionalized nor regular though– is conditioned on the political environment in the country. It is also often reduced to rounds of national tripartite social dialogue, to the detriment of other forms of social dialogue that have a significant impact on social peace, economic efficiency and social cohesion.

Convinced of the strategic importance of social dialogue for the future of Morocco, the CESE proposes a vision articulating the core principles and issues at stake for our nation. Among the key components of this vision are the role of political will, the need for action on innovation to develop a national social dialogue system, the call for an inclusive social dialogue in Morocco, while increasing the representativeness of social partners and building their capacities.

Other challenges that need to be addressed to fully realize this vision include expanding the checklist of topics for social dialogue, opening up social dialogue to new players, strengthening social dialogue as a public policy formulation tool and promoting collective bargaining agreements. To achieve the goals and objectives of this vision, we need to:

- Upgrade the legislative and institutional framework for social dialogue by endorsing a related framework law.
- Elevate the Collective Bargaining Council to the status of a national consultative body for social dialogue and collective bargaining.
- Adopt a participatory and consultative approach – as part of tripartite social dialogue – in the elaboration of the Law on Trade Unions and the Organic Law on Strikes.
- Establish sectoral social dialogue in the public sector and across various sectors of the economy, both nationwide and regionally.
- Promote social dialogue in enterprises, particularly by simplifying and strengthening the representativeness of company employees and supporting the conclusion of collective agreements.
- Promote social dialogue as an instrument of participatory democracy by strengthening its role in public management and public policy.
- Consider perspectives of an extended social dialogue that engages new actors to discuss various issues.
- Promote a culture of social dialogue and provide training thereon.