

## Law Proposition for the Establishment of a National Social Dialogue Council



Committee Chair:  
Ms Najat Simou



Rapporteur of the  
theme:  
Mr Khalil Bensami

The primary findings of the study conducted by the CESE on the matter at hand were that the successful establishment of a national council for social dialogue must take a cohort of factors into account.

A key ingredient is the need to have a clear global vision for a complete overhaul, both in legislation and institution arenas, of the current system of social dialogue. A prerequisite for this is to take measures to streamline and enhance the effective articulation, now and in the future, of social dialogue. It is equally important to recognize onboard the structural changes in the labor market, business competitiveness, skilled labor and new modes of employment. Another important thing to note, the study underlines, is to complete and finalize the legal framework for labor unions and professional organizations (law on the right to strike, law on trade unions, etc.).

### Recommendations:

To solve the problems facing social dialogue, the proposed entity will have partly to broaden the basis of social dialogue – to include the views and perspectives of the informal economy, small businesses and farmworkers. It will also have the task to deliver appropriate solutions and measures to ensure the equal representativeness within the private and public business sectors and among professional and trade union organizations. The aim is to ensure real, relevant, equitable representatives among these institutions to enable them to carry out the tasks assigned to them.

The CESE recommends that the entity in question should be required to have regional instruments for the public and private sectors, with mechanisms for implementation, monitoring and evaluation, in keeping with the Kingdom's policy choices for regionalization.

The proposed institution, the study underlines, should aspire to have a diverse board composition bringing together the knowledge and expertise of influential actors of social dialogue. It also needs to have its mandate and vision extended to address such objectives as promoting decent work, eliminating gender-based discrimination, combating poverty and child labor, promoting decent work for disabled people, and reinforcing respect for human rights.

Also significant, the study concludes, the proposed body presents a new opportunity and an appropriate mechanism whereby the disruptions, complexity and limited nature of the current social dialogue could be remedied. It is in this context that much store is set by this institution (national social dialogue council) to be a lever for promoting a culture of peace and social cohesion as core foundations for sustainable development and socioeconomic prosperity.