

The Strategic Vision of the Ministry of Economic Inclusion, Small Business, Employment and Skills

Employment Sector

The strategic vision of the Ministry of Economic Integration, Small Business, Employment, and Skills (Employment Sector) is based on the 2011 Constitution, royal orientations, the New Development Model, the Government Program, and relevant international agreements pertaining to the ministry's areas of focus.

This vision is grounded upon the principles to facilitate economic integration and the promotion of employment for various groups, including women, develop competencies, build capacities for youth and workers, support very small businesses, and promote decent work. It revolves around five main strategic goals:

1-Promoting Economic Integration and Employment and Improving the Labor Market.

This strategic orientation aims to establish and implement plans and programs to achieve a comprehensive and integrated approach to employment issues by enhancing the coherence of public policies, programs, and sectoral strategies.

To this end, the ministry is working on developing several projects aimed at revitalizing wage employment and improving mechanisms for economic integration and labor market governance. This orientation also seeks to provide the necessary data for formulating public policies, as well as strategies and plans related to the mentioned projects.

2- Strengthening Fundamental Rights, Improving Working Conditions, and Promoting Social Dialogue

This strategic orientation aims to ensure the basic rights of workers and improve their work environment and conditions while maintaining the competitiveness of enterprises. This will be achieved by creating a balance between the rights and obligations of both parties in the employment relationship. However, this can only be accomplished through the development of labor inspection, the promotion of health and occupational safety, and the enhancement of dialogue and consultation mechanisms with social and economic partners. It also aims to develop professional

relationships that positively impact the economic and social development of enterprises and their workers by promoting collective bargaining and revitalizing tripartite consultation bodies.

3- Promoting Entrepreneurship and Supporting Small Business

This strategic orientation aims to develop an entrepreneurial culture and encourage self-initiative to boost independent work by supporting the creation of very small businesses, which are a key part of Morocco's economy and globally. It also aims to assist unemployed individuals who are willing to take initiative at various stages of their business projects and help them access suitable financing. Additionally, this orientation seeks to promote self-employment system as a way to integrate the informal sector into the economy.

4- Improving Public Services and Enhancing Proximity Policies

This strategic orientation seeks to improve the quality of public services, facilitate the implementation of expanded regional governance and administrative decentralization, provide suitable working and reception spaces, expand digital solutions, and simplify processes. Another objective is also to valorize human resources, encourage their involvement in ministry programs, and reduce gender-based disparities.

5- Strengthening the Sector's Position and Visibility at the Continental and International Levels

The purpose of this strategic orientation is to support the Ministry in the implementation of its programs and projects, as well as to enhance the capacities and skills of various stakeholders through international cooperation and partnership. It also aims to develop South-South cooperation, especially in the African dimension, by organizing visits, seminars and training workshops, in addition to sending experts to provide support in the Ministry's areas of intervention. The ministry's participation in various international events is an opportunity to promote social diplomacy and enhance the sector's visibility on the international stage.

To activate this vision, in line with the previously mentioned strategic orientations, a series of structured workshops have been launched, notably:

- To conduct a mid-term assessment of the National Employment Strategy 2015-2025 and begin developing a national policy for employment and entrepreneurship with a comprehensive and

integrated approach, along with an executive program covering the period 2022-2026;

- To enhance labor market mediation and support professional integration while increasing the pace of active employment programs; launch initiatives to assist marginalized groups in the labor market (the "Awrach" program); initiate a program to promote entrepreneurship and support individual initiatives, as well as very small business (the "Ana Mouqawil" program);
- To develop a national strategy for international professional mobility;
- To launch the development of a national strategy for international professional mobility;
- To expand regional employment and economic inclusion programs to new regions;
- To develop a labor market monitoring system and establish regional monitoring mechanisms in partnership with the regions;
- To implement the national health and safety policy and program in the workplace;
- To develop and implement a multi-year national program for the Labor Inspection Authority to ensure the basic rights of salaried employees and maintain social peace;
- To ensure the implementation of the administrative decentralization management plan;
- To enhance and develop digital programs within the ministry, formulate and simplify administrative procedures;
- To prepare a program to strengthen international relations and develop South-South cooperation.

The implementation of this vision relies on successful coordination between public and sectoral policies and plans, as well as the integration and concerted efforts of various stakeholders, including economic and social partners, ministerial sectors, public institutions, local authorities, and civil society actors.