MENA CoP Launching Workshop

Case Study: Morocco

Affiliation: Ministry of Employment and Professional Training

Presenter: Nadine Poupard
# Ministry of Employment and Training

<table>
<thead>
<tr>
<th>Responsible Ministry</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Founded in (Year)</td>
<td>1955 (Ministry of Labor and Social Affairs)</td>
</tr>
<tr>
<td>Number of Staff</td>
<td>1200, 500 are control agents (inspectors, doctors, etc)</td>
</tr>
<tr>
<td>Number of Offices at the National Level</td>
<td>51 provincial and municipal delegations</td>
</tr>
</tbody>
</table>
| Annul Budget (in US$) / (as % of GDP) | Functioning: 68,5 millions USD  
Investment: 58,7 millions USD  
Total: 127.2 millions USD  
% of GDP: 0,12 % |
| Number of Beneficiaries | Registered in ANAPEC: 130,000 new people /year; about 60,000 of registered people benefit from an ALMP/year |
| Number of Programs    | 6 placement services and ALMPs (ANAPEC) : Taheil-FCE, Taehil-FQR, Idmaj, Moukawalati, CIP |
| Web Page              | www.emploi.gov.ma |
Mission of the Employment Department

Elaborate and implement the government policies in the areas of Employment, Labor and Social Protection of Workers. Specifically:

- Elaborate projects of legislation and regulation and assure the control over implementation. Promote collective negotiations among social partners, social dialogue and participate in the solution of labor conflicts.
- Carry out studies and research necessary for the promotion of employment, labor and social protection of workers. Définir des actions et mesures susceptibles de développer les possibilités du marché de l'emploi.
- Follow, in liaison with governmental authority in charge of the affairs related to the Moroccan community abroad, the matters related to the provision of employment abroad and the implementation of labor and social security conventions.
- Represent the government in international and regional organizations related to labor in liaison with the respective ministries.
- Participate in every bilateral, regional or multilateral negotiation related to the attributions of the Ministry in issues of employment and social security.
- Promote and control the social protection policies in favor of workers.
- Transfer labor funds according to legislation.
Ministry’s Organizational Chart

ORGANISATION DU MINISTERE DE L'EMPLOI ET DE LA FORMATION PROFESSIONNELLE

MINISTERE DE L'EMPLOI ET DE LA FORMATION PROFESSIONNELLE

http://www.emplia.gov.ma

http://www.dfp.ac.ma/

ORGANISMES SOUS TUTELLE
- OFPPT : Office de la Formation Professionnelle et de la Promotion du Travail.
  www.ofppt.org.ma/

DEPARTEMENT DE L'EMPLOI

CABINET

SECRETARIAT GENERAL

DEPARTEMENT DE LA FORMATION PROFESSIONNELLE

SECRETARIAT GENERAL

INSTITUT NATIONAL DU TRAVAIL

INFORMATION DU MINISTERE DE L'EMPLOI ET DE LA FORMATION PROFESSIONNELLE

DIVISION DE LA COOPERATION

ADMINISTRATION DES FONDS DU TRAVAIL

DIRECTION DU TRAVAIL

DIRECTION DE L'EMPLOI

DIRECTION DE LA PROTECTION SOCIALE DES TRAVAILLEURS

DIRECTION DES RESSOURCES HUMAINES, DU BUDGET ET DES AFFAIRES GENERALES

ORGANISMES SOUS TUTELLE
- CNSS : Caisse Nationale de Sécurité Sociale :
  http://www.damancom.ma/
- CNOPS : Caisse Nationale des Organismes de Prévoyance Sociale :
  http://www.cnops.og.ma/
- ANAPEC : Agence Nationale pour la Promotion de l'Emploi et des Compétences :
  http://www.anapec.org/

DEPARTEMENT DE LA FORMATION PROFESSIONNELLE

SECRETARIAT GENERAL

ORGANES SOUS TUTELLE

DELEGATIONS PROVINCIALES ET PREFECTORALES

DIRECTION DES AFFAIRES ADMINISTRATIVES ET DES RESSOURCES

DIRECTION DE LA FORMATION EN MILIEU PROFESSIONNEL

DIRECTION DE LA PHANOMAN DÉE DE L'ÉVALUATION

DIRECTION DE LA COORDINATION PÉDAGOGIQUE & DU SECTEUR PRIVÉ

DIRECTION COOPERATION & PARTENARIAT

DIRECTION FORMATION DES DÉTENUS
ANAPEC’s Organizational Chart (77 local agencies)
Brief overview of the **main** programs/services provided by the institution (4 max)

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Program Description</th>
<th>Number of Beneficiaries in year 2012</th>
<th>Program Budget</th>
<th>Beneficiary Selection Method</th>
</tr>
</thead>
<tbody>
<tr>
<td>Taehil-FCE</td>
<td>Training and re-training provided to answer the specific recruitment needs</td>
<td>2 950</td>
<td>18 million MAD</td>
<td>Graduates registered in ANAPEC (at least baccalaureat au moins or professional training graduates selected by the employer in the context of the recruitment)</td>
</tr>
<tr>
<td>Taehil-FQR</td>
<td>Re-training of graduates who failed their insertion (Qualifying or reconversion training)</td>
<td>3 100</td>
<td>30, 3 million MAD</td>
<td>Graduates registered in ANAPEC (baccalaureat or professional training)</td>
</tr>
</tbody>
</table>
## Brief overview of the main programs/services provided by the institution (4 max)

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</thead>
<tbody>
<tr>
<td>IDMAJ</td>
<td>Subventions à l’embauche</td>
<td>45,000</td>
<td>Not evaluated (exoneration)</td>
<td>Graduates registered in ANAPEC, looking for a job for more than a year</td>
</tr>
<tr>
<td>Moukawalati</td>
<td>Support to micro-enterprise, technical and financial support to jobseekers</td>
<td>549 companies created, creating 1330 positions</td>
<td>16,2 million MAD</td>
<td>People registered in ANAPEC between the age of 20 and 45; extended to non-graduates in 2009</td>
</tr>
</tbody>
</table>
### Brief overview of the main programs/services provided by the institution (4 max)

<table>
<thead>
<tr>
<th></th>
<th>Program 1</th>
<th>Program 2</th>
<th>Program 3</th>
<th>Program 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the program have an operational manual? If yes,</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Is the program's Operations Manual available to the public?</td>
<td>Yes (web)</td>
<td>Yes (web)</td>
<td>Yes (web)</td>
<td>Yes (web)</td>
</tr>
<tr>
<td>In what language is the Operations Manual available?</td>
<td>French</td>
<td>French</td>
<td>French</td>
<td>French</td>
</tr>
</tbody>
</table>