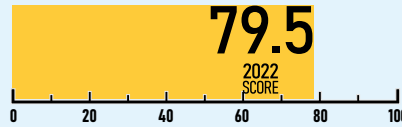




Morocco



77 2020 SCORE

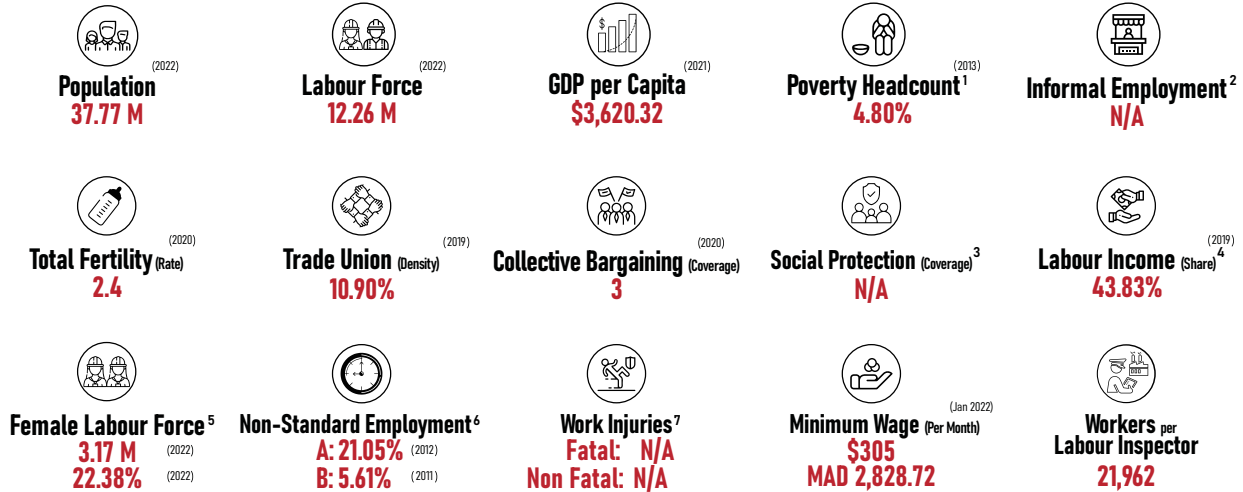
Middle East and North Africa

Lower-middle income

Reasonable Access to Decent Work

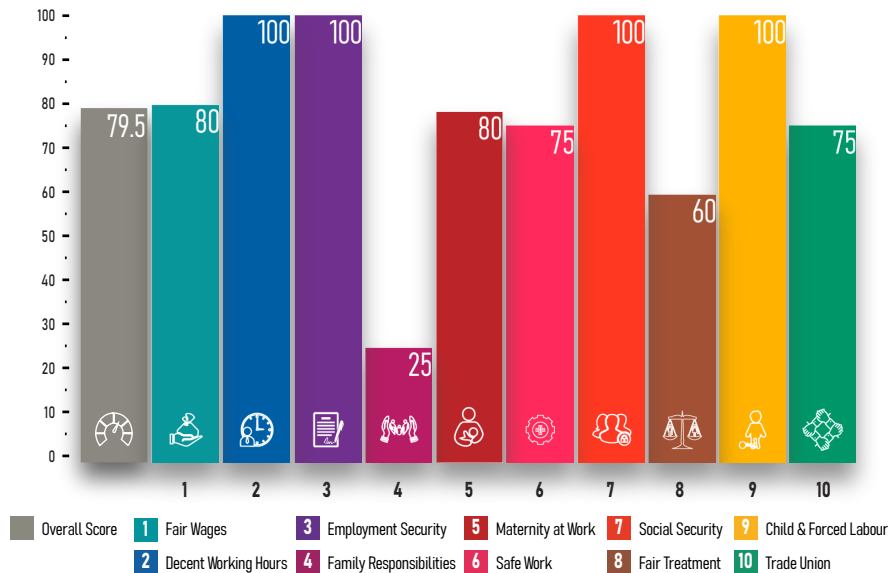


## Contextual Indicators



Sources: World Bank  
International Labour Organization  
WageIndicator Minimum Wages and Living Wages Database  
M = Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

	Question <sup>9</sup>	Answer	Legal Basis	Trend <sup>12</sup>
1. Fair Wages	Does the law prescribe minimum wage rates in the country?	Yes	§345, 356, 360, 361 and 532 of the Labour Code, 2003	●
	Does the law require regular payment of wages?	Yes	§362-368 of Labour Code, 2003	●
	Does the law require overtime compensation be at least 125% of the regular hourly rate?	Yes	§4, 184, 185, 188, 194- 201 of Labour Code, 2003; §1-2 of Decree on Overtime, 2004	●
	Does the law require additional compensation for working on a weekly rest day?	Yes	§201, 215, 217, 223, 224 and 225 of the Labour Code, 2003	●
	Does the law require additional compensation for night work?	No	§172, 174 & 201 of Labour Code, 2003	●
2. Decent Working Hours	Does the law stipulate general working hours as 48 hours or lower?	Yes	§4, 184, 185, 188, 194- 201 of Labour Code, 2003; §1-2 of Decree on Overtime, 2004	●
	Does the law restrict maximum working hours including overtime to 56 hours per week?	Yes	§4, 184, 185, 188, 194- 201 of Labour Code, 2003; §1-2 of Decree on Overtime, 2004	●
	Does the law require a weekly rest of at least 24 hours?	Yes	§205-215 of the Labour Code, 2003; §20 of Decree No. 204513 of 2004 on Weekly Rest	●
	Does the law require paid public holidays?	Yes	§217-229 of the Labour Code, 2003; §1 of the Decree No. 204426 of 29 December 2004 on Public Holidays	●
	Does the law require at least three working weeks of paid annual leave?	Yes	§231, 232, 236, 238, 240, 245, 246, 249, 253, 259 and 262 of the Labour Code, 2003	●
3. Employment Security	Does the law require written employment contracts or at least written employment particulars?	Yes	§15 and 24 of the Labour Code, 2003	●
	Does the law restrict the hiring of fixed-term contract workers?	Yes	§16 and 17 of the Labour Code, 2003	●
	Does the law limit the length of probation period including renewals to a maximum of 3 months?	Yes	§14 & 80 of the Labour Code 2003	●
	Does the law require a 30-day notice before contract termination?	Yes	§1 of the Decree no. 204469 of 2004; §9, 35, 36, 39, 44 51, 66, 67 and 152 of the Labour Code 2003	●
	Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?	Yes	§52, 53, 55 and 184 of the Labour Code 2003	●
4. Family Responsibilities	Does the law require parental leave for parents?	No	§156 of the Labour Code, 2003	●
	Does the law require at least one week of paid paternity leave for fathers?	No	§269-270 of the Labour Code, 2003	●
	Does the law require flexible work arrangements for workers with family responsibilities?	No	No provisions located	●
	Does the law require paid nursing breaks?	Yes	§161 and 162 of the Labour Code, 2003	●
5. Maternity at Work	Does the law prohibit inquiring about pregnancy during recruitment?	No	No applicable legal provisions could be located	●
	Does the law require paid maternity leave of at least 14 weeks?	Yes	§152, 153, 154 and 156 of the Labour Code 2003	●
	Does the law require cash maternity benefit be at least 67% of a worker's former wage?	Yes	§33, 35 and 37 of Act on Social Security Regime 1972	●
	Does the law require maternity benefit be paid through contributory social insurance or universal benefits system?	Yes	§33, 35 and 37 of Act on Social Security Regime 1972	●
	Does the law protect workers from dismissals during or on account of pregnancy?	Yes	§159 & 165 of the Labour Code, 2003	●
6. Safe Work	Does the law require provision of free personal protective equipment to workers from employer?	Yes	§284 & 291 of the Labour Code, 2003	●
	Does the law require the employer to train workers on health and safety issues?	Yes	§23, 289 and 326 of the Labour Code, 2003	●
	Does the law restrict work that is prejudicial to the health of the mother or the child?	No	§172 and 179-81 of Labour Code 2003	●
	Does the law provide for employment injury benefit?	Yes	The Act on Work Injuries Compensation 1963	●
	Does the law provide for an old age pension?	Yes	§53-56 of the Law on Social Security 1972	●
	Does the law provide for a dependants/survivors' pension?	Yes	§45, 57, and 60 of the Law on Social Security 1972	●
	Does the law provide for unemployment benefit?	Yes	§46 of the Law on Social Security 1972; Law No. 03-14, on the unemployment benefit, 2014	●
7. Social Security	Does the law require paid sick leave for the first 6 months of sickness?	Yes	§271, 272 and 273 of the Labour Code, 2003; ISSA Country Profile for Morocco	●
	Does the law provide for invalidity benefit?	Yes	Law on Social Security 1972	●
	Does the law require equal remuneration for work of equal value?	Yes	§346 of the Labour Code, 2003	●
	Does the law prohibit sexual harassment in employment?	Yes	§40 of the Labour Code, 2003; §503- 1 of the Penal Code, 1962	●
	Does the law prohibit discrimination in employment matters? <sup>10</sup>	Yes	§9 of the Labour Code, 2003	●
8. Fair Treatment	Does the law allow women to do the same jobs as men?	No	§31 of the Constitution of Morocco 2011; §9 of the Labour Code, 2003	●
	Does the law guarantee basic labour protections for gig economy workers?	No	Law on Social Security, 1972; ISSA Country Profile for Morocco	●
	Does the law prohibit employment of children?	Yes	§143-145, Labour Code, 2004; §1 of Loi n° 04-00, modifiant et complétant le dahir n°1-63-071	●
	Does the law set employment entry age equal to or higher than the compulsory schooling age?	Yes	§1 of Law No. 04-00, 1963	●
9. Child and Forced Labour	Does the law prohibit the employment of children in hazardous work under the age of 18 years?	Yes	§147, 181 of the Labour Code, 2004; §6 of Law No. 19-12, 2016; Decree No. 2-10-183, 2010	●
	Does the law prohibit forced labour?	Yes	§10 and 12 of the Labour Code, 2003; §467-2 of the Penal Code, 1962	●
	Does the law allow workers to form and join unions of their own choice?	Yes	§8, Constitution 2011; §397-398, Labour Code 2003	●
10. Trade Union	Does the law allow workers to bargain collectively with employers through their representative unions?	No	§92 to 116 of the Labour Code, 2003; USDOS CRHRP 2021	●
	Does the law provide for the right to strike?	Yes	§29, Constitution 2011; §36, Labour Code; §288, Penal Code 1962	●
	Does the law prohibit employers from terminating employment contracts of striking workers?	Yes	USDOS CRHRP 2021	●

## Covid 19 and Labour Market in Morocco\*

Total Covid Cases	1.25 Million
Total Covid Deaths	16,193
Partial Vaccinated	68.0%
Fully Vaccinated	64.0%

Wage Subsidies	✓
Social Security Contributions (deferrals/waivers)	✓
Paid Sick Leave	✗
Add. Unemployment Benefits	✓

Protection from Dismissals	✗
Telework/flexible work	✓
Improved Health Access	✗
Training (activation measures)	✗

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). No score is available for the Morocco on SDG 8.8.2

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change