

Under The High Patronage of His Majesty King Mohammed VI,  
**The 6<sup>th</sup> International Parliamentary Forum on Social Justice**

Under the theme:

**“Social dialogue and the stakes of the social state”**

**Monday, February 21<sup>st</sup>, 2022**

**-RATIONALE-**

In light of the political, economic and social changes that overshadowed the job market, in a context marked by the emergence of a new generation of economic, social and cultural rights, the emergence of new social actors and new forms of interactions of citizens with societal issues, and under the challenges posed by the digital revolution and the repercussions of the Covid pandemic, along with the rapid developments relevant to employment growth and quality, working conditions and environment, the work mechanisms and patterns, and the impact of all of these components on employment relationships, -the importance of participatory and regular social dialogue, as a significant basic first step towards achieving stability and social peace and as a locomotive for growth, has gained considerable currency now more than ever.

In its second edition held in 2017, the International Parliamentary Forum for Social Justice addressed this issue of social dialogue from the standpoint of institutionalization and its role in achieving social justice and sustainable development; yet, the institutionalization of social dialogue as a key issue is still a relevant topic, especially in relation to the strengthening the construction of a social state and in the implementation of the Royal Guidelines that place a great importance on its adoption and its institutionalization as a strategic choice for the Kingdom of Morocco<sup>1</sup>.

Also, in light of the exceptional juncture that is taking place worldwide due the outbreak of the pandemic, the regularity of social dialogue on the basis of consensus and agreement remains of utmost urgency against the high unemployment rates, especially among young people, low labor productivity, the size of the informal economy, the poor working conditions, the decreased number of women in the job market, and weak or inadequate social protection.

In light of this foregoing, investing the available opportunities to lay the foundations for a regular participatory social dialogue relies on providing innovative practical answers to a number of procedural questions:

1. How can the normative constitutional opportunities, especially those stipulated in Chapters 8 and 13 of the Constitution, be exploited along the valuable contributions made by the International Labor Organization in the field of institutionalizing the social dialogue as well as the United Nations Guiding Principles on Business and Human Rights, in order to transition to a new national system for participatory, contractual and regular social dialogue?
2. How can the integration of social dialogue mechanisms at the territorial and sectoral levels be ensured with national Mechanisms?

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<sup>1</sup> The Royal Speech addressed to the participants in the 2<sup>nd</sup> edition of the International Parliamentary Forum for Social Justice, February 2017.

3. How can the new national, territorial and sectoral agenda for social dialogue handle new issues such as gender equality to fight all forms of discrimination based on gender, the effective and absolute elimination of child labor, and ensuring decent working conditions for persons with disabilities, and rehabilitating the informal economy?
4. How can the social dialogue mechanisms be exploited as opportunities for mediation and preventive and proactive management of social unrest in periods of crisis?
5. How to ensure the integration of the roles of the national system for social dialogue, including the newly established consultative bodies in the councils of regions and territorial communities, with the constitutional roles of the Economic and Social Council and with the functions of the Council of Councilors, given its pluralistic composition?

To explore practical answers to these questions, three related challenges should be invoked.

The **first challenge** is to invest in the successes and failures of the current system of social dialogue in order to move to a new system in which the roles of the various national, sectoral, and territorial mechanisms of social dialogue are integrated, as well as at the level of production units.

The **second challenge** is to strengthen the proactive capacity of mediation mechanisms through social dialogue in a context characterized by the emergence of new types of labor relations and new issues that go beyond classic labor disputes, and strengthen societal demand for access to economic, social and cultural rights nationally and territorially, especially during a crisis.

The **third challenge** is to broaden social dialogue to include new issues arising from Morocco's constitutional and treaty obligations, such as de facto equality and the fight against gender discrimination in employment, the elimination of child labor, the guarantee of decent working conditions for people with disabilities, the rehabilitation of the unregulated economy, and the eradication of poverty with a view to promoting steady, inclusive, and sustainable economic growth

The results of the reports and studies issued by the Economic, Social and Environmental Council on the subject represent solid bases for reflection and methodological and guiding premises for exploring innovative collective solutions and responses to the related questions and challenges. The opinion issued by the latter under the title "Towards a new generation of social dialogue in Morocco" proposes a number of important procedural solutions, such as, updating the legislative and institutional framework through the promulgation of a framework law for social dialogue; raising the Collective Bargaining Council to the rank of National Advisory Committee for Social Dialogue and Collective Bargaining; Adopting a participatory and consensual approach, within the framework of a tripartite social dialogue, in the elaboration of the law on trade unions and the organic law on strikes; creating a national and regional sectoral social dialogue, whether in the public sector or in various economic sectors; Promoting social dialogue within companies by simplifying and strengthening the elected representation of employees in the company, and supporting and encouraging companies to conclude collective agreements; strengthening social dialogue as a tool of participatory democracy by encouraging its role in public administration and public policies; developing the horizons of social dialogue and openness to new actors; and promoting a culture of social dialogue and training;

In order to review all the reports and studies made on the subject and to enrich the collective reflection on the challenges and issues related to it in the light of the aforementioned political, economic and social changes, the House of Councillors and the Economic, Social and Environmental Council are organizing the Sixth International Parliamentary Forum on Social Justice on the theme of "Social Dialogue and the Challenges of the Social State".