

MEDNET 2 – Innovation, exchange, networking for a new leading class in
the Mediterranean

First COUNTRY REPORT: Morocco

Update Thematic Dossier #1: The Youth Labor Market in
the Mediterranean Area

Topic to be explored:

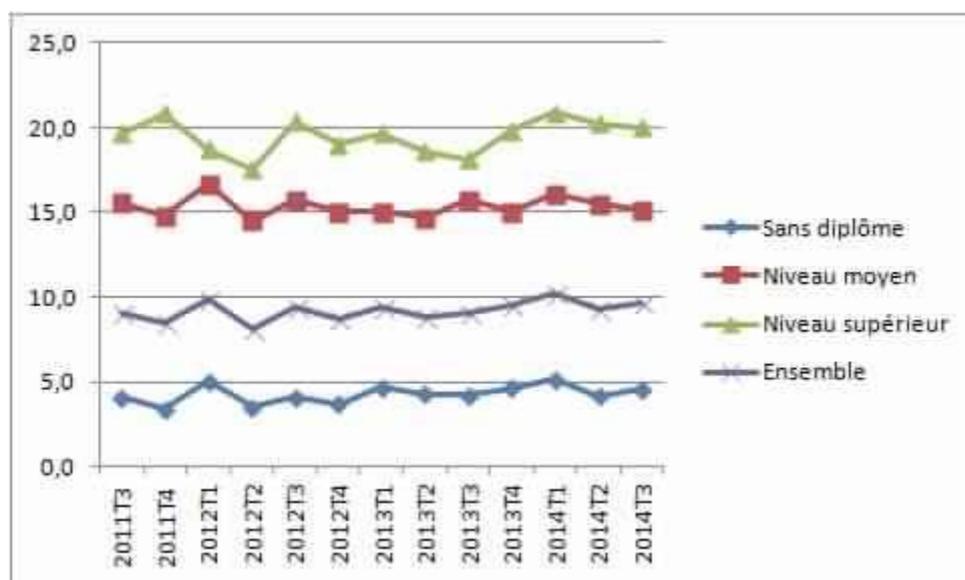
Career Guidance and Job Search in the MED Area

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Youth employment is a worldwide policy issue challenge, but the situation is of serious concern in north Africa, which has one of the highest rates of youth unemployment in the world. Job informality also affect young people. Out of five unemployed people are aged between 15 to 34. for those living in the countryside (39.3 percent). The highest unemployment rates were reported among diploma holders (up 1.2 points) and young people aged between 15 and 24 years old (up 0 .8 point), underlined HCP “The Higher Commission Agency of Planning”.

In Morocco, some of the critical reasons for the high rates of unemployed are related to the Moroccan educational system. Inefficiencies in the educational system have led to over-crowding in public universities, low-quality instruction, and an excess of students getting training in majors that are not giving them the skills they need for full employment which is the result of a serious absence of “Students Guidelines and Study Orientation Programs”. Informational asymmetries are biasing the educational choices of young people, that must be taken in consideration.

This paper analyzes deeply the Moroccan youth transition into the labor market. Young people in Morocco represents the majority of age rate population, yet too are struggling to find a job and few end up with finding one. In Morocco, youth are facing high and persistent rates of unemployment. Young people make up 30% of the Moroccan population, yet only around half of these individuals are in school or the formal workforce. Moreover, the most educated sections of the youth population have the highest rates of unemployment (See the below chart). These challenges pose an urgent problem that threatens the vitality of the economy, competitiveness of the country, and the well-being of Moroccan society.



The Green index refers to the high qualified students that have obtained higher university degrees.

The educated youth population suffers from a continuous upgrade in the number of unemployment. This is related to crucial indicators that include many flaws in government policies and others. String pulling is one unrationed factor that leads the unemployment rate to a sharpen arrow.

Population is growing beyond the economy's capacity to create jobs. There is insufficiency in creating job places. Another major hindrance to youth access in labor market is, the defective supply of skills by the Moroccan education system. The issue of incompatibility between the educational programs and employment, is highly related to the fact of a unconnected link between the study programs and the reality of the job market. Student often face the harshness of finding a job which lead many of them to either give up, or to even leave the country.

The academic programs have a long way to cross for a better information, pedagogy and acquisition strategy system. Students do not need only lectures but mostly a promising program for their inclusion into the market place. There are many programs, but yet, the rate of unemployment demonstrates that there is a must to revise what has been done.

The importance of these programs go beyond the fact that youth must find a job, but, it is a program that should be adapted in a way that can balance the market need evidence between the yearly number of graduate students and the average need of the market place in term of job capacity.

Beside the academic necessary changes, the government needs to work towards a strategy that can simultaneously bring facilities to the youth in their work application research. The Moroccan government has decided to establish L'ANAPEC (The National Agency for the Promotion of Employment and Skills). The Agency's mission is to contribute to the organization and implementation of the qualified employment promotion programmers decided upon by the public authorities, to this end, it is charged with:

- 1- Seeking out and gathering job offers from employers and providing a link between the supply and demand of employment;
- 2- Welcoming and providing information and guidance to job-seekers;
- 3- Informing and guiding young entrepreneurs in the execution of their economic projects;
- 4- Assisting and advising employers in defining their skills requirements;

5- Implementing professional adaptation and training programs and programs aimed at integrating people into working life, in conjunction with employers and training organizations.

- Below is a chart that demonstrates how the agency is organized in term of job placement and opportunities for the youth graduate, undergraduate or even unqualified.



Those who are not enough qualified or even not qualified at all for job placements, are not neglected by the programs that the ANAPEC put in place. At this point, the ANAPEC services of the unqualified workers are as follow:

- Organization of training through apprenticeships;
- Support for self-employment;
- Validation of knowledge obtained through experience and;
- Preparation for integration through job-seeking workshops (drafting of CVs and covering letters, interview preparation, etc.).

Some agreements have been merged with local authorities in different town municipalities, for instance, the Rabat-Salé-Zemmour-Zaër Region resulted with accords as below:

- Training resulting in qualification for unqualified persons (Agreement signed with the municipality/INDH): training for young people with little schooling, according to the needs of the labor market (Amount allocated: DH 2 million or €180,000; people trained so far: 180)
- Provision of premises by the Urban Commune of SIDI SLIMANE for the opening of a local ANAPEC agency.
- Cooperative / private education created in SALÉ (self-employment) with the aim of integrated 200-plus people who have been laid off.

According to the above information, we can draw an image of the path that the Moroccan government is trying to follow. Additionally, to all the factors that contribute directly or indirectly in creating a better job market environment where both qualified and unqualified youth can attempt their chance, there are many other considering issue that will speed-low the youth employment inclusion. In the coming years, the job market will become even more difficult for the Moroccan youth. The work tools, technology and management policies are constantly changing, and if the Moroccan government do not support the education system with resources that help student to follow dint by dint these changes, then, the end will be a disaster. We will have an over population of jobless youth that have no skills adapted to the market growth, development and changes, which will cause major concern for the country. It will engender negative effects on the welfare of young people, and may also adversely affect economic performance and social stability.

To this end, youth employment is a multi-sectoral issue, Morocco must implement more employment projects. Morocco has a very high-unemployment rate, wage subsidies, skills training, and job search support are of little impact; and demand-side interventions are needed. Strong diagnostics are important to design interventions for youth in low-income areas.