

The textile and clothing in Morocco

Improving competitiveness through
decent work

Why the textile and clothing sector?

- A key sector that plays not only an important economic role but also an uncontested social one (highly labour intensive & major export earner)
- Critical to the country's development BUT facing major challenges in the global market

Building a common and shared vision

a key prerequisite

Upgrading strategy in place, but :

- based on the conventional determinants of competitiveness (decent work dimension missing in a context where CSR is a way of maintaining market share)
 - with no involvement of trade unions in a context of growing tensions between social partners
- National partners recognized that the TC strategy would gain from an improved social dialogue and a better integration of the economic and social determinants of competitiveness

Emergence of a process of dialogue

- Securing the dialogue : the establishment of a tripartite Committee
- Consolidation of a shared vision : diagnosis and adoption of a tripartite action plan
- Implementation of the priority component of the action plan by national partners with support of the ILO

Implementation of concrete solutions looking at jobs quantity & quality

At sectoral level

- ❖ A tripartite national action plan
- ❖ Stronger social partners
- ❖ A culture of dialogue
- ❖ A sustainable bi-partite industrial committee
- ❖ Creation of a group of international buyers – the vital link in the chain

At enterprise level

- ❖ Development of a national social compliance code « Fibre Citoyenne »
- ❖ Social up-grading of enterprises
- ❖ Implementation of Labour Code

Some lessons learnt

- Substance and process are equally important
- Slower pace but ownership building and enabling the conditions for a sustainable process
- Added value of the sectoral approach : *from the concept to the reality of decent work*
- Interdepartmental collaboration : Field & H.Q, Sector, Emp/policy, Dialogue, ACTRAV, ACT/EMP, + Gender, Travail, etc

