

Kingdom of MOROCCO



Ministry of Employment and Social Affairs



International Labour Organization

THIRD INTERNATIONAL FORUM ON EMPLOYMENT POLICIES

Organized by

**the Ministry of Employment and Social Affairs
of the Kingdom of MOROCCO
in collaboration with ILO and OECD**

CONFERENCE THEME:

***Promoting growth through
inclusive labor market
policies and institutions***

02 - 03 March 2016

Introduction and context:

The economic and financial crisis has profoundly and permanently harmed the labor market in many countries. Unemployment and underemployment remain high, and young people still face major challenges to get permanent access to quality jobs in the labor market. The crisis has placed a growing number of people on the periphery of the labor market and made access even more difficult to employment for under-represented groups: low-skilled, migrants, women with young children and disabled people. Available skills mismatch remains a common phenomenon which reduces national economies' potential growth. Even though job growth resumes, the quality of jobs created often remains poor.

The central issue of the conference is to find out how labor market policies and institutions could promote a more equitable and inclusive growth leading to a greater equality of opportunities, a better convergence of incomes toward decent levels.

In industrialized countries, the crisis of the labor market does have negative impacts characterized by structural unemployment affecting mainly less-skilled workers, migrants, women with young children and disabled people.

In developing countries, particularly those in the South and East of the Mediterranean, insertion difficulties result in high unemployment affecting mainly the most educated category of youth, and precarious jobs, underemployment and labor market outputs (job search waiving in situation of unemployment) affecting less skilled people and women.

To ensure inclusion in the labor market, States and regions must adapt both structural policies (education, training and health, on one hand, development and modernization of productive sectors on the other) and cyclical policies aimed at strengthening employment structures resilience to economic shocks.

The economic crisis has worsened regional disparities in most countries. It strengthened, in a contrasting manner, labor migration between and within States. It highlighted unequal resilience capacities of States and regions, of employment structures to demand fluctuations. It challenged the policy instruments of States, regions and local communities to address the risks of withdrawal from labor market and rising unemployment of a particular component of the workforce, namely women and youth. The monetary, budget and tax macroeconomic policies intervene to complement labor market active programs and social protection programs.

The objective of the conference shall be to present and discuss experiences related to macroeconomic policies and employment policies combining public and private interventions which may reduce disparities and categorical interregional disparities.

The forum shall explore policy options to deal with inequalities in inclusive growth and employment.

Themes and sessions

The conference will take place over two days with two plenary sessions (the first dealing with two themes in general and the second for synthesis and conclusions) and four parallel sessions.

FIRST DAY

Morning

Plenary session I :

Strengthening growth and well-being through more inclusive labor markets

Ensuring better opportunities for everyone to actively participate in the labor market is essential, given the rapid demographic change and the need for healing the social and economic wounds left by the global economic and financial crisis. Therefore, the plenary session could focus on ways to promote a more inclusive growth and tackle growing inequalities while stimulating growth and jobs creation. The main issues to be discussed could be:

- i) identifying the main obstacles to more inclusive labor markets;
- ii) how could institutions and policies remove these barriers by reinforcing the growth of quality employment meeting decent working conditions;
- iii) how could growth reduce inequalities between different social groups and regions?

Parallel sessions

Parallel session I :

Tackling handicaps which confront the economic integration of young people in the labor markets.

The reflection should focus on more relevant and effective activation policies for young people; creating better jobs, investing in skills and creating inclusive and effective employment services and efficient information observation systems. The aim is to prevent structural unemployment, reduce informality and underemployment and give hope to young people through a job-rich growth. Skills development policies play a crucial role by improving the situation of individuals in the labor market and boosting productivity and economic growth. However, there are, in all economies, a dual problem of skills mismatch and scarcity of some skills needed in the labor market.

The major challenges facing education and learning systems from the labor market perspective are numerous: strengthening vocational education and learning systems to facilitate the transition from school to working life for young people, and improving the way information on the changing needs for skills is collected and used.

Indeed, effective activation policies can help strengthen the productive potential of the population of a country and contribute to its economic growth, social cohesion and to the sustainability of its social protection system. Hence, this session would focus on ways to strengthen activation policies in a context where resources available for employment services and active labor market programs can be highly constrained.

Parallel session II :

Promoting greater equality between men and women in the labor market

In most countries, women continue to be an important part of the population facing difficulties and obstacles to access quality jobs. These problems range from discrimination to lack of child care arrangements for young mothers. Underutilization of resources that women can bring to the labor market represents a substantial loss in terms of economic opportunities for concerned women and weighs down on growth. Therefore, this session would focus on policies aimed at promoting a greater participation of women in the labor market , improving the female quality jobs , ensuring a greater equality between men and women and a better income for women in the labor market; a major challenge in all countries .

SECOND DAY

MORNING

Parallel session III :

Labor market policies and institutions dealing with inter and intra-regional disparities

Persistent unemployment in some regions of national economies, and the underlying causes of inequality and vulnerability at the regional level, and between urban and rural areas, can affect the capacity of countries to achieve strong, sustainable and balanced growth. Besides that, empirical evidence shows that economic growth at the national level does not always generate employment opportunities across regions and communities. Under-utilization of the material and human potential of peripheral areas exacerbates economic disequilibrium as well as social tension. Young people from disadvantaged areas migrate to the richest cities and get low- paid and often informal jobs. Graduates among them, namely women and higher university graduates are facing an uncertain future.

The question is to find out how can strategies and effective regional policies increase the level of growth, better share its fruits in terms of income and employment for young people excluded from the labor market.

The discussion should identify good practices and instruments which may reduce inequalities of all kinds in the labor markets and increase inter regional inclusiveness between and within regions.

Parallel session IV :

Inequalities and impact of labor markets on migrant workers

Contemporary migration is intrinsically linked to the workplace. It can have positive effects on the social and economic development of the migrant and his family as well as his country of origin or destination.

This workshop shall focus on international migration with particular emphasis on most vulnerable fringes. Beyond the political and security aspects that arise, should be particularly explored by the Forum how can policies and labor market institutions provide inclusion and adequate protection for these workers either in their country of origin or destination.

Plenary session II : Summary and Closing Forum