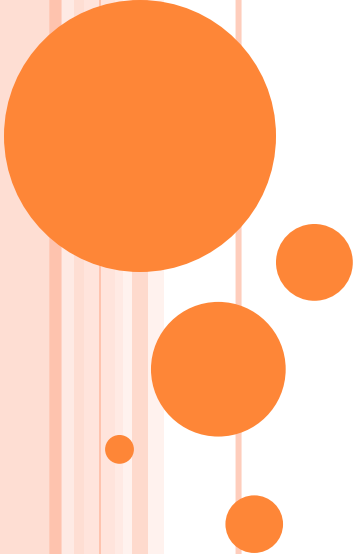




OCCUPATIONAL SAFETY AND HELATH IN MOROCCO

HAMDOUNI ALAMI OMAR
Ministry of Labour
MOROCCO

MOROCCO LABOUR DATA

Indicators	Year 2016
Total population (2014 census data)	33,848,242
- Population of working age (15 years and over)	25.331.000
- Active population	11.747.000
- Rate of feminization of the Active population	26,3%
- Activity rate	46,4%
- By gender	
Men	70,8%
Women	23,6%
- Depending on the age	
15 - 24 years	28,5%
25 - 34 years	60,3%
35 - 44 years	60,2%
45 years and over	42,1%
. Depending on the degree	
Without diploma	46,9%
Having a diploma	5,7%

Source: National Survey on Employment, High Commission for Planning (Directorate of Statistics).



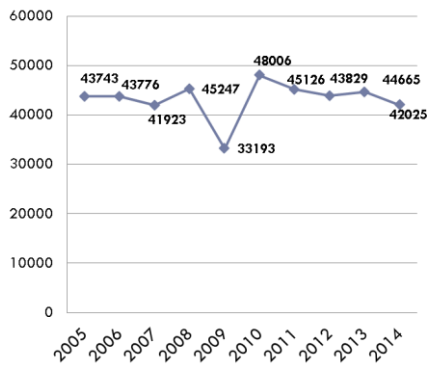
DATA OF OCCUPATIONAL ACCIDENTS AND DISEASES

Au niveau national:

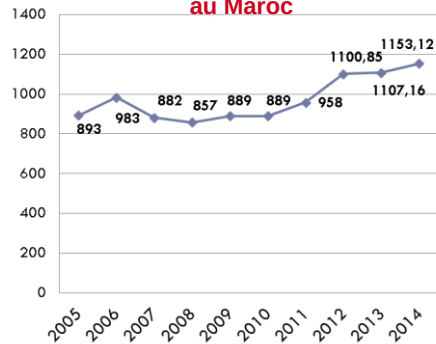
Entre 2005 et 2014 le nombre d'accident du travail :

- En moyenne de 43153,3
- Un coût moyen de 971,2 millions de DH

Nombre d'AT déclarés au Maroc



Prestations et frais payés en millions de DH au Maroc



Source : Autorité de Contrôle des Assurances et de la Prévoyance Sociale (ACAPS)

❑ The average number of occupational accidents declared in Morocco between 2005 and 2014 is **43153.3**

❑ The number of occupational diseases declared in Morocco in 2016 is **99**. (Direction de la Prévoyance Sociale).

LEGAL FRAMEWORK AND REGULATION

1- General Provisions of Health and Safety at work :

The main legislative documents on occupational safety and health include the labour code and the decision 93-08 of 12 May 2008.

- Dahir n° 1-03-194 du 11 septembre 2003 portant promulgation de la loi n°65-99 relative au code du travail.
- Arrêté du ministre de l'emploi et de la formation professionnelle n° 93-08 du 12 May 2008 fixant Les mesures d'application générales et particulières relatives aux principes énoncés par les articles de 281 à 291 du code du travail .

Other legislative documents regulate particular hazards: specific regulation



SPECIFIC PROVISIONS OF THE HEALTH AND SAFETY AT WORK:

Risks related to exposure to chemical agents:

Décret n° 2-12-431 du 21 moharrem 1435 (25 novembre 2013) fixant les conditions d'utilisation des substances ou préparations susceptibles de porter atteinte à la santé des salariés ou de compromettre leur sécurité.

Arrêté n° 4576-14 du 1er Rabii I 1436 (24 décembre 2014) fixant les valeurs limites d'exposition professionnelle à certains produits chimiques dangereux.

Arrêté n° 1116-16 du 15 joumada II 1437 (25 mars 2016) fixant les modalités et les conditions de qualification des organismes pour effectuer les mesures de concentration des agents chimiques pouvant présenter un risque pour la santé et la sécurité des salariés (version arabe : B.O. en cour de publication).



RISK RELATED TO DUST FROM INDUSTRIAL SOURCES

Décret royal n° 719-68 du 20 novembre 1968 déterminant les mesures particulières de prévention médicale applicables dans les établissements où le personnel effectue des travaux l'exposant à l'inhalation de poussières d'origine industrielle ou participe à l'exécution de ces travaux.

Arrêté conjoint n° 528-68 du 21 novembre 1968 fixant la liste des travaux exposant le personnel, d'une façon habituelle à l'inhalation de poussières d'origine industrielle.

Arrêté conjoint n° 527-68 du 21 novembre 1968 fixant la procédure et les conditions suivant lesquelles certaines parties d'établissements peuvent être reconnues ne pas exposer les travailleurs au risque de pneumoconioses professionnelles .

Arrêté conjoint n°715-68 du 24 avril 1970 fixant les examens à pratiquer au cours des visites médicales des travailleurs exposés aux risques de pneumoconioses professionnelles.



PROTECTION AGAINST RISKS APPARATUS OR MACHINES

Décret n° 2-12-236 du 21 moharrem 1435 (25 novembre 2013) fixant les conditions d'utilisation d'appareils ou de machines susceptibles de porter atteinte à la santé des salariés ou de compromettre leur sécurité.

Arrêté n°3898-15 du 8 safar 1437 (20 novembre 2015) déterminant les appareils ou les machines ou les catégories d'appareils ou de machines pour lesquels l'employeur procède ou fait procéder à des vérifications générales périodiques et fixant la périodicité des vérifications, leur nature et leur contenu (version arabe : B.O. en cour de publication).

Arrêté n° 3899-15 du 8 safar 1437 (20 novembre 2015) fixant les conditions et les modalités de désignation des organismes qualifiés pour réaliser les vérifications générales périodiques des appareils ou des machines ou des catégories d'appareils ou de machines (version arabe : B.O. en cour de publication).



PROTECTION IN CONSTRUCTION SITES

Arrêté du 2 avril 1952 déterminant les mesures particulières de protection et de salubrité applicables dans les chantiers du bâtiment et des travaux publics.

Arrêté du 25 juin 1954 relatif à la liste des médicaments et du matériel médical qui doivent être détenus en permanence sur les chantiers.



MAIN TEXTS IMPLEMENTING THE LABOR CODE IN THE FIELD OF OSH

- Les mesures d'application générales et particulières relatives aux principes énoncés par les articles de 281 à 291 du code du travail .
- The application of the provisions of Articles 305 and 330 of the Labor Code on occupational medicine;
- Risks due to benzene;
- Risks due to asbestos;
- The model of the annual report to be drawn up by the safety and health committee;
- The model of the annual report to be prepared by the occupational physician;
- The model of the report to be drawn up by the safety and health committee on the circumstances of TA, PM or of a professional nature;
- The minimum time that the occupational physician must devote to employees;
- The application of the provisions of articles 315 and 316 of the Labor Code on nurses and social workers;
- Employees working at home;
- The conditions of use of substances or preparations which may affect the health of employees or jeopardize their safety;
- The conditions of use of appliances or machines likely to affect the health of employees or to jeopardize their safety;
- The exposure limit values for certain hazardous chemicals and the conditions of use of lead and its compounds;
- The Council of Occupational Medicine and Occupational Risk Prevention



OCCUPATIONAL ACCIDENTS AND OCCUPATIONAL DISEASES

- **Dahir No. 190-14-11 of 9 December 2014 relating to compensation for occupational accidents;**
- **Decision No. 160-14 of 21 January 2014 defining the list of occupational diseases.**



ONGOING PROJECTS

- The draft law on OSH in both public and private sectors and its 8 implementing texts;
- Draft Order fixing the special measures for the protection of employees applicable in construction sites; ([Arrêté du 2 avril 1952 déterminant les mesures particulières de protection et de salubrité applicables dans les chantiers du bâtiment et des travaux publics](#));



APPROVALS AND AUTHORIZATIONS

Approvals

Approval for the control of electrical installations:

- Arrête du délégué à la résidence générale du 28 juin 1938 portant fixation de la composition du comité de techniciens, institué par l'article 1er de l'arrêté viziriel du 28 juin 1938, concernant la protection des travailleurs dans les établissements qui mettent en œuvre des courants électriques (B.O. n° 1343 du 22 juillet 1938) ;

- Arrêté du directeur du travail et des questions sociales du 02 janvier 1952 déterminant les conditions d'agrément pour la vérification des installations électriques (B.O. n° 2049 du 1er février 1952), modifié par l'arrêté du directeur du travail et des questions sociales du 11 juillet 1952 (B.O. n° 2074 du 25 juillet 1952).

Approval for checking lifting appliances other than lifts and goods lifts:

Arrêté du directeur du travail et des questions sociales du 3 novembre 1953 fixant les conditions d'agrément des personnes et organismes chargés de la vérification des appareils de levage autres que les ascenseurs et monte-charge (B.O. n° 2142 du 13 novembre 1953).

APPROVALS AND AUTHORIZATIONS

Authorization to import lead and its compounds:

- Dahir du 9 mai 1931 (20 hija 1349) réglementant l'importation, l'achat, la vente, le transport et l'emploi de la céruse et des autres composés de plomb destinés à des usages professionnels (B.O. n° 972 du 12 juin 1931), modifié par le dahir du 29 mai 1933 (4 safar 1352) (B.O. n° 1079 du 30 juin 1933), et complété par le dahir du 2 mars 1935 (26 kaada 1353) (B.O. n° 1169 du 22 mars 1935) ;
- Arrêté du secrétaire général du protectorat déterminant le modèle des registres à tenir par les marchands de céruse et des autres composés de plomb (B.O. n° 972 du 12 juin 1931).



OCCUPATIONAL HEALTH AND SAFETY

AUTHORITIES

MINISTERIAL DEPARTMENTS

1- The governmental authority in charge of occupational health and safety (The ministry of labour):

- Direction of labour (Division of occupational medicine, occupational health and safety)
- Regional (9) and Prefectoral (44) Directorates

- Promoting occupational medicine and occupational risk prevention;
- Propose draft legislative and regulatory texts relating to health and safety at work,
- Monitoring of the application of labor legislation (412 inspector)

2- However, the legislative and regulatory texts relating to occupational health and safety in certain sectors in connection with the employment department and the supervision of their application remain within the competence of the ministries concerned :

- The governmental authority in charge of health;
- The governmental authority in charge of Energy and Mines;
- The governmental authority responsible for the equipment (Construction and public works);



PREVENTION STRUCTURES AT NATIONAL AND COMPANY LEVEL

NATIONAL LEVEL

ADVISORY STRUCTURE

1/ The « Conseil National de Médecine du travail et de prévention des Risques Professionnels »

The national board of occupational medicine and prevention of occupational risks:

The board is responsible for presenting advice and opinions in order to promote occupational medical inspection and occupational health services. It is also interested in all matters relating to occupational hygiene and safety and the prevention of occupational accidents and diseases.

It'S:

- chaired by the Minister of Labor, (or his representative)

- composed of members of administrations concerned by occupational health and safety (12 ministries), professional organizations for employers (12 members) and trade unions of workers (12 members) : **Tripartite composition**

Educational and Advisory structure

2/ The "Institut national des conditions de vie au travail" (INCVT):
The "National Institute of Living Conditions at Work" (INCVT)

Before it was under the supervision of the Ministry of Industry
Now Supervision of the Ministry of Labor



THE "INSTITUT NATIONAL DES CONDITIONS DE VIE AU TRAVAIL" (INCVT):

It was created by :

arrêté conjoint du Ministre du Commerce, de l'Industrie et des Nouvelles Technologie et du Ministre de l'Economie et des Finances n°3007-10 du 8 novembre 2010 (BO n°5896 du 2 décembre 2010).

Its main tasks are to:

- Research, study and develop methods and means to improve the prevention of occupational hazards;
- Collect, analyze and exploit statistics on occupational accidents and diseases to guide measures to prevent occupational risks;
- Advise public authorities, employers 'and workers' representatives or any organization concerned with the promotion of occupational safety and health;
- Issue expertise and assistance to any organization concerned with the prevention of occupational hazard;
- Conduct awareness-raising, education and training activities for occupational risk prevention actors;



PREVENTION STRUCTURES

Company level

Internal structure

3/The “comité de sécurité et d’hygiène”

The safety and hygiene committee:

An OSH committee is to be established in industrial, commercial, and crafts enterprises and within agricultural and forestry sites/holdings and their dependencies/contractors which employ **at least 50 workers.**(articles 336 to 343 Labour code)

It should include the employer, the occupational physician, 2 representatives of workers as well as representative(s) of trade unions.

The obligations of the committees include:

- (1) to work on the application of legislative and regulatory texts in the area of occupational safety and health,
- (2) to ensure the proper maintenance and use of protective equipment,
- (3) to ensure the preservation of the environment within the enterprise and its surroundings,
- (4) to participate in making decisions specially with respect to job curricula, the selection of the appropriate equipments/tools/machinery,
- (5) to provide recommendations on the health and safety of workers with disabilities,
- (6) to express opinions about the medical services provided at the workplace,
- (7) to develop a sense of need for the prevention of occupational risks.



PREVENTION STRUCTURES

Company level

Internal or external structure

4/The “Service médicale du travail” (articles 304 to 335 labour code)

The occupational health service :

The principle is to set up a medical service within the undertakings subject to them, which have an essentially preventative role, in order to avoid any alteration in the health of workers as a result of their work, in particular by monitoring occupational health conditions, risks contagion and the state of health of workers.

The occupational physician supervise the functioning of the occupational health service and plays a precautionary role as an OSH responsible.

An autonomous occupational health service must be established :

- in industrial, commercial, and crafts enterprises and within agricultural and forestry sites and their dependencies which employ at least 50 workers.
- when employees are exposed to a risk of occupational diseases (-50 workers)

Less than 50 workers :

An inter-company or an autonomous occupational health service can be established



PAST SUCCESSFUL EXPERIENCE :

1-Cooperation between Morocco and Denmark (COTRIDIASO):

➤The Moroccan-Danish tripartite cooperation project was in line with the Ministry of Employment's strategy and aimed at promoting social dialogue in Morocco through the improvement of working conditions.

➤The main objective of the COTRIDIASO project is to strengthen the social dialogue in Morocco through the development of the necessary capacities and tools for the establishment and operation of the health and safety committees (C.S.H) at company level.

➤Within the framework of this cooperation, several actions have been carried out, in particular:

- a - Participation of Moroccan inspectors in labor inspectorates in Danish companies for the development of a new Moroccan inspection model based on health and safety at work;
- responsible for - Training of a group of Moroccan trainers composed of labor inspectors, doctors and engineers
- inspection - labor inspection in occupational health and safety in a new context based on dialogue, new procedures and techniques;
- companies - Training of representatives of Moroccan trade unions in the field of occupational risk assessment in the workplace;
- Development of a workplace assessment guide. This guide is a tool that responds to the needs of companies to improve the working conditions of employees by focusing on potential physical, chemical, biological and ergonomic hazards;
- working - Development of a guide to dialogue-based inspections. This document responds to a long-term need expressed by occupational health professionals and control bodies for more effective action to improve conditions in the workplace;
- (C.S.H.). - Development of a guide on the organization and functioning of the Safety and Hygiene Committees
- Its aim is to help businesses to make workplaces safe, healthy, non-hazardous and safe and therefore to prevent occupational health;
- Creation and organization of C.S.H. in 10 pilot companies;
- Organization of training sessions for labor inspection officers in the field of health and safety at work.

MOROCCO-FRENCH COOPERATION

2-The Moroccan-French Cooperation:

following this cooperation, several actions have been carried out and concern the following themes:

- Hygiene and safety in building and public works;
- Modernization of methods of advice and control in the field of health and safety prevention;
- Modernization of labor inspection methods in the area of occupational health and safety, in particular in the construction sector (with the organization of a workshop on occupational risks in the construction sector) ;
- Assessment and prevention of chemical risks in the workplace;
- Support for the development of regulations specific to specific occupational hazards, carried out by a French expert.
- Support for the prevention of occupational risks related to the sensitization of Moroccan professional organizations in the construction industry, which was visited by 7 people in France (2 members of the Moroccan Construction Federation, 3 representatives of the trade union centers, of Occupational Health and Safety);
- Support for the finalization of a methodological guide for labor inspection in the construction sector (particularly on the risks related to falls in the workplace), following the first mission to support the implementation of the guide;
- Support to the development of a methodological guide for labor inspection in the agricultural sector targeted at viticulture and olive-growing activities;
- Training of trainers (doctors and engineers responsible for labor inspection) in the metrology of work environments;



WEAKNESSES/CHALLENGES

- The public service, public administrations and local authorities are not subject to the provisions of laws and regulations relating to occupational safety and health;
- No coverage of occupational diseases by insurance (no compensation);
- The absence of a system for collecting data and statistical information relating to industrial accidents, occupational diseases and working conditions;
- Insufficient human and logistical resources at the level of labor inspection;
- The lack of funding for prevention actions.

