



“Sustainable Development thanks to the Global Compact”

The Moroccan network of the Global Compact

October 2007

The Moroccan network of the Global Compact was created by the project "Sustainable Development thanks to the Global Compact" that is funded by the Italian Ministry of Foreign Affairs and implemented by the International Labour Organization (ILO).

The project promotes an integrated approach to sustainable development based on the principles of the Global Compact, the ILO Tripartite Declaration concerning multinational enterprises and social policy, and the OECD Guidelines for multinational enterprises in four countries: Italy, Albania, Morocco and Tunisia. Its specific goals are to encourage the adoption of business practices based on the principles of the three instruments and to facilitate the creation of Global Compact networks and public-private partnerships.

The ILO tripartite partners oversee project implementation through steering committees made up of representatives from the relevant Ministries and the main organizations of employers and trade unions of every country of operation. Tripartite steering committees have been set up in the four countries in order to ensure that the implementation of the project takes into account the national realities and constituents' concerns. These committees also act as Steering Committees of the Global Compact Network in each country.

Network objectives and priorities

The project "Sustainable Development thanks to The Global Compact" in Morocco was focusing in its second year of activity on:

- Raising awareness about CSR within companies, unions and inspectorate of labour.
- Participating and organizing conferences on CSR at national and regional level
- Pursuing companies to sign the Global Compact and sharing their experiences with others
- Organizing training for Training officers from different organizations represented in the steering committee on labour aspects of CSR. Participants will organize trainings in their organizations.

Organization

The focal point of the project Sustainable Development thanks to The Global Compact is assuming the management and the advertising of all the information coming from the Global Compact Office.

The Moroccan Steering Committee comprises of the following institutions and organizations:

- Confederation of Moroccan Enterprises (CGEM)
- Federation of Moroccan Chambers of Commerce, Industry and Services (FCMCIS)
- Moroccan Labour Union (UMT)
- Democratic Labour Confederation (CDT)
- General Union of Moroccan's Workers (UGTM)
- Democratic Labour federation (FDT)- Ministry of Employment and Vocational Training
- Ministry of Industry, Trade and Economy Upgrading
- Ministry of Territory Development, Water and Environment
- United Nations Development Programme (UNDP)
- United Nations Industrial Development Organization (UNIDO)
- Italian Embassy in Morocco

The steering committee held two meetings during the year (January 29th and September 6th).

Participation

Companies are only represented by the Moroccan business association, because the project was launched by the ILO, and for this reason there is a tripartite representation (government, Ministries of Employment, Environment and Business).

The government is represented by the ministries those are directly concerned by CSR and specifically the principles of The Global Compact.

Activities

The project is playing its role as a promoter of the Global Compact at the local level. The information campaign started in March 2006 with the publication of the project brochure in French and Arabic and the website in French, Arabic and English (www.pactemondialmaroc.org).

Information seminars have been organized for the Moroccan organizations of employers and workers and the labour inspectorates in Casablanca, Tangier, Fes, Marrakech, Mohammedia and Agadir.

The project provides assistance to companies and other organizations that wish to adhere to the Global Compact, to know more about its principles or to join and form networks. It also assists its participants, whenever needed, in carrying out concrete actions to implement the principles of the ILO Tripartite Declaration and collaborates with the Italian National Contact Point and the Trade Union Advisory Committee (TUAC) for matters related to the OECD guidelines. Also the news coming from the GCO are translated to French and Arabic, and added consequently to the News section of the website.

In Morocco, the number of companies that signed the Global Compact remains modest (less than 10 companies).

The Focal Point of Tunisia organized a Workshop on COPs in April, and a Moroccan manager of the focal point was invited to lead this event. A similar event would be organized by the Moroccan focal point in the next months.

From the starting up of the project, the countries involved in (Italy, Tunisia, Morocco and Albania) pursued their partnership in exchanging information and experiences. An important component of the project is the organization of training seminars to help companies integrate labour principles in their strategies and operations. The project is developing a training manual on how to put in practice the labour principles of the MNE Declaration, which include the Global Compact principles. The introductory module provides an overview on CSR and its main instruments and initiatives, while the following modules each cover a specific labour-related subject: industrial relations, equality of opportunities and treatment, child labour, forced labour, occupational safety and health, skills training, and employment. The materials are currently being translated into Arabic. Courses are expected to start in the end of October 2007.

Moreover, training on Labour aspects of CSR was launched in the ILO's International Center of Training (Turin, Italy) from the 2nd to the 6th of July 2007. Participants from these different countries participated in this event and exchange their mutual experiences and views.

Globally, the project participated in many national and regional events on CSR to raise awareness about the Global Compact. The seminars and conferences

on the Global Compact gather managers of companies, representatives of trade unions and labour inspectors¹.

The focal point carries out the role of intermediary between the GCO and the different stakeholders through all the communication tools (website, mailing and meetings). In some events, GC participants are invited to share their experience with other companies and institutions. An SME is invited to present its story and share its experience during the day of standardization, the 17th of October, where the project will be represented.

The majority of companies that participated to the GC were approached during the year. The most important participation of the year is from the Moroccan business association that signed the GC and launched a CSR charter.

This project will finish in December. A meeting with companies participating to the GC will be organized before this date to evaluate the possibilities of launching a permanent representation (association, network...). In the last meeting of the steering committee (September 6th), members were invited to think about possible leads.

Until now, the network had been managed by the ILO and its form will change for sure before the end of the project in December. Companies participating to Global Compact will be invited to think about the future of the project, and the possibilities of creating a new institution that will manage the focal point.

Listing of the companies that signed the GC:

Name ↑ ↓	Type ↑ ↓	Sector ↑ ↓	Data ↑ ↓
<u>Confédération Générale des Entreprises du Maroc</u> Communications annuelles: 0 Exemples: 0 Etudes: 0 Projets: 0	Organisation patronale		20/12/2006
<u>Eramedic</u> Communications annuelles: 1 Exemples: 0 Etudes: 0 Projets: 0	Entreprise	Médical	28/07/2006
<u>Fédération des technologies de l'information, des télécommunications et de l'offshoring - APEBI</u>	Fédération des entreprises	Télécommunications	12/09/2007

¹ See below in Annexe 1: the calendar and listing of activities organized during this year.

Communications annuelles: 0
Exemples: 0 Etudes: 0
Projets: 0

**Groupement d'Enseignement
et de Recherches G.E.R. S.A.**

Communications annuelles: 0 Entreprise Formation 23/02/2007
Exemples: 0 Etudes: 0
Projets: 0

M2M Group

Communications annuelles: 0 Entreprise Transaction 09/07/2007
Exemples: 0 Etudes: 0 électronique sécurisée
Projets: 0

MIFTAH S.A.

Communications annuelles: 0 Entreprise Formation 23/02/2007
Exemples: 0 Etudes: 0
Projets: 0

Norsys Afrique

Communications annuelles: 0 Entreprise Technologie de 04/01/2007
Exemples: 0 Etudes: 0 l'information
Projets: 0

Office National des Aeroports

Communications annuelles: 0 Entité Aérospatial et aviation 26/05/2006
Exemples: 0 Etudes: 0 publique
Projets: 0

Réseau Espace de citoyenneté

Communications annuelles: 0 ONG Services sociaux et 06/12/2006
Exemples: 0 Etudes: 0 culturels
Projets: 0

Royal Air Maroc

Communications annuelles: 0 Entreprise Aérospatial et aviation 15/08/2005
Exemples: 0 Etudes: 0
Projets: 0

Progress

The project achieved the majority of the objectives stated by the steering committee and the general framework of the project. The real drawback of the project still represented in the modest number of companies that joined the Global Compact, but that's challenge is probably being confronted by the membership of sectoral federations and business associations. The setting up of the CSR Charter by the main business association in Morocco (CGEM) is pushing companies to react and know about the Global Compact and CSR in general.

Until the end of the project, probably by the end of 2007, it will continue to organize activities and provide assistance to the GC network. During that time, the project will prepare the steering committee and the members of the network to continue functioning afterwards.

Appendix 1

Event	Date	Number of participants
Conference on CSR and The GC in Fes	December 15 th 2006	20 representatives of companies and regional business association
Conference on CSR and The GC in Marrakech	December 19 th 2006	20 representatives of companies and regional business association
Conference on CSR, The GC and social dialog in Marrakech	December 21 st 2006	About 150 representatives of companies, unions and labour inspectors
Conference on CSR, The GC and social dialog in Agadir	December 22 st 2006	About 150 representatives of companies, unions and labour inspectors
Meeting of the Steering committee in Rabat	January 29 th 2007	Steering Committee members
Presentation of the study and the survey on CSR instigated by the project	January 29 th 2007	Steering Committee members
Conference on CSR and The GC in Fes	February 10 th 2007	30 representatives of regional trade unions
Conference on CSR and The GC in Marrakech	February 17 th 2007	30 representatives of regional trade unions
Assessment of the project by an external auditor (ILO)	9 th -14 th February 2007	Meetings with all the stakeholders (members of the steering committee, companies participating to the GC)
Participation to the SolutechQ 2007 : information stand and conference on The Global Compact, Casablanca	1 st - 3 rd March 2007	Hundreds of participants: Minister of Social Development, Standardization companies, MNCs, Academics
Conference on The Global Compact for pharmaceutical sector, Mohammedia	March 15 th 2007	Pharmaceutical sector companies and laboratories, pharmacists (SMEs)
Participation to the Comprasec Conference " De l'irresponsabilité à la responsabilité des entreprises nationales dans la globalisation de l'économie"	28 th - 30 th March 2007	100 academics and researchers from 30 countries
Participation to the 3 rd COP Workshop in Geneva	April 2 nd - 3 rd 2007	36 participants from MNCs, GCLNs, GCO
Participation to the Conference on CSR organized by the AIMS and ISIAM (Management school in Agadir)	April 9 th - 10 th 2007	50 academics from 19 countries and 40 representatives from companies and Professional associations
Conference on The GC for the APEBI (Sectoral federation of information technologies, telecommunications and Offshoring)	May 24 th 2007	40 companies of the sector
Leading COP workshop in Tunisia	June 14 th 2007	20 companies participating to the GC
Training for training officers on Labour aspects of CSR in the ICT/ILO, Turin	2 nd - 6 th July 2007	10 participants from companies, unions and labour inspectorate
Meeting of the Steering committee in Rabat	September 6 th 2007	Steering Committee members
Follow-up meeting with Training officers in Marrakech	September 8 th – 9 th 2007	10 participants from companies, unions and labour inspectorate

Attachment: Network Fact Sheet for 2007:

Network Management								
Annual Network Meeting (yes/no)	COP facilitation (yes/no)	Helped to facilitate other integrity measures (e.g. complaint mechanism) (yes/no)	Website (if yes, URL)	Name Focal Point	Steering Committee (yes/no)	Steering Committee has non-business participants (yes/no)	Secretariat hosted by	Member fees (if yes, amount for Company/ SME/ other)
yes	yes	No request	Yes www.pactemondialmaroc.org	Pacte Mondial Maroc (Sustainable development thanks to the Global Compact)	Yes	No	Pacte Mondial Maroc. Phone number 0021237680052 Fax number 0021237683979 Mobile 0021262261730 E-mail: pactemondialmaroc@menara.ma pactemondialmaroc@yahoo.fr	No Fees, ILO project with Italian Ministry of Foreign affairs.

Number Local Network Participants										Government participation in Network
TOTAL	MNCs	SMEs	Micro-enterprises (<10 employees)	Business Organization	CSR Organization	Labour Organization	Civil Society organizations	Academic Institution	Other Stakeholders	Yes/ no
12	No	No	No	Yes	No	Yes	No	No	UN and Cooperation Agencies	Yes

Number of Activities					
Outreach Events	Learning Events	Policy Dialogues	Partnership projects	Cooperation with other Local Networks	Other activities
7	5	2	3	1	1