



## **MFA Forum Morocco Workplan 2010**

This workplan has been developed in close cooperation with the ILO. It outlines where the MFA Forum contributes to the ILO's activities on a sectoral and a firm level.

In 2010-2011, the ILO will continue its Action Programme to "Improve the Competitiveness of the Textile and Clothing Sector in Morocco through Decent Work". This programme supports the National Steering Committee (Comité de Pilotage) and facilitates the implementation of the decisions taken by this tripartite body. The National Steering Committee has requested, inter alia, the support of the ILO to reinforce the capacity of the social partners through the Bipartite Textile and Clothing Committee. Accordingly, an appropriate programme has been adopted and its implementation is under way.

A similar priority has been identified by the Morocco Buyers' Group of the MFA Forum. The ILO will continue its collaboration with the MFA Forum to facilitate the implementation of coordinated action in this field.

Objective	Activities	Responsibility & Timeline of Activity	Expected Outputs	KPIs: Sources & Means of Verification	Assumptions & Risks
<b>1. Strengthening the Bipartite Committee and the Social Partners</b>	Strengthening the labor relations system is an important element for sustainably improving social compliance. Creating an enabling environment for Freedom of Association and Collective Bargaining is also a critical precondition for the launch of the ILO Better Work program.				
<b>1.1 Provide the Moroccan Bipartite Committee with models of effective sectoral level industrial relations</b>	Facilitate the exchange of the Moroccan and Spanish Bipartite Committee.	Neama drafts a more concrete proposal (by March 30)  Aleix facilitates the contact with the Spanish Bipartite Committee (by March 15)  MFA Secretariat ensures the financial and administrative support (throughout the process)	A more structured Bipartite Committee with fully functioning governance structures that is able to design its own roadmap of action	Exchange has taken place (before June 2010) and report is available	The Spanish Bipartite Committee is willing to support the Moroccans (Aleix already confirmed this)  The practical lessons learnt through the exchange with the Spanish Bipartite Committee are applicable in the Moroccan context
<b>1.2 Further capacity building for the Bipartite Committee and the social partners</b>	The Bipartite Committee specifically requested a follow-up training on conflict resolution methods. The ILO can provide such training.	ILO provides the technical expertise for the training (by Sept. 1)  Neama organizes the logistics (by Sept. 1)	The Bipartite Committee is better equipped than before to handle situations of conflicts and gridlock	Training delivered before Oct. 1; Report and Evaluation forms are available before the end of 2010	ILO has the resources to organize another training with the Bipartite Committee

		MFA Secretariat provides the admin and financial support (throughout the process)			
<b>2. Facilitation of the launch of the ILO-IFC Better Work program</b>	The MFAF was set up as facilitation body. As such, the MFAF's objective is to facilitate the work of actual implementation bodies. In the case of Morocco, the MFAF is planning to transition its work to the ILO Better Work program before the end of the MFAF's funding cycle in Dec. 2010. Better Work has invited the MFA Buyers group to join its global buyers forum. Better Work will work with the MFA Buyers to develop a strong network of European Buyers in support of BW Morocco.				
2.1 Provide an avenue of communication for MFA Buyers to feed into feasibility study and BW strategy	Better Work will set up an exchange between the ILO-IFC BW team and the MFAF buyers	<p>Better Work Global in Geneva provides regular updates and organizes a special event for BW Morocco during the BW forum on May 25 in Geneva</p> <p>The buyers provide feedback on suggestions for feasibility study directly to Better Work Global Programme Officer Dan Cork, and information on industry and orders to Business for Social Responsibility (BSR).</p>	The BW strategy of Morocco takes into account the specific concerns of the buyers (e.g. addressing the informal economy)	Regular exchange of information; participation of buyers in the MFAF Better Work Forum on May 25 in Geneva	MFAF buyers are actually providing feedback
2.2 Support Better Work to secure financing for BW	The MFAF buyers commit to attending the BW Buyers Forum on May 25 in Geneva and discuss the	Better Work invites all MFAF Buyers to attend the BW Forum in Geneva on May 25.	Securing funding for BW is the precondition for launching BW in Morocco	All MFAF buyers attended the ILO BW Forum  Funding for BW is	MFAF buyers are in a position to discuss funding

Morocco	financial sustainability with other European Buyers	The MFA Secretariat encourages the Buyers to participate in the Better Work Buyers Forum.		secured	
2.3 Communicate and lobby for the commitment of the MFA Buyers to the BW program in Morocco	MFA buyers send a letter to AMITH and local stakeholders to ensure their commitment to BW  Continue working with Neama as the in-country contact point to ensure continuity of the MFAF work in-country	Dan Cork works with Neama to help the buyers to draft the message. She also helps identifying to whom the letters should be sent to (by March 30)  BW Global ensures that the letter is sent prior to the end of the feasibility study.	The commitment of buyers to BW in writing helps to assure the local stakeholders of the buyers' commitment to Morocco  Neama's support will bridge communication challenges between the local and the international level.	Letters sent	The MFAF buyers' letters will matter to local stakeholders
<b>3. Ensure consistent communication on ILO/MFAF plans</b>	Consistent communication with local stakeholders is critical for designing the outlined activities of this workplan in a way that reflects the needs and interests of local stakeholders. Consistent communication is also critical for ensuring the buy-in of local stakeholders to the MFAF/ILO programs.				
3.1 Ensure that local stakeholders have a local contact point	Extend Neama's contract until the end of 2010; budget for translation	MFAF Secretariat drafts the TORs (by April 1)	Good flow of information between local and international level	Contract in place before May 1	MFAF can come up with a budget for Neama's continued engagement
3.2 Participation of the MFAF in the next tripartite national steering committee meeting	Dorothee presents the workplan to the national steering committee	Dorothee's participation (April 2010)	Positioning of the MFAF in-country; communication of plans	Presentation delivered (April 2010)	National Steering Committee invites the MFAF

## Budget Morocco

Date of Transaction/Activity	Description (includes who/what for)	Cost (in US Dollars)	Working Group
April & October 2010 / 1.1	Exchange between the Spanish and the Moroccan Bipartite Committee  1. Approx. 5 Moroccan reps travel to Spain  2. Approx. 2 Spanish reps travel to Morocco	1. 6000 \$  2. 4000 \$	Morocco
Oct. 2010 / 1.2	Follow-up training for Bipartite Committee  Travel cost for 2 ILO trainers; travel cost for local partners (travel expenses)	6000 \$ (unless ILO can apply for funding)	Morocco
April 2010 / 3.2	Dorothee's participation in the national steering committee meeting in Morocco (flight, hotel, translation)	2500 \$	Morocco
April – November 2010 / 1.1 – 3.2	Neama's in-country coordination of all activities outlined in this workplan (TOR to be drafted) plus translations	5000 \$ 500 \$ (translations)	Morocco
<b>TOTAL</b>		<b>24 000 \$</b>	<b>Morocco</b>