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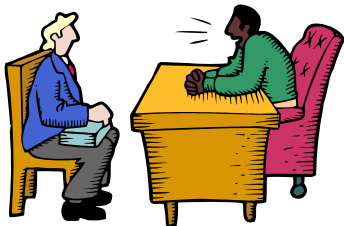
**ORGANIZING & QUALIFYING THE SEASONAL  
AGRICULTURAL WORKFORCE OF MOQAF – BERKANE  
WASHINGTON, SEPTEMBER 7TH 2011  
\_ABDERRAZAK LAKJAA**



## Context & issues

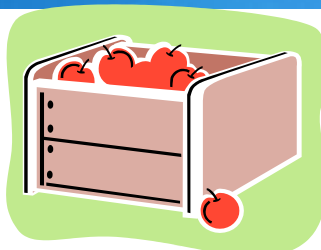
- MEC Program / USAID, aims to support the development of a workforce in line with the needs of competitiveness
- The modernization of Moroccan agriculture and the region of Berkane generate a particularly strong demand for the workforce which needs to be anticipated
- The human resource is a competitive factor as well as other factors of production

## II. Approach & Method



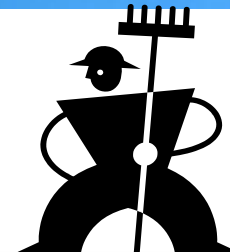
### Institutions

- ORMVAM
- Délégation Emploi
- ANAPEC Oujda & Berkane
- CNSS Berkane



### Employers

- Farmer groups (3)
- Professional Associations (2)
- Producers



### Workers

- Group of workers , Moqaf - Berkane
- Individual workers
- Workers of Moqaf - Madagh

**Project leader (PS)**



## 4. Recruitment procedures

- The Moqaf Berkane, the gateway to farmers and agricultural seasonal workers:
  - ✓ **Step 1:** In Moqaf Berkane, supervisors hire workers without any selection;
  - ✓ **Step 2:** Selection of workers at work the first day of work. Those who are not satisfactory are paid and returned;
  - ✓ **Step 3:** The selected workers are searched from assembly points far from the Moqaf: Supervisors keep the contacts of the workers they consider serious and influential in their search for the workforce. For the packaging stations: recruitment at the door

## 4. Employers' Perception of Moqaf- Berkane

What perception have employers towards Moqaf?



What individual solutions to manage or prevent access to Moqaf?



- Dangerous place
- Identity problem for workers
- Aggressive behavior
- Productivity problem
- High daily cost
- Shortage problem especially for skilled labor

- Mechanization of agricultural activities that are appropriate
- Sale of production at the farm
- Delegation of work to informal service providers
- Make use of enforcement officers to manage conflicts

Employers are almost unanimous on the need to organize the Moqaf



## 5. Portrait of the workforce and perception of the Moqaf

- All ages, but mostly young
- Men and women but mostly men
- Mostly outside the region of Berkane (mainly from Taza and Gharb)
- Largely illiterate and low educational level, but some have a degree in vocational training
- The exercised jobs are characterized by:
  - \* Instability (1 chance / 2 to find a job);
  - \* No work contract
  - \* No social coverage
  - \* unstable compensation
  - \* Difficult working conditions
  - \* Jobs are exercised because more accessible. Youths are willing to convert to other sectors.

## 5. Portrait of the workforce and perception of the Moqaf

What perception have employees towards Moqaf ?



What solutions to access to employment ?

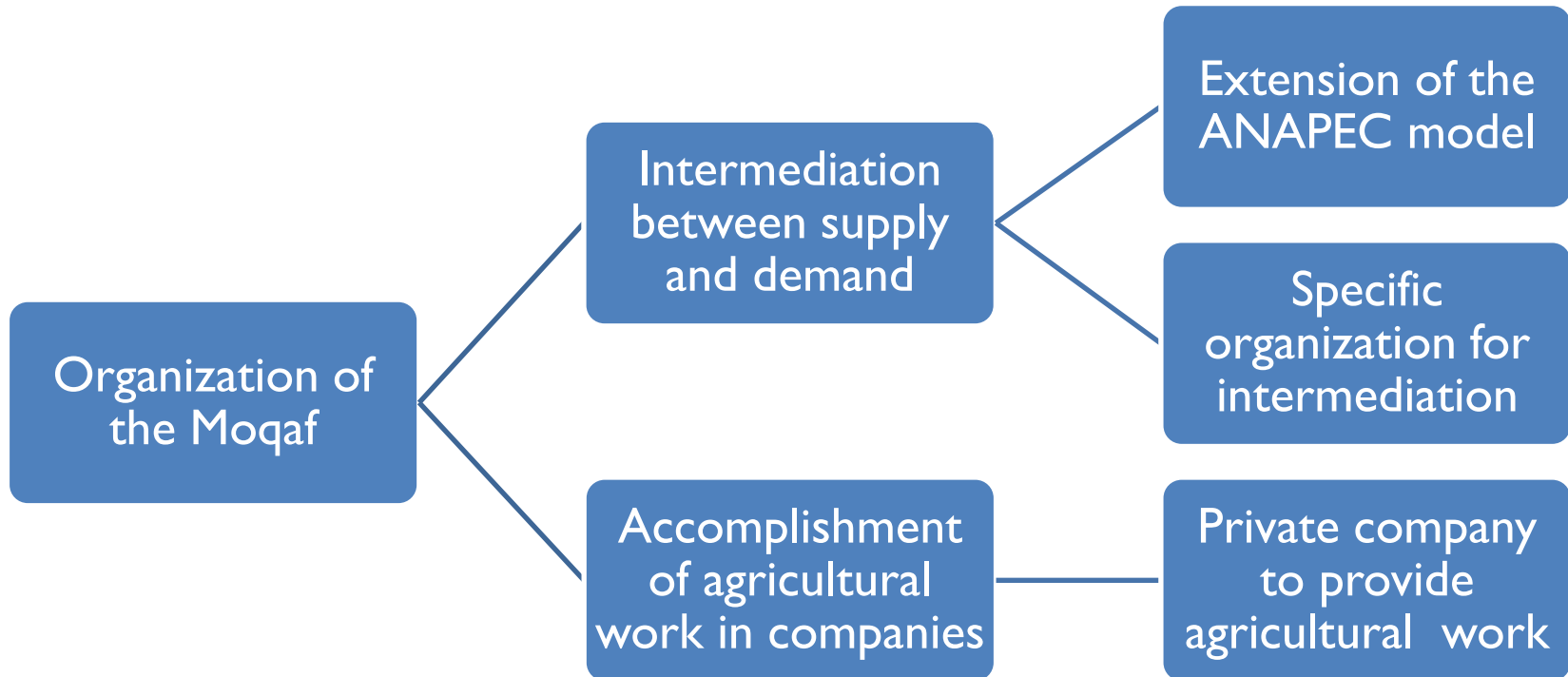
- Long hours of waiting
- Uncertainty in finding a job
- Conflicts between workers, and workers and supervisors
- Exploitation by employers

- Looking for headhunters
- Are playing solidarity and lobbying
- Combine several activities, farm and off-farm (often the building sector)

Employees are almost unanimous on the need to organize the Moqaf



## 6. Conceptual framework for an organizational structure of the Moqaf





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### ➤ **Basic principles:**

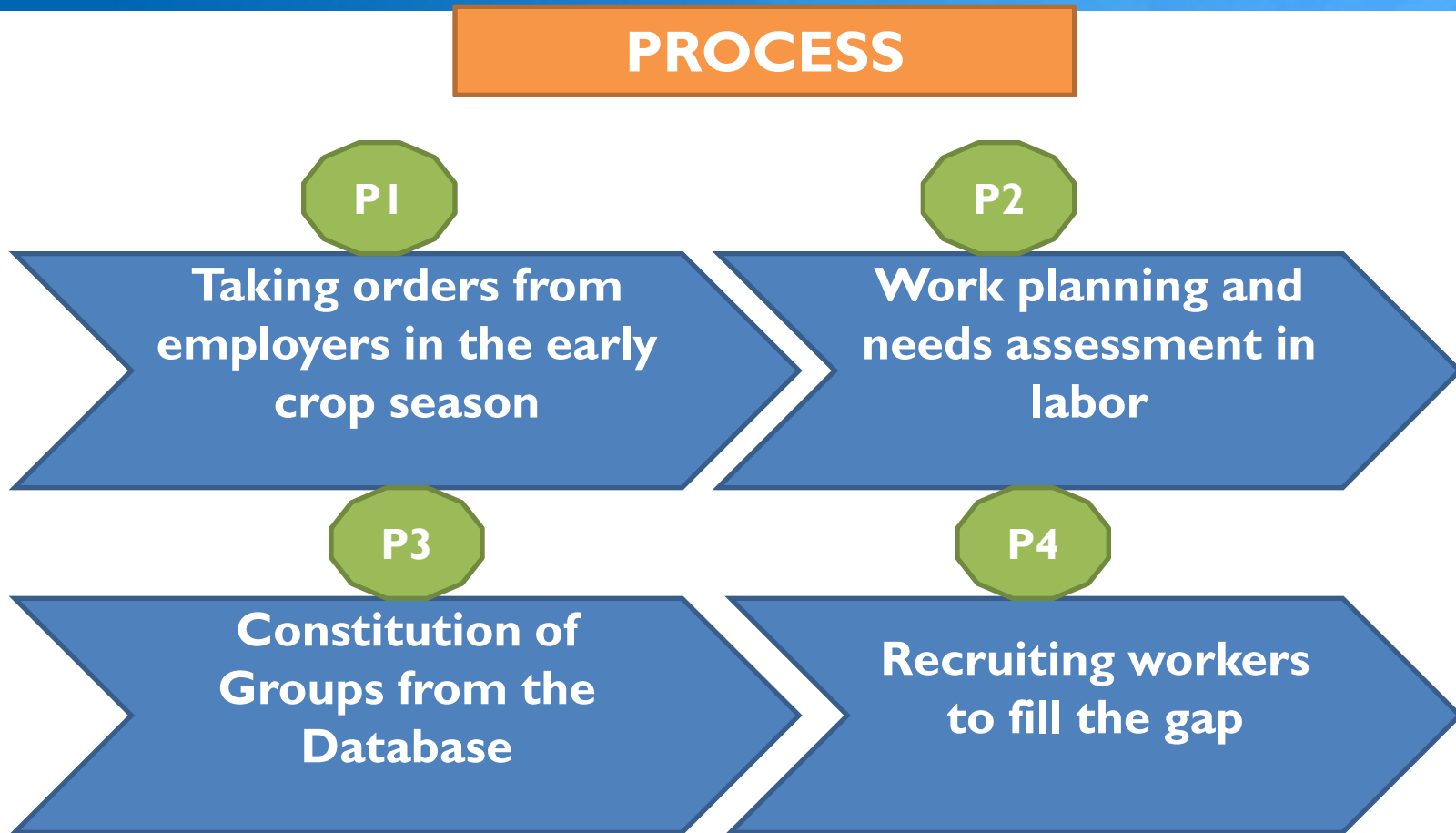
- Management must ensure the efficiency and responsiveness in delivering
- Compliance with the principles of decent work and the labor code
- Non-profit organization
- Public-private partnership

### ➤ **Mission:**

The new Organization for Agricultural Works Delivery is to provide producers (employers) with services in various agricultural activities using a seasonal workforce.

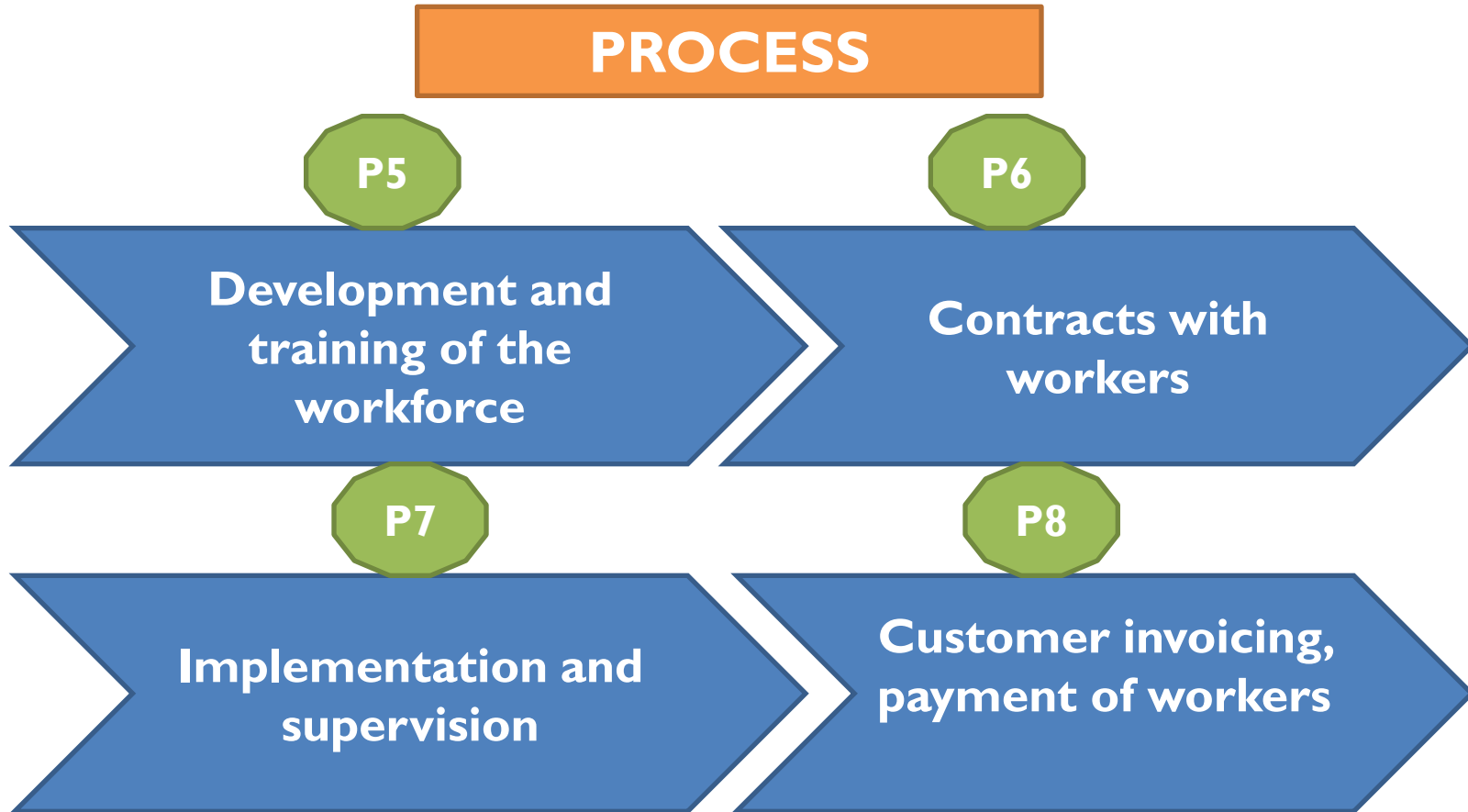


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## 7. Training the workforce: Priorities

1. Pruning fruit trees

2. Pest management

3. Drip irrigation

4. Seedlings of vegetable crops

5. Planting fruit trees

6. Maintain young plantations

7. Maintain vegetable crops

8. Harvesting, conservation and packaging



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Thanks for your attention