

SOLiD

SOUTH MED SOCIAL DIALOGUE

Charter to promote social dialogue in the South Mediterranean : Jordan, Tunisia and Morocco

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PREAMBLE

Paragraph 1: A consortium of 10 regional partners representative of Employers organizations Trade Unions, and Civil Society Organizations implemented the EU-funded project SOLiD dedicated to the promotion of social and civil dialogues in the Southern Mediterranean countries over a three- year period and through three interconnected phases to manage consultations, dialogues, seminars and conferences, and to provide new and unprecedented studies and researches in the Arab region, with a regular participation of employers, trade unions and civil society organizations in Jordan, Tunisia and Morocco in order to:

- Formulate this charter, using a methodology based on the outputs and conclusions of the first and second phases of the Solid Project, which identify the reality and its related issues, and define the general values and principles.
- Establish a framework of commitments and country a strategic programme for joint action, with substantive consensus and understanding among the participating social partners.
- Build up initiatives to develop a new social and civil dialogues' system to meet challenges, strengthen the democratic Country and citizenship rights, achieve a harmonious and solidarity-based economic growth, an inclusive sustainable development, social justice and decent work in accordance with the provisions of international charters, the Universal Declaration of Human Rights, the countries' pledges to civil, political, economic, social and cultural rights, the relevant ILO standards, constitutional provisions, legal sources, institutional experiences and practices related to social and civil dialogue in the three countries.

Paragraph 2: Within this framework and to actively contribute to the achievement of the aims of this Charter, we as employers' and workers' organizations and civil society:

- We recognize that the Arab region is experiencing major changes and upheavals where successive and contradictory events, objectives, interests and expectations took place at the political, economic, social and cognitive levels.
- We, countries, communities and individuals, and community mediators, all face challenges, constraints, aspirations, prospects, opportunities, responsibilities and duties in light of the ongoing international influences and interferences to recompose and rearrange the Arab region according to a New World Order that threatens and affects the cohesion of countries and peoples, the increase of racist practices and extremist trends, the lack of safety and security, the weak democratic practice and the general liability of Countries.

- We feel the strong confusion in the roles of social organizations and mediators, the spread of economic crises, the increase of public debt, the collapse of various sectors, the faltering or the interruption of their activities, the expansion of the informal economy and labour.
- We are aware of the extent of the obvious imbalances in the principles of social justice and labour rights, the absence of strategic economic choices and their relevance to the outputs of education and vocational training and the needs of the labour market, and the weak basics to maintain and sustain social and health protection systems.
- We express our concern at the unequal opportunities, especially among youth and women, and the prevalence of gender selection and discrimination, the spread of gender-based violence and sexual harassment against women, girls and children in society, the family, and at work places and schools.
- We observe the collapse of patriotic values, and the hopes of full citizenship.
- We recognize the negative impacts of climate and environmental changes.
- We know that the growing manifestations of extremism, terrorism and zones of crises, the enormous expenditures to arm conflicts, the increasing causes of migration, forced displacement, exodus and mass human displacement are but complex and direct results of a variety of deep-rooted reasons, all of which date back to the last five decades of the last century but which negative results had accelerated during these last two decades of the present century.

Paragraph 3: This reality brings us all together: Countries, communities, individuals, employers' and workers' organizations and civil society with common responsibilities to:

- Make an objective assessment of the current situation, highlight its limitations, weaknesses and threats, seize its strengths, cling to the opportunities for joint action among all parties and partners, rely upon initiatives, best practices and experiences of dialogue, consultation and collective bargaining.
- Build up an alternative development model based on global peace, fair and balanced international cooperation between North and South, and conclude cooperation and free trade agreements on the basis of mutual interests
- Build up a culture of tolerance and solidarity among peoples, reject violence, terrorism, racism and colonialism, and consider the Mediterranean basin as a space of peace, cooperation and dialogue based on good neighbourhood and coexistence between races and religions.
- Rely upon political actions and economic, commercial and social exchanges between Arab countries and upon collective and joint action to promote the genuine representative and participatory democracy.
- Strengthen and establish foundations of the rule of law, public and individual freedoms, including the rights of association and expression, the right to manage public affairs with

efficiency, competence and quality and anchor the rules of transparency and accountability.

- Stimulate growth and economic development, encourage public and private investment in all fields, and ensure fair trade freedom and property rights, produce knowledge to enter and participate in the Fourth Industrial Revolution, promote green economy, and work to protect the environment.
- Adopt and implement the principles of social justice, invest in sustainable and inclusive human development, promote fair and equitable distribution of wealth, public services and resources, equal opportunities, equality, equity and decent work for all.
- Achieve the right to peace, social stability and security, decent life and a common life within the context of social dialogue and civic consultations on the various and available alternatives and options.

As trade unions, employers' professional organizations and civil society organizations in the three countries, and in light of our joint responsibilities, and in order to contribute to the implementation of these tasks, we inform the international, Arab and national public opinions of the adoption of this Charter to promote social and civil dialogues, enshrining our principled vision, joint pledges and the pillars of our Strategic Action Plan.

THE CHARTER'S GENERAL PRINCIPLES

Paragraph 4: We believe in the importance of social and civil dialogues to enhance the role of the Country in its relationship with the community, in a democratic environment, political stability, and a collective contribution of the parties to the development of national models to promote strategic economic and social sectors with an added value. The Country has to foster a strong, competitive and productive economic growth, sustainable development, social and environmental justice and decent work for all.

Paragraph 5: We are convinced of the role of the economic enterprise as a lever for development, a fundamental core to generate wealth, enhance growth and employment, social and societal liability. It has to strive to establish an appropriate, fair, attractive and export-oriented investment climate managed by the rules of quality, productivity, decent work, innovation and knowledge.

Paragraph 6: Paragraph 6: Taking into account the system of the UN international conventions, covenants and charters, and in particular:

- The Universal Declaration of Human Rights (General Assembly 1948).
- The provisions of the International Covenant on Civil, Political, Economic, Social and Cultural Rights (General Assembly, December 1966).
- The Universal Declaration of Social Progress and Development (1969).

- The UN General Assembly's endorsement of paragraph 5 of the ILO Declaration on "Social Justice for a Fair Globalization" adopted on 19 December 2008 by resolution No. 199-63.
- The Resolution of the International Commission on Human Rights on the follow-up to the International Covenant on Economic, Social and Cultural Rights (in particular its article 7) in its general comment on the importance of social dialogue No. 23/2016 of 27 April 2016.
- The Convention on the Elimination of All Forms of Discrimination against Women, in particular article 11 (1981).
- The United Nations General Assembly Resolution No. 10/62 of 26 November 2007 on the International Day of Social Justice, which falls on 20 February of each year, taking into account the related obligations of Countries.
- The United Nations International Convention on the rights of persons with Disabilities.

Paragraph 7: Recognizing the importance of the Political Declaration of the United Nations' General Assembly in 2015 on the Plan and Objectives for Sustainable Development (2030), which includes 17 goals, as a Global Agenda for all Countries and international and regional organizations, in particular:

- Goal 8 and its various objectives, relating to sustainable economic growth and decent work.
- Goal 5 on gender equality and the empowerment of all women and girls.
- Goals 16 and 17 on governance and partnership, as critical factors for the economic development and full and productive employment of all women and men.

Paragraph 8: In order to implement the criteria contained in:

- The Constitution of the International Labour Organisation, in its founding Charter of 1919, stating that "comprehensive and lasting peace can only be achieved if it is built on the basis of social justice".
- Declaration of the Philadelphia Conference in 1944 "to improve the working conditions for women and men".
- ILO's Conventions, recommendations and decisions relating to social dialogue. In particular Convention No. 98 on the Application of the Principles of the Right to Organize and Collective Bargaining, the ILO Declaration on Fundamental Principles and Rights at Work (International Labour Conference, 86-1998) and the resolutions adopted at the 90th session of 2002 on social dialogue and tripartite consultation, the Declaration on Social Justice for a Fair Globalization (International Labour Conference - 97- 2008), the resolution of the World Charter for Authorized Employment at the 98th session of 2009, the recommendation in the FAO Report 2015 on "Equitable transition to environmentally sustainable economies" to provide mechanisms where "social dialogue is an integral part

of the institutional framework of public policy at all levels" which will include structured policy issues, among others macro-economic programmes and growth, Industrial and sectoral policies, contracting policies, competency development, occupational and health and safety, social protection, active labour market management policies and labour rights ... ". In addition to the future working platforms of the 2015 Conference, to be adopted in the centennial anniversary of the founding of the International Labour Organisation in 2019.

- In addition to the set of Arab Labour Organisation conventions, in particular the Arab Convention No. 3 on Social Protection and No. 1 on Levels of Labour.

Paragraph 9: Based on the constitutional and legal provisions of the three countries, which provide the institutional framework to strengthen the separation between the executive, legislative and judicial branches and support the transition to a new system of institutionalisation of social dialogue and collective bargaining, civic and community dialogue and the consultative function, with a proactive and forward-looking vision of the rights and duties of economic, social and civil development

Paragraph 10: Relying, on the one hand, upon the legislative and legal references, to regulate work, labour relations, labour and employment, and on the other hand, upon the representative legitimacy of trade union organisations and employers' professional organisations in defending and promoting the economic and social rights and interests of the groups they represent, upon the legitimacy to organise and represent civil society organisations to defend the interests of social, civil and community groups, and thirdly upon the responsibility of the public authorities to contribute directly to guarantee and promote the rights of social and civil dialogues and the full respect for individual and collective trade union and civil liberties based upon the initiatives, experiences and best practices when concluding social contracts or conventions as a result of an organised social dialogue.

Based upon these general principles enshrined in this Charter, and based upon the importance of promoting peaceful transformation processes and community, social and economic stability of the Countries of the region, we, as professional employers' organisations, trade unions and civil society organisations, pledge through our collective will to pave the way for the promotion of bipartite and tripartite social dialogues and collective bargaining and the development of networking and civil partnership relations ...

Accordingly:

THE CHARTER'S GENERAL COMMITMENTS

Paragraph 11:

- We shall abide by the legislations, laws, standards and fundamental labour and workers' rights, and the rights of all social groups including women, youth, children and people with disabilities and migrant workers, we shall respect, promote and apply the principles of freedom of association, the effective application of the rights of consultation, social dialogue, collective bargaining and the development of civil dialogue.
- We shall cooperate to improve the competitiveness of the economy on the basis of decent work rules and human rights standards, to increase the profitability of enterprises, improve productivity and support the access of national industrial, service, agricultural and handicraft products to domestic and foreign markets.
- As employers' organisations, trade unions and civil society, we shall work to affirm the right of expression and opinion, the right to organizational independence, representative legitimacy and to promote governance, as well as the development of tripartite and bilateral negotiation and contractual capacities in a free and positive way in order to interact with compromise solutions resulting from common and equitable interests.

Paragraph 12:

- We shall work jointly to respect and improve the effectiveness of the implementation of ILO Conventions ratified by our respective Countries, and consultation among social partners on reservations on unapproved fundamental Labour Conventions relating to social dialogue.
- We contribute to the harmonisation and conformity of national constitutions and labour legislations with international labour standards, and the respect for the legislative hierarchy in the elaboration of contracts and the design of agreements between social partners.
- We shall consider the initiatives and proposals submitted by any social party to develop or modify national labour relations as the subject of tripartite and bilateral social dialogue, in accordance with the provisions of the International Convention (No. 144).

Paragraph 13: We highlight the strategic importance of positive and constructive interaction between us as social partners, active forces and effective and influential mediators in society. We rely upon the interaction of our roles, tasks and responsibilities, within our fields of competence as defined by legislation ... We as employers' and workers' organizations and civil society actors are determined to comply with:

Paragraph 13.1:

- The principles and institutionalization of the tripartite social dialogue and the principles of the bilateral nature of collective bargaining in public and private sectors, institutions and companies in accordance with the provisions of the relevant international conventions and the provisions of national constitutions and laws based upon organisational freedom, representative legitimacy, effective independence, and the contractual capacity related to areas of labour and labour relations in their economic and social dimension.
- The principles and values of the promotion of social and civil dialogues, the building up of networks and cooperation relations and the design of joint action plans as employers' organizations, trade unions and civil society institutions. These action plans shall be based upon common issues and topics, public development and citizenship policies, the consolidation of the complementarity and the networking of tripartite and bilateral social dialogue as well as the objectives of social and civil dialogues at the national and local levels.

Paragraph 13.2: Implement and highlight good practices of social dialogue and best practices of civil dialogue in the development of public policies, strategies and general programmes. To launch consultations on all national and international economic and social constraints and challenges, within the framework of the complementary consensus in order to:

- Expand government policy choices in an effective, productive, influential and positive way, and improve governance mechanisms.
- Develop all indicators of economic growth indicators and fair social development, productivity and quality indicators, the competitiveness and economic transparency of the enterprise.
- Build up trust relationships between partners when designing development plans.
- Establish common respect for the foundations of decent work and the provisions of collective agreements.
- Promote a sense of belonging and enjoy full citizenship.
- Good crisis management at the national, sectoral and enterprise levels to help them overcome economic difficulties.

Paragraph 13.3: Promote dialogue between elected local authorities, social partners and local civil society actors, in accordance with national legislation, as a process to set up a complementary system between the central and the decentralized levels. Thus, such a dialogue shall value participatory democracy and local governance, and can raise issues, priorities and needs close to local specificities, in order to build up mechanisms and programmes of economic and social development and local and sectoral justice.

Paragraph 13.4: Enhance the role of the Country as an operator for the promotion of social dialogue with civil servants' and contractual agents' trade unions to promote sectors and institutions locally and nationally which shall generate the best models for bargaining and collective agreements to comply with the basic standards of decent work in accordance with the provisions of ILO Convention No. 151.

Paragraph 14: We appreciate the constitutional importance of the consultative function vested in the national economic, social, environmental and similar institutions at the national level. We support their role in developing and refining their advisory opinions. We measure the influence, the use and the implementation of the reports issued by National Consultative Councils in designing, modifying and improving the quality and effectiveness of public policies and programmes. The Country shall formulate its political decisions and its administrative and sectoral mechanisms, and implement cooperation and coordination initiatives between economic, social and environmental councils. and develop their consultative functions from the national level to the regional level, i.e. the Arab and international ones.

Paragraph 15: Develop consultation, cooperation and joint actions among all partners to better understand the complexities and changes in the labour market, the challenges of economic and social competition. Technological and technological transformations, and the new productive systems associated with the Fourth Industrial Revolution. We shall assess their outcomes and provide alternatives to their challenges and risks. We shall, collectively, in cooperation with civil society actors, institutes, universities and experts, find out their strengths and opportunities within the framework of a sound and balanced relationship between growth and economic development, and the fields of social and environmental justice, and human and labour rights.

Paragraph 16: We acknowledge the strategic importance of the gender approach based on equality and parity, at the vertical, horizontal and sectoral levels. We shall Facilitate the access and the involvement of young people and women into micro, small and medium-sized enterprises, companies and facilities, and assume national and sectoral leadership responsibilities in national employers' organizations. We shall promote the right of women, young men and girls to affiliate in unions to assume national, sectoral and local responsibilities in trade union organizations. Binding mechanisms based on gender-sensitive indicators and youth-specific indicators should be deigned at hierarchical and organizational levels.

Paragraph 17: We believe in the importance of collecting, producing and disseminating regular information and statistics on the labour market, while developing the new generation of ILO guidelines on indicators of measurement and objective evaluation of social dialogue, economic development and growth, social justice, workers rights, gender and persons with disabilities, the right to access, exchange and evaluate them as public information, in cooperation with

specialized public institutions and facilities in accordance with the provisions of International Convention No. 160 on Labour Statistics 1985.

Paragraph 18: We recognize the legislative, institutional and field importance of the functions and powers of labour inspectors and the need to expand their functions to include the powers of support, monitoring and mediation. We need to encourage the parties to engage in bilateral negotiations and help build up solutions and consensual and joint outcomes in accordance with ILO Standards No. 81, Convention No. 129 and Recommendation 92, and the provisions of national legislation. We also recognize the need to reformulate legal and institutional regimes of labour inspectors and ensure their neutrality and independence from trade unions and employers' organisations.

It is also necessary to develop or establish specialized institutes to train new generations of labour inspectors and design new training curricula, linked to the structural transformations of the world of labour, economic and social globalization and the fourth Industrial Revolution.

Paragraph 19: We renew our commitment to respect the rule of law and apply it to all citizens without any exception within the framework of the independence of the judiciary from the executive and legislative branches. There is a need to strengthen the independence of the judiciary and protect it from any pressures or threats, enhance their professional competence in labour standards and international conventions, as well as the legislation that regulate labour relations, and establish a judicial specialization in labour relations.

As part of these joint commitments and in-depth discussions on many various and structured issues of the political, economic and social context, employers' organizations, trade unions and civil society organizations signatories of this Charter shall be committed to translate and implement them into strategic action plans, at the short, medium and long terms nationally and between the countries of the southern Mediterranean.

The key issues shall include the following:

THE CHARTER'S GENERAL PROGRAMME

First: The structure of economic, trade and social policies

Paragraph 20:

- Evaluate the existing economic and trade model and identify its strengths and weaknesses as well as the threats of its limitations and the opportunities provided to develop a new model suitable for economic development and growth and social justice, within the framework of the Sustainable Development Plan 2030 whose objectives overlap objectively with the practical objectives of the role of Countries, employers' organizations, trade unions and civil society institutions.
- Build up a competitive economy based on knowledge and innovation.

- Strengthen scientific research and settle competencies to cope with technological progress.
- Ensure knowledge eve and the involvement in the new economy.
- Improve the business and labour environment according to Doing Business' international classification to secure a conducive investment and labour conditions.
- Develop practical programmes to increase the multi-component productivity of enterprises and the economy in order to provide the appropriate conditions to improve the income of workers and the resources of enterprises.
- Support public-private partnership in accordance with the right to public service approach.
- Achieve a high value added integration, which ensures a high employment content and a greater fairness among groups and regions and promote the social and solidarity economy as a third sector.
- Conclude fair Free trade agreements based on human rights and environmental standards that protect the interests of various productive sectors (industry, agriculture and services) and trade. Governments and social partners are invited to hold intensive consultations with various sectors and partners before adopting any policies and / or agreements relating to trade relations with other countries.
- Encourage governments and employers to increase inter-trade exchanges, as they have positive effects on various economic sectors and on workers. Priority should be given to trade between the countries to the Arab Free Trade Agreement and strengthen coordination between the countries of the region and other developing countries to adopt unified positions on the issues under discussion within the framework of the negotiations and the rounds of the World Trade Organization (WTO).
- Encourage solidarity economy as the best instrument to prevent informal economy, with the recommendation to develop a Euro-Mediterranean reference document for the social economy in the form of a code or a charter.

Second: Freedom of trade union organisation and the institutionalisation of social dialogue and collective bargaining.

Paragraph 21:

- Develop the freedom of employers and workers, the rights of expression, representation and organization, and establish and join their organizations freely and without any restriction.
- Provide employers and workers with the necessary tools to identify, defend and negotiate their interests with other relevant parties at the national level in public and private enterprises, companies and sectors, in accordance with the provisions of the ILO Declaration on Fundamental Principles and Rights at Work. (International Labour Conference, 86-1998).

- Review national legislations in order to determine the rules related to the establishment of employers' and workers' organisations in particular, organize their activities, monitor their funding and set union representation standards, in accordance with international labour standards on the right to organise.
- Ensure Countries, employers and workers apply, implement and comply with the existing laws.
- Repeal all articles, clauses or decisions that affect the freedom of union activities, the enjoyment of the right to strike and refusal to work and free labour from all restrictions that prevent from exercising it in accordance with ILO's and the Committee on Freedom of Association's directives.

Paragraph 21.1:

- Institutionalize the tripartite national and local social dialogue and work towards collective bargaining and bilateral agreements as a means to establish peace and social and economic stability.
- Achieve a good or preventive management of disputes, and provide fair and equitable solutions and settlements to crises and competitive conditions within the rules of the right to decent work.
- Implement the mediation and arbitration methods in cases between the productive, and benefit from the best practices developed by national and international experiences in this field.

Paragraph 21.2:

- Adopt national policies and programmes that promote decent work, which adopt ILO's references and in particular its 2011 report on growth, employment and decent work in the least developed countries and the Global Jobs Pact for Africa (2009), the Social Dialogue Mobilization Programme (2009) and the ILO Declaration on Social Justice for a Fair Globalization, adopted at the 97th Session of the International Labour Conference as well as the challenges of growth, employment and social cohesion (2010), and the Plan of Action for Sustainable Development 2030, especially its eighth objective.
- Integrate decent work into all national development policies, public programmes for the employment of young people, young women and job seekers, and combat informal work within DWCPs.
- Mainstream a new paradigm for sustainable development and fair growth.

Paragraph 21.3:

- Implement the refreshing training programme which targets the delegates of national, sectoral and local social dialogue and bilateral negotiations in sectors, enterprises and companies or those hired to engage in civil dialogue with the contribution of the public

authorities with all possibilities and means and the full support to training initiatives in accordance with the provisions of the recommendation (No. 163).

- Design a feasibility study for the establishment of a higher institute or academy dedicated to Southern Mediterranean countries, which will provide high, refreshing and high quality training targeting social partners to enhance their capacities, skills and experiences in the field of social dialogue in the region.

Third: Fiscal policies, wages and prices

Paragraph 22:

- To conduct a comprehensive review of tax policies to achieve fiscal and social justice and enhance its economic and investment role in strategic sectors.
- Find a balance in the structure of direct and indirect tax resources, and fully review the tax classifications on waged labour incomes and the incomes of enterprises and companies, based on an incremental principle.
- Officials should improve the collection systems as provided for by laws, reduce tax evasion and exemptions, redirect the spending of tax resources in public investment and basic services.
- Review wage systems and conduct periodic reviews of minimum wages in the context of social dialogue in accordance with ILO Convention No. 131, taking into account changes in price levels and economic factors to make a balance between the interests of all social partners, promote demand for goods, services and property and provide the requirements of a decent living.
- Implement monitoring systems on various businesses so that minimum wage policies are adhered to, and establish reasonable ceilings for the prices of basic commodities and services that most citizens purchase continuously.
- Develop and implement market regulation systems so that price ceilings of basic commodities and services are adhered to.

Fourth: The informal economy

Paragraph 23:

- Work to form a committee or to structure a national tripartite institution, whose task is to design a national reference policy with short, medium and long term programmes to be implemented to enable the gradual transition from the informal economy and labour to formal economy and labour through incentivizing mechanisms and flexible procedures to engage into the legal tax system, social protection and basic labour standards.
- Establish standards to measure informal labour, and provide the necessary material, human and logistical resources to regulators, customs administration and border guards.
- Adopt a clear policy to combat smuggling and social and economic dumping.

Fifth: Employment policies and reducing unemployment

Paragraph 24:

- Combat all forms of unemployment through the identification of national economic priorities, strategic sectors, professional, technical and managerial competencies, harmonize the outputs of the educational and vocational training systems, specialized and professional universities and guide them to meet the needs.
- Identify the basic knowledge and skills required to enter the labour market.
- Conduct periodic reviews of the labour market needs from the required trades and jobs.
- Develop rehabilitation and training programmes for new graduates and integrative training.
- Encourage employers to invest in vital sectors with high employability by targeting the regions exposed to high unemployment indicators.
- Implement labour control and inspection systems to ensure that labour standards are complied with, violations are not perpetrated, and to provide the conditions of decent work for workers and to encourage job seekers to engage in them.
- Review the needs of different sectors of labour from migrant workers and change their enrollment ratios according to the needs of these sectors.
- Support mediation services in public and private sectors in the domestic and foreign labour markets in accordance with international labour standards (Convention No. 181) and within the framework of contracts of objectives with the Country and the employment funds, with the work on the codification of mediation services in order to prevent the exploitation of workers including migrants.
- Conduct periodic and in-depth dialogues on labour and employment policies between employers, employees and government.

Sixth: Technical and Vocational Education and Training policies

Paragraph 25:

- Restructure the quality of primary, basic and higher education, in line with the fourth objective of the Sustainable Development Goals 2030, related to quality education and refreshing training opportunities for all.
- Open a broad democratic debate to review education reform as a public issue requiring the participation of all actors and stakeholders, review programmes and curricula to achieve the role of schools, universities and vocational and technical training colleges in building up a democratic and socially fair society.
- Respect for the values of citizenship and innovation, increase the budget of scientific research and develop in the areas of education and training.
- Provide the conducive conditions for gender equality in education with a vision for the education of people with disabilities, and create mechanisms for the integration in the fields of ordinary and specialized education and vocational training.

- Establish participatory governance and management systems to develop education.
- Increase the number of jobs allocated to the educational sector.

Paragraph 25/1:

- Develop vocational and technical training colleges and professional universities, by focusing on the acquisition of the required skills and knowledge and the integration of the elements of modern vocational, technical and technological education and guidance since the early stages of primary and basic education.
- Design a national plan to modernise the architecture of vocational training colleges, and equip them with highly skilled trainers in various specialties.
- Develop technical equipment and machinery, laboratories, applied work, and training courses at work places in companies and enterprises with the necessity to adopt decentralized regional and local measures targeting vocational training colleges and universities, that take into account the industrial, productive and service orientations of each region.
- Integrate regular and higher vocational training and educational institutions into productive public-private partnerships within general policy objectives and outputs.
- Enhance the adequacy of vocational training outputs, on the one hand, with the technological contents of future trades, and the needs of employers in terms of human skills able to work, and on the other hand with the needs of trade unions to promote the concepts of decent work and labour rights.
- Work to involve employers' and workers' unions in all discussions and dialogues related to education in general, and vocational and technical training in particular.
- Train human resources graduates in relevant higher institutes and universities, and allow management leaders in private and public sectors and enterprises to acquire all knowledge and practices related to social dialogue, collective bargaining, international standards and conventions, national legislation and rules of social responsibility and decent work issues.

Seventh: Social protection systems

Paragraph 26:

- Adopt a unified, comprehensive and binding national social protection and health insurance system for all workers and all forms of liberal professions, ensure the governance of social protection funds and the effective participation of social partners in the boards of directors of social protection institutions to be more independent.
- Establish a system dedicated to refugees from outside the national universal regimes and within the framework of international cooperation and solidarity.
- Incriminate the non-declaration of workers and their real wages and insurance evasion.

- Incorporate social protection and social security policies into the national social dialogue agenda, as required by ILO Convention No. 102 of 1952, Recommendation No. 202 of 2012 and the third Sustainable Development Goal 2030.
- Develop general social protection programmes for the benefit of the needy, categories unable to work and those with special needs.
- Set up mechanisms for the reintegration of workers laid off from work for economic or technical reasons.
- Establish a Euro-Mediterranean higher institution for social security dedicated to the training of executives and experts needed in the medium-sized institutions and structures for social security.

Paragraph 26.1:

- Improve occupational health and safety programmes and legislation, and the document of the national context of occupational health and safety in consultation with social partners.
- Establish a national training institute in the field of prevention from occupational health, safety and hazards.
- Recognise occupational diseases and accidents.
- Review compensation systems.
- Design a national data and statistics system to track occupational health and safety developments and prevent risks, and issue annual reports.

Eighth: equality, parity and combating all forms of discrimination against women

Paragraph 27:

- Promote and expand the principles of equality and parity in the community structure and professional organizations of employers, workers and civil organizations.
- Review and improve the various legislations and policies on women to abolish all discriminatory legal provisions and bring them in line with the relevant international standards and conventions, in particular article 11 of the Convention on the Elimination of All Forms of Discrimination against Women (1981), Convention No. 183 on maternity protection, family responsibilities, prevention of discrimination in employment and the Decent Work Agenda for All.
- Raise women's participation in economic and social activities.
- Design national action plans in line with the fifth goal of the Sustainable Development Goals 2030 on gender equality.
- Provide equal opportunities in employment, equal pay, provision of nurseries, and non-discrimination on the basis of marital status between single and married women.
- Adopt flexible working policies for women in particular, and guarantee all social protection rights.

- Develop innovative, non-traditional or stereotyped programmes to encourage women's entrepreneurship and investment in small and medium-sized enterprises.
- Pay special attention to women in rural areas, especially those in the agricultural sector and self-employed women in the field of traditional trades and handicrafts consistent with new economic objectives.
- Combat all forms of discrimination, violence and harassment in the workplace, and contribute to the international campaign for an international convention criminalizing violence, harassment and discrimination against women in the workplace at the next ILO conference of 2019.

Ninth: Rights of Migrant Workers (Expatriates)

Paragraph 28:

- Review relevant national legislation, policies and laws governing migrant (or expatriate) labour in order to eliminate all forms of discrimination and ensure their application in conformity with international conventions, especially the International Convention on the Protection of the Rights of All Migrant Workers and their Family members, as of 1990 .
- Ensure that the Optional Protocols to the International Covenant on Economic, Social and Cultural Rights (ICESCR) as of 2008 and the ILO Convention No. 143 as of 1978, relating to Migrant Workers are implemented.
- Ensure that there are no provisions in the statutes of Employers' organisations and Trade Unions that prevent migrants from enjoying the same rights of expression, organization, membership and participation in the organisational life of trade unions and employers' organizations as their fellow workers and local employees.

Paragraph 28.1:

- Adopt and implement the United Nations Convention relating to the Status of Refugees (1951) with the need to protect and provide legal, material and logistical assistance within the framework of regional and international cooperation.
- Emphasize the interaction of the international community with emergencies and provide sustainable solutions to conflicts and situations that cause collective displacement.
- Seek to strengthen scientific research on labor migration and the development of a statistical system in the field.

Tenth: Anti-corruption policies

Paragraph 29:

- Promote genuine democratic practice as a key input to counter all forms of corruption, and to accession and implementation of the contents of the United Nations Convention against Corruption (October 2003), promote or form an independent national institution, implement or adopt a legislation on the "corrupt bodies and persons".

- Enshrine the principle of non-impunity.
- Protect witnesses and informants.
- Ensure the independence of the regulatory and judicial organs.
- Design joint programmes to combat corruption and anchor values of transparency, fairness and equal opportunities.
- Use modern technologies and e-government and strengthen public awareness-raising mechanisms on the risks of corruption.
- Ensure the access to information and organise popular initiatives on corruption issues.
- Develop regulatory systems and accountability rules.
- Include the axis of corruption in all its forms in the process of the tripartite social dialogue.

Eleventh: Policies to combat poverty and informal labour

Paragraph 30:

- Adopt a multifaceted human rights approach to combat inequality and poverty, deprivation and vulnerability by focusing on its complex social, economic, political, cultural, environmental and geographic aspects, with an emphasis on the economic (combating low incomes and lack of basic needs), social (combating marginalization and social disintegration, the right to access public services, etc.) and political aspects (fight against tyranny, the absence of democracy and the marginalization of the participation in decision-making processes) and normative and human rights development.
- Adopt the comprehensive human rights approach and avoid the of charity and beneficence approaches.
- Develop national action plans in accordance with the provisions of the two first goals of the Sustainable Development Goals 2030.

Twelfth: Climate justice policies

Paragraph 31:

- Develop a national strategy to address the impacts of climate change and provide appropriate solutions to combat environmental aggressions, the effects of pollutants and gas emissions, desertification, water scarcity, air and industrial pollution, solid waste treatment, natural disasters, climate change and alleviate its impacts.
- Ratify international conventions, develop relevant capacities and follow-up of policies and programme outputs related to the Rio Agreement (Brazil) and the United Nations Framework Convention on Climate Change, the Convention to Combat Desertification and the Convention on Geological, Environmental and Biological Diversity.
- Implement the resolutions of the Climate Summit in Paris (France), the Marrakech Conference (Morocco) and the Sustainable Development Goals, in particular goals 6, 7, 11, 13, 14 and 15.

- Strengthen national scientific research in these areas.
- Develop practical policies for environmental management, design communication, information, education and awareness programmes to mobilize national public opinion on the risks of climate change and environmental protection.
- Develop programmes to support and encourage clean, environmentally friendly investments, enterprises and industries, establish a close relationship between climate justice and social justice, to ensure decent work rights and create new jobs in all areas of the green economy.
- Restructure cities and urban areas according to environmental planning requirements.
- Develop renewable and clean energy resources (solar, wind and hydropower), recognise the ecological debt of the North on the environmental situation in the South.
- Design programmes to reduce polluting crops and industries, which heavily use chemicals, to convert them into environment-friendly agriculture and industries.
- Develop binding environmental standards on foreign investments and attract national and international investments in environmentally friendly industries and businesses.

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