



المركز الجهوي للاستثمار
Centre Régional d'Investissement
الدار البيضاء - سطات
Casablanca - Settat

Factor costs

HANDBOOK
Human resources



FACTOR COSTS

Handbook : Human resources

Depending on the needs of your investment project, several stakeholders may be involved in the process of recruiting the human resources required for the project's implementation.

>>> Ministry of Economic Inclusion, Small Business, Employment and Skills (MIEPEEC)

According to applied legislative and regulatory framework, the Ministry is responsible for formulating and implementing the government's policy in the fields of labor, employment, vocational training, micro-enterprise and self-entrepreneurship, as well as evaluating their action plans.

Web portal

Contact : (+212) 537 760 521



Employer services

- List of labor-related legal texts



- List of employment-related legal texts



- List of licensed recruitment agencies



- Procedure for foreign employment



- Labor inspection system





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Handbook : Human resources

The Ministry is represented at the regional level by the Regional Directorate of Casablanca-Settat.



To contact the Regional Directorate and the territorial directorates of the region.

»» National Agency for the Promotion of Employment and Skills (ANAPÉC)»

Missions of ANAPÉC is set by Law No. 51-99, as stipulated in Article 3, it is contributing to the organization and implementation of public programs aimed at promoting qualified employment. Its core objectives include providing assistance and advisory services to employers in identifying their skills requirements, as well as designing and implementing professional adaptation, training, and employment integration programs in coordination with employers and training institutions. Furthermore, the Agency is responsible for the deployment of government initiatives supporting and incentivizing employment.

Web portal

Contact : (+212) 537 682 344



Employer services

- Candidate sourcing: KAFAAT program and digital profile search platform



- Employment incentives

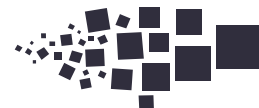


ANAPÉC is represented at the regional level by the Regional Directorate of Casablanca-Settat.



To find your agency

Contact : (+212) 5 22 78 94 50



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>>> National Social Security Fund (CNSS)

CNSS is the public institution responsible for managing the mandatory social security scheme for all private sector employees in Morocco. Its remit includes procedures for affiliation, registration, as well as the declaration and payment of contributions for the various social coverage services.

Web portal



Contact : (+212) 522 547 054

Customer relations center: 3939/08020301000520447100

To find your agency:



Employer services

- Subscription



- Registration



- Reporting



- Forms intended for employers





FACTOR COSTS

Handbook : Human resources

>>> Caisse Nationale de la Sécurité Sociale (CNSS)

Employer services

- Practical services



- Online services



>>> Office for Vocational Training and Employment Promotion (OFPPT)

A Moroccan public institution whose primary mission is to develop workforce skills. Its aim is to enhance the employability of young people and to strengthen corporate capabilities by tailoring its continuing training programs to the evolving needs of the labor market.

Web portal



Employer services

- Training engineering



- Corporate on-site training





>>> Office for Vocational Training and Employment Promotion (OFPPT)

Employer services

- Recruitment advisory services



- Special contracts



OFPPT is regionally represented by the Casablanca-Settat Regional Directorate.



Contact : (+212) 5 22 78 94 50

Statutory Guaranteed Minimum Wage (SMIG)

Effective on January 2025 ,1

For industrial, commercial, and liberal professions sectors

Elements	Value per MAD
Hourly Guaranteed Minimum Wage (SMIG)	17,10
Number of hours per month	191
Monthly Guaranteed Minimum Wage (SMIG)	3 266,10
Employer Contributions to the CNSS	554,58
Employee Contributions to the CNSS	146,32
Employer Contributions to the Compulsory Health Insurance	134,24
Employee Contributions to the Compulsory Health Insurance	73,81
Income Tax	0
Net Salary	3 045,96



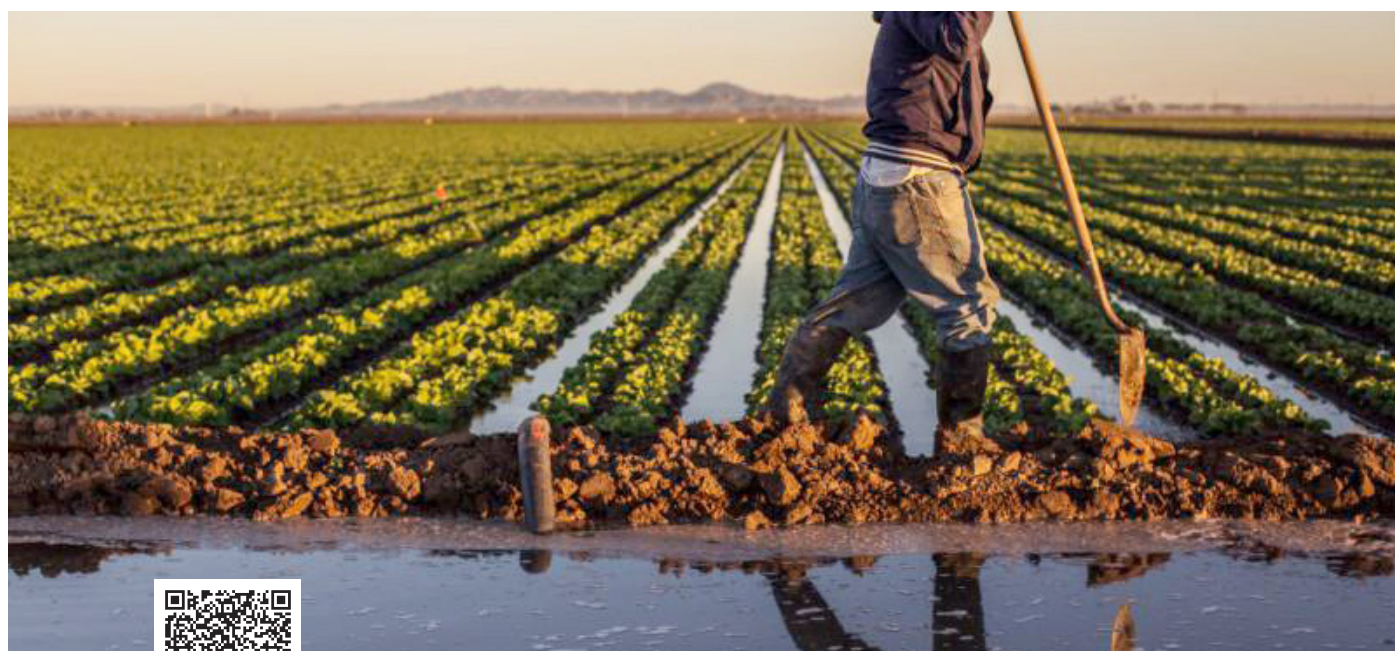
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Statutory Guaranteed Minimum Wage (SMIG) / Effective on January 2025 ,1

For agricultural sector

Elements	Value per MAD
Daily Guaranteed Minimum Agricultural Wage (SMAG)	93
Number of days per month	26
Monthly Guaranteed Minimum Wage (SMIG)	2 418
Employer Contributions to the CNSS	410,58
Employee Contributions to the CNSS	108,33
Employer Contributions to the Compulsory Health Insurance	99,38
Employee Contributions to the Compulsory Health Insurance	54,65
Income Tax	0
Net Salary	2 255,03



Source :



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Indicative wages for industrial activities

Position	Years of seniority	Average Net Monthly Salary (in MAD)	Social Security Contributions (in MAD)	Professional TAX (in MAD)	Gross Monthly Salary
Manufacturing Manager	1	13 000	3 400	3 240	19 500
Security Supervisor	1	10 000	2 300	1700	14 000
Supervisor-Administration	1	10 000	2 300	1700	14 000
Supervisor-Performance	1	10 000	2 300	1700	14 000
Supervisor-Maintenance	1	10 000	2 300	1700	14 000
Supervisor-Painting	1	10 000	2 300	1700	14 000
Supervisor-Quality	1	10 000	2 300	1700	14 000
Supervisor-Auditing	1	10 000	2 300	1700	14 000
Supervisor-Process Coach	1	10 000	2 300	1700	14 000
Manufacturing Engineer	1	10 000	2 300	1700	14 000
Manufacturing Engineer Manager	1	13 000	3 400	3 240	19 500



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Position	Years of seniority	Average Net Monthly Salary (in MAD)	Social Security Contributions (in MAD)	Professional TAX (in MAD)	Gross Monthly Salary
Quality auditor	1	10 000	2 300	1 700	14 000
Factory Manager (General Director)	1	50 000	12 100	25 800	87 900
Operations Manager	1	13 000	3 400	3 240	19 500
Financial analyst	1	9 000	2 350	1 350	12 700
Accountant	1	9 000	2 350	1 350	12 700
Purchaser	1	9 000	2 350	1 350	12 700
Human Resources and Administration (Bilingual)	1	10 000	2 300	1 700	14 000
IT	1	13 000	3 400	3 240	19 500
Information systems security	1	10 000	2 300	1 700	14 000
Production supervisor	1	10 000	2 300	1 700	14 000
Team manager (production supervisor)	1	10 000	2 300	1 700	14 000

Source: Office for Vocational Training and Employment 2025



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List of Public Holidays

- Official Civil Holidays

Holidays	Date	Duration
New Year's Day	1 st of January	1 day
Anniversary of the Independence Manifesto	11 th January	1 day
Amazigh New Year	14 th January	1 day
Labor Day	1 st May	1 day
Throne Day	30 th July	1 day
Anniversary of the Recovery of Oued Eddahab	14 th august	1 day
Revolution of the King and the People	20 th august	1 day
Youth Day	21 st august	1 day
Anniversary of the Green March	6 th November	1 day
Independence Day	18 th November	1 day

- Official Religious Holidays

Holidays	Date	Duration
Eid al-Fitr (Feast of Breaking the Fast)	1 st Shawwal of the Hijri Year	2 days
Eid al-Adha (Feast of Sacrifice)	10 th of Dhu al-Hijjah, Hijri Year	2 days
1 st Muharram (Islamic New Year Celebration)	1 st Muharram of the Hijri Year	1 day
Eid Al Mawlid Al-Nabwi (Commemoration of the Prophet's Birth)	12 th of Rabi' al-Awwal, Hijri Year	2 days

Thanks for your time and attention You can reach us at:

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