المملكة المغربية

المندوبية السامية للتخطيط

HAUT-COMMISSARIAT AU PLAN

Quality report

National Employment Survey 2024



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Introduction

The National Employment Survey (ENE, *Enquête nationale sur l'Emploi*), conducted by the High Commission for Planning (HCP), is a socioeconomic household survey designed to determine the labor market status of the working-age population.

Conducted on a continuous basis, it is the main instrument for producing official statistics on labor supply in Morocco. It is the only national source that measures activity, employment, and unemployment in accordance with the international standards defined and approved by all United Nations (UN) Member States, including Morocco, in close collaboration with the International Labour Organization (ILO).

Conducted since 1976 and continuously adapted to changes in the labor market, the ENE aims to provide an in-depth assessment of activity, employment, and unemployment, as well as their trends. It enables indicators to be disaggregated by individual characteristics (sex, age, and qualification level) and provides information on the jobs held by employed persons (status in employment, economic sector, occupation, type of employment contract, etc.).

This report documents the main characteristics of the 2024 ENE, the methods applied, and the key aspects of the quality of the data produced. It is structured with reference to the Single Integrated Metadata Structure (SIMS 2.0), as presented in the European Statistical System (ESS) Handbook for Quality and Metadata Reports – 2021 edition.

1. Statistical Presentation

1.1– Data description

The 2024 ENE questionnaire is structured around the following main topics:

- Demographic characteristics.
- Education.
- Activity status.
- Characteristics of unemployed persons.
- Description of employment activities.
- Underemployment.
- Housing conditions.

1.2– Classification system

Several classifications are used in the 2024 ENE:

- **The Moroccan Classification of Economic Activities 2010,** covering economic activities and aligned with the United Nations International Standard Industrial Classification of All Economic Activities (ISIC Rev. 4).
- **The Analytical Classification of Occupations 2014,** drawing on the ILO International Standard Classification of Occupations (ISCO-08).
- **The National Classification of Diplomas 2014,** used to classify diplomas and drawing on UNESCO's International Standard Classification of Education (ISCED 2011).

1.3 – Sector coverage

Not applicable.

1.4 – Statistical concepts and definitions

This section presents the main concepts and indicators needed to understand the results of the 2024 ENE.

- **Active population:** All persons available in the labor market who are either employed or seeking employment.
- **Employed population:** All persons aged 15 years and over who worked for at least one hour during the week preceding their interview, as well as persons who had a job but were temporarily absent from work for reasons such as illness, paid leave, maternity leave, labor dispute, training or adverse weather conditions.
- **Unemployed population:** All persons aged 15 years and over who are not in employment and are seeking employment, either actively or passively.
- **Inactive population:** All persons who are neither in employment nor seeking employment.
- **Underemployed population:** All employed persons aged 15 years and over who (1) worked fewer than 48 hours during the reference week, want to work additional hours, and are available to do so; or (2) are seeking an additional job or wish to change their job because of (a) insufficient income from it or (b) a mismatch between their job and their training or qualifications.
- **Activity rate:** The ratio of the active population aged 15 years and over to the total population of the same age group.
- **Employment rate:** The ratio of the employed population aged 15 years and over to the total population of the same age group.

- **Unemployment rate:** The ratio of the number of unemployed persons to the active population aged 15 years and over.
- **Underemployment rate:** The ratio of underemployed persons aged 15 years and over to the employed population of the same age group.

1.5 – Statistical unit

The statistical unit of the 2024 ENE is the person.

1.6 – Statistical population

The statistical population of the 2024 ENE is the legal population, i.e. all persons residing within the national territory.

1.7 – Reference area

The entire national territory of the Kingdom of Morocco.

1.8 – Time coverage

Time coverage indicates the observation period represented by the published results:

- Annual time coverage: The published annual figures represent the entire calendar year, from 1 January 2024 to 31 December 2024.
- Quarterly time coverage: The published quarterly figures represent the entire relevant calendar quarter.

1.9 – Base period

Not applicable.

1.10 – Unit of measure

The 2024 ENE figures are disseminated as numbers of persons (rounded to the nearest thousand) and percentages (rounded to one decimal place).

1.11 – Reference period

Activity status is measured with reference to the week preceding each household's interview. This reference week moves throughout the year according to the interview date.

1.12 – Legal acts and other agreements

- **Royal Decree-Law No. 370-67** of 10 Joumada I 1388 (5 August 1968) on statistical studies, which provides the legal framework governing statistical surveys conducted by the HCP;
- **Law No. 09-08** on the protection of individuals with regard to the processing of personal data.

1.13 – Frequency of dissemination

Quarterly and annual.

1.14 – Cost and burden

To limit the response burden on households, the sampling design incorporates a rotation scheme under which one third of the sample is renewed each year. However, response burden is not currently quantified using a specific indicator.

1.15 – Comments

None.

2. Statistical processing

2.1 – Source data

The data collected from households in the 2024 ENE include information at both individual and household levels, structured to provide a detailed understanding of labor market dynamics. They mainly cover the population's demographic characteristics and educational attainment, the activity status as defined by international standards, a detailed description of occupational activities, underemployment situations, and households' socioeconomic characteristics through their housing conditions.

The 2024 ENE was designed to cover 89,700 households (including 29,900 in rural areas), representing Morocco's different regions and social groups.

The ENE uses a three-stage stratified random sampling design with a rotation scheme under which one third of the sampled households are replaced each year. It is based on the master sample developed from the 2014 General Population and Housing Census.

The first-stage units comprise all 4,485 primary sampling units (PSUs) in the master sample. Each PSU is a geographical area containing an average of 300 households, with clearly defined boundaries allowing its exact location to be identified.

Each PSU is divided into secondary sampling units (SSUs) of approximately 50 households each, yielding an average of six SSUs per PSU for survey purposes. Each year, each PSU is represented by one of its SSUs, which is randomly selected in accordance with the rotation scheme.

After all households in an SSU have been listed during the data collection phase, a systematic sample of 20 households is selected.

To control sampling variability, the initial stratification distinguishes between urban and rural areas, since socioeconomic phenomena differ between the two. Subsequent stratification criteria therefore vary by area of residence.

- In urban areas, the criteria used are region, prefecture/province, and housing stratum.
- In rural areas, the criteria used are region and prefecture/province.

2.2 – Frequency of data collection

Continuous.

2.3 – Data collection

Data are collected through computer-assisted personal interviewing (CAPI), using an in-house data collection system that enables real-time consistency checks on the information collected and its transmission through secure data exchange protocols.

2.4 – Data validation

Some corrections are made directly in the field during data collection. When entered data fall outside the permissible ranges or are inconsistent with previously entered data, the collection application generates alerts prompting the enumerator to correct them. However, enumerators can override an alert or skip questions if the respondent refuses to answer. Consequently, the collected data undergo a second level of checking and validation during central data processing, once they have been received by the 2024 ENE managers.

During central data processing, invalid, inconsistent, and missing values are identified, and the necessary processing procedures are applied using scientifically appropriate methods. This phase is largely automated and relies on scripts developed progressively and continuously enhanced over successive rounds of the survey.

2.5 – Data compilation

Imputation

The data processing methods developed for the 2024 ENE include deductive (deterministic) imputation, deterministic historical imputation, and hierarchical hot-deck imputation.

Deductive (deterministic) imputation replaces invalid, inconsistent, or missing values with logically consistent and deducible values.

Deterministic historical imputation corrects values using information collected in previous survey rounds, where it is available and appropriate.

Hierarchical hot-deck imputation corrects problematic values using information from another person with similar characteristics whose data are valid, consistent, and complete.

Calculation of survey weights

To produce estimates for the statistical population from the 2024 ENE sample, survey weights are applied to the collected data.

The base weights are calculated as the inverse of the household inclusion probabilities.

Household unit non-response is accounted for by reweighting the base weights of responding households within the same SSU. This reweighting assumes that the characteristics of responding households do not differ significantly from those of non-responding households and yields intermediate weights.

The intermediate weights are reweighted so that the weighted population estimates from the 2024 ENE match the statistical population by age group, sex, region, and area of residence. This process yields final weights that allow estimates for the target statistical population to be produced from the collected data.

2.6 – Adjustment

No statistical adjustment is applied to the 2024 ENE estimates after the compilation phase.

3. Relevance

3.1 – User needs

The ENE is the main source of national data for monitoring the labor market and is particularly suited to studying and analyzing the labor market situation of the population.

ENE figures are widely used by government departments to evaluate and plan employment programmes in Morocco. They are also used by labor market analysts, economists, consultants, planners, forecasters, and academics in the public and private sectors.

3.2 – User satisfaction

Consultations are held with users, national partners, and internal HCP users. As part of a continuous improvement approach, these exchanges help adapt the ENE questionnaire to emerging information needs while keeping the household response burden under control.

3.3 – Completeness

The 2024 ENE seeks to be as relevant and complete as possible by continuously taking users' feedback into account.

4. Accuracy and reliability

4.1 – Overall accuracy

As the 2024 ENE is a sample survey, all figures are estimates subject to sampling and non-sampling errors. The overall accuracy of the figures depends on the combined control of

these errors. In 2024, the effect of these various sources of error is assessed as minimal, providing a high level of reliability for the key labor market indicators.

The 2024 ENE covers the settled population, i.e. persons who live in a dwelling or intend to live there, for at least six months. The population counted separately, the nomadic population, and homeless persons, who together accounted for 0.8% of Morocco's legal population in 2014 according to the General Population and Housing Census, are excluded from the scope of the 2024 ENE. The coverage bias resulting from this exclusion is therefore considered negligible for the key indicators.

4.2 – Sampling error

The 2024 ENE uses a three-stage stratified sampling design (described in detail in Section 2.1, 'Source data'). Sampling error arises because the survey observes a sample rather than the entire population. It is a matter of concern for rare phenomena. Consequently, some indicators are produced only annually to increase the number of observations and thus obtain more meaningful results.

4.3 – Non-sampling error

Non-sampling error may arise at any stage of statistical production. The rigor applied throughout survey design, collection, and processing helps continually minimize this potential error. It may include design errors, unit non-response errors, measurement errors, processing errors, and reweighting errors.

In 2024, the household response rate was 98%, a very high rate compared with similar surveys conducted by national statistical institutes in other countries. In the 2024 ENE, enumerators are instructed to make every reasonable attempt to interview the selected households. If a selected household cannot be contacted after several attempts, it is replaced by a household from the same SSU to reduce the household non-response rate. Enumerators are instructed to select, in consultation with their field controller, a household whose demographic structure is as close as possible to that of the originally selected household, in order to limit selection bias. Despite all the field teams' efforts to interview the selected households, some households remain non-responding (2% in 2024). The survey weights are reweighted to account for non-responding households.

Measurement errors concern potential discrepancies between the collected data and respondents' actual circumstances. In the 2024 ENE, this risk may arise from proxy responses (when one household member answers on behalf of another), which may introduce slight measurement bias. To minimize these errors, the questionnaire is administered directly to each household member wherever possible; otherwise, the household member best able to answer

on behalf of unavailable members is selected. At the same time, biases arising from data entry errors or misinterpretation of questions are kept to a negligible level through the continuity and stability of field teams, the particular attention paid to their training to minimize potential measurement errors and ensure that they are not systematic, and the integration of real-time validity and consistency checks into the data collection system.

Processing errors may occur during the processing of collected data. Their potential magnitude is minimized through quasi-automated procedures that build on and harmonize data processing rules. These quasi-automated procedures are subject to regular human oversight, ensuring continuous improvement in processing quality and helping minimize the risk of processing errors.

5. Timeliness and punctuality

5.1 – Timeliness

Annual key figures are officially released 33 days after the end of the fourth quarter of the reference year.

Quarterly key figures are officially released 33 days after the end of the reference quarter.

The figures published based on the 2024 ENE are final.

5.2 – Punctuality

Figures are published in accordance with the announced release calendar.

6. Coherence and comparability

6.1 – Geographical comparability

The geographical comparability of the 2024 ENE data is ensured at subnational and international levels:

- Subnational comparability: The concepts, definitions, classifications, and methods of the 2024 ENE are applied consistently throughout the national territory, allowing results to be compared across the geographical areas for which estimates are produced.
- International comparability: The 2024 ENE complies with the statistical standards and recommendations of the International Labour Organization (ILO), facilitating international comparability of the main labor market indicators.

6.2 – Comparability over time

In 1976, Morocco launched its first large-scale survey of the population's labor market situation. However, it was conducted only once a year, in spring (April to June), exclusively in urban areas, and covered nearly 16,000 households.

Since 1984, the ENE has been conducted continuously, every day of the year, to take seasonal effects into account. The annual sample size was also increased to 32,000 households.

In 1999, the survey's coverage was extended to rural areas. A further 16,000 rural households were added to the sample, bringing the total to 48,000 households. This made it possible to start producing quarterly figures. A rotation scheme was also introduced under which each household was interviewed twice, in two successive years.

In 2006, the ENE methodology and questionnaire were substantially revised, and the sample size was increased to 60,000 households.

In 2007, paper-based data collection was replaced by CAPI.

In 2017, further major changes were made to the ENE methodology to better meet users' needs, and the rotation scheme was extended from two to three waves, with each household interviewed in three successive years. The sample size was increased to 90,000 households to provide more meaningful figures. As no major methodological changes have been introduced since then, full comparability over time is ensured for key labor market indicators from 2017 onwards.

6.3 – Coherence - cross domain

With the 2014 General Population and Housing Census:

The 2024 ENE measures activity, unemployment, and employment in accordance with ILO standards and recommendations through a set of detailed questions. These questions make it possible to count all persons who carried out an economic activity as part of the employed population, along with workers temporarily absent from work.

By its nature, the census uses a simplified questionnaire that relies on respondents' self-reported employment and unemployment status, rather than the detailed, multi-criterion questions used in the 2024 ENE. This methodological difference may lead to an underestimation of the employed population, as the census may omit specific categories such as workers temporarily absent from work, occasional or seasonal workers who do not identify themselves as employed, and persons engaged in marginal economic activities or informal work that they do not regard as decent work. Consequently, this simplified self-classification may also lead to an overestimation of the unemployed population.

Furthermore, the census reference period for employment is a specific week of the year, making census employment figures dependent on the economic situation during that week, which is

subject to seasonal effects. By contrast, the 2024 ENE uses a reference week that moves throughout the year, namely the week preceding each household's interview date.

The 2024 ENE is also subject to sampling errors, unlike the 2014 General Population and Housing Census, in which employment data were collected through complete enumeration. However, the census is more susceptible to non-sampling errors because it deploys a much larger field workforce and its field teams are less experienced than the ENE's regular teams.

6.4 – Coherence - internal

The figures produced are based on data collected from a single source, namely the 2024 ENE. The collected data undergo checks built into the collection system, allowing consistency to be verified at different levels in the field, starting with enumerators, followed by field controllers and then supervisors. Consistency is subsequently checked by the central unit.

7. Accessibility and clarity

7.1 – Confidentiality: legal framework and guidelines

The confidentiality of the 2024 ENE data is guaranteed under the provisions of Royal Decree-Law No. 370-67 of 10 Joumada I 1388 (5 August 1968) on statistical studies, particularly those relating to statistical confidentiality, and the provisions of Law No. 09-08 on the protection of natural persons with regard to the processing of personal data.

The HCP also applies organizational and technical rules to protect statistical data against unauthorized access, use, or disclosure.

7.2 – Confidentiality: data treatment

Individual data collected through the 2024 ENE are processed in compliance with statistical confidentiality and personal data protection requirements. Access is restricted to authorized persons, and collection, transmission, storage, processing, and analysis take place in secure environments to prevent unauthorized access, use, or disclosure.

7.3 – Release calendar

The 2024 ENE figures are published in accordance with the release calendar announced under the IMF's Special Data Dissemination Standard (SDDS), to which Morocco subscribed in 2005.

Access to the release calendar

The release calendar is available on the HCP website:

https://www.hcp.ma/Enquete-nationale-sur-l-emploi_a89.html

7.4 – User access

The dissemination rules adopted aim to ensure that all users have equal access to statistics produced independently and in accordance with sound statistical practice.

The results of the 2024 ENE are made available to all users through the High Commission for Planning's official channels, including the HCP institutional website and the Statistical Database.

7.5 – News release

The main results of the 2024 ENE for a given period are made available to users through a news release published on the HCP website.

https://www.hcp.ma/Marche-du-travail_r423.html

The news release is also emailed to the media at the time of its publication on the HCP website.

The news release is published in Arabic and French.

7.6 – Publication

Labor market publications are available on the HCP website:

https://www.hcp.ma/downloads/?tag=March%C3%A9+du+travail

7.7 – On-line database

Annual key figures are available in the HCP Statistical Database: *http://bds.hcp.ma*

7.8 – Microdata access

Microdata from the 2024 ENE are not currently publicly disseminated online. Access is regulated to ensure statistical confidentiality and the protection of individual data.

Access may be granted for research or analytical purposes within a framework established by the HCP, on the basis of requests submitted by institutions or organizations with which agreements have been concluded. Access is provided, in particular, on site in an HCP Data Room or remotely through a secure system.

7.9 – Other dissemination formats

The results of the 2024 ENE may also be disseminated through customized tables, responses to statistical requests, and institutional data transmissions to national and international organizations. Some indicators are also included in the databases and publications of partner organizations.

7.10 – Documentation on methodology

The ENE methodological note is available in French on the HCP website:

https://www.hcp.ma/Enquete-nationale-sur-l-emploi_a89.html

7.11 – Quality documentation

Quality documentation for the 2024 ENE is provided by this quality report, prepared in accordance with the SIMS 2.0 standard. It summarizes the survey's main methodological features, conceptual framework, and quality assessment procedures.

8. Contact

8.1 – Contact organization

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