Occupational health and safety

Moroccan OHS Regulations and Monitoring

One day to know which health and safety obligations apply to your company in Morocco, where to find them and how to keep them up to date. Labour Code, compensation of work accidents, occupational medicine, specific texts according to your risks: the course results in a register of legal requirements specific to your site and a realistic monitoring method.

Duration : 1 day

Objectives

1. Place the main Moroccan occupational health and safety texts and how they fit together
2. Identify the employer's obligations: prevention, information and training, occupational health service, health and safety committee
3. Explain the regime for reporting and compensating work accidents
4. Build a register of the legal requirements applicable to your activity
5. Organise regulatory monitoring and the periodic evaluation of compliance expected by ISO 45001:2018

Programme

Day 1 — morning

• Overview: Labour Code (Law 65-99), implementing decrees and orders, specific texts

• General employer obligations in hygiene and safety: premises, equipment, information and training of employees

• Occupational health service and health and safety committee: companies concerned and missions

• Work accidents: reporting, compensation, role of the insurer (Law 18-12)

• Labour inspectorate: role, powers, follow-up of an inspection; responsibilities of the employer and supervisors

Day 1 — afternoon (workshop)

• Spotting the specific texts that concern your risks: electricity, lifting equipment, chemicals, noise

• Requirements of customers, principals and voluntary standards: what is not law but applies anyway

• Workshop: building your site's register of legal requirements, requirement by requirement

• Monitoring method: official sources, frequency, owner, compliance evaluation; knowledge test

Teaching methods

• Guided reading of texts published in the Bulletin officiel

• Register of requirements built on your activity and installations

• Practical cases: a labour inspectorate visit, a serious accident, an export customer's OH&S questionnaire

• Discussion of your concrete situations: subcontracting, temporary work, shift work

• Quiz on the employer's obligations

Assessment and documents

Quiz and knowledge test, plus a day+1 learner feedback survey. Numbered certificate, verifiable online, for each participant; training report and a first version of the register of legal requirements given to the company.

Bilingual materials for every participant; each classroom course comes with its digital twin on OmniLearn.

Good to know

First module of the HSE Coordinator Cycle. The course does not replace legal advice: the texts are presented in the version in force at the date of the session, and the register must then be kept up to date by your team.

Practical information

Duration	1 day
Audience	HSE and human resources managers, site directors, in-house lawyers
Prerequisites	No prerequisites
Group size	Groups of 6 to 12 participants, in-company
Format	In-company, face to face on your site
Language	French, Darija or English; bilingual materials
Funding	OFPPT special training contracts (TFP), GIAC, Maroc PME: we prepare the applications with you, at no extra cost.
Programme customisation	Programme adapted to your procedures, your equipment and your audience

Frequently asked questions

Are the texts presented up to date?

The content is reviewed before each session from official publications. If a draft text concerns your activity, we flag it as such, without applying it before it is published.

Do French or European standards apply in Morocco?

Not as law. They often apply by contract, however, when a customer, a principal or an insurer requires them, or serve as a technical reference. The course shows how to distinguish them from legal obligations in your register.

How does this relate to ISO 45001:2018?

The standard requires you to determine the applicable legal requirements, have access to them, take them into account and periodically evaluate compliance. The register and the monitoring method built during the day answer these expectations directly.

Who should attend?

The HSE manager, the human resources manager and, depending on your organisation, the legal counsel or site director. Compliance decisions commit management: its presence in the afternoon is useful.