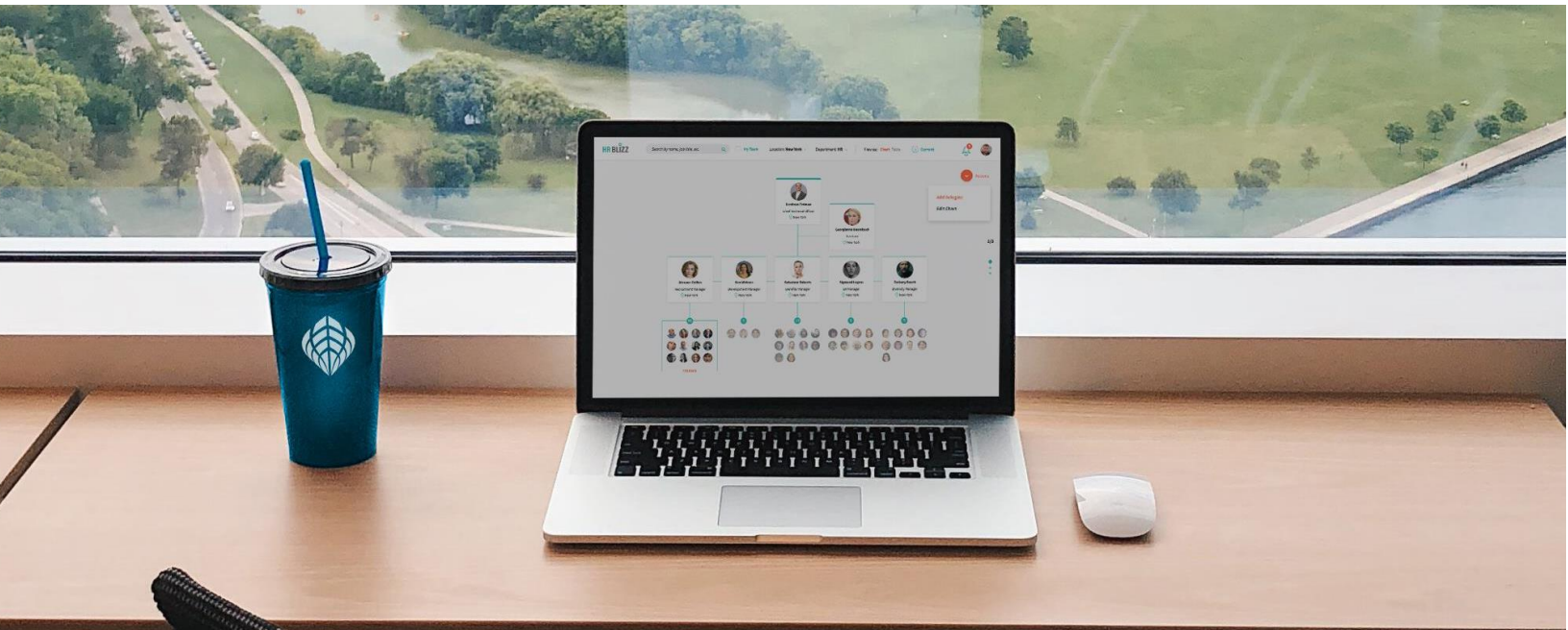




Simplifying Employment
Tasks Worldwide

Payroll & Tax Highlights

2020 Global Payroll Country Guide for Morocco



THE KINGDOM OF MOROCCO



April 15, 2020



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We help you achieve your global ambitions

Thank you for trusting Mercans to outsource your HR and Payroll functions. We propose HR consulting services, actionable solutions, and cost-effective global payroll processing tools to energize your human capital management in real-time and augment your performance. We are dedicated to becoming your business growth facilitator.



Global Payroll Solutions – Boost your HR brand and employee satisfaction

Rationalize your HR budgets, monitor your data, and optimize your global payroll tasks in real-time. Systematize processes and streamline HRM lifecycles with HR Blizz™, our unified SaaS platform, to ensure your employees are paid accurately and on time.



PEO/GEO Services – Easily hire, deploy and manage your workforce abroad

A reliable Professional Employer Organization (PEO), Mercans is your trusted employer of record to globally select, engage, and manage highly-qualified personnel on your behalf, through integrated Global Employment Outsourcing (GEO).



Global Talent Acquisition – Quickly fill vacancies with only the best candidates

Mercans supports you in designing/deploying long-term HR strategies and processing full-cycle recruitment. Our ATS Suite Mesar™ and our hiring experts help to screen, select, attract the right candidates for your organization, and populate your pipeline of prequalified talents.



BPO Services – Reclaim the focus on your core activities to expand your business

Concentrate on the essentials: outsource non-primary activities and your front- and back-office functions to Mercans. Save the time, money, and energy needed to refine the value chain engagement of your customers and suppliers, and increase revenue.



HR Management SaaS – Access customizable cloud-based online platforms

Centralize your HR function on an all-in-one user-friendly and self-service platform. Combined with the expertise of our consultants, the Mesar SaaS offers a built-in applicant tracking system and easy-integration features to improve internal processes.



Local Statutory Compliance – Forget the hassle of setting up branches abroad

Mercans seasoned HR advisory team are compliance experts specialized in local cultures, business protocols, and tax and legal specificities. They are committed to ensure quick go-to-market abroad and achieve a compliant global expansion, risk-free from A to Z.



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Mercans at a Glance

140+

Countries

20

Years of Success

500+

Specialists

5k+

Customers Worldwide

97%

Client Retention Rate

1.5X

Annual Revenue Growth

25k+

Largest Single Payroll

2.5M+

Pay Slips per Annum

0

Security Breaches

Number one for outsourced payroll services, we are endorsed by international authorities.



Mercans has the highest industry quality and IT security certifications.





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Morocco— The Freest Economy in North Africa.

Morocco’s economy continues to operate below potential, with the rainfed agricultural sector contributing to volatility and a timid recovery of the other sectors.

Real GDP slowed to 2.3% in 2019, due to a decline in agricultural output (minus 2.1%). Non-agricultural growth improved (3.4% in 2019 compared to 3% in 2018), driven by better performance of phosphates, chemicals, and textiles output.

On the demand side, private consumption will contribute the most to growth, boosted by higher salaries and low inflation.

The contribution of net exports will remain negative, reflecting low competitiveness of exports and dependence on energy imports.

Thanks to sound monetary policy and ample supply of fresh food, inflation has remained low, under 0.6%. The unemployment rate declined to 9.3% in 2019, underlined by a protracted fall in the labor force participation, which dropped to 46.1%.

Growth is expected to pick up gradually and average 3.3% over 2020–2021, mainly driven by more dynamic secondary and tertiary activities, bolstered by high foreign investments.

In particular, significant FDIs continue to flow into automotive industries, especially in the new Peugeot plant – that will eventually double the sector’s production capacity – as well as into logistics and trade services following the expansion of the Tangiers port. Inflation is projected to average around 1% over the medium-term.

The Government welcomes foreign investment and has various tax breaks to encourage foreign investment in the country.

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Doing Business in Morocco

Morocco is an important emerging market. It has been identified as part of a group of fast-growing nations described as 'African Lions'.

Morocco is in a strategic location for access to Europe. It is also well located as a platform for reaching other international markets, especially North and West Africa. With Africa increasingly seen as a future engine of global growth, Morocco is a potential gateway to the continent for foreign companies.

Strengths of the Moroccan market include:

- good communication network and global transport connections
- strategic geographic location and gateway to Africa
- open Skies Agreement with the European Union (EU) and low cost flights from the UK
- strong banking and finance sector
- 'advanced status' with the EU since 2008
- competitive labor costs
- tax incentives, no restrictions to capital and ease of repatriation for profits and dividends

Morocco is a stable emerging market and has made remarkable economic progress over the past few years. Over the last decade, Morocco has significantly liberalised its trade regime and strengthened its financial sector. It retains strong international market confidence and continues to attract significant Foreign Direct Investment (FDI) inflows.

Investors can approach the Moroccan market in several ways:

- export direct
- set up a company
- appoint a distributor/agent
- joint venture or manufacture under license/sub-contracting agreement

Foreign companies are advised to appoint a local representative even if you choose to export directly.

The main types of local company are:

- general partnership
- limited partnership
- Private Limited Company
- Limited Liability Company
- limited partnership with shares
- joint venture

The most common forms of operation are Limited Liability Company and the Private Limited Company.

Partnerships

There are basically 3 types of partnerships, which are described below.



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General partnership

In this organization, all the partners are equally liable for the debts of the company without any limitation. The partners can be individuals or corporations. There are also no restrictions for foreigners as partners.

Limited Partnership

For this type of partnership, there must be at least one partner who will have unlimited liability for the debts of the company. This is normally the managing partner. All other partners are liable only up to the limit of their shares and if you like to set up a foreign company in Morocco you may visit here getting more information.

Societe a Responsabilite Limitee (SARL)

Societe a Responsabilite Limitee (SARL) also known as a limited liability company. This is one of the most common forms of companies in Morocco.

The features of this business structure are:

- There is no legal requirement to have a minimum share capital but normally some companies start with MAD10,000. The maximum number of allowable shareholders is 50.
- The company is normally run by one or more managers appointed by the shareholders or can be one of the shareholders. This manager is personally liable for the decisions made for the company.
- e shares of the company are freely transferable among spouses and parents but not transferable among third parties without the consent of the majority of the shareholders.

Entity Registration & Incorporation Requirements

Limited Liability Company (LLC)

The Ease of Doing Business report ranks Morocco at 68 out of 190 countries (2017 data). It actually takes a relatively short period of about 9 working days to register a company. Below is the process of how to register a limited liability company in Morocco.

- Obtain 'Certificat Negatif' – This is obtained from the Regional Investment Centre to register a company name. This can be applied by the applicant in person or online. Cost for this process is MAD230 and takes about 1 day.
- Pay Stamp Duty – The applicant will need to pay the relevant stamp duty at any kiosk, bookstore or post office. This also takes 1 day and cost about MAD30.
- Register for patent tax, the Tribunal of Commerce, social security and taxation – The applicant can download a form at the website of the Regional Investment Centre (Center Regional d'Investissement (CRI)). Once the form is completed, it must be submitted in person at the CRI.

The CRI will centralize the following procedures:

- Deposit the bye laws and registration at the Tribunal of Commerce and the Company Registrar



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- 'Patente' tax number which is a professional tax number
- 2 announcements in a legal journal and in an official bulletin
- Declaration of fiscal existence
- Social security affiliation
- Legalization of legal books

Company registration fee in Morocco

There is a fixed fee of MAD1,000 plus other fee as follows:

- MAD200 for registration fees
- MAD350 for registration at the Commercial Registry
- MAD150 for the publication fee which is MAD8-9 per line in the business paper and MAD4 per line in the official bulletin.

When submitting all the documents, the applicant must also provide the text of the publication. This must be typed in Arabic. Although the publication in the journal will only be in 30 days, the applicant must still obtain the receipt which will be used in the registration with the Tribunal of Commerce.

How to register a company in Morocco and how long takes to finish the process? After about a week, the applicant will receive the 'patente', the fiscal identification, the registration certificate, the legal books and the social security registration.

Make the company seal – The company will make a company seal after receiving confirmation on the registered company.

Banking

The main banks in Morocco are Banque Commercial du Maroc (BCM), Banque Marocaine du Commerce Exterieur (BMCE), Banque Marocaine du Commerce et de l'Industrie (BCMI) and Credit de Maroc (CDM). Banking hours are generally weekdays 8.15am to 3.45pm.

Working Week

The standard work week in Morocco is 48 hours a week, or eight hours a day, Mondays to Fridays. ... Despite Morocco being a Muslim country, it does not follow the standard workweek of several Muslim nations in the Middle East, which starts on Sunday and ends on Thursday.

Basic Facts

Official State Name	Kingdom of Morocco
Population	36.50 million



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Capital	Rabat
Major Languages	Arabic / Berber
Currency	Moroccan Dirham (MAD)
Main Industries	Agricultural, Energy, Construction, textiles, chemicals, phosphates, Fishing, Tourism
GDP Growth	2.9%
Internet Domain	.MA
International Dialing Code	+212
Dates & Numbers	Dates are usually written in the day, month and year sequence. For example, 1 July 2020 or 1/7/20.



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Tax & Social Security

A reduced rate of 10% applies to specific items including banking and financial services, leasing, gas, electricity, citruses, certain farming equipment, catering services and food for cattle feed.

VAT rate for transport, electricity and solar energy is 14% (same as for certain motor vehicles).

A reduced rate of 7% applies to certain consumer goods (including water, refined sugar, pharmaceutical products and school supplies, animal feed, certain motor vehicles).

Zero-rated items are exports, agricultural materials and equipment and fishing equipment, goods and services rendered to companies established in free trade zones, and can be tax deductible

Domestic consumption taxes (TIC) on wine (MAD 700/hectolitre), energy drinks (MAD 500/hectolitre), tobacco, sugar, oil products, lubricants, etc. Plane tickets for international flights departing from Moroccan airports are taxed at MAD 100 for Economy class and MAD 400 for Business and First class.

Corporate taxes

Tax rate for foreign companies

Moroccan residency status applies if a company is incorporated in Morocco or its place of effective management is in Morocco.

Tax Rate

Standard rate for insurance companies, banks and financial institutions	10%
From MAD 0 to 300,000	10%
From MAD 300,001 to 1,000,000	17.5%
Above MAD 1,000,000	31%
Surtax on companies with income above MAD 40 million	2.5%
Minimum contribution	CIT has to be minimum 0.75% (or 0.25% for specific products) of the turnover and other specific revenues (after the first three years of activity)
Leasing companies and credit institutions	37%



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Opt-in tax for contractors engaged in engineering, construction or assembly projects relating to industrial or technical installations	8% of the contract price (net VAT and other similar taxes)
Companies operating in free trade zones (after five years of total exemption, for export turnover)	8.75%
Companies with regional or international head offices as recognised by the Casablanca Finance City regime (after five years of total exemption, for export turnover)	8.75%
Companies operating in specific regions in the North and in the South	17.5%
Companies exporting goods and services whose tax-exempt statuses have expired after 5 years	17.5%
Reduced rate for the first 5 years for agricultural income earners subject to corporate tax, family businesses, mining companies, private schools and educational institutions	17.5%

Capital Gains Taxation

Capital gains are treated as noncurrent income and taxed at the normal corporate tax rate.

Non-resident companies are exempt from capital gains derived from the sale of stocks listed on the Casablanca stock exchange, excluding the shares of real estate entities.

Main allowable deductions and tax credits

Expenses incurred in connection with business activities are generally deductible unless specifically excluded. Start-up expenses shall be capitalised and depreciated for tax purposes over a period of five years. Interest on loans granted by direct shareholders is deductible if the capital is fully paid in, limited to the share capital equity and the interest rate provided annually by the Ministry of Finance (currently at 2.22%).

Charitable contributions made by companies are deductible only if they are granted to foundations and societies explicitly provided by law. In case of contributions made to the community enterprise, the deduction is capped at 0.2% of the turnover.

Tax losses may be carried forward for a period of four years from the end of the loss-making accounting period. However, the portion of a loss that relates to depreciation may be carried forward indefinitely. The carryback of losses is not permitted. Foreign tax relief is provided for foreign-sourced income. Bad debts that are definitively non-recoverable are treated as deductible losses. Taxes are generally deductible (except for corporate income tax).

The Budget Law of 2015 introduced a tax benefit allowing companies created between 1 January 2015 and 31 December 2019, with 5 employees or fewer, to be exempted from personal income tax on gross monthly salary income capped at MAD 10,000. Real estate developers can apply for tax exemption between 1 January 2010 and 31 December 2020 for construction programs for social housing in cooperation with the government.



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Morocco offers tax incentives in the form of tax exemption or taxation at more advantageous rates for local and foreign investors. Hotel companies are fully exempt from corporate tax income on their profits relating to foreign currency turnover for the first five years, and can benefit from a reduced income tax rate of 17.5% on such profits for subsequent years. Exporting companies and businesses operating tourism facilities (subject to certain conditions) are exempt from corporation tax for the first five years of activity and are subject to a 17.5% rate beyond that period. Certain companies established in free trade zones are exempt from corporation tax on export turnover during the first five years of activity (followed by a taxation of their export turnover at a rate of 8.75% after these five years for a period of 20 years).

Other Corporate Taxes

A Payroll tax (called professional training tax) is imposed on the gross monthly remuneration of employees that are subject to social security contributions, at a rate of 1.6%.

Registration duties are due on all written or verbal conventions, such as property transfer of real estate, shares, or rights; company set up; equity increase; and goodwill transfer. The rates of registration duties range from 1% to 6%. A flat rate of MAD 200 is also applicable to specific operations and conventions. The company set up and the capital increase are subject to registration duties at the rate of 1%. The transfer of non-listed shares is subject to registration duties at the rate of 4%. However, a 6% rate is applicable to the transfer of shares of real estate companies. The applicable rate for the transfer of goodwill is 6%.

A municipal tax is levied at a rate of 10.5% of the rental value of properties located in urban areas and 6.5% for properties located on the outskirts of cities.

The business tax (taxe professionnelle) consists of a tax on the rental value of business premises (rented or owned) and fixed assets. The tax rates range from 10% to 30%, with exemption for the five first years of activity. The rental value is exempted for the portion of cost exceeding MAD 50 million.

Personal Income Tax

Residents and Non-Residents

An individual is considered to be resident in Morocco if: he/she has a permanent home in the country; he/she has the centre of economic interest in Morocco; or if the individual stays in the country for more than 183 days within any period of 365 days.



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Tax Rate

Progressive Income Tax	From 0 to 38%
Up to MAD 30,000	0%
From MAD 30,001 to 50,000	10%
From MAD 50,001 to 60,000	20%
From MAD 60,001 to 80,000	30%
From MAD 80,001 to 180,000	34%
Above 180,000	38%

Allowable Deductions and Tax Credits

The deductions from gross salary concern, mainly, social security contributions, retirement contributions, and a lump-sum deduction equal to 20% of the gross salary (with a ceiling of MAD 30,000 per year). Personal insurance contributions can be deducted under certain limits.

Special Expatriate Tax Regime

Individuals with their main homes in Morocco are taxed on the totality of their incomes. Individuals with their main home outside of Morocco are taxed only on Moroccan-sourced income.

There are no special regimes for expatriates (unless a double taxation treaty applies).

Capital Tax Rate

Capital gains from the sale of property are generally taxed at 20% as part of ordinary income, at a minimum of 3% of the selling price. The sale of a resident company's share is taxed at 10%.

A 10-30% business tax (taxe professionnelle) applies to the annual rental value of business premises of individuals and companies that engage in regular business activity in Morocco, capped at MAD 50 million and allowing for exemption for the first 5 years. A property tax applies to the rental value of property (about 10%) and to machinery and appliances used for production of goods and services. For properties that are primary residences, only 25% of the assessed rental property is taxable. Main or second residences are progressively taxed. A gift tax is levied at a flat rate of 20%.



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Social Security

Employers employing Moroccan individuals subject to Moroccan social security have to register with Moroccan social security, Caisse National de Sécurité Sociale (CNSS), and comply with associated registration of employees to CNSS and withholding of contributions and filing requirements.

CNSS applies to payments of wages by employers. Both the employer and employee are subject to CNSS contributions on the employees' wages. The rate of employee contributions can be as much as 6.74 percent, and 21.09 percent for employers. Some contributions are capped while others are not. CNSS contributions are withheld and paid by the employer on a monthly basis. Morocco has signed social security agreements with other countries/territories, mainly: France, Belgium, the Netherlands, Spain, Sweden, Germany, Denmark, Tunisia, Canada and Portugal.

The CNSS rates are as follows and apply to the gross salary, excluding exempted allowances and indemnities

Benefits	Ceiling	Employer's share	Employee' share
Family benefits	Uncapped base	6,4%	-
Short-term social benefits	Capped base (6000 MAD)	1,05%	0,52%
Long-term social benefits	Capped base (6000 MAD)	7,93%	3,96%
Compulsory health insurance	Uncapped base	4,11%	2,26%
Training contributions	Uncapped base	1,60%	-

Accounting & Reporting

The calendar year normally is the fiscal year, although a company may opt for a different fiscal year.

All banks and similar financial institutions need to file using IFRS Standards. All companies listed on the Casablanca Stock Exchange other than banks and similar financial institutions are required to choose between IFRSs and Moroccan GAAP.

Audit is obligatory for public limited companies, listed companies, banks and private limited companies with annual turnover higher than MAD 50 million. In the case of a public limited company, a company's audit must be done by a government appointed auditor during the annual general meeting. The government auditor must belong to the Public Accountants Corporation.

For some companies - listed, public, banking, credit institute companies, etc - the audit must be done by two government auditors.



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Tax on employment income must be withheld by employers domiciled or established in Morocco. Each month, the Moroccan employer has to withhold, and pay to the Treasury, income tax on every payment made to their employees. The tax payment to the Treasury must be done before the end of the following month.

Employers domiciled or established in Morocco also have to file an annual declaration of wages before the end of February of each calendar year. Where no exemption is applicable, employers are required to withhold employee social security contributions on a monthly basis and remit them, along with employer contributions, to CNSS.

New Hires

Requirements to Obtain a Morocco Work Visa

Morocco only requires certain nationalities to get visas for stays up to 90 days. Those exempt include citizens of the US, EU, Japan, Australia, and more. However, all foreigners will need a Morocco work visa to legally work in the country.

There are several broad categories for Moroccan visas, but the most common for employment purposes is the long-term visa. This group of visas is valid for three months but allows the holder to apply for a residency card. The subtypes of Morocco long-term visas include:

- Work visa: Foreigners looking for a job in Morocco must obtain a work visa in addition to a work permit
- Student visa: For foreigners wanting to study at a Moroccan educational institution
- Family reunification visa: For foreigners wishing to join a family member living in the country

Requirements to Obtain a Morocco Work Visa

First, your employees must have a work permit in Morocco to get a work visa. As the employer, you must take care of this process on behalf of your employees. Then, give the documents to your employee to apply for a residence permit and work visa.

Morocco has a few basic requirements to obtain any type of work visa, as well as specific requirements that vary by visa type. Requirements also vary based on the reason your employee is traveling and the duration of their stay. The documents every applicant must have include:

- Application form
- Passport and photocopies of passport
- Passport-size pictures
- Return flight ticket
- Proof of accommodation
- Proof of sufficient funds
- Travel insurance
- Paid visa fee

Employees will also need to show their criminal record from police authorities in your country of residence and a medical certificate confirming their physical health. The Ministry of Education will also certify copies of your employment contract, which must be included in the application. After entering the country through a long-term visa, your employees will need to apply for a Residence Card at the local police station within three months.



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Required documents

- Passport (must be valid min. 6 months)
- Identity Card
- CNSS Card
- Electronic passport photo (if employee is not registered with CNSS)
- IBAN Proof (i.e. screen-print of online banking portal, banks statement copy, etc.)
- Resume/CV

Leavers

Early termination of a fixed-term employment contract can be justified if there is (Article 33, Labour Code):

- A serious breach of the contract.
- Disciplinary measures.
- A force majeure event.

The early termination of a fixed-term employment contract that is not justified by a serious breach of the contract, disciplinary measures or an event of force majeure, gives rise to the payment of damages equal to the wages otherwise payable for the remaining term of the contract (Article 33, Labour Code).

The early termination of an indefinite-term employment contract by the employer or the employee must, unless if caused by a serious breach of the contract, allow for a notice period, the duration of which is determined by regulations (generally one to three months for employment of less than five years) (Article 34, Labour Code). The notice period may be replaced by a compensation equal to the salary that would otherwise have been paid to the employee.

In addition to the notice period, the termination of an indefinite-term employment contract, unless it is caused by a serious breach of the contract by the employee, gives the employee a right to a legal indemnity equal to (Article 53, Labour Code):

- 96 hours of salary for the first five years of employment (or portion thereof).
- 144 hours of salary for the sixth to the tenth year of employment (or portion thereof).
- 192 hours of salary for the 11th to the 15th year of employment (or portion thereof).
- 240 hours of salary for each year of employment above 15 years (or portion thereof).

In addition, an employee who deems that the termination of his or her employment contract is abusive or unjustified may claim damages for abusive termination, by filing a claim with the Court of First Instance within 60 days of termination. Damages (if granted) are capped to one and a half months of salary for each year (or a portion thereof) of continuous employment, up to a 36-month limit (for employees that may justify employment for 24 years) (Article 41, Labour Code).



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Payroll

It is acceptable in Morocco to provide employees with online pay slips.

Reports

Payroll reports must be kept for at least 5 years.

Employment Law

Public Holidays

There are 13 national public holidays in Morocco, four of which are Muslim holidays that do not have fixed dates. The holidays with fixed dates are:

- Jan. 1: New Year's Day
- Jan. 11: Anniversary of the Manifesto of Independence
- May 1: Labor Day
- July 30: Throne Day
- Aug. 14: Oued Ed-Dahab Day
- Aug. 20: Revolution of the King and People Day
- Aug. 21: Birthday of King Mohammed VI (Feast of Youth)
- Nov. 6: Feast of the Green March
- Nov. 18: Independence Day
- Date Varies: Islamic New Year
- Date Varies: Birthday of the Prophet
- Date Varies: Eid al Fitr (the end of Ramadan)
- Date Varies: Eid al Adha (Feast of Abraham's Sacrifice)

Annual Leave

All employees working for more than six months at the same company or employer is entitled to:

- one day and a half of effective work per month worked;
- two days of effective work per month worked for employees aged under 18.

Workers are entitled to an extra day and a half for every extra 5 years worked, up to a maximum of 30 days.

Maternity Leave

Female employees are entitled to 14 paid weeks off for maternity which may be taken after delivery or in increments of 7 weeks before and 7 weeks after delivery. The employee has the right to take an additional



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period not to exceed 90 days beginning after the 14 weeks of Maternity leave have passed. A woman may take up to and additional 1 year of unpaid maternity leave, subject to permission of her employer

Paternity Leave

Working fathers are entitled to three days paid leave for the birth of a child. These three days need not be continuous but must be taken within one month after the date of birth. The employer pays the employee for the leave but is reimbursed by the National Social Security Fund.

Sickness

Employees are required to inform employers within 48 hours of any medical-related absences. A medical certificate is required for leave exceeding 4 days. In case an employee is absent for medical reasons (other than for a work-related illness or injury) for more than 180 consecutive days in a 365 day period, his employer can assume he has resigned.

Union Representative Leave

A union representative may with the agreement of the employer take leave to attend training sessions or conferences with national and international unions. Such leave is paid for up to five continuous days per year, although an employer can approve longer periods.

Other Leave Types

Employees are allowed personal leave for:

- An employee's marriage: four days' leave, including two days' paid leave.
- The marriage of an employee's child or stepchild: two days' leave.
- The death of an employee's spouse, child, grandchild, parent or stepchild: three days leave, including one day paid leave.
- The death of an employee's sibling or a sibling or parent of the employee's spouse: two days leave.
- Circumcision of a child: two days leave.
- A spouse or dependent child's surgery: two days leave.



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Immigration

First, your employees must have a work permit in Morocco to get a work visa. As the employer, you must take care of this process on behalf of your employees. Then, give the documents to your employee to apply for a residence permit and work visa.

Morocco has a few basic requirements to obtain any type of work visa, as well as specific requirements that vary by visa type. Requirements also vary based on the reason your employee is traveling and the duration of their stay. The documents every applicant must have include:

- Application form
- Passport and photocopies of passport
- Passport-size pictures
- Return flight ticket
- Proof of accommodation
- Proof of sufficient funds
- Travel insurance
- Paid visa fee

Employees will also need to show their criminal record from police authorities in your country of residence and a medical certificate confirming their physical health. The Ministry of Education will also certify copies of your employment contract, which must be included in the application. After entering the country through a long-term visa, your employees will need to apply for a Residence Card at the local police station within three months.



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They already trust Mercans

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AIRBUS



ATKearney



BLACKROCK

BOMBARDIER

CLARIANT



ERICSSON

Johnson & Johnson

KRATOS

KÄRCHER



ManTech
International Corporation

NOKIA



3M



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What Makes Mercans your HR and Payroll **Partner of Choice?**

We Simplify Employment Tasks Worldwide

Everywhere for Everyone

We are a borderless people engagement enabler, driven by technology and innovation. We deliver bespoke human capital management services and global payroll solutions to empower businesses across 110+ countries regardless of their organizations' size and their industry. We pride ourselves on being global people experts with a striking local presence, committed to making your teams happy, and ensuring the consistent and sustainable growth of your organization.

Local Presence. Regional Strategy. Global Success

Supported by 500+ payroll and HR specialists with in-depth local knowledge, Mercans operate globally. Our pioneering human resources consulting services and trailblazing SaaS platforms are already satisfying 5,000+ international clients, ensuring timely measurable results and bottom-line savings. Thanks to success-oriented teams striving for excellence and taking care of our clients' tasks within budget, we have gained the trust of major multinational companies.

A Revolutionary Service Delivery System

Say goodbye to third-party service providers, offshore call centers, fragmented data, and endless chains of sub-contracts.

Mercans cloud-based SaaS Products, HR Blizz™ & Mesar™, combine the performance of proprietary technologies with a human touch. Cost-effective, they are fully-compliant self-service tools, packed with smart built-in features for your peace of mind. All your data are integrated into single interfaces accessible from everywhere and on any device.

Trailblazing Cloud-Based SaaS Products

HR Blizz & Mesar, our Software-as-a-Service platforms, both propose a preconfigured API integration capability with all the major global HRMS platforms, including SuccessFactors, Workday, Oracle HCM, and MS Dynamics. All Mercans systems and processes are GDPR compliant, ISO 9001, 20000, 27001 certified, and SOC 1 and SOC 2 audited. A registered Finpro expert, Mercans is also a member of the Global Payroll Association and the Global Payroll Management Institute.



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