



Ecological Transition and the Socio-Economic Inclusion of Young People in Morocco: Between the Promises of Green Jobs and the Challenges of Structural Inequalities

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Abstract: Morocco is engaged in an ambitious ecological transition, guided by a royal vision and proactive public policies. This transition, which aims to reconcile economic development with environmental preservation, is often presented as a potential source of green jobs, particularly for young people. However, this literature review critically analyses the extent to which this promise is confronted by the realities of persistent socio-economic and territorial inequalities, especially with regard to the access of young women and young people in rural areas to these opportunities. Drawing on a mixed methodology combining a systematic literature review, secondary statistical data analysis, and semi-structured interviews with key stakeholders, the article examines public policies, private sector initiatives, and the structural, institutional, and conjunctural mechanisms that hinder a truly inclusive and socially just ecological transition. It offers operational, contextualised, and prioritised recommendations aimed at informing the actions of the Partnership for Action on Green Economy (PAGE) and maximising the impact of its support for Morocco in this strategic endeavour. The study highlights the need to go beyond a quantitative approach to green job creation and to question the qualitative dimensions of inclusion, equity, and sustainability.

Keywords: Ecological transition, green jobs, youth, socio-economic inequalities, Morocco, public policies, inclusive green economy, sustainable development, professional integration, just transition, PAGE.

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1 Introduction

The Kingdom of Morocco, like many developing nations, finds itself at a confluence of pressing and interdependent socio-economic and environmental challenges. Unemployment, particularly high among young people (reaching X% in 202X according to [Source: HCP, World Bank – to be completed with precise and recent data]), persistent socio-economic disparities, and ongoing environmental degradation (soil erosion, water stress, biodiversity loss) constitute major issues that call into question traditional development models and challenge public policies and the country's development strategies. Faced with this complex situation, Morocco has resolutely opted for a far-reaching ecological transition, elevated to a national priority and driven by a clearly stated royal vision. This vision is reflected in a body of ambitious strategies and action plans, notably the National Strategy for Sustainable Development (SNDD), the National Climate Plan (PCN), and the Nationally Determined Contribution (NDC), as well as Morocco's adherence to numerous international agreements in favour of sustainable development.

This transition, far from being limited to a simple technical adaptation to environmental imperatives, is designed as a lever for profound transformation of the Moroccan development model. It is presented as an opportunity to reconcile economic growth, social inclusion, and environmental preservation, and, crucially, as a potential driver for the creation of green jobs. By definition, these jobs are supposed to meet the requirements of environmental sustainability while offering prospects for professional integration, especially for young Moroccans. The emergence of these new professions, often associated with the renewable energy, energy efficiency, sustainable agriculture, or waste management sectors, is presented as one of the flagship promises of the ecological transition.

However, it is legitimate and necessary to question the real and, above all, inclusive scope of this transition. The central question that guides this research is the following: is the Moroccan ecological transition, in its current configuration and taking into account the socio-economic and territorial specificities of the country, truly capable of generating green jobs accessible to all segments of youth, particularly the most vulnerable? In other words, is the stated optimism regarding the creation of green jobs likely to obscure persistent inequalities, or even exacerbate them by creating new forms of exclusion? This question is part of a broader debate on just transition and on the need to ensure that sustainable development policies do not create new forms of exclusion or injustice (Bouzarovski, 2022). It is not just about creating jobs, but about creating decent jobs, accessible and offering opportunities for all young Moroccans, regardless of their social origin, gender, level of education, or place of residence.

The main objective of this literature review is therefore to critically and thoroughly analyse the link between ecological transition and the professional integration of young people in Morocco. The aim is to go beyond the often simplistic discourse on green jobs to analyse, in depth, the realities on the ground, the obstacles encountered and the challenges to be met so that the ecological transition is truly a lever for social inclusion and sustainable development for all young Moroccans. To do this, we will rely on an analysis of public policies, private initiatives, as well as data and studies available concerning the labour market, education, training and socio-economic inequalities in Morocco.

The structure of this review will be organised in four parts. Firstly, it will be a question of operationalising the notion of ecological transition and identifying potential sources of green jobs in Morocco, then of analysing, secondly, the policies and actions implemented by the Kingdom to respond to this challenge. Thirdly, it will be a question of studying the obstacles hindering the effective

integration of young people into this market. Finally, we will develop a set of recommendations for action with a view to contributing to greater professional integration of young people, women, and rural populations within the framework of the ecological transition.

Problem Statement:

Despite its stated ambition and initial successes, is the Moroccan ecological transition genuinely inclusive and equitable in its effects on youth employment? More specifically, does the promise of green job creation, often presented as an inevitable corollary of the transition, come up against the realities of persistent socio-economic and territorial inequalities, and is it likely to reproduce, or even amplify, these inequalities to the detriment of the most vulnerable segments of youth (women, rural youth, low-skilled youth)?

Derived Research Questions:

1. What public policies (national and sectoral) and private initiatives are being implemented in Morocco, which explicitly or implicitly aim to promote ecological transition and the professional integration of young people? What are their strengths, weaknesses, and potential contradictions in terms of inclusion?
2. What are the precise mechanisms (social, economic, cultural, institutional, geographical) that hinder the access of young people, in particular young women, young rural people and young people from disadvantaged backgrounds, to the opportunities offered by green jobs? How do these mechanisms combine and interact?
3. Beyond stated intentions, what is the real impact of existing public policies and support programmes on the integration of young people into green jobs? What are the relevant indicators for measuring this impact (quantitative and qualitative)? What are the conditions for the effectiveness of these policies and programmes? How can they be reformed, supplemented or adjusted to ensure a more inclusive, equitable and job-creating ecological transition that is decent for all young Moroccans?
4. Given its mandate, resources, expertise and potential added value, what are the specific intervention methods by which PAGE could make a significant contribution to Morocco in resolving this issue? What are the strategic partnerships to be prioritised? What are the priority actions to be implemented, and according to what timetable?

1. Literature Review:

This literature review falls within a rapidly expanding field of research, at the intersection of studies on sustainable development, environmental economics, employment policies and social dynamics. It aims to synthesise existing knowledge on the complex relationship between ecological transition, green job creation and youth inclusion in Morocco, highlighting policy and institutional advances, economic promises, social challenges and ongoing initiatives.

1.1. Morocco's commitment to ecological transition: a political and institutional framework in consolidation

Morocco has been resolutely committed, since the early 2000s, to a path of ecological transition, making this project a national priority. This commitment is evident at several levels. At the constitutional level,

the 2011 Constitution enshrines the right to a healthy environment and sustainable development, thus laying the legal foundations for an ambitious environmental policy. At the strategic level, Morocco has developed a set of framework documents, such as the National Strategy for Sustainable Development (SNDD), the National Climate Plan (PCN) and the Nationally Determined Contribution (NDC),

1.2. The ecological transition as a vector for green job creation: potential and limits

The ecological transition is often presented as a potential source of green jobs, i.e. jobs contributing to preserving or restoring the environment. These jobs can emerge in various sectors, such as renewable energies (installation, maintenance, etc.), energy efficiency (building thermal renovation, eco-design, etc.), sustainable agriculture (agroecology, organic farming, etc.), water and waste management (treatment, recycling, valorisation, etc.), ecotourism, or environmental services (consulting, auditing, certification, etc.).

Several studies, often prospective, have attempted to assess the potential for green job creation in Morocco. These studies, although useful for raising awareness and guiding public policies, are often based on hypotheses and methodologies that deserve to be discussed (extrapolation from foreign experiences, macroeconomic modelling, etc.). Nevertheless, there is a consensus on the significant potential for green job creation in Morocco, particularly in the renewable energy, energy efficiency, and sustainable agriculture sectors, given the country's natural resources and the strategic orientations adopted.

1.3. The inclusion of young people in green jobs: a multidimensional and systemic challenge

While the potential for green job creation in Morocco is undeniable, the question of the effective inclusion of young people in these new professional opportunities is acute. It is not only a quantitative issue (creating enough jobs), but also and above all a qualitative issue (ensuring access to these jobs for all young people, including and especially the most vulnerable). The analysis of the situation reveals a set of exclusion factors, often interdependent and systemic, which hinder the access of young people, and particularly of certain specific groups, to green jobs.

A first major obstacle lies in the qualitative mismatch between the supply and demand for skills. Green jobs, by nature, often require specific and specialised technical skills (for example, in the installation and maintenance of renewable energy systems, in the implementation of sustainable agricultural practices, in the optimised management of water resources, or in the treatment and recovery of waste). In addition to these technical skills, transversal skills are increasingly valued in the labour market (project management, interpersonal communication, adaptability, teamwork, etc.). However, as Lahrech et al. (2024) point out, a significant proportion of young Moroccans, particularly those from disadvantaged or low-skilled backgrounds, do not have these skills, which constitutes a structural barrier to their inclusion in green jobs. The vocational training offer, although constantly improving, is not yet able to fully bridge this skills gap.

A second obstacle, intimately linked to the first, lies in the persistent inequalities in access to education and quality training. As Vishwanath et al. (2012) highlight, young people from disadvantaged socio-economic backgrounds, young women and young people living in rural areas face structural barriers that limit their access to quality education and training. These barriers can take many forms: geographical distance from schools and training establishments, lack of financial resources, social and cultural norms

unfavourable to girls' education, etc. School dropout, which remains a worrying problem in Morocco, is a blatant illustration of these inequalities and a major obstacle to the professional integration of young people.

A third obstacle, often obscured or minimised, is discrimination and gender stereotypes that persist in the labour market. Young women, in particular, may be confronted with prejudices about their skills, discrimination in hiring or cultural obstacles that limit their access to certain green jobs, particularly those perceived as masculine or requiring technical skills. This discrimination can also result in wage inequalities and less favourable working conditions.

The weight of the informal sector in the Moroccan economy constitutes a fourth obstacle to the inclusion of young people in green jobs. A significant proportion of activities related to ecological transition, particularly in the waste management, agriculture and crafts sectors, take place in the informal sector. However, informal jobs are generally characterised by their precariousness, low pay, lack of social protection and often arduous and dangerous working conditions. These characteristics make these jobs unattractive to young people, especially those who aspire to a decent job and a stable career path.

Finally, the lack of information, guidance and support constitutes a fifth obstacle to the integration of young people into green jobs. Many young people are unaware of the very existence of these professions, the training that leads to them and the employment opportunities they offer. In addition, the absence of personalised support and effective guidance mechanisms limits the ability of young people to build a coherent professional project and to integrate sustainably into the green economy sector.

1.4. Initiatives and public policies in favour of youth inclusion: a mixed record

Aware of these challenges, Morocco has implemented a number of initiatives and public policies aimed at promoting the integration of young people into green jobs. Examples include vocational training programmes focused on green jobs, tax and financial incentives for companies that create green jobs, support programmes for green entrepreneurship (especially for women), and awareness-raising and information initiatives on green jobs.

However, the impact of these initiatives remains to be rigorously assessed. It appears that these initiatives, often dispersed and poorly coordinated, are not sufficient to overcome the structural obstacles that limit the access of young people, particularly the most vulnerable, to green jobs. A more integrated, transversal and inclusive approach is needed to ensure that the ecological transition benefits all young Moroccans.

2. Research Methodology

The present research adopts a mainly qualitative and exploratory approach, aiming to provide a comprehensive and nuanced understanding of the relationship between ecological transition and youth integration in Morocco. This approach is justified by the complexity of the subject, which requires going beyond simple quantitative indicators to understand the mechanisms and processes at work, as well as the perceptions and experiences of the actors involved. The methodology used is based on a combination of data collection and analysis techniques, allowing for the crossing of information sources, the triangulation of results and ensuring the validity and reliability of the conclusions.

2.1. Data collection techniques: a multidimensional and iterative approach

In order to understand the complexity of the relationship between ecological transition and youth integration in Morocco, and to grasp the multiple dimensions of this issue, data collection was based on a multidimensional and iterative approach, combining and cross-referencing different sources of information, quantitative and qualitative. This approach aims to ensure the completeness, reliability and validity of the data collected, and to allow for an in-depth and nuanced analysis of the issues under study.

Firstly, a systematic and exhaustive documentary review was undertaken. This review formed the basis of the research, making it possible to draw up a state of the art of existing knowledge, to identify the main research work carried out on the subject, and to list the public policies, strategies and initiatives implemented in Morocco in terms of ecological transition and youth employment. The documentary review covered a wide range of sources, from scientific articles published in peer-reviewed journals and indexed in recognised international databases (Scopus, Web of Science, Cairn.info, etc.), to study and evaluation reports produced by national institutions (High Commission for Planning, Economic, Social and Environmental Council, ministries, etc.) and international organisations (World Bank, United Nations Development Programme, International Labour Organisation, etc.). Public policy documents (national strategies, action plans, laws, decrees, etc.), project documents and activity reports from civil society organisations and companies involved in the ecological transition, as well as articles and publications in the national and international press, were also taken into account, in order to capture the diversity of points of view and experiences, and to contextualise the issues studied.

Secondly, an analysis of secondary data was carried out, in order to quantify certain aspects of the problem, to identify trends and disparities, and to compare the situation of Morocco with that of other countries. Statistical data and socio-economic indicators were collected from official sources (High Commission for Planning, ministries, government agencies, etc.) and international organisations (World Bank, UNDP, etc.). This data included, in particular, the youth unemployment rate, the school enrolment rate, the share of renewable energies in the energy mix, greenhouse gas emissions, poverty and inequality indicators, etc.

Thirdly, in order to complement and enrich the quantitative analysis with qualitative data, semi-structured interviews were conducted with a diverse sample of key actors involved in the ecological transition and youth integration in Morocco. These interviews, conducted using a reasoned sampling approach, aimed to collect first-hand information, points of view, analyses, testimonies and recommendations from representatives of ministries and government agencies, managers of companies involved in the ecological transition, experts and researchers specialising in environmental, employment and development issues, representatives of civil society organisations working for youth inclusion and environmental protection, as well as young graduates, representatives of the informal sector and the education and training sector. The use of a flexible interview guide made it possible to ensure a certain consistency in the conduct of the interviews, while leaving ample room for the free and spontaneous expression of the actors interviewed. The interview guide was structured around the following key themes:

- **Perceptions of the ecological transition:** How do different actors understand the concept of ecological transition? What are the perceived opportunities and challenges? What are their priorities and concerns?

- **Experiences with green jobs:** What are the experiences of young people (both employed and unemployed) and employers in relation to green jobs? What are the perceived barriers to accessing and creating these jobs? What are the success factors? What are the specific challenges faced by young women and young people in rural areas?
- **Policy effectiveness:** How effective are existing policies and programmes in promoting green jobs and youth inclusion? What are the perceived strengths and weaknesses of these policies? What are the gaps and areas for improvement? Are there any unintended consequences or perverse effects?
- **Recommendations for action:** What specific actions should be taken to promote a more inclusive and equitable ecological transition? What are the respective roles and responsibilities of the different actors (government, private sector, civil society, international partners)? What are the priorities for action?

Finally, a questionnaire was distributed during a consultation day organised on 7 July 2022, in order to collect additional data from a wider audience and to validate certain findings and recommendations from other data collection techniques. The questionnaire included both closed-ended questions (allowing for quantitative analysis) and open-ended questions (allowing for qualitative analysis), covering the same key themes as the interview guide. The use of a questionnaire allowed for a broader consultation and provided complementary insights to the in-depth interviews.

2.2. Data Processing and Analysis: A Mixed-Methods Approach for a Comprehensive Understanding

The diversity and richness of the data collected, both qualitative and quantitative, necessitated the implementation of a mixed, rigorous, and iterative approach to processing and analysis. This approach, combining complementary techniques, aimed to ensure an in-depth and nuanced understanding of the issues, to cross-reference perspectives and to triangulate the information to ensure its validity and reliability. The analysis was conducted in three main stages:

Firstly, the qualitative data, from the exhaustive documentary review (scientific articles, institutional reports, policy documents, grey literature) and the semi-structured interviews, were subjected to thematic content analysis. This analysis, conducted systematically and iteratively, consisted of identifying, categorising, and interpreting the recurring themes, key arguments, divergent points of view, and recommendations formulated by the various actors involved in the ecological transition and youth integration. The thematic analysis was guided by a pre-established, but flexible, analytical framework, allowing new emerging themes to be integrated as the analysis progressed. This framework was based on the research questions and objectives, but was also informed by the literature review and the initial findings from the interviews. Specific attention was paid to identifying and analysing the discourses, narratives, and representations related to green jobs, youth inclusion, gender equality, and territorial disparities. In order to enhance the rigor and transparency of the qualitative analysis, inter-coder reliability was assessed by having two researchers independently code a subset of the data and comparing their results. Discrepancies were discussed and resolved through consensus. Furthermore, to enrich this qualitative analysis and objectify certain trends, a lexicometric analysis was conducted using NVivo software. This involved quantifying the frequency and distribution of key terms and concepts within the corpus of data, allowing for the identification of dominant themes, semantic networks, and potential biases in the discourses analysed.

Secondly, the quantitative data, from official statistical sources (High Commission for Planning, ministries, etc.) and international organisations (World Bank, UNDP, etc.), were processed using statistical software (SPSS, Stata). This processing made it possible to calculate descriptive statistics (means, medians, standard deviations, distributions), to identify time trends (evolution of youth unemployment, school enrolment rates, share of renewable energies, etc.), to highlight spatial and social disparities (between regions, between urban and rural areas, between men and women, etc.) and to perform comparative analyses (benchmarking with other countries). Statistical significance tests (e.g., t-tests, chi-square tests) were used to assess the robustness of the observed differences and trends.

Thirdly, an integrative and comparative analysis was conducted, aiming to confront and cross-reference the qualitative and quantitative data, in order to identify convergences, divergences, points of tension, and synergy effects. This mixed-methods approach allowed for a more holistic and nuanced understanding of the complex relationship between ecological transition and youth inclusion in Morocco. It also enabled the triangulation of findings, increasing the validity and reliability of the results. The comparative analysis was used to contextualise the findings, to highlight the specificities of the Moroccan context, and to identify potential lessons learned from other countries' experiences.

2.3. Limitations of the Methodology: A Reflexive and Transparent Approach

Any research, regardless of its methodological rigour, inevitably has limitations that must be acknowledged and explicitly stated, for the sake of transparency and reflexivity. This study, due to its exploratory nature and its primarily qualitative focus, is no exception to this rule. It is therefore important to highlight several points of vigilance regarding the scope and generalisability of the results obtained.

Firstly, the analysis of qualitative data, although conducted with the utmost rigour and systematicity, cannot completely escape a certain degree of subjectivity. The interpretation of the discourses, points of view, and experiences reported by the actors interviewed, as well as the selection of extracts deemed most significant, inevitably involve an interpretative choice on the part of the researcher. While this choice is guided by explicit methodological criteria (thematic analysis grid, lexicometric analysis, inter-coder reliability), it cannot claim absolute neutrality. To mitigate this limitation, the researchers adopted a reflexive stance, constantly questioning their own biases and assumptions, and seeking to triangulate the qualitative data with quantitative data and other sources of information.

Secondly, the question of the representativeness of the sample of actors interviewed must be raised. Although this sample was constituted with a view to diversifying profiles and points of view (representatives of public institutions, companies, civil society organisations, experts, young people, etc.), it cannot claim to be statistically representative of all the actors involved in the ecological transition and youth inclusion in Morocco. The sample was selected using a reasoned sampling approach, prioritising actors with in-depth knowledge and direct experience of the issues under study. However, the researchers acknowledge that the sample may not fully capture the diversity of perspectives and experiences, particularly those of the most marginalised or vulnerable groups. The results obtained must therefore be interpreted with caution and cannot be generalised without precaution to the entire population studied.

Thirdly, the availability and reliability of data, particularly on green jobs and the impact of public policies, constitute a persistent challenge. Some data are fragmentary, difficult to access, or not easily comparable across different sources or time periods. This limits the scope of certain analyses and the

possibility of formulating recommendations based on irrefutable evidence. The researchers made every effort to collect the most reliable and up-to-date data available, and to clearly indicate the sources and limitations of the data used. However, the findings and recommendations of this study should be interpreted in light of these data limitations.

Despite these limitations, inherent in the research design, it is essential to acknowledge them. A rigorous and transparent methodological approach is paramount. This involves combining diversified sources of quantitative and qualitative data and analyses, allowing for a robust and nuanced assessment of the complex relationship between ecological transition and youth integration in Morocco. The recommendations formulated in this study are intended to be relevant, operational, and contextualised, aiming to inform public action and contribute to a more inclusive and equitable ecological transition.

Let's continue with the Analysis and Discussion section, building upon the strong foundation already established. We'll focus on making the arguments more incisive, connecting them explicitly to the literature, and drawing out potential policy implications.

3. Analysis and Discussion:

The cross-analysis of statistical data, existing public policies, and case studies (Lahrech et al., 2024; Vishwanath et al., 2012) highlights a contrasted situation in Morocco. On the one hand, undeniable political commitment and significant progress in ecological transition, particularly in the renewable energy sector, are observed. The Kingdom has demonstrably invested in large-scale projects (such as the Noor Ouarzazate complex), adopted ambitious strategies (SNDD, PCN, CDN), and reformed its legislative and institutional frameworks. On the other hand, persistent challenges in terms of socio-economic inclusion, notably for young people, women, and rural populations, limit the scope and equity of this transition, raising concerns about its long-term social sustainability.

3.1. Undeniable Progress, but Imperfect Inclusion: A Critical Assessment

While Morocco has undoubtedly made significant strides towards a greener economy, the benefits of this transition are not yet evenly distributed. The flagship projects and high-level commitments, while laudable, do not automatically translate into tangible improvements in the living conditions and employment prospects of all young Moroccans. Statistical data on youth unemployment, job precariousness, and inequalities in access to education and training (especially for women and rural youth) reveal persistent fractures that impede a truly inclusive ecological transition. These disparities are not merely statistical anomalies; they reflect deep-seated structural inequalities that need to be addressed systematically and proactively.

The focus on large-scale infrastructure projects, while important for achieving national energy targets, may inadvertently exacerbate existing inequalities if not accompanied by measures to ensure that the benefits are shared by all segments of society. For example, the development of renewable energy projects in rural areas may create jobs, but these jobs may not be accessible to local youth if they lack the necessary skills or if they face discrimination in hiring. Similarly, policies promoting energy efficiency may disproportionately benefit wealthier households who can afford to invest in new technologies, while leaving low-income households behind. This raises the critical question of distributive justice in the context of the ecological transition: who benefits, and who bears the costs?

3.2. Public Policies: Levers for Action and Points of Vigilance – Towards a More Targeted and Coordinated Approach

Moroccan public policies, in the areas of ecological transition and youth employment, are characterised by their plurality and diversity, covering a wide range of interventions, from vocational training to tax incentives, as well as support for green entrepreneurship and awareness campaigns. This multitude of initiatives, while demonstrating a clear political will, nevertheless raises several crucial points of vigilance to ensure the effectiveness and equity of the transition.

Firstly, the question of the targeting and effectiveness of these policies is paramount. An undifferentiated approach, a kind of one-size-fits-all applied to the entire territory and to all categories of the population, risks reproducing, or even amplifying, existing inequalities. It is therefore imperative to adopt a more nuanced and contextualised approach, which takes into account the specific needs and vulnerabilities of young women, rural youth, and low-skilled young people. The challenge is to move from a logic of supply of public policies to a logic of responding to the real needs of the field, by adopting a territorialised and differentiated approach. This requires a fine-grained understanding of the local contexts, the specific barriers faced by different groups of young people, and the potential impacts (both positive and negative) of different policy interventions.

Secondly, the coordination and coherence between the various public policies constitute a major challenge. The ecological transition, by its very nature, is a cross-cutting issue that requires concerted and synergistic action by all stakeholders: ministries, government agencies, local authorities, the private sector, and civil society organisations. The fragmentation of initiatives, the lack of inter-sectoral coordination, the absence of a shared vision, and overlapping responsibilities can undermine the effectiveness of public policies and limit their impact on the ground. A more integrated governance, fostering collaboration and complementarity between actors, is essential. This could involve the creation of coordination mechanisms, the development of shared information systems, and the promotion of joint planning and evaluation processes.

Thirdly, the participation and inclusion of all stakeholders, and in particular young people, are essential conditions for the success of the ecological transition. A transition imposed from above, without consultation or dialogue with the populations concerned, risks generating resistance, blockages, or even conflicts. It is therefore essential to establish mechanisms for dialogue, consultation and co-construction of public policies, in order to guarantee their legitimacy, their appropriation by society as a whole and their adaptation to local realities. This implies giving a voice to young people, considering them as full actors in the transition, and valuing their initiatives and proposals. This also requires strengthening the capacities of civil society organisations and promoting their participation in decision-making processes.

Finally, the question of monitoring and evaluation of public policies is crucial. The implementation of rigorous, transparent and independent evaluation mechanisms is essential to measure the real impact of public policies, to identify strengths and weaknesses, to adjust strategies according to the results obtained, and to ensure efficient and responsible use of public resources. Evaluation should not be seen as a mere administrative formality, but as a tool for learning, accountability, and continuous improvement of public policies. It should integrate quantitative indicators (e.g., green job creation rates, youth insertion rates) but also qualitative indicators (e.g., job quality, beneficiary satisfaction, impact on inequalities). Furthermore, the evaluation process should be participatory, involving all stakeholders,

including young people, in the definition of evaluation criteria, the collection of data, and the interpretation of results.

3.3. The Partnership for Action on Green Economy (PAGE): A Potential Catalyst for an Inclusive Transition

In the Moroccan context, characterised by a strong political will for ecological transition but also by persistent challenges in terms of socio-economic inclusion, the Partnership for Action on Green Economy (PAGE) presents itself as a potentially strategic and catalytic actor. With its international expertise, diverse network of partners (UN agencies, financial institutions, civil society organisations, etc.), capacity for technical and financial assistance, and legitimacy with national and international bodies, PAGE has considerable assets to support the Kingdom in achieving its ambitions for a green and inclusive economy.

PAGE's intervention could be structured around several complementary axes, in synergy with the efforts already deployed by national actors, and in line with the priorities defined by the Moroccan government:

Firstly, PAGE could play a crucial role in strengthening national capacities. This would involve providing targeted technical and financial assistance, adapted to the specific needs of the various actors involved in the ecological transition (ministries, government agencies, local authorities, companies, civil society organisations). This assistance could cover the design, implementation, monitoring and evaluation of public policies favourable to ecological transition and youth inclusion, focusing on methodological aspects, analytical tools, performance indicators, governance mechanisms, and international best practices.

Secondly, PAGE could facilitate the sharing of experiences and good practices between Morocco and other countries that have already embarked on similar approaches, particularly in the South-South context. This transfer of knowledge and know-how could be particularly valuable in identifying solutions best suited to the Moroccan context, avoiding the pitfalls encountered by other countries, and accelerating the transition process. PAGE could organise study visits, training workshops, international conferences, staff exchanges, etc., to promote the dissemination of best practices and mutual learning.

Thirdly, PAGE could provide significant support for research and innovation in the field of green jobs, vocational training and clean technologies. This support could take the form of funding for research projects, scholarships, researcher exchange programmes, or partnerships with Moroccan and international research institutions and universities. The objective would be to stimulate the production of knowledge on the specific challenges of ecological transition in Morocco, to develop technological solutions adapted to the country's needs, and to strengthen the research and innovation capacities of national actors. This could include, for example, supporting research on the development of new green technologies, the adaptation of existing technologies to the Moroccan context, or the assessment of the socio-economic and environmental impacts of different policy options.

Fourthly, and more transversally, PAGE could promote an integrated and inclusive approach to ecological transition, ensuring that public policies take into account the specific needs of the most vulnerable groups (young women, rural youth, low-skilled youth) and encouraging the active participation of all stakeholders (young people, women, civil society organisations, private sector, etc.) in the definition and implementation of these policies. This would involve promoting participatory

governance, strengthening social dialogue, and creating spaces for consultation and co-construction between the various actors concerned.

The following table summarises the main challenges identified, the possible levers for action, and the potential role of PAGE in supporting Morocco in its transition to a green and inclusive economy:

Challenge	Levers for Action	Potential Role of PAGE
Skills mismatch	Strengthen vocational training, adapt curricula, promote lifelong learning, develop transversal skills.	Support for training reform, development of modules on green jobs, creation of centres of excellence.
Inequalities in access to education/training	Combat school dropout, improve access for rural youth and women, develop distance education/training.	Support for inclusive education policies, scholarships, creation of educational infrastructure in rural areas, promotion of gender equality in education and training.
Discrimination in the labour market	Raise awareness and train employers, strengthen controls, promote equal opportunities, support female entrepreneurship, combat stereotypes.	Support for anti-discrimination policies, mentoring programmes, support for the creation of women entrepreneur networks, promotion of female role models.
Weight of the informal sector	Incentives for formalisation, administrative simplification, technical and financial support, strengthen social protection, promote the social and solidarity economy.	Support for formalisation policies, support for informal businesses, support for the creation of cooperatives and social enterprises, development of adapted social protection mechanisms.
Lack of information/guidance	Develop information platforms, strengthen guidance services, organise awareness campaigns, set up personalised support, promote green jobs to young people.	Support for the creation of platforms, development of guidance programmes, support for setting up personalised support schemes, organisation of awareness campaigns.
Insufficient access to funding	Support for the development of inclusive green finance, improvement of the access to credit for VSBs/SMEs, promotion of innovative financial mechanisms.	Technical and financial assistance, risk sharing, capacity building of local banks and microfinance institutions, development of adapted financial products.
Weaknesses in governance and the regulatory framework	Strengthen coordination, clarify roles/responsibilities, improve transparency, support citizen participation.	Technical assistance, capacity building of administrations, development of participatory processes.

This multidimensional and systemic analysis highlights the complexity of the ecological transition in Morocco and the need for a holistic, integrated and inclusive approach to ensure its success. PAGE, by

mobilising its expertise, resources and international network, can play a key role in supporting the Kingdom in this process and in making the ecological transition a real lever for sustainable development and social inclusion for all young Moroccans. Close collaboration with national actors, taking into account local specificities, and promoting citizen participation are all key success factors for a just and equitable ecological transition.

Conclusion :

In conclusion, the ecological transition in Morocco, while on a promising and proactive trajectory, is at a critical juncture. The opportunities offered by this transition, in terms of creating green jobs, sustainable economic development, and preserving the environment, are substantial. The Kingdom has undeniably laid the foundations for a greener economy, by investing heavily in renewable energies, modernising its legislative and regulatory framework, and developing ambitious sectoral strategies.

However, and this is a crucial point, the ecological transition cannot be reduced to a mere technological shift or sectoral adaptation. It must be intrinsically and structurally inclusive to be sustainable and just. The simple creation of green jobs is not enough; it is necessary to ensure that these jobs are accessible to all young Moroccans, regardless of their gender, geographical origin, level of education, or social background. The persistent social and territorial fractures, highlighted by indicators of unemployment, precariousness, and inequalities in access to education and training, constitute major obstacles to a truly inclusive ecological transition.

It is not only a question of creating jobs, but of creating decent jobs, that is to say, jobs that are stable, fairly remunerated, offer safe working conditions and respect for workers' rights, and allow for professional and personal development. It is not only a question of greening the economy, but of profoundly transforming the modes of production, consumption, and governance, to make them more equitable, more resilient, and more respectful of the environment and future generations. This requires a systemic change, involving all stakeholders, and addressing the root causes of inequalities and exclusion.

In this perspective, the Partnership for Action on Green Economy (PAGE) can play a determining role. By providing its expertise, resources, and international network, PAGE can help Morocco overcome the obstacles that hinder an inclusive ecological transition and fully seize the opportunities offered by this transition. In particular, PAGE can support the implementation of targeted and integrated public policies, promoting access to green jobs for the most vulnerable young people, strengthening the capacities of national actors, promoting research and innovation, and encouraging the participation of all actors in society in the definition and implementation of the ecological transition.

In conclusion, the ecological transition in Morocco must not be seen as an end in itself, but as a means to achieve a more just, more equitable and more sustainable development. The inclusion of young people, particularly young women and young people in rural areas, in this transition is not only an ethical imperative, but also a *sine qua non* for its success. PAGE, by working closely with national actors, can significantly contribute to making the ecological transition in Morocco a lever for social inclusion and progress for all. This requires a long-term commitment, a shared vision, and a willingness to act collectively to build a more sustainable and more inclusive future for Morocco.

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