

No. 9781

**NETHERLANDS
and
MOROCCO**

**Convention concerning the recruitment and placement of
Moroccan workers in the Netherlands. Signed at The Hague
on 14 May 1969**

Authentic texts: Dutch and French.

Registered by the Netherlands on 7 August 1969.

**PAYS-BAS
et
MAROC**

**Convention concernant le recrutement et le placement de
travailleurs marocains aux Pays-Bas. Signé à La Haye
le 14 mai 1969**

Textes authentiques : néerlandais et français.

Enregistré par les Pays-Bas le 7 août 1969.

[TRANSLATION — TRADUCTION]

CONVENTION¹ BETWEEN THE KINGDOM OF THE
NETHERLANDS AND THE KINGDOM OF MOROCCO
CONCERNING THE RECRUITMENT AND PLACEMENT
OF MOROCCAN WORKERS IN THE NETHERLANDS

The Government of the Kingdom of the Netherlands and

The Government of the Kingdom of Morocco,

Having regard to the bonds of friendship between the two countries
and to their respective interests in the matter of employment,

Recognizing that it is in the interest of both countries to promote the
placement of Moroccan workers in the Netherlands,

Desiring to lay down conditions for the recruitment, placement and
employment of Moroccan nationals in the Netherlands,

Have agreed on the following provisions:

GENERAL PROVISIONS

Article 1

The responsibility for the recruitment and placement of Moroccan
workers in the Netherlands shall lie:

On the Moroccan side, with the Department of Manpower of the Ministry
of Labour and Social Questions at Rabbat, hereinafter referred to as "The
Department";

On the Netherlands side, with the General Office of Employment in
the Ministry of Social Affairs and Public Health, Leidschendam, hereinafter
referred to as "the General Office".

Article 2

1. In order that the competent Moroccan authorities may make in due
time the necessary arrangements to meet the demand, the General Office

¹ Came into force on 14 May 1969 by signature, in accordance with article 27.

shall supply the Department with information on the approximate requirements of the Netherlands economy in Moroccan workers. The Department may inform the General Office of the total number of Moroccan workers available.

2. When this Convention comes into force, the General Office shall supply the Department with all information regarding the general conditions of remuneration, work, social advantages and living which may be of assistance to the workers concerned.

3. This information shall contain in particular all details regarding the average remuneration and average working hours in the various branches of production in the Netherlands and the amounts withheld from wages for payment of taxes, social security contributions and so on, as well as all details concerning prices and the cost of living in general. Additional information shall be provided in case of important changes or at the request of the Department, and in case of changes relating to the conditions of entry and the provisions concerning the reuniting of families.

RECRUITMENT AND PLACEMENT

Article 3

1. The General Office shall notify the Department of offers of employment from Netherlands employers, taking into account the information furnished in accordance with Article 2.

2. The offers of employment shall include precise information as to the nature, category and duration of the employment, the gross and net remuneration, the conditions of work and the facilities for housing and feeding the workers, as well as any other necessary and useful particulars.

3. If the Department can accept an offer of employment, it shall promptly take the necessary steps to publicize the offer and any relevant information of interest to the workers concerned.

Article 4

The age-limits between which Moroccan workers will be eligible to work in the Netherlands shall be as follows:

— Between twenty-one and thirty-five years in the case of unskilled workers;

— Between twenty-three and forty-five years in the case of skilled or specialized workers.

These age-limits may be altered in the case of individual workers whose services have been specifically requested or, in special cases, by agreement between the Department and the General Office.

Article 5

1. The Department shall arrange for applicants for placement in the Netherlands to undergo a medical examination. It shall examine them or their vocational qualifications and any other matters specified by the General Office.

2. The results of the examination of each individual applicant shall be entered on forms of a type to be agreed upon.

3. The Department shall ensure that applicants who have been convicted of a criminal offence or are known for their reprehensible moral or civic behaviour are excluded.

4. The professional pre-selection of applicants shall be made taking into account the conditions specified in the offers and on the basis of the physical aptitudes or the professional experience of the applicants, or of certificates relating to the training they have received.

5. The list of applicants approved for placement shall be sent by the Department to the General Office, together with the completed forms for each applicant listed.

Article 6

1. The General Office may send a delegation to Morocco for the purpose of making a final selection from the applicants proposed by the Department.

2. In order to enable the said Delegation — which may be in Morocco on a permanent or temporary basis — to conduct the necessary examinations rapidly and effectively, the Department shall make appropriate premises and equipment available to it at selection centres, the location of which shall be determined by mutual agreement.

Article 7

The General Office shall send to the Department, as quickly as possible, a statement listing the applicants finally approved.

Article 8

1. For each worker who is finally approved for placement in the Netherlands, the General Office shall send to the Department a contract of employment signed by the employer and drafted in the languages of both countries, in accordance with a model prepared by mutual agreement in which the respective rights and obligations of the employer and the worker are stipulated. It shall be signed by the worker before his departure from Morocco.

2. The contract shall be prepared in four copies, one for the employer, one for the worker and two for the Moroccan Department.

3. The period of validity must be clearly indicated in the contract of employment. It shall be limited in principle to twelve months.

Article 9

1. The worker shall have in his possession:

- a) A document indicating his civil status and that of his dependent children. A copy of this document shall be sent to the competent Netherlands authority;
- b) A certificate showing that he has not been convicted of a criminal offense, as required under Article 5; or, failing that, a certificate of good character;
- c) A document stating that he has successfully passed the medical examination as required under Article 5.

2. On receipt of the contract of employment referred to in Article 8, the Moroccan authorities shall ensure that the worker is provided with all necessary documents, in particular a passport valid for at least one year.

Furthermore, these workers shall also have in their possession a visa valid for the Netherlands designated "authorization for temporary stay". This authorization shall be issued free of charge by or on behalf of the competent Netherlands diplomatic or consular representative in Morocco, in the form of an annotation on the passport.

Article 10

1. The Department shall be responsible for ensuring that the workers recruited are present on the dates and at the places of departure for the Netherlands agreed with the General Office.

2. The travel of the workers from the places of departure for the Netherlands shall be organized and paid for by the General Office.