



جامعة ابن طفيل
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Ibn Tofail University

2023

SDG8 REPORT

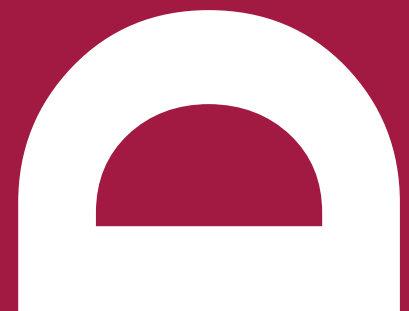
**DECENT WORK
AND ECONOMIC
GROWTH**



SUSTAINABLE
DEVELOPMENT
IBN TOFAIL UNIVERSITY



Introduction



In 2023, Ibn Tofail University continued its resolute commitment to achieving the Sustainable Development Goals (SDGs), with particular emphasis on SDG 8, which aims to promote sustained, shared and sustainable economic growth, full and productive employment and decent work for all. The activities and actions undertaken during this year reflected our commitment to creating an academic and professional environment conducive to growth, innovation and shared prosperity. This report aims to highlight the significant initiatives taken by the university to contribute to the achievement of the SDG 8 goals.

8 DECENT WORK AND ECONOMIC GROWTH



REVIEW OF THE YEAR

KEY FIGURES

- **100% of employees on permanent contracts (CDI):** All **1,166 university employees** are on permanent contracts, reflecting a commitment to job stability and employee well-being.
- **16,667 students have completed an internship of at least one month:** The university promotes professional experience and the development of practical skills by requiring a minimum one-month internship for its students.

Openness to the Job Market: Partnerships

In 2023, Ibn Tofail University strengthened its relationships with renowned companies and various government institutions through strategic collaborations. These partnerships aim to promote innovation, enhance educational programs, and create an environment conducive to the academic and professional development of students.

By fostering interaction between academia and industry, the university seeks to bridge the gap between theory and practice while providing students with tangible opportunities to acquire skills aligned with the needs of the global labor market. These initiatives also reinforce the university's commitment to transforming Morocco's educational and economic landscape.

Career Development Center

The missions of the Career Development Center (CDC) are as follows:

- Provide services and support programs that enable graduates to develop their skills and find employment.
- Collaborate with businesses and organizations to facilitate the professional integration of UIT graduates.
- Help students and graduates define their career goals and develop a career plan.
- Organize employability training programs.
- Connect students and graduates with companies and organizations offering internships and jobs.
- Organize job fairs.

Politics

- Promote ethical working conditions that respect human rights for the entire university community.
- Uphold high ethical standards in our relationships with external providers, ensuring the respect of workers' rights, regardless of their status.
- Create an inclusive, respectful, and equitable working environment for all members of the university community.
- Promote continuous professional development.
- Encourage health and well-being in the workplace.
- Foster employee participation in decision-making.

Analysis of Salaries in Higher Education in Morocco in 2023

In 2023, the higher education sector in Morocco continues to stand out within the public sector, offering one of the highest average net monthly salaries. Reaching 15,819 dirhams, it far exceeds the national average of 8,561 dirhams. This difference is significant and reflects not only the qualifications required for positions in this sector but also the importance of enhancing research and high-level education.

Salary Distribution: A Concentration at the Top

Unlike other public sectors, higher education is characterized by a majority of salaries in the upper range. Nearly 63.59% of employees in this sector earn more than 14,000 dirhams per month, with some receiving salaries exceeding 20,000 dirhams. This concentration of high salaries is rare within the public sector and indicates the emphasis placed on the attractiveness of academic and research positions.

Explanatory Factors: High Qualifications and Responsibilities

Salary levels in higher education are primarily explained by the required qualifications. University professors, researchers, and other academic professionals hold positions that require advanced degrees, often doctorates or post-doctoral work, and years of experience in research. These requirements are directly linked to the need for a high level of expertise to contribute to the country's scientific and technological development.

Additionally, responsibilities related to research, scientific publication, and the supervision of academic work impose higher demands, resulting in more competitive salaries compared to other areas in the public sector.

Salary Data by Category: Executives, Supervisors, and Senior Staff

According to the finance bill's HR report, execution staff at scale 6 earn an average of 4,591 dirhams monthly. Supervisory staff (scales 7-9) average 5,826 dirhams, while senior/executive staff (scale 10+) earn 10,087 dirhams. Academic staff in higher education earn between 14,386 and 24,352 dirhams, making them among the highest-paid in the public sector.

State Policy on Pay Equity:

Established by the state in 1956, this policy eliminates gender-based pay disparities across all staff categories. Since 1989, our university has upheld this policy, ensuring equal pay for equal qualifications and responsibilities, reflecting our commitment to an inclusive and fair workplace.

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HESPRESS. (2023). STATUT DES ENSEIGNANTS-CHERCHEURS : NOUVELLES MESURES ET INDEMNITÉS. RETRIEVED FROM [HTTPS://FR.HESPRESS.COM/327324-STATUT-DES-ENSEIGNANTS-CHERCHEURS-NOUVELLES-MESURES-ET-INDEMNITES.HTML#:~:POUR%20LES%20ENSEIGNANTS%20DE%20GRADE,ENCADREMENT%20D'ICI%20JANVIER%202025](https://fr.hespress.com/327324-STATUT-DES-ENSEIGNANTS-CHERCHEURS-NOUVELLES-MESURES-ET-INDEMNITES.HTML#:~:POUR%20LES%20ENSEIGNANTS%20DE%20GRADE,ENCADREMENT%20D'ICI%20JANVIER%202025)

Unions play



Unions play an essential role in higher education in Morocco, defending the rights of both research professors and administrative staff. Their main missions include:

Defense of Professional Rights and Interests:

Ensuring the protection of working conditions and combating discrimination within academic institutions.

Negotiation of Salaries and Benefits: Engaging in discussions with authorities to improve wages and social benefits, ensuring appropriate recognition of academic and administrative work.

Promotion of Academic Freedom:

Preserving the independence of research professors in their teaching and research activities, fostering an environment conducive to intellectual innovation.

Participation in Educational Policy Development:

Contributing to educational system reforms by providing expertise to guide public policy in higher education.

Training and Professional Development:

Organizing continuous training programs to strengthen the pedagogical, scientific, and administrative skills of staff.

Solidarity and Mutual Support:

Building a solidarity network that provides support in cases of professional conflict or hardship, promoting a culture of collaboration.

For instance, the National Union of Higher Education (SNESUP) is actively engaged in these areas, representing the interests of research professors and participating in discussions on sector reforms.

Regarding union recognition by our university, it fully recognizes unions for all staff members, regardless of gender or nationality. This recognition ensures that each employee, including women and international staff, has the right to affiliate with and participate in unions. This reflects the university's commitment to inclusion, equity, and respect for everyone's rights, fostering a work environment where all voices can be heard and represented.

DEVELOPMENT OF ALTERNATING TRAINING PROGRAMS BETWEEN UNIVERSITY AND INDUSTRY

Within the framework of the ESRI Pact, the development of alternating training programs at Moroccan universities aims to significantly contribute to improving graduates' employability by bridging the gap between the academic and professional worlds.

This new framework for alternating training aims to:

Integration of students into the professional world: Alternating training programs provide students with the opportunity to apply their theoretical knowledge in a real professional environment. This allows them to gain practical experience in the workplace and develop practical skills sought after by employers.

Reduction of the gap between education and employment: By allowing students to familiarize themselves with the requirements of the labor market during their university education, alternating training programs help reduce the gap between the skills acquired at university and those demanded by employers.

Enhancement of graduates' employability: Students who have undergone alternating training programs are often perceived as more

employable due to their early professional experience. They are better prepared to enter the job market and can benefit from a professional network developed during their training.

Increase in business engagement: Alternating training programs encourage collaboration between universities and businesses, fostering a mutually beneficial exchange of knowledge and resources. Companies are often more inclined to participate in such programs when they recognize the benefits they derive from them.



DEVELOPMENT OF ALTERNATING TRAINING PROGRAMS BETWEEN UNIVERSITY AND INDUSTRY

Promotion of entrepreneurship and innovation: Alternating training programs can also encourage entrepreneurship by allowing students to develop business management skills and connecting them with entrepreneurs and mentors in their field of study. This fosters innovation and the creation of new businesses.

As it is a first initiative at Ibn Tofail University in Kenitra, alternating training has been initiated at the EST with a professional bachelor's degree in "Insurance Techniques and Advice (ITA)" in partnership with AXA Assurance Rabat, and then in an "Industrial Quality (IQ)" DUT in partnership with HIRSCHMANN AUTOMOTIVE Kenitra, with an annual enrollment of 28 students.

Degree Field	Name	Partner
Bachelor's Degree (LP)	Insurance Techniques and Advice (ITA)	AXA Assurance Rabat
University Diploma of Technology (DUT)	Industrial Quality (IQ)	HIRSCHMANN AUTOMOTIVE Kenitra

Sustainable Initiatives

Projects

Sustainable biomass conversion into bioenergy through pyrolysis (PyroBioFuel)

Moroccan Coordinator: Prof. Hassan El Bari
– Ibn Tofail University

Project period: 2022–2024

Description of the project:

Fast pyrolysis optimisation, development of processes to convert pyrolysis' products to fuels, and model-based decision-making tools to support process development and performance validation are representing the main objectives of the project. This will be achieved through robust pyrolysis technologies delivering constant product quality, and unique catalytic units based on integrated Fischer-Tropsch synthesis (FTS) and hydrocracking reactor (HCR) microreactors (MCRs) that can be flexibly implemented for compact and efficient biofuel processing. The programme involves 5 working packages (WPs) integrated together to enhance the biomass to fuel conversion pathway using novel conversion technologies and innovative digital tools. PyroBioFuel will utilise waste biomass as feedstock for the pyrolysis process (e.g., date palm waste, cotton stalks, maize straw, olive wastes).

Funding Organism: Ministère de l'Enseignement Supérieur et de l'Innovation

Project Impacts:

Biomass pyrolysis projects, on the micro level promotes women-led small investments, job creation and rural communities' development. The social

Impact assessment will include the evaluation of all impacts on humans and on all the ways in which people and communities interact with their socio-cultural, economic, and biophysical surroundings, focusing on benefits to women empowerment and gender equality. PyroBioFuel will validate new biomass conversion technologies. The modular nature of the technologies will reduce capital cost and allow their scalability for small, decentralized units, easy to implement in off-grid rural and remote areas.



Sustainable Initiatives

PROJET SAFIR

Safir part du constat qu'un engagement citoyen durable des jeunes des pays du voisinage méridional est indissociable de leur inclusion économique et sociale. Il place donc au cœur de sa démarche la structuration d'un écosystème favorable au développement des projets des jeunes relevant de l'entrepreneuriat à impact social, culturel et environnemental.

Le soutien méthodologique et financier apporté par Safir aux jeunes femmes et hommes porteurs de projets associatifs ou entrepreneuriaux s'articule avec une stratégie de consolidation des structures indispensables à leur accompagnement : incubateurs, établissements d'enseignement supérieur, organisations de la société civile, médias.

Objectifs:

Adoption ou renforcement de la gouvernance en matière de Responsabilité Sociale des Universités (RSU).

- Élaboration d'une charte dédiée à la RSU.
- Intégration des Objectifs de Développement Durable (ODD) dans la stratégie globale de l'établissement.

Soutien à la conception ou au renforcement de programmes de formation axés sur l'entrepreneuriat social et les enjeux des ODD.

- Formations de formateurs destinées au personnel enseignant sur les fondements de l'entrepreneuriat social (modèle économique, cadre réglementaire, mesure d'impact).

- Sensibilisation et formation des enseignants-chercheurs aux enjeux des ODD.
- Temps dédié à la mise en pratique avec les étudiants, y compris des visites dans des structures de l'écosystème local.
- Conception d'un module académique.
- Création ou renforcement d'incubateurs universitaires spécifiquement dédiés à l'entrepreneuriat social.
- Formations du personnel universitaire au métier d'accompagnateur de projets entrepreneuriaux et à l'animation d'incubateurs.
- Élaboration de sessions de sensibilisation aux ODD.
- Mise en place d'une programmation annuelle d'événements citoyens.
- Facilitation des rencontres entre acteurs économiques et étudiants-entrepreneurs.
- Formation au plaidoyer en faveur du statut d'étudiant-entrepreneur si nécessaire.



Sustainable Initiatives

Events

Day of Brilliance: Shedding Light on the Argan Forest, a Cultural and Environmental Jewel

The day aimed to contribute to the international recognition of the exceptional value of the argan forest and to highlight its significant role in human development, particularly since its inscription by UNESCO in 2014, thus recognizing the knowledge and skills related to the argan tree as intangible cultural heritage of humanity. In this context, the day was structured around a series of contributions from several renowned specialists who addressed various aspects of the argan ecosystem, emphasizing its ecological, cultural, and economic importance. This event provided a unique opportunity for participants to deepen their understanding of this vital ecosystem.

The program of the day also included a session dedicated to doctoral students, offering a platform for the presentation of research work in the form of posters. Doctoral students interested in participating in this session were invited to submit a summary of their work, not exceeding 300 words, to the following email address: rabea.ziri@uit.ac.ma. The deadline for submission of contributions was set for April 28, 2023.

The coordinator of this event, Professor Rabea ZIRI from the Faculty of Sciences of Kenitra, oversaw the coordination of this event, which was expected to be a major milestone in promoting the richness of the argan forest on the international stage.

In summary, this day positioned itself as a leading academic platform, bringing together experts, researchers, and doctoral students around crucial themes related to the argan ecosystem. It offered an invaluable opportunity to share knowledge, deepen research, and enhance the global recognition of the argan forest as a major cultural and environmental heritage.

Comité Scientifique :

Pr. Rabea ZIRI
Pr. Najiba BRHADDA
Pr. Said CHAKIRI
Pr. Allal DOUIRA
Pr. Mohamed IBRIZ
Pr. Lahcen ZIDANE
Pr. Said LAARIBYA
Pr. Jamila DAHMANI
Pr. Nadia BELAHBIB
Pr. Laaziza ICHIR
M. Labbib JDI

Comité d'organisation :

Pr. Rabea ZIRI
Pr. Najiba BRHADDA
Pr. Said CHAKIRI
Pr. Allal DOUIRA
Pr. Mohammed IGOUZAL
Souad GHAZI
Bouchra ELASRI
Abdelaziz CHEMCHAOU
Imane MRABTI
Houda LAKHLIFI
Hasna ALAOUI ISMAILI
Fatima BAHJA
Ilham ELQADMI
Fatima Zahra AKHRIF
Nagla ABID
Mahmoud OUDGHIRI
Hassan BOUKITA
Meriyem HAMRANI
Fathallah ELWAHAB
Mohamed ELAMMARI
Boutaina BENCHAHID
Soukaina HAMOUMI
Mariyam BOUHATTA
Hanae ENNACIRI
Keltoum TARFAOUI
Kawtar LABEL
Ilham KHOURRAG
Maha IBRAHIMI
Imane SAGHOURI EL IDRISSI



Université Ibn Tofail
Faculté des Sciences

Laboratoire de Productions Végétales, Animales et Agro-industrie

Célébration de la Journée Internationale de l'Arganier sous le thème
« l'Arganier, source ancestrale de développement résilient et durable »

Programme



Coordinatrices de la Journée
Pr. Najiba BRHADDA et Pr. Rabea ZIRI

10 mai 2023

Faculté des Sciences, Université Ibn Tofail de Kénitra

Sustainable Initiatives

Évaluation d'Impact et Perspectives Scientifiques : Retour sur le Colloque de l'Université Ibn Tofail à Kenitra, un Jalon dans l'Avancement des Politiques Publiques

November 23, 2023, will remain etched in the annals of Ibn Tofail University in Kenitra, Morocco, thanks to an exceptional study day on "Public Policies and Scientific Evidence: The Contribution of Impact Assessment Methods." This meticulously organized event provided a platform for deep reflection and intellectual exchange between prominent researchers, academics, and development practitioners.

The inaugural session, chaired by Professor Larabi Kerkeb, President of UIT, and Professor Mustapha Achibane, Dean of the Faculty of Economics and Management-Kenitra, kicked off the event with grandeur. Stimulating discussions followed during the second session, with an outstanding presentation by Saïd Hanchane and Anas Lahlou from UM6P on the innovative use of stock-flow models in environmental impact assessments.

Parallel sessions then took over, covering critical fields such as the evaluation of agricultural, environmental, financial, and employment policies. Distinguished researchers, including Hindou Baddih, Mounir Jerry, and Hicham Ouakil, led in-depth discussions, presenting impact evaluations based on solid data and robust methodologies.

A virtual session, successfully orchestrated by Rachid Boukbech, added a global dimension to the event, allowing participation from international experts. Online discussions tackled crucial topics such as access to microcredit, labor market reforms, and even the impact of COVID-19 on the Moroccan economy.

Finally, the closing ceremony was a solemn moment where the organizers, led by Hicham Ouakil, expressed their gratitude to all participants. The outcomes of this study day are already being felt within the halls of Ibn Tofail University, fueling research, inspiring students, and strengthening the institution's reputation as a hub of academic excellence.

Thus, this study day has left a significant legacy at Ibn Tofail University, shaping the trajectory of research and demonstrating the lasting impact that in-depth scientific reflection can have on academic and societal development.



Laboratoire des Sciences
Economiques et Politiques Publiques

Sustainable Initiatives

Agreement between DECATHLON and the Institute of Sports Professions at Ibn Tofail University

During an official ceremony, the Institute of Sports Professions at Ibn Tofail University and DECATHLON recently signed a strategic memorandum of understanding. This collaboration aims to strengthen the ties between the academic world and the sports industry, providing students with a unique opportunity to enter the professional sector. Both entities share a common vision of education and training in the field of sports.

This promising alliance opens new prospects for students at the Institute of Sports Professions, who will benefit from enriching internship programs, mentorship from DECATHLON professionals, and access to exclusive company resources. The exchange of expertise between the academic world and the global leader in sports goods distribution is set to invigorate the academic curriculum, aligning it more closely with market needs.

The impact of this ambitious collaboration is already being felt at Ibn Tofail University. In addition to their academic training, students will now have the opportunity to develop practical skills, build connections with industry professionals, and explore exciting career opportunities. This synergy between education and industry marks an important milestone in the university's commitment to academic excellence and the employability of its students.



Sustainable Initiatives

Inauguration Ceremony in Kenitra: Ibn Tofail Students at the Heart of Entrepreneurship with Attijariwafabank

Students from Ibn Tofail University recently participated in the inauguration of the new "Dar Al Moukaouil" center in Kenitra, affiliated with the AttijariwafaBank Group. The event was attended by the Minister of Tourism, Handicrafts, and Social and Solidarity Economy, Mrs. Fatima Zahra Amor, the CEO of AttijariwafaBank, Mr. Mohamed El Kettani, and the governor of the Kenitra region, Mr. Fouad Mahfoudi. This ceremony provided students with the opportunity to receive entrepreneurship training, highlighting the university's commitment to developing skills in entrepreneurship and social economy.

This initiative has strengthened the collaboration between Ibn Tofail University and the banking sector, particularly with AttijariwafaBank, opening new opportunities for students in terms of practical training and access to professional opportunities in the field of entrepreneurship.

The university stood out for its active role in promoting social and economic innovation, demonstrating its commitment to sustainable development and the advancement of its students as future leaders in various economic sectors.



Sustainable Initiatives

National Conference at Ibn Tofail University: Towards an Integrated and Ambitious Economic Reform in Morocco

A prestigious national scientific conference was held at Ibn Tofail University, focusing on the crucial theme of the business climate and investment in Morocco. Under the title "The Challenges of Reform for Comprehensive and Integrated Development," the event brought together renowned experts, researchers, and key players from the business world to discuss the challenges and opportunities shaping Morocco's economic landscape.

Lively discussions highlighted Morocco's ambitious prospects for economic reforms aimed at fostering inclusive and sustainable development. Speakers analyzed current government policies, emphasizing the need for bold measures to improve the business climate, encourage investment, and stimulate economic growth. They also examined the structural challenges Morocco faces and proposed innovative strategies to enhance competitiveness and promote entrepreneurship.

The impact of this conference on Ibn Tofail University is undeniable. As a leading higher education institution, it played a central role in promoting intellectual dialogue and debate on national economic issues. Moreover, the event provided students with the opportunity to broaden their academic horizons by interacting with field experts, thus enhancing their understanding of contemporary economic challenges and preparing them for their future careers.



Sustainable Initiatives

National Conference on the 2023 Finance Law: Ibn Tofail University at the Forefront of Financial Citizenship

The hosting of a national conference, in partnership with the Researchers' Forum within the Ministry of Economy and Finance, marked a significant event in the academic calendar of Ibn Tofail University. This conference was part of the eighth edition of the awareness-raising caravan on the 2023 Finance Law, with the central theme: "Finance Laws Towards the Consolidation of Financial Citizenship Values." The event brought together experts, academics, and professionals from the financial sector to discuss the challenges and directions of the current year's Finance Law.

Ibn Tofail University's active participation in this conference had a significant impact on the institution. As a key player on the academic and intellectual scene, the university contributed to enriching the debates and broadening the understanding of crucial economic and financial issues for the country. The contributions of its researchers and faculty members provided innovative and insightful perspectives on the challenges and opportunities related to financial legislation.

The outcomes of this event for Ibn Tofail University were manifold. Beyond strengthening its reputation as an institution engaged in public debate and in the search for solutions to national issues, this participation also solidified its ties with governmental and professional spheres. By fostering dialogue and collaboration among various stakeholders, the university enhanced its role as a driver of change and innovation in the field of financial citizenship and economic governance.



Sustainable Initiatives

Ibn Tofail University at the Heart of Social Commitment and Inclusion: Highlights from the Second National Conference on University Social Responsibility

On January 12, 2023, the Ministry of Higher Education, Scientific Research and Innovation, in close collaboration with Ibn Tofail University hosted the Second National Conference on University Social Responsibility. This major event brought together experts, researchers, and academics to discuss the crucial role of social responsibility in higher education under the theme "University Social Responsibility: A Factor of Resilience and Inclusion."

The conference underscored the pivotal role of universities in addressing food security challenges. Discussions highlighted how academic institutions can contribute to developing innovative solutions and strategies to enhance food resilience and security. By integrating societal concerns into their mission and adopting inclusive approaches, universities can significantly impact efforts to achieve sustainable development goals, including addressing hunger and food insecurity.

The conference also provided a platform to explore how universities can act as engines of resilience in response to recent events, such as natural disasters. With a particular focus on the recent Al Haouz earthquake, participants discussed how universities can support affected communities and contribute to sustainable reconstruction and development.

Overall, the Second National Conference on University Social Responsibility was a rich forum for sharing experiences, best practices, and innovative ideas. It brought together academics, researchers, students, government officials, and other stakeholders to explore the vital role of universities in addressing contemporary societal challenges and contributing to a sustainable and equitable future, aligned with the principles of the ESRI Pact 2030.



Sustainable Initiatives

Cultivating Media Equity: The Commitment of Ibn Tofail University in Perspective

As part of its institutional commitment to promoting a culture of equality and equity, and to commemorate International Women's Rights Day 2023 while strengthening its openness to the academic world, the Higher Authority organized an interactive workshop on March 9, 2023, at its headquarters in Rabat under the theme "Regulation and the Culture of Equity." This event brought together Moroccan and Omani students enrolled in the Master's programs in "Culture and Gender Studies" and "Communication and Media" at the Faculty of Letters, Languages, and Arts of Ibn Tofail University in Kenitra.

In her opening address at the workshop, Mrs. Latifa Akhrabach, President of the Higher Authority for Audiovisual Communication, emphasized that gender equality is one aspect of diversity and plurality, both central elements in the media of a democratic society. She also stated that the media, due to their massive influence and educational authority, play a fundamental role in embedding the culture of equity and facilitating the collective adoption of the principles and values of citizenship and equality.

She further stressed that media coverage of issues related to women's rights and status requires responsible intellectual engagement and special professional vigilance, as such coverage can sometimes contain gaps and risks that may contribute to perpetuating stereotypical and discriminatory narratives and images against women.

Addressing the role of regulation in strengthening the culture of equality and equity, Mrs. Akhrabach highlighted the importance given by the Higher Authority to this issue in its mandate and competencies, whether through the normative production of the Higher Audiovisual and Communication Council or the creation of regulatory tools incorporating a gender approach, as well as through conducting relevant studies and reports on the matter.

The workshop, attended by members of the Higher Audiovisual and Communication Council, provided an opportunity to debate and exchange views on several key issues, such as ways to revise certain simplistic and biased representations of gender equality in the media, and how to promote a culture of media empowerment and women's communication, particularly in the digital space.

Following the workshop, the students toured various departments and units of the Higher Authority, as well as the main hall where the deliberations of the Higher Audiovisual and Communication Council are held. This visit allowed them to gain firsthand knowledge of regulatory practices in their legal, procedural, and technical aspects, based on explanations and clarifications provided by the directors and heads of the departments and units.



Sustainable Initiatives

Empowering Future Geoscientists: Hands-On Field Internship in Azrou

On December 3, 2023, students enrolled in the Bachelor's and Master's programs in Geology of Morocco embarked on a transformative field internship in Azrou, exemplifying the university's commitment to experiential learning. This hands-on experience allowed students to apply their theoretical knowledge to real-world geological scenarios, significantly enhancing their employability in a competitive job market.

During the internship, students developed essential skills in geological surveying, data collection, and analysis—key competencies for thriving in geology and environmental science careers. These practical activities provided them with a deeper understanding of field challenges and realities while strengthening their scientific training.

As industries increasingly prioritize sustainability and resource management, this practical experience positions graduates as highly sought-after professionals in sectors such as environmental consulting, mining, and renewable energy. This initiative reflects the university's dedication to producing future leaders in sustainable practices, equipped to contribute effectively to the preservation and management of natural resources.



Sustainable Initiatives

Shaping Tomorrow's Nuclear Leaders: A Visit to CNESTEN's Maamora Center

On March 22, 2023, Master's students in Nuclear Science and Techniques had the opportunity to participate in an enriching visit to the Maamora Nuclear Studies Center (CNESTEN), underscoring the university's commitment to hands-on, industry-aligned education. This visit provided students with valuable insights into advanced nuclear technology and research, enhancing their academic journey and preparing them for meaningful careers in a rapidly evolving field.

During their visit to CNESTEN, students observed nuclear technologies firsthand and learned about various applications, such as clean energy production, radiation protection, and isotopic analysis techniques. Moreover, this experience allowed students to build connections with industry professionals, strengthening their network and fostering essential links for their future careers.

This direct access to the professional world gives graduates a competitive edge for in-demand roles, such as nuclear engineers and radiation safety officers. This initiative reflects the university's dedication to training industry-ready leaders equipped with the skills needed to contribute to sustainable energy solutions for the future.



Sustainable Initiatives

Art and Media

Art and media students participated in several key events that enriched their learning and professional experience:

1. Gaming Expo (May 24–26, 2023): This event allowed students to explore the latest trends in gaming, network with industry professionals, and gain insights into game design and development.
2. Ecotech Expo Casablanca (December 13–14, 2023): Focused on technology and sustainability, this expo provided students with exposure to innovative media practices and the intersection of art and technology.



Sustainable Initiatives

A Distinguished Mathematical Celebration: Screening of *Secrets of the Surface* and Inspiring Conferences on the International Women in Mathematics Day (May 12)

May 12 was designated as the International Women in Mathematics Day following a 2018 decision by the Committee for Women in Mathematics (CWM), part of the International Mathematical Union (IMU). On this day, mathematicians around the world celebrate the birthday of Maryam Mirzakhani (1977–2017), the first woman to receive the prestigious Fields Medal, awarded to her in 2014.

Maryam Mirzakhani, an Iranian mathematician, graduated from the University of Tehran and Harvard University and served as a professor at Stanford University in the United States. Her Fields Medal achievement was remarkable, as she became the first woman to win this award, which had previously only been awarded to men since its inception in 1936. Until 2022, Maryam remained the only woman to have received the Fields Medal, until Ukrainian mathematician Maryna Viazovska became the second female recipient.

In celebration of this significant day, we chose to highlight the captivating film *Secrets of the Surface*, which traces the life of the late Maryam Mirzakhani. Written and directed by Hungarian-American filmmaker George Csicsery, the film was shot in Canada, Iran, and the United States.

It documents Maryam's life and mathematical work as an Iranian immigrant who moved to the United States and became a prominent figure in her field. In 2014, she became the first woman and the first Iranian to receive the highest award in mathematics, the Fields Medal.

The film illustrates Mirzakhani's contributions through animated sequences and testimonies from leading mathematicians. Her colleagues around the world, as well as her former teachers, classmates, and students in Iran today, express the profound impact of her achievements. Her educational journey, success with the Iranian Math Olympiad team, and outstanding work make Mirzakhani an inspiring role model for young girls considering careers in science and mathematics.

Additionally, in celebration of International Women in Mathematics Day, the program included a series of enlightening conferences and a roundtable discussion on the present and future of Moroccan women in mathematics. Among the attendees were Dr. Mohamed El Arabi Kerkeb, President of Ibn Tofail University, and various Moroccan experts in the mathematical sciences.



Sustainable Initiatives

Women's Brilliance in Innovation: OMPIC Webinar on Intellectual Property

On April 26, 2023, the Moroccan Office of Industrial and Commercial Property (OMPIC) celebrated World Intellectual Property Day with great enthusiasm, under the captivating theme "Women and Intellectual Property: Accelerating Innovation and Creativity." On this occasion, OMPIC organized an extensive webinar focusing primarily on the essential role of branding and design as key tools for boosting business development. Additionally, the event showcased OMPIC's latest patent valorization service, along with its innovative online services.

The webinar program also included a series of inspiring testimonials from women entrepreneurs and innovators working in the field of intellectual property. These speakers shared their experiences and perspectives, offering enriching insights into the significant contributions women make to innovation and creativity.



ACCREDITED TRAINING PROGRAMS UNDER THE FRAMEWORK AGREEMENT FOR THE IMPLEMENTATION OF THE 10,000 SOCIAL WORK SPECIALISTS TRAINING PROGRAM

In the context of agreements signed by the supervisory ministry and various ministerial departments, in 2023, Ibn Tofaïl University has launched several training programs across different academic cycles.

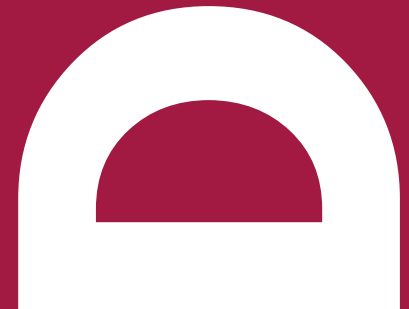
Etab	Cycle	Field Title	Enrolled
FSHS	Bachelor's	Inclusive Education for People with Disabilities	114
		Social Assistance	168
		Education and Social Integration	149
FSJP	Master's	Labor Law and Social Protection	95

The aim is to provide the various ministries with the qualified human resources necessary for the development of priority projects launched at the national level. In accordance with the High Directions of His Majesty King Mohammed VI, may God Assist Him, to continue building a Morocco of progress and dignity with the participation of all, and as part of the implementation of the commitments of the Marrakech Declaration 2020 for the elimination of violence against women and girls, launched under the effective presidency of Her Royal Highness Princess Lalla Meryem on March 8, 2020, Ibn Tofaïl University has launched several programs under the agreement signed by the Ministry of Higher Education, Scientific Research and Innovation, and the Ministry of Solidarity, Social Development and the Family, aiming to train 10,000 specialists in social action.



Conclusion

In conclusion, the actions undertaken by Ibn Tofail University in 2022 in support of SDG 8 demonstrate our determination to play an active role in creating a sustainable and inclusive economy. The efforts made to promote employability, encourage student entrepreneurship, and strengthen partnerships with the economic sector reflect our commitment to balanced and shared economic growth. By continuing on this path, our university is not only contributing to local socio-economic development but also shaping the next generation of professionals who are aware of global challenges and ready to tackle the ever-evolving world of work.



8 DECENT WORK AND ECONOMIC GROWTH



**FOR BALANCED AND
ACCESSIBLE
ECONOMIC
OPPORTUNITIES.**



**SUSTAINABLE
DEVELOPMENT**
IBN TOFAIL UNIVERSITY