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Impact of digital inequalities on youth employability in Morocco

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Abstract : . This study examines the impact of digital inequalities on youth employability in Morocco, focusing on several key factors such as access to digital infrastructure, digital skills, socioeconomic status, gender, and public policies promoting digital inclusion. Using a sample of 362 young individuals holding diplomas ranging from Bac+2 to Bac+5, the study highlights the dynamics influencing employment opportunities in the context of the increasing digitalization of the global economy. The results reveal that access to digital infrastructure is a significant determinant of employability, with young people who have reliable internet connections and adequate technological equipment enjoying better career prospects. Additionally, digital skills is important, although their impact is less pronounced compared to that of infrastructure. Socioeconomic status also proves to be a determining factor, with young people from privileged backgrounds having a competitive advantage due to better access to digital resources. On the other hand, the place of residence does not have a significant effect on employability, suggesting that digital inclusion initiatives in rural areas may be starting to reduce traditional disparities. Gender emerges as an important factor, with young women facing additional barriers in accessing digital resources and professional opportunities, illustrating the persistence of gender stereotypes and structural barriers. Finally, public policies promoting digital inclusion show a positive impact by increasing employment opportunities for young people, highlighting the importance of government interventions to bridge the digital divide.

Keywords: Digital Inequalities, Youth Employability, Labor Market, Morocco.
JEL Classification : J24, J15, O16, I28, C21.

1. Introduction

In a world of constant technological evolution, the digitization of the economy and services has become a crucial driver of development and competitiveness. Morocco, aware of these challenges, has undertaken major reforms aimed at strengthening its digital infrastructure and promoting digital inclusion. However, despite these initiatives, persistent disparities in access to and use of information and communication technologies remain, creating what is known as digital inequalities. These inequalities manifest as significant gaps in access to digital infrastructure, the ownership of technological equipment, and the mastery of digital skills, thereby influencing various aspects of socioeconomic life, particularly youth employability. Youth represent a central component of the labor market and are often viewed as key drivers of innovation and economic growth. However, their

employability increasingly depends on their ability to navigate a constantly changing digital environment.

Digital inequalities can thus be a major obstacle to their professional integration, exacerbating socioeconomic disparities and limiting opportunities for advancement. Understanding the impact of these inequalities on youth employability in Morocco is therefore essential for developing effective public policies and promoting inclusive growth. This paper is structured into several complementary sections aimed at exploring the impact of digital inequalities on youth employability in Morocco. The paper begins with a literature review. Subsequently, the methodological approach is detailed, including the research hypotheses and the econometric model used to analyze the data collected from the sample studied. Next, the Results section presents the main findings of the study, accompanied by robustness checks to ensure the reliability of the conclusions.

2. Literature review

Thornham and Gómez Cruz (2017) argue that, even with digital skills, young people face social and economic barriers that hinder their upward mobility. These authors challenge the notion that digital mobility automatically leads to social mobility, emphasizing that the social context shapes the digital practices of youth, thereby restricting their access to opportunities. Bikse et al. (2022) highlight the growing demands of the Fourth Industrial Revolution, which necessitate rapid adaptation and the development of digital skills to address the gradual elimination of routine tasks by disruptive technologies like automation and robotics. They also stress the importance of increased collaboration between the education sector and businesses to prepare young people for a rapidly changing job market, while emphasizing investment in human capital and the digital transformation of SMEs as a response to current challenges. Smoter (2022) discusses the challenges faced by public employment services in Poland, particularly in engaging young people in rural areas. He points out that the inefficacy of digital initiatives, coupled with limited access to infrastructure, keeps these young individuals in a state of professional vulnerability. Hargittai and Hinnant (2008) focus on digital inequalities, which they define as differences in skills and internet usage, and their effects on the professional prospects of young adults. Their research indicates that youth with high digital skills are better able to leverage online activities, thereby enhancing their social, cultural, and financial capital and improving their employability. They emphasize the importance of digital literacy training to reduce these disparities and maximize the benefits offered by digital technologies.

Maceviciute and Wilson (2017) remind us that digital inequalities go beyond access to technology and also involve unequal information skills and disparities in the benefits gained from using digital technologies. They stress the necessity of planning interventions tailored to participants' needs and their educational or social contexts. They advocate for collaborative pedagogical approaches and the support of learners' creativity as means to improve outcomes and reduce digital inequalities. Dumont and Ots (2020) explore how online job search platforms favor individuals with high digital skills, enabling them to present themselves as competent professionals. This visibility dynamic increases the likelihood of receiving interview offers but also reinforces the digital inequalities that affect access to the labor market. DiMaggio and Hargittai (2001) agree on the impact of disparities in access to technology, emphasizing that limited access to the internet and digital tools presents a significant barrier to educational and professional opportunities, hindering the acquisition of essential skills. Lyons et al. (2019) stress the importance of accumulating digital skills for youth employability. They highlight the need for education and technical training programs tailored to the needs of vulnerable populations to bridge the digital divide, thereby yielding long-term economic benefits. Picatoste et al. (2017) complement this perspective by explaining that information and communication technology skills are

crucial for employability in smart cities. They note that inequalities in access to computer skills exacerbate youth unemployment, emphasizing the importance of public policies supporting informal education and continuous training.

The World Economic Forum (2020) highlights that digital transformation requires advanced skills such as critical thinking and problem-solving. The absence of these skills, compounded by inequalities in access to digital resources, leaves youth less prepared for the rapid changes in the digital economy. Booi et al. (2019) explore the solutions ICT can offer to reduce the digital divide. They observe that access to technology allows young people to connect to professional networks and seek essential labor market information, but they also point out that a lack of infrastructure remains an issue, necessitating government initiatives to enhance employability. Simões et al. (2022) emphasize that digital inequalities particularly affect young people in rural areas, limiting their access to essential services and thereby reducing their job prospects. These territorial obstacles, compounded by a lack of educational resources, make these youth more vulnerable to unemployment and precarious jobs. This finding aligns with Selwyn's (2012) analysis, which asserts that digital inequalities are rooted in unequal social structures, highlighting that improving digital skills alone cannot bridge these disparities. Karaoglu, Hargittai, and Nguyen (2021) demonstrate that strategic skills in digital job searching, such as using social networks, help individuals better understand and leverage sorting algorithms to make their applications visible. Similarly,

Alao and Brink (2022) underscore the need to incorporate these skills into educational systems to prepare young people for the technological demands of modern employers. Together, these authors show that developing specific digital skills is essential for reducing disadvantages in online job searches. Remedios (2012) emphasizes the importance of advanced technical skills, or hard skills, compared to basic competencies for increasing employability. He advocates for the integration of ICT from an early age in schools and public libraries to enhance the professional prospects of young people. This notion is supported by Chetty et al. (2017), who stress the need to target disadvantaged youth with digital skills improvement programs to reduce inequalities and promote their inclusion in the digital economy. Together, they argue that acquiring advanced skills can serve as a powerful lever to improve employability. Finally, Kee, Anwar, Gwee, and Ijaz (2023) state that diverse skills, such as digital content creation, communication, and collaboration, is imprtant in the perception of youth employability. They demonstrate that the quality of online courses enhances this impact, although some skills, like problem-solving, show limited effects. This aligns with Selwyn's (2012) perspective, which warns that simple digital skills are insufficient to overcome structural barriers, highlighting the need for an inclusive educational environment and tailored programs to bridge skills gaps.

3. Methodology

3.1. Hypotheses and model

Digital inequalities present a significant obstacle to youth employability, whether it involves access to salaried employment or entrepreneurial opportunities. In an increasingly digitized global economy, the gap in access to information and communication technologies exacerbates economic and social disparities and limits young people's ability to position themselves favorably in the job market. This digital divide manifests in notable differences in access to infrastructure, equipment, and digital skills, creating an imbalance in professional success opportunities between those who have access to these resources and those who do not. The following points summarize these critical aspects:

- **Access to Digital Infrastructure:** Young people need adequate digital infrastructure, such as high-quality internet connections and technological equipment. These resources are

essential for accessing job search platforms, online training, and tools necessary to develop sought-after digital skills. Limited access to this infrastructure hampers the employability prospects of youth, particularly in under-resourced regions.

- **Digital Skills:** Developing computer skills, the ability to navigate digital environments, and proficiency in specific software or technological tools are now indispensable in the job market. Youth with strong digital competencies are more likely to secure employment, whereas those lacking these skills find themselves at a disadvantage.
- **Influence of Socioeconomic Status:** Socioeconomic factors, such as family income, education level, and available resources, is important in access to digital tools. Young people from economically disadvantaged backgrounds often face more obstacles in accessing these resources, limiting their ability to acquire the skills needed to be competitive in the labor market.
- **Impact of Place of Residence:** Geographic inequalities are evident through differentiated access to digital infrastructure. Youth living in urban areas generally benefit from better technological resources, while those in rural areas face significant limitations. This geographic disadvantage affects young people's employment prospects, placing them in a vulnerable position in the labor market.
- **Role of Gender:** Gender influences access to digital resources and professional opportunities. Young women, in particular, face additional obstacles due to gender stereotypes and societal expectations, which limit their participation in technology sectors. These gender inequalities impact employability and the ability of young women to fully benefit from the digital advantages.
- **Importance of Public Policies:** Government initiatives and digital inclusion policies are crucial for bridging the digital divide. Programs for digital skills training, investments in technological infrastructure, and subsidies for digital equipment can significantly increase job opportunities for youth. These policies are important for promoting equal opportunities and supporting professional integration in an increasingly digital-focused world.

Based on these elements, the research hypotheses can be constructed as follows:

- ***H1: Access to digital infrastructure improves youth employability.***
- ***H2: Young people with better digital skills are more likely to be employed.***
- ***H3: Socioeconomic status strongly influences access to digital tools and employment opportunities.***
- ***H4: Youth living in urban areas are more likely to be employed due to better access to digital infrastructure.***
- ***H5: Gender impacts access to digital and professional opportunities.***
- ***H6: Public policies promoting digital inclusion increase employment opportunities for young people.***

To test these hypotheses, the econometric model is given as follows:

$$EMPL = \beta 0 + \beta 1.INFR + \beta 2.DIGS + \beta 3.SOEC + \beta 4.URBN + \beta 5.GEND + \beta 6.POLI + \varepsilon$$

EMPL corresponds to the measure of employability on a scale from 1 to 5. INFR represents access to digital infrastructure. DIGS measures the level of digital skills, for example, through certifications or tests. SOEC refers to the socioeconomic status of young people. The variables INFR, DIGS, and SOEC

are each measured using five items, and the average of these items is used to create a composite variable. POLI refers to digital inclusion through public policies, such as access to programs or subsidies. URBN is an urbanization indicator, coded as 1 for an urban area and 0 otherwise. GEND represents gender, with 1 for male and 0 for female (or reversed depending on the hypothesis). ε is the random error term, corresponding to unobserved factors influencing employability.

3.2. Tobit regression choice

The use of the Tobit method is justified by the specific characteristics of the data and the phenomenon studied in this research. The dependent variable, youth employability (EMPL), is measured on a scale from 1 to 5, implying truncation or censoring. The Tobit model is particularly suitable for this situation, as it accounts for the bounded nature of the variable. Specifically, observations cannot fall below 1 or exceed 5, and a classic linear regression could produce predictions outside this range, leading to errors and estimation bias. Furthermore, this method better handles the non-normal distribution of the employability variable by appropriately adjusting the coefficients. Additionally, it is common for some observations to be concentrated at the extreme bounds of the scale (1 or 5), making the use of the Tobit model necessary to handle these cases without excluding them from the analysis.

This approach is also relevant in this context because it accounts for structural and socioeconomic effects that influence employability, such as access to digital infrastructure or public policies. These factors may result in natural censoring, whereby some young individuals may receive a maximum or minimum score based on their context, without fully reflecting their actual potential. The Tobit model thus allows for the estimation of not only the observed values of employability but also the underlying latent values that could exceed the imposed scale limits. This ability to model latent values provides a more accurate and comprehensive analysis of the effect of digital inequalities and other explanatory variables on employability, ensuring robust and data-appropriate results.

3.3. Sample description

The sample for this study consists of 362 young individuals holding diplomas ranging from Bac+2 to Bac+5 in various fields of study. The objective is to assess the impact of digital inequalities on their employability, considering several factors such as access to digital infrastructure, acquired skills, gender, socioeconomic status, and public digital inclusion policies. Each participant provided detailed information about their digital skills, access to technological tools, and any digital inclusion programs they have benefited from.

To objectively evaluate employability, the collected data were randomly submitted to several recruitment agencies. These agencies were tasked with assessing the participants' ability to access professional or entrepreneurial opportunities based on the provided information. This methodology offers a realistic assessment of employability as perceived by the labor market, considering not only academic qualifications but also digital skills and inequalities in access to technological resources. The involvement of recruitment agencies adds a practical dimension to the study, aligning the results with the actual expectations of recruiters and strengthening the validity of the conclusions on the influence of digital inequalities on employability.

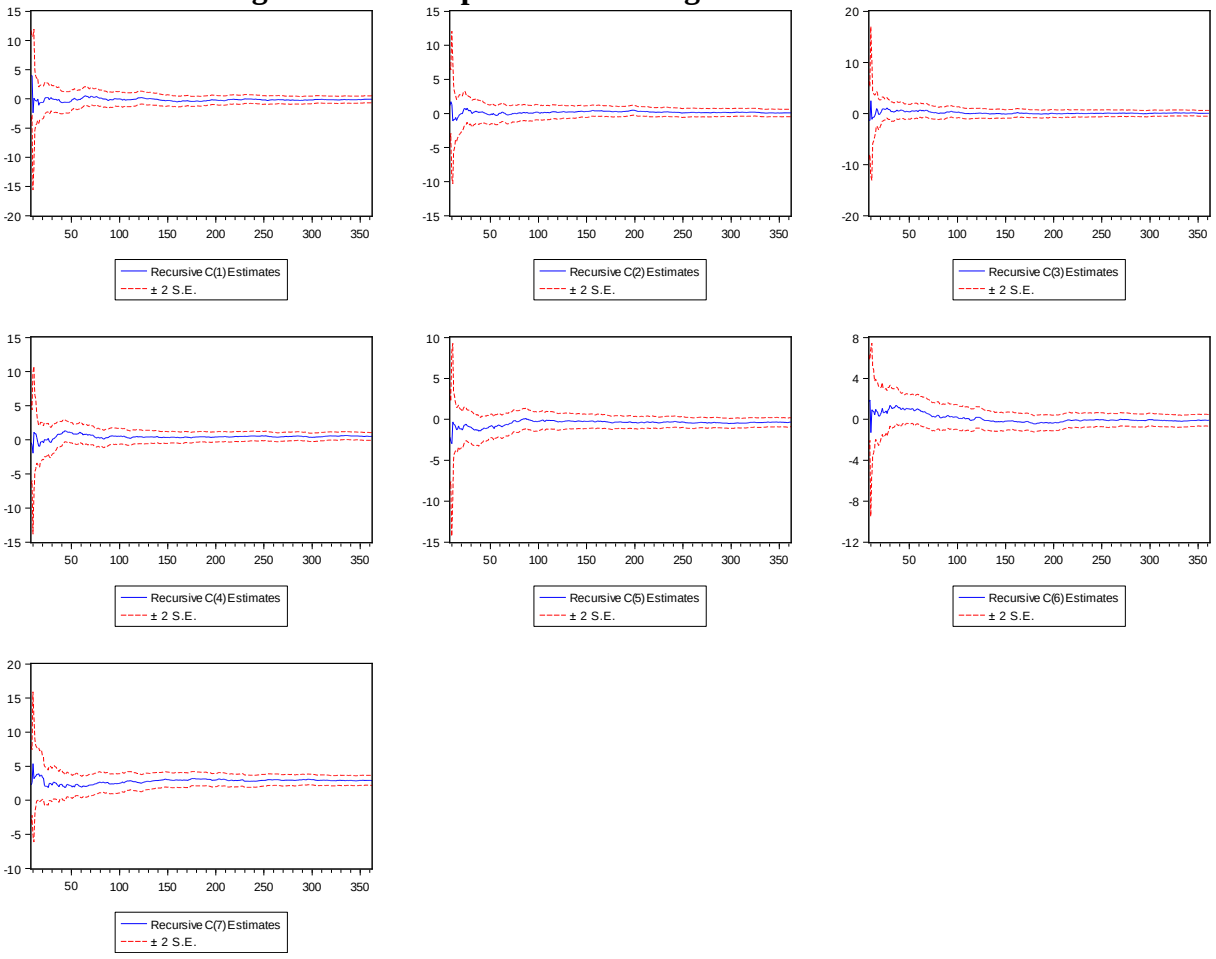
4. Results

4.1. Robustness

Using recurrent coefficients is a more suitable approach than the Ramsey RESET test for assessing the specification of a Tobit model, given the characteristics of this model and the censored nature of the

data it handles. While the Ramsey test is useful for detecting the omission of nonlinear terms or explanatory variables, it has limitations when applied to censored data, as is the case with Tobit models. Conversely, recurrent coefficients allow for analyzing the stability of estimates over iterations, ensuring that parameters converge consistently. This approach provides a more precise check of the model's validity, which is particularly relevant when estimates are based on a likelihood maximization procedure that requires stable parameter convergence to ensure the quality of the results.

Figure 1: model specification using recursive coefficients

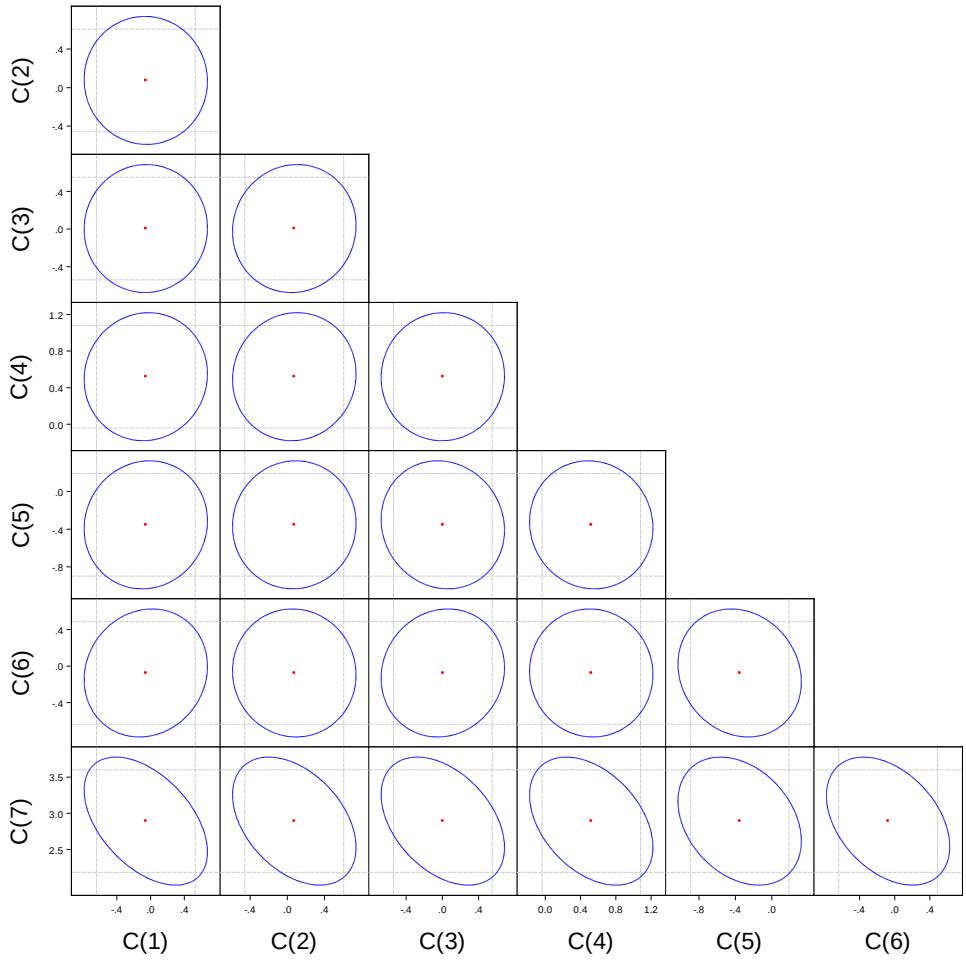


Source : authors

Figure 1 shows the evolution of the recurrent estimates of the coefficients over the observations. Each graph represents a specific parameter of the Tobit model, with a central curve (in blue) indicating the progression of the estimate over iterations. The dotted red lines correspond to confidence intervals at ±2.5 standard deviations, allowing for the evaluation of coefficient stability. It can be observed that, in most cases, the estimates converge to a stable value as iterations progress. At the beginning of the curves, there is some instability (notable fluctuations), which can be explained by the initial sensitivity of the estimates to starting values or to outliers. However, after a certain number of iterations, the curves become more regular and remain largely within the confidence bands, indicating satisfactory convergence. This suggests that the model is well-specified and that the parameters are stable.

Overall, the results of the recurrent estimates seem to indicate that the Tobit model provides consistent estimates once the initial observations have been processed and the parameters have stabilized. In the context of a Tobit model, the use of confidence ellipses to assess multicollinearity among explanatory variables is justified by the specific nature of this type of model. The Tobit model deals with censored data, which can complicate the interpretation of relationships between variables and make classic diagnostics, such as VIF, less suitable. Indeed, VIF relies on assumptions of linearity and the absence of censoring, which may limit its relevance in a Tobit model, where some observations do not follow a classical distribution. In contrast, confidence ellipses provide a bivariate visualization of the relationships between coefficients, enabling a better understanding of the direction and intensity of correlations in a context where the effects of variables may be partially obscured by censoring.

Figure 2: confidence ellipses for analyzing multicollinearity



Source: authors

Figure 2 illustrates the confidence ellipses associated with the combinations of coefficients of the explanatory variables in the model. Each ellipse corresponds to a relationship between two coefficients, where the alignment and shape of the ellipse provide an indication of the correlation between these variables. A highly flattened or inclined ellipse indicates a strong correlation between the two coefficients, while a more circular shape suggests a low correlation. Multicollinearity can pose problems during parameter estimation by increasing standard errors and reducing the precision of the coefficients. In this figure, most ellipses appear relatively circular, suggesting that the coefficients associated with the explanatory variables do not exhibit strong correlations and that multicollinearity is not a major concern in this model.

The use of White's test for heteroskedasticity in a Tobit model is justified by the nature of this type of model, which relies on maximum likelihood estimation. The proper functioning of this method requires an assumption of homoskedasticity, meaning that the variance of errors must be constant across all observations. If the errors exhibit non-constant variance, the standard error estimates of the coefficients may be biased, making significance tests unreliable. Censored data, typical of a Tobit model, are particularly prone to generating heteroskedasticity. Therefore, White's test is appropriate in this context because it can detect general forms of heteroskedasticity without the need to specify a particular structure in advance.

Table 1: results of the white heteroscedasticity test

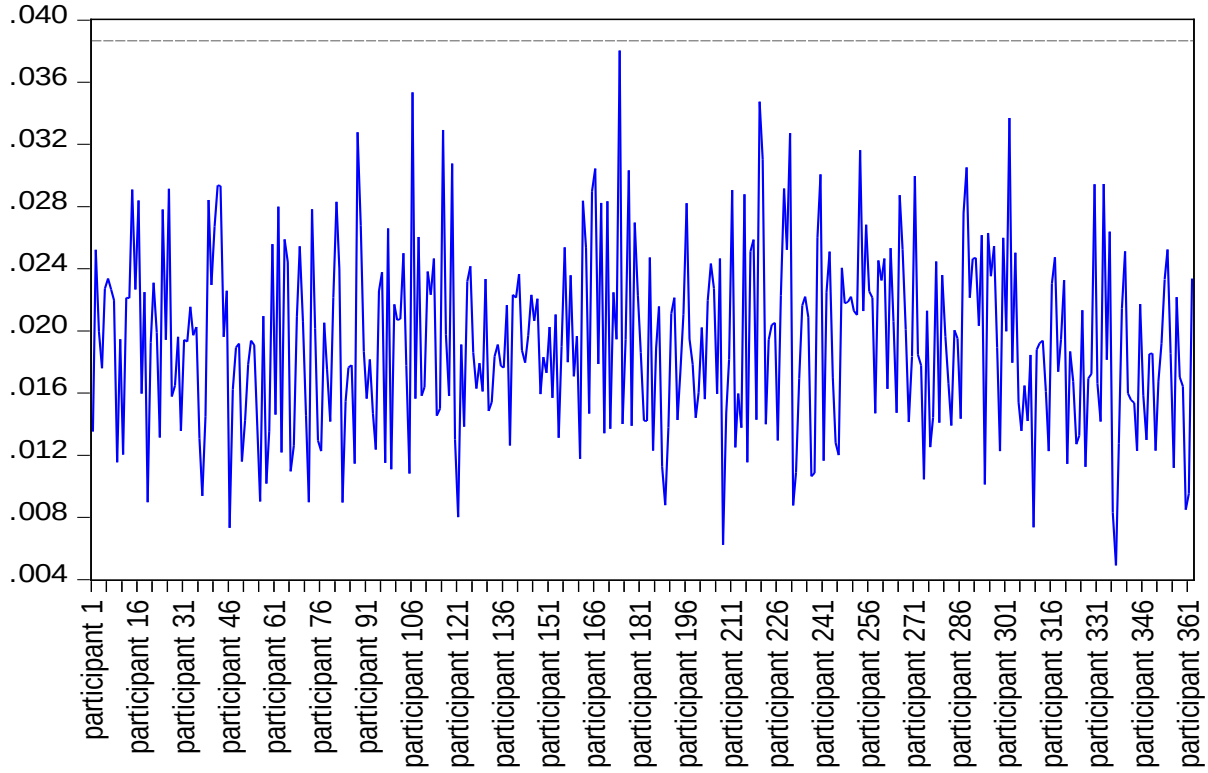
Test Statistic	**Value**	**Probability**
F-statistic	1.328554	Prob. F(27, 334) = 0.1308
Obs*R-squared	35.10762	Prob. Chi-Square(27) = 0.1362
Scaled explained SS	9.812024	Prob. Chi-Square(27) = 0.9990

Source: authors

The results of White's test indicate that the null hypothesis of homoskedasticity cannot be rejected. The F-statistic has a value of 1.328554, with an associated probability of 0.1308, showing that the errors do not display significant signs of heteroskedasticity at the 5% level. The Obs*R-squared statistic, which follows a Chi-squared distribution, has a value of 35.10762 with a p-value of 0.1362, confirming that the hypothesis of homoskedasticity remains valid. Finally, the scaled explained sum of squares presents a very high probability of 0.9990, indicating perfect concordance with the homoskedasticity hypothesis.

The Hat Matrix is a statistical tool used to evaluate the influence of each observation on the model's estimates. It measures the effect that a specific data point has on the model's predictions, thereby identifying observations that have a disproportionate influence. The values of the Hat Matrix range between 0 and 1. High values indicate that a particular observation has a significant impact on the coefficient estimates of the model, which may signal an influential or outlying data point that could bias the results.

Figure 3: Hat Matrix for evaluating model stability



Source: authors

The analysis of Figure 3 shows the distribution of leverage values for each participant. The blue curve illustrates the variations in individual Hat Matrix values, representing the influence of each participant on the model. The values fluctuate between 0.012 and 0.028, indicating a moderate and relatively balanced impact of observations on the estimates. However, a few peaks reach values close to 0.036, though they remain below the critical influence threshold typically defined as 2(p/n), where p is the number of explanatory variables and n is the sample size. These results suggest that there are no particularly influential or outlying observations likely to distort the model's estimates. The distribution of Hat Matrix values indicates good model stability, with no signs of major bias caused by a few participants.

4.2. Tobit regression results

The methodology of this study is based on a quantitative approach aimed at assessing the impact of digital inequalities on youth employability in Morocco. A set of six hypotheses was formulated from the existing literature, targeting various aspects of digital inequalities. To test these hypotheses, a Tobit regression model was adopted, chosen for its ability to handle censored and truncated data, characteristic of the dependent variable measured on a limited scale. The sample consists of 362 young graduates (with qualifications ranging from a two-year college degree to a master's degree) from various fields of study, selected to represent a geographical and socioeconomic diversity. The data were collected through questionnaires and then submitted to several recruitment agencies to obtain an objective assessment of employability as perceived by the labor market. This evaluation reflects the expectations and requirements of recruiters. Furthermore, robustness tests were conducted to ensure the model's validity and stability, including analyses of multicollinearity and heteroskedasticity. The regression results are presented in the following table:

Table 2: Tobit regression results

Dependent Variable: EMPL				
Method: ML - Censored Normal (TOBIT) (Newton-Raphson / Marquardt steps)				
Sample: 1 362				
Included observations: 362				
Left censoring (value) series: 0				
Right censoring (value) series: 5				
Convergence achieved after 5 iterations				
Coefficient covariance computed using observed Hessian				
Variable	Coefficient	Std. Error	z-Statistic	Prob.
C	***-1.890209	0.452024	-4.181657	0.0000
INFR	***0.982786	0.373251	2.633044	0.0088
DIGS	**0,801117	0,339845	2,357300	0.0189
SOEC	***0.970924	0.347180	2.796602	0.0054
URBN	-0.463362	0.345645	-1.340572	0.1809
GEND	***1.179564	0.357652	3.298078	0.0011
POLI	**0.715406	0.358940	1.993107	0.0470

Source: authors; ***Significant at 1%; **Significant at 5%; *Significant at 10%.

Hypothesis H1, which posits that access to digital infrastructure improves youth employability, is confirmed. The coefficient associated with access to digital infrastructure is positive and significant at the 1% level ($p = 0.0088$), indicating that better digital infrastructure indeed promotes job opportunities for youth. Hypothesis H2, suggesting that young people with better digital skills are more likely to be employed, is also validated. Although the coefficient for digital skills is positive, it is significant ($p = 0.0189$), meaning that this hypothesis is supported by the data.

Hypothesis H3, which claims that socioeconomic status strongly influences access to digital tools and employment, is also confirmed. The socioeconomic status coefficient is positive and significant at the 1% level ($p = 0.0054$), emphasizing that young people from more privileged socioeconomic backgrounds benefit from better job opportunities due to improved access to digital resources. Regarding Hypothesis H4, which proposes that youth living in urban areas have better chances of being employed due to better access to digital infrastructure, the results do not support this. The urbanization coefficient is negative and not significant ($p = 0.1809$), challenging the idea that urban residence offers an advantage in employability linked to digital infrastructure.

Hypothesis H5, stating that gender impacts access to digital and professional opportunities, is supported by the results. The gender coefficient is positive and significant at the 1% level ($p = 0.0011$), indicating notable disparities between sexes in access to digital resources and job opportunities. Hypothesis H6, suggesting that public policies promoting digital inclusion increase employment opportunities for youth, is also validated. The public policy coefficient is positive and significant at the 5% level ($p = 0.0470$), demonstrating that government initiatives aimed at bridging the digital divide effectively improve youth employability.

5. Discussion

The results of this study highlight the significance of digital inequalities as a determining factor in youth employability in Morocco. Access to digital infrastructure has proven to be a crucial element, confirming that having reliable internet connections and adequate technological equipment significantly facilitates access to professional opportunities. This underscores the need for authorities and private

actors to invest more in developing technological infrastructure, especially in less equipped regions, to ensure equal access for all youth, regardless of geographic location. Furthermore, the socioeconomic status of young people is essential in their ability to access digital tools and, consequently, to improve their employability. Youth from more advantaged backgrounds enjoy better digital resources, giving them a competitive edge in the labor market. This finding highlights the importance of implementing targeted programs to support disadvantaged youth by providing them with the necessary tools and training to narrow this gap and promote greater equity in job opportunities.

Gender has also proven to be a significant factor, with notable disparities between young men and women in access to digital resources and professional opportunities. These results highlight the persistence of structural and societal barriers that limit the participation of young women in technological sectors. It is essential to develop specific initiatives to encourage and support young women in the digital field, promoting inclusive environments and combating gender stereotypes that hinder their professional advancement. Public policies for digital inclusion have shown their effectiveness by increasing job opportunities for youth. This demonstrates the importance of governmental interventions in bridging the digital divide and promoting professional integration. Initiatives such as digital skills training programs, subsidies for acquiring technology, and digital infrastructure projects are crucial for improving youth employability. These policies must be continuously evaluated and adapted to respond to technological developments and the changing needs of the labor market.

On the other hand, the place of residence did not show a significant effect on employability. This lack of correlation could suggest that digital inclusion efforts in rural areas are beginning to offset traditional disadvantages, thereby equalizing job opportunities between urban and rural areas. Thus, it is important to strengthen digital infrastructure, promote the acquisition of digital skills, and implement inclusive policies that address socioeconomic and gender disparities. By acting on these different levers, it is possible to create an environment conducive to equitable and sustainable professional integration in an increasingly digital economy. These actions will not only help reduce existing inequalities but also foster inclusive and sustained economic growth for Morocco.

6. Conclusion

This study examined the impact of digital inequalities on youth employability in Morocco, focusing on various factors such as access to digital infrastructure, digital skills, socioeconomic status, gender, and public policies for digital inclusion. Access to digital infrastructure is a crucial determinant of youth employability. Young people with reliable internet connections and adequate technological equipment have greater professional opportunities, emphasizing the importance of investments in technological infrastructure, especially in less developed regions. Additionally, digital skills also play a significant role. Youth with advanced information and communication technology skills are better positioned in the labor market, highlighting the need to strengthen digital skills training programs in educational institutions and through continuous training.

The socioeconomic status of young people also has a significant impact on their employability. Young people from more privileged socioeconomic backgrounds have better access to digital resources, giving them a competitive advantage. This disparity underscores the need to develop targeted programs to support disadvantaged youth, in order to reduce existing gaps and promote greater equity in the job market. Furthermore, gender disparities remain a significant issue. Young women face obstacles in accessing digital resources and professional opportunities, although digital resources have a positive impact on their employability when they have access to them. This calls for the implementation of

specific initiatives aimed at encouraging and supporting the participation of women in technological and entrepreneurial sectors.

Additionally, public policies for digital inclusion have a positive impact on increasing job opportunities for youth. Government initiatives aimed at bridging the digital divide, such as digital skills training programs and subsidies for acquiring technology, is imprtant in improving youth employability. It is therefore essential that these policies are continuously evaluated and adapted to keep up with technological advancements and the demands of the labor market. Overall, this study emphasizes the importance of adopting a holistic approach to combating digital inequalities and enhancing youth employability in Morocco. Strengthening digital infrastructure, promoting the acquisition of digital skills, and implementing inclusive policies that address socioeconomic and gender disparities are crucial. By acting on these various levers, it is possible to create an environment conducive to equitable and sustainable professional integration in an increasingly digital economy. These efforts will not only help reduce existing inequalities but also foster inclusive and sustained economic growth for Morocco.

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