

Synthesis of the 2025 edition of the Gender Responsive Budgeting Report

The 2025 edition of the GBR (Gender Budget Report) comes at a time when Morocco is consolidating its commitment to reducing inequalities between women and men and promoting women's empowerment, in line with the Royal Orientations and the recommendations of the Report on the New Development Model. In this respect, our country's initiatives for the successful application of GRB (Gender Responsive Budgeting), combining strategic and budgetary programming in the service of gender equality, have earned it international recognition, as evidenced by the evaluations carried out by leading international institutions. The recent evaluation of the performance of Morocco's gender-sensitive public financial management system (PEFA Gender) attests to Morocco's significant progress in this area.

Continuing this process, 2024 saw the design of a methodology for marking budget allocations dedicated to equality between women and men, the fruit of a nearly 2-year process of reflection, consultation and experimentation involving the Center of Excellence for GRB (CE-GRB), UN Women and several ministerial departments. The design of such a system represents a major step forward, positioning Morocco at the forefront of international practice in terms of operationalizing and appropriating GRB.

In line with this dynamic, the content of the GBR 2025 is structured around the following sections:

- ➔ The first section describes the methodology for marking budgets allocated to the promotion of gender equality. Highlighting its reference framework and drawing on the main international experiences in this field, this section also includes the guidelines for implementing the methodology of gender marking of expenditure allocated to equality between women and men in Morocco;
- ➔ The second, third and fourth parts of the report highlight the efforts made by ministerial departments towards gender-integrated programming and budgeting. This is in line with the provisions of the Organic Law relating to Finance (LOF) of 2015 and those of the Head of Government's circular (n°4/2024) relating to the establishment of proposals for three-year Budget Programming with objectives and performance indicators for the period 2025-2027.

1. Gender-marked budgets: a new level of action to consolidate the application of Gender Responsive Budgeting in Morocco

Strengthening the traceability of budgets allocated to the promotion of gender equality and women's empowerment, by linking them to commitments made in terms of reducing gender inequalities and to the evolution of public finance management mechanisms, is now seen worldwide as a key area for consolidating the application and ownership of GRB.

Aware of this challenge, the Ministry of Economy and Finance (MEF), through the CE-GRB, in partnership with UN Women, has launched, since 2022, a project aimed at setting up a system for gender-marked budgets. This initiative meets our country's commitments under the 2030 Agenda for Sustainable

Development, particularly with a view to achieving the Sustainable Development Goal (SDG5) “achieve gender equality and empower all women and girls” and, in particular, its target 5.c.1, which follows “the proportion of countries with systems for transparent monitoring of resources allocated to gender equality and women's empowerment”.

In the same vein, the design of this marking system is perfectly in line with the initiative taken by our country to integrate the additional “PEFA Gender” framework into the third exercise of the “PEFA” public financial management systems performance evaluation program for the year 2023. This is based on an assessment of the extent to which gender equality is taken into account in public finance management, through 9 indicators, including indicator 6 and its component 6.1 on the monitoring of budget expenditure in favour of gender equality.

A review of the main international experiences in the design and application of systems for marking budget allocations intended to reduce gender inequalities (Rwanda, Mali, Andalusia...) has highlighted a number of prerequisites for the successful implementation of these systems. These prerequisites essentially concern the appropriation of GRB tools and instruments, the systematization of sectoral gender analyses, the continuous enrichment of information systems with gender-sensitive data, and the involvement of all parties concerned by the gender budget marking process (the MEF and ministerial departments, as well as the organizations under their supervision, etc.).

1.1. Design for Morocco of a methodology for marking expenditure allocated to the promotion of gender equality in line with the specificities of national budget programming

With over 20 years' experience of applying GRB, Morocco has demonstrated its maturity in developing and deploying a system for marking budgets earmarked for reducing inequalities between women and men. The results of the 2023 evaluation of the performance of the gender-sensitive public financial management system (PEFA Gender) confirm this observation.

Morocco has taken the initiative of integrating the Complementary Framework for the Evaluation of Gender-Sensitive Public Financial Management (PEFA Gender) for the first time into the performance evaluation of public financial management systems for the year 2023. This evaluation covered 3 years (from 2020 to 2022) and focused on central administration, as did the main PEFA evaluation. According to Morocco's Public Expenditure Review and Financial Accountability Assessment (PEFA) Report (June 2024), our country has made significant progress in integrating the gender dimension into public financial management. These advances are the fruit, according to the Report, on the one hand, of the adoption of Laws, essentially the LOF of 2015, which call for gender equality to be taken into account in the budget programming of ministerial departments, and on the other hand, of the institutionalization of the preparation of reports that monitor the level of consideration given to gender equality concerns in the programming, budgeting and monitoring-evaluation exercises of ministerial departments.

The report also shows that Morocco has obtained a C grade, rated as average, for its tracking of budget expenditure in favour of gender equality. The assessment, which covers the year 2022, gave Morocco this grade due to the unavailability at that date of a set methodology for marking budgets allocated to reducing gender inequalities. However, thanks to the gender budget marking methodology developed in 2024 and tested in two ministerial departments, it is expected that the next performance evaluation exercise for gender-sensitive public financial management systems will revise this rating upwards.

Drawing inspiration from best practices in this field worldwide, in 2024 the MEF, through the CE-GRB in partnership with UN Women, developed a methodology for marking budgets allocated to promoting gender equality, adopting a progressive and participatory approach involving the Ministry and several ministerial departments. The approach was inspired by the OECD/DAC gender marking system and successful international experiences in this field (Rwanda, Andalusia and others).

OECD/DAC marker for rating the degree of integration of the dimension in development cooperation

The OECD/DAC Gender Marking System is a qualitative statistical tool designed to monitor activities aimed at promoting gender equality, one of the objectives of development aid policy. This system, which is based on the attribution of a rating with three values (0, 1 and 2), makes it possible to identify whether a program or project contributes directly “principal objective” or significantly “significant objective” to the promotion of equality between women and men. These ratings are based on an evaluation grid composed of a set of criteria that should be verified by the programs/projects submitted for marking. Once the rating has been awarded, it is used to estimate the share of funding devoted to gender equality in the total budget of the program/project concerned.

The details of this system for rating or categorizing programs/projects are set out in the table below:

Marker/Notation value	Program/project categorization	% of program/project budget considered relevant to the promotion of gender equality	Program/project characterization
CAD 0	<i>Not oriented towards</i> promoting gender equality	0%	The project/program does not aim to promote gender equality. However, a gender analysis of the said program/project has been carried out
CAD 1	Promoting gender equality <i>is a significant objective</i>	40%	Promoting gender equality is an important objective of the program/project, but not the main reason for its implementation.
CAD 2	Promoting gender equality is a <i>key objective</i>	100%	Gender equality is the main objective of the program/project. Achieving this objective conditions the content and operation of the program/project, and is considered its <i>raison d'être</i> .

Source: “Guide to OECD/DAC Marking: a tool for the systematic integration of the gender and environment/climate nexus”, The Directorate for Development Cooperation and Humanitarian Affairs, Luxembourg Ministry of Foreign and European Affairs.

Table 1 : Rating and monitoring grid for financing dedicated to gender equality developed within the OECD/DAC framework

As a result, the gender marking methodology developed for Morocco's gender equality budgets is, in turn, based on the rating or categorization of expenditure allocated to budget programs and projects. This methodology has the particularity of working on two levels:

1. Budget programs to ensure that the gender dimension is taken into account in the programming of ministerial departments;
2. The projects in order to approach the degree of integration of concerns linked to the reduction of gender inequalities in the operational actions taken by the ministerial departments and thus deduce the budget allocations actually allocated to achieve this.

This methodology is divided into three stages:

→ *Step 1: Assign a rating/marker to budget programs*

This stage consists of subjecting each budget program to an evaluation grid that incorporates a set of criteria to be verified in order to assign it a rating/marker (Performance Projects (PdPs) are the source by excellence for verifying evaluation criteria for rating programs). The following table highlights the characterization of the budget programs analyzed according to the codes/markers assigned to them.

Code/marker	Characterization of the budget program
G+: specifically dedicated to gender equality	Gender equality and women's empowerment is the <i>raison d'être</i> of the program, and its pursuit fundamentally shapes its design and expected outcomes.

G2 : gender-sensitive	Gender equality and women's empowerment is an important program objective among others (gender equality is therefore not the main motivation for the design and implementation of the analyzed program).
G1 : low gender sensitivity	The program's contribution to the promotion of gender equality and women's empowerment is minor compared with the scale of its contribution to the other objectives.
G0 : gender-blind	The program is not aimed at gender equality and women's empowerment.

Source: CE-GRB, 2024.

Table 3: Rating of programs according to the degree of gender mainstreaming

The evaluation criteria adopted for awarding a rating to the budget programs analyzed cover the availability of a gender analysis relating to the program or sector, the inclusion of gender equality in the program's strategy and objectives, and the integration of issues relating to the reduction of gender inequalities in one or more of its performance indicators.

→ Step 2: Assign a rating/marker to projects arising from the analyzed budget program

The aim of this stage is not only to ensure ex-ante traceability of project budgets dedicated to promoting gender equality, but also to confirm or adjust the rating assigned to budget programs. It should be noted that the rating/marketing of projects under each budget program is, in turn, carried out in 3 phases:

Phase 1: Identification of projects arising from each budget¹ program

This phase requires the alignment of the physical projects arising from each sector strategy with those included in the budget morasse. To achieve this, ministerial departments are called upon to make use of the information contained in the logical frameworks associated with their strategy, the project sheets drawn up and completed, the PdPs and the budget morasses.

Phase 2: Project rating/marketing

Once the cross-reference table has been drawn up and the projects under each budget program have been identified, the next step is to rate/mark each project. The table below highlights the characterization of projects according to the code/marker assigned to them.

Project code/marker	Description	Project characterization
1	Specifically dedicated to gender equality	Gender equality and women's empowerment is the strategic objective and raison d'être of the project.
2	Gender-sensitive	Gender equality and women's empowerment is an operational objective of the project.
3	Low gender sensitivity	The project's contribution to the objectives of gender equality and women's empowerment is minor compared to the extent of its contribution to its other objectives.
4	Gender-blind	The project is not aimed at gender equality and women's empowerment.
5	Not rated	The project has not been evaluated.

Source: CE-GRB, 2024.

Table 4: Rating projects according to the degree to which gender equality concerns are taken into account

¹ On an experimental basis, we have decided to begin by marking the budgets allocated to investment projects.

The attribution of ratings/markers to the projects analyzed depends on several criteria being met, namely the identification of the promotion of gender equality or women's empowerment as the project's strategic objective, the definition of a project operational objective aimed at reducing gender inequalities and/or empowering women, the implementation of an activity or result specific to gender equality, and the integration of a gender-sensitive indicator into the project's monitoring and evaluation system.

Phase 3: Estimation of project budget allocations for the promotion of gender equality

On the basis of the rating/marker obtained by each project analyzed, a part of the budget programmed for this project is then considered to be dedicated to the promotion of equality between women and men according to the following weightings:

Project rating/marker	Categorizing marker notation	% of project budget considered relevant for promoting gender equality
1	Specifically dedicated to gender equality	100%
2	Gender-sensitive	70%
3	Low gender sensitivity	30%
4	Gender-blind	0%
5	Not rated	0%

Source : CE-GRB, 2024.

Table 5: Estimated share of project budget dedicated to gender equality

→ *Step 3: Estimating budgets for gender equality programs*

The assessment of the proportion of the budget of each budget program analyzed that is actually allocated to the promotion of gender equality is based on the estimates of the project budgets dedicated to gender equality obtained through the analyses carried out in the third phase of the second stage of the methodology developed (see table below).

Total share of project budgets earmarked for gender equality	Total weighted project budgets as % of total program budget value* (%)	Budget program rating/marker
Σ (Share of project budget 1+ Share of project budget 2+ Share of project budget 3+ Share of project budget 4...)	More 85%	G+ : specifically dedicated to gender equality
	Between 50 and 84%	G2 : gender-sensitive
	Between 20 and 49%	G1 : low gender sensitivity
	Between 0 and 19%	G0 : gender-blind

* :

$$\text{Rate in \%} = \frac{\Sigma \text{ of the weighted budgets of the projects in the program analyzed}}{\text{Total program budget}}$$

Source: CE-GRB, 2024

Table 6: Estimating the proportion of a budget program devoted to gender equality

1.2 Test application of the methodology for marking budget allocations for gender equality to the Youth Department's budget for the year 2024: Main results

The Department of Youth (YD) has embarked on an action strategy involving issues linked to the reduction of gender inequalities and the promotion of women's empowerment. This strategy is based on two

budget programs: the steering and governance program and the program for youth, children and women. The portfolio of projects under these programs is broken down as follows:

- The steering and governance program is made up of three grouping projects, namely “modernization of administration and human resources”, “mission support” and “cooperation and partnership”;
- The youth, children and women's program is structured around two cluster projects: “Implementation of youth programs” and “Implementation of children and women's programs”.

Using the information contained in the YD's PdP for the 2024 Finance Act and other sources of information, we were able to fill in the analysis grid for its budget programs and thus assign them ratings, in line with the gender marking methodology developed. As a result, the steering and governance program is rated as a G1 program, i.e. not very gender-sensitive. As for the program dedicated to youth, children and women, although it aims to reduce gender inequalities, this objective remains one among others and is not considered to be the program's *raison d'être*, giving it a G2 rating corresponding to a gender-sensitive program. The following table highlights the ratings of projects deriving from budget programs and YD projects, as well as the proportion of their budgets allocated to reducing gender inequalities.

Program	Project	Project rating	% of project budget considered relevant for promoting gender equality	Amount of project budget allocated to gender equality* (In millions of dirhams)	Total weighted project budgets as % of total program budget value	Program code
Steering and governance ¹	Modernization of administration and human resources	2	70%	224,93	51%	G2
	Mission support	4	0%	-		
	Cooperation and partnership	2	70%	11,3		
Youth, children and women	Producing youth programs	2	70%	536,4	81%	G2
	Implementation of children's and women's programs.	1	100%	442,2		

*: Only payment credits are taken into account.

Source: Youth Department, 2024.

Table 7: Estimated shares of YD project and program budgets earmarked for the promotion of gender equality

Estimates of the shares of the budgets of the YD's budget programs and projects allocated to reducing gender inequalities and promoting women's empowerment confirm the rating awarded to **the Youth, Children and Women program, which is considered to be gender-sensitive, with a share of its budget dedicated to gender equality of almost 81%**. As for the steering and governance program, these estimates have resulted in a **G2** rating, taking into account a **budget allocated to gender equality of around 51%** of its total budget, which differs from G1 obtained using the budget program rating grid

(step 1 of the methodology). Referring to the rules adopted by the methodology developed, which stipulate that, in the event of differences being found between the ratings of budget programs obtained using the rating grid and the approach based on the estimation of budgets dedicated to equality, the lowest rating, i.e. G1 (low gender sensitivity), is retained.

These results clearly demonstrate the scope of the methodology developed for the Moroccan case, and the promising prospects expected from its gradual application by ministerial departments. The work undertaken to set up and operationalize a module dedicated to gender budget marking, which is integrated into the e-budget 2 information system, and the programming by the CE-GRB of gradual support for ministerial departments in the application of the methodology developed, constitute a milestone on the road to widespread deployment of the said approach.

2. Efforts made by ministerial departments in favor of gender-sensitive programming and budgeting

The analysis of the efforts made by ministerial departments to implement gender-sensitive programming and budgeting was based on an evaluation grid that focuses on the actions undertaken and planned by ministerial departments in terms of carrying out sectoral gender analyses, aligning their priorities with the objectives set in terms of reducing gender inequalities and women's economic empowerment, and the relevance of the gender-sensitive results chains they have developed. The main findings of this analysis are highlighted in the table below:

**Status of the implementation of the gender-sensitive performance approach by ministerial departments in accordance with the provisions of the LOF and the guidelines of the Circular of the Head of Government (n°4/2024)
-October 2024-**

Department	Gender analysis by sector	Gender-sensitive results chains			
		Programs	Objectives	Number of gender-sensitive indicators accompanying the objective	Number of gender-sensitive sub-indicators
Interministerial Delegation for Human Rights (DIDH)	The Department does not yet have a gender analysis.	Human rights	Ensuring compliance with commitments relating to international human rights interaction	1	-
Ministry of Justice (MJ)	In 2024, the Ministry of Justice, through OJSG ² , in partnership with CE-GRB, UN Women, ESCWA ³ and the European Union (EU), launched a gender analysis of the justice sector, following on from the analysis carried out in 2019...	Support and management	Building skills and supporting gender equality	-	4
		Strengthening rights and freedoms	Protecting the rights of women and children	2	-
General Delegation for Penitentiary Administration and Reinsertion (DGAPR)	The DGAPR has only one gender analysis, carried out between 2017 and 2018.	Prisoner rehabilitation policy	Improving detention conditions	2	4
			Promotion of reintegration preparation programs	4	8
			Strengthening administrative capacity	1	2
			Gender and environmental mainstreaming	1	-
Ministry of Habous and Islamic Affairs	To date, the Ministry does not have a sectoral gender analysis for its areas of action.	Religious framing	Improving the health situation of religious pre-posters and their beneficiaries	1	-
		Islamic places of worship and cultural venues	Equitably meeting the population's needs for Islamic worship and cultural facilities	-	1
		Religious education and training	Upgrading and training religious workers	1	-
	The design of PGE ⁴ III which covers the period from 2023 to 2026, has been enriched by the conclusions and guidelines arising from the gender analysis carried out in this respect, as well as the lessons learned from the implementation of PGE I and PGE II.	Support and management	Institutionalize equitable public administration based on a system of competencies	1	2
		Equality between women and men, empowerment and leadership and promotion of rights	Designing and managing the implementation of the government's equality plan	4	-
			Strengthening the economic empowerment of women and girls	1	-
			Designing and managing the implementation of the government's equality plan	4	-

² Observatory for Gender-Sensitive Justice.

³ The Economic and Social Commission for Western Asia

⁴ PGE III: the third edition of the Government Equality Plan (2023-2026).

Ministry of Solidarity, Social Development, Equally and the Family		Social development, promoting the rights of people with disabilities and protecting families, children and the elderly	Strengthen the participation of associations, including women's associations, in the implementation of public policies led by the Ministry and in the targeting of women and girls.	-	2
			Design, coordinate and implement effective, gender-sensitive public policies in the field of child protection.	1	-
			Protecting and promoting the family and the elderly	1	-
			Promoting the rights of people with disabilities, taking into account the specific needs of women and men	-	-
Ministry of Economy and Finance (MEF)	The year 2023 was marked by the finalization of the gender analysis of the national tax and customs system, launched in 2022 by the MEF through the CE-GRB in partnership with UN Women. This analysis provided a set of recommendations designed to strengthen gender mainstreaming in the tax and customs system.	Support and Management	Institutionalize equitable public administration based on a system of competencies	1	1
		Facilitating, securing trade and protecting the consumer	Improving service quality and border crossing conditions	-	1
		Economic policies and public finance strategies	Integrate gender sensitivity into the budgetary process of ministerial departments	1	-
			Improving environmental and sustainable development analyses	1	-
Department of Administration Reform (DRA)	In 2024, the DRA finalized a new sectoral gender analysis carried out in partnership with CE-GRB and with the support of AFD and UN Women. This new analysis focused on the effects of digitization and the development of new technologies on access to various public services and on the working methods of civil servants, while taking into account the gender dimension.	Administrative reform and improved public services	Institutionalize an equitable civil service based on a competence system	1	-
			Improving, expanding and diversifying public services	-	1
			Institutionalize equitable public administration based on a system of competencies at the ministry level	-	1
Department of Foreign Affairs and African Cooperation (DAECA)	In 2024, the DAECA, in partnership with the CE-GRB, launched the first gender analysis of the department's areas of intervention, particularly those related to human resources management and consular affairs.	Morocco's diplomatic action and influence	Promote bilateral and multilateral relations, consolidate Morocco's achievements in terms of territorial integrity and promote the Moroccan model and the major platforms undertaken.	-	1
			Assisting non-State actors in parallel diplomacy	-	1

		Consular and social affairs	Protecting and guaranteeing the social rights of Moroccans Residing abroad (MRA)	-	1
		Support and management	Institutionalize equitable public administration based on a system of competencies	1	3
Communication Department (DC)	In addition to carrying out a gender analysis of the communication sector and developing a guide to combat gender stereotypes in the media in Morocco in 2019, the DC plans to carry out a new study to enrich existing analyses and produce reliable con-knowledge and data addressing gender equality issues in the communication sector.	Communications, media development and public relations	Improving the image of women in the media and combating sexist stereotypes in the national media	1	-
			Develop staff skills and optimize the efficiency of human resources management	-	1
High Commission for Planning (HCP)	Although the HCP does not yet have a gender analysis specific to its structures, professions and fields of action, it remains the public entity responsible for collecting, analyzing and disseminating information covering the demographic, economic and social fields, integrating the gender dimension.	Steering and support	Institutionalize equitable public administration based on a system of competencies	2	-
		Executive training in statistics, applied economics and information sciences	Meet growing demand in the fields of statistics, applied economics and information science	1	4
			Improving the quality of social services provided to INSEA students	1	2
Economic, Social and Environmental Council (CESE)	Given the unavailability of a gender analysis of its areas of intervention, the CESE uses its priorities and action strategy to identify the gender equality-related themes to be analyzed and addressed in its reports, opinions and self-assessments.	Helping to improve public policy and promote participatory democracy	Enhance the quality of the CESE's output and strengthen the applicability of its recommendations	1	-
Department in charge of Energy (DTE)	The only gender analysis available to the DTE is the one carried out in 2019 in partnership with AFD and the support of CE-GRB. This analysis focused on examining the department's results chain from a gender perspective.	Support and management	Institutionalize egalitarian public administration based on a system of competence	1	1
		Energy	Improving energy efficiency	1	2
Sustainable Development Department (DDD)	The only gender analysis available to the DDD was conducted in partnership with UN Women. The results and recommendations from this analysis were used to design the Strategy for the Institutionalization of Gender Equality (SIEG) in the environment sector launched in 2018.	Steering and Support	Institutionalize equitable public administration based on a system of competencies	1	1
			Support for strategic territorial planning	-	1

Ministry of National Territory Planning, Land Planning, Housing and City Policy (MATNUHPV)	In 2023, the MATNUHPV carried out a gender analysis of the housing and urban policy sector as part of a tripartite partnership between the Ministry, CE-GRB and UN-Women. Based on the recommendations arising from this analysis, a roadmap for the institutionalization of the gender aspect in the Ministry's action strategy was drawn up, followed by a logical framework for its implementation over the period 2024 to 2025. This framework sets out the activities to be implemented, the stakeholders involved and the indicators for monitoring progress.	National land-use planning	and the convergence of public interventions		
			Promoting territorial cohesion and enhancement	-	1
		Urban planning and architecture	Sustainable development of a planned regional investment offer	-	1
		Housing and real estate development	Facilitating access to housing	-	1
		Urban policy and support for territorial development	Strengthening urban integration and social inclusion	-	1
		Sector governance and management	Develop training and research in the Ministry's higher education and vocational training establishments	2	-
		Multi-purpose support and services	Institutionalize an equitable civil service based on a system of competencies	1	-
Ministry of Equipment Transport and Logistics METL	In 2024, the Ministry launched a gender analysis of the rural transport sector, in partnership with CE-BSG and the World Bank.	Management and Steering	Institutionalize a fair and egalitarian public administration based on a system of competencies	3	6
		Land transport and logistics	Improving road safety by taking gender issues into account	2	2
Water Department (DE)	To date, the DE has carried out two gender analyses of its areas of intervention, one in partnership with UN Women, which served as the basis for the design of its Strategy for Institutionalizing Gender Mainstreaming in the Water Sector (SIIGSE), and another, drawn up in 2019 with the support of AFD and CE-GRB. The aim was to enrich the Department's gender-sensitive results chain.	Water	Combating pollution and helping to reduce water-related risks	-	1
		Human resources and health system capacity-building	Optimize the management of healthcare establishments and their staffing with qualified and motivated human resources to provide better care.	-	2
			Increase basic training capacity and beneficiaries of continuing training	-	4
			Improving working conditions for civil servants through gender mainstreaming	1	-
		Planning, programming, coordinating and supporting health system operations	Generalizing social protection	-	2

Ministry of Health and Social Protection (MSPS)	The MSPS has carried out a gender analysis of the health sector between 2019 and 2020, with the support of the CE-GRB and the AFD. The Ministry has also drawn up a “Gender and health reference framework” as part of the third phase of the European Union's support program for health sector reform.	Reproductive health, health of mothers, children, young people and populations with special needs	Improving maternal and reproductive health	3	-
			Ensuring access to health services for populations with special needs, in particular the disabled, the elderly and women and children who are victims of violence.	1	-
		Epidemiological surveillance, health monitoring and safety, disease prevention and control	Reinforcing disease prevention and control	1	6
		Primary, pre-hospital and hospital care activities and services	Improving access to care and hospital treatment	1	2
Department of National and Pre-school Education (DENP)	In 2019, a gender analysis of the DENP's areas of intervention was carried out with the support of Expertise France and AFD as part of the European Union's program to implement EMP II. In addition, the DENP has the “MASAR” information system, which covers all aspects of the national education system, including the gender dimension, enabling it to carry out a wide range of gender analyses.	System governance and player mobility	Institutionalize the gender approach in the education system	2	-
		Equal opportunity and compulsory education	Accelerate the roll-out of pre-school for children aged 4 to 5	-	4
			Enrol all pupils at the end of primary school	-	4
			Guarantee schooling for all college students	-	6
		Qualifying and post-secondary education for the promotion of the individual and society	Ensuring that students continue their studies at qualifying secondary level	-	5
Ministry of Higher Education, Scientific Research and Innovation (MESRSI)	Given the current lack of a gender analysis of its areas of intervention, the MESRSI relies on the strategic orientations of its transformation plan (PACTE ESRI 2030) for any action aimed at promoting gender equality and social inclusion.	Higher education	Meeting growing demand for higher education	-	2
			Improve the internal performance of the higher education system	2	4
Vocational Training Department (DPF)	The DPF has carried out several gender analyses of its areas of intervention, in partnership with several national and international institutions, including CE-GRB, AFD, the Millennium Challenge Corporation (MCC) and others. These analyses have examined a wide range of institutional, organizational and ethical aspects of vocational training from a gender perspective.	Governance of the vocational training system and mobilization of players and partners	Ensuring professional equality in the Vocational Training Department	1	-
		Managing and steering the vocational training system	Matching the need for skills with the supply of gender-sensitive training.	-	4
			Broaden access to the sector for people with special needs, taking into account the specific needs of women and men.	-	4
			Improve the quality of training and the performance of operators by taking the gender dimension into account	-	1

Youth Department (DJ)	As part of a joint work plan signed in 2023 between the department and 6 agencies of the United Nations System, in August 2023 the DJ initiated a gender audit in partnership with UN Women. This audit focused on assessing the level of gender mainstreaming in the department's areas of intervention, in particular, the management of its human resources.	Management and governance	Institutionalize equitable public administration based on a system of competencies	-	1
		Youth, children and women	Strengthen supervision and animation for children and young people	2	2
			Contribute to the empowerment of women and girls through support and training.	2	-
			Contribute to the development of quality services for children	1	1
			Developing infrastructure and equipment to improve service quality	-	2
Ministry of Economic Inclusion, Small Business, Jobs and Skills (MIE-PEEC)	In addition to the sectoral gender analysis carried out in partnership with CE-GRB and AFD, the Ministry drew up in 2023 a guide to the gender approach and women's economic empowerment as part of the implementation of the third edition of the "Min Ajliki" program.	Steering and support	Institutionalize equitable public administration based on a system of competencies	-	1
			Support and accompany the Ministry's programs and promote Morocco's influence at the international and continental levels	-	3
		Economic Inclusion, Employment and Labor Market Observation	Promoting economic inclusion and employment for all, including women and young people	-	-
			Promoting entrepreneurship and supporting the creation of very small businesses	1	-
			Developing an integrated labor market observation system	-	1
		Work	Developing labor legislation and promoting professional equality and the fundamental rights of specific categories	2	1
Department of Agriculture, Rural Development and Water and Forests (DA-DREF)	A new gender assessment of the agriculture sector was carried out in partnership with the FAO in 2023. This assessment analyzed existing gender inequalities in several agricultural sub-sectors, focusing on their causes and impact on the economic and social development of rural areas, on natural resource management and on food security.	Development of production chains	Improve farmer mentoring rates and strengthen gender mainstreaming	1	2
		Education, training and research	Improving the quality of technical education and vocational training in agriculture	-	2
			Integrating the gender dimension into agricultural development programs	1	2
		Versatile support and services	Institutionalize equitable public administration based on a system of competencies	1	-
Ministry of Industry and Commerce (MIC)	The MIC only has a single gender analysis of the industry and trade sectors, carried out in 2019 as part of the program to support the implementation of EMP II. Nevertheless, the	Support and management	Institutionalize equitable public administration based on a system of competencies	-	1
		Industrial development	Ensure the creation of 400,000 gender-sensitive industrial jobs	-	1

	2023 edition of the industrial survey incorporates a gender analysis of the sector. The MIC also plans to develop a statistical database on women's employment and entrepreneurship.	Trade and quality development	Supporting the development of e-commerce	-	1
Department of Crafts and the Social Solidarity Economy (DAES)	DAES does not yet have a gender analysis of its business sectors.	Crafts	Improving production resources and promoting quality	-	3
			Training and capacity-building for industry players	-	3
		Social Economy	Strengthening and harmonizing a high-performance social economy	-	1