

## Summary of the 2020 Gender-sensitive Results-based budget report

Morocco's efforts in terms of Gender Responsive Budgeting (GRB) experienced a strong boost with the adoption, in 2015, of the new Organic Law relating to the Finance Law (LOF). This has opened up unprecedented opportunities that would enable ministerial departments to base their budgetary programming more closely and more efficiently on gender equity requirements. In order to be in line with this fundamental development, the Gender-sensitive Results-based budget report (RBG) was the subject of a structural change in 2019 to further enhance its contribution in terms of evaluating public policies from a gender perspective.

The Gender-sensitive Results-based budget report (RBG) which accompanies the 2020 Draft Finance Law documents the implementation of the improvements introduced by the structural change, and also reflects the changes made compared to the previous reports both in terms of the process of its preparation and in terms of its content and the reporting mechanisms of its findings.

### I. The new Gender-sensitive Results-based budget report

The diagnosis<sup>1</sup> carried out, as part of the new report study, and relating to the contribution of RBG to the implementation and monitoring of Gender Responsive Budgeting (GRB) in Morocco, revealed some constraints which constitute challenges to be met and which relate, in particular, to the regular improvement of the national information system with gender-sensitive data and to the systematic conduct of gender-specific analyses from a sectorial perspective. That is in addition to the strengthening of the collective acceptance of GRB by all parties concerned.

As for the difficulties identified through this diagnosis, in terms of the content of the RBG, they have to do with the irrelevancy of certain gender-sensitive results chains due to the unavailability of gender-specific analyses, the inadequate dealing with certain issues linked to GRB in terms of the beneficial effects of its application on the country's economic prosperity and ensuring greater interaction between the RBG (Gender-sensitive Results-based budget report) and the Governmental Plan for Equality (PGE II).

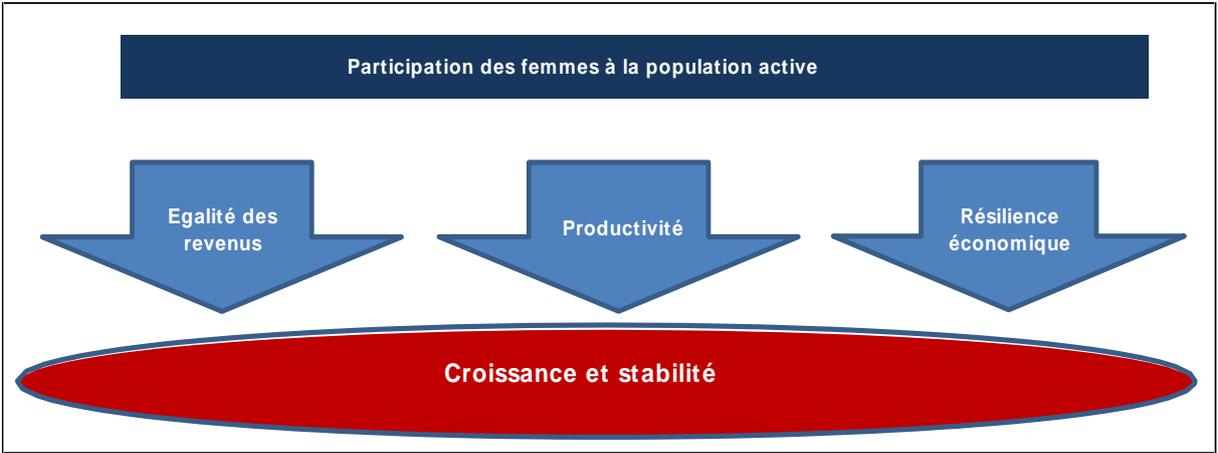
Based on these results, the 2020 RBG reflects the changes made compared to the previous reports in terms of the several improvements in the consistency of gender-sensitive results chains in the RBG with those of Performance Projects (PdP), the design and use of a clear and relevant framework guiding sectorial contributions and the drafting of the Report, through a detailed version of the guidelines to be followed, including appropriate models and explanations.

<sup>1</sup> The diagnosis carried out as part of the new RBG study is based on a questionnaire intended for parliamentarians (parliamentary gender and equality thematic group), the Ministries of Economy, Finance and Administration Reform; Labor and Professional Integration; Industry, Trade, Green and Digital Economy; Equipment, Transport, Logistics and Water; National Education, Vocational Training, Higher Education and Scientific Research; Health; Agriculture, Fisheries, Rural Development, Water and Forests as well as the HCP (Haut Commissariat au Plan).

As a result, the RBG is now structured around three parts, two of which are permanent in this case, those dealing with the analysis of the effects of gender equality on the socio-economic development of Morocco (macro-criticality of gender equality), as well as the analysis of the efforts made by the ministerial departments in terms of integration of the gender aspect in their programming practice, in line with the provisions of the Finance Law in terms of a gender-sensitive performance approach. The part of the RBG which changes from one year to another, according to the key developments in the application of Gender Responsive Budgeting (GRB) at the national and international level, concerns, in this report, the process and the results of the redesign of the Report. The appendices of the new RBG contain information covering the situation of gender equality at the level of each ministerial department, in terms of the quantitative and qualitative presence of women in its organizational structures as well as equal access to public service in the sectors within the scope of the department in question.

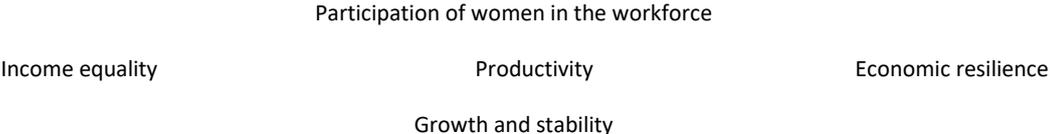
**II. Economic importance of gender equality: how important it is for Morocco?**

As regards the analysis of the effects of the reduction of gender inequalities on economic growth, several studies have highlighted the important role of the effectiveness of gender equality in boosting economic growth and strengthening social stability. This means that gender equality is of macro-critical importance<sup>2</sup>.



Source: IMF, 2018

**Macro-criticality of gender equality**



In this regard, it is important to note that several studies have identified the channels through which the economic empowerment of women contributes to the strengthening of economic activity as a whole. According to the IMF<sup>3</sup>, eliminating disparities between women and men could lead to considerable increases in GDP of up to 35% on average (80% of this increase comes from the increase in the working population and the remaining 20% can be explained by the benefits induced by gender diversity on productivity).

In Morocco, where the decline in women's participation in the workforce is one of the main sources of gender inequality (female activity rate not exceeding 22.2% in 2018), the study conducted by the IMF<sup>4</sup> has made it possible to quantify the losses in terms of growth and income generated by the low participation of women in the labor market. The conclusions drawn by the

<sup>2</sup> According to the International Monetary Fund (IMF), an issue is macro-critical if it affects or is likely to affect the economic performance of a country.  
<sup>3</sup> Economic Gains From Gender Inclusion: New Mechanisms, New Evidence, J. D. Ostry, J. Alvarez, R. Espinoza, and C. Papageorgiou, IMF October 2018.  
<sup>4</sup> "Morocco: Reducing Gender Inequality Can Boost Growth", IMF Report 17/65, March 2017.

study indicate that gender inequalities may explain the differences in the growth rate of GDP per capita in Morocco compared to several reference groups (Asia, emerging Europe and Latin America). In fact, the reduction of gender inequalities and the improvement of schooling rates in Morocco to the same levels as those recorded on average by the reference countries, would allow our country to increase the growth rate of its real GDP per capita compared to the three groups by 1%, 1.5% and 0.75% respectively.

These results confirm the conclusions of the study carried out by the Ministry of Economy and Finance in partnership with Policy Center for the New South, which attests to the achievement of an additional estimated economic gain (depending on the scenario chosen) of 0, 2 to 1.95 percentage points annually of the GDP growth rate, as a consequence of the implementation of appropriate policies to reduce gender-based discrimination in the workplace, combined with the strengthening of the bargaining power of women in the household.

### **III. The application and adoption of the gender-sensitive performance approach by ministerial departments**

When it comes to the analysis of the efforts made by the ministerial departments in terms of integrating the gender aspect in their programming, it is based on the drafting framework newly designed and duly informed by the ministerial departments. This framework emphasizes the use of ministerial departments for gender analyses as well as taking into account the results emanating from these analyses in identifying gender-sensitive results chains, the alignment of these results chains with the department's strategy and its scope of action in the PGE II, the existence of inter-ministerial coordination for the promotion of gender equality and the details relating to the gender-sensitive results chains set up by the department supported by figures for the year 2018.

The framework also covers current and future activities that fall within the scope of each department and that are not taken into account in gender-sensitive results chains. The legal, regulatory and institutional provisions implemented and provided for by each ministerial department are also dealt with.

The new analytical approach that aims to ensure the monitoring and evaluation of public policies from a gender perspective focused, initially, on 21 ministerial departments with the aim of a widespread adoption of the approach by the introduction of the 2022 Finance Law.

The main findings of this analysis are summarized in the following table:

## Implementation of the gender-sensitive performance approach by the Ministerial Departments in accordance with the provisions of the Organic Law relating to the Finance Law

Department	Gender analysis	Gender-sensitive results chains			
		Gender-sensitive program	Gender-sensitive goals	Number of gender-sensitive indicators of the goal	Number of gender-sensitive sub-indicators
Human Rights Department	The Department does not yet have a gender analysis	Human rights	-Strengthening of partnership and dialogue with civil society associations and national institutions	1	2
			-Strengthening the capacities of civil society associations in terms of interaction with the international human rights system	1	2
			-Strengthening of the management and implementation of effective governance systems	1	1
Ministry of Justice	Carrying out of a gender analysis of the justice sector in 2019, as part of technical assistance for the European Union (EU) support program for the implementation of the PGE II	Support and management	-Building skills and improving the efficiency of human resources management	1	2
			-Support for gender equality	2	2
		Performance of the judicial administration	-Increased execution of judgments in civil matters	1	1
General Delegation for Prison Administration and Reintegration (DGAPR)	A gender analysis was carried out (between 2017 and 2018) as part of the partnership between the DGAPR and the UNDP	Prison reintegration policy	-Protection of the rights of women and children	3	-
			-Improving the conditions of detention of female and male prisoners	1	1
			-Prepare male and female prisoners for reintegration in an equitable manner	4	8
			-Strengthening the security of penal establishments	1	2
Ministry of Religious Endowments and Islamic Affairs	The Ministry does not yet have a sectorial gender analysis relating to its scope of action	The Ministry has not yet formulated a results chain which explicitly integrates the gender aspect despite the existence of several programs which are easily prepared for this financial year ( <i>Morbidate training programs, programs to combat illiteracy in the mosques of the Kingdom and traditional education</i> )	-Modernization of the administration and strengthening governance	1	2
			Local authorities	Support the elected councils of local authorities	1
General Directorate of Local Authorities (DGCL)	A gender analysis of DGCL's fields of action was carried out in 2019, as part of the technical assistance mission to the EU Support Program for the implementation of the PGE II				

<b>Ministry of Solidarity, Social Development, Equality and Family</b>	The Ministry carried out several gender analyses. An analysis from the diagnosis carried out before the launch of the PGE II and another within the framework of the EU assistance for the implementation of the PGE II	Management and support	-Improvement of skills and diligence of human resources by taking into account gender	4	-
		Integration of gender sensitivity in the promotion of women's rights	-Initiation and coordination of government policy aimed at equity and equality, at national and territorial level and ensuring its implementation	3	-
		Social development, promotion of the rights of people with disabilities and protection of family, children and the elderly	-Strengthening the participation of associations, including women's associations, in the implementation of public policies led by the Ministry and in targeting women and girls	2	2
			Design, coordination and implementation of effective public policies in the fields of protection of the family, children and the elderly, taking into account gender	5	-
			-Promotion of the rights of people with disabilities taking into account the specific needs of women and men	3	-
<b>Department of Economy and Finance (DEF)</b>	DEF does not yet have a gender analysis. However, the year 2019 is marked by the analysis of a diagnosis of the state of the implementation of GRB led by the DEF	Support and management	-Development of skills of MEF staff through training	1	1
			-Widespread access to social benefits at central and regional level	1	-
		Economic Policies and Public Finance Strategies	-Integration of gender sensitivity in the budget process of ministerial departments	1	-
			-Improvement of analyses relating to the environment and sustainable development	1	-
			-Introduction of the gender approach in the appointment of State representatives in the governance bodies of Public Entities and Enterprises (EEP)	1	-
<b>Administration Reform Department (DRA)</b>	-The DRA carried out a gender analysis as part of the implementation of the Strategy for the Institutionalization of Gender Equality in the Public Service (SIESFP)  -A new gender analysis of the public service sector was carried out in 2019 as part of Technical Assistance to the EU support program for the implementation of the PGE II	Administration reform and improvement of public services	Establishment of a Public Service based on a competence system	1	-

<b>Field of Communication (DC)</b>	The DC carried out an analysis in 2019 as part of the Technical Assistance to the EU support program for the implementation of the PGE II	Communication, Media Development and Public Relations	Improving performance and strengthening the human resources skills of the Department through training	1	-
			Interdisciplinary integration of the Equality dimension in administration	1	-
<b>Department of Energy and Mines</b>	The Energy and Mines sector carried out a gender analysis in 2019, as part of a partnership program between the French Development Agency (AFD) and the Center of Excellence for Gender Responsive Budgeting (CE-BSG)	Support and management	Optimizing and building skills fairly	2	2
<b>Sustainable Development Department (DDD)</b>	The DDD carried out a gender diagnosis in 2018, prior to the implementation of the Gender Integration Institutionalization Strategy (SIIG) in the Department's action plans (2018 to 2021)	Management and Support	Modernization and rationalization of resource management	2	1
			Integration of the gender approach in environmental action	1	-
<b>Department of Housing and City Policy</b>	A gender diagnosis is being carried out in the context of a partnership with UN Women for the implementation of a gender mainstreaming guide in urban policy projects	Support and management	Strengthening and development of Human Resources skills	1	-
<b>Ministry of Equipment, Transport, Logistics and Water (METLE)</b>	METLE does not yet have a gender analysis	Conduct and management	Skills building in a fair manner	1	2
<b>Department of Water (DE)</b>	The DE carried out a gender analysis which served as the basis for the development of the Institutionalization Strategy for Gender Integration in the Water Sector (SIIGSE) in 2017 in partnership with UN Women	Management and governance	Capacity building through continuous training	-	2
			Optimization of the efficiency of human resources management	-	1
		Water Management, Preservation and Development	Improved water management	1	-
			Pollution control and participation in the reduction of risks linked to water	-	1
<b>Ministry of Health (MS)</b>	The gender analysis and identification of potential gender disparities in the health sector is based on a number of sources of information from various surveys carried out by the Department as well as routine statistics from the sector	Planning, programming, coordination and support of health system missions	Contribution to the extension of medical coverage to all categories of the population	2	-
			Upgrading the care offer based on the criteria for planning the health card	1	-
			Strengthening partnership and cooperation mechanisms	1	-
			Improving the working conditions of civil servants with the integration of a gender approach	1	-

		Reproductive health, health of mothers, children, young people and populations with special needs	Improved reproductive and maternal health	4	-
		Epidemiological surveillance, health surveillance and security, disease prevention and control	Improvement of equitable access of the population, women / girls and men / boys of all categories, to services for the prevention and control of communicable diseases	2	-
			Reinforcement of the treatment of non-communicable diseases in women / girls and men / boys at risk in Primary Health Care Establishments (ESSP)	2	-
			Strengthening of the coverage of care in oncology and psychiatry	4	-
		Actions and services for primary, pre-hospital and hospital care	Improved access to healthcare and hospital care	1	-
Department of National Education	The DEN carried out a gender analysis carried out by Expertise France supported by the French Development Agency (AFD), in 2019, as part of the EU support program for the implementation of the PGEII	Management, governance and leadership development	Institutionalization of the gender approach at the level of the education system	3	-
		Education obligation guaranteeing equity and quality	Schooling for children aged 4 to 5	1	2
			Schooling of all students of a generation until the end of primary school and lead them to mastery of skills.	4	7
			Schooling of the maximum of college students according to expected skill levels	4	7
		Qualifying and post-secondary education for the promotion of the individual and society	Conduction of the maximum of young people to the skill levels expected at the end of initial training and to obtain the corresponding diplomas	8	16
		Non Formal Education	Insurance for the return to school and the reintegration into school of children not in school or out of school (8-15 years old) who wish to resume the normal course of the formal school system	1	1
			Preparing children and young people (13-18 years old) who wish to undertake an apprenticeship or a vocational training or an initiation to the trades and a support to the integration	1	1
			Contribution to the retention of students with difficulties through community mobilization and educational monitoring	3	3
Vocational Training Department (DFP)	A gender analysis of the Vocational Training sector was carried out in 2019,	Conduct and management of the vocational training system	Assurance of the reconciliation between the skill need and the training offer taking into	4	4

	managed by the French Development Agency (AFD) in partnership with the Center of Excellence for Gender Responsive Budgeting (CE-BSG), as part of the program support for BSG in Morocco		account the gender aspect		
			Expanding accessibility to the sector for people with specific needs, taking into account the specific needs of women and men	4	4
			Improving the quality of training and the performance of players, taking into account the gender dimension	1	1
			Versatile support and services	Institutionalization of the gender approach at the DFP level	2
<b>Ministry of Labor and Professional Integration</b>	The Ministry of Labor and Professional Integration carried out a gender analysis carried out in 2019. It was managed by the French Development Agency (AFD) in partnership with the Center of Excellence for Gender Responsive Budgeting (CE-BSG) , as part of the BSG support program in Morocco	Employment and Labor Market Observation	Promotion of productive employment for women and youth	1	-
		Jobs	Promotion of equality at work and protection of specific categories	1	-
<b>Department of Agriculture (DA)</b>	The Department of Agriculture carried out a gender analysis carried out in 2019, with the support of the French Development Agency (AFD) as part of the GRB support program in Morocco in partnership with the CE-BSG	Development of production chains	Development of labeling and improvement of the supply of local products	1	-
		Education, training and research	Training of senior managers according to the needs of professionals	1	2
			Promotion of inventions and research in the agricultural field	1	2
			Improving the quality of technical education and vocational training in agriculture	2	4
		Versatile support and services	Skills development for Agriculture Department staff	1	-
<b>Department of Fisheries (DPM)</b>	The Department of Fisheries has carried out a gender analysis, with the support of the French Development Agency (AFD) as part of the GRB support program in Morocco in partnership with the CE-BSG	Qualification, socio-professional promotion and safety of seafarers	Providing qualified staff to the fishing sector taking into account gender	2	4
			Promotion of socio-economic actions in favor of professionals in the sector, taking into account gender	2	3
		Management and Governance	Improvement of the equipment and operation of services taking into account the needs of women and men	2	-
			HRM optimization taking into account the specific needs of women and men	1	-
			Strengthening the human resources skills of	1	2

Department of Handicrafts and Social Economy (DAES)	The Department of Handicrafts and Social Economy does not have a sectorial gender analysis relating to its fields of action. However, the new strategy of the DESA for the period 2021-2030 provides for the carrying out of a gender diagnosis.		the Department in an equitable manner		
			Institutionalization of gender mainstreaming at the level of the Department of Maritime Fisheries	2	-
		Support	Capacity building of players in the sector	1	-
		Arts and crafts	Improvement of means of production and support for players in the sector	2	2
			Promotion of quality and innovation and strengthening of the promotion of handicraft products	2	1
			Training and capacity building of players in the sector	1	1
Social Economy	Strengthening and harmonizing an efficient united social economy	1	1		