

## Summary of the 2022 Gender Responsive Budgeting Report

The 2022 edition of the Gender Responsive Budgeting Report comes in a particular context, marked by the elaboration of a new development model (NMD), based on new strategic choices of an economic, social, territorial and environmental nature, and enshrining the significance of the citizen as the basis and purpose of public policies. In doing so, the NMD works to ensure that the economic empowerment of women, both in urban and rural areas, was identified a national priority. Such a strategic project calls on all stakeholders to work actively towards the operationalization of fundamental reforms, whether they are underway or planned in the near future, paying particular attention to the systematic integration of the gender dimension into sectoral strategies and public policies at the national and territorial levels. In this regard, the tools and mechanisms developed by Morocco for the application and appropriation of Gender Responsive Budgeting (GRB) should be deployed with agility and efficiency to achieve the NMD's ambition in this area.

Taking this context into account, the first part of the 17<sup>th</sup> edition of the Gender Responsive Budgeting Report accompanying the 2022 Finance Bill (PLF 2022) addresses the effects of the Covid-19 crisis from a gender perspective, based on the results of surveys carried out by the High Commission for Planning (HCP). The second part of the report examines the potential effects, in terms of additional growth in GDP per capita, of increasing women's participation in the labor force in light of the NMD recommendations. The third part of the report highlights the progress made by the ministerial departments in implementing gender budgeting.

### I. Gender analysis of the effects of the covid-19 pandemic in Morocco

Based on the results of two household surveys conducted during and after containment, the HCP, in partnership with UN Women, developed a gender analysis of the impact of the Covid-19 pandemic on the economic, social and psychological situation of households. The study found that the crisis has profoundly affected the situation of both female and male-headed households. However, the impact of the crisis on women was enormous, especially in terms of their access to the labor market.

#### ➤ *Differential access to health services*

The results of the two surveys conducted by the HCP have shown that female-headed households, especially in rural areas, have greater constraints in accessing health services than male-headed households. Among the reasons for poor access to health care are the fear of contamination by Covid-19, difficulties in accessing health services (unavailability of transportation, distance, etc.), and lack of financial resources.

#### ➤ *Disparities in access to distance education*

The analysis found that more female-headed households reported that their children were not taking the courses compared to male-headed households. This discrepancy is attributable to difficulties in accessing the materials needed to take online courses (computers, internet connection, etc.). Indeed, nearly half of the female heads of household (46%) stated that they do

not have the means or tools to allow their children enrolled in primary school to access distance learning. In addition, a higher proportion of illiterate women (42% versus 22.1% for men), which limits their role in helping and monitoring children.

➤ *Increasing gender inequalities in terms of access to activity and employment*

The precariousness of women's employment, which already existed before the advent of the Covid-19 health crisis, has increased, particularly in view of the job losses caused by this crisis, further contributing to the deterioration of women's financial situation.

Indeed, the data from the survey indicate that more women than men work in the sectors most affected by the crisis (informal sector, hotels, restaurants and tourism...). They also noted that only 14% of members of female-headed households continue to work in the private sector, compared with 22% of those headed by men.

The second part of the HCP survey after the end of the containment period shows persistent differences between women and men in terms of resumption of activity, with differentiated intensity according to sector of activity, socio-professional category and household standard of living. Several factors are at the origin of women's failure to return to work after the end of confinement, including fear of contamination, lack of financial means to resume the professional activity pursued before the end of confinement, and the need to take care of children, particularly in the context of school closures.

## **II. The contribution of reducing female labor underutilization to improving living standards: a retrospective and prospective analysis**

Surveys conducted by the HCP show that the situation of women deteriorated during and immediately after the confinement. Women heads of household were indeed affected by job losses and drops in income. Similarly, given their low presence in formal activity channels, women have benefited less from the aid granted to cope with the crisis through the CNSS, compared to their share of that granted to households engaged in informal activities, which again demonstrates the vulnerability of a large proportion of Moroccan women.

The strengthening of women's capacities as well as their inclusion in formal and decent activities constitute the levers that would ensure the inclusive development to which our country hopes. In this context, the roadmap outlined in the NMD Report aims at achieving a high level of inclusion and activity of women in the economic, social and political spheres. To achieve this, it is a question of working, through several levers, to gradually increase the activity rate of women to 45% in 2035 against 19.9% in 2020.

As a continuation of its work on gender inequalities in Morocco and their effects on economic growth, the DEPF has conducted a new analysis aimed at understanding the potential gains, in terms of improved living standards, inherent in the increase in female activity as targeted by the NMD. To do this, the methodology adopted is based on the decomposition of GDP per capita (GDPH) into two effects: the productivity effect and the labor force utilization effect (LFE). Based on this decomposition, simulations of the effects of an increase in the female participation rate on GDP per capita by 2035 have been carried out.

### *II.1. Women's contribution to the improvement of living standards in Morocco for the period 2008-2019*

The analysis of the evolution of GDP per capita<sup>1</sup>, for the period 2010-2019 shows an average annual increase of 2.4% per year. The results of the above-mentioned decomposition show that the improvement in the standard of living during this period is entirely attributable to the labor productivity effect (96%), while the contribution of the WAU remains on average low (about 4%). It is essential to specify, in this respect, that the productivity effect combines two components: total factor productivity (TFP) and capital intensity. The latter component, approximated by the ratio of capital to labor, is the main contributor (99%), while total factor productivity contributes

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<sup>1</sup> Il s'agit du PIB aux prix chaînés.

only slightly, or even negatively (Figure 1). The UMO effect, in turn, combines three interdependent factors: employment, activity and demography<sup>2</sup>.

The gender analysis of the evolution of UMO shows a negative and binding contribution of female labor use to the overall evolution of UMO during the three-year periods from 2011 to 2013, from 2014 to 2016 and from 2017 to 2019. This contribution amounts to -6.1%, -44.2% and -56.8%, respectively, compared to contributions of -4.5%, -8.4% and +60.6% generated by male labor use, respectively (Figure 2).

Figure 1: Sources of GDP per capita growth

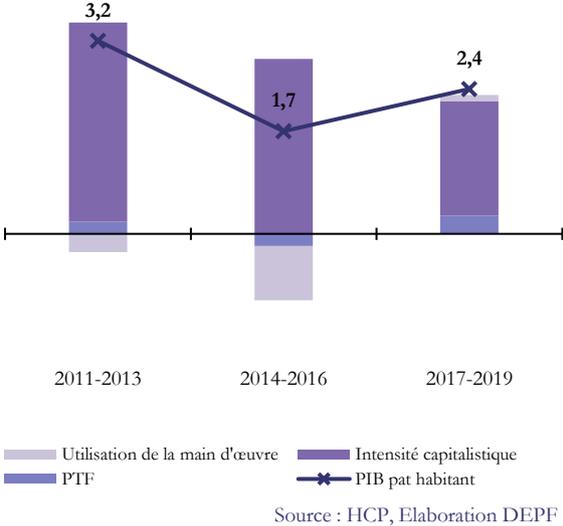
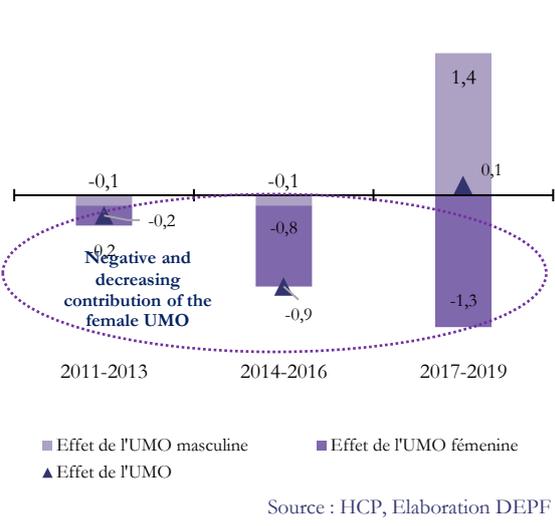


Figure 2: Sources of GDP per capita growth



- *Negative contribution of the female labor force participation rate to the change in GDP per capita*  
The analysis shows a negative contribution of the activity rate to GDPH growth between 2017 and 2019 of -17.3% compared with -77% in 2014-2016. This evolution is essentially due to the negative and decreasing contribution of female activity (all age groups combined) at -52% in 2014-2016 and -56.8% in 2017-2019, compared to a contribution of -26.1% and +39.3% respectively for male activity.

➤ *Implications of Female Unemployment on GDP Per Capita Growth*

As with activity trends, the effect of the unemployment rate shows significant differences by age and gender. Thus, compared to men, the unemployment rate for women, across all age groups, has contributed negatively to the evolution of GDPH especially among 15-24 year olds and 25-44 year olds, whose contributions have declined between 2014-2016 and 2017-2019. As for the contribution of male unemployment, it remains positive and improving between 2014-2016 and 2017-2019, with the exception of the 25-44 age group, whose contribution, although positive, has deteriorated slightly.

➤ *Positive, albeit decelerating, contributions of demographics to the evolution of GDP per capita*

Demography has contributed positively to the improvement in the standard of living, with a contribution of 17.3% during the last three-year period 2017-2019 after an effect of 29.1% between 2014 and 2016. It should be noted that the female population of working age contributes more than the male population to the increase in GDPH with a total contribution of 10.6% against 6.7% for the male population, a phenomenon that is the opposite of that observed for the other components of the UMO (employment rate and activity rate).

<sup>2</sup> It should be remembered that this approach is of an accounting nature. It is in fact an ex-post breakdown based on available statistical data.

### ***Magnitude of the effects of the Covid-19 pandemic crisis on the contribution of the use of female labor force to GDP growth in 2020***

The GDPH in 2020 showed a decline of 7.1% compared to the year 2019 in view of the effects of the crisis induced by the Covid-19 pandemic. Behind this development is a simultaneous contraction in apparent labor productivity and labor utilization of -2.4 points and -4.8 points respectively. The year 2020 thus marks a break with past trends, particularly in terms of the effects of male activity and unemployment on GDPH, which become negative. The effects on women maintain the same negative trends recorded previously, but with greater intensity. Thus, the activity rate and the unemployment rate of women have accentuated the decline in GDPH in the same way as those of men, but to a greater extent, respectively 30.3% and 8.5% for women, as against 1.2% and 33.9% for men.

#### *II.2. Prospective analysis to 2035 of potential gains from improving women's labor force participation in light of the recommendations of the New Development Model report*

The roadmap framing the major orientations of the NMD aims to a high level of inclusion and activity of women in the economic, social and political spheres. It also seeks to address all forms of exclusion and discrimination, through the setting of a multiplicity of targets to be reached by 2035, including, among others, the increase of the activity rate of women to reach 45% by 2035.

Using the GDPH decomposition methodology, several projections were made to approximate the potential gains from the increase in female labor force participation that the NMD aims to achieve by 2035. The results indicate *that over the period 2022 to 2035, GDP per capita could gain an additional 1.7 percentage points on average, driven by an average improvement in female labor force participation of 5.6%.*

To achieve these ambitions, a separate project has been dedicated to women's economic empowerment as part of the roadmap proposed in the NMD report. This project is structured around three interdependent components, namely, women's access to economic opportunities, women's capacity building in training and education, and the implementation of a zero tolerance policy towards violence against women.

### **III. Towards an application and appropriation of the gender-sensitive performance approach by the ministerial departments**

The NMD Report emphasizes the opportunity offered by the work already undertaken by Morocco on the systematic consideration of the gender dimension in public policy strategies. In this sense, the consolidation of the application and appropriation of the GRB, adopted and implemented by Morocco since 2002, offers an appropriate operational framework to support the acceleration of the implementation of the promising roadmap provided by the NMD.

In this respect, it is important to note that our country is maintaining its efforts in this area. This is evidenced by the fact that the gender dimension is taken into account in the objectives of the PLF 2022 as well as in the guidance note of the Head of Government addressed to ministerial departments for the preparation of the PLF 2022. It is also reflected in the circular of the Head of Government (n°4/2021). The document calls on ministerial departments and public institutions to become active in the implementation of the third Governmental Plan for Equality "ICRAM III" and in the implementation of the measures incumbent upon them within the framework of the National Integrated Program for the Economic Empowerment of Women.

The following table highlights the government departments' efforts to successfully implement GRB.

**Status of the implementation of the gender-sensitive performance approach by ministerial departments in accordance with the provisions of the LOF (as of October 2021)**

Department	Gender Analysis	Gender-sensitive result chains			
		Gender sensitive program	Gender-sensitive objectives	Number of gender-sensitive indicators accompanying the objective	Number of gender-sensitive sub-indicators
Department of Human Rights	The Department does not yet have a gender analysis	Human rights	Strengthening dialogue and consultation with civil society associations and national institutions	1	2
			Strengthening the capacities of civil society associations to interact with the international human rights system	1	2
			Strengthening the management and the implementation of effective governance systems	1	1
Ministry of Justice	Since 2019, the Ministry of Justice has a gender analysis developed within the framework of the European Union (EU) program to support the implementation of PGE II	Support and Management	Building skills and supporting gender equality	4	4
		Performance of the judicial administration	Increase enforcement of civil judgments	1	1
			Facilitating access to law and justice	1	2
		Modernization of the judicial and legal system	Provide computer programs and systems with sex-disaggregated data	1	-
General Delegation for Penitentiary Administration and Reintegration (DGAPR)	A gender analysis was conducted in 2017/2018 as part of a partnership between the Delegation and UNDP	Prison policy for the reintegration of prisoners	Improvement of detention conditions	2	4
			Promotion of re-entry programs	4	8
			Capacity building of the administration	1	2
			Integration of gender and environmental aspects	1	-
Ministry of Habous and Islamic Affairs	The Ministry does not yet have a sectoral gender analysis for its areas of action	Support and Management	Optimizing human resource performance in the department in an equitable manner	1	1
		Religious framing	Improvement of the health situation of religious attendants and their rightholders	1	-
		training and Religious Education	Upgrading and training of the proposed religious	1	-
Ministry of Solidarity, Social Development, Equality and the Family	The Ministry has carried out a gender analysis in 2019, which has been translated into a Medium-Term Sector Action Plan (MTSSP). It should be noted that 2021 marks	Support and Management	Strengthen the skills of human resources by taking into account the gender dimension	2	-
		Integration of gender sensitivity in the promotion of women's rights	Initiate, coordinate and ensure the implementation of government policy on equity and equality at the national and territorial levels	3	-

	the end of EMP II and also the start of its evaluation process, and the launch of a territorial variation of EMP II, the starting point of which is the development of territorial diagnoses and gender disparity analyses in each region. The Rabat-Salé-Kénitra region has been supported since 2020 in the development of its regional equality plan.		Strengthening of the economic empowerment of women and girls	2	-
		Social development, promotion of the rights of people with disabilities and protection of the family, 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	2
			Design, coordinate and implement effective public policies in the areas of child protection with a gender perspective	2	-
			Protect and promote the family and the elderly	2	-
			Promote the rights of people with disabilities by taking into account the specific needs of women and men	1	1
<b>Ministry of Economy and Finance</b>	The Ministry plans to launch a sectoral gender analysis in the near future, in partnership with UN-Women	Support and Management	Develop staff skills and optimize the efficiency of human resources management	2	1
			Economic Policy and Public Finance Strategies	Integrate gender sensitivity into the budget process of ministerial departments	1
		Improve environmental and sustainable development analysis		1	-
		Introduce a gender approach in the appointment of state representatives to PEE governance bodies	1	-	
<b>Department of Administration Reform</b>	In 2019, the DRA benefited from Technical Assistance under the European Union's EMP II implementation support program for the development of a sectoral gender analysis. The PASMT for the concretization of the Department's commitments, within the framework of EMP II, has been designed.	Reforming the administration and improving public services	Institutionalize an equitable civil service based on a system of competence	1	1
			Improve, expand and diversify public services	1	1
			Strengthen integrity and transparency	1	1
			Improve resource management	1	1
<b>Communication Department</b>	The DC has a gender analysis conducted as part of the European Union's support program for the implementation of EMP II. Le PASMT for the operationalization of the Department's commitments under PGE II for the period 2019-2021 has been developed.	Communication, media development and public relations	Improve the image of women in the media and fight against sexist stereotypes in the national media	1	-
			Develop staff skills and optimize the efficiency of Human Resources management	1	1
	The HCP does not yet have a gender analysis. Nevertheless, the data collected by the HCP and the	Support and Management	Strengthen gender equality activities	2	-
			Meet the growing demand in the fields of statistics, applied economics and information science	1	2

<b>High Commissioner for Planning (HCP)</b>	analyses it carries out constitute the basis for any public action in favor of the promotion of gender equality.	Management training in the fields of statistics, applied economics and information sciences	Improve the quality of social services provided to INSEA students	1	1
<b>Economic, Social and Environmental Council (EESC)</b>	The EESC does not yet have a gender analysis. However, since its creation in 2011, the Council has produced a series of opinions and reports including recommendations, within the framework of its self-referrals and referrals, for further operationalization of the consideration of issues related to the promotion of gender equality in public action.	Contribution to the improvement of public policies and the promotion of participatory democracy	Enhance the quality of the EESC's output and strengthen the applicability of its recommendations	1	-
<b>Department in charge of Energy</b>	The Department in charge of Energy has, since, 2019 a gender analysis carried out in the framework of a support from the Center of Excellence for GRB (CE-BSG) in partnership with AFD. In December 2020, the Department launched a survey on the situation of inequalities between its female and male civil servants with the aim of strengthening the institutionalization of the gender dimension in the management of human resources of the said department.	Support and Management	Building skills and supporting gender equality	3	2
<b>Sustainable Development Department</b>	The Department has a diagnosis carried out in partnership with UN Women, the recommendations of which served as the basis for the development of the strategy for the institutionalization of the gender approach (SIEG) in the environment sector for the period from 2018 to 2021.	Support and Management	Modernize and streamline resource management	2	1
		Consolidation of environmental governance and sustainable development and mobilization of stakeholders	Involve key players and promote sustainable development	1	-
<b>Department of Housing and Urban Policy</b>	Since 2019, the Department has had a gender analysis of city policy projects carried out with the support of UN Women. A	Support and Management	Strengthen and develop the skills of Human Resources	1	-

	reflection on the institutionalization of gender mainstreaming in the Department's operations and projects has been initiated, including the development of a gender analysis for each of the Department's structures and functions.				
<b>Water Department</b>	The Department has a gender analysis that served as the basis for the development of Institutionalizing Gender Mainstreaming Strategy in the Water Sector (SIIGSE). In 2019, a new gender analysis of the sector was conducted, as part of a partnership between the Department and CE-BSG with support from AFD.	Water	Fighting pollution and helping to reduce water-related risks	2	2
<b>Department of Health</b>	The Department of Health has carried out a gender analysis of the health sector between 2019 and 2020 with the support of the EC-BSG and AFD. Similarly, the Department has a PASMT for the period 2019-2021 that constitutes the operational framework for the operationalization of the Department's commitments under EMP II.	Human resources and health system capacity building	Optimize the management of health establishments as well as their allocation of qualified and motivated human resources for a better offer of care	1	2
			To generalize patient care through increased capacity for basic and continuing education	2	4
			Improve the working conditions of the health professions by integrating the gender approach and strengthening social actions	2	1
		Planning, programming, coordination and support of health system missions	To contribute to the extension of medical coverage to all categories of the population	2	4
		Reproductive health, maternal, child, youth and special needs populations	Improve reproductive and maternal health	1	-
			Ensure access to health services for populations with specific needs, in particular people with disabilities, the elderly and women and children who are victims of violence	1	-
		Epidemiological surveillance, health monitoring and safety, disease prevention and control	To improve the equitable access of the population, women/girls and men/boys of all categories to prevention and control services for communicable diseases	3	6

			Strengthen the prevention and management of non-communicable diseases in women/men	4	6
Department in charge of National Education	The Department has a gender analysis carried out in 2019 as part of the European Union's support program for the implementation of EMP II, in partnership with Expertise France and AFD. This analysis has allowed the development of a PASMT for the Department covering the period from 2019 to 2021.	Governance and mobilization of stakeholders	Institutionalize the gender approach in the education system	2	-
		Equity and equal opportunity and compulsory education	Accelerate the generalization of preschool for 4 to 5 year olds	2	3
			Educate all the students of a generation until the end of elementary school and to lead them to mastery of the skills	4	7
			Enroll the maximum number of students in college according to expected proficiency levels	4	7
		Qualifying and post-secondary education for the promotion of the individual and society	To bring as many young people as possible to the levels of competence expected at the end of their initial training and to obtain the corresponding diplomas	7	15
Department in charge of Higher Education and Scientific Research	The Department does not yet have a gender analysis. However, the Department has completed a study entitled "Education for Women 2017-2021" which tracks the levels of gender inequality reduction in access to higher education by university, to the teaching and administrative staff, and to leadership positions.	Higher education	Meeting the growing demand for higher education	2	2
			Improve the internal performance of the higher education system	2	4
Department in charge of Vocational Training	The Department conducted a gender analysis in 2019 with the support of AFD and in partnership with the CE-BSG. This analysis is part of the GRB support program in Morocco.	Management and steering of the vocational training system	Ensure that the need for skills is matched with the supply of training, taking into account the gender aspect	4	4
			Expand accessibility to the sector for people with special needs, taking into account the specific needs of women and men	4	4
			Improve the quality of training and the performance of operators by taking into account the gender dimension	1	1
		Multipurpose support and services	Ensuring professional equality in the Vocational Training Department	2	-
Department of Youth	As part of its partnership with CE-BSG, the Youth Department conducted a gender analysis in 2019 with support from AFD.	Steering and governance	Optimize Human Resources	3	2
			Fulfillment at work	1	2
			Institutionalize the social gender approach at the sector level	1	-

		Youth, children and women	Training and capacity building for summer camp managers	1	2
			Strengthen the professional qualification of young girls and boys in line with the labour market	1	2
			Increase the number of opportunities for youth to learn about other civilizations and cultures	1	2
			Facilitating access for children in preschool settings	1	2
Department of Employment	The Department has, since 2019, a gender analysis carried out under its partnership program between the CE-BSG and AFD for the strengthening of GRB. In the same vein, the Department in partnership with the MCA-Morocco agency has launched a study on the impact of the Covid-19 health crisis on women's participation in the labor market and the promotion of gender equality in the workplace in Morocco.	steering and Support	Enhance human resources and provide support for social works	1	-
			Support and accompany the Ministry through international cooperation and partnership	2	3
		Employment and Labor Market Observation	Promote productive employment for all, including women and youth	1	-
			Develop the labor market observation system	1	1
Work	Protecting specific categories at work	2	-		
Department of Agriculture	In 2019, the Department received support from CE-BSG as part of its partnership with AFD to develop its gender analysis.	Development of production channels	Development of the labeling and improvement of the offer in local products	1	-
			Improvement in the coverage rate of farmers supervised by agricultural advisors	1	2
		Education, training and research	Focusing executive education on the needs of professionals	1	2
			To promote invention and research in the agricultural field	1	2
			Improve the quality of technical education and vocational training in agriculture	1	2
			Integration of the gender approach in agricultural development programs	1	2
Department in charge of Marine Fisheries	DPM has a gender analysis conducted in 2019 with support from AFD, which is part of the GRB support program in Morocco in partnership with CE-BSG.	Qualification, socio-professional promotion and safety of seafarers	To provide the fisheries sector with qualified personnel taking into account the gender approach	3	4
			To promote socio-economic actions in favor of the professionals of the sector by taking into account the gender approach	2	4
		Steering and governance	Strengthen the Department's human resource capacity and support gender equality	1	2
			Institutionalize gender mainstreaming in the Fisheries Department	2	-

Department of Industry and Commerce	Since 2019, the Department has had a gender sector analysis carried out as part of the European Union's support program for the implementation of EMP II	Support and steering	Improve skills and optimize resources	1	1
Department in charge of Craft and Social Economy	DESA does not yet have a gender analysis within its scope of action	Support and steering	Improve human resources skills	1	-
		Handicraft	Promote quality and innovation and strengthen the promotion of craft products	1	1
			Improve the means of production and support the actors of the sector	2	2
			Train and strengthen the capacities of the sector's actors	1	1
		Social Economy	Strengthen and harmonize an efficient social and solidarity economy	1	1