

## Synthesis of the 2023 edition of the Gender Responsive Budgeting Report

The 2023 edition of the Gender Responsive Budgeting Report comes at a time when the economic situation of women, who are by far the most vulnerable to crisis situations (loss of jobs, drop in income, precarious working conditions, etc.), is being severely affected, as evidenced by the socio-economic repercussions of the Covid-19 health crisis.

Aware of the importance of the role of women in the development dynamic, Morocco has placed the issue of gender equality at the heart of the priorities of its new development model, setting it up as a vector for the emergence of an open, cohesive and supportive society, capable of forging a favorable position on the world stage. The speech of His Majesty the King on the occasion of the 23<sup>rd</sup> anniversary of the Feast of the Throne, has clearly highlighted the urgency of acting to further strengthen the involvement of Moroccan women in the development process, underway in our country: "...*This is why we insist once again on the need for Moroccan women to contribute fully in all areas...*". Such an objective requires the indexation of public policies on the imperatives of gender equality in order to maximize the impact of economic and social choices on the situation of women. Gender Responsive Budgeting (GRB) is, in this respect, an effective instrument for ensuring that crosscutting and sectoral policies are scrupulously aligned with the objectives of promoting gender equality.

Against this backdrop, the Report on the Gender Responsive Budget accompanying the 2023 Finance Bill, addresses in depth the impact of recent developments in the international context on the economic and social situation of women, particularly in the light of the Covid-19 pandemic crisis. In addition, the Report reviews the efforts made by the ministerial departments in terms of gender budget programming and the resulting data in terms of enhancing the role of women and improving their contribution to the overall development of our country.

### **I. Gender analysis of the effects of the HIV/AIDS pandemic in Morocco using the strategic tool developed by UN Women and ILO**

In a global context marked by the consequences of the crisis related to the HIV/AIDS pandemic, which have disproportionately affected women and men, it is necessary to take into account gender equality issues in national recovery programs to make public action more effective, efficient and inclusive. In this regard, a policy support tool has been designed within the framework of the UN Women and International Labor Organization (ILO) Joint Program entitled "Promoting Decent Employment for Women through Inclusive Policies and Investments in the Care Economy" which covers several countries including Morocco.

At the national level, this program is undertaken in partnership between the Ministry of Economy and Finance (MEF) and the UN Women and ILO representations in Morocco, and aims to support the efforts made by our country to strengthen women's economic empowerment through access to decent employment, in particular by consolidating the integration of the gender dimension in public policies. This said, the program is also in line with the recommendations of the New

Development Model (NMD) Report calling for the promotion of gender equality and women's economic empowerment to be made a national priority, in order to make it a powerful lever for consolidating the country's inclusive development.

To achieve this, this strategic<sup>1</sup> tool is articulated around two major axes, namely: an axis dealing with the identification of the transmission channels of the effects of the Covid-19 crisis on gender inequalities and another axis that examines the measures established for the promotion of gender equality.

**Axis 1: Gender analysis of the effects of the covid-19 crisis three years after its onset: pre-existing gender inequalities that are likely to increase:**

The effects of the Covid-19 crisis on gender inequalities, with reference to this strategic tool, have been apprehended through the identification of several transmission channels, in particular, those related to women's and men's access to activity, employment (formal and informal), entrepreneurship and social protection.

➤ **Effects of the Covid-19 crisis on activity, employment, unemployment and NEETs**

The advent of the Covid-19 pandemic in 2020 and the adoption of social distancing and travel restriction measures led to a slowdown in production activity in 2020. This had a negative impact on the labor force, job creation, and job quality.

In terms of access to the labor force, the workforce aged 15 years and over decreased by 0.9% to 11.97 million people in 2020. This decline was more pronounced for women than for men, by 1.6 points and 0.6 points respectively. This trend was reflected in a decline in the labor force participation rate that affected women more, from 21.5% in 2019 to 19.9% 2020. For the year 2021, the female activity rate increased by 1 percentage point to 20.9% in 2021, with a more pronounced increase in rural areas than in cities (by 1.5 points and 0.8 points, respectively), compared to a stagnation in the male activity rate in both urban and rural areas.

*In terms of access to employment*, the year 2020 was marked by the loss of nearly 432,000 jobs, a decline in the employment rate of 2.2 percentage points (41.6% in 2019 versus 39.4% in 2020). By gender, the employment rate for women, which has been well below that of men even before the crisis, has fallen to 16.7% in 2020 from 18.6% in 2019. For its part, the employment rate for men in 2020 (62.9%) has fallen by 2.6 points compared to 2019 (65.5%). In 2021, the female employment rate increased slightly, year-on-year, by 0.7 percentage points to 17.4%, still lower than in 2019.

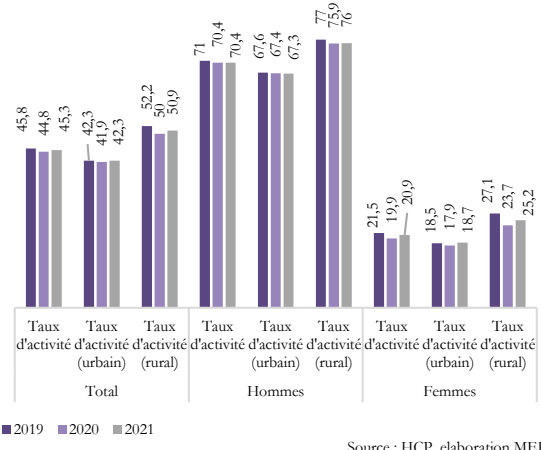


Figure 1: Change in activity rate (%) by gender and environment for the period 2019-2021

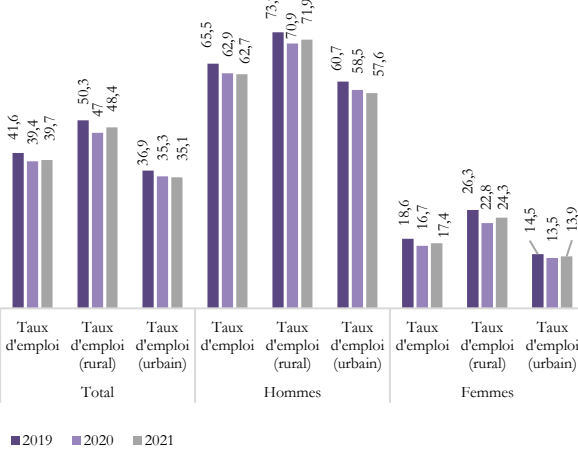


Figure 2: Change in employment rate (%) by gender and residence during the period 2019-2021

➤ **Effects of the Covid-19 crisis on vulnerable and unpaid employment**

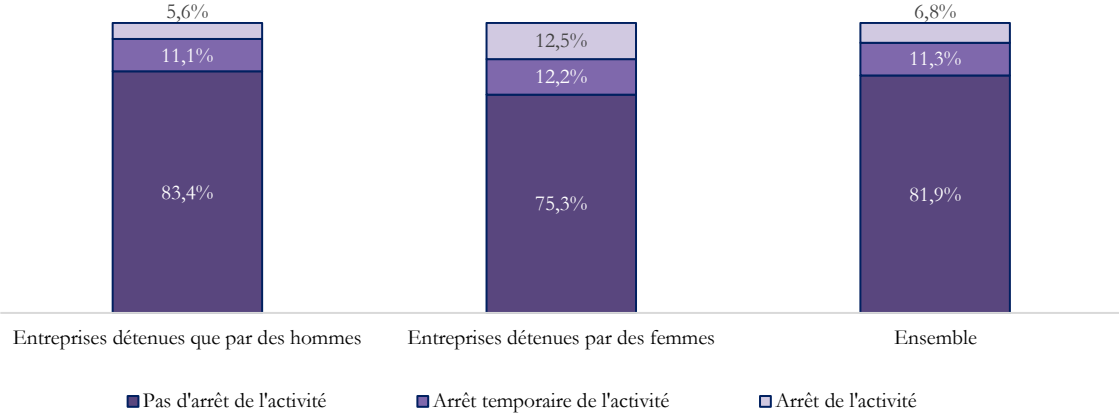
<sup>1</sup> [https://www.ilo.org/employment/Whatwedo/Publications/WCMS\\_782861/lang--fr/index.htm](https://www.ilo.org/employment/Whatwedo/Publications/WCMS_782861/lang--fr/index.htm)

As a result of the decline in the volume of hours worked, the underemployment rate rose significantly in 2020 compared to 2019, from 9.2% to 10.7% at the national level. The gender analysis of the evolution of this rate shows an increase in underemployment for men more than for women, by 1.6 and 0.9 points respectively, to 11.9% and 6.4%. At the same time, the share of employed women in underemployment and unpaid employment showed a significant increase between 2019 and 2020, i.e., by 2.2 percentage points, from 10.2% to 12.4%, compared with a significant decline in the share of men in underemployment and unpaid employment from 15.8% in 2019 to 11.9% in 2020, i.e., a decline of 3.9 percentage points. It should be noted that 2021 marks the return of underemployment to levels almost similar to those recorded in 2019 before the Covid-19 crisis, to stand at 10.5% for men (down from 10.3% in 2019) and 5.3% for women (down from 5.5% in 2019).

Despite the relatively insignificant decrease in women's underemployment compared to men's in 2020, it is interesting to note that the results of the Office of the High Commissioner for Planning (HCP) survey (2020) attest that women felt, during the period of confinement, 3 times more overburdened than men by household tasks. The conclusions of the said survey show the difficulties encountered by women to successfully reconcile household tasks and their professional activity, due to the increased burden of responsibilities within their household, especially in households with many children.

➤ **Effects of the Covid-19 crisis on female entrepreneurship**

Women's entrepreneurship is still weak in Morocco, although it is a crucial lever for action to strengthen women's economic empowerment and ensure their full participation in national wealth creation. Indeed, according to the Moroccan Observatory of the Very Small, Small and Medium Enterprise (OMTPME), women represent, in 2019, not more than 16.2% of business leaders, all categories combined<sup>2</sup>. Starting from a situation marked by the weakness of women's access to entrepreneurship, the effects of the crisis related to the Covid-19 pandemic have put women-owned businesses under severe strain. Thus, the share of women-owned businesses affected by the crisis was around 12% of the total number of businesses that went out of business, compared to 6% for businesses run by men<sup>3</sup>.



Source: World Bank Enterprise Survey, 2020

**Figure 3: Characterization of firms shutting down due to the effects of the Covid-19 crisis**

<sup>2</sup> The study conducted by OMTPME in 2019 was based on the census of almost all formal enterprises in Morocco. The study covered an exhaustive database of 567,041 active companies and individuals, while also including nearly 49,160 active self-entrepreneurs.

<sup>3</sup> The results highlighted by this analysis come from the exploitation of individual data from the survey conducted by the World Bank between July and August 2020 among 1,096 private companies in Morocco and which covered several dimensions related, in particular, to turnover, sales and the degree of maintenance of activity (temporary or permanent cessation of activity).

In the same vein, nearly 91% of women-owned businesses reported a decline in sales compared to 85% of men-owned businesses. In terms of access to finance, 70% of women-owned businesses reported a decline in liquidity or cash flow compared to 72% of men-owned businesses. Regarding relations with financial institutions, about 29% of women-owned firms reported delays in meeting their obligations with financial institutions, compared to 16% of men-owned<sup>4</sup> firms.

➤ ***Effects of the crisis on access to social protection***

The crisis linked to the Covid-19 pandemic has highlighted the fragility of the social<sup>5</sup> protection system, particularly in relation to the low level of protection offered by social cohesion support programs for vulnerable populations. This is above all due to the fact that social insurance is conditional on access to formal salaried employment when a large part of the population is inactive, unemployed or works in the informal sector.

According to the activity report of the National Social Security Fund (CNSS) for the year 2020, the monthly evolution of the declaration of employees showed a loss of more than one million employees declared in April 2020 compared to February 2020, due to the containment. This report highlighted one of the consequences of the crisis related to the Covid-19 pandemic, namely the increase in the number of employees affected by job insecurity, which is more accentuated among women. To this end, the number of employees declared to the CNSS in monthly average reached 2.34 million in 2020 (of which women represent only 23%) against 2.5 million in 2019, a decrease of 7%. At the same time, the evolution of the overall wage bill declared to CNSS shows a decrease of 4.3% between 2019 and 2020. Also, the average monthly salary declared to CNSS in 2020 amounted to 5,152 dirhams (against 5,255 dirhams in 2019), i.e. 4,737 for female employees and 5,349 for male employees, meaning that women received in 2020 an average salary 11.4% lower than that of men. It should be noted, in this regard, that 57% of female employees received salaries below the SMIG against 50% of male employees for the year 2020.

With regard to medical coverage, the gender analysis of the quality of work indicators indicates that the levels of access to medical coverage for employed women are still low. However, it is important to note that in view of the efforts made by our country, since the outbreak of the Covid-19 crisis, to expand medical coverage in accordance with the Royal Guidelines, the share of women active in the labor market who do not have access to medical coverage continues to decline even though it remains at a high level (from 74.4% in 2019 to 72% in 2020 and 71% in 2021).

Similarly, the proportion of female employees without medical coverage continues to fall, from 45.5% in 2019 to 43% in 2020 and 41% in 2021. It should also be noted that, in line with the measures taken within the framework of the Economic Monitoring Committee<sup>6</sup>, the number of CNSS beneficiaries of compulsory health insurance (AMO-CNSS) has increased by 5.3%, rising from 7.48 million beneficiaries in 2019 to 7.88 million beneficiaries in 2020. Women represent 60% of active beneficiaries compared to 59% in 2019.

Regarding access to the compensation for loss of employment, the year 2020 was marked by a strong recourse to this device whose beneficiaries have increased from 15,271 people in 2019 to 23,043 people in 2020, an increase of 50.9%. The share of women in the total number of beneficiaries of this allowance, during the year 2020, did not exceed 27%.

**Axis 2: Gender analysis of current and prospective efforts to counteract the effects of the crisis and promote gender equality in Morocco**

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<sup>4</sup> Id.

<sup>5</sup> Overall, the main social protection schemes implemented in Morocco cover a contributory scheme aimed at granting family allowances to civil servants in the public sector and to employees in the private sector, and another scheme based on the granting of financial assistance within the framework of support programs for social cohesion in favor of vulnerable populations (DAAM, TAYSSIR, Fonds d'entraide Familiale...)

<sup>6</sup> The EMC was created, in March 2020, in accordance with the Royal High Directions to face the Covid-19 crisis. This committee, led by the Ministry of Economy and Finance, has involved the public and private sectors and has ensured, since its establishment, the daily monitoring of the national socio-economic situation in order to propose and design the actions to be deployed to counteract the effects of the said crisis.

The Covid-19 crisis, despite its repercussions and the challenges it implies, is also a source of opportunities, as evidenced by the Royal project, launched in 2020 and operational as of April 2021, for the generalization of social protection, the repercussions of which are beginning to show, confirmed by the gradual increase in the share of women benefiting from social insurance and protection schemes. In this respect, the Royal Speech on the occasion of the 23rd anniversary of the Throne Day, calling for a full participation of women in all fields, is the ultimate proof of the urgency of a common involvement of all the country's active forces in favor of the effectiveness of equality between women and men. It is to be reminded, in this sense, that the recommendations of the report on the New Development Model (NMD) which are aligned with the Royal High Orientations, insist on the strategic and urgent character of the acceleration of the reduction of inequalities between women and men. They call to set up the promotion of gender equality and the empowerment of women as priority axes of the NMD in the perspective of completing the construction of the milestones of an inclusive development.

To achieve this, the ministerial departments have included several actions in their programming and budgeting exercises to promote gender equality in terms of access to activity, decent employment and social protection, in accordance with the High Royal Directions.

➤ ***Strengthening women's access to activity, employment and entrepreneurship***

The Ministry of Solidarity, Social Integration and the Family has developed, within the framework of its partnership with UN Women and with the involvement of all ministerial departments, the "National Integrated Program for the Economic Empowerment of Women and Girls (PNIAEF) by 2030", called « Maroc-Attamkine »<sup>7</sup>. This program aims at promoting the institutional framework governing women's economic empowerment, through three strategic axes relating to access to economic opportunities; education and training and access to an enabling and sustainable environment for women's economic empowerment protecting and improving their rights.

In addition, the Ministry of Economic Inclusion, Small Business, Employment and Skills has set up the "Min Ajliki" project in partnership with the Belgian cooperation. This project aims at developing employment opportunities for women and their economic empowerment. This project has enabled the support of 437 businesses created by women in 2020 and nearly 500 in 2021 and aims to support up to 600 businesses created by women by 2024.

In addition, the public authorities have committed themselves within the framework of the 2021-2026 governmental program to promote access to employment and entrepreneurship by taking into account the gender dimension, through several programs, namely, INTELAKA, FORSA, AWRACH, TAEHIL, IDMAJ.... In addition to these crosscutting programs, there are several sectoral actions aimed at promoting women's employment and their access to entrepreneurship and income-generating activities (agriculture, fisheries, industry, trade, handicrafts, social and solidarity economy...).

➤ ***Improving women's access to social protection***

The crisis of the Covid-19 and its repercussions on the most vulnerable women and men have made the issue of generalizing social protection imperative. It is in this wake that His Majesty Mohammed VI launched, in 2020, a large-scale project to generalize social protection for the entire population throughout the national territory. The operationalization of this huge project has been framed by the Framework Law n°09-21 on social protection promulgated in 2021 and whose axes are as follows:

- The generalization of compulsory medical coverage that will allow 22 million additional beneficiaries to have access to basic health insurance that covers the costs of care, medication, hospitalization and treatment;
- The generalization of family allowances that will benefit nearly 7 million school-age children;

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<sup>7</sup> This program was approved by the Council of Government held on September 09, 2020.

- Expanding the membership base of the pension system to include approximately 5 million of the non-pensionable working population ;
- The generalization of the Indemnity for Loss of Employment to the benefit of any person having a regular job.

The gradual deployment of this reform is planned over a period of 5 years, with the generalization of AMO in 2021-2022, family allowances between 2023 and 2024, and retirement and loss of employment benefits by 2025.

This reform will mobilize an annual budget of 51 MMDH from 2025, divided between the generalization of the AMO (14 MMDH), the generalization of family allowances (19 MMDH), the enlargement of the beneficiaries of the pension schemes (17 MMDH) and the generalization of the access to the indemnity for loss of employment (1 MMDH). This amount will be financed, up to 50%, according to a contribution mechanism based mainly on the contributions of non-salaried workers, and also through the Single Professional Contribution (CPU) provided for by the Finance Act of 2021, and through direct payments. The remaining 50% will be financed through the State budget, within the framework of solidarity coverage, with the objective of ensuring access to social coverage for those who do not have the capacity to contribute.

In the same framework, the beneficiary populations of RAMED where women are strongly concerned, they should switch to the AMO scheme at the end of 2022, which should bring the number of AMO beneficiaries and their beneficiaries to around 32 million people.

## **II. Towards a successful anchoring of the gender dimension in public action: application and appropriation of the gender-sensitive performance approach by ministerial departments**

The concretization of the Royal Orientations in terms of women's involvement in all fields and the consolidation of the effectiveness of gender equality in our country pleads for the reinforcement of the systematization of the integration of the gender dimension in public policies. In this respect, the following table highlights the efforts made by the ministerial departments to take the gender dimension into account in their programming and monitoring/evaluation exercises, in accordance with the provisions of the LOF regarding the application of a gender-sensitive performance approach.

## Status of the implementation of the gender-sensitive performance approach by the ministerial departments in accordance with the provisions of the LOF

-October 2022-

Department	Sector-based gender analysis	Gender-sensitive result chains			Gender-sensitive result chains	
		Gender-sensitive programs	Gender-sensitive objectives	Number of gender-sensitive indicators accompanying the objective	Number of gender-sensitive sub-indicators	
<b>Interministerial Delegation for Human Rights (DIDH)</b>	The Department does not yet have a gender analysis	Human Rights	Accompany public actors in the implementation of the recommendations of UN human rights instruments	1	-	
<b>Department of Justice (DOJ)</b>	The DOJ has a gender analysis conducted in 2019 as part of the implementation of the Governmental Program for Equality "PGE II" with the support of the European Union	Support and guidance	Building skills and supporting gender equality	4	4	
		Performance of the administration of justice	Increase enforcement of civil judgments	-	1	
			Facilitating access to law and justice	-	2	
		Modernization of the judicial and legal system	Strengthen the dematerialization of procedures in the courts	1	-	
<b>General Delegation for Penitentiary Administration and Reinsertion</b>	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	Strengthening rights and freedoms	Protecting the rights of women and children	3	-
			Improvement of detention conditions	2	4	
			Promotion of re-entry programs	4	8	
			Capacity building of the administration	1	2	
<b>Ministry of Habous and Islamic Affairs</b>	The Ministry does not yet have a sectoral gender analysis for its areas of action	Religious framing	Integration of gender and environmental aspects	1	-	
			Improvement of the health situation of religious attendants and their beneficiaries	1	-	
<b>Ministry of Solidarity, Social Development,</b>	The MSISF, as part of the design of the Governmental Plan for Equality (PGE) in its first version for the period 2012-2016 and its second	Steering and support	Institutionalize an equitable public administration based on a system of competencies	1	1	

<b>Equally and the Family</b>	version covering the period from 2017 to 2021, developed a gender diagnosis followed by a sectoral gender analysis accompanied by its Medium Term Action Plan (MTAP).	Integration of gender sensitivity in the promotion of women's rights	Designing and managing the implementation of the government's equality plan	4	-
			Strengthen 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	-	4
			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	-
<b>Ministry of Economy and Finance (MEF)</b>	The year 2022 is marked by the launch of the development of a gender analysis for the MEF in partnership with the Center of Excellence for GRB (CE-BSG).	Support and Monitoring	Institutionalize an equitable public administration based on 1 system of competencies	1	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 government representatives to PEE governance bodies		1	-
<b>Department of Administration Reform</b>	The DRA conducted a gender analysis in partnership with the EU in 2019 to support the implementation of EMP II.	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
			Institutionalize an equitable public administration based on a system of competencies at the ministry	-	1
<b>Department of Communication (DC)</b>	The DC has a gender analysis conducted as part of the European Union's support program for the implementation of EMP II. In addition, the DC has developed, since 2019, a guide to fight against gender stereotypes in the media in Morocco	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



<b>High Commission for Planning (HCP)</b>	The HCP does not yet have a gender analysis specific to its structures, activities and fields of action. However, the HCP is the main national structure responsible for collecting the data, including gender-sensitive data, needed to set up, monitor and evaluate public policies.	Steering and Support	Institutionalize an equitable public administration based on a system of competencies	2	-
		Management training in the fields of statistics, applied economics and information sciences	Meet the growing demand in the fields of statistics, applied economics and information science	1	2
			Improve the quality of social services provided to INSEA students	1	-
<b>Economic, Social and Environmental Council (EESC)</b>	The EESC does not have a gender analysis specific to its structure and fields of action. Nevertheless, the self-referrals, opinions and reports issued by this structure systematically address issues related to the promotion of gender equality.	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 Transition</b>	The Department in charge of the Energy Transition has, since 2019, a gender analysis carried out within the framework of a support from the Center of Excellence for GRB (CE-BSG) in partnership with the AFD.	Steering and Support	Institutionalize a gender-equal public administration based on a system of competence	2	1
<b>Sustainable Development Department</b>	The Department has a gender diagnostic carried out in partnership with UN Women, which served as a basis for the development of the Gender Equality Institutionalization Strategy (GESIS) in the environment sector.	Steering and Support	Institutionalize an equitable public administration based on a system of competencies	1	1
<b>Department of Housing and Urban Policy (DHPV)</b>	In addition to the gender analysis already conducted in 2019 covering dimensions related to housing and city policy, DHPV has launched the development of a new gender analysis in 2022 in partnership with CE-BSG, UN Women and the EU.	Support and steering	Strengthen and develop the skills of Human Resources	1	-
<b>Water Department (DE)</b>	To date, the DE has two gender analyses. These are the analysis carried out for the elaboration of the Strategy for the Institutionalization of Gender Mainstreaming in the Water Sector	Water	Fighting pollution and helping to reduce water-related risks	-	1

	(SIIGSE) and the one carried out, in 2019, in partnership with the CE-BSG and supported by the AFD.				
Department of Health and social care (MSPS)	The MSPS has a gender analysis conducted between 2019 and 2020 as part of the GRB support program carried out by the CE-BSG in partnership with the AFD.	Human resources and health system capacity building	Optimize the management of health care institutions and their staffing with qualified and motivated human resources for a better health care offer	-	2
			To generalize patient care through increased capacity for basic and continuing education	-	4
			Improve the working conditions of health professionals by taking into account the gender dimension and strengthen social actions	1	-
		Planning, programming, coordination and support of health system missions	Generalize social protection	-	4
			Support for the contractualization and accompaniment of the implementation of the provisions of the advanced regionalization	1	-
		Reproductive health, maternal, child, youth and special needs populations' health	Improve reproductive and maternal health	3	-
			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 equitable access of the population, women/girls and men/boys of all categories, to communicable disease prevention and control services	-	6
			Strengthen the prevention and management of non-communicable diseases in women/men	1	8
		Primary care, pre-hospital and hospital actions and services	Improving access to care and hospital management	1	2
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.	System governance and stakeholder mobilization	Institutionalize the gender approach in the education system	2	-
		Equity and equal opportunities and compulsory education	Accelerate the generalization of preschool for 4 to 5 year olds	-	2
			To educate all the students of a generation until the end of elementary school and to lead them to mastery of the skills	-	7
			Enroll the maximum number of students in	-	7

<b>Ministry of Higher Education, Scientific Research and Innovation (MESRSI)</b>			college according to expected proficiency levels			
		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	-	15	
		MESRSI does not yet have a gender analysis, but the Ministry plans to carry it out in view of its importance for the definition of an action plan to further strengthen the consideration of gender equality in the higher education sector.	Higher education	Meeting the growing demand for higher education	-	2
				Improve the internal performance of the higher education system	2	4
<b>Department of Vocational Training (DFP)</b>	The DFP has several gender analyses and diagnoses, including an institutional analysis of the vocational training system in terms of gender and social inclusion carried out in partnership with the Millennium Challenge Corporation (MCC) in 2017, gender self-diagnoses for vocational training institutions and another gender analysis carried out in 2019 in partnership with the CE-BSG and the AFD.	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	
			Expand accessibility 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 into account the gender dimension	-	1	
		Governance of the vocational training system and mobilization of stakeholders and partners	Ensuring professional equality in the Vocational Training Department	1	-	
<b>Department of Youth</b>	As part of its partnership with CE-BSG, the Youth Department conducted a gender analysis in 2019 with the support of AFD and the technical support of Expertise France.	Steering and governance	Institutionalize an equitable public administration based on a system of competencies	-	2	
		Youth, children and women	Strengthen the supervision of youth and children, promote the associative fabric and the empowerment of women	2	10	
			Reinforce the professional qualification of women and girls	2	-	
			Improve facilities and infrastructures by taking into account the specific needs of girls and boys	1	-	
<b>Ministry of Economic Inclusion of Small Business,</b>	MIEPEEC conducted, in 2019, a sectoral gender analysis as part of the partnership program with the EC-BSG and AFD for the strengthening of GRB in Morocco. It should also be noted that	Steering and support	Institutionalize an equitable public administration based on a system of competencies	-	1	
			Support and accompany the programs of the Ministry and promote the influence of Morocco at the international and	-	3	

<b>Employment and Skills (MIEPEEC)</b>	MIEPEEC has concluded a memorandum of understanding with UN Women and the ILO. It aims at strengthening the Ministry's capacity to use gender-sensitive statistics, gender analysis and results from studies on the situation of women in the labor market to design relevant actions to promote women's access to the labor market and the respect of their rights.		continental levels		
		Economic Inclusion, Employment and Labour Market Observation	Promote productive employment for all, including women and youth	-	-
			Promote entrepreneurship and support the creation of very small businesses	1	-
			Develop an integrated labor market observation system	-	1
Work	Strengthen labor legislation and promote professional equality and the fundamental rights of specific categories	2	1		
<b>Department of Agriculture (DA)</b>	The gender analysis of the agriculture sector was conducted, in 2019, in partnership with the CE-BSG and AFD. In addition, a cooperation project with the European Bank for Reconstruction and Development (EBRD) is being developed to build the capacity of the DA to strengthen gender mainstreaming in its new "Generation Green" strategy.	Development of production channels	Improve farmer mentoring rates and strengthen gender integration	1	2
		Education, training and research	Improve the quality of technical education and vocational training in agriculture	1	2
			Integrating the gender dimension into agricultural development programs	1	2
		Multipurpose support and services	Institutionalize an equitable public administration based on a system of competencies	1	-
<b>Department in charge of Marine Fisheries (DPM)</b>	In addition to the gender analysis of the fisheries sector carried out in 2019, the DPM undertook a project in 2021 to evaluate the integration of a gender-sensitive approach in the artisanal fisheries sector. This is within the framework of the technical cooperation agreement between the DPM and the FAO, with the involvement of the National Confederation of Artisanal Fisheries in Morocco (CNPAM). In addition, an analytical study on the socio-economic situation of women fishermen has been carried out within the framework of the project on "Support to women foot fishermen for a sustainable access to fisheries resources in the most vulnerable areas of Morocco	Qualification, socio-professional promotion and safety of seafarers	To provide the fisheries sector with qualified personnel taking into account the gender approach	3	4
			Promote socio-economic actions in favor of the sector's professionals, taking into account the gender approach	2	4
		Steering and governance	Institutionalize an equitable public administration based on a system of competencies	1	2
			Institutionalize gender mainstreaming in the fisheries department	1	-

	(March 2021-March 2022)", in partnership with UN Women and with financial support from the Government of Japan				
<b>Ministry of Industry and Commerce (MIC)</b>	Since 2019, the MIC has a gender sector analysis carried out within the framework of the EU support program for the implementation of EMP II	Support and steering	Improve skills and optimize resources	-	1
<b>Department in charge of Handicrafts and Social Solidarity Economy (DAES)</b>	The DAES does not yet have a gender analysis within its scope of action	Handicraft	Promote quality and innovation and strengthen the promotion of craft products	-	1
			Improve the means of production and support the actors of the sector	-	2
			Train and strengthen the capacities of the sector's actors	-	1
		Social Economy	Strengthen and harmonize an efficient social and solidarity economy	-	1