FINANCE BILL
FOR FISCAL YEAR
2012

GENDER BUDGET REPORT

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**Overall Introduction**

The analysis of the Moroccan experience with Gender Responsive Budgeting (GRB) reveals that it has been catalyzed by the march towards democratization, which provided the overarching setting for enabling advances in the integration of gender equality considerations in public policies’ design, implementation and evaluation. We cannot hide the fact that one of the normative roots of the GRB is found in the constitutional advances that enforced the experience of democratic transition initiated in 1998 traced by itself in to the seminal 1996 constitution that affirmed universal human rights in its preamble.

Moreover, the GRB experience in Morocco is inscribed in the global movement to incorporate universal human rights principles into legislative, institutional, and governance frameworks. Thus the normative principles of equity and equality, combined to efficiency and performance objectives, have been an important tool for gender mainstreaming in the Moroccan budgetary reform framework. They have guided the conduct of public policy evaluation from the standpoint of their gender-differentiated impacts on particular population groups, stemming from their differences in situation and needs.

The GRB initiative has benefited from a conducive, enabling political environment, which has become increasingly favorable to equity and equality issues. It has built on the cumulative dynamics of a set of mutually reinforcing reforms which have consolidated democratic gains, and which have aimed to improve the transparency and effectiveness of public policies.

The seven annual Gender Reports that accompanied this process of evolution testify to the deepened appropriation of this subject in the public finances, from two angels: the design of public policy, and the framing of performance objectives and evaluation from a gender equality perspective.

The legal and institutional arsenal provided by the new Constitution of 2011 set a more solid and sustainable foundation for a new governance of public finance. Morocco will soon have a new Organic Finance Law for which the draft bill is undergoing validation through the relevant institutional channels. It will systematize a results-based and performance-oriented framework for budget preparation and presentation, which is structured around missions and programs, with budgetary programming based on globalised credit allocations, as well as on disaggregation to local level, enabling a more relevant targeting of gender-sensitive public policies. This fundamental law will formalize and institutionalize mechanisms for the design and evaluation of public policies from a gender perspective, building on the advances made and experiences gained through gradual and pragmatic experimentation since 2002. This approach has allowed Morocco to develop analytical tools such as customized budgeting manuals, guides and handbooks and synthetic gender-sensitive indicators, which were enriched through the progress realized in expanding gender-sensitive statistical capacity.

While the 2012 Gender Report is inscribed in this gradual process of internalization and institutionalization of a gender approach by the state actors, it also coincides with the institutional shift marked by the new by the new human-rights-based Constitution of 2011. Similarly, this approach dovetails with the major axes of the governmental program that provides a roadmap, conceived for the implementation of the provisions of the new Constitution. The program in fact set out measures for the promotion of equal access to basic services, especially education, health and housing, and the ideals of solidarity and equal opportunities among citizens.

The 2011 Gender Report had already taken a significant step forward by adding a cross cutting element to its department-based sections. It set out that the principle of the indivisibility of human rights entails public policy coordination and policy coherence which serve to reinforce the gender equality impacts and underpin the effective targeting of particular population groups.
In effect, this process aims to foster the evaluation of public policy processes and through mainstreaming a cross-cutting gender approach at all levels, to improve their effectiveness in promoting and achieving gender equality. Thus, the "gender mainstreaming" will be considered at cross-cutting level.

This approach finds its resonance and affirmation in the new Constitution. The weight the Constitution accords to equality and equity issues - as delineated in its preamble, but also in several key substantive articles that recognize rights as well as institutionalize the means to establish them - are a positive harbinger of future developments. The 2011 Constitution paves the way for the expansion of the normative and legislative framework for rights and equality through its recognition of the supremacy of international instruments, which Morocco has ratified, over national legislation. The design of the 2012 Gender Report as a gender-aware public policy evaluation instrument through a human-rights-based framework would serve to provide the conceptual underpinnings and the instrumental means to implement the constitutional provisions, using human rights principles.

It would be then of good practice to remind about the human rights norms and standards and the main tenets of human rights-based approaches, which should frame gender-aware public policy evaluation, and to deduce from them the approach and the analytical template through which the analysis will be declined in a transversal way, highlighting the domains of rights that we deemed important to align to this new approach.
I- The gender budget through a human rights perspective

1. The normative and legal framework: Morocco’s quest for compliance with universal human rights standards

In its will to consolidate the Rule of Law and develop a coherent and integrated societal project, Morocco ratified the principal human rights instruments. Through this overarching framework, Morocco guarantees its commitments to protecting human dignity and the consecration of human rights as universal and indivisible.

The normative framework for protecting human rights is founded on the Universal Declaration of Human Rights. Since its adoption in 1948, the international community has developed a global, legally binding framework for the promotion and protection of human rights through the United Nations. In addition to the Universal Declaration for Human Rights (UDHR), the International Covenant on Economic, Social, and Cultural Rights (ICESCR) and the International Covenant on Civil and Political Rights (ICCPR) form the International Charter for Human Rights. These instruments are complemented by specific conventions aimed at protecting women’s rights, through the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), as well as those relating to children, migrant workers, etc.

**Ratification of the principal human rights conventions.**

**Universal Declaration of Human Rights: Recognition of inalienable rights**

The Declaration was proclaimed in a resolution of the General Assembly of the United Nations, on December 10th 1948, as a common standard of achievement for all peoples and all nations in regard to human rights. It lists many civil, political, economic, social, and cultural rights which any person in the world can claim. The Declaration promotes a set of principles that are universal, inalienable, and indispensable for a dignified life.

However, the absence of a legally binding force and consensus on the scope of the Economic, Social, and Cultural Rights therein, led the General Assembly of the United Nations to adopt two separate agreements in 1966, one which focuses on Civil and Political Rights and the other on Economic, Social, and Cultural Rights (ESC).

- **International Covenant on Civil and Political Rights (ICCPR)**

  This Covenant, dating from 1966, came into force in Morocco in 1979. It is supplemented by several optional protocols.

  The Covenant enshrines the right to life, to liberty, and the security of the person, the right to not be held as a slave and not to be submitted to torture or cruel, inhuman or degrading treatment, the right not to be arbitrarily arrested and detained, the right to the presumption of innocence and the right to a fair trial, freedom of expression, thought, conscience, and religion, as well as the right to freedom of movement and freedom of assembly and association.

- **International Covenant on Economic, Social, and Cultural Rights (ICESCR)**

  The ICESCR came into force in Morocco in 1979, by extending and refining ESC rights affirmed in the Universal Declaration of Human Rights in 1948.

  This covenant defines the right to an adequate standard of living (food, shelter, clothing, etc.), the right to education, the right to work in just and favorable conditions, the right to join unions and to strike, the right to health, the right to social security, and finally, the right to participate in cultural life and benefit from scientific progress, as integral and indivisible parts of human rights.

  ICESCR considers the protection of economic, social, and cultural rights as fundamental because civil and political rights (such as the right to live in dignity) cannot be achieved if the population’s basic human needs are not met (food, medicine, clothing, shelter, education, etc.).
ICESCR stipulates that the State should strive for the respect, protection, and realization of rights to the maximum available resources.

- **The Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW, CEDEF)**

Adopted in 1979, CEDAW came into force in Morocco in 1993, which removed all reservations and ratified the Optional Protocol in 2011. To date, 185 States are part of CEDAW. The convention focuses on:

- equality between women and men, which is the right to equal opportunities and to equal treatment, equal access and control of resources, as well as the modification and enforcement of laws to ensure equality.

- non-discrimination, as discrimination which is socially constructed must be eliminated, whether it is direct or indirect, *de jure* or *de facto* and linked to the public or private sphere.

- the obligation of States. Once a State has ratified the Convention, it must meet the obligations in the fight against all forms of discrimination. The State is responsible for the well being of women and men. In all areas (political, economic, social, and cultural), it must take the appropriate measures to guarantee women’s fundamental human rights.

CEDAW guarantees and reinforces the social, economic, cultural, and family rights of women in the private as well as the public sphere. *This is the first international treaty designed to clearly improve the status and position of women within the family.* The Convention also established a committee (CEDAW Committee) responsible for monitoring, and to which the States report every four years. This committee examines the progress made by the States in this area and discusses with the States to lift their reserves.

It should be noted that with the ratification of the Optional Protocol of CEDAW in 2011, victims of women’s rights violations are now able to bring their grievances to an international court.

- **Millennium Declaration**

The Millennium Declaration is a formal statement of the United Nations signed September 8th, 2000, by 191 countries including Morocco. It recognizes that, in addition to specific responsibilities States have in relation to their citizens, they have a collective responsibility to defend the principles of *human dignity, equality, and equity*.

This declaration was followed by the adoption of eight *Millennium Development Goals (MDG) to be achieved by 2015*: reducing extreme poverty and hunger, ensuring universal primary education, promoting gender equality and empowering women, reducing infant mortality, improving maternal health, combating HIV/Aids, malaria and other diseases, preserving the environment, and implementing a global partnership for development. These eight goals contribute to a global consensus on the minimum targets to be achieved through development partnerships.

- **Harmonizing national laws with international instruments**

Morocco has enacted a number of laws to harmonize its legislation with the provisions of the international conventions it is party to. These are mainly:

- reform of prison legislation (1999) by humanizing prison conditions and developing educational programs and training that can facilitate social rehabilitation;

- the new Criminal Procedure Code (2003), which strengthened guarantees to a fair trial, affirmed the presumption of innocence, instituted the second hearing in criminal matters and trial, and reinforced justice for minors;

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• the amendment of the Penal Code (from 2003 to 2007), including provisions against torture, sexual harassment, domestic violence, trafficking, child pornography and child prostitution, organized crime, corruption, terrorism, and money laundering;

• the new Labor Code (2003), which affirmed gender equality in working conditions, instituted protection for working women and children, and established the principle of freedom of association;

• the new Family Code (2004), dedicated to the rights and obligations based on the principle of equality between men and women, guaranteeing children’s rights and the protection of family cohesion;

• the new law on political parties (2006), and changes to the code of civil liberties and the press in order to modernize the organization of the political landscape and to broaden the scope of civil liberties;

• the adoption of a new Communal Charter in 2002 and its revision in 2008 to strengthen representative democracy to the closest level to citizens. The new Communal charter is a lever for local governance and aims at the consolidation of local democracy by strengthening the powers of the local communes to become effective development actors.

• the adoption in 2006 of the law 14.05 relating to the conditions of opening and administration of social welfare institutions for improving quality of care they provide by social institutions;

• the adoption in 2009 of Law 09-98 to protect individuals with regards to the processing of personal data;

• the adoption in December 2010 of Law 41-10 concerning the conditions and procedures for benefiting from the family solidarity fund, adopted December 13, 2010;

• a bill regulating home-based work and prohibiting the employment of children below the minimum legal age, set at 15 years by the Labor Code, is under discussion.

2. The new Constitution: A framework of rights and freedoms in line with the provisions of international conventions concerning respect for human rights

The efforts deployed by Morocco in favor of aligning with the provisions contained in the international instruments for the respect of human rights were recognized in the adoption of the new Constitution by referendum on July 1st 2011.

The new Constitution is a major step in the creation of a Rule of law in Morocco. It is described as a true charter of fundamental rights and freedoms of citizenship, grounded in the universal standards of human rights.

In its preamble, now an integral part of the Constitution, the Kingdom of Morocco reaffirms its commitment to universally recognized human rights.

The Constitution establishes the supremacy of the international conventions duly ratified by the Kingdom, over national law and consistent with the provisions of the Constitution and the laws of the Kingdom, in respect of its immutable national identity, and upon publication of these conventions.

The rights delineated by the new Constitution include both civil and political rights, and economic, social, and cultural rights. The new Constitution has made a qualitative leap in terms of rights and freedoms by introducing provisions on human rights, which until now had never been given constitutional recognition. Title II is entirely devoted to Fundamental Freedoms and Rights. It features 21 articles strengthening civil, economic, social, cultural, environmental rights and the right to development.
A cornerstone of the Rule of law, the citizens have been granted more powers to enable them to participate in decision-making processes and the governance of public affairs. Thus, Article 14 of the new Constitution gives citizens the right to present proposals for legislation. Article 15 gives them the right to present petitions to public authorities and Article 133 authorizes them to indirectly apply to the Constitutional Court.

The concern to make citizens constitutional subjects is addressed by Article 27 which states “Citizens have the right to access information held by the government, elected institutions, and public service organizations.”

Regarding civil and political rights, called first-generation rights, the new Constitution guarantees gender equality (Article 19), the right to life (article 20), the right to security (article 21); prohibits all forms of torture or serious and systematic violations of human rights (article 22), protects the right to state protection (article 23) and the right to respect for private life (article 24).

In addition, it guarantees freedom of thought, opinion, expression, creation, publication, exhibition in the literary and artistic fields, and scientific and technological research (article 25), guarantees freedom of the press (article 28), ensures the presumption of innocence and the right to a fair trial (article 23) and guarantees the freedom of unions, assembly, peaceful demonstration, association, trade union and political membership and the right to strike (article 29).

These fundamental rights and freedoms are supplemented by the second-generation rights enumerated in Article 31. These are the rights to health, social welfare, medical coverage, modern, accessible, and quality education, education on Moroccan identity and national immutable values, vocational training, physical and artistic education, decent housing, decent work, access to public sector employment based on merit, access to water, to a clean environment, and to sustainable development. It should be noted that Morocco stands out through its pro-activity in this normative field, relating to the right to the environment.

**Recognition of equality between men and women in rights and freedoms**

In its preamble, the new Moroccan Constitution affirms the country’s commitment to developing a cohesive society where all enjoy security, freedom, equal opportunity, respect for dignity, and social justice under the principle of correlation between the rights and duties of citizenship. This commitment announced in the preamble is legally binding because it is now part of the Constitution.

Other articles give concrete substance to the right to gender equality. This is the case of Article 19, which states that men and women enjoy equal civil, political, economic, social, cultural, and environmental human rights and fundamental freedoms as ordained under the Constitution as well as in the international conventions and covenants duly ratified by the Kingdom. The Moroccan government works to achieve equality between men and women. Thus, the constitutional principle of equality, initially limited to the political field, now also has an economic, social, cultural, and environmental dimension.

Article 30 stipulates that the law contains provisions to promote equal access of women and men in holding elective office. Thus, the Moroccan legislature is expected to adopt affirmative action measures to promote the role of women in politics through the requirements to include as many women as men in slate voting and the adoption of subsidies for parties with as many male as female candidates in the elections.

Similarly, Article 34 stipulates that the public authorities develop and implement policies for individuals and groups with special needs. For this purpose, they shall in particular treat and prevent vulnerability of certain categories of females and mothers, children and the elderly, and to rehabilitate and integrate the physically and mentally disabled into social and civil life and facilitate their enjoyment of the rights and freedoms acknowledged for all.
In the same vein, the new Constitution provides institutional mechanisms for implementing the new provisions introduced by the Constitution in terms of gender equality. Thus, an Authority for Parity and the Fight Against All Forms of Discrimination will be created, pursuant to Articles 19 and 164 of the Constitution that the aforementioned institution will particularly ensure that the rights and freedoms provided for in the Article 19 are respected, subject to the powers vested in the National Council for Human Rights.

This Authority should also have a mission of assessment and evaluation of public policies to promote gender equality in the political, economic, and social realms.

3. The 2012 Gender Report approach: A conceptual and analytical approach dedicated to the principles and rights contained in the new Constitution

The 2012 Gender Report has resolutely adopted a human rights-based approach to gender-responsive public policy evaluation. This approach perfectly dovetails with the change the country is undergoing after the adoption by referendum of a new Constitution dedicated to the respect of human rights, equality, equity and citizenship, combined with local governance, to be deployed within the framework of advanced regionalization, founded on principles of responsibility and accountability.

This approach is consistent with the internationally-agreed founding principles governing the new human development vision. Therefore, in the forefront of this approach’s concerns is the analysis of inequalities that block the development process for the shaping of alternative more inclusive and egalitarian development pathways, more closely dedicated to achievements and outcomes in terms of the enjoyment of rights. A thorough revision of the objectives and methodologies of policies, plans and development mechanisms is are then called upon, in respect with the system of rights and obligations established by international law. The ultimate goal of such revision would be to promote the sustainability of development initiatives, while at the same time promoting individual autonomy and the expansion and diversity of choices available to each person to ensure a dignified and decent life.

Obviously, a gender approach geared to the pursuit of an optimum of efficiency and performance for public policies in search of a more targeted impact in regard to the different needs of the different segments of the population is fully consistent with a human rights-based approach. Indeed, the two approaches have many common elements. On one hand, they are based on a framework of analysis applicable to all development activities, which take into consideration the different needs, priorities and roles of women and men in a particular society, and on the other hand, on a regulatory framework based on rights and obligations. In addition, both approaches are focused on the impact of policies and programs implemented for the welfare of specific groups. It goes without saying that the application of these two approaches requires conceptual and informational tools and resources, in which monitoring, evaluation and accountability instruments play an important role. The premise that development is about long term, strategic, economic and social transformation carries with it the concomitant responsibility to have adequate means to evaluate the process, progress made and the achievements. A fundamental task is to develop pertinent indicators relevant to the objectives of sustainable development, which would be based on the principles of equality of opportunity and equity in the enjoyment of the fruits of the progress made.

*Indicators: tools for monitoring the fulfillment of human rights*

Accountability regarding human rights-based public policies and programs involves the translation of universal human rights norms into measurable indicators. The translation of the normative criteria of rights into quantitative indicators folds in perfectly with the results-based public management adopted since 2002. The utilization of indicators is particularly relevant in the analysis and monitoring of economic, social, and cultural rights. This comes from the fact that ICESCR and the Constitutions of many countries recognize that the full realization of these rights shall be

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gradually achieved through the use of available resources. This imposes on States and mechanisms for monitoring human rights to develop tools necessary for monitoring the evolution of the realization of these rights, which would facilitate the practical implementation of these rights in public policies through a wide range of intersectoral measures.

**Indicator Selection**

The obligation to address the level of fulfillment of rights in the implementation of public policies required the definition of an adequate conceptual and methodological framework. To do this, the United Nations High Commissioner for Human Rights has developed a framework for monitoring the fulfillment of human rights through the use of a group of quantitative indicators. These interlinked performance indicators are delineated as structural, process and outcome results indicators. This formulation establishes the link between States’ commitments and their acceptance of the obligations resulting from international human rights standards (structural indicators), the efforts made to meet these obligations by implementing measures and programs (process indicators), and the results obtained in terms of obligations and attainment of rights (outcome indicators). The identified indicators should reflect the entire spectrum of States’ obligations regarding respect, protection, and exercise of human rights:

- **Structural indicators** reflect the adoption of legal instruments and the existence of basic institutional mechanisms deemed necessary to facilitate the fulfillment of the human rights in question. The structural indicators should highlight the nature of applicable internal legislative texts of the right in question and verify whether these texts reflect international standards. It is noted that certain structural indicators may be common to all human rights and others relate more specifically to a given right or even one of the characteristics of a right.

- **Process indicators** provide information on States’ efforts (the means employed) to fulfill their human rights obligations through public programs, measures, and specific interventions. These efforts demonstrate the States’ effective acceptance and application of human rights standards, as well, their intention to obtain the results associated with the fulfillment of a given right.

- **Outcome indicators** measure the degree of fulfillment of a right and assess the degree of enjoyment of the given right. It should be noted that outcome performance indicators can be the results of various underlying processes that can be highlighted by a cluster of process indicators related to a number of rights (example: indicators on life expectancy or mortality could be related to the vaccination of the population of men and women, girls and boys, education, or the population’s awareness of public health, as well as the availability of adequate food and the possibility for individuals to access it).

The use of such a configuration simplifies the choice of indicators, encourages the use of (available) context-specific information, and facilitates a wider coverage of various aspects or characteristics of the fulfillment of a given right.

It should be noted that process indicators and progress in terms of outcome indicators are not always mutually exclusive. There may be a process indicator for a given human right that is also an outcome indicator for another right. The guiding principle to avoid this confusion is to define for each right, or for a characteristic of each right, at least one outcome indicator that can be closely connected with the enjoyment of this right or characteristic. The chosen outcome indicator should measure an element important enough for the fulfillment of the right.

The current edition of the Gender Report is an exercise in the application and adaptation of these indicators in the gender-responsive evaluation of sectoral policies. The results demonstrate the relevance of this approach (see the sectoral departmental section).

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4. Cross-sectoral analysis of fundamental rights

Respect of fundamental human rights as the framework for actions necessary to achieve any development policy is a widely accepted principle. The realization and protection of these rights requires the implementation of appropriate policies on the legislative and regulatory front.

At the international level, Morocco has adhered to the Universal Declaration of Human Rights (UDHR) which states in its preamble the necessity to ensure respect, recognition, and universal and effective application of human rights, particularly the fundamental rights of education, health, housing, and employment.

For education, Article 26 of the UDHR guarantees the right to education that shall be free at least for the primary level. These rights to education are discussed in detail in Article 13 of the ICESCR.

The right to health was first proclaimed by the World Health Organization (WHO), then reaffirmed by the UDHR, which states in Article 25 that “everyone has the right to a standard of living adequate to ensure their health and well being...”. The ICESC recognizes, in turn, the right to health as an inalienable individual right. This recognition is revealed in Article 12 of the covenant, which states that “The States Parties to the present Covenant recognize the right of everyone to the enjoyment of the highest attainable standard of physical and mental health”.

The right to housing is solemnly recognized by numerous international instruments. Thus, the Universal Declaration of Human Rights states that “Everyone has the right to a standard of living adequate for the health and well-being of himself and his family, including food, clothing, housing and medical care ....” ICESCR states that the States are committed to recognizing the right of each person to a standard of living adequate for themselves and their family, including sufficient food, clothing and housing, as well as continuous improvement in living conditions. The States are then required to take appropriate measures to ensure the fulfillment of this right.

For employment, the ICESCR recognizes the right of everyone to enjoy fair working conditions, the right to join and freely take part in their trade union activities and the right to social security. Also, it targets the protection and realization of the rights of the most vulnerable, discriminated against and specific population categories, and gender equality in terms of equal pay, and access to employment. These rights are reinforced by the International Labor Organization (ILO) Conventions, including convention 187 on freedom of expression, convention 182 for the elimination of the worst forms of child labor and convention 138 on the minimum work age.

Enjoyment of employment rights has also been reaffirmed by several international conventions focused on eliminating discrimination. These are the International Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the International Convention on the Elimination of All Forms of Racial Discrimination, and the Convention on the Rights of People with Disabilities. Also, the ILO conventions on employment, particularly convention 111, emphasizes the role of the State in the adoption of national policies to promote equal opportunity and treatment in respect to employment, and convention 159 states the obligation of the States to formulate and implement a national policy on vocational rehabilitation and employment for disabled people.

As mentioned earlier, nationally, the 2011 Constitution explicitly recognizes the right to education, health, housing, and work, and adopts the principle of the supremacy of international law over national law and calls for a ban on all gender discrimination.

Determinants of the violation of rights as well as factors supportive of rights are closely interlinked. Thus, access to health is largely dependent on conditions of access to education, housing, and employment infrastructures.

The education of women and girls positively impacts health behaviors, which translates into better medical care for women and children, improved nutritional behaviors, and a consequent
tendency towards a decline in maternal and infant mortality. The results recorded in the education and health sectors show a strong two-way relationship.

Efforts to promote education, especially for girls, have raised the latest rate of enrollment on the primary level to 97.5% nationally and 95.4% in rural areas. The monitoring indicators for pregnancy and childbirth reveal a significant improvement and the rates of immunization against childhood diseases attained high levels. The coverage rate of prenatal care went from 37.8% in 2003-2004 to 80.2% in 2010, and the percentage of births assisted by qualified medical personnel stood at 74.1% in 2010, an increase of 11 points over 2003-2004. The rate of immunization against the six diseases reached nearly 94% in 2008 and even reached 100% for DTC3 (Diphtheria, Tetanus, Pertussis).

All of these factors contributed positively to the improvement of life expectancy at birth to nearly five years over a decade. There has been a significant fall in Maternal and infant mortality, which were at 112 per 100,000 live births and 30 per 1,000 live births respectively in 2009-2010, representing respective decreases of 50.7% and 25% when compared to 2003-2004.

Attaining an income-generating job allows people to improve living conditions and take better care of themselves, and allows women to have better status within the home and have greater involvement in decision-making. In this sense, the employment rate has established in 2011 to 44.8% and the labor force aged 15 and over reached 11.538,000 persons in 2011, as an annual growth rate for men (1%) and 0.5% for women. It should be noticed that the women share in the workforce is already weak since it represents only about 26.7% of the labor force and most of those women are employed in activities of low status and pay and precarious nature. The occupational group of "agricultural and fishing workers and laborers" represents 49.9% of employed women against to only 17.7% for men.

On the other hand, access to education may help to improve the conditions for accessing employment, but there may be a mismatch between educational and vocational qualifications and labor market needs. In Morocco, graduates have a higher unemployment rate despite the decline witnessed in recent years. The unemployment rate for graduates was 16.7% in 2011 and affects more those from urban areas (18.3%) more versus a national average of 8.9%.

There is also a link between safety and healthy working conditions and the right to health. A person in poor health cannot aspire to holding a job or simply be productive.

Access to housing is linked to the socio-economic levels of households, itself linked to income levels and employment. Also, the quality of housing affects health. In Morocco, the share of the population living in households considered substandard in 2010 is almost 3.9%, down 5.3 points compared to 1994. In addition, about 4.5% of female heads of household and 5.3% male heads of household live in shacks or shoddy housing. It should be noted that in this context, the significant contribution of the collective program of rural electrification program (PERG) and the integrated program for supplying drinking water to rural areas (PAGER) in improving the quality of life in rural areas where the deficit in the basic infrastructure is the most acute. The benefits of these programs are multiple: on health, in reducing water collection by women and young girls, and consequently in increasing the latter’s school enrollment, for instance.

Also, the availability of basic infrastructures such as roads and means of transportation facilitate access to education and health services, and can also create economic opportunities conducive to job creation as confirmed by the results of the socioeconomic impact assessment of the second phase of the National Rural Roads Program (2005-2012), assessed by the Ministry of Equipment and Transport. The results showed, lower transportation costs in the studied regions of 17% for passengers and 52% for goods, an increase in enrollment especially for girls (the rate of girls’ enrollment reached 55% with project instead of 33% without project) and higher attendance rate at health centers (74% more consultations compared to the situation without the project).
The program also contributed to the enhancement of incomes and consumer spending in the project situation, respectively by 9% and 15%.

The role of justice is fundamental to ensuring the protection of all political, civil, economic, and social rights. But this cannot be achieved without an independent legal system, which is also stipulated by the new Constitution adopted by Morocco in 2011. The importance of efforts accomplished by the Ministry of Justice to ensure women’s full enjoyment of their civil rights, through the amendments to legal texts and major legislative reform (the Personal Status Code became the Family Code in 2004, the Penal Code which introduced the criminalization of domestic violence, and the Working Code, which notably introduced the criminalization of sexual harassment and the extension of the maternity leave period to 14 weeks, etc.) should also be noted. The new provisions introduced by the Constitution are designed to strengthen the national legal arsenal for the respect of human rights.

Despite the advances made, many challenges remain which hamper the full exercise of these rights. In education, the main challenges are related to the weaknesses of its internal and external efficiency and the persistence of spatial and gender-based inequalities. In terms of internal efficiency, basic education is characterized by high dropout and repetition rates. In 2009-2010, the average repetition rate was 9.3% for primary, middle schools at nearly 16.3%, and high schools at more than 18%. As for the average dropout rate, it reached 3.1% in primary, 10.8% in middle school, and 9.2% in high school. The weak external performance is manifested in the high level of illiteracy and youth unemployment.

For health, the lack of qualified staff, especially in rural areas, is problematic. A number of Basic Health Facilities are non functional and justify the switch to a mobile strategy, particularly in remote, dispersed rural areas, where access to emergency care and support is particularly difficult. As for health financing, it is largely provided by out of pocket expenses of households. The spread of medical coverage, especially the establishment of the RAMED are means to ensure greater equity in access to health care.

For employment, the main challenges revolve around the need to achieve a quality employment-intensive growth, compliance with the provisions of the Labor Code and the international labor conventions, the fight against child labor and indecent work, improved working conditions and the adequacy of training-employment.
II- Equitable access to civil and political rights

This domain pulls together ministerial departments whose mission and mandates contribute to the institutional anchoring of oversight for gender equality and equitable access to civil and political rights, namely, Justice, the Directorate General of Local Government, Social Development and Solidarity, the Modernization of Public Sectors, Economy and Finance, Foreign Trade, Foreign Affairs, and Cooperation and Communication.

1. Ministry of Justice and Liberties and the General Delegation for Penal Administration and Rehabilitation

Morocco has been committed to strengthening the gains in the field of human rights, particularly through action plans for the implementation and consolidation of institutions and structures, and the development and harmonization of national legislation with international conventions in the field. Sustained efforts have been made to finalize its accession to the international human rights system, along with other major transformational projects conducive to the protection of human rights, such as the National Initiative for Human Development (NIHD), the reform of the justice system, advanced regionalization and the development of national and sectoral plans.

In this regard, the role of the Ministry of Justice and liberties is to contribute to overseeing and monitoring the harmonization of national legislation with the international standards of human rights on the basis of the principles of justice, equity, accountability and respect for the law. This task also requires the participation of all stakeholders, and the adoption of strategies, plans, and programs compatible with a human rights-based approach and the foundations of democracy building.

1.1. Presentation of the department and its legal and normative framework

1.1.1. Department Profile

1.1.1.1. Department of Justice

The Department of Justice and liberties aims essentially to promote the role of justice as an effective tool that can contribute to the process of building democracy and promoting socio-economic development. Building on the achievements so far, it will continue to implement the programs formulated in the action plan developed to 2015.

The main mission of the Ministry of Justice and liberties is to exercise the powers conferred upon it in by laws and regulations, particularly relating to:

- Oversight regarding the application of the provisions of the civil and penal code, the Family Code, the laws relating to judicial assistants as well as other laws.
- The development and implementation of penal policy, and the supervision of prosecutions and participation in the respect and development of human rights.
- Development of strategies and actions relating to human and financial resources to ensure smooth functioning of the courts of justice and the proper administration of justice.
- The conduct of legislative studies and preparation of draft texts and laws relating to the department’s mission, as well as the development of international cooperation projects in the field of the judiciary.

To carry out the mission assigned to it, in 2010 the Ministry of Justice had a total workforce of 14,132 employees, of whom 6,835 are women, which corresponds to a female share of over 48%, compared to 45% in 2009.

In the magistrate system, the female representation rate has increased slightly from 17.3% in 2003 to 19.7% in 2009. This percentage is still low compared to the policy target set by the Ministry of Justice to attain a proportion of women of at least one third in decision-making instances of the of the legislature, the executive and the judiciary.
1.1.1.2. General Delegation of Penitentiary Administration and Rehabilitation (DGAPR)

**Presentation of the DGAPR**

The General Delegation of Penitentiary Administration and Rehabilitation works to promote the situation of prisons and prisoners in Morocco, particularly through collaboration with other bodies, civil society associations, under the framework of the provisions of the law. Its transformation in 2008 into an independent structure under the Prime Minister’s Office and benefiting from the autonomy of management is aimed at giving it greater freedom in planning, program development, and implementation. Its main tasks are:

- The application of legal sanction decisions or measures of incarceration
- The preparation and implementation of government policy relative to social and cultural work benefiting inmates and their rehabilitation;
- The conduct of research and studies relating to the penitentiary sector and proposals for ed reforms and amendments of existing laws and regulations.

**Analysis of the prison population**

The female prison population only represents 2.7% of the inmates in Morocco, according to the latest DGAPR statistics. The average age of the female prison population is 34 years (12% are below 20 years, 60% are between 21 and 40 years, 28% are over more 41 years old). Female prisoners are generally uneducated, without an immediate family, completely destitute and unemployed at the time of the incarceration (unemployed women make up around 62% of imprisoned women).

The distribution of the female prison population according to their marital status shows the predominance of married women at 38%, versus 29% single, 27% divorced, and 6% widowed. In comparison, the marital status of the male population is as follows: 65% single, 31% married, 3% divorced and 1% widowed.

Current regulations do not provide for specific detention conditions for women, with the exception of articles relating to children under 5 years of age staying with their imprisoned mothers. Female prisoners face the same regulations as men. The lack of separate women’s prisons is also to be noted. Of the 65 penitentiaries, 40 have units reserved for women.

1.1.2. Legal and normative framework on rights involving the two departments

In accordance with its responsibilities and missions to ensure the whole population a quality local judiciary system that is both accessible and fair, the Department of Justice, including DGAPR, joined a certain number of international and national conventions that are interested in justice as a fundamental element of human rights, with the Universal Declaration of Human Rights as the backdrop. This declaration states in Articles 7 and 8 that all people are equal before the law and are entitled without discrimination to the equal protection of the law. Everyone has the right to equal protection against any discrimination in violation of this Declaration and against any incitement of discrimination. In addition, Article 10 of the aforementioned Declaration states that “every person is entitled in full equality to have a fair and public hearing by an independent and impartial court in determination of his rights and obligations and of any criminal charges against him.”

In addition, the Convention Against Torture and Other Cruel, Inhumane, or Degrading Treatment or Punishment adopted by the General Assembly of the United Nations and signed by Morocco on December 10th 1984, stipulates in all of its articles that the States outlaw torture in their national legislation and explicitly prohibit invoking “higher orders” or “exceptional circumstances” to excuse these acts of torture.
Article 3 of the Convention on the Rights of the Child also recognizes that in all actions including children, whether undertaken by public or private social welfare institutions, courts, administrative authorities, or legislative bodies, the best interest of the child should be their primary consideration.

This is also true of the International Convention for the Elimination of All Forms of Racial Discrimination, which stipulates in Articles 2 and 5 that each State should review the national and local government policies to modify, rescind, or nullify any laws or regulations that have the effect of creating racial discrimination. The States are also committed to eliminating racial discrimination in all forms and guaranteeing the right of everyone to equality before the law without distinction, notably in the enjoyment of equal treatment before the courts.

Finally, the Declaration on the Elimination of Violence Against Women requires States to guarantee women the same rights as men, and the exercise and protection of all human rights and fundamental freedoms, particularly the right to a fair trial though the provisions of Articles 2, 9, 15, and 16, which stipulate:

- repealing all penal provisions which constitute discrimination against women;
- giving women equal rights as men with respect to the acquisition, change, or conservation of nationality and the nationality of their children;
- eliminating discrimination against women in all matters relating to questions of marriage and family relations.

The Department of Justice and the DGAPR have also adopted the MDGs as a framework for policies and work to actively achieve the Millennium Development Goals related to the improvement of their missions.

Nationally, the Constitutional reform came to consolidate the achievements in the field of human rights and the founding of an equitable judiciary system. Article 6 of the new Constitution stipulates that the law is the supreme expression of the will of the Nation and that all persons or entities, including governments, are equal before it and must comply with it. Other articles (from 107 to 128) focused on the judicial system, judicial independence and the rights of individuals and the judicial operating rules.

In the same vein, and consistent with the provisions of the international conventions mentioned above, the Department of Justice as well as the DGPAR have mobilized for the modernization of the national judicial system in order to establish the principle of general human rights (right to nationality, right to equality, rights of the child, right to work, right to training, etc.) and in particular, to promote gender equality through promoting the situation of prisons and prisoners and amending an important set of laws (such as the Family Code, the Labor Code, the Arbitration Code, the reform of the Penal Code and the penal procedure, as well as the Nationality Code, which constitutes a very important innovation in Moroccan law). It is also important to note the Department of Justice’s strong alignment with the 2011-2015 Government Agenda for Equality, which fixes among these application areas the right against all forms of discrimination and violence committed against women, and equal access to resources and decision-making positions at political and administration levels.

1.2. Processes and efforts made for the implementation of gender-sensitive public policies

1.2.1. Department of Justice and liberties

1.2.1.1. The development of sectoral policies and strategies

The consolidation of the rule of law requires a competent, professional, equitable, and efficient judicial system. Such reform has now become a necessity and a demand that accompanies the process of democratic transition and strengthening the achieved human rights.
This huge area of democratic and consensual reflection has become the subject of several royal speeches which underscore the spirit in which the comprehensive reform of the justice sector has been undertaken, of the fulfillment of a fundamental principle of the rule of law, namely the equality of citizens before the law.

Based on six major pillars, including an independent legal system, the modernization of the normative framework, the implementation of structures and human resources and the improvement of judicial efficiency, this reform sets a challenge to the national legal system, to reconcile citizens to a legal culture now adapted to a new international vision of human rights protection, a modern legal system which ensures and guarantees fundamental rights.

The Department of Justice and Liberties is committed to this accelerated and efficient reform agenda through the following actions:

**Continuation of projects planned in the framework of the legal system reform**

The reform program (2009-2012) adopted by the Ministry of Justice focused on the creation of new courts of appeal and district courts, at a cost of 800 million dirhams. Funds of 281.5 million dirhams were mobilized for this purpose for the 2011 fiscal year. Increasing the Ministry staff, particularly judges and registry officials is also a reform priority to achieve the numbers of 1,500 trained judges and 2,500 trained registry officials by 2012 in order to meet international standards.

The justice sector reform was also concerned with updating texts that were reformed in 2010, redesign of the code of penal procedure and the development of a draft law against domestic violence, accelerating the pace of legislation and improving judicial action through, among other things, increasing the number of officials and agents and their motivation, strengthening enforcement mechanisms, and promoting training.

As for ongoing training for magistrates the Ministry plans a faster pace of training to have reach 150 annual sessions in 2012. It is also working for the revision of training programs and the acceptance criteria for the National Institute of Magistracy by increasing the age of candidates and improving judges’ working conditions.

**The “Local justice: Bringing the institution to the citizens” program**

The Department of Justice has established a set of draft laws relating to the organization of local legal systems and the Kingdom’s judicial organization the civil and penal codes. These new texts are intended to introduce substantive amendments to certain components of this system, with a view towards adopting a rational organization meeting the reform requirements.

In particular, these amendments relate to the creation of local legal departments within the district courts and centers of resident judges who handle disputes and tickets through a simplified procedure.

They also classify the district courts, depending on the nature of the business to be transacted in civil, social, and coercive courts, and tend to achieve better performance through the unifying measures, simplifying procedures, organizing work flow, and guaranteeing proper training for the benefit of the legal and administrative framework of these courts.

The remaining amendments consist of extending the field of prerogatives of the individual legal systems of the district courts in all cases, with exceptions and the particular goal of accelerating judgments and simplifying litigation. This was done with the creation of certain courts of appeals of departments specialized in financial crimes, particularly crimes of corruption, embezzlement, and abuse of power.

**Program of implementation of units responsible for women and children in the courts: applying Gender-responsive budgeting (GRB) to facilitate women and children’s access to justice.**

This program focuses on three components. Each component delineates strategic objectives contributing to attaining the major goal of facilitating access for women and children, especially
victims of violence, to justice. Requiring the mobilization of important resources for its implementation, the Department of Justice ensures the integration of the gender-responsive budgeting approach (GRB) in order to address this concern.

- Component 1: Improving the service of units responsible for women survivors of violence for child support. It has two strategic objectives:
  - Provide support in terms of equipment, facilities and qualifies human resources to facilitate satisfactory access to these units to the greatest number of women and children victims.
  - Standardize the services provided by the units responsible for women and children through the implementation of mechanisms adapted to their needs in terms of equity, protection, and security, as well as the implementation of priorities in regard to juvenile offenders.

- Component 2: Strengthen the intervention capacities and mechanisms of the units responsible for women and children. It has two strategic objectives:
  - Improve the legal instruments to meet the needs of women and children.
  - Train and build capacity of judges and their collaborators at the level of the units and involve key stakeholders in the fight against gender-based violence.

- Component 3: Strengthen the powers, capacities of service providers and reinforce their provision of a complementary interlinked chain of services relating to the fight against violence against women and to child support. This component is also divided into two strategic objectives.
  - Ensure a shared collaboration of services and mobilizing capacities of various stakeholders in the chain of services in support of women and children, as well as
  - Generate data relating to the affairs of women and children at the level of the courts in coordination with the rest of the partners.

Program of support for the implementation of the Family Code by facilitating women's access to justice services

This program stresses the need to develop a strategic framework for partnership between the Ministry of Justice and Liberties and the Ministry of Solidarity, Women, Family and Social Development for monitoring and implementing the family code. It aims correspondingly to strengthen justice governance based on a gender perspective in order to facilitate women’ access to justice services and for a better enforcement of the Family Code through:

- The development of a strategic platform of partnership and communication between the Ministry of Justice and Liberties, and the Ministry of Solidarity, Women, Family and Social Development and other government actors concerning the implementation of the family Code and the improvement of women's access to the services of family justice sections.

- The development of gender sensitive indicators reflecting the degree of satisfaction of litigants benefiting from the services of family justice sections.

- The development by the Ministry of Solidarity, Women, Family and Social Development of databases and studies related to social issues brought about by the application of the Family Code.

- Facilitating partnership between local actors and NGOs to create a dynamic and intersectoral mobilization at the local level. Actually, this program is the continuation of the support program for family sections for the implementation of the family code at the pilot sites of Beni Mellal, Casablanca, Khenifra, Oujda and Tangier. This is to support the establishment of judicial information desks within family justice sections.
Strategic platform project of partnership and communication associated with the implementation of the Family Code

This project is part of the establishment of the “Support for the implementation of the Family Code by facilitating women’s access to legal services” program which emphasizes the need for the development of a strategic partnership between the Ministry of Justice and other stakeholders as a unifying platform of efforts for monitoring and implementing the Family Code.

The objectives of this partnership and communication platform aim for the consistency and durability of actions undertaken through:

- Establishing a partnership and communication system between institutional actors and representatives of civil society, allowing better accessibility and greater integration of the actions undertaken within the framework of the Family Code implementation.
- Mobilization of resources to strengthen governance and the capacities of state and civil society actors to ensure management of all of the partnership, participation and sharing of human, material, and financial resources to ensure qualitative improvement of judicial and social benefit services to female litigants.
- Increasing the communications, social marketing and advocacy capacities of institutional operators in the process of Family Code implementation.
- Establishing and anchoring a partnership and communication platform to facilitate female litigants’ access to legal services through the creation of accompanying measures.

Implementation of the family support fund

After its creation and the entry into force of the law n°41-10 that set conditions and procedures to benefit from services of the fund (promulgated in the 13th of December, 2010 and published in the official bulletin of the 30th of December, 2010) the decree of application of the family support fund has been published in the official bulletin of September, 2011. The decree set a 350 dirhams monthly allowance to pay to each beneficiary under the condition that total pensions granted to the same family will not exceed 1.050 dirhams. With a global budget estimated at 160 million dirhams, this fund intervenes in three cases: when the payment of alimony is delayed by at least 2 months, when it’s impossible to execute the court decision, or when the husband is away. Furthermore, only poor divorced wives will benefit from the fund under the article 13 of the law n°41-10.

1.2.1.2. Preparation of budgets and results analysis

Share of Justice expenses in the State budget

The total expenditure of the Ministry of Justice and Liberties reached 3.146 billion dirhams in 2011, representing 1.53% of the State budget. Capital expenditures amounted to 574 million dirhams, representing 18.3% of the Ministry’s overall budget. Operating expenses stood at 2.572 billion dirhams, representing 81.7% of the Ministry’s overall budget.

The capital budget allocated to the Department of Justice and Liberties for the 2011 fiscal year is as follows:

- 276.5 million dirhams for the Central Administration.
- 297.5 million dirhams for the legal sector, not including the General Delegation of the Penitentiary Administration and Rehabilitation, which is considered self governing.

The capital budget includes classification of services and miscellaneous expenses, including constructions, facilities for courts and courts of appeals, strengthening infrastructures and computerizing courts, government building security, etc.

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4 The Ministry of Justice and Liberties joined the globalization of credits in 2006
The capital budget also devotes a share of 16 million dirhams (32 million dirhams in 2010, 26 million dirhams in 2009, and 14.03 million dirhams in 2008) to continuing the “Support for the Courts of Appeal’s Family Justice Section” program. It is also important to note than an amount of one million dirhams was put towards supporting budget reform.

**Analysis of target indicators**

A review of 2011 target indicators for the Department of Justice and Liberties identified approximately 40 indicators, including 36 under the operating budget and four under the capital budget. The following table presents the key objectives for each Department of Justice budget program.

**Typology of Department of Justice and Liberties objective indicators**

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Purpose or task</th>
<th>Types of indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating budget</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average time dealing with substantive cases by courts of criminal appeals</td>
<td>Reduce the processing time of substantive cases by type of jurisdiction</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Average time dealing with substantive cases by courts of civil appeals</td>
<td>Reduce the processing time of substantive cases by type of jurisdiction</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Prosecution rates by ordinary courts in criminal trials</td>
<td>Reduce the processing time of substantive cases by type of jurisdiction</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Number of judgments processed compared to the number of cases in the administrative courts of civil appeals</td>
<td>Improve the quality of judgments and ethics</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Number of judgments processed compared to the number of cases in the commercial courts of civil appeals</td>
<td>Improve the quality of judgments and ethics</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Rate of judgments taking place on all civil cases brought annually to the commercial courts</td>
<td>Reduce the time taken to execute judgments</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Rate of judgments taking place on all civil cases brought annually to the administrative courts</td>
<td>Reduce the time taken to execute judgments</td>
<td>Performance indicator</td>
<td>Specification by region, by court</td>
</tr>
<tr>
<td>Degree of project achievement</td>
<td>Establishment of an approach to staff management, employment, and skills</td>
<td>Process indicator</td>
<td></td>
</tr>
<tr>
<td>Number of personnel trained</td>
<td>Ensure initial and ongoing staff training</td>
<td>Performance indicator</td>
<td></td>
</tr>
</tbody>
</table>
The examination of this table of indicators shows that a great deal of synthesis at the level of achieved objective indicators has been achieved compared to previous years. However, performance indicators corresponding to the capital budget would benefit from being enriched by other indicators able to better reflect the progress and impact of projects undertaken by the Department.

The capital budget is characterized by a predominance of regional indicators that are not amenable to being gender-sensitive with regard to its main purpose of strengthening the central government’s infrastructure and, most particularly, the expansion of the property inventory and the replacement of court equipment. These include the “number of completed constructions” and the “turnover rate of equipment and basic infrastructure.”

For the operating budget, the gender-sensitive indicators relating to the objectives are concentrated at the level of the General Delegation of Penitentiary Administration and Rehabilitation (see relevant section). The quantitative indicators relating to the operating budget of the department are amenable to a gender analysis but need to be revised to be more explicit and relevant in terms of gender. These indicators are attached to the following objectives: reducing court case processing time, improving judgment and ethical quality, reducing the time taken to process judgments and ensuring initial and ongoing staff training.

**Improvement of indicators**

Depending on the projects and programs mentioned above and the information available at the Ministry of Justice and Liberties, the following indicators are recommended to better understand the impact of the programs in place. They include:

- Number of units responsible for women and children in court
- Quality standards for the support services for women and children who have been victims of violence.
- Achievement rate of different strategic objectives related to program implementation of the units responsible for women and children in court.
- Achievement rate of different strategic objectives related to the strategic partnership and communication project platform for the implementation of the Family Code.
- Achievement rate of actions launched by pilot region within the framework of the Support for the Family Sections program.

Regarding the judicial administration, it should be introduced as an example of objective indicators highlighting the impact of legislative measures and their compliance with international standards (Family Code, Penal Code, etc.).

The introduction of these indicators among the department’s target indicators should allow a more detailed analysis of the results and impacts of the programs undertaken by the Department.

**1.2.2. General Delegation for Penitentiary Administration and Rehabilitation (DGAPR)**

**1.2.2.1. The development of sectoral policies and strategies**

By Royal Instruction, the DGAPR has been committed to a policy of modernizing its organization, professionalizing its working methods, and streamlining its management. This has led to the adoption of a strategy built around the following themes:
• The allocation of resources necessary to develop the social rehabilitation of prisoners in the areas of education, vocational training, and socio-cultural activities;

• Strengthening the security of penitentiaries by controlling the discipline, surveillance professionalism, strict enforcement of the law 23-98, and equipping prisons with security and surveillance equipment adapted to the situation of our penitentiaries;

• Improving the living conditions and accommodation for prisoners, in such areas as food, hygiene, medication, maintenance of detention facilities, and increasing the average area dedicated to each inmate;

• Modernizing the management and capacity building of human resources by the widespread computerization of services and prison guard training.

1.2.2.2. Implemented actions and projects

An effort to humanize the prison was made by the DGAPR, aiming to preserve the dignity of the prisoner and operating under the principle that above all, the prison is an institute of re-qualification, training, and rehabilitation, not only a method of coercion. In this context, on August 30th 2010, the signing of an agreement between the Mohammed IV Foundation for the Rehabilitation of Prisoners, the DGAPR, and the CGEM was conducted to promote the prisoners’ reintegration into the labor market.

In the same vein and similar to those operational in Salé, Casablanca, Agadir and Oujda, a support and post-prison rehabilitation center was completed and opened in August 2011 in Marrakech for an investment of 3 million dirhams. This was part of the expansion of the program for the socio-professional reintegration of prisoners began by the Mohammed VI Foundation for prisoners’ rehabilitation initiated in 20055 with its public and private partners and civil society representatives. A budget of 1.7 million dirhams was mobilized during the current year for the execution of projects allowing recipients of monitoring center support, the post-prison rehabilitation in Marrakech, and ultimately the ability to access the working world, live with respect for the law, and contribute to the development of the Kingdom.

In conformity to the High Royal Instructions, food components, medicalization, and training have all been important to the delegation’s activity, noting the tireless efforts made to improve the quality of food provided to prisoners by tripling food expenses to reach 15 dirhams/day for each prisoner.

To prevent violence in prisons, the DGAPR mobilizes all means to counter such acts that are in decline (down 13% from 2003), by improving material and human resources, particularly in prisons, and by strengthening the instructional and educational activities that are part of the work of rehabilitation. The prison is thus governed by internal rules that the prisoners and staff must respect.

Several actions were undertaken by the DGAPR in reform implementation, such as one aimed to increase the average area per inmate to 3m2 per inmate in 2012 through the construction of new prisons ((Toulal-Meknes, Oudaya-Marrakech, Ras El Ma-Fes, Azrou, Ait Melloul, Taourirt, Imzourne, Guelmim and Assilah), for a budget equivalent to 21 million euros. These prisons will be built as part of penitentiary villages and under government guidelines aiming for the development of rural areas.

1.2.2.3. Preparation of budgets and results analysis

DGAPR’s total expenses reached 1.46 billion dirhams in 2011. Capital expenditures amounted to 325 million dirhams, up nearly 22.3% from the Delegation’s overall budget. Operating expenses reached 1.14 billion dirhams, 77.7% of the overall budget.

5 This action plan, aimed at a prison population of nearly 60,000 people, aims to teach literacy across a large number of prisoners and provide access to education for the benefit of those who are eligible, as well as to gradually create, in most prisons, vocational training centers and introductory workshops on crafting and small businesses.
It is possible to introduce the gender dimension into the classification of services and operating budget expenses that relate to the prison population. Other budget lines are gender-related, particularly those expenses related to prisoner rehabilitation that needed a loan of 20.3 million dirhams for the 2011 fiscal year. Among these expenses, there is a line for social aid to children, which is considered a gender-sensitive budget line. It is important to note that this budget line’s amount reached 600,000 dirhams in 2010 compared to 300,000 dirhams in 2009 and 100,000 dirhams/year for the 2001-2008 period.

The capital budget allocated to DGAPR is structured by missions aimed at improving prisoners’ living conditions and accommodations. These include the construction and equipment of central service buildings, a center for prison management training, as well as the facilities of other local prisons and agricultural prisons.

Furthermore, analysis of the DGAPR indicator matrix reveals that apart from the objective indicators related to improving the quality of inmates’ prison stay and strengthening the security of prisoners that cannot integrate the gender perspective given the difficulty of calculating the costs of maintenance, food, and security separately for male and female prisoners, the other indicators lend themselves to sex disaggregation and gender sensitivity. These are the indicators for improving the care of prisoners, promoting prison labor, developing educational and vocational training for inmates, and reducing prison overcrowding. For example, these include the “percentage of inmates benefiting from paid work”, the “percentage of inmates benefiting from general and professional training,” the “number of cultural and sport activities benefiting prisoners”, and the “percentage of staff receiving training.”

<table>
<thead>
<tr>
<th>Typology of objective indicators defined by the DGAPR</th>
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<tr>
<td><strong>Indicators</strong></td>
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<tr>
<td>Cost of maintaining prisoners/day</td>
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<tr>
<td>Daily cost of food per prisoner</td>
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<tr>
<td>Number of physician visits</td>
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<tr>
<td>Number of prisoners moved outside the prison for medical reasons</td>
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<tr>
<td>Accommodation capacity</td>
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<td>Housing coverage rate for staff compelled to stay close to the prison</td>
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<tr>
<td>% of prisoners benefiting from paid work</td>
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<tr>
<td>% of prisoners receiving general and professional training</td>
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<tr>
<td>Percentage of staff receiving training</td>
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2. Directorate General of Local Authorities

Since the late 1990’s, Morocco has embarked on a process of rapid changes and economic, demographic, social, and democratic transition. The democratic transition was affirmed by major reforms embodied in the adoption of the new Constitution that aims to consolidate the principle of checks and balances and the deepening of democracy, as well as reinforcement of decentralization within an enhanced regionalisation process.

In order to make local Governments a major partner in this reform project and in particular, in local governance and local development reform together with the State, the private sector and civil society, the respective roles of these various actors should be clearly articulated within the process of decentralization and democratization of the country. Indeed, it is a case of placing local governments at the heart of the economic and social development of territories and making them the local interlocutors and nexus for the implementation of national strategies.

2.1. Presentation of the Directorate General of Local Authorities and of the institutional framework

2.1.1. Department profile

The Directorate General of Local Authorities (DGCL) of the Ministry of the Interior supports local communities in planning their development projects. Its mission is to process the decisions made by the Ministry of the Interior as part of its supervisory powers over local governments to monitor and control their execution. It provides support for different levels of local government and is involved in all modernization reforms of local council management.

The Kingdom’s local governments are represented by the regions, prefectures, provinces, and the urban and rural communities. There are 1,503 municipalities, 75 prefectures, and 16 regions.

Among the DGCL projects, is urban upgrading, the professionalizing of public facility management\(^6\), reducing social inequalities in urban areas, social and cultural activities, such as upgrading schools and promoting sports activities in local councils, and supporting national development programs.

One of the facets of democratic management by local authorities is the greater participation of women among the staff. Using the data available, a picture of women’s representation in DGCL can be illustrated by one directorate, the Directorate of Legal Affairs, Studies, Documentation, and Cooperation (DAJEDC). Of the 163 officials, 85 are women, a share of 52% compared to 48% for men. However, within this structure there are disparities depending on the grade. In regard to senior and middle management, the DAJEDC displays near gender parity in the ratio of cadres to staff (12 and 41 for women compared to 11 and 42 for men, respectively) while in the executive grade the share of women is 87.1% compared to 19.2% as service provision agents.

2.1.2. legal and normative framework

Article 21 of the UDHR states that “every person has the right to take part in the public affairs of their country, either directly or through freely chosen representatives, that everyone has the right to access, in equal conditions, their country’s public services and that the will of the people is the basis of the authority of the government; this will shall be expressed by honest elections that shall be held periodically by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.” This article relates to the equal access of women and men to run for election and participate in government. Similarly, the International Covenant on Economic, Social, and Cultural rights (ICESCR) and the International Covenant on Civil and Political Rights focus on the rights of women and on strengthening their representation in decision-making positions through Articles 3-7 and 3-6-23.

\(^6\) Intervention at the level of infrastructure, asset management, facilities, etc. Commercial facilities such as bus stations, fish markets etc.
Morocco ratified CEDAW\(^7\) in 1993 and is committed to improving the political representation of women at the level of legislative, executive, and legal management and in all decision-making bodies. The third Millennium Development Goals (MDG 3) seeks to achieve gender equality and female empowerment, through proactive national policies. In the 1996 Constitution, Morocco also stated its commitment to human rights as universally recognized and now institutionalized, and compliance with them is required with the adoption of the new Constitution.

The new Constitution strengthens the representation of women and their participation in the decision in Articles 30, 115, and 146.

In order to comply with international human rights standards, over the past decade Morocco has initiated several political and societal development projects including, the promotion of Moroccan women’s fundamental human rights. These are primarily the reform of the Family Code (Moudawana) in 2004, the adoption on the national strategy to combat violence against women (SNLCVF) in 2002, and the national strategy for gender equity and equality by integrating the gender approach in politics and development programs (SEES) in 2006.

Thus, in the wake of preparations for the municipal elections of 2009, the code for local commune (called a charter) has been reformed, the voting system has been revised to institutionalize positive discrimination. These various reforms have led to results that promote a substantial increase in women’s representation in local politics.

2.2. Processes and efforts made to implement gender-sensitive public policies

2.2.1. Instruments to promote a gender approach at the local level

Amended Communal Charter

The revision of the local communal charter in 2002 and then in 2008 reflects the will of the government to strengthen representative democracy to the level closest to the citizens. The new Communal charter is a lever for local governance. Developed through a participatory approach, it seeks to consolidate local democracy through strengthening the special competencies of councils that have become true development actors. To this end, the power of elected local officials has been strengthened by giving them a determining role in the development of Local Development Plans (LDP).

In addition, this policy emphasizes participatory management and local development, addressing the needs of men and women, girls and boys. In this direction, two important steps were taken:

- The development of a LDP through a participatory approach and taking gender issues into consideration;
- The creation of an advisory council from each Local council called “Commission for Equity and Equal Opportunities (CFEC).”

The Local Development Plan

The Ministry of the Interior supports Local Authorities to strengthen their competence in order to increase their autonomy and expertise in local planning and development.

With the requirement to develop LDPs, the Ministry of the Interior intends to establish real participatory and decentralized planning and guarantee social equity and the fight against gender inequality.

\(^7\) Committee on the Elimination of Discrimination Against Women
Article 36 of the Municipal Charter
Article 14 of the Municipal Charter
The LDPs, initiated and approved by the communal council, have to be developed through a participatory approach involving gender inclusiveness. In the interest of efficiency, these plans must be based on a diagnosis of the economic, social, and cultural potential of the municipality, and the priority needs identified in consultation with the public, the administration and other local stakeholders. These plans are meant to strengthen the institutional position of the council and enhance other territorial actors’ perspectives on the credibility of its actions (honoring commitments). They require councils to seek more synergy and shared collaboration with other national state service providers in the territory. The LDP need to articulate a shared and collaborative development vision with a prioritization of needs, strategic orientations and clear objectives, support of all development activities within its boundaries, resources, and estimated expenses relating to the first three years of the plan’s implementation and monitoring and evaluation indicators, since the LDP is also a means for evaluating the work of other development actors in the municipality.

The integration of a gender dimension into LDPs entails the equal inclusion of the priorities and perspectives of men and women in their development, implementation, and monitoring (women’s involvement in the TSC during the diagnosis and identifying their specific needs), through:

- Ensuring women’s active participation in all stages of the planning process;
- Guaranteeing the equal inclusion of women and men’s various needs and interests in defining the vision, objectives, and indicators;
- Using, developing, and perfecting the tools for the gender approach adapted to the Moroccan context;
- Acknowledging women’s place and role in society;
- Taking the necessary steps to eliminate all forms of exclusion or restriction on the exercise of their rights as citizens;
- Contributing to the reduction of social and economic inequalities between men and women.

**The commission on gender equality and equal opportunity**

Institutionalized by Article 14 of the Communal charter, this commission is an agenda-setting and consultative expert body on issues relating to gender justice and equal opportunity. It consists of persons who belong to local associations and of other civil society actors, proposed by the president of the council. This commission’s goal is to ensure the equal representation and participation of social groups in decision-making.

The commission shall advise, as necessary, at the request of the board or its president on questions concerning gender equality, equal opportunity, and the gender approach.

**Support fund for promoting women’s representation (FAPRF)**

This fund benefits the projects submitted by political parties and by associations working in the field of promoting female representation, good governance, and human development.

Since its creation (Article 14 of the amended municipal charter), the FAPRF has organized, in collaboration with associations, training workshops for female members of associations and others elected by local communities. These workshops will focus on the charter and local development planning, financial management and administration of local councils, and the gender approach.

The 2009 Finance Act set aside 10 million dirhams for the creation of FAPRF.

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8 Technical Studies and Coordination
**Gender-aware Communal Information System**

The DGCL supports the deployment of Gender-Aware Communal Information System (CIS) for developing information and monitoring indicators to support planning, programming and resource allocation.

The CIS is a specific tool that helps small rural communes engaged in the participatory strategic planning process to independently and sustainably manage their development process. The spread of CIS in the NIHD rural communities is part of the development cooperation cycle of Morocco-UNICEF for the period 2007-2011. An Arabic language tool, it incorporates a data collection methodology and a computerized application organized around a database and reporting facilities composed of three modules Monograph, Development Plans, and Dashboards.

Connection and testing were completed from May 2009 to March 2010 between two complementary information systems designed for the needs of local data. The first system is the “Community Based Monitoring System” (CBMS) developed by the Ministry of Economy and Finance (Department of Studies and Financial Forecasts), supported by UN Women, the second is the CIS.

This fusion into a gender-aware CIS has built on the strong synergy between the two systems and allowed for converging gender-relevant information and sex-disaggregated data and indicators into a single information system at the local communal level, which it easy to use and train for, affordable and accessible to local actors.

### 2.2.2. Achievements

Several international organizations have a strong interest in supporting Morocco’s experience with local government and women’s political participation, including UN agencies and multilateral cooperation:

- The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), and the United Nations Population Fund (UNFPA), as well as UNICEF and UNDP through the multi-sectoral Tamkine program combating gender-based violence by empowering women and girls in Morocco. It focuses on planning, programming, and gender-sensitive budgeting. In this context, the DGCL is the lead agency for experimenting with engendering the communal information system and deploying it in six regions. This system is the result of a merger between CBMS (community-based monitoring systems) and the Municipal Information System (CIS), as mentioned before.

- United States Agency for International Development (USAID) through the adoption of the gender approach in the Local Governance Project (PGL). The primary concerns of the PGL are to ensure the integration of the gender approach in all of the program’s strategic areas (in particular, the development, monitoring, and evaluation of PCD, the involvement of youth in local governance, etc.) and support for elected women, in particular those occupying senior positions within municipal councils.

**DGCL support to the development of LDPs**

Together with international partners, the DGCL has contributed to anchoring the participatory strategic planning in the municipalities through the development of MDPs. This support has generated a local momentum carried on by the municipality, involving various local players and with the goal of strengthening the institutional place of DGCL and its role in local development.

To this end, the DGCL developed a service that has been the subject of several regional consultation meetings that have led to several local players becoming aware of the importance and scope of the Participatory Strategic Planning. This is a major component of the National Initiative for Human Development (NIHD), a long-term project that promotes participation, partnership, contracting, and capacity-building. This initiative needed a budget of 583.7 MDH, including a contribution of DGCL of 235.8 MDH.
686 municipalities have a MDP support program, or 44.7% of the total municipalities. Nonetheless, the regions do not benefit equally from this support. In fact, the regions of Taza-Al-Hoceima-Taounate, Marrakech-Tesift-Al-Haouz and Oriental enjoy about 50% of the support programs, while the Rabat-Salé-Zemmour-Zaer, Oued Ed-Dahab-Lagouira, Laayoune-Boujdour-Sakia and Hamr, Grand Casablanca and Doukkala-Abdan regions receive only 3% of identified support.

The number of councils benefiting from support for LDP development comprising methodologies integrating the gender dimensions is small, and concerns a limited number of regions. In fact, only 33 municipalities are involved, including Guelmim-Es Smara (24.2%), Meknes-tafilalet (21.1%), Fes-Boulemane (18.2%), Oriental, Sous-Massa-Draa, Tadla-Azilal and Tangier-Tetouan.

**Gender-aware CIS Progress Report**

A new version of genderized CIS was designed and tested in the first stage in the municipality of Aït Oullal of the Zagora province and in a second stage at five municipalities of the Ouarzazate province.

The CIS was deployed in 106 municipalities in the Oriental region (rural and urban municipalities with less than 35,000 inhabitants), in version V3.5g. This test was used for the production of communal monographs, the ongoing management of the diagnostic phase, and will also be used to structure and produce LDP.

Following the validation of the latest CIS version tested in Ouarzazate, it was decided to extend this version to a larger sample. For this, four councils were selected in the Oriental region to work on the gender module, including the councils of Guenfouda and Bni Mathar in the Jerrada province and the municipalities of Ain chouater and Bni Tajjit in the Figuig province.

**Gender analysis of the budget**

The local budget is the record by which the local government’s expenses and revenue are provided for and authorized.

According to the 2011 Finance Act, the regional governments’ V.A.T. share reached nearly 20.1 billion dirhams, compared to 10.6 in 2006, and total loans to regional governments for the 2011 fiscal year were more than 1 million dirhams. However, examination of the budgets allocated to regional governments reported the existence of a disparity between communities. Indeed, 300 communities benefited from nearly 78% of the budget, while 1,300 other communities only benefited from 22% of the budget.

**2.3. Analysis of key performance indicators**

Strengthening the role of women and their right in local governance allows better response to women’s specific needs and interests. It promotes the equitable representation of women and men at all levels and in the decision-making sphere. It also ensures equal access to local services and invalidates the influence of gender on the nature and quality of these services.

**2.3.1. Human development indicators**

Data from the 2004 General Census of Population and Dwellings were used to calculate, in addition to poverty and inequality indicators, the Community Human Development Index (ICDH) for all municipalities and the Community Social Development Index (ICDS) for all rural municipalities. Both indexes range from 0% for communities with widespread destitution and 100% for those in the ideal situation.

Examination of the ICDH shows that 627 communities registered an index less than 52%, a delay of more than 48% in human development compared to the ideal situation. The most favored (203 municipalities) have, in turn, an index greater than 67%.
The poorer municipalities are mainly concentrated in the regions of Marrakech-Tensift-Al Haouz (149 municipalities), Sous-Massa-Daraa (98 municipalities), Meknès-Tafilalet (55 municipalities), Doukkala-Abda (50 municipalities) and Oriental (47 municipalities).

The ICDS is less than 23% in 220 out of a total of 1,298 rural municipalities. It varies between 23% and 52% for 646 and isn’t higher than 70% in 176 municipalities. The rural municipalities where ICDS is particularly low are mainly localized in the regions of Marrakech-Tensift-Al Haouz (66 municipalities), Sous-Massa-Daraa (32 municipalities), Taza-Al Hoceima-Taounate (29 municipalities), Tangier-Tetouan (20 municipalities) and Oriental (16 municipalities).

2.3.2. Equity and equality indicators

The gender equity and equality process initiated in Morocco was formalized by the reform of the Electoral Code, and also by affirming democracy and good local governance. For this purpose, the establishment of a quota of women is political decision-making seats is an undeniable asset in terms of gender equality. In this case, the quota is considered a positive step for women’s representation in local government.

During the elections of June 12th, 2009, the Electoral Code reform contributed to the election of 3,424 women (out of 20,458 female candidates) to community councils, up from 127 in 2003. Therefore, women’s representation rate increased from 0.56% in 2003 to 12% in the last elections. By education level, 71% of national elected officials had a secondary education or higher, compared to 52% of local elected officials. The age distribution of women showed that 46% of those elected were less than 35 years old. Similarly, twelve women were elected presidents of councils, including ten in rural areas following the last election.

The reform of the Communal charter was an important step forward in terms of equity and equality in the development of gender-aware LDPs. Instituting the “Commission for Gender Equality and Equal Opportunity” has also helped to better reflect the needs of women and the poor.

3. Ministry of Solidarity, women, Family, and Social Development

Morocco has embarked on a process of social reform through human rights policies, and women’s rights are an essential component. In this direction, the Ministry of Solidarity, women, Family and Social Development (MSWFSD) works through its policies and strategies for gender equality and female empowerment to make these a part of the country’s entire development process.

3.1. Presentation of the department and the regulatory framework

3.1.1 Departmental profile.

The Ministry of Solidarity, Women, Family, and Social Development (MSWFSD plays a key role through its missions by consolidating the role of the family as the main vehicle for development. Among this Department’s primary missions and prerogatives are:

- the design of social development policy, development and implementation of strategies fighting against poverty and marginalization;
- the coordination of social development programs, fighting against poverty and marginalization with all players and stakeholders;
- the implementation of instruments for the prevention of social evils and the causes of poverty;
- the organization of social mobilization to address poverty, instability, and marginalization by promoting a culture of solidarity, participation, and partnership;
- the development and implementation of strategies to promote the status of women, and support and strengthen their legal status and their full participation in development;
the development and implementation of strategies to socially promote children, and the implementation of protection measures against various social ills that hinder their integration and threaten their stability;

The Ministry of Solidarity, Women, Family, and Social Development employs 264 people, including 136 women and 128 men who make up 52% and 48% of the total workforce, respectively.

It should be noted that in January 2011, a central gender committee within the Ministry was formed. It consisted of nine focal points within the various Directorates of the Ministry, the National Mutual Aid, the Social Development Agency, the National Institute of Social Action, and whose permanent Secretariat is provided by the Directorate of Women’s Affairs.

This central committee was created by a note from the Minister stating that its functions are to monitor the implementation of the actions undertaken as part of the Governmental Agenda for Equality 2011-2015 and in particular, those relating to the Ministry’s focus areas.

3.1.2 Legal and normative framework

The Government’s strategy for families and people with special needs is part of the country’s international commitments to fully respect internationally known human rights principles. Morocco has ratified several international conventions promoting the rights of women, children, and people with special needs, and has worked to harmonize national legislation with the fundamental principles of international laws applied in this area.

Because of this, families and people with special needs were explicitly mentioned in the new national Constitution. In fact, Article 32 of this national repository stipulates that the State works to ensure the law, the legal, social, and economic protection of families, and to ensure its unity, stability, and preservation. It ensures children equal legal protection and equal social and moral consideration, regardless of their family situation. Additionally, Article 34 stipulates for governments to develop and implement policies designed for people and groups with specific needs.

For women

Through the Articles 1, 2, 7, 21, and 23 of the Universal Declaration of Human Rights, Morocco is committed to the idea that all humans are born free and equal in dignity and rights. Everyone is entitled to the rights and freedoms for all without discrimination, particularly sexual or any other kind.

In addition, Morocco has ratified the Convention for the Elimination of all Forms of Discrimination Against Women. Through the Articles 11, 13, 14 of the Convention, Morocco is committed to ensuring that men and women have the same rights on the basis of equality. Furthermore, Morocco is committed to providing men and women, on the basis of their equality, the right to bank loans and other forms of financial credit. Morocco is also committed to taking all appropriate measures to eliminate discrimination against women in rural areas in order to ensure their full participation in the development and execution of development plans at all levels, to ensure their right to enjoy all kinds of training and education as well as access to credit and agricultural loans and to receive equal treatment in land and agrarian reform.

It should be noted that Morocco ratified the Optional Protocol of CEDAW in 2011, allowing female victims of violence their right to complain to an international body. In this context, MDSFS is the national protractor of CEDAW’s implementation.

On September 15th 1995, the Beijing Declaration and Platform for Action reflected the country’s commitment to serve women’s advancement by ensuring that the “gender-based” perspective is applied to all national, regional, and international policies and programs. For this, it should be noted that the MDSFS is the national protractor of the Beijing action program.
Through its support for the Millennium Development Declaration, Morocco is committed to achieving the third Millennium Development Goal (MDG3) of promoting gender equality and female empowerment. Its participation in the achievement of this goal is reflected in its ability to reach target 14, which aims to use indicators for monitoring the number of women’s complaints in the courts and the percentage of men accused in these cases in order to cut violence against women in half.

For children

Through Articles 25 and 26 of the Universal Declaration of Human Rights, Morocco guarantees children the right to a standard of living adequate for their health and well being, and that motherhood and childhood are eligible for aid and special assistance.

Morocco has also adopted the “A World Fit for Children” Declaration and Action Plan, which is committed to giving children a better life by 2015.

Furthermore, paragraphs 9 and 23 of the Beijing Declaration require the State to guarantee women and girl’s fundamental rights as inalienable, integral, and an indivisible part of all human rights and fundamental freedoms.

Morocco also adheres to the Vienna Declaration, whose paragraphs 21, 47, and 48 relate to strengthening national and international mechanisms and programs for the defense and protection of children, especially girls, abandoned children, street children, child victims of sexual and economic exploitation, child victims of diseases, refugee and displaced children, children in detention, children involved in armed conflict, as well as child victims of famine, drought, and other emergencies.

In the same vein, Morocco has ratified other conventions, including:

- The International Convention on the Rights of the Child on June 21st, 1993, which aimed to recognize and protect children’s specific rights;
- The Convention of the International Labor Organization (ILO) no. 138 on the minimum employment age in January 2000;

As for the criminal protection of children, Morocco ratified the following main conventions:

- Recommendation no.190 concerning the worst forms of child labor and immediate action for their elimination, ratified by Dahir no. 1-00-312 on June 3rd, 2003.

For people with special needs

Articles 1, 2, 7, and 25 of the Universal Declaration of Human Rights guarantees disabled people freedom and equality in dignity and rights, equal protection against all discrimination and any incitement to such discrimination, and the right to a standard of living adequate for their health and well being, particularly the right to security in the event of a disability.

The Convention on the Rights of the Child provides, through Articles 2, 19, and 23, the right of disabled children to special care, and encourages and ensures adequate assistance. The States are committed to ensuring handicapped children access to education, training, health care, rehabilitation services, employment preparation, and recreational activities. The goal is to provide them with full social integration.
Morocco’s ratification of the International Convention on the Rights of Persons with Disabilities and its Optional Protocol commits itself to ensuring full integration of people with special needs and respect for their fundamental rights.

3.2. Processes and efforts made for the implementation of gender-sensitive public policies

3.2.1 Development of sectoral policies and strategies

The Ministry of Solidarity, Women, Family, and Social Development has defined several priority intervention levels that reflect the needs and concerns of all the specific components of the population (women, children, people with disabilities) in order to reduce gender inequalities. These levels relate to promoting women’s rights, the gender approach, and equal opportunity, as well as promoting the rights of children and people with special needs.

National strategy for gender equity and equality

This strategy is based on a vision of humane, long-term, and fair development found in gender equity and equality. This vision relies on two strategic objectives, namely: Women and men conceive, influence, and direct policies and development programs equitably and equally; women and men, boys and girls derive an equitable and equal profit and benefit from development policies and programs.

Governmental Agenda for Equality AGE)

The Agenda for Equality and Equity is a government action plan for the 2011-2015 period that aims to promote gender equality. This agenda provides a powerful catalyst for creating strong synergy to integrate a gender approach into national policies and development programs, while taking the following nine priority areas into account: institutional anchoring of gender equality, fair and equal access of girls and boys to a quality education system, fair and equal access of girls, women, boys, and men to health services, fair and equal access of girls, women, boys and men to basic infrastructures, fair and equal access of women and men to civil rights and fighting against discrimination and violence against women, fair and equal access to elected decision-making positions in administration, the right against gender-based inequalities in the labor market, the fight against various forms of vulnerabilities experienced by rural girls and women and the dissemination of a culture of equality and fighting against sexist stereotypes.

The Ministry’s Strategic Action Plan (SAP)

The Ministry of Solidarity, Women, Family, and Social Development established a 2008-2012 strategic action plan which aims to promote social inclusion of marginalized population sections, strengthening social cohesion and solidarity, ensuring equity and gender equality and consolidating social justice and equal opportunities. The SAP is based on five main areas, particularly the coordination of social development programs, promoting women’s rights and integrating the gender approach, adopting an inclusive development policy for disabled people, and strengthening the Ministry’s institutional capabilities.

Conducting a second phase of the gender audit analysis

The gender audit analysis aims to consolidate the gender mainstreaming integration process into Morocco’s national and sectoral plans by strengthening technical and institutional capacities by launching an intersectoral Gender Audit process. This second phase involves the Ministry of Social Development, Family, and Solidarity, National Mutual Aid, and the Social Development Agency.

Project to create the women’s regional center in the Tangier-Tetouan region (2006 -2013)

The project for promoting equality in the Tangier-Tetouan region is part of the cross-border development program between Morocco and the Autonomous Government of Andalusia in 2003.
This project, which aims to improve the economic and social situation of families and fight against poverty and marginalization in the region, is creating five centers for women in the northern region of Morocco, in Tangier, Larache, Tetouan, Chefchaouen, and Melloussa. This project is spread over the period from 2006-2013.

**Gender Project: Integrating the gender approach into Morocco’s economic and social development policies**

This project, part of Morocco-German cooperation, aims to integrate gender into the development and implementation of priority policies and programs in order to reduce socio-economic inequalities between men and women in Morocco. It provides support to government entities (Ministries and Regional Governments), NGOs, and the private sector to strengthen their professional capacities for appropriating the gender approach methodology and the development of strategy addressing this approach.

**Promoting women’s participation in elected bodies**

The Ministry set up a program to promote women’s participation in local elections in 2012. This program includes legislative aspects, information, capacity building and support for women’s political participation through the organization of round table consultation in August 2010.

**National Strategy to Combat Violence against Women**

The development of the National Strategy to Combat Violence Against Women (2002) (LCVF) is certainly the first, most direct step of government action in combating violence against women, aside from the important achievements of the Penal Code reform, which defined and criminalized violence for the first time. The ultimate goal of this strategy is eradicating of violence against women and contributing to the promotion and protection of their rights. The goals deriving from these fundamental objectives aim to strengthen the Rule of law, incorporate the results achieved in LCVF as an indicator of human development, and strengthen its participatory dynamic by promoting new forms of partnership necessary to the development of synergies between governmental and non-governmental stakeholders. Several programs and projects were initiated within the framework of this strategy. They are:

**Tamkine Program 2008-2011**

The Tamkine Program, led by MDSFS, is part of the result of the UNDAF in Morocco for the 2008-2011 period, achieving “significant progress in gender equality, protection of women and girl’s rights, and participation in public, political, economic, social, and cultural life.” This joint program involves several Ministry Departments and UN Agencies and focuses on the processes of planning, programming, and gender-sensitive budgeting. It aims to prevent and protect women and girls from all forms of violence by linking it to their poverty and vulnerability. It focuses on two strategic areas:

- supporting the institutionalization of gender and women’s rights in national policies and development programs;
- territorializing gender-sensitive national policies in six identified regions.

**Institutional information system on gender-based violence**

The development project for an institutional information system on gender-based violence has the main goals of unifying the method of data collection on violence against women among various institutional partners, creating a central database within the Department of Social Development, and producing periodic statistical reports on the phenomenon (production and diffusion of a statistical booklet on gender-based violence).
Expansion of counseling and legal counseling centers for abused women

To improve care and access to services for abused women, the Department of Social Development has supported the establishment of eleven new centers, eight of which are in the Marrakech Tensift El Hawz (MTH) region and three in the Oriental region. These centers were created in partnership with the Ennakhil Association for Women and Children, the Oujda Ain Ghazal 2000 Association, and the United Nations Fund for Population Activities (UNFPA).

Organization of national awareness campaigns

The Ministry of Solidarity, Women, Family, and Social Development organizes annual awareness campaigns on the fight against violence towards women and aims to eradicate social tolerance of the phenomenon and help new generations adopt relationship models based on respect for human rights and individual responsibilities.

Implementation of Economic Number 345

The implementation of this economic number by the MDSFS, in coordination with various involved government departments (Ministries of Justice and Health, National Security, the Royal Gendarmerie and National Mutual Aid) aims to provide legal consultation and orientation services for protection and orientations benefitting abused girls and women. It should be stressed that Morocco was the first country in the region to create a number of public initiatives for economic support for abused women and girls.

National Action Plan for Children (PANE)

The National Action Plan for Children (PANE), prepared by the Department of Social Development in consultation with government departments, civil society, the Children’s Parliament, and the children’s community councils were adopted by the government council in March 2006.

This plan proposes ten collective goals to improve the well being of children in Morocco and describes the expected results, the process by which Morocco will work to achieve the goals of the Global Plan for Children and the actions needed to achieve, in part, the commitments made during the special session of the United Nations in May 2002 “A World Fit for Children” and the MDGs.

PANE institutionalizes new mechanisms for surveillance and monitoring the situation of abused children and those in difficult situations through the creation of child protection units and coordination and information gathering instruments.

Organization of the 13th National Congress on the Rights of the Child in 2011

This congress is one of the mechanisms established by the National Observatory of Children’s Rights to strengthen the communication between all of the players in the field of children’s rights, the exchange of values, the influence of targeted initiatives and the evaluation and monitoring of the children’s rights situation in Morocco in order to meet the expectations of all stakeholders. This congress’s work is focused on evaluation of the achievements of PANE for the 2006-2010 period and the consolidation measures for promoting rights of the child during the 2011-2015 period.

Creation of Child Protection Units (CPU)

The CPU represents a system of integrated prevention and protection of children against abuse and violence. This device provides direction, forensic and psycho-legal assistance to child victims of violence, family counseling, police information and legal referral, mediation, and resolution of minor conflicts. CPU will also be responsible for collecting and processing all information received on violence towards children in order to draw up an annual report. CPU’s actions undertaken in 2010 concern the identification of beneficiaries and actual CPU users, the development of a progress plan for the consolidation of these units, and the organization of training sessions on the themes of child development and violence against children. for the Tangier and Casablanca CPUs, among others.
INQAD Program

In 2006, the Department of Social Development set up a national program to fight against the domestic work of young girls in partnership with institutional partners, civil society, and international organizations. This program’s actions in 2010 included developing a communication plan and a study on the domestic work of young girls in Casablanca.

IDMAJ Program

This program, developed in 2005, was designed to address the problem of street children through an integrated strategy that aims to raise awareness and define the commitments of the partners involved, as well as institutionalizing the management and rehabilitation of street children. 2010 saw the completion of a study on children living on the streets on Casablanca in order to help local services develop appropriate responses to fight against this phenomenon.

National Action Plan for the Disabled

The National Action Plan for the Disabled, developed by the Department of Social Development, aims for better planning of social integration actions for Morocco’s disabled people over the 2007-2016 decade. This action plan focuses on four main areas: ensuring disabled people equal opportunities and social integration, particularly in health and prevention, school integration, training and professional insertion as well as the social participation of people with special needs.

Several activities were carried out as part of the action plan, including the organization of regional seminars, recommendation collection for regional action plan development, the creation of sectoral action plans, and the development and validation of the National Action Plan.

Community-Based Rehabilitation (CBR) Program

Community-Based Rehabilitation is a program that is part of the community development for rehabilitation, equalization of opportunities, and social integration of disabled people. As part of this program, support organizations strengthened their capacities via the partnership conventions with the six program sites (Marrakech, Tangier, Tetouan, Salé, Khémisset, Prefecture of Mers Sultan Fida).

National Disability Survey

The National Disability Survey conducted by the Department of Social Development in May 2004 was the result of a partnership with the European Commission as part of the Meda Project. It is a quantitative and qualitative survey on the situation of the disabled in Morocco as part of a series of specific surveys (Population Surveys: people with disabilities and their families, survey of participants, investigation of causes of disability).

Creation, development, and equipping of facilities managing people with disabilities

To overcome the lack of structures managing disabled people, several structures were established in 2010, including the creation of a disability house in Casablanca, the construction of a reference center for the care and education of deaf children, the equipping of a rehabilitation center in Oujda, and the creation of an educational center for disabled children in Salé.

Technical Aid Program

This program aims to provide technical aids from the Department of Social Development to needy disabled people, such as hearing aids, prostheses, wheelchairs, canes, Braille tablets, crutches, braces, and support for the cost of rehabilitation sessions.

3.2.3 Budget preparation and the formulation of performance indicators

The Ministry of Solidarity, Women, Family, and Social Development budget was established in 2011 at 585.29 million dirhams. Capital expenses are 232 million dirhams and made up 39.6% of the Ministry’s total budget. As for operating expenses, they are at 353.29 million dirhams and make up 60.4% of the Ministry’s total budget.
The Ministry of Solidarity, Women, Family, and Social Development budget is distributed according to the Ministry’s strategic action plan, setting the government’s priorities on issues of family social development. By Directorate, the highest capital budget is in the Directorate of Social Development, representing over 66% of MDSFS’s capital budget. The capital budget allocated to the Directorate of Women, Family, and Children’s Affairs is only 15.33% of the total investment, and that of the Directorate of Prevention and Social Integration of Disabled People is 13.3%.

It should be noted that the percentage of the capital budget allocated to these two departments is low compared to the importance of their missions, particularly in promoting women’s conditions, child protection, and the integration of disabled people.

A program analysis found that the support program for the establishment and strengthening of women’s mechanisms and structures amounted to 4.063 million dirhams, representing 11.42% of the budget of the Directorate of Women, Family, and Children’s Affairs, followed by a program combating violence against women (10.82%), demonstrating MDSFS’s importance in the fight against violence towards women and promoting gender equality. The program for public policy coordination on gender equality takes up 4.95% of the capital budget, the program for promoting access of women to senior and decision-making positions (3.09%), and finally, the program fighting against stereotypes and the spread of a culture of equality (0.3%).

With regard to programs relating to children, the support program for the establishment of local child protection structures and the mobilization of territorial government represents 17.85% of the capital budget of the Directorate of Women, Family, and Children’s Affairs, followed by the program for promoting children’s rights and inter-sectoral coordination at a national level (7.03%), which demonstrates MDSFS’s importance in issues of integrated prevention and protection of children against abuse and violence.

The capital budget of the Department for Prevention and Social Integration of People with Disabilities is composed of several budget lines to fund projects relating to equal opportunities and the social integration of disabled people, particularly the “Contribution to improving access to information, training, and employment of disabled people” program, which represents 43.3% of the capital budget allocated to the Department, followed by the “Support for the establishment of structures for disabled people” program, with an amount of 7.613 million dirhams, representing almost 25% of the Directorate’s budget, the “Contribution to the promotion of physical and mental health among disabled people” program (13.1%), and the “National Festival of Children with Special Needs” program (10.6%).

**Gender-aware objectives and performance indicators**

In 2006, the Ministry of Solidarity, Women, Family, and Social Development adhered to the new budgetary reform based on results. This Department has developed 80 objective indicators within the framework, including 9 for the operating budget and 71 for the capital budget, designed to evaluate its performances and continuously assess progress in attaining its desired objectives.

On examining the objective indicators from the MDSFS’s operating budget, some of them could be made gender-sensitive. Among these indicators, for example, are the “number of beneficiaries of social protection systems”, and the “number of staff training sessions.”
## Typology of key objective indicators relating to MDSFS’s operating budget

<table>
<thead>
<tr>
<th>Indicators proposed by the department</th>
<th>Objectives or task</th>
<th>Types of indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of organized staff training sessions</td>
<td>Staff training</td>
<td>Indicator of means of implementation</td>
<td>Beneficiaries by gender Specify the subject of organized trainings</td>
</tr>
<tr>
<td>Number of personnel trained</td>
<td>Improving staff training</td>
<td>Indicator of means of implementation</td>
<td>Beneficiaries by gender</td>
</tr>
<tr>
<td>Number of visits to website</td>
<td>Improve Department communication</td>
<td>Indicator of means of implementation</td>
<td>-</td>
</tr>
<tr>
<td>Number of laureates of the National Institute of Social Action (INAS)</td>
<td>Training</td>
<td>Indicator of means of implementation</td>
<td>Beneficiaries by gender</td>
</tr>
<tr>
<td>Number of beneficiaries of other structures</td>
<td>Fight against poverty</td>
<td>Indicator of means of implementation</td>
<td>Beneficiaries by gender Specification by environment</td>
</tr>
<tr>
<td>Number of beneficiaries of social protection structures</td>
<td>Fight against poverty</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate by gender Specification by environment</td>
</tr>
</tbody>
</table>

Regarding the capital budget, it includes several indicators of the levels of achievement of The Ministry of Solidarity, Women, Family, and Social Development’s strategic objectives, particularly those of equity and equality and the fight against violence towards women. Some indicators developed in this direction are gender-sensitive, including the number of listeners benefiting from capacity building, the number of awareness and communication campaigns on women’s political participation in the 2012 legislative outlook, the number of participants in the international conference on women’s political participation, “Successful International Models”, the 2012 legislative outlook, the number of campaigns fighting against violence towards women, and the number of multi-sectoral programs spreading the culture of equality.

These indicators are indicators of means of implementation measuring the effort made by the MDSFS to achieve the goals set under the Agenda for Equality, particularly in the area of fair and equal access to elected decision-making positions in the administration, and the area of access of women and men to civil rights and the fight against discrimination and violence towards women.

## Typology of key objective indicators relating to The Ministry of Solidarity, Women, Family, and Social Development’s capital budget

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Objectives or task</th>
<th>Types of indicators</th>
<th>Possibility of genderizing indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of technical aid beneficiaries granted</td>
<td>Integration of disabled people</td>
<td>Indicator of means of implementation</td>
<td>- Disaggregate by gender of beneficiaries Specification by environment</td>
</tr>
<tr>
<td>Number of listeners benefiting from capacity building</td>
<td>Fight against violence towards women</td>
<td>Indicator of means of implementation</td>
<td>Specification by environment</td>
</tr>
<tr>
<td>Number of local child protection structures created</td>
<td>Protection of children’s rights</td>
<td>Indicator of means of implementation</td>
<td>Specification by environment</td>
</tr>
<tr>
<td>Number of multi-functional spaces consolidated in Meknès, Ouarzazate and Essaouira</td>
<td>Strengthening women’s mechanisms and structures</td>
<td>Indicator of means of implementation</td>
<td>-</td>
</tr>
<tr>
<td>Number of awareness and communication campaigns on women’s political participation in the 2012 legislative outlook</td>
<td>Political promotion of women</td>
<td>Indicator of means of implementation</td>
<td>Specification by environment</td>
</tr>
<tr>
<td>Number of campaigns against violence towards women</td>
<td>Fight against violence towards women</td>
<td>Indicator of means of implementation</td>
<td>Specification by environment</td>
</tr>
<tr>
<td>Number of inter-ministerial committees established to monitor and review the agenda for equality</td>
<td>Coordination of public policies on equality</td>
<td>Indicator of means of implementation</td>
<td>Specification by environment</td>
</tr>
<tr>
<td>Number of systems established for agenda monitoring and evaluation</td>
<td>Coordination of public policies of equality</td>
<td>Indicator of means of implementation</td>
<td>-</td>
</tr>
<tr>
<td>Number of national equality observatories established</td>
<td>Coordination of public policies of equality</td>
<td>Indicator of means of implementation</td>
<td>-</td>
</tr>
</tbody>
</table>
Since the Ministry of Solidarity, Women, Family, and Social Development is the coordinator of the implementation of the Agenda for Equality, there is a set of objective indicators relating to Pillar 1 of the Agenda for Equality. These indicators relate to establishing an inter-ministerial committee for monitoring and evaluating the Agenda for Equality, implementing a system of Agenda monitoring/evaluation, organizing meetings for monitoring and evaluating Agenda implementation, supporting government departments, and establishing a national observatory for gender equality.

Compared to the field of children and people with special needs, certain indicators could be genderized, particularly the local protection structures for children created (disaggregated by region), the beneficiaries of technical aid granted, and the participants in the national festival of children with special needs.

3.3. Analysis of key performance indicators related to the sector

MDSFS’s implementation of different strategies in the areas of women, children, and people with special needs has had an impact on improving social sector indicators. In the fight against violence towards women, the number of abused women has fallen from 14,617 in 2008 to 12,710 in 2009. Women’s access to senior positions in Public Administration has grown from 10% in 2001 to 15% in 2009.

On the political front, the improvement of women’s participation is to be noted even if the results fall short of expectations. Following the legislative elections of the 25th of November 2011, women’s share in parliament reached 16.7% against 10.5% during the legislative elections conducted in 2007, increasing by 6.2 percentage points.

Child abuse amounted to 493 cases in 2009 compared to 560 cases in 2008. The majority of cases that took place in 2009 was recorded in rural areas, 54% of whom were boys and 46% girls.

In terms of disabilities, Morocco has 1,530,000 disabled people, 5.12% of the total population. Nearly 56.4% of the disabled people are between 16 and 60 years of age, 41.2% live in rural areas, 58.8% in urban areas, and 16% in slum areas. Disability is slightly more common in males, with a prevalence of 5.49% versus 4.75% in females.

4. Ministry of civil service and the administration modernization

The modernization of the public sector is one of the government’s strategic choices and is part of the aim to make the government an effective instrument of the country’s economic and social development.

It is along these lines that the Ministry of Public Sector Modernization (MPSM) has analyzed the promotion of women’s status in public administration. The MPSM aims to reduce gender gaps in human resource management (HRM) by committing to the process of institutionalizing gender equality and through the establishment of an inter-ministerial consultative committee for gender integration in HRM. This committee tries to establish measures to encourage increased representation of women and their participation in decision-making positions in government.

4.1. Presentation of the Ministry

4.1.1. Department profile:

Through its cross-disciplinary work, the Ministry of Civil Service and Administration Modernization (MCSAM) is responsible, in consultation with other ministry departments, for managing the State’s personnel, translating government policy in this area as it results from the government program in the sites and areas of modernization and administrative reform measures.

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9 Social Report produced by the Ministry for Public Sector Modernization (MPSM)
10 Data from the national observatory of children’s rights
11 National Survey on Disability 2004-2006 MDS.
To accomplish these missions, the MCSAM has, for 2011, a staff of 349 officers and agents (including the staff of the ENA), including 152 women, a female representation rate of 44%.

Regarding access to senior positions, the percentage of women rose from 17.3% in 2001 to 20% in 2007, before falling to 18% in 2011.

4.1.2. Legal and Normative framework of the Ministry:

Morocco has ratified the Universal Declaration of Human Rights (UDHR), which, in Article 21, stipulates that “everyone has the right to take part in the conduct of his country’s public affairs, either directly or by intermediary of freely chosen representatives”, and that “everyone has the right to equal access to the public services of his country.”

Likewise, Morocco adheres to the International Covenant on Economic, Social, and Cultural Rights (ICESCR), and the International Covenant on Civil and Political Rights (ICCPR), which state that State are obligated to gradually realize the full enjoyment of rights and the maximum available resources, while supporting positive action to mitigate or eliminate conditions which cause or help perpetuate discrimination prohibited by these covenants.

MCSAM’s orientations aim primarily for the Elimination of All Forms of Discrimination Against Women in public sectors and, in order to reach the standards of CEDAW, particularly the provisions of paragraph (b) of Article 7 that advocate to ensure women, in conditions of equality with men, the right to participate in the development of State policy and its implementation, to hold public office and to exercise all public functions at all levels of government.

This department’s priorities are also part of Morocco’s commitment to achieving the Millennium Development Goals (MDG) by 2015, and particularly its target 13 which aims to promote gender equality and female empowerment.

Nationally, the new Constitution emphasizes the equal rights of citizens in access to public service. Article 19 of the new Constitution states that “Men and women equally enjoy, human rights and freedoms of civil, political, economic, social, cultural, and environmental natures, statements […] in the international conventions and covenants duly ratified by the Kingdom.” Similarly, Article 31 states that “the State, public institutions and local authorities open the mobilization of all means available to facilitate equal access of citizens to conditions allowing them to enjoy their rights […] to work and government support for job searching or self-employment, to access to public office based on merit.”

In civil service, working conditions are the same for men and women. However, the General Civil Service Regulations provides some specific measures concerning women, including:

- Maternity leave, which rose starting April 17th 2011 from 12 to 14 weeks.
- The right to early retirement after 21 years of employment for men and 15 years of employment for women.
- Female employees have the right to special leave, at the request of the female, to raise a child under five years who suffers from a disability requiring ongoing care.
- The female member of staff may also request leave of up to 10 consecutive years to join her husband.
- The first Ministry circular no.2984, dated April 10th 1995, states that female employees may be absent to take care of a sick child after producing a medical certificate within a limit of 10 outstanding days.
The MCSAM is also a strategic partner working for the goals of the National Strategy for Equity and Gender Equality (SNEES). Its areas of intervention focus on strengthening women’s representation in public institutions and their participation in decision-making.

In the same vein, the MCSAM is directly involved in the Governmental Agenda for Equality (2011-2015), in three key areas:

- Pillar 1 on the institutional anchoring of gender equality by supporting Ministry departments to integrate gender mainstreaming and CDMT development;
- Pillar 6 relating to fair and equal access to elected decision-making positions in administration. It is working to increase the women’s representation in public, semi-public, and private sectors.
- Pillar 7 on the right against gender-based inequalities in the labor market with the aim to establish mechanisms to ensures a balance between family and professional life.

4.2. Processes and efforts made for the implementation of gender-sensitive public policies

4.2.1 Main implemented programs and projects:

In order to support and contribute to the country’s economic and social development, the MCSAM’s missions have evolved in the direction of establishing a modern administration for the citizen. The main programs are:

*Support for administrative reform*

The support program for public administration reform in partnership with the European Union, the World Bank and the African Development Bank, seeks unification and visibility in the treatment of dysfunctions affecting the Moroccan government, the modernization of management practices, and the simplification of procedures. It is based on a participatory approach involving all Ministry departments and civil society within the framework of dialogue and consultation.

This program covers the 2004-2012 period and includes 37 provisions to improve management of financial resources, 31 provisions to improve the management of human resources, and 14 provisions regarding the management of payroll.

*Simplification of administrative procedures*

The simplification of administrative procedures is a priority in the process of administration modernization that aims to improve the efficiency of the administration in regards to the users so as to serve them quickly, transparently, and clearly.

The measures taken in this context permit the extension of administration procedures with users, inspection, and the simplification of these procedures and user information on the formalities they need to follow to obtain public benefits, all while building on information and communication technologies.

*Ongoing training development*

This was carried out in the framework of the organization of a national conference in December 2010 on ongoing training aiming for the sharing of ideas and experiences around the support program for public administration reform, and particularly the continued training of State agents and officers and local authorities.

In the MCSAM’s new organizational chart, published in the Official Bulletin no. 5940 on May 5th, 2011, two ongoing Training Services were established within the Ministry. The first is responsible for the cross-disciplinary ongoing training portfolio at the level of public administration, and the second deals exclusively with the upgrading and training of executives and managers of all Ministry departments in terms of gender mainstreaming and HR management planning.
4.2.2 Addressing issues of gender equality and female empowerment:

Supporting the government’s will to establish a strategy for gender equality (ES), the MCSAM has undertaken, with support from the Support Fund for Gender Equality (FAESII), and the Canadian Agency for International Development, a broad process of institutionalizing ES, which led in 2006 to the launch of a medium-term strategic program (PMST) of institutionalizing gender equality in the field of public administration.

This program aims to improve the legal system and human resource development through modernizing management practices and human resource capacities as well as creating motivating working conditions by reducing the gender gap in HRM. This program is structured around the following areas:

Pillar 1: Integration of gender equality in MCSAM’s structure and practices by strengthening institutional capacity.

Pillar 2: Reducing the gender gap in HRM through capacity building and advisory support of policy makers and actors in the MCSAM and Ministries.

Pillar 3: Increasing women’s representation and their participation in decision-making positions.

Pillar 4: Promoting a balance between family and professional life.

These four areas were broken down into seven projects, three of which were conducted over the 2005-2008 period. Execution of the four other projects began in 2009.

To ensure implementation, monitoring, and coordination of these projects, two institutional mechanisms were created. The first was a strategic committee (SC) chaired by the supervisory Ministry and represented by all of the Ministry directors. The second is the steering committee (PC), which is chaired by the Director of the Administration Modernization and includes representatives from different Directorates.

It is within this framework that the Service engaged in the application of the gender approach was implemented. It will be dedicated full-time to the issues of institutionalizing equity and gender equality within public administration.

Project M104: Determination of jobs where women are under-represented within the MCSAM and in public administration

A study was conducted in 2008 as part of this project to identify jobs where there are gaps in representation between women and men, and to identify mechanisms to support and encourage women, and institutional measures to facilitate better access to decision-making positions.

In light of the results of the study, a second study was launched in April 2011 in partnership with the European Union with the goal of measuring and determining the rate of women’s participation in public administration senior positions, gaps to close, and recovery measures to be undertaken.

Project M105: Support and reinforcement of the steering committee (SC), the strategic committee (SC) and the institutionalization of gender equality

This project aims to strengthen the capacities of SC and SC in their role of coordinating and implementing MTSP for gender equality (ES) in the policies, programs, and strategies of MCSAM and other departments. The long-term goal of this project is to ensure better implementation, effective monitoring, and coordination of the relevant resulting projects.

Project M106: Development and implementation of an awareness, training, and support program to integrate gender equality into the recruitment, selection, and appointment process

This project involves implementing initiatives focused on the capacity building of MCSAM actors and other Ministry partners in order to clarify gender equality issues as well as other discrimination factors in the specific areas that concern them.
The National School of Administration (ENA) is a major partner for MCSAM in this area through its support for the development of expertise in integrating ES in the recruitment, selection, and appointment process and organizing awareness and training sessions with the MCSAM and other involved departments.

**Project M107: Development of an Inter-ministerial Consultative Committee for Gender Equality in public administration**

In order to consolidate the gains in terms of ES in human resource management reform and to encourage various Ministry departments to implement measures to better address this dimension in public administration, the MCSAM has implemented, in partnership with the CIDA, an Inter-ministerial Consultative Committee devoted to ES in which there are 15 seats for representatives of Ministry departments.

The Inter-ministerial Committee (RCI) ensures planning, coordinating, monitoring, and evaluating activities relating to HRM to establish mechanisms to integrate the principle of gender equality in the programs and reform projects related to human resources and consolidate the experiences in the field of ES in human resource management reform.

Following the establishment of RCI, its members have benefited from a training and team building program enabling them to initiate a constructive logic of cooperation, promote group cohesion, finalize the work plan, and document the commitments of the committee members in writing.

To do this, three committees were created; the first is responsible for programming and partnerships, the second for monitoring and evaluation, and the third for information, documentation, and communication.

Five areas of intervention have been validated and prioritized, around which an RCI action plan for the 2011-2015 period was developed.

**“Work-life balance in public administration” Project**

Launched by RCI in 2010 in collaboration with Moroccan-German cooperation (GTZ), this project aims to initiate a process to address women’s under-representation in public employment by identifying actions to be implemented for a work-life balance that facilitates equality in public employment and appropriate communication at all levels of government.

This project aims to identify and implement an action plan to establish adequate institutional measures to respond to the needs of female and male employees for a work-life balance (day-care centers, hours), etc.

It should be noted that the MCSAM ended the establishment of almost all projects included in its MTSP/IES.

**4.2.3 Budget preparation and formulation of performance indicators:**

The MCSAM developed its first MTEF for the 2008-2010 period and led to a restructuring of the budget according to the main tasks of the ministry, which has given greater visibility in terms of allocation of budgetary resources as well as by functional and economic classification (various material and expenses) at the level of the budget chapter (each chapter of the general budget relates to a specific department)

The structuring of the MTEF 2010-2012 are organized around five programs, as follows:

<table>
<thead>
<tr>
<th>Program</th>
<th>Credit for 2011 (in dirhams)</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human resource development</td>
<td>2190 000</td>
<td>2.30</td>
</tr>
<tr>
<td>Improved administration-user relationship</td>
<td>2930 000</td>
<td>3.08</td>
</tr>
<tr>
<td>Restructuring, decentralization, and regionalization</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Support for Administration Modernization Projects</td>
<td>10 000 000</td>
<td>10.51%</td>
</tr>
</tbody>
</table>
The total funds allocated to the Ministry have reached 96 million dirhams. Capital funds are around 27 million dirhams and represent 28.4% of the Ministry’s total budget. Operating funds are at 68 million dirhams and represent 71.74% of the Ministry’s total budget.

4.2.4 Analysis of the key performance indicators relating to MCSAM

Having adhered to the globalization of loans since January 2007, the MPSM defined, on the basis of its various entities’ main missions, measurable indicators for its operating and capital budgets, which are presented as follows:

<table>
<thead>
<tr>
<th>Area</th>
<th>Objectives</th>
<th>Indicator</th>
<th>Unit of Measure</th>
<th>Proposal genderization for</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human Resource Development</td>
<td>Improve the legal framework of public administration</td>
<td>Number of deleted articles</td>
<td>Number</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Number of deleted grades</td>
<td>Number</td>
<td>% of women and men in each deleted grade</td>
</tr>
<tr>
<td></td>
<td>Develop mechanisms to promote HR</td>
<td>Rate of staff covered by the REC</td>
<td>%</td>
<td>Disaggregate by gender, age, and grade</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Share of ministry departments that have implemented the GPEC</td>
<td>%</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td></td>
<td>Strengthen the initial and ongoing training to meet the needs and expectations of Public Administration</td>
<td>Beneficiaries of initial training courses at ENA</td>
<td>Number of places</td>
<td>Disaggregate by gender, age</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Ongoing ENA training sessions</td>
<td>J/H training</td>
<td>Number of J/H training by gender</td>
</tr>
<tr>
<td>Improved Administration-User relationship</td>
<td>Streamline administrative procedures</td>
<td>Number of simplified procedures</td>
<td>Number</td>
<td>Introduce the gender dimension in the simplification procedures</td>
</tr>
<tr>
<td></td>
<td>Strengthen integrity and transparency in public sectors</td>
<td>Rate of implementation of the action plan for prevention combating corruption</td>
<td>%</td>
<td>Completion rates by region, locality, etc.</td>
</tr>
<tr>
<td></td>
<td>Improve the accessibility of information via ITC</td>
<td>Rate of procedures put on-line</td>
<td>%</td>
<td>Access rate by region</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Rate of procedures covered by the Call Center</td>
<td>%</td>
<td>Utilization rates by region and gender</td>
</tr>
<tr>
<td></td>
<td>Promote the Public Administration’s modernization projects</td>
<td>Rate of annual funding of selected projects</td>
<td>%</td>
<td>Disaggregate by public section, institution, and region</td>
</tr>
<tr>
<td></td>
<td>Redefine the role of central administrations</td>
<td>Rate of reorganization submitted to the structure organizing committee</td>
<td>%</td>
<td>Number of structures taking responsibility for or sensitive to gender issues</td>
</tr>
</tbody>
</table>
4.3. Analysis of performance indicators

According to the most recent survey of social workers and civil servants of the State Administration and local authorities, done by the MCSAM for the 2009 year, the total number of State civil servants rose to 486,616 with the percentage of women at 34%. In ten years, this rate has changed less than four points.

In the various ministry departments where the average percentage of female employees is 37.5%, some stand out from others with a higher female to male employee ratio. This is true of the departments of Health (53.8%), and Social Development (52.7%). However, this rate is less than 4% respectively, and a little over 6% for the General Directorate of Civil Protection and the General Directorate of National Security.

Female managers make up 56.32% of all women employees. Female staff in senior positions make up around 31% with only 13% at the “executive” level. Between 2001 and 2009, the number of female managers has increased by almost 6%. However, it is important to note that that percentage of female executives in the total number of female employees is higher in regional services (58%) than at the central service level (44%).

The percentage of women is important at the central service level. It amounts to 39.3% versus 33.9% at the decentralized level. The Grand-Casablanca region is more feminized, just ahead of Rabat-Salé-Zemmour-Zaër (40.65%) and Doukkala-Abda (38.89%). However, this rate remains low in the Guelmim-Smara (21.9%) and Boujdour-Sakia El Hamra (19.8%) regions.

Female employees’ share of senior positions is lower compared to men, though this rate has undergone a steady evolution, from 10% in 2001 to 15% in 2009. The regions most affected by this are Grand Casablanca with 40.77%, Rabat-Salé-Zemmour-Zaërs (40.65%) and Doukkala Abda (38.89%). Rural areas have the lowest rate, with a representation rate of 10.6%.

In central government, only 7.41% of women held the position of secretary general in 2009. Note that nearly 90% of female leaders occupy the positions of department or division head, with a respective percentage of women in these positions at 17.79% and 10.59%, only five and four more points between 2001 and 2009.

The percentage of women as senior personnel in public service rose to 14.58%. This rate is 12.5% for administration representatives and 16.66% for staff representatives.

On joint committees, women represent 14.95% of all members, and they are also more numerous among the staff representatives.

5. Ministry of Economy and Finance

In Morocco, the last decade was marked by the initiation of several reforms, and the Ministry of Economy and Finance (MEF) has played a key role. On reducing gender-based disparities in particular, the Ministry is working hard through the implementation of the “Gender-Responsive Budgeting” program. The latter is an effective tool to increase accountability, participation, and gender inclusion in public policies and economic governance. Indeed, the gender dimension is a structuring project in that it encourages a rethinking of practices for public policy planning, programming, and execution in order to ensure fairness.

5.1. Presentation of the Department and the regulatory framework

5.1.1. Department Profile

The MEF’s mission is the development of financial, monetary, credit, and external finance policies and to ensure their monitoring and execution in accordance with the laws and regulations in force.
As such, the Ministry is responsible for the development of fiscal and customs policies and monitoring their being put into practice, revenue collection, and public expenditure payment. The MEF is also actively involved in the development, implementation, and evaluation of economic, sectoral, and social policies through the draft Budget Law.

It defines the conditions of internal and external financial balances and develops the provisions and measures necessary for their fulfillment. In addition, the Ministry supports the management of public revenue and public expenditure, financial management of companies, public institutions, and local authorities, as well as the regulation and management of the activity of insurance and reinsurance companies.

The MEF includes the following departments: the General Inspectorate of Finance, the Customs and Tax Authority, the General Treasury of the Kingdom, the Directorate General of Taxes, the Budget Directorate, the Treasury and External Finance Directorate, the Directorate of Public Enterprises and Privatization, the Directorate of Insurance and Social Welfare, the Department of State Domains, the Directorate of Administrative and General Affairs, the Directorate of Studies and Financial Forecasts, the Judiciary Agency for the Kingdom.

The MEF’s total workforce rose in 2011 to 17,535 managers and agents, of whom about 5,621 were women, 33% of the total workforce. Senior managers represent 44% of the total workforce of the Ministry, 31% of whom are women. This latter rate should increase because 44% of the recruitments made between 2000 and 2007 were women.

As for the supervisory staff ratio, it is 39% for women and 46% for men, and nearly 36% of women in MEF are graduates of higher education.

It should be noted that 74% of female executives work at the basic, operational level (taxes, control and recovery), and 26% in support functions (IT, Human Resources and Communications).

At the Ministry level, women hold 14% of senior positions and vary according to the level of these positions, between 15% for head of director positions and 9% for assistant director positions.

<table>
<thead>
<tr>
<th>Senior position</th>
<th>Male</th>
<th>Female</th>
<th>Total</th>
<th>% women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive director</td>
<td>3</td>
<td>0</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Director</td>
<td>19</td>
<td>2</td>
<td>21</td>
<td>10</td>
</tr>
<tr>
<td>Assistant director</td>
<td>20</td>
<td>2</td>
<td>22</td>
<td>9</td>
</tr>
<tr>
<td>Head of division</td>
<td>192</td>
<td>27</td>
<td>219</td>
<td>12</td>
</tr>
<tr>
<td>Head of service units</td>
<td>587</td>
<td>107</td>
<td>694</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>821</td>
<td>138</td>
<td>959</td>
<td>14</td>
</tr>
</tbody>
</table>

Source: DAAG, MEF, 2011

5.1.2. Normative and normative framework

By ratifying the treaties relating to human rights, Morocco makes a commitment to public activity in accordance with the international human rights standards. In this respect, Morocco has ratified the Universal Declaration of Human Rights, which states in Article 22 that any person, as a member of society, has the right to social security, and is entitled to obtain the satisfaction of economic, social, and cultural rights indispensable for their dignity and the free development of their personality, through national effort and international cooperation, given the organization and resources of each country. In this regard, MEF views its challenge as managing the financial resources of the country in order to ensure satisfying the rights of each individual.

In addition, the International Covenant on Economic, Social, and Cultural Rights, ratified by Morocco on 03/23/1979, suggests certain principles on the allocation of resources. These are the following principles:
The States have taken steps individually, and through international assistance and cooperation, especially economically and technically, to the maximum of their available resources, with a view to gradually achieving the full realization of recognized rights in the present Covenant by all appropriate means, particularly in the adoption of legislative measures;

The States are committed to not reducing the standards of respect for human rights once they are made and to take no regressive action (for example, a reduction in funds that weaken the enjoyment of rights).

CEDAW does not contain specific provisions relating to budgets, but policies and budgetary processes are related to other principles of CEDAW, the most relevant being non-discrimination. Article 2 prohibits direct and indirect discrimination against women. For example, this principle prohibits tax systems that implicitly and explicitly discriminate against women.

MEF is directly involved in the achievement of MDG 8, which aims to develop a global partnership for development. Indeed, Morocco, who endorsed the Paris declaration on aid effectiveness, participates in monitoring indicator surveys performed on the effectiveness of using OECD aid under the auspices of the work group and more specifically, the Committee on Development Assistance. It should be noted that Morocco participated in the 2011 survey on the OECD’s optional module on gender equality and aid effectiveness.

Additionally, the MEF has been involved in designing the Governmental Agenda for Equality and operates at domain 1, on the institutional anchoring of gender equality, and specifically objective 2, which reports to domain 1 and seeks to implement an information and reporting system for agenda monitoring and evaluation through the establishment of a database and the development of gender reports.

5.2. Processes and efforts made for the implementation of gender-sensitive public policies

5.2.1. The development of sectoral policies and strategies

In order to adapt the Ministry’s action to the changing national and international economic environment, to maximize its contribution to accelerating economic growth, to stabilize the macro-economic framework and to improve the financing of the economy, a certain number of actions and reforms have been planned for the 2009-2011 period. These actions aim to improve the profile of public finances by consolidating the State’s resources (tax system modernization and consolidation of the system to fight against fraud and smuggling); controlling public expenditures and mobilizing foreign concessional funds, and modernizing public finance management (improving the execution of expenditures, easing tax collection and upgrading monitoring).

These reform efforts are also boosting the financial sector, particularly through the restructuring of public finance institutions, modernizing the capital market, and developing institutional savings.

Additional efforts are public sector restructuring and private sector expansion through the development of investments and public enterprise governance, restructuring certain sectors with high value-added and further privatization of the Public-Private partnership.

Meanwhile, the MEF should support other sectoral and social reforms, especially through a better allocation of budgetary resources, public policy guidance towards the actual beneficiaries, and a territorialization and convergence of sectoral policies on the basis of a coherent vision of territorial and economic governance.

The MEF is also continuing its modernization projects that aspire to improve the quality of services to citizens and economic operators, as well as optimizing methods of management practices and communication. In this context, the Ministry is planning a series of activities relating to the simplification of procedures, to strengthening devolution and decentralization, optimizing human resources, and strengthening the information and communication information system.
5.2.2. Addressing issues of gender equality and female empowerment

As part of the promotional framework for gender equality, in 2002 the MEF concluded a partnership with UN Women over the Gender-responsive Budgeting Initiative, (GRB) which is currently in a third phase. The culmination of this process requires the involvement of not only MEF through its Steering committee\(^\text{12}\) (composed of the MEF Directorates-DEPF, the DB, and the DAAG) and the various sectoral ministries and departments to introduce gender analysis into their budgetary programming.

The GRB initiative has seen significant progress. In fact, after an initial phase dedicated to the development of tools and budgetary guides and the capacity-building of stakeholders, the second phase has been characterized by the refinement of the information system, the development of a knowledge management system, the implementation of a communication strategy, and the institutionalization of development since 2005 of the Gender Report accompanying the Finance Law.

The MEF is also the lead agency of product four of the “Tamkine” program (Multisectoral program for the fight against gender-based violence). This program is part of several initiatives to promote women’s rights, including the challenge of eradicating violence against women as one of its major pillars. It is funded by the Spanish Cooperation in the framework of Funds for the MDGs. The product four is on the planning, programming, and gender-sensitive budgeting process in the fight against violence towards women and girls nationally.

Recognizing the role of training in skills development, especially in women, the MEF has made efforts to improve the training system, particularly in terms of establishing a Professional Training Master Plan, from the integration of a systematic capacity building approach to the creation of the Institute of Finance (IDF), the development of Information Systems and the adoption of multi-annual programming through developing the “Medium-Term Expenditure Framework for Capacity Building.”

The MTEF 2010-2012, approved by the Board of Education at its 10th session, provides 400 training sessions equivalent to 326,763 day/person/training (JHF) over three years, 86 “cross-cutting actions” for the IDF to achieve.

During 2010, 156 training activities were conducted, with 87,179 JHF. There were 6,857 overall beneficiaries of training activities organized in 2010.

![Pie chart showing beneficiaries of training by sex](image)

**Beneficiaries of the Training by Sex**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>68%</td>
</tr>
<tr>
<td>Female</td>
<td>32%</td>
</tr>
</tbody>
</table>

Source: “MEF Training” Report, DAAG, May 2011

Women have an access rate of 39% versus 43% for men, and make up 32% of the trainees.

---

\(^{12}\) The steering committee of the GRB program is made up of representatives of MEF (DEPF, DAAG, DB), and UN Women representatives. The committee is in charge of adapting the guidelines and the annual action plans related to the GRB program.
5.2.3. Budget development and formulation of performance indicators

The MEF has an MTEF for the 2009-2011 period. Allocations for the operating budget were almost stable over the 2009-2011 period. As for the capital budget, it increased by 311 million dirhams in 2009 to 339 million dirhams in 2010, in connection with the increased staffing of the Integrated Expenditure Management project, before recording a decrease of 303 million dirhams in 2011.

Main programs included in the MTEF of the MET by descending order of their share in the total capital budget

<table>
<thead>
<tr>
<th>Program</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Modernizing sites and improving quality of service</td>
<td>28,9%</td>
<td>28%</td>
<td>29,2%</td>
</tr>
<tr>
<td>Tax revenue mobilization</td>
<td>14,4%</td>
<td>15,7%</td>
<td>17,8%</td>
</tr>
<tr>
<td>Enforcement of State spending and public sector accounting</td>
<td>11,4%</td>
<td>6%</td>
<td>6,4%</td>
</tr>
<tr>
<td>Contributing to the improvement of public finances</td>
<td>7,1%</td>
<td>7,4%</td>
<td>7,8%</td>
</tr>
<tr>
<td>Program combating fraud</td>
<td>5,2%</td>
<td>7,3%</td>
<td>9,7%</td>
</tr>
<tr>
<td>Ongoing plan for Ministry activities</td>
<td>4,8%</td>
<td>4,5%</td>
<td>13,2%</td>
</tr>
<tr>
<td>Financial sector regulation and Treasury management</td>
<td>4,6%</td>
<td>2,8%</td>
<td>1%</td>
</tr>
<tr>
<td>Consolidation of IT and Communications</td>
<td>3,4%</td>
<td>1,8%</td>
<td>1,8%</td>
</tr>
<tr>
<td>Management of the State’s private sector and its mobilization for socio-economic development</td>
<td>3,1%</td>
<td>3,4%</td>
<td>3,5%</td>
</tr>
</tbody>
</table>

The formulation of the capital budget allocated to the MEF by program shows three programs monopolizing nearly 60% of the budget. These are the programs related to modernizing sites, improving service quality, mobilizing tax revenues, and the ongoing plan for Ministry activities.

5.2.3.1. MEF’s budget for 2011

Total MEF expenses (including common expenses and public debt), reached 91.5 billion dirhams in 2011. Capital expenditures are at 16.4 billion dirhams, representing 18% of the Ministry’s total budget. Operating expenses are about 38.5 billion dirhams and represent 42.1% of the Ministry’s total budget. Public debt charges reached 36.5 billion dirhams, representing 40% of the Ministry’s total expenditure. The total share of common expenses in the MEF’s operating and capital budgets was 95.6%.

MEF’s Spending Distribution in 2011

Operating expenses (excluding common expenses)

The MEF’s operating budget includes personnel costs, equipment expenses, and various expenses. For 2011, the personnel costs were 1.832 billion dirhams.

The Ministry’s payroll recorded an increase of around 20% during the 2002-2009 period as a result of statutory reevaluations, recruitments (senior), and promotions (special, normal, and EAP). Between 2009 and 2010, the increase in payroll was limited to 2.46%, and remained almost stable in 2011.
Capital expenses (excluding common expenses)

Excluding common expenses, the capital budget allocated to MEF for the 2011 fiscal year was 300 million dirhams.

It should be stressed that there are several directorate-specific investment lines, which are:
- The program combating fraud (ADII) which received 23 million dirhams;
- Integrated Expenditure Management program (TGR) which received 10.5 million dirhams;
- Preparation of the Budget Law (DB), which received 500,000 dirhams.

Common expenses

Common expenses relating to the 2011 fiscal year operating budget totaled 36.4 billion dirhams, including:
- 23 billion dirhams as a grant to the Compensation Fund and the National Inter-professional Office of Cereals and Legumes;
- 10.3 billion dirhams in favor of the Moroccan pension fund;
- 1.76 billion dirhams for Social Security.

Common expenses related to the 2011 fiscal year capital budget reached 16 billion dirhams and are broken down as follows:
- 6 billion dirhams for equipment modernization;
- 8.2 billion dirhams as contributions and various assistance;
- 1.4 billion dirhams for the NIHD support fund;
- 300 million dirhams for interest repayment.

5.2.3.2. Analysis of performance indicators

In 2011, the MEF defined, on the basis of various Ministry entities’s main tasks, 53 objective indicators relating to the capital budget. These indicators are broken down by department (General Administration and Ministry Departments). However, it should be noted that the MEF is one of the Ministry departments that has not defined target objective indicators for their operating budget.
### Typology of key objective indicators relating to the MEF’s capital budget

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Objective or task</th>
<th>Types of indicators</th>
<th>Possibility of genderizing the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Response time for complaints</td>
<td>General Administration/improvement of working conditions and department support</td>
<td>Performance indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Percentage of educated population</td>
<td>General Administration/skills development</td>
<td>Performance indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Rate of online service</td>
<td>Department of Administrative and General Affairs/Modernizing resource management</td>
<td>Process indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Customs clearance time for import/export</td>
<td>ADII/modernizing sites and improving service quality</td>
<td>Impact indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Average payment period for State spending</td>
<td>TGR/modernizing and improving service quality</td>
<td>Impact indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Fiscal forecast completion rate</td>
<td>Department of Taxation/improving working conditions</td>
<td>Performance indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Weight of Treasury debt</td>
<td>DTFE/Regulation of financial sector and Treasury management</td>
<td>Impact indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
<tr>
<td>Achievement rate for the study on pension reform</td>
<td>DAPS/renovation of insurance management and supervising the social security sector</td>
<td>Process indicator</td>
<td>~</td>
<td>Indicator not gender-sensitive</td>
</tr>
</tbody>
</table>

Apart from the indicators with the goal of skill development, which are “day/man/training” and “the percentage of trained people”, the objective indicators relating to the various ministry departments are process or performance indicators that are relevant to the tasks and objectives that they are attached to, but they are not gender-sensitive such as the “ratio of public reception areas that are provided with adequate amenities ”, “customs clearance time for import/export”, “average payment period for State spending”, “availability rate for information systems”, etc. It would therefore be appropriate to disaggregate the relevant indicator relating to the percentage of the trained population by sex, grade, department, and region.

Note that the chapter on operating expenses includes a few lines that can be broken down by gender, such as special assistance for housing, school fees, and voluntary severance at retirement.

Finally, the MEF’s activities would gain relevance if they became more involved in assessing the impacts of public expenditure (compensation fund, CMR, various fund and programs, etc.) on the target population.

### 6. Department of Foreign Trade

Trade liberalization is essential to growth and development in poor countries. However, liberalization does not address the gender approach and often increases gender inequality. Underlying gender inequality may have an impact on the outcome of trade policies by limiting productivity, production, and growth. However, trade can positively affect the distribution of income between men and women by creating new jobs and business opportunities for women, whether they are entrepreneurs or employees.

Evidence shows that trade tends to increase the availability of female employment, particularly in export sectors. However, certain factors such as employment discrimination, low access of women to education and skills training, and gender inequalities in access to resources and funding, could hamper the ability of women to benefit from trade expansion. Some of these factors may be particularly prevalent in rural areas, particularly in developing countries where there are also problems of access to land and water.
As part of the multilateral trading system (WTO, international financial institutions, bilateral and regional trade agreements), there is a presumption that policies and trade agreements are neutral in terms of social, racial, and gender criteria. This tacit assumption has led to the neglect of gender as a variable in policy formulation. It is only very recently that the gender dimensions of trade have gained interest among policy makers, international organizations, and civil society.

Aware of the virtues of international trade, Morocco has made liberalization a strategic choice in order to strengthen its export capabilities, attract the flow of foreign capital, and boost growth. The opening was confirmed, particularly, with accession to the WTO in 1995, participation in various rounds of negotiation and economic forums, and the signing of several free trade agreements.

6.1. Presentation of the department and the institutional framework

6.1.1. Department profile

The Department of Foreign Trade\textsuperscript{13} develops government policy in the field of foreign trade. As such, in coordination with the concerned ministry departments, it is particularly responsible for:

- developing draft legislation and regulations related to foreign trade, especially those that are likely to develop commercial expansion abroad;
- proposing government policies in the field of economic protection of national production, coordination, and implementation, such as setting import quotas upon agreement of the government authorities in charge of the concerned sectors;
- coordinating the actions of public bodies in the field of foreign trade promotion and supporting those of private enterprises;
- participating in the preparation and conduct of international economic and trade negotiations, whether multilateral, regional, or bilateral. As such, the Ministry is involved with the Ministry of Foreign Affairs and Cooperation, to coordinate with the position of the Kingdom of Morocco in these negotiations;
- ensuring that mandatory standards and other technical measures applied to imports and exports do not oppose the rules and disciplines agreed to at an international level;
- participating in the development of any action or decision directly or indirectly affecting foreign economic and trade relations on the level of national economy competitiveness, whether it is the domestic supply or the export of goods and services, foreign trade finance, or exchange rate.

In addition to these responsibilities, the Department is responsible for organizing and managing the Kingdom’s representatives abroad in charge of trade promotion, subject to the powers vested in the matter by the law in force in certain public institutions.

The Department’s organizational chart is made up of the Ministry’s cabinet, the bodies subject to or administered by the Ministry (CMPE, OFEC, OCE, CNCE), and three Departments, namely: the Directorate of International Trade Relations, the Department of General Affairs, and the Directorate of Trade Policy. Two of the four Departments are headed by women.

The DFT’s workforce is made up of 235 officials and employees, 104 of whom are women. The percentage of women holding senior rank is around 51% compared to the Ministry’s total female workforce, which grew to 23% among the DFT’s total workforce.

6.1.2. Legal and normative framework

By ratifying the Universal Declaration of Human Rights, Morocco committed itself to achieving compliance with the standards and treaties pertaining to human rights.

\textsuperscript{13} The Department of Foreign Trade is now under the supervision of the Ministry of Industry, Commerce and New Technologies.
The Preamble of the Charter clearly states that the main task given to the international community is explicitly based on the respect, dignity, and worth of the human person and the equality of people and nations. International and regional trade agreements as well as the institutions they create are therefore submitted to the principles pronounced and promoted by the United Nations Charter.

Similarly, members of the United Nations recognized in the Beijing Action Platform (1995) the need to “strive to ensure that national policies on international and regional trade agreements do not negatively impact the women’s traditional and new economic activities.”

Additionally, under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), all signatory States must “respect, protect, promote, and guarantee” the rights of women and ensure that private organizations, businesses, and individuals do the same. Article 14 of CEDAW advocates, in its paragraph (e), for the organization of self-help groups and cooperatives in order to obtain equal opportunities in economic terms, whether through employment or self-employmetns in line with the MFT’s efforts to promote export consortia initiated in partnership with the UNIDO.

The Department of Foreign Trade’s activities also conform to the framework for fulfilling the MDG8, which is to develop a global partnership for the development through target 15 (further development of an open, multilateral trading and financial system, founded on predictable and non-discriminatory rules).

Moreover, international trade, and in particular, fair trade (CE)\textsuperscript{14} can fight against poverty (MDG1), as evidenced by the debate on agricultural subsidies in the Doha program at WTO and the increased involvement of civil society in field of trade. Within this framework, a Moroccan platform for fair trade (PMCE/ECHP) was founded in 2004 in order to promote fair trade through information and education (conference, awareness campaigns, etc.) and supporting producers engaged in foreign trade in order to integrate them into international trade. This platform should provide regular diagnostics and market research on products susceptible to incorporation into international trade. Finally, monitoring impacts of policies and trade agreements in terms of gender could lead to the achievement of MDG3, which aims for gender equality and female empowerment.

In order to establish mechanisms to ensure the inclusion of gender in the Department of Foreign Trade’s action plan, the latter participated in the design and validation process of the Governmental Agenda for Gender Equality for the 2011-2015 period. The Department of Foreign Trade is concerned with Area 1: “Institutional anchoring of gender equality”, in particular Objective 4 as well as Area 6: “Fair and equal access to elective decision-making positions in administration”, in particular Objective 19.

\textbf{6.2. Processes and efforts made for the implementation of gender-sensitive public policies}

\textbf{6.2.1. The development of sectoral policies and strategies}

Department of Foreign Trade’s strategic program aims to improve the balance of the country’s external accounts and contribute to strengthening national production and the competitiveness of the exportable supply.

The foreign trade development strategy developed by Department of Foreign Trade is based on the following areas:

\textsuperscript{14} The basic principles of fair trade:
- Provide small farmers in poor countries a fair price for their crops.
- Improve working conditions and enforce the ILO (International Labor Organisation) conventions
- Promote community (health centers, school, etc) and environmental projects for a premium in development and a premium for organic farming
- Reduce the intermediaries between producer and consumer and establish long-term contracts
• The regulation of imports through tariff revision: the Department of Foreign Trade, because of its mission to coordinate tariff policy, chairs the advisory committee on imports in order to examine the various requests for tariff revision from companies, associations, groups of operators, and ministry departments across all industries. Export promotion involves eliminating the quantitative restrictions imposed on exportation, improving the system of exportation incentives and funding participation in fairs, salons, and prospecting trips abroad;
• Facilitating trade, particularly through simplification and paperless trade procedures;
• Expanding and diversifying trade by contributing to the revitalization of the Euro-Mediterranean trade relations with the countries of Eastern Europe and Turkey, the Arab neighbors, as well as the countries of Africa, America, and Asia.

In this direction, the Department of Foreign Trade is currently implementing the development and exportation promotion strategy “Maroc Export Plus”, which aims to establish intervention mechanisms adapted to product-country pairs, in hopes to ensure the deployment of certain sectoral plans, especially the “Emergence Plan” and the “Green Morocco Plan”. A program-contract for the 2011-2015 period is expected in this framework. This contract defines the obligations of all parties involved in the implementation of the plan nationally in order to make the most profit. It came from the preparation of a series of actions and commitments of each stakeholder in the 2011-2015 period. General guidelines for this program-contract aim to:
• Deploy an ambitious export promotion program based on professional marketing approaches, with new actions aiming to solicit Morocco’s large clients;
• Strengthen the export supply and continued support for the creation of export consortia in order to profit the most from companies.

Among these Department projects, the Department of Foreign Trade has launched a study on Exportable Supply. This study’s main objective is to identify the exportable supply through the fulfillment of a large field study to contribute to the sectoral and cross-disciplinary “Maroc Export Plus” development and promotion strategy. The study’s specific objectives are to:
• Establish a reliable and updated database on exporters and potential exporters by product, sector, region, and destination markets in particular, according to the priorities and objectives of the “Maroc Export Plus” plan.
• Sort exporting companies surveyed according to objective criteria to determine their ability and capacity to contribute to the growth objectives of exports decided by the “Maroc Export Plus plan.”
• Determine the support needs of different categories of companies surveyed and programs designed for each category in accordance with the measures identified in the “Maroc Export Plus” plan.

Furthermore, since 2004, the Department of Foreign Trade with UNIDO and the Moroccan Association of Exporters (ASMEX) has supported the creation and development of export consortia through a project funded by the Italian Development Cooperation. A study on the improvement of the legal environment and the incentive of export consortia was made to this effect.

6.2.2. Addressing issues of gender equality and female empowerment

In order to align with the CEDAW standards, particularly the provisions of Article 8 which advocate that “the States shall take all appropriate measures to ensure that women, in equal conditions as men and without any discrimination, have the opportunity to represent their governments internationally and to participate in the work of international organizations”, the Department of Foreign Trade would do well to encourage women’s participation in different missions abroad (WTO work, free-trade agreement negotiations, trade fairs, economic and trade missions, multi-sector fairs, etc.).
Along the same lines and to integrate the gender dimension into the Ministry’s activities, it is suggested to pay particular attention, during tariff dismantling, to the immediate impact on small local industries who employ mostly women, such as fishing, textiles, and the food supply industry. In this sense, targeting elements relating to equal rights and gender equality in trade liberalization would reduce the specter of poverty and ensure conditions for inclusive and sustainable growth.

Similarly, when negotiating trade agreements and free trade, the Department of Foreign Trade actors should provide for review procedures to ensure compliance with the principles of equal rights and the commercial interests of women equally with men.

In the same way, the gap in governance between rules and laws governing foreign trade and the obligation of human rights, particularly those of women, should be satisfied in order to maximize the well being of commerce. The Department of Foreign Trade would benefit from establishing performance indicators that would be able to give an adequate assessment of women’s position in the foreign trade sector.

### 6.2.3. Budget development and formulation of performance indicators

The Department of Foreign Trade has not yet aligned its Medium Term Expenditure Framework (MTEF). The overall budget allocated to the MTF for the 2011 fiscal year is 259,396 million dirhams. The operating budget amounts to 41,396 million dirhams including the staff budget of 27.396 million dirhams versus 14 million dirhams for equipment and various expenses. The capital budget is around 214 million dirhams.

The Directorate of Trade Policies has taken a capital budget of 200 million dirhams for the 2011 fiscal year. As for the Directorate of International Trade Relations, its capital budget reached 1.15 million dirhams, one million of which is for financing studies.

Having adhered to the globalization of funds since August 2009, the Department of Foreign Trade has developed a number of target indicators relating to the Ministry’s capital budget (including 36 measurable indicators). Examination of these indicators shows that they are Indicators of means of implementation of effectiveness. Certain indicators could be genderized, hence the need to break them down by gender and region. They are, for example, the following indicators:

- “The number of beneficiaries” that measures the realization of the objective titled “Training programs and work placements.”
- “Number of economic and trade missions”, “Number of participants in WTO work”, and “Number of business surveys” that measure the realization of the objective titled “Support for exportation promotion.”

### Typology of key objective indicators relating to the Department of Foreign Trade’s capital budget

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Objectives or task</th>
<th>Types of indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beneficiaries</td>
<td>Completion of training and work placements</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate beneficiaries by gender</td>
</tr>
<tr>
<td>Surveys conducted on companies’ exportable supply</td>
<td>Conducting studies on foreign trade</td>
<td>Efficiency indicator</td>
<td>Disaggregate entrepreneurs by gender and region</td>
</tr>
<tr>
<td>Implementation rate of regulatory framework concerning the commitment procedures and negotiation preparation of ALE</td>
<td>Conducting studies on foreign trade</td>
<td>Efficiency indicator</td>
<td>-</td>
</tr>
<tr>
<td>Implementation rate of the strategy on exportation development and promotion</td>
<td>Exportation development and promotion</td>
<td>Efficiency indicator</td>
<td>Integrate the gender dimension into the strategy</td>
</tr>
<tr>
<td>Number of economic and trade missions</td>
<td>Support for exportation promotion</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate the participants by gender</td>
</tr>
<tr>
<td>Number of studies on opportunities and markets</td>
<td>Support for exportation promotion</td>
<td>Indicator of means of implementation</td>
<td>-</td>
</tr>
<tr>
<td>Number of exportation customs stops</td>
<td>Support for exportation promotion</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate the participants by gender</td>
</tr>
<tr>
<td>Number of export consortia</td>
<td>Support for exportation promotion</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate the members by gender</td>
</tr>
<tr>
<td>---------------------------</td>
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<td>----------------------------------</td>
</tr>
<tr>
<td>Number of participants in WTO work</td>
<td>Support for exportation promotion</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate the participants by gender</td>
</tr>
<tr>
<td>Number of business surveys</td>
<td>Support for exportation promotion</td>
<td>Efficiency indicator</td>
<td>Disaggregate entrepreneurs by gender and region</td>
</tr>
<tr>
<td>Conduct a study on the establishment of a foreign trade observatory</td>
<td>Establishment of the Observatory of Foreign Trade</td>
<td>Efficiency indicator</td>
<td>-</td>
</tr>
<tr>
<td>Study for the development of the MFT’s communication strategy</td>
<td>Communication</td>
<td>Efficiency indicator</td>
<td>Integrate the gender dimension into the strategy by encouraging participation of female entrepreneurs to enter the international market</td>
</tr>
<tr>
<td>Conduct a study on the exportable supply</td>
<td>Development and promotion of exportation</td>
<td>Indicator of means of implementation</td>
<td>Integrate the gender dimension in studies to promote the marketing of goods produced by women (handicrafts, agricultural products)</td>
</tr>
</tbody>
</table>

### 7. Ministry of Foreign Affairs and Cooperation

Given the importance that Morocco places on mainstreaming gender in its development programs in order to establish the rule of law on the principles of equity and equality, one of Morocco’s major concerns is its ongoing fight against inequalities. Indeed, through the Ministry of Foreign Affairs and Cooperation (MFAC), Morocco has actively participated in the ratification and implementation of different agreements, treaties, and conventions aimed at the emancipation of women and the elimination of all forms of discrimination.

#### 7.1. Presentation of the Ministry of Foreign Affairs and Cooperation and regulatory framework

##### 7.1.1. Department profile

**Mission and functions**

As part of its functions, the MFAC is responsible for the development of international cooperation and coordination of all foreign relations and ensuring their consistency with the Kingdom’s policies. As such, it is the channel that all States and International Organizations, particularly their representatives in Morocco, must pass through, by submitting to ongoing consultations and regular reviews of the progress of cooperation program implementation.

**Women’s place in the body of MFAC**

At the end of July 2011, MFAC employed 2,836 employees, 918 (38%) of whom are women. The distribution of the staff body shows that 43% of these employees at the Central Administration level are women. External services, which represent more than 54% of the Ministry’s total workforce (1,548 employees), are characterized by a predominance of men, with a share around 76%.

As for the presence of women in various leadership positions within the Ministry, it is 25% at the central level and only 7% at the level of external services. By way of illustration, in the Central Administration, the percentage of female Executive Directors, Division directors and Service directors are, respectively, 28% (5 Executive Directors out of 18 positions), 19% (8 female Division directors versus 35 men), and 28% (27 female Service Directors versus 71 men).

The Department also has 14 women leaders in diplomatic and consular positions abroad, nine of whom have the rank of ambassador, four consul generals, and one responsible business.
The Integration of Women in Development Unit (IFD)

Recognizing the importance of gender equity in the emancipation of women and in economic and social development in general, the MFAC has established, since 1990, a “Integration of Women in Development” (IFD) Unit. However, with the creation in 1998 of a national mechanism for women’s issues, the State Secretariat for Women, Children, and Disabled People, the IFD Unit has undergone a reorientation of its activities to ensure its durability by performing, through the Directorate of Multilateral Cooperation, an assessment of the IFD Unit’s activities in 2007. This approach resulted in a significant number of recommendations, the most important of which is the need to refocus its activities in light of the MFAC’s functions and to avoid overlap and duplication with respect to the mandate and responsibilities of other Ministry departments, particularly the Ministry of Solidarity, Women, Family, and Social Development.

7.1.2. Legal and Normative framework

Article 22 of the Universal Declaration of Human Rights states that everyone is entitled to the enjoyment of economic, social, and cultural rights, through national effort and international cooperation. Thus, the MFAC is directly involved in the realization and enjoyment of each person of their economic, social, and cultural rights through the establishment of international partnerships able to strengthen the exercise of these rights. In addition, it should be noted that Morocco committed to the Vienna Declaration (1993), which gives supremacy to international cooperation in the promotion and protection of human rights.

Similarly, the MFAC, through the Directorate of Legal Affairs and Treaties, coordinated the actions of Moroccan authorities aiming to lift the reservations on the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), adopted in New York, December 18th 1979.

The MFAC is also committed to supporting national efforts to achieve MDGs, particularly through strengthening cooperation with both countries and the Agencies, Funds and Development Programs of the United Nations System (UNS). Advocacy for the MDGs, with particular emphasis on gender, was erected as one of the main areas of this cooperation. On October 11th, 2010, MFAC also launched, in conjunction with the Officer of the Resident Coordinator of the UNS in Morocco and the Ministry of Communication, the National Campaign to promote and raise awareness on the MDG “8 for 8”. The goal of this campaign is to mobilize all society actors to achieve MDGs through information, awareness, and implementation of concrete initiatives and innovative development.

In the same vein, the MFAC, through the DCM, is committed to integrating activities dedicated exclusively to promoting the gender component in its work program, mainly through the organization, with support from the United Nations System agencies, of information and awareness sessions for the benefit of diplomats posted abroad on the issue of gender and other issues related to Women (Family Code, Nationality Code, etc.), the participation and celebration of National and International Women Days, and coordination meetings to monitor the National Strategy of Gender Equity and Equality as well as contributing to the development of the Governmental Agenda for Gender Equality for the 2011-2015 period.

MFAC is directly involved in Pillar 1 of the aforementioned Agenda on the institutional anchoring of coordination and oversight for gender equality. MFAC is concerned, therefore, with fulfilling Objectives 2 and 3 which deal respectively on the preparation of periodic reports (CEDAW and Beijing) and on gender mainstreaming capacity building in different sectors’ planning and budgetary programming.
7.2. Processes and efforts made for the implementation of gender-sensitive public policies

As mentioned above, MFAC plays an active role in implementing and monitoring programs, conventions, and international conferences relating to issues of Gender Equity and Equality, and is also involved in a larger program promoting human rights and democratic governance.

7.2.1. Implemented projects and programs

In its capacity as coordinator of Official Development Assistance (ODA) in Morocco, MFAC has made significant efforts in developing, implementing, and monitoring cooperation projects and programs, along with bilateral and international actors (European Union, Spanish Cooperation, UNPD, UNICEF, UN Women, UNFPA, etc.).

Official Development Assistance

In 2011, Morocco, which endorsed the Paris Declaration on aid effectiveness, participated in the monitoring survey of its progress against 12 indicators. It should be noted that Morocco participated, as was already mentioned, in the “Gender equality and development aid effectiveness” optional module, launched on a pilot basis in 2011. This module aims to shed light, in terms of gender equality, on the targeted advances among the indicator sets of the main survey of the Paris Declaration implementation.

Consolidation and Cooperation with the European Union

Following the efforts of the Kingdom of Morocco to acquire the status of privileged partner to the European Union (EU), an agreement was signed October 11th 2008, providing Morocco with an Advanced Status in the EU. This agreement has come to strengthen the European Union-Morocco Neighborhood Action Plan, adopted in 2005, which was seen as a critical step in the process of deepening bilateral relations (economic, political) between Morocco and the European Union.

As part of the action program for 2011, the European Union (EU) approved the grant to Morocco with a total amount of 1 billion 572 millions dirhams allocated to support democratic and socio-economic reforms initiated by the Kingdom, and to strengthen Morocco’s anchorage in the European Union. In addition to funding socio-economic development projects in the Al-Hoceima region (215 million dirhams, or 19 million euros), and the establishment of agreed upon goals within the context of Morocco’s Advanced Status and the EU (961 millions dirhams or 84 million euros), an estimated budget of 396 million dirhams (35 million euros) was also granted to finance the Governmental Agenda for Gender Equality (2012-2015).

Multilateral cooperation between Spain and the UN System

In the framework of projects funded by Spanish Cooperation through the Fund for Achievement of Millennium Development Goals, an amount of 8.4 million dollars was granted to Morocco for the realization of a multi-sectoral project fighting against gender-based violence, entitled “Tamkine.” This major program, which is a government pilot experience in combating violence against women, responds to the national concerns for the protection of women and girls against all forms of violence, and is part of the implementation of the National Strategy Against Violence Towards Women and the “Gender Equity and Equality” strategy. This program also reinforces the implementation of commitments made by Morocco at the international level, including those relating to CEDAW.

Strengthening the cooperation between Morocco and the United Nations System Agencies

MFAC continued, in close consultation with the sectoral partners and technical departments of the UNS, to guide the implementation of the Country Program Action Plans (CPAP), covering the 2007-2011 period.
Within this framework, MFAC and the UN Resident Coordinator Office in Morocco, have worked together to integrate gender in the formulation of the UN Development Assistance framework, related programming and execution of cooperation projects and programs for the 2007-2011 period, on the basis of results-based management. In this sense, MFAC and the UN agencies (UNDP, UNFPA, UNICEF), conducted joint training for national partners to develop and strengthen their monitoring and project management capacities.

Due to its role of coordinating and monitoring the implementation of the Cooperation Programs executed in partnership with the Moroccan government and UN, MFAC has also ensured, since 2010, the management of participatory review processes and the development of a new United Nations Development Assistance Framework to Morocco Plan (UNDAF\textsuperscript{15}) for the 2012-2016 period. UNDAF forms a common strategic framework for the operational activities of the Agencies, Funds, and Programs of the United Nations in Morocco for the 2012-2016 period. It defines a collective, coherent, and integrated response from the United Nations on the national needs and priorities, particularly the MDGs and the commitments made by the Kingdom in the context of international conferences and summits.

The UNDAF document, signed March 2011, is the culmination of a long consultation process between stakeholders, particularly the Ministry departments, the UN, the bilateral and multilateral cooperation partners, and civil society organizations. The UNDAF 2012-2016 defined, from the analysis developed by the Common Country Assessment (CCA), five cooperation areas identified in conjunction with national partners, including civil society. These are the enhanced quality of education and training, improved health and nutritional status of the population, socio-economic development and the reduction of vulnerability and inequalities, the consolidation of gender-sensitive democratic governance, and the protection of the environment and sustainable development.

7.2.2 Budget preparation and formulation of performance indicators

Budget analysis

Overall, between 2002 and 2011, the budget allocated to MFAC grew to reach 27%, registering an average annual increase of 2.9%. In 2011, the share of funds for staff salaries amounted to 66% of the overall budget allocated to the Ministry, followed by the “Equipment and various expenses” unit, with a share of 28%. The share of capital expenses grew an average of 6% of the total funds since 2002.

The overall budget allocated to MFAC for the 2011 fiscal year amounted to 1.9 billion dirhams.

A more detailed analysis of the distribution of MFAC’s budget items reveals a predominance of expenditures for the support of diplomatic and consulate missions among the expenditures related to staff, reaching 87%.

For their part, capital expenses are still dominated by expenses tied to construction work, office building installation, diplomatic and consular mission facilities, equipment and office furniture purchases, the computerization of administrative offices, etc.

Gender mainstreaming in the MFAC’s indicators

As part of the budget reform for results, since 2005 MFAC has adhered to the globalization of funds who purpose is improved efficiency of budgetary allocations in accordance with the Ministry’s missions and objectives. However, the analysis of these objective indicators (23 indicators, 14 of which are for monitoring the operating budget and nine are for the capital) shows a predominance of Indicators of means of implementation that do not adequately reflect the MFAC’s missions.

\textsuperscript{15} United Nations Development Assistance Framework
In fact, the indicators dedicated to monitoring the operating budget are focused mainly on controlling the cost of support functions provided by the administrative services and improving the functioning of Moroccan representatives abroad. In terms of indicators for capital budget monitoring, they remain focused on the facilities of the central services of diplomatic and consulate missions, the modernization of management tools (workstations), the acquisition of Chanceries, and the realization of rehabilitation work and development of real estate assets, etc.

Furthermore, it should be noted that these objective indicators do not include a gender dimension and therefore, do not highlight nor assess the efforts to promote gender equality in the Ministry’s budgetary programming processes. In addition, no measurable department indicators are part of MFAC’s contribution to the Governmental Agenda for Equality.

Therefore, it is considered essential to refine and enrich the objective indicators, given their importance in the optimization process, improving efficiency of results and streamlining MFAC’s expenses. This should lead to refining existing indicators and developing new gender-sensitive indicators of impacts and results in line with the Ministry’s main missions and objectives. In this context, it is considered appropriate to include indicators for monitoring actions undertaken by the MFAC in the context of the Agenda for Equality. Among other things, this is the number of reports prepared as part of CEDAW and Beijing monitoring, the number of trainings on issues tied to gender mainstreaming for the benefit of diplomats posted abroad, the number of training sessions on strengthening national capacities through the international cooperation programs (ex: UNDAF).

### Possibility of genderizing some indicators of means of implementation

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Type of indicator</th>
<th>Possibility of genderizing the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>• <strong>Internship and training:</strong></td>
<td>Indicator of means of implementation</td>
<td>Number of beneficiaries by age and by age group</td>
<td>Ensure a better targeting of vocational training programmes and their follow-up / assessment.</td>
</tr>
<tr>
<td>✓ Improve the quality of training</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• <strong>Presence of Moroccan nationals in international organizations:</strong></td>
<td>Indicator of means of implementation</td>
<td>Evolution of the number of Morocco representatives, by gender and by organization, institution</td>
<td>Assess the participation of Moroccan women in international bodies.</td>
</tr>
<tr>
<td>✓ Defend and represent the country’s interests abroad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Improve the access of Moroccan youth living abroad to Arabic learning and culture</td>
<td>Indicator of means of implementation</td>
<td>Number of beneficiaries by age and by age group</td>
<td>Ensure a better targeting of the programme’s beneficiaries by assessing the participation of girls in vocational training programmes.</td>
</tr>
</tbody>
</table>

7.3. Analysis of key performance indicators

The gender approach has assumed an increasingly important role to ensure both sustainable and fair development and anchoring Morocco in its neighborhood relations and its relationship with the rest of the world. The advanced status granted to Morocco is another proof of the trust granted to it by these partners and the result of decades-long efforts taken in terms of respect for human rights and particularly, promoting gender equality. The grant of 35 million euros by the European Union to Morocco for the funding of the Equality and Equity Agenda demonstrates the effectiveness of efforts and actions undertaken by MFAC for the systematic integration of gender in bilateral and multilateral cooperation programs.
8. Ministry of Communication

Gender equality has been among the Ministry of Communication’s priority projects over the last few years. The process of institutionalizing gender within the Ministry was initiated in 2004 by a series of trainings on gender mainstreaming. It later devoted itself to the establishment of a medium-term program for institutionalizing gender equality and the creation of a kind of gender service to ensure the integration of gender mainstreaming within the department and more broadly in the sector.

8.1. Presentation of Department and regulatory framework

8.1.1. Departmental Profile

The Ministry of Communication’s main tasks are governmental coordination and communication, promoting Morocco’s image, achieving partnership and synergy with the high authority, guidance, organization, and regulation of the audiovisual sector, adapting legal framework and implementing a media watchdog. The Central Administration of the MC has four departments:

- The Department of Studies and Media Development is responsible for implementing, monitoring, and evaluating public policies relating to various communication areas and conducting studies on the communications sector.
- The Department of Communications and Public Relations, whose mission is to help define and implement the policy of corporate communication, and strengthen the government’s communication actions.
- The Department of the National Portal and Documentation is responsible for ensuring the production of documents and written or multimedia materials and to ensure the safeguarding of documents and database establishment.
- The Department of Human and Financial Resources is responsible for defining and implementing a policy of management and human resource development, but also to promote gender mainstreaming within the Ministry.

It should be noted that the Ministry of Communication has several institutions under its supervision, including the SNFT, the SOREAD 2M, the Moroccan Cinematographic Center, the Maghreb Arab Press Agency, and the Higher Institute of Information and Communication.

The process of institutionalizing gender equality within the Ministry launched since 2004 (ES training, pilot committee under the Secretariat General, etc.) was consolidated in 2008 with the creation of an organizational unit dedicated to promoting the gender approach, which is the Training Service and Promotion of Gender Mainstreaming.

The percentage of women in the total workforce employed by the Ministry is at 46% (187 female employees of a total of 404 employees\(^\text{16}\)), a rate of around 55% compared to the total number of administrators. As for women’s access to senior positions, 11 women are service directors, three women are division directors, and three are executive directors.

Gender Distribution at Senior Levels in the Ministry of Communication

\(^{16}\) Not included in these numbers are non-permanent officials, trainees, and seconded staff.
8.1.2. Legal and normative framework

The right of access to information and freedom of expression

The right of access to information is enshrined in the new Constitution in its Article 27 that states, “Citizens have the right to access information held by public authorities, elected bodies, and public service bodies. The right to information may only be restricted by law, in order to protect all aspects of national defense, internal and external security, as well as the privacy of individuals, to prevent the infringement of rights and freedoms enshrined in this Constitution and to protect sources and areas particularly established by law.” (A.27)

Similarly, freedom of the press is guaranteed by Article 28 of the Constitution that states that this freedom “cannot be limited by any form of prior censorship. All have the right to express and disseminate freely and in the only limits expressly provided by law, information, ideas, and opinions. The government promotes the organization of a press sector independently and on a democratic basis, as well as determining the legal and ethical rules relating to it. The law sets the rules of organization and management of public means of communication. It guarantees access to these means by respecting linguistic, cultural, and political pluralism in Moroccan society. Pursuant to section 165 of this Constitution, the High Authority of Audiovisual Communication ensures compliance to this pluralism.”

Always with freedom of the press, a White Paper is expected in the wake of a dialogue, bringing together political parties, media representatives, the Ministry of Communication, parliamentarians and citizens. This white paper should set long-term political objectives, allowing an overhaul of the press code and beginning a reflection on the professionalism of journalism.

Note also that the Ministry is a member of the “human rights, democracy and governance” sub-committee established under the Morocco-EU partnership. In this sense the European community provides financial and technical support for the preparation of a national strategy and action plan for democracy and human rights.

Gender equality

The communications department has adopted the National Charter for the Improvement of the Image of Women in Media, followed by the Rabat Declaration on equality between male and female Maghreb journalists. It is important to note that Morocco is the only Maghreb country in the Arab world to have such a charter, which denounces the media portrayal of women which refers to the stereotypical image of a traditional woman, the helpless woman, superficial women, victim women and women-object.

In addition, the Ministry is a member of the Inter-Ministerial Consultative Committee for gender equality in civil service. Its overall goal is institutionalizing gender equality in civil service. The Ministry participated in the development of a joint action plan for institutionalizing gender equality in civil service human resource management. The Ministry is represented in three commissions under this committee, which are the Information Documentation and Communication Commission, the Program and Partnership Commission and the Monitoring and Assessment Commission.

The Ministry also participated in defining the National Strategy for Gender Equality and Equity (SNEE) and designing the Governmental Agenda for Equality (AGE) action plan adopted by the Council of Ministers in March 2011. The Ministry’s intervention was part of Area 9 of the agenda devoted to spreading the culture of equality and fighting against sexist stereotypes. Also, the Ministry incorporates Objective 28 “to spread the culture of equality and fight against sexist stereotypes” by participating in various activities, including the establishment of awareness and communication campaigns, adaptation and creativity in communication messages, taking measures to ensure the free distribution of awareness and communication campaigns, and the establishment of an annual Award for contribution to promoting awareness and an egalitarian culture.
The Ministry is also involved in achieving Objective 30, “the elimination of sexist stereotypes in media”, through the initial and ongoing training of media personnel and students in the sector, distributing circulars to eliminate sexist stereotypes in TV and radio productions, and revising specifications based on the consideration of gender in media production.

Regarding the contribution of the Ministry of Communication in respect to the standards of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the actions undertaken by the Ministry are in line with article 2 (paragraph e) of the convention which states that the States are obligated to establish appropriate measures to eliminate discrimination against women by any person, organization, or business, and with article 5 (paragraph a) which calls for a change of cultural patterns and the socio-cultural behavior of men and women in order to achieve the elimination of prejudices and customary (or any other type of) practices based on the idea of inferiority and superiority of one or the other gender or stereotyped roles of men and women.

As for the Ministry of Communication’s contribution to achieving Millennium Development Goals, the programs launched, such as the public declaration of the Charter on Improving the Image of Women in the Media, the adoption of the Declaration on equality between male and female Maghreb journalists, the PMT and involvement in the Tamkin (Product 9) program, directly contribute to the realization of MDG3 which aims to promote gender equality and female empowerment.

8.2. Processes and efforts made for the implementation of gender-sensitive public policies

8.2.1. The development of sectoral\textsuperscript{17} policies and strategies

The Ministry of Communication has focused its program around the following main activities:

- The audiovisual field

  Support for the National Society of Radio and Television (SNRT) and the Society for Studies and Audiovisual Production (SOREAD-2M), in the execution of their contract-programs. As for the SNRT, the contract-program concluded between the State and this society for the 2009-2011 period with aims to improve the national coverage of television and radio, diversify programming, and develop national production with a view to improving the quality of its contents.

  Regarding the SOREAD-2M, it concluded a contract program with the State for the 2010-2012 period under which the State contributed to funding its three-year clean-up program, with respect to its commitments to developing a digital terrestrial television network, coming up with the necessary funds, improving television programming, but respecting cultural and linguistic diversity by allocating at least 70% of its annual average air time to programs broadcast in Arab, Amazigh, and Moroccan dialects.

- The field of cinema

  Developing a cinematographic strategy is based on the development of the film industry, attracting direct foreign investment for filming in Morocco and consolidating and strengthening the social, cultural, and educational role of cinema. In this sense, support for the industry is made through:

  - the “Funds Supporting Cinematographic Production and Screening”, for supporting film producers and movie theatre operators.
  - upgrading the Moroccan Cinematographic Center’s laboratory equipment in order to help Moroccan and foreign film directors carry out cinematographic filming in compliance with international standards.

\textsuperscript{17} Source: Note on the presentation of the Finance Draft Law for the 2011 fiscal year
- the creation of the Higher Institute of Audiovisual and Cinema Activities, which is under construction and is planned to begin at the start of the 2012 academic year in order to consolidate the human resource training in the cinema field.

- **The press field**

  Supporting the development of a national written press through modernizing the information system, strengthening training and upgrading the Maghreb Arab Press Agency’s equipment as well as expanding it’s national and international representations, furthering the State’s contribution and upgrading media companies as part of the conclusion of the new contract-program between the State and the “Moroccan Federation of Newspaper Editors” (FMEJ).

- **The journalist training field**

  Supporting the Higher Institute of Information of Communication’s training facility renovation in order to adapt the profiles of that institution’s laureates to the needs of the labor market and the demands of the audiovisual and press sectors.

8.2.2. **Addressing the issues of gender equality and female empowerment**

**Medium-term program for institutionalizing ES in the communications sector (MTP)**

In 2006, the Ministry of Communication adopted a medium-term program, developed in collaboration with the Support Funds for Gender Equality (FAESII) and the Canadian International Development Agency (CIDA) for institutionalizing gender equality (IES) in the communications sector. It is based on the consideration of three main issues:

- The institutional capacity of the Ministry and the Communications sector to address the issues of gender equality in its practices and structures
- Improving the image of women in the media and strengthening capacities of stakeholders, media workers, and users
- Women’s access to decision-making positions within the Ministry and the Communications sector

The program concentrates on three areas and six projects, detailed below with the results achieved:

<table>
<thead>
<tr>
<th>Projects</th>
<th>Achievements</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Area 1: Strengthening the institutional capacities of the Ministry of Communication and the partner institutions to address ES in their practices and structures</strong></td>
<td></td>
</tr>
<tr>
<td>Project 1.1: Institutional support and capacity building of ES support committees</td>
<td>This project has enabled the Support Committee to become functional and operational for the implementation of PMT/MTP</td>
</tr>
<tr>
<td>Project 1.2: Support for the creation and strengthening of ES relay bodies in the key partner institutions in the communications sector</td>
<td>4 IR pilots were identified by the CA: HACA, SNPM, SNRT and 2M. These ES relay bodies are today installed, strengthened, and functional.</td>
</tr>
<tr>
<td><strong>Area 2: Capacity building of relevant actors in the communications sector to improve the image of women in media</strong></td>
<td></td>
</tr>
<tr>
<td>Project 2.1: Development/implementation of an awareness training program</td>
<td>Operators and decision makers of press companies sensitive to the issues of ES and equipped to address them in their practices. Teaching materials are produced and made available to various audiences</td>
</tr>
<tr>
<td>Project 2.2: Training of journalists and students of journalism</td>
<td>The two target groups are trained in ES issues in the media</td>
</tr>
<tr>
<td><strong>Area 3: Promoting gender equality in the Ministry of Communication and in media institutions, and women’s access to decision-making bodies</strong></td>
<td></td>
</tr>
<tr>
<td>Project 3.1: Conducting strategic studies on gender equality in media</td>
<td>Creation and presentation of the results of the study on the expectations of Moroccan women in terms of their representation in audiovisual media</td>
</tr>
<tr>
<td>Project 3.2: Development of institutional mechanisms in partner institutions</td>
<td>The partner institutions of the MC are aware of the existing institutional mechanisms and are equipped to develop them. Institutional measures promoting women’s participation in decision-making positions within the Ministry and the sector have been developed. (Gender approach Service)</td>
</tr>
</tbody>
</table>
In addition, the MC has capitalized on its ES achievements to undertake actions to promote gender equality in the sector. Among the activities planned are:

- **The national ethical code to fight against harassment**

  This project involves the adoption of a national ethical code to fight against harassment with an action plan that promotes the rights and dignities of women in the communications sector.

- **Award towards “Equality in the Media”**

  As part of the implementation of the Medium-Term Program for Institutionalizing Gender Equality in the Communications Sector, it was planned to create an award called “Equality in the Media.” This award will be given to encourage the year’s productions that convey egalitarian values.

  Initiated by the Ministry of Communication in partnership with the professional journalist associations and media owners, the media equality Award will aim to honor journalists for their commitments to fighting against gender stereotypes, mobilize stakeholders for better representation of women in media, and implement and monitor the provisions of the National Charter for Improving the Image of Women in the Media.

- **The Gender Statistics repository**

  Moreover, with an aim to design, structure, and enrich its gender-sensitive database, the Ministry of Communication is undergoing repository development by creating a statistical guide which will serve as a tool to accurately identify the rate of women’s deployment within the Ministry and its partner institutions.

**Addressing equality issues at the Higher Institute of Information and Communication (ISIC)**

The Higher Institute of Information and Communication (ISIC), through its programs and university curriculum, also integrates the gender approach into its action program. In this sense, the institute has developed a basic training and continuing education program as part of the international communication development program (PIDC) in partnership with UNESCO. This program provides one-week modules for communicators, particularly women working in various media.

  In addition, the ISIC focuses on equal opportunities for both genders in its curriculum. It aims to ensure this in its commitments to its partners, work placements, workshops, seminars, and media companies, as well as in resource allocation and the quantitative representation in classroom training.

**8.2.3. Budget preparation and formulation of performance indicators**

During the 2011 fiscal year, the budget allocated for the Ministry of Communication’s operating expenses was 364.752 million dirhams, with 61.752 million dirhams for staff costs, compared to 60.252 million dirhams in 2010, an increase of 2.5%. Equipment expenses were at 303 million dirhams versus 300.968 million dirhams in 2010.

The capital budget amounted to 789 million dirhams in 2011, 68.4% of the total budget allocated to MC for 2011. The budget allocated to Radio and Television alone monopolized 92.5% of the Ministry of Communication’s total capital budget, 730 million dirhams in the form of capital allocation for the National Radio and Television Society (SNRT). The Maghreb Arab Press Agency (MAP), the Cinematographic Center (CCM), and the Higher Institute of Information and Communication (ISIC) received the same amounts as in 2010.

**Distribution of Capital Budget by institution under the Ministry of Communication**

<table>
<thead>
<tr>
<th>In millions of dirhams</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Moroccan Radio and Television</td>
<td>405.0</td>
<td>730</td>
</tr>
<tr>
<td>Maghreb Arab Presse</td>
<td>8.337</td>
<td>8.337</td>
</tr>
<tr>
<td>Cinematographic Center</td>
<td>6.814</td>
<td>6.814</td>
</tr>
<tr>
<td>Higher Institute of Information and Communication</td>
<td>3.478</td>
<td>3.478</td>
</tr>
</tbody>
</table>

Source: General Budget Expenditure MEF
The breakdown of the capital budget by department indicates that the capital budget allocated to the Department of Studies and Media Development rose in 2011 to 800,000 dirhams for the realization of technical studies. The budget for the Department of Communication and Public Relations stood at 17,5 million dirhams versus 11 million dirhams in 2010, a growth of 59.1%, including 5 million dirhams for audiovisual unit expenses and 12.5 million dirhams for funding corporate communications. The Department of the National Portal and Documentation received a capital budget amounting to 1,636 million dirhams, 500,000 of which were allocated to upgrading equipment, 1 million dirhams for studies and councils, and 136,000 dirhams for the funding of expenses relating to the documentation center.

Distribution of the Capital Budget allocated to the Ministry of Communication by Department

<table>
<thead>
<tr>
<th>In millions of dirhams</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Studies and Media Development</td>
<td>0.5</td>
<td>0.8</td>
</tr>
<tr>
<td>Department of Communication and Public Relations</td>
<td>11</td>
<td>17.5</td>
</tr>
<tr>
<td>Department of the National Portal and Documentation</td>
<td>2.136</td>
<td>1.136</td>
</tr>
</tbody>
</table>

Source: General Budget Expenditure, MEF

Gender analysis of performance indicators in relation to objectives

The Ministry of Communication has not yet adhered to the globalization of funds, which means that the Ministry does not yet have performance indicators. This section aims to offer some objective indicators that can measure the performance of the actions taken by the Ministry of Communication, particularly the MTP.

Objective indicators\(^{18}\) proposed in the capital budget

<table>
<thead>
<tr>
<th>Objective or task</th>
<th>Propose objective indicators</th>
<th>Types of indicator</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Strengthening the institutional capacity of the Ministry of Communication (MC) and the partner institutions to address ES in their practices and structures</td>
<td>- Number of relays by partner structure of MC; - Number of coordination meetings organized by the relays of the different partner structures of MC;</td>
<td>- Activity indicator</td>
<td>- To specify the presence of women at each relay unit</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Activity indicator</td>
<td>- Does not require to be disaggregated by gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Activity indicator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Improving the image of women in the media</td>
<td>- Number of awareness actions carried out by the relays belonging to the partner structures for the benefit of policy makers and employees of the same structure; - Number of beneficiaries of ES awareness training; - Number of students selected to receive ES training; - Number of journalists receiving ES training; - Number of NGOs working with the media (regional and local) for the design of programs dealing with the issue of ES; - Number of radio and television programs that address the opinions of women; - Frequency of transmission of awareness campaigns on women’s rights by national radio and television; - Frequency of response of the HACA on any of the media ran in relation to respect for the image of women</td>
<td>- Activity indicator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Activity indicator</td>
<td>- Does not require to be disaggregated by gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Activity indicator</td>
<td>- Disaggregate by gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Activity indicator</td>
<td>- Disaggregate by gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Performance indicator</td>
<td>- Disaggregate by gender</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Performance indicator</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Performance indicator</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Performance indicator</td>
<td></td>
</tr>
<tr>
<td></td>
<td>- Promoting gender equality in the Ministry of Communication (MC) and in the media institutions, and women’s access to decision-making bodies</td>
<td>- The percentage of women who received training at MC and its partner structures - Evolution of the number of female journalists - Evolution of the number of female hosts of political or economic programs - Number of women reaching decision-making positions in the MC and in the institutions under the MC;</td>
<td>- Activity indicator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Efficiency indicator</td>
<td>- Efficiency indicator</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Performance indicator</td>
<td>- Performance indicator</td>
</tr>
<tr>
<td></td>
<td>- Fight against violence towards women (Evaluation of the actions undertaken as part of Product 9 of the Tamkin program)</td>
<td>- Number of radio and television programs devoted to the issue of violence against women and girls; - Number of radio and television programs devoted to raising awareness about the rights of women and girls; - Number of programs devoted to solutions provided by the Tamkin program for women victims of violence; - Number of regional radio stations that broadcast programs devoted to the right against violence towards women and girls</td>
<td>- Activity indicator</td>
</tr>
</tbody>
</table>

For each objective indicator, a target value to reach a given date should be mentioned, and each objective indicator should be accompanied by a documentation sheet capable of providing the necessary information for understanding and interpreting each indicator.
8.3. Analysis of key performance indicators related to the sector

Women’s presence in the Communications sector

Women’s presence in the Communications sector is growing, as noted throughout the industry and within the Ministry of Communication.

The main indicator is the parity in the field of training and the development of female journalists. On all the promotions made in ISIC since 1969, female journalist training is represented by a ratio of 60% versus 40% for men.

The second indicator is situated on the level of job opportunities. The girl or women journalist is easily integrated into the professional and editorial field. Thus, the communications sector has 30% female journalists, and increasingly more women occupy senior positions in media and media institutions.

However, the nature of work characterized by various and even unpredictable schedules and recurring displacements are obstacles to the women’s evolution in the media sector. Women are too often relegated to certain tasks, such as social fact and magazine journalism, while editorials, investigative journalism and analysis, political, economic, scientific and technological subjects are covered primarily by men.

Also note that the small presence of women in broadcasting. Indeed, the percentage of women among the stakeholders of broadcasting programs remains relatively low, oscillating between 3% and 13% according to the channels.

### Percentage of women among the stakeholders of followed media

<table>
<thead>
<tr>
<th>Audiovisual media</th>
<th>Percentage of women</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Public audiovisual media</strong></td>
<td></td>
</tr>
<tr>
<td>TV Al Oula</td>
<td>9.93%</td>
</tr>
<tr>
<td>TV 2M</td>
<td>9.53%</td>
</tr>
<tr>
<td>Radio Nationale</td>
<td>7.31%</td>
</tr>
<tr>
<td>Radio Amazighe</td>
<td>7.11%</td>
</tr>
<tr>
<td>Radio Chaîne Inter</td>
<td>12.75%</td>
</tr>
<tr>
<td>TV Lâyoune</td>
<td>11.18%</td>
</tr>
<tr>
<td>TV Tamazight</td>
<td>5.61%</td>
</tr>
<tr>
<td><strong>Private audiovisual media in national programming</strong></td>
<td></td>
</tr>
<tr>
<td>Radio Atlantic</td>
<td>7.62%</td>
</tr>
<tr>
<td>Radio Aswat</td>
<td>4.70%</td>
</tr>
<tr>
<td>Radio Med</td>
<td>7.27%</td>
</tr>
<tr>
<td>Radio Chada FM</td>
<td>4.71%</td>
</tr>
<tr>
<td>Radio Médina FM</td>
<td>2.78%</td>
</tr>
<tr>
<td><strong>Private audiovisual media in regional programming</strong></td>
<td></td>
</tr>
<tr>
<td>Radio Casa FM</td>
<td>5.01%</td>
</tr>
<tr>
<td>Radio MFM Atlas</td>
<td>6.08%</td>
</tr>
<tr>
<td>Radio MFM Saïss</td>
<td>5.34%</td>
</tr>
<tr>
<td>Radio MFM Souss</td>
<td>4.90%</td>
</tr>
<tr>
<td><strong>Private audiovisual media in local programming</strong></td>
<td></td>
</tr>
<tr>
<td>Radio Plus Agadir</td>
<td>2.55%</td>
</tr>
<tr>
<td>Radio Plus Marrakech</td>
<td>7.83%</td>
</tr>
</tbody>
</table>

*Source: HACA Quarterly Report on the Pluralism in Audiovisual Media from April 1st to June 30th 2010*

Image of women in the media

The main findings emerging from this study on the “expectations of Moroccan women in their portrayal in broadcasting media” which is part of Area 3 of the MTP are:

- 62% of women surveyed consider improving access to education as a major change in the status of women.
- The existence of two conflicting worlds in broadcasting programs that represent two extremes in the reality of Moroccan women. In fact, viewers surveyed in this study consider that Moroccan television does not offer role models for women.

- According to respondents, television also acts on the unconscious reproduction of internalized clichés by showing two disparate images; that of female journalists known in their professional sphere, alongside scorned, submissive housewives, without establishing a bridge between the experiences of women outside and inside their home.

Based on these findings, several recommendations were made to improve the image of women in the media. They are divided into four areas, namely:

- Representing women in accordance with the reality of today’s society, and doing so by highlighting the different existing profiles and professional statuses;
- Showing reality without resorting to generalization or caricature;
- Valuing women in the family, but focusing on improving the image of the housewife;
- Streamlining reports by rethinking gender relations in a more peaceful and egalitarian way.
III- Equitable access to social rights

This area will discuss progress made in equitable access to general social rights, namely, access to basic infrastructure (drinking water, electricity, housing, and transportation), as well as equitable access to health services, education, and training, and addressing the needs of youth. First, the initial assessment of the NIHD will be presented, as it the most concrete example of a participatory and integrated cross-sectoral approach aiming for human development in our country.

1. National Initiative for Human Development

Since its launch by His Majesty the King on May 18th 2005, the National Initiative for Human Development (NIHD) has been pursuing the goals of fighting against poverty in rural areas, combating social exclusion in urban areas and insecurity, and working to develop Income-Generating Activities. It aims to create a new dynamic in favor of sustainable human development. It reflects Morocco’s will to commit to a democratic and transparent peace-building perspective of the Rule of Law.

To ensure greater efficiency in NIHD’s various programs, the initiative was founded on a decentralized approach based on participation, strategic planning, partnership, convergence of actions, and good governance.

1.1. Presentation of the structures of NIHD

To accomplish the NIHD’s missions, several Human Development committees were established. Nationally, governance is provided by a central Inter-Ministerial Strategic Committee chaired by the Prime Minister, composed of members of government, institutions, and public bodies and a Steering Committee chaired by the Prime Minister and composed of Departments of the Interior, Finances, Social Development, and the national coordination of NIHD.

The NIHD’s other governing bodies cover the regional level (regional committee CRDH), chaired by the Wali of the region, the provincial and prefectural level (CPDH committee chaired by the governor), and the municipal level (local CLDH committee), containing EAC/EAG, consisting of elected representatives of the municipalities or urban districts, the president of the Commission of Economic, Social, and Cultural Development, the network of associations, decentralized technical services, and the regional government.

The Human Development Committees at the regional, provincial, and municipal levels have 8,098 members, 15% of whom are women. The following chart shows the gender distribution of the NIHD’s governing bodies:

The gender distribution of the staff of governing bodies

![Gender distribution chart]

Source: NIHD Coordination 2011

It should be noted that 11,106 members were mobilized in the governing bodies and in DAS and EAC/EAG support, 1,815 of whom were women (16%).
However, the inclusion of women is essential in the human development process that focuses on expanding opportunities to all individuals and not just one part of society. Women’s representation is higher among the associations, around 20% versus 12.4% among the elected.

1.2. Legal and normative framework

The International Covenant on Economic, Social, and Cultural Rights (ICESCR) is the legal tool of choice available to States to take precedence on the market logic. This international treaty is defined as an integral part of human rights on the right to an adequate standard of living, the right to education, the right to working in fair and favorable conditions, the right to education, the right to trade unions and strikes, the right to health, the right to social security, and the right to participate in cultural life and benefit from scientific progress. Indeed, the ICESCR considers the protection of economic, social, and cultural rights as fundamental as the civil and political right to live in dignity, and that these cannot be achieved if the fundamental human rights needs of the population aren’t met.

Since the 1990’s, in a context marked by increasing poverty and exclusion, UNDP has started to produce the human development report. Since then, the new development approach focused on the eradication of poverty has become a major global agenda.

In this context, the Millennium Development Goals (MDGs) came to defend the principles of human dignity, equality, and equity. These objectives aim to help more than a billion people affected by misery and poverty, and foresee being able to make the right to development a reality for all and to free humanity from want. To achieve these aims, eight objectives for 2015 have been adopted and focus on the fight against poverty, promoting equality, improving citizens’ conditions of life, etc. To achieve the MDGs, fundamental human rights values must prevail, particularly freedom, equality, solidarity, tolerance, respect for nature, and shared responsibility.

Since the launch of the MDG process in 2000, Morocco has committed itself to achieving the goals set on the horizon. In addition, in 2003, Morocco initiated a reflection and study on the retrospective evaluation of human development in Morocco. This collective and participatory project resulted in the publication of a 50 Years Report, adopting human development as a unifying concept. The results of this Report have given an update on civil and political rights as well as the situation of economic, social, and cultural rights. It promoted the identification of social deficits and proposes solutions to ensure better human development within the available means.

In this context and socially, Morocco has initiated several projects to address the deficiencies identified in the 50 Year Report that link up with the MDGs, such as the educational reform project, Compulsory Health Insurance, the City Without Slums program, NIHD, etc.

1.3. NIHD programs and projects

The NIHD aims to fight against the social deficit in urban neighborhoods and poor rural communities, particularly through increasing access to equipment and basic social services, promoting income-generating activities and jobs, and adopting more innovative action with regards to the informal sector and strengthening the protection of vulnerable people in society. Furthermore, NIHD incorporates the gender dimension in project implementation to meet the needs and concerns of women and to reduce the gender inequalities in all specific components of the population and to provide the foundation for social justice.

To achieve these goals, four programs were launched during the first phase of the NIHD 2005-2010. Two programs covered all prefectures and provinces, namely the cross-disciplinary program and the program combating insecurity, and two target programs covered certain territories, the program combating social exclusion and the program combating poverty in rural areas, targeting 360 rural municipalities.

After the first phrase of NIHD, the King launched the second NIHD phase for the 2011-2015 period on June 4th, 2011.
This phase is a continuation of the principles governing the Initiative, by drawing lessons from the achievements and weaknesses of the first phase, while increasing the focus on goals and activities, scalability, expertise, performance, and economic and social impact. This phase is characterized by:

- strengthening the anchorage of the Initiative’s philosophy.
- maintaining the four programs of the first phase, namely the fight against poverty in rural areas, the fight against insecurity, the fight against urban social exclusion and the cross-disciplinary program.
- establishing a fifth program for territorial upgrading for the benefit of people in remote areas and is based on the participatory approach in programming and project realization.

In terms of goals, the second phase of NIHD aims to:

- expanding the scope of the Initiative’s action in 701 rural communities by applying 14% as the poverty rate threshold down from the 30% in the communities in the first phase.
- enlarging the target to 530 urban deprived areas within the towns and urban centers where the population is more than 20,000 inhabitants instead of the 264 districts within cities exceeding 100,000 inhabitants.
- launching a program of territorial upgrading for the benefit of 22 landlocked provinces.

Regarding NIHD funding, a budget of 17 billion dirhams will be mobilized for the implementation of the second 2011-2015 NIHD phase, wherein the State will contribute up to 9.4 billion dirhams, regional governments 5.6 billion dirhams, a billion from the participation of various Ministry departments and public institution partners, and one billion from international cooperation.

**Distribution of funding of the second phase by actor (in billions of dirhams)**

![Distribution Chart]

Source: NIHD Cooperation 2011

This second phase saw the establishment of a fifth program called the territorial upgrade program, with the maintenance of programs from the 2005-2010 phase. Compared to the general guidelines of each program, it should be noted that:

- The program to combat poverty in rural areas aims to maintain NIHD’s dynamic, to improve living conditions in targeted populations in rural areas, and enhance the access to infrastructure and basic social services.
- The program combating social exclusion in rural areas aims to build on the achievements of the first phrase, improve access to basic facilities, and strengthen access to local public services.
• The program combating insecurity aims to expand the scope targeted population categories, support the maintenance of completed welcome centers, and make special appeals for center construction.

• The cross-disciplinary program aims to maintain the “application process” of projects supporting high impact operations and projects, promote AGR, support the capacities of the association network, and monitor local actors by providing training sessions for capacity building and communication activities.

• The territorial upgrading program, the novelty of this phase, affects a million direct beneficiaries living in 3,300 “douars” belonging to 22 provinces. This program has several goals, including improving living conditions of the people living in mountainous and landlocked regions, reducing disparities in ability to access infrastructures, facilities, and local basic services (rural roads, health, education, water, and electricity), as well as integrating the population of these areas into the process created by the NIHD.

The budget allocated to the five programs of the NIHD’s second phase 2011-2015 (in billion of DH)

1.4. Main results of the NIHD

Compared with the results of the first 2005-2010 NIHD phase, the record shows encouraging results with 5.7 million beneficiaries, as well as the realization of 23.71 projects in several areas. These projects concern access to basic infrastructures and public facilities, improving living conditions, strengthening capacities, professional training and work placements, supporting the creation of income-generating activities, governance, etc. The realization of these projects required a budget of 14.1 billion dirhams, with 8.4 billion dirhams contributed by NIHD.

The initiative also enabled the creation of 3,700 income-generating activities and more than 40,000 stable jobs during the same period.

In terms of achievements by program, nearly 9.937 projects were realized in the framework of the cross-disciplinary program, 42% of all realized projects, followed by the program combating poverty in rural areas with 7.073 projects (30%), the program combating urban social exclusions with 4.351 projects (18%), and finally, the program combating insecurity with 2.360 projects (10%).

Distribution of NIHD projects carried out by program under the first 2005-2010 phase

Source: NIHD Coordination 2011
A gender analysis shows that women are actively involved in selection and decision-making, and benefit from support actions to improve women’s health, the fight against illiteracy in women, support actions for girl’s education, as well as the projects integrating women into the economy. The NHID also supports women’s advancement qualitatively, materialized in the creation of a space for learning and personal development, skills and tool development, building confidence and a sense of dignity, promoting equal opportunity, etc.

The NIHD’s first phase set up projects to fight women’s insecurity (1,815 projects implemented for the benefit of 243,000 women). Projects were carried out concerning the construction of shelter facilities (945 projects), upgrading shelters (593 projects), grants given to associations as a contribution to shelter functioning (137 projects), strengthening management skills training (114 projects), and studies and surveys (26). NIHD also contributed to women’s integration into the economy by creating more than 2,663 income-generating activities for 208,673 women, mainly in rural areas. The main projects accomplished were divided between the agricultural sector (1,559 projects), craft-making (363 projects), commerce and industry (308 projects), professional training (158 projects), association network support (59 projects), fishing and tourism (35 projects each), and other kinds of projects (146).

With regards to education and fighting against school dropout, 424,436 women and girls were the direct and indirect beneficiaries of 3,867 projects. 533 Dar Talib and Talibaa benefited from the support of NIHD, especially in rural areas, where more than 8,000 girls received housing, food, and tutoring near their schools. Furthermore, 1,302 projects were completed concerning education, construction and development, 884 projects for classroom, elementary, middle, and high school facilities, and 313 women’s centers.

As for health and combating maternal mortality, around a million women were direct and indirect beneficiaries of 1,143 projects concerning health. The main actions were related to the redevelopment of delivery rooms, medical caravans, awareness, medication distribution, and establishing 41 Dar Al Oumouma, allowing over 9,600 patients far from health facilities (home delivery), to enjoy appropriate reception and care. Other projects have been implemented, such as employing 20 traditional midwives, constructing 192 health centers, 481 buildings and facilities, etc.

Moreover, it should be noted that the second phase of the NIHD (2011-2015) has just confirmed that NIHD’s first phase was effective in terms of lowering poverty rates, declining from 15.3% in 2001 to 8.9% in 2007 and 8.8% in 2008. This phase’s implementation will benefit from the regionalization policy that views the region as a main actor in economic and social development. In addition, special emphasis was given to the principles of partnership and integration into the realization of NIHD, which also raises the consultation and coordination between the general and sectoral public actors, as well as the associations around consulted territorial diagnostics and action plans to ensure coherence and synergy between various parties.

2. Department of Water

The actions taken by the Department of Water converge with the provisions of the National Strategy for Promoting Gender Equality, the Governmental Agenda for Equality, as well as the provisions of CEDAW and other international conventions devoted to gender equality. Similarly, the water department has an adequate legal and regulatory framework (Law 10/95 on water), to reduce inequalities in access to safe drinking water for the entire population.

However, institutionalizing gender equality and empowering women in the Department and water sector remains hampered by several constraints. In particular, these concern the lack of gender focal points in the Department as well as the persistence of the problem of the irrational use of water resources in regards to the area marked by the increasing scarcity of water.
2.1. Presentation of the Department and the regulatory framework

2.1.1. Departmental profile

Diversity of missions and functions of the Department of Water

Due to its strategic nature, the water sector’s national development policy is an essential part of the country’s sustainable development policy. Once integrated into the Facilities sector for political reasons and efficiency, this sector, which has acquired experience and expertise, was erected on November 7th 2002 as the State Secretariat for Water. This is the first step marking the government’s priority to accomplish the tasks assigned to this Department. To give new drive to the issue of water in its relationship with the environment, the two departments in charge of these two areas were incorporated in October 2007 as part of Department of Water. The Department’s main missions focus on the study, evaluation, management, and the development planning of water resources, the mobilization and transfer of water, safeguarding the hydraulic heritage, meteorological watch, and research/development in the fields of water and climate, as well as the contribution to the protection of people and goods through predicting and monitoring the development of risky weather phenomenon.

To fulfill its missions, the Department of Water has five branches, namely: the Directorate General of Water Resources, the Department of Water Research and Planning, the Department of General and Technical Affairs, and the Directorate of National Meteorology, which is managed independently. The Department of Water oversees several public territorial institutions (the ONEP, watershed agencies (ABH), and the water services in each province).

Furthermore, it should be noted that the Department of Water works closely with other stakeholders in the areas of water sector operation and management, including the Ministry of Mines, Energy, Water, and the Environment, the Ministry of Agriculture and Maritime Fishing, and via the Higher Council for Water and Climate and the Inter-Ministerial Committee for Water.

Main human resources assets in the Department of Water

The Department of Water makes human capital the most important asset for the success of its programs. Technical knowledge and managerial expertise are combined with the strong desire of the women and men who labor for Morocco to remain a pioneer in this field.

The Department of Water has a strong workforce of around 2,865 employees, 19.9% of whom are senior managers, 45.9% are supervisory staff, and 34.2% are in execution positions.

Distribution of Department of Water staff

Lack of gender focal points in the Department of Water

Although the Department of Water has always been a stakeholder in training workshops and studies on the issue of gender equality, the institutionalization of gender focal points in the Department of Water is slow to take place.
2.1.2. Legal and normative framework

**Overview on international and national legislation regarding the right to water**

According to the Committee on Economic, Social, and Cultural Rights (CESCR), the human right to water “consists of adequate, physically accessible, and affordable safe water, acceptable for the personal and domestic uses of each.” This definition interprets Articles 11 and 12 of the International Covenant on Economic, Social, and Cultural Rights (ICESCR), entered into force in 1976 and in 1979 in Morocco, by respectively referring to the right for an adequate standard of living and the right to the highest attainable standard of health. It continues by affirming that “an adequate quantity of safe water is necessary to prevent death from dehydration and to reduce the risk of transmission of waterborne diseases as well for drinking, cooking, personal use and domestic hygiene.”

It also refers to the importance of water that, used for other purposes, allows the realization of many rights, such as long-term access to water resources for agriculture to ensure the right to meet basic nutrition needs. But according to CESCR, water resources must still be primarily allocated for basic and domestic uses.

At the Convention for the Elimination of All Forms of Discrimination Against Women, Article 14(2) states that the States should take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on the basis of gender equality, their participation in rural development and to its advantages, and in particular they shall ensure the right to adequate living conditions, particularly those dealing with housing, sanitation, electricity and water supply, transportation, and communications.

At the International Convention on the Rights of the Children (adopted in 1989 and entered into force in Morocco on 06/21/1993: Article 24 (1)), the States recognize the right of children to the highest possible level of health and to benefit from medical treatment and rehabilitation…(2). The States shall pursue full implementation of this right and shall, in particular, take appropriate measures: (c). to fight against disease and malnutrition, including within the framework of primary health care, through the use of readily available technology, and the provision of nutritious foods and clean drinking water, given the dangers and risks of environmental pollution.

In order to improve the situation in terms of water supply and sanitation, international commitments were made through the United Nations’ Millennium Development Goals (MDG), and one of these aims for 2015 is to reduce by half the percentage of the population that doesn’t have lasting access to drinking water and who can not afford a supply of safe drinking water. The International Decade for Action “Water, Source of Life” aims to intensify efforts to achieve the international targets, focusing on the involvement and participation of women.

Achieving the goals in the field of water and sanitation would also contribute significantly to the achievement of other MDGs to reduce poverty, infant and maternal mortality, and to ensure gender equality and primary education for all.

It should be noted, moreover, that according to Article 13 of the new Moroccan Constitution, the State, public institutions, and territorial authorities are working to mobilize the means available to facilitate equal access of citizens to conditions that allow them to enjoy the right to access water, a healthy environment, and sustainable development.

**Presentation of the legal framework for the right to water in Morocco**

- **Foundation of the Law 10/95 on water**

  The Water Law 10/95, adopted and implemented in 1995, aims to establish a national policy for water based on a prospective vision that addresses both the evolution of resources and the national water needs.
It provides the legal provisions aimed at rationalizing the use of water, generalizing water access, inter-regional solidarity, reducing disparities between urban and rural areas within programs to ensure water security throughout the country, as well as decentralizing water management within the water basin agencies. It will also effectively contribute to creating the appropriate framework for partnership between government and rural communities in order to rapidly reduce the disparities in water access between urban and rural areas.

The Water Law 10/95 also aims to enhance water resources and the related return on investments while addressing the economic and social interests of the people by safeguarding acquired water rights. Similarly, said law allows a rational distribution of water resources in a time of drought in order to mitigate the effects of shortage and ensure water access for the entire population. On the other hand, the Water Law contributes to improving the environmental situation of the country’s water resources by regulating activities that may pollute such resources and which may include sanctions through the creation of a water police to suppress any illicit exploitation of water and any act that may impair its quality.

In conclusion, various UN agencies, regional commissions on human rights, and the national and international courts of justice interpreted the right to water as being implicit in other human rights such as the right to life, the right to an adequate standard of living, and the right to health. Now, these rights have been established as instruments of national, regional, and international human rights.

The Department of Water’s areas of intervention in NSEE and GAE

- National Strategy for the promotion of Gender Equity and Equality

Public policy driven by the government’s water needs meet the recommendations of the National Strategy for the promotion of Gender Equity and Equality (SNEE). In relation to the fair and equal access to basic infrastructures, the strategy aims to reorient basic infrastructure programs to ensure better consideration of the needs and interests of both genders.

This strategy is also an opportunity to free rural girls from the drudgery of collecting water through the fair and equal access of girls to education and schooling. In this way, gender is integrated into education policy, with special emphasis on the development of schooling for girls, especially in rural environments, literacy in the female population, and promoting vocational training for girls.

- Governmental Agenda for Equality

The Department of Water is one of the departments that participated in the design and development of the 2011-2015 Governmental Agenda for Equality action plan. As for the issue of water in relation to gender, it is part, as are all other Ministry departments, of Pillar 6 relating to fair and equal access to elected decision-making positions in administration, and whose main goal is to increase women’s representation in the public, semi-public, and private sectors. The water sector also falls within Pillar 4 on the fair and equal access of girls, women, boys, and men to basic infrastructures. However, actions and evaluation indicators are not mentioned for the water component, but only for energy, and more specifically, in terms of Action 26 of Objective 11 (developing energies, particularly renewable energies to ease the burden of women’s chore of carrying water). Indeed, Action 26 relates to the production of data broken down by gender relating to program beneficiaries and the evaluation indicator corresponding to the number of women affected by the burden of water supply.

2.2. Processes and efforts to mainstream gender in public policies

2.2.1. An Outline of sector policies and strategies

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19 Considering the needs and interests of both genders in the development and implementation of projects improving rural access; systematically conducting studies on the socio-economic impact of projects on women, men, girls, and boys by addressing the concerns of women and men in connection with their activities.
National Water Strategy (2009-2030)

The National Water Strategy (2009-2030) was set up to deal with various challenges in the water sector, namely scarce water resources, degradation of water quality, groundwater overexploitation, poor agricultural water management, siltation problems, floods and poor governance practice. The strategy aims to implement various mechanisms to improve water demand management, with the development of water saving techniques, agricultural water management, waste water treatment, and promoting the polluter pays and user pays principles. The strategy also aims to support ongoing commitments (Green Morocco Plan, Azur Plan) to sustainable economic growth in Morocco.

The objectives of the water strategy aim at improving access to water supplies with a coverage rate of 93% by the year 2012. With regards to sanitation, the strategy intends to increase sanitation supply rates to 90% in 2030 in both rural and urban areas. Similarly, the strategy aims to reduce pollution by 60% in 2015, 80% in 2020 and 90% by the year 2030. A collection rate of 90% is expected in 2020 and a rate of 100% by 2030 for the management of household and similar waste. Furthermore, it is expected that 100% of collected waste water will be treated and re-used by the year 2030.

- **Main programmes and projects**

  The national water sector development strategy aims to ensure both the continuity of ongoing reforms as well as to address priorities in the sector particularly in terms of water scarcity and sustainable water management. To do this, the strategy focuses on further interdependent action programmes to have a clear vision of short, medium and long term reforms.

- **Water management Action**

  Given the huge saving potential of irrigation water (estimated at 2.4 billion M3/year), the public authorities are doing more to encourage water saving techniques through the allocation of grants within the framework of the National Irrigation Water Saving Programme (PNEEI)\(^{20}\). These grants can amount to up to 80% of irrigation project investment costs which help save water for all farmers, and can be as high as 100% for small-scale farmers owning less than 5 hectares of land, and for collective farmers in aggregation projects.

  Furthermore, in order to effectively manage previously unexploited irrigation water due to a lack of resources, there is the ongoing programme to reduce the gaps between dam construction sites and areas with irrigation facilities (108,440 ha). Similarly, institutional reforms in large-scale irrigation are also being strengthened to promote public-private partnerships.

  As well as the actions carried out to preserve groundwater, other significant programmes have been implemented such as the National Sanitation and Wastewater Treatment programme, the National Programme for Sanitation in Rural Areas, as well as the National Programme for Household Waste Management (PNGDM).

- **Demand Management Action**

  In order to strengthen the efforts in improving water-use, the country continues to implement its large-scale plan for new water resources with the aim to build around 50 large dams by 2030, eventually producing an extra 1.7 billion m\(^3\) of water. There is also another similar smaller-scale project to build small and medium sized dams, with a target of 1000 small dams by 2030.

  In 2010, 91% of the population had access to improved water supplies in rural areas. This will continue to be improved by upgrading existing collective water supply systems to ensure their sustainability and by also using individual water supply systems for isolated and dispersed populations.

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\(^{20}\) Launched in 2008, the PNEEI aims to introduce localized irrigation methods in 550,000 ha where there are surface irrigation techniques already in place and irrigation sprinklers in over 50% of irrigation areas by the year 2022.
2.2.2. Recognizing gender equality and the empowerment of women

A gender perspective has been integrated into the Water strategy throughout its numerous projects aimed at improving access to water supplies, in particular for women in rural areas who are the first to be affected by the consequences of water shortages. Women take care of most of the work carried out in rural areas including providing food for their families as well as the burden of collecting water and other unpaid household chores.

Poor water access makes it more difficult for women to carry out traditional tasks in order to provide for their families. They have to dedicate more time to looking for clean and drinkable water, which leaves them less time for other priorities such as earning their own income, personal development or involvement in politics. The high price of water forces poor families to use poor quality water which causes more illnesses and deaths among women and children. Similarly, a lack of water can have serious consequences for pregnant women and new born babies.

The national rural water supply programme (PAGER) has been addressing these issues since it was initiated in 1995. It is based on democratic, transparent and sustainable water management and on the different needs of the rural population.

PAGER plays a major role in poverty eradication efforts and widening access to basic social and economic services. The first step of the programme included defining the priorities with stakeholders involved in the program implementation, which include poor access to water supplies for the rural population, the long distances necessary to access water supplies and the susceptibility of water resources to droughts and/or pollution. This step has been strengthened by adopting a participatory approach to ensure the sustainability of projects undertaken. The advantage of this approach is that all beneficiaries are involved in the design, implementation and evaluation of projects.

Furthermore, good personal hygiene and in particular good water supply and sanitation facilities are clearly essential elements to ensuring a healthy population, particularly in rural areas where the problem is pertinent. Improved sanitary hygiene enhances human dignity and allows girls, in particular those who have reached the age of puberty, to stay in education. To address these issues, the National Sanitation and Wastewater Treatment programme was set up in 2005 alongside the National Programme for Sanitation in Rural Areas.

To improve environmental conditions in rural schools, the National Programme to improve Environmental Standards of Rural Schools was set up for the period 2006-2015 focusing on water supply and sanitation and promoting environmental hygiene and sustainable development in rural schools. The programme has two basic priorities: the first is to provide primary schools with basic infrastructure by installing water supply systems in 14,912 schools and sanitation facilities in 17,785 rural primary schools. The second priority involves the implementation of environmental education activities in all rural schools by setting up environmental clubs in schools and providing relevant training courses for all teachers.

2.2.3. Budget outline and breakdown of the performance indicators

Department of Water Gender Budget Analysis

The Department of Water, which supports the distribution of allocations, was introduced to a Medium Term Expenditure Framework (MTEF) in 2005. There are six areas outlined within the MTEF and identified by sector characteristics, namely general administration, weather research and forecasting, the monitoring, evaluation and development of water resources, the management, planning and protection of water resources, improved water supplies and sanitation in rural areas as well as surface water management and preserving natural water resources.

The allocated budget for the Department of Water in the year 2011 totals 2,87 billion dirhams, with 86% allocated for investment and 11,4% for its operation. The share of the budget allocated to the Department amounts to 64,8% of the total budget of the Ministry of Energy, Mines, Water and Environment (MEMEE).
The investment and operating budgets in the Department of Water respectively account for 67.42% and 49.72% of the global investment and operating budget allocated to the MEMEE.

An analysis of the distribution of the investment budget to each individual department shows that the department for water resource development received 85% of the budget followed by the department for water planning and research with a share of 12.7%, the directorate general of hydraulics with a share of only 1.2% and general administration receiving around 1%.

Investment Budget distribution of the Department of Water to each Department

The large budget allocated to the department for water resource development (up to 2.17 billion dirhams) is due to the amount of budget allocations for water resource projects such as dam construction which amounts to 1.46 billion dirhams across 8 regions. The remaining investments were allocated to programs involved in saving and preserving water resources, developing irrigation channels, protecting against floods, as well as the preservation of natural lakes and programs involved in the artificial recharge of groundwater.

The department for water planning and research which received 12.7% of the Department of Water’s total budget dedicated more than 16% of its budget to the water supply and sanitation program for rural schools, mainstream schools and mosques. Water supply and sanitation for rural areas received 15.5% of the budget and 37.1% was allocated to river basin agencies.

Gender Analysis of Performance Indicators in the Department of Water

- Typology of Department of Water Performance Indicators

The Department of Water has identified a set of planning indicators for the capital budget, relevant and specific to each department and program. These indicators are in fact developed and based on each department and their missions and main focus areas. Several planning indicators have been developed by the Department of Water, the majority being input indicators (for example: number of dams built, studies on the auscultation of hydraulic works, topographical studies on dams, number of expropriation files…) as well as production indicators (for example, studies and monitoring of construction work on the Taskourt dam in the Marrakech-Tensift-Al haouz region, status reports of engineering works on the Dar khorfa dam in the Tanger-Tetouan region, hydro-mechanical and electro-mechanical equipment for the Sidi Abdellah dam in the Sous-Massa-Draa region, protecting the city of Khenifra against floods, and clearance progress in expropriation reports for the Timkit dam in the Meknes-Tafilalet region…).

The Department of Water has other planning indicators according to specific regions and concern in particular dam construction sites (including civil engineering works and assessments, hydro mechanical and electro mechanical equipment and expropriation) the development of water channels and protecting against floods (the indicator used here is on the progress of protection cities against floods).

However, there is a lack of impact indicators in the list of performance indicators, which would allow the effects of the actions undertaken to be measured.
With regards to the issue of environment, there are planning indicators which should be included in the different programmes carried out by the Department of Environment (in particular those related to improving environment conditions in rural schools) but they are not included in The Department of Water performance indicators list. Therefore, it’s not possible to measure and monitor progress in environmental development or make forecasts.

- **A gender perspective in The Department of Water Performance Indicators**

The majority of indicators outlined by the department do not include a gender perspective. Therefore, several impact indicators related to gender are proposed: «the rate of access to clean water supplies in rural populations, a breakdown of the beneficiaries of water supply based on region, province, area and access to water sources (public stand pipes or piped water at home), enabling regional and local disparities in water supply access to be identified», «changeover rate of the rural population from the use of local stand pipes to piped water at home» «changeover rate of the urban and peri-urban population from the use of collective water supplies to individual water supplies»

There are also indicators which would benefit from being included in result and impact indicators. For example: «status reports of well-drilling projects to supply drinking, industrial and irrigation water», and the result indicator, «amount of groundwater renewed to supply to agricultural, industrial and water sectors», enabling groundwater pressure to be measured in southern regions suffering from a water shortage. Similarly, gender-related indicators should be included in programmes such as for sanitation and waste water treatment, which can include the following indicator «the number of girls and boys who have seen their health improve following the implementation of the program ».

The production indicator on the «state contribution to river basin agencies», should be specific to each region in order to assess and compare state contributions to each river basin agency. The input indicator on «staff training in hydraulic techniques», should be based on gender and social and occupational group, to be able to assess the improvement of the skills and technical know-how in each employee category, regardless of gender.

<p>| Typology of planning indicators in the Department of Water’s capital budget |</p>
<table>
<thead>
<tr>
<th>Department Indicators</th>
<th>Department Goals and Objectives</th>
<th>Indicator Type</th>
<th>Possibility of a gender perspective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Status reports of well-drilling projects to supply drinking, industrial and irrigation water to southern regions.</td>
<td>Improve access to water resources.</td>
<td>Production indicator</td>
<td>Include it in the result indicator which measures «the rate at which ground water is captured and reused to supply to agriculture, industrial and water sectors», enabling groundwater pressure to be measured in southern regions suffering from a water shortage.</td>
</tr>
<tr>
<td>Share of State contributions allocated to river basin agencies.</td>
<td>Make contributions to benefit water basins agencies.</td>
<td>Production indicator</td>
<td>Make the indicator specific to each region in order to measure state contributions in each river basin agency.</td>
</tr>
<tr>
<td>Staff training in hydraulic and beneficiary techniques</td>
<td>Training</td>
<td>Input Indicator</td>
<td>Group beneficiaries based on their sex and social and occupational group (production managers, input, technical staff…).</td>
</tr>
</tbody>
</table>

In the Department of Water’s planning indicators, there is no indicator for the government’s equality agenda in the water sector. Therefore, indicators which should be included in this agenda are : «the number of girls in rural areas having to collect water» ; «the amount of rural schools which have water access points» ; «the number of rural schools which have adequate sanitation facilities» ; «the percentage of the rural population, based on gender, with sustainable access to water supplies and sanitary care».

Other intersectoral indicators are also worth being considered in the government’s equality agenda and concern the following in particular: «improving schooling rates for girls in rural schools equipped with water supplies and sanitary systems»,and the «number of rural households with improved health conditions due to improved access to clean water supplies and sanitary facilities ».
2.3. Analysis of the main result indicators in the water sector

Among the main result indicators in the water sector, the indicator on the rural population’s access rate to clean water supplies has seen a considerable improvement over the last few years from 14% in 1994 to 89% at the end of 2009 and 91% at the end of 2010, with 12, 25 million inhabitants being provided with drinking water. This development can be seen below:

![Changes in the rate of access to safe water in the rural area](image)

In order to improve the national information system and for it convey the results of the efforts made by the public authorities in this area, impact indicators must be kept in the SEEE performance indicator list, particularly the «access rate to water supplies for rural populations», which is a large-scale national impact indicator. New indicators should appear in the list, namely the national ratio that looks at the annual availability of water resources per inhabitant: «amount of water economically captured in m³/ per inhabitant/ per year». This indicator should also be specific to each region to identify which regions would be at risk of hydric stress in the coming years.

Millennium Development Goals

Public priorities in terms of reducing the social deficit, concern in particular the increase in access to rural water supplies and sanitation and targets were set to address these priorities. The target set in 1995 was to increase access to water supply to 80% of the rural population by the year 2010. This target was raised to 91% at the end of 2010. With regards to sanitation, the national water strategy (2009-2030) has a similar aim to increase access to sanitation facilities to 80% by 2020 and 90% by 2030, as well as to reduce pollution by 60% in 2015, 80% in 2020 and 90% by the year 2030.

For household and similar waste management, a collection rate of 90% is anticipated for 2020 and 100% by the year 2030. The creation of secure landfills will concern all urban areas (100%) and in order to develop the principle of «sorting-recycling-reusing» a recycle rate of 20% is fixed for the end of 2015. Similarly, targets have also been set for wastewater and sewage treatment, with the aim of treating and reusing 100% of collected waste water by the year 2030.

Morocco has exceeded its commitment to MDG 7 (to ensure environmental sustainability) and target 7C31, which aims to halve, by 2015, the proportion of the population without sustainable access to safe drinking water and basic sanitation. In fact, the proportion of the rural population now with access to safe drinking water reached 91% in 2010 compared with only 14% in 1994. Therefore, this objective should be reached before the year 2015. However, there is still more to be done to improve sanitation.

3. Department of Energy

Aware of the fact that women, mainly in rural areas are the first to feel the effects of a shortage of domestic energy sources when carrying out their daily chores, the Minister of Energy and Mines has implemented a set of programs whose main aim is to ensure the fair access to modern energy services for all the national population.
3.1. Overview of the Department and Legal Framework

3.1.1. Department profile

Under the authority of the Ministry of Energy, Mines, Water and Environment, the Department of Energy’s main missions are to ensure effective management and development of the national energy sector, to outline and implement energy policy, to identify actions and take the necessary measures to ensure energy security and access to commercial energy services for rural and urban populations and ensure the effectiveness of the electricity, gas and oil markets.

The Ministry of Energy and Mines (MEM) is made up of the Central Administration, Regional and Local Departments, as well as the Minister’s cabinet. The central administration includes the General Secretariat, the General Inspection, the Mining Development Department, the Directorate of Fuels, the Department of Electricity and Renewable Energy, the Directorate of Compliance and Programming, the Directorate of Compliance and Risk Prevention, Human Resources and General Affairs, Division of Economic Studies and Law, Division of Cooperation and Training, and the Division of Communications. On the whole, the MEM has 3,823 employees\(^2\), of which 23.8\% are women.

In terms of External Services, the MEM includes 16 Regional Offices in charge of implementing policy set out by the Minister in the areas of Energy and Mines and by 9 local departments. In terms of its administrative structure, however, the Department of Energy doesn’t include a gender focal point or any unit responsible for mainstreaming gender.

3.1.2 Legal and normative Framework

Access to energy is a fundamental condition for human development essential to all aspects of life. However, the right to energy is not often addressed, specifically in conventions and international treaties on human rights. Nevertheless, provisions contained in these conventions and pacts indirectly make reference to the necessity of having access to energy in order to fulfill the objectives of the conventions.

According to article 11 of The International Covenant on Economic, Social and Cultural Rights «the right of everyone to an adequate standard of living for themselves and their family» stipulates in particular the continuous improvement of living conditions for all social strata when energy resources are available. Furthermore, article 10 «the right to family life», article 12 «the right to health» and articles 13 and 14 «the right to free education» are also linked among others to access to modern energy.

Similarly, the rights stipulated in the Universal Declaration of Human Rights, namely the right to education without any discrimination (article 26), the right to health and an adequate standard of living, and the right to the protection of children, all need access to energy. In fact, the availability of energy, mainly in rural areas, would free young girls from the chore of collecting wood and would contribute to their protection and the continuation of their education, and would ensure health improvements of the rural population in particular by improving working conditions in health centres and by reducing air pollution inside homes caused by carbon monoxide fumes from traditional energy sources.

Furthermore, access to different forms of modern energy would help fulfill the objectives of the CEDAW convention, particularly those set out in article 14 which stipulate that «State parties shall take into account the particular problems faced by rural women and the significant roles that rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas». This article states that women must benefit from adequate living conditions particularly concerning electricity supply.

\(^2\) Source- Annual Statistic 2010
Having widespread access to modern energy would also help fulfill the objectives of most MDG’s, and increasing agricultural production in rural areas by increasing the availability of rural woman and girls to collect wood and by modernizing production facilities (MDG 1), facilitating household chores and saving time (MDG 3), providing electricity (pumping and treating water, food preservation, refrigeration…) and improving working conditions in health centres (MDG 4, 5 and 6) and improving use of fossil fuel resources and renewable energy resources (MDG 7). The national strategy for gender equality and fairness, with the integration of a gender perspective in development policies, aims particularly at ensuring fair and equal access to basic facilities and adapting infrastructure projects to better ensure the interests and needs of both genders. The Minister of Energy and Mines is also involved in the Government Agenda for Equality (GAE) via part 4 on the the fair and equal access of girls, women, boys and men to basic facilities, and objective 11 which concerns the development of renewable energy to ease the work carried out by women.

3.2. Processes and efforts to mainstream gender in public policies

3.2.1. Outline of sector policies and strategies

With the aim of supporting the social and economic development of the country and addressing the increasing national demand for primary energy (5.4% per year) and electricity (8% per year) over the last ten years, the Department of Energy launched a new energy strategy in 2009 which focuses on 5 major areas: ensuring the supply and access to energy at a competitive cost, reducing the country’s energy dependency by making use of national resources through increased oil exploration and use of shale oil, developing renewable energy, promoting efficient energy use in different sectors and protecting the environment. To address these areas, several projects and actions have been set up in the different areas of the energy sector, notably: the solar plan, the wind power plan, the development of oil infrastructure, strengthening the national electricity network and regional integration. Therefore, since the strategy was launched, there is an increased production capacity of 1084 MW and there are also other projects underway to increase this capacity to 1756 MW in 2012.

Furthermore, to control the energy demand, there have been several initiatives for efficient energy use in different sectors such as installing solar water heaters in new buildings, modernizing transport, establishing systematic energy audits in the transport industry, promoting the use of energy-saving bulbs and switching to GMT + 1.

3.2.2. Recognizing gender equality and empowerment of women

Women are the first to feel the effects of not having access to modern energy. In fact, when there is a lack of energy and adequate facilities, women are not able to free themselves from the heavy workload that they have to deal with everyday, without the possibility of being able to develop productive activities. A lack of time, due to an unpaid heavy workload, makes it impossible to meet other more important needs.

Even though energy poverty affects the whole of the rural population, women and young girls remain the most vulnerable when faced with a lack of basic energy services. In fact, traditional rural energy systems use wood, plant residue and manure for heating and cooking, and humans or animals for movement and transport.

However, in rural areas, only women and young girls carry out the daily chores. This does not leave them much time or energy for doing any paid work. Not having this opportunity reduces their possibility of earning an income and therefore leaves them with no money to invest in energy services.

This situation clearly affects the social and economic development and well-being of women. The lack of modern domestic energy has a negative impact on women’s lives. The chore of collecting firewood affects the education of young girls in rural areas and having to provide fuel supplies and dealing with a heavy workload, stops women from earning a living (embroidery, tapestry,…) and deteriorates both their health and quality of life, particularly for women who are pregnant.
Moreover, health problems caused by poor ventilation of basic stoves often affect women and young girls who have daily contact with this polluted environment.

In order to face these challenges, the Department of Energy implemented a new Biomass-Energy vision, which seeks to increase the use of wood coal, combustible wood, to promote efficient use of agricultural, animal and forest residues. This vision has been reinforced with the implementation of several projects such as PERG, the ‘‘Wood-Energy’’ project and the House energy project. However, these efforts are not sufficient in promoting gender equality and the empowerment of women. As a result, the Department of Energy would benefit from extending its efforts to promoting equality of the genders.

**Global Rural Electrification Project (PERG)**

With the aim of ensuring access to electricity in rural areas, the public authorities set up the PERG project in 1996, which aims to reduce the deficit in providing the rural world with electricity. This project, which today provides a model for other projects of its kind, was adapted to the national requirements through the following: an appropriate institutional approach which conformed to the issues and requirements of the country, an efficient engineering approach which enabled costs of electrification processes to be reduced by more than 30%, participatory financial procedures encompassing all of the financial resources, transparent procedures in terms of choice and priority of the settlements which are provided with electricity as well as the integration of decentralized electrification for remote settlements.

**The "Wood-Energy" Project**

The ‘‘Wood-Energy’’ project, launched by the Centre for the Development of Renewable Energy (CDER) then replaced by the Agency for Development of Renewable Energy and Energy Efficiency (ADEREE) as part of the new sector strategy, aims at slowing down environmental degradation. This project concerns rural areas where firewood represents a major source of energy, but also urban areas in terms of shared hammams and oven stoves. The project is based on promoting techniques and tools aimed at better energy efficiency. Therefore in rural areas, the project aims at developing alternative and innovative sources of energy such as solar energy and butane gas.

**The "House Energy" Project**

The ‘‘House Energy’’ project, as part of the policy to provide widespread access to energy in rural areas, aims to rationalize the use of wood energy and increase gas distribution. It consists of micro-businesses set up near *douars* that provide local energy services (selling batteries, gas bottles,…). The project also guarantees jobs for young rural people and helps to create activity centers.

### 3.2.3. Budget Outline and Breakdown of the Performance Indicators

The overall budget allocated to the field of Energy and Mines in 2011 totals around 670 million dirhams. The operating budget stands at 287 million dirhams, with 41, 2% for employee costs. The investment budget totals 382 million dirhams.

The PERG project has a budget of 20 billion Dirhams based on participatory funding. It is supported by the National Office of Electricity (ONE), its beneficiaries (25%) and local government (20%). Therefore, in the funding system for rural electrification, the customer only contributes to a small part of installation costs, which is in effect a grant towards the electricity tariff in the rural world in order to promote electrification.

Concerning electrification by network, local government makes a contribution of 2, 085 DH per beneficiary household, to be paid by cash or a payment of 500 DH per year for 5 years. The beneficiary households make a contribution of 2, 500 DH to be paid when they subscribe, or 40 DH per month for 7 years. The National Office of Electricity (ONE) contributes with the remaining 55% of the total investment amount.
The ‘‘Wood-Energy’’ project has a total cost of 40 million dirhams, with 50% funded by its beneficiaries and 50% from stakeholders.\(^{23}\)

An analysis of the Department of Energy’s planning indicators showed that there are no planning indicators for the operating budget and only 9 indicators linked to the investment budget. These indicators are mostly input indicators and none of them refer to the results or include a gender perspective.

In fact, the different indicators are only related either to the operation of the Department (building regional department head offices, connecting employees to the internet and carrying out studies), large-scale energy policies (future policies regarding the safety stock of petroleum products, implementing a regulatory and legal framework to modernize and liberalize the energy sector…) or energy efficiency with indicators on the development of renewable energy (implementation of a regulatory and legal framework for renewable energy and energy efficiency).

Furthermore, some of these planning indicators can be used differently if they include a gender perspective. For example, “a study on energy consumption” set up by the Directorate of Compliance and Programming (DOP). This study on energy consumption should take gender mainstreaming into account since the energy needs as well as energy sources are different according to region, according to household size and the nature of the work. Moreover, the impact of energy consumption on the population differs according to gender.

**Typology of planning indicators in programmes implemented by the Department of Energy and Mines (capital budget)**

<table>
<thead>
<tr>
<th>Planning Indicators</th>
<th>Department Goals and Objectives</th>
<th>Indicator Type</th>
<th>Possibility of a gender perspective</th>
</tr>
</thead>
<tbody>
<tr>
<td>Studies and general survey: future policies regarding safety stock of petroleum products.</td>
<td>A study on the security of energy supplies.</td>
<td>Input Indicators</td>
<td></td>
</tr>
<tr>
<td>Studies and General survey: amount of checks to be carried out in all oil depot’s in the Kingdom.</td>
<td>A study on the storage methods of petroleum products.</td>
<td>Product Indicator</td>
<td></td>
</tr>
<tr>
<td>Study on Energy Consumption</td>
<td>A study on Energy Consumption</td>
<td>Product Indicator</td>
<td>Take into consideration aspects related to region, household size and nature of work.</td>
</tr>
<tr>
<td>Implementing a regulatory and legal framework to modernize and liberalize the energy sector.</td>
<td>Set up a regulatory framework</td>
<td>Input Indicator</td>
<td></td>
</tr>
<tr>
<td>Increase the threshold of electricity auto-production</td>
<td>Develop the electricity market</td>
<td>Product Indicator</td>
<td></td>
</tr>
<tr>
<td>Contribution to the World Energy Council</td>
<td></td>
<td>Input Indicators</td>
<td></td>
</tr>
<tr>
<td>Contribution to the human resources development project and support for nuclear technologies with the AIEA (International Atomic Energy Agency)</td>
<td>Develop nuclear energy</td>
<td>Input Indicators</td>
<td></td>
</tr>
<tr>
<td>Implement a regulatory and legal framework for renewable energies and energy efficiency.</td>
<td></td>
<td>Product Indicators</td>
<td></td>
</tr>
<tr>
<td>Overhaul of the CDER (Centre for Development of Renewable Energy)</td>
<td></td>
<td>Input Indicator</td>
<td></td>
</tr>
</tbody>
</table>

3.3. Analysis of main result indicators in the energy sector

Increasing rural electrification with the launch of PERG alongside other projects to promote access to energy, have enabled the social and economic development of women in the targeted areas through the creation and strengthening of income-generating opportunities and a great improvement in household living conditions.

\(^{23}\) Minister of Energy and Mines, the CDER, the French Global Environment Facility (FFEM), the French Development Agency (AFD)
In 2010, PERG allowed for the electrification of 1.143 settlements, which corresponds to 39.848 household’s benefiting from electricity, raising the total number of settlements connected to the electricity network to 33.150 whilst the total number of settlements connected to photovoltaic systems reached 3, 663. The rate of rural electrification therefore reached 96.8% at the end of the year 2010, compared to 93% in 2007. In November 2011, the number of villages connected to the network reached 33.960 villages. The total number of villages connected with photovoltaic kits was 3.663 villages. Consequently, the rural electrification rate reached in November 2011 nearly 97.4%.

**PERG development according to number of villages receiving electricity**

![PERG Development Graph]

With regards to the House Energy project, nearly 1000 micro-businesses had been created in the Kingdom at the end of 2010.

Furthermore, the «Wood-Energy » project should help reduce pressure on forests and limit deforestation which affects 30,000 hectares of forest per year and also give rural women and young girls freedom from the chore of collecting firewood.

The upgraded energy programme for hammams and baking ovens enabled the distribution and improved energy performance of 142 enhanced boilers as well as training for 40 skilled boilermakers.

**4. Ministry of Housing, Town Planning and Urban Policy**

The right to housing is strategic as it is linked to finding work and satisfying fundamental needs. To guarantee housing for everyone is more difficult in a society affected by poverty and inequality. Even so, social inequality cannot challenge equality in law and the right to access housing. Substandard housing has diverse impacts on the population depending on gender. In fact, women and girls suffer most from the harmful consequences of poor quality housing.

**4.1. Overview of the Department and the Legal Framework**

4.1. 1. Overview of the Department

Ministry of Housing, Town Planning and Urban Policy has the aim of designing and implementing government policy in the areas of housing, urbanism and town planning. The main priorities of the Department are as follows : 1) to design and implement national housing policy and to encourage action and strategies in favor of low-cost social housing and improving housing conditions ; 2) to set up, in relation with the involved ministerial departments, a strategy for the regulation of financial and property markets ; 3) to promote and encourage public and private property development by administrative, fiscal and financial incentive measures ; 4) to develop quality improvement in the area of property and ensure safety requirements in construction projects : 5) to support stakeholders and strengthen partnerships, synergy, and interdepartmental cooperation frameworks with regards to housing, urbanism and town planning.
Presence of women in the MHTPUP

The number of employees at the Ministry of Housing, Town Planning and Urban Policy totals 1,890, including 642 women, i.e 34% of the total workforce. There is 59% of men in senior posts. Concerning access to posts of responsibility, women share is 29%.

4.1.2. Legal and normative framework

The right to housing is a universal right. It is recognized on an international level and in more than 100 national constitutions around the world. The right to housing is solemnly accepted by various international instruments, and in the terms of the Universal Declaration of Human Rights «Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care...» Similarly, the 1965 International Convention on the elimination of all forms of racial discrimination, which came into force in Morocco on the 17th of January 1971, and in compliance with article 5, States must undertake to «prohibit and to eliminate racial discrimination in all its forms and to guarantee the right of everyone, without distinction as to race, colour, or national or ethnic origin, to equality before the law, notably in the enjoyment of the following rights :... the right to housing».

Furthermore, the International Covenant on Economic, Social and Cultural Rights (ICESCR) states «State parties to the present Covenant recognize the right of everyone to an adequate standard of living for himself and his family, including adequate food, clothing and housing, and to the continuous improvement of living conditions. The States Parties will take appropriate steps to ensure the realization of this right, recognizing to this effect the essential importance of international co-operation based on free consent ».

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified by Morocco on the 14th of June 1993 also promotes the right of women to benefit from adequate living conditions, particularly in relation to housing. Paragraph H) of article 14 requires State parties to take appropriate measures to make sure women in rural areas have an adequate standard of living, particularly with regards to housing, sanitation, and electricity and water supply. Similarly, paragraph B) of article 13 ensures the right to bank loans, mortgage finance and other forms of financial credit.

There are other instruments which include clauses on housing. The International Convention on the Protection of the Rights of all Migrant Workers and members of their families, as well as the Convention on the Rights of the Child.

Concerning Morocco’s commitment to the Millenium Development Goals (MDG), target 24 of goal 7 on the elimination of all forms of habitat, which do not conform, to safety criteria by the year 2020, is particularly relevant to the housing sector.

The 2004 Moudawana family code and the new Moroccan Constitution strengthen equality between men and women and ensure the right of women to own property and set up a business.
Furthermore, it should be noted that the Department of Housing contributed to the development of the Government’s Equality agenda (AGE) action plan. The Department insisted on the recognition of the woman, instead of the man, as the head of the family, which actually contradicts the family code which stipulates the shared responsibility of the married couple. Therefore the integration of a gender perspective is necessary in housing programs to ensure equal access to property for both men and women.

The Department also contributed to creating the National Strategy for Gender Equity and Equality (NSEE), which encourages the systematic recognition of the needs and interests of both men and women in urban and peri-urban development programs and projects.

4.2. Processes and efforts to mainstream gender in public policies

4.2.1. Outline of sector policies and strategies

The main objectives of the new reform set up in 2003 were to reduce the cumulative deficit as well as to fulfill an additional annual demand estimated at 125,000 units, with the aim of stopping the spread of slums. The strategic focus of this reform focuses on the following: 1) To increase the re-housing potential in other towns and to create new urban centers; 2) to adapt to the housing demand depending on its size and nature by doubling the annual production of low-cost social housing and though the diversification of housing programs; and 3) to implement a new approach in the fight against slums. In order to make this strategic vision a reality, a certain number of programs have been launched, such as:

**Cities without Slums «VSB»:** This program relates to 85 towns and urban centers and 348,400 household in almost 1,000 slums. Overall, it requires an investment of around 25 billion dirhams, including a state contribution estimated at almost 10 billion dirhams.

**Low Cost Housing (140,000 DH):** A program to build 130,000 low-cost homes was launched by Holding Al Omrane in March 2008, with an initial 22,000 homes built.

**Degraded Housing Programs:** Degraded buildings in danger of collapse concern almost 90,000 homes. These buildings are found in traditional medinas, slums and old neighbourhoods. Actions to be undertaken include on one hand re-housing families living in these buildings, and on the other hand implementing actions aimed at strengthening the structures of salvageable buildings.

**Renovating under developed neighbourhoods programs:** More than a third of cities are deteriorating and losing their charm and attractiveness. Urban renewal is a form of town development that will help re-developing these sectors, avoid urban spread and improve existing urban areas.

It should be noted that government statement has set up the real estate sector as top priority for public action. The government program calls indeed for a diversification and an improvement of the housing supply in order to reduce the housing deficit from 840,000 to 400,000 units, ensure buildings sustainability and technical and architectural quality and accelerate the implementation of the project city without shanty towns as well as establishing a new urban and social integration framework for these projects.

4.2.2 Recognizing gender equality and empowerment of women

Strengthening gender mainstreaming in housing projects would enable targets to be reached and would help to avoid the reluctance of target populations to adhere to housing and development programmes implemented by the State. All strategies in the fight against slums should be based on a participatory approach but they should also take into consideration the different needs of men, women, girls and boys. Therefore, in order to succeed in the fight against slums, it is necessary to:

- Provide support to prior studies carried out in slum clearance programmes by studying the residential strategies and the cultural, social and economic habits in the concerned areas (home animal breeding, storage of horse carts...).
• Study the target population according to gender: single women, widows, divorcees, the disabled, and the elderly.
• Encourage women to represent their neighbourhoods and to participate in meetings with monitoring committees for all housing and development projects as well as to help women express their concerns and to defend themselves.

These recommendations are consistent with Ministry of Housing, Town Planning and Urban Policy action within the framework of the Government Agenda for Equality. It is therefore necessary to encourage action on the recognition of women’s specific needs in housing and access programmes, as well as including a gender-based approach when collecting statistics on cities without slums programmes and low-cost social housing.

4.2.3 Budget Outline and a breakdown of the Performance Indicators

Following reforms undertaken by the government aiming to improve State financial resource management and promote investment, the minister of Housing, in partnership with the Minister of Finance have embarked on a number of budgetary reform projects, in particular planning future spending through a Medium Term Expenditure Framework « MTEF ». While waiting for the integration of other possible areas such as Urban agencies and property development, the MHUAE has implemented a MTEF in three areas: General Administration, Social Housing and Urbanism.

In 2011, the Ministry of Housing, Town Planning and Urban Policy budget totals 3,06 billion dirhams with a Housing Aid Funds (FSH) contribution of around 1,5 billion dirhams. The Department of Housing received a budget totaling 1,055 billion dirhams in 2011, which amounts to 64, 4% of the total finance allocated to the MHUPA. The contribution from the FSH has now reached 1,5 billion dirhams, taking the budgetary allocations for this Department to 2,55 billion dirhams.

<table>
<thead>
<tr>
<th>Housing Department Budget Allocations (millions dirhams)</th>
<th>Allocation %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Operation</strong></td>
<td>173,203</td>
</tr>
<tr>
<td><strong>Investment</strong></td>
<td>882,230</td>
</tr>
<tr>
<td><strong>FSH</strong></td>
<td>1,500</td>
</tr>
<tr>
<td><strong>Overall Total</strong></td>
<td>2,555,4</td>
</tr>
</tbody>
</table>

Source: Budget Department, MEF

The Ministry of Housing, Town Planning and Urban Policy has identified a set of planning indicators which enables the finance allocated to a project to be linked to the expected results. There are 80 indicators linked to the capital budget. All Departments within the Ministry have identified a certain number of planning indicators specific to their organization. However, the Department for Social Housing and Land Development identified the largest number of indicators in the different pilot programs such as the VSB (cities without slums) which is itself linked to six planning indicators.

A certain number of indicators have been identified at the regional level. This is the case for planning indicators related to three southern regions: Laayoune-Boujdour-Sakia Al Hamra, Guelmim-Es-Semara and Oued Ed-Dahab-Lagouira.

An analysis of the different planning indicators linked to the operating and investment budget reveals that a gender perspective is not mainstreamed into the majority of the planning indicators. The four indicators for the operating budget aim specifically at rationalizing transport and telephone expenses as well as reinforcing social benefits. The indicators related to the latter, particularly the number of people receiving transport and housing benefits, could include a gender perspective. An analysis of the planning indicators for the investment budget, shows that some of the indicators are input or monitoring indicators, rather than planning indicators. To be more efficient, it would be necessary to organize the different indicators into a hierarchy: strategic planning indicators, operational indicators, input indicators, monitoring indicators and evaluation indicators.
Concerning the relevance of gender in these indicators, it should be pointed out that a certain number of them support gender and can be broken down based on gender and region to better appreciate public involvement in the sector. This is shown below:

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Associated Goals and Objectives</th>
<th>Indicator Type</th>
<th>Possibility of genderizing the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carrying out studies relating to the social housing sector.</td>
<td>General housing studies.</td>
<td>Operational planning indicator</td>
<td>The need to mainstream gender into the studies.</td>
<td></td>
</tr>
<tr>
<td>Registered households in the framework of the VSB programme (cities without slums)</td>
<td>Slum clearance</td>
<td>Operational planning indicator</td>
<td>Disaggregate the indicator according to head of household (man/woman).</td>
<td>This indicator should be included in the strategic planning indicator « Cities without slums»</td>
</tr>
<tr>
<td>Households in redeveloped neighbourhoods.</td>
<td>Substandard housing redevelopment</td>
<td>Operational planning indicator</td>
<td>Disaggregate the indicator according to head of household (man/woman).</td>
<td></td>
</tr>
<tr>
<td>Employee training to address the new missions of the ministry.</td>
<td>Modernizing the administration</td>
<td>Input indicators</td>
<td>Disaggregate the indicator according to gender.</td>
<td></td>
</tr>
</tbody>
</table>

Furthermore, the outcome of the public approach in slum clearance strongly depends on the involvement of those concerned. Therefore, prior studies need to be carried out in order to be able to meet the needs of the population. As a result, recognizing and mainstreaming gender into these indicators is appropriate when carrying out studies in the social housing sector which will contribute considerably to designing and implementing appropriate social housing programmes, particularly those linked to slum clearance.

4.3. Analysis of the main result indicators in the housing sector

The available result indicators in the housing sector concern in particular the achievements made in projects such as «cities without slums», substandard housing redevelopment and restoring used building materials.

The progress rate of the VSB program at the end of June 2011 was at 68.6% with 43 cities being cleared of slums. In terms of national slum upgrading, the Ministry’s report for the period 2003-2011 applied to 380 contractual programs.

Furthermore, the MHUPTP’s involvement in restoring used building materials from 2003-2011 applied to 86 operations and 87,500 beneficiary households.

In average, women represent nearly half\(^{24}\) of those benefiting from the Guarantee Fund (FOGARIM) which was implemented by the public authorities to enable those with little or no regular income to access housing \(^{25}\).

5. Ministry of Equipment and Transport

Throughout its missions, the Ministry of Equipment and Transport plays a strategic role in the economic and social development of the country by guaranteeing everyone access to the transport system (infrastructures, means of transport), to local markets services and to social and economic facilities, in the best conditions of efficiency, security, cost and quality.

\(^{24}\) At the end of December 2011, more than 74.109 households benefited from FOGARIM funds totaling 10,9 billion dirhams
5.1. Overview of the Department and the Legal Framework

5.1.1. Role of Women in the MET

Missions of the MET

The Ministry of Equipment and Transport (MET) support vital sectors which play an important role in the economic and social development of the country. The missions of the Department, which is actively involved in spatial planning and reducing regional and social disparities, involve outlining, implementing and coordinating Government policy on all modes of transport (road, rail, sea and air) and the infrastructure sector (roads, motorways, bridges, airports, railways).

As a regulatory agent of transport activity, the Ministry is asked to propose and implement regulatory and legal measures for the development, coordination and monitoring of the different modes of transport. As well as the regulatory aspects of its day to day management, it is also involved in various other areas such as tariff and pricing of transport, monitoring and security, as well as the organization of jobs.

Role of women in MET

The total number of employees in the Ministry of Equipment and Transport totals 7,032, with 5,243 working in the Ministry’s external services. Women occupy 22% of posts, with a total of 1,554. The number of women occupying senior posts is at 19.04% (on a scale of 10 or more), and 17.06% for men. Women are more present in functional posts and in the air transport sector, 38% et 37% respectively, and less present in the road transport sector (15.57%) and port sector (15.8%).

5.1.2. Legal Framework

As a Department which provides supports to all sectors, the Ministry of Equipment and transport plays a significant role in increasing living conditions of the population and in reinforcing human rights in terms of accessibility and the fight against poverty and insecurity particularly in rural areas.

Therefore, the involvement of the Ministry in the Convention on the elimination of all forms of discrimination towards women « CEDAW » is fundamental, particularly with regards to article 14 which stipulates the need to eliminate discrimination towards women in rural areas to ensure in particular, their participation in rural development, by allowing them fair access to transport.

Furthermore, the MET is actively involved in fulfilling several MDG’s, namely:

- **MDG1** transforming agriculture in zones with poor access: by creating rural roads, transport costs have reduced considerably and roads have become easy to access all year round, enabling better access to the surrounding markets;
- **MDG 2** significantly improving primary schooling and reducing the number of students not attending school by building new schools and cafeterias, made able by new rural roads and provision of school transport;
- **MDG 3** saving time: building rural roads has meant that butane gas is more affordable and women no longer have to collect firewood, allowing them more time to devote to other productive tasks.
- **MDG 4, 5 and 6** increasing the number of people visiting health centers with improved rural roads and free transport between the different services if necessary, for mothers and newborns.
- **MDG 7** a participatory approach with the local population in the development of infrastructure projects, to tackle environmental concerns and promote sustainable development.
A few decades ago, the Ministry of Equipment and Transport ratified a set of conventions and sector protocols. In the area of sea transport, the ratified conventions apply in particular to saving human life at sea (in 1974), working conditions (minimum age, job continuity, accidents, salaries and duration of work…) clandestine passengers, the fight against sea pollution (liability and compensation for damage caused by fuel pollution, monitoring the border movements and disposal of dangerous waste).

The Department also ratified conventions in international civil aviation (Chicago, 1944), to crack down on violence in international airports and on damages caused by foreign aircraft to third parties on the surface. Similarly, road transport and its fundamental role in protecting human rights, is linked to many conventions and protocols on road traffic (Geneva, 1949), road transport and road traffic accidents (The Hague, 1971), and International Transport of Goods (Genève, 1956)…

Furthermore, the MET is strongly involved in the Government Agenda for Equality 2011-2015 particularly concerning « area 4 » for fair and equal access of girls, women, boys and men to basic infrastructure. The Agenda for Equality objective is to make decision makers in the sector of Equipment and Transport aware of the benefits of a gender analysis in the planning stages of rural roads and integrating a gender based approach in the planning of basic infrastructure projects and environmental impact assessment projects.

Furthermore, the Ministry of Equipment and Transport is a member of an inter-ministerial council committee for gender equality between men and women and the president of the sub-committee in charge of programming and partnerships.

5.2. Processes and efforts to mainstream gender in public policies

5.2.1. Outline of sector policies and strategies

The Government Policy Statement, presented before parliament in October 2007 consists of the basic outline of the Minister’s action strategy during the 2008-2012 period. The main objectives of the Ministry of Equipment and Transport include speeding up the modernization of infrastructures, reducing regional disparities, improving access to rural areas, improving the quality of transport and implementing related reforms.

**Improving access to the rural world and strengthening road networks**: Improving access to rural roads plays an essential role in the social and economic development of rural areas. Therefore, given the significant results and the tangible social and economic impact of the first National Program for Rural Roads (PNRR-1), the Ministry of Equipment and Transports launched the second National Programme National for Rural Roads (PNRR-2) in 2005 with the aim of improving access to road networks from 54% in 2005 to 80% in 2012 covering 15,500 km by 2012. More than 70, 1% of the rural population had access to road networks at the end of 2010, therefore 1, 9 million beneficiaries.

There have been considerable efforts made in developing and expanding motorway infrastructures. The speed at which motorways have been built has increased from 40km/year in 2002 to 160 km/year, strengthening the motorway infrastructures now covering 1,450km with the opening of the Fes-Oujda motorway in July 2011. By the year 2015, this should reach 1, 800 km.

**Developments in Port and Sea Transport**: Measures adopted by the MET in the port sector have applied on one hand to building, extending and improving ports where 98% of trade flows pass through and on the other hand to improving its regulatory framework, through act 15-02, which came into force at the end of 2006. For sea transport, the Ministry adopted a gradual process to extend freight shipping services on regular lines in the maritime transport sector to improve competitiveness and efficiency.

**Developments in Air Transport**: The strategy for air transport aims to make necessary investments to support and develop international air transport, the tourism sector, domestic air transport development and develop Casablanca airport as an international transport hub.
Therefore, in 2004, Morocco adopted a policy for the gradual development of the sector, supported by the Open Skies Agreement with the European Union signed on the 12th December 2006.

**Modernizing the rail transport sector and the development of rail networks:** The National Rail Office (ONCF) implemented a strategy based on structural reorganization, adapting a new business strategy focused on current customer needs, developing the rail network and improving management techniques.

The strategy is part of the contract-State program -ONCF for the period 2010-2015 with a total investment of 33 billion dirhams. The 2 main elements involve the High Speed Rail project (TGV) between Tangiers and Casablanca (20 billion DH) and continuing to modernize the current rail network (13 billion DH).

### 5.2.2. Budget Outline and a breakdown of the performance indicators

The Ministry of Equipment and Transport is actively involved in designing the guide for the development of a Medium-Term Expenditure Framework (MTEF). The first MTEF in the department was set up for the period 2007-2009. Furthermore, and conforming to the Prime Minister’s circular, the MET has updated this guide for the periods 2009-2011, 2010-2012 et 2011-2013.

The policy areas of the MET budget are identified according to equipment and transport activity (horizontal, road and transport policy, port and sea transport, air transport, public works and rail transport policy).

These policy areas are organized according to region and provisions in each area that regroup either Central Management projects, institutions under the Ministry’s authority, or specific projects carried out in a specific region. Projects carried out in these policy areas focus on Exploitation and Safety, Maintenance and preservation, Modernization of administration, Extension; and Mission Studies and support.

The budgets managed by the Ministry are funded by the general state Budget, treasury funds (Road Trust Fund, Maritime delimitation funds and support funds for transport reforms) as well as independent public services. The graph below shows investments in the Equipment and Transport sector from key stakeholders.

![State Contributions in the Equipment and Transport sector (billion dirhams)](image)

Source : Ministry of Equipment and Transport

The budget analysis in 2011 for each programme shows the high number of allocations from main public companies such as the ONCF and Roads of Morocco which accounts for more than 50% of the budget.
5.2.3. MET Planning indicator analysis

An analysis of the MET planning indicators, shows two types of indicators: the first are input indicators and activities carried out by the different organizations, and the second are result indicators which reflect the current impact of Ministry programmes.

The MET planning indicators do not include gender specifications that show the efforts made in promoting women and gender equality in the planning stages of projects and budgets. It is therefore necessary to put forward certain indicators that could incorporate a gender-based approach such as :

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Associated goals and objectives</th>
<th>Type of indicator</th>
<th>Possibility of genderizing the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access rate of rural populations</td>
<td>Property development and expansion</td>
<td>Mission indicator</td>
<td>This indicator should be included with impact indicators with a gender approach: The number of girls and boys attending school, and the death rate of mothers and children.</td>
<td>Introducing these impact indicators to measure the impact of building roads for women, men, girls and boys.</td>
</tr>
<tr>
<td>Training action</td>
<td>Training organised within the Department of Personnel and Training</td>
<td>Support Indicator</td>
<td>A breakdown of the indicator based on gender and occupational group</td>
<td>Incorporating a gender-based approach to assess targeted groups and equal training opportunities</td>
</tr>
<tr>
<td>Number of Employees from Engineering schools</td>
<td>Management Training in the Grand Casablanca region</td>
<td>Support indicator</td>
<td>A breakdown of the indicator based on gender</td>
<td>To measure the number of men and women in the workforce</td>
</tr>
<tr>
<td>Number of engineering graduates entering the job market</td>
<td>Graduates entering the job market in the Grand Casablanca region</td>
<td>Result indicator</td>
<td>A breakdown of the indicator based on gender</td>
<td>To measure number of men and women entering the workforce</td>
</tr>
<tr>
<td>I.T equipment for employees including territorial services</td>
<td>Mordernizing the MET information systems</td>
<td>Support Indicator</td>
<td>Allocation of staff based on gender and integration of a territorial dimension</td>
<td>To analyze efforts made in reducing the deficit in I.T equipment based on professional ranking and gender</td>
</tr>
</tbody>
</table>

5.3. Analysis of the main result indicators in the transport sector

As well as the effects on economic growth, the infrastructure and transport sectors help to improve the quality of life and the general well-being of the population (health, education, jobs,…).

The number of people with access to essential infrastructure services is one the main indicators for the development and emancipation of the population. Therefore, the analysis of the result indicators in the Ministry of Equipment and Transport shows the fundamental role of the Department not only in economic and social development but also in the fight against poverty, geographical disparities and gender inequality.
In fact, reducing gender inequality is linked to transport and infrastructure policies which take into consideration the specific needs of each social and economic group (men, women, girls and boys).

It seems difficult to apply a gender analysis to planning indicators because the priorities set out by the Department are targeted towards the whole population, due to improved access to the sector, and because it has been able to keep up with the deficit in infrastructures. However, there are still many MET policy areas where a gender analysis is possible and relevant, such as improving access to rural areas with its obvious economic and social impact on the rural population, more importantly on women and children. The increase in the number of rural roads built has had a positive effect on the living conditions of both women and girls in rural areas, particularly in relation to health, education, jobs and social relations.

- **Improved access to health centres**: the percentage of women receiving ante-natal treatment in rural areas increased from 27.7% to 68.3% between 1995-1996 and 2009-2010\(^\text{26}\) and support during labour in monitored environments reached 56.7% in 2009-2010;
- **More free time**: before roads were improved, women spent hours per day collecting firewood and water. Building rural roads has made butane gas more affordable and reduced the need to collect wood. This enables women to have more free time to devote to other activities.
- **New job opportunities**: improved rural roads have created many cooperative farms. Local programmes have encouraged women to go to work in these cooperative farms and increase their incomes;
- **Significant increase in primary schooling for girls**: the numbers of girls attending schools reached 93.4% in 2009-2010 compared to 35.6% in 1994-1995. The increase in rural roads let to an increase in new schools and cafeterias being built;
- **Improved social relations**: the development of rural transport services has enabled women to go more often to markets and **moussem** festivals and to visit more often family living in the nearby towns, which has a positive impact on social relations and cohesion.

It should be noted in the same line that the results of the socioeconomic impact assessment regarding phase II of National Program of Rural Roads (2005-2012) realized by the Ministry of Equipment and transport, have revealed among the regions concerned by the study, a decrease in transport costs\(^\text{27}\) (17% for passengers and 52% for goods), an increasing in enrollment rate particularly for girls (enrolment rate for girls 55% with project compared with 33% with no project) and in frequentation of health centers (health consultations 74% higher than no project situation). The program also contributed to the increase in household earnings and expenses by 9% and 15% respectively.

Improving access to rural areas by building roads shows that an effective gender-based approach in the MET result indicators helps meet the transport needs of the target population, not only because women represent more than half of the population, but also because an improved understanding of women’s needs enables decision-makers to understand the negative consequences of having poor access to transport and relevant infrastructure. The indicator on the access rate of the rural population to transport should include social and economic indicators with a gender-based approach such as the number of girls and boys attending schools, the death rate for mothers and children, the number of activities created by women which generate an income, and the number of jobs created by gender.

Furthermore, evaluations carried out prior to projects being implemented, is an important step in order to identify the expressed needs and expectations of women, men, boys, and girls in both rural and urban areas.

\(^\text{26}\) National Demographic Survey 2009-2010
This evaluation enables a set of performance indicators to be established which then help to monitor the progress and achievement of previously set targets.

Furthermore, new relevant result indicators should be included in the framework of monitoring programs implemented by the MET, in particular intermediary result indicators which show developments attributable to a programs or project (for example, the death rate on the roads, whose development depends on other programs such as improving road networks and monitoring activity.

6. Ministry of Health

Following the reforms and new initiatives taken in recent years, the health sector in Morocco has seen a new dynamic directed mainly towards improving the accessibility and quality of care.

Encouraging results were hence obtained especially in the field of maternal and child health, which were placed as a public priority. This positive trend is nonetheless insufficient in view of the persistence of inequality in relation to gender, standard of living, place of residence, and availability of infrastructure.

6.1. Presentation of the Health Department and legal framework

6.1.1. Department profile

The Health Department is responsible for developing and implementing the government's health policy on the population and is also responsible for developing and implementing national policies on medicines and pharmaceuticals on both the technical and regulatory aspects. It also monitors the medical, paramedical and pharmaceutical professions, in accordance to laws and regulations.

To carry out the missions assigned to it, the Ministry of Health has a total workforce of 42,197 in 2009, 54% (22,733) of which are women. The administrative staff represents about 10.5% of department officials, with the remainder being split between the medical and paramedical staff.

6.1.2. Legal and normative framework

In accordance with its responsibilities and tasks targeting the quality, access and equitable aspect of the general population's health system, the Department of Health has ratified a number of international and national conventions that consider health as a fundamental element of human rights, with the backdrop of the Universal Declaration of Human Rights adopted by the UN General Assembly on December 10, 1948 in Paris and ratified by Morocco in 1979.

It also enshrines in Article 25 the right of everyone to an adequate standard of living in terms of health and the right to motherhood and to special care and special assistance during childhood.

In addition, the International Covenant on Economic, Social and Cultural Rights (ratified by Morocco on 3/27/79 and that came into force on 03.08.79), states in Article 10 (paragraph 2) the need to provide special protection to mothers during pregnancy and after delivery, and punishes by law (Article 10, paragraph 3) the employment of children and adolescents in jobs hazardous to health, and recognizes in its article 12 the right to the highest attainable standard of physical and mental health - Right that can be achieved.

The Convention on the Rights of the Child also recognizes the right of children to the highest attainable standard of health, to benefit from medical services and social security (Article 24, paragraph 1). In addition, the Convention on the Rights of Persons with Disabilities, Article 25 enshrines the right of disabled people to health without discrimination based on disability.

In the fight against discrimination and equal access to health services, several international conventions enshrine this principle. This applies to the International Convention on Elimination of All Forms of Discrimination against Women (CEDAW) (ratified on 6/14/93) that encourages, in Article 12, States Parties to take all appropriate measures to eliminate discrimination against women.
in the field of health care and to provide appropriate services to women during pregnancy, during delivery and after delivery (Article 11, paragraph 2, d).

This is also true of the International Convention on the Elimination of All Forms of Racial Discrimination, which enshrines the right to health, medical care, social security and social services, without regard to race, color or national or ethnic origin (Article 5).

Finally, the Declaration on the Elimination of Violence against Women requires States parties to ensure women alongside men, the exercise and protection of all human rights and fundamental freedoms including the right to highest attainable standard of physical and mental health (Article 3).

Nationally, the Department of Health is directly involved in the achievement of the government's agenda for Equality (2011-2015) to ensure a fair and equal access of girls, women, boys and men to health services with particular attention to maternal and child health.

The Department is also involved in the implementation guidelines of the National Strategy for Equity and equality, including gender mainstreaming in the planning, organization and evaluation of health services, strengthening basic health services, family planning and sex education.

The Department also adopted the MDGs as a framework for policies and is working actively to achieve the objectives related to the health sector.

Finally, the new constitution adopted in 2011 stipulates in Article 31 that the state, public institutions and local authorities are working to mobilize all means available to facilitate equal access of citizens to the conditions allowing enjoyment of the rights to health care, social protection, medical coverage and mutual solidarity or provided by the State.

6.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

6.2.1. Development of sectoral policies and strategies

As part of its policy to ensure access to the entire population to quality health care and in response to the differentiated expectations of citizens in compliance with national and international conventions, Morocco is committed to continue its efforts in implementing the SAP 2008-2012, which targets the reduction to 50 per 100,000 live births in maternal mortality, and to 15 per 1,000 live births in infant mortality, in line with the commitments of Morocco regarding the MDGs (Goals 4 and 5).

To accelerate the reduction of maternal and infant mortality, a specific plan to reduce maternal and neonatal mortality has been established.

Similarly, to ensure a more equitable access to care, the Health Department was directed towards improving access to medicine by reducing prescription drug prices for some chronic diseases and by opting for a new calculation of prices for imported medicines. Also, steps have been taken to encourage the use of generic drugs.

In the same vein, the beneficiary population of AMO has expanded once more (signature of the Convention to cover medical students) and the gradual generalization of RAMED should start by the end of 2011.

Furthermore, in order to improve access to care to rural populations and to reduce disparities in health care provision, a national plan to improve rural health was launched in 2008.

The realization of all its policies and strategies requires above all strengthening and improving the effectiveness of existing health programs.

Safe Motherhood Program

Maternal and neonatal mortality remains a major health problem in Morocco, despite the significant progress made.
The implementation of the National Action Plan to Accelerate Reduction of Maternal and Neonatal Mortality should improve conditions for monitoring pregnancy and childbirth, and better care in childbirth centers and maternity wards as well as a tracking of maternal deaths.

Specifically, actions revolve around the gratuitousness of childbirth and caesarean section in the birthing homes and maternity hospitals, free transport between the various levels of care when necessary for the mother or the newborn and the creation of mini medical emergency services (EMS) to regulate obstetric and neonatal emergencies in rural areas.

To this is added the strengthening of the prevention and detection of at-risk pregnancies and the establishment of a monitoring system for maternal deaths. This system is crucial since it allows to know death-contributing factors and to identify preventable causes.

Other measures to reduce the risk of maternal and neonatal deaths are taken into consideration: the establishment of at least four antenatal visits with ultrasound and laboratory tests, a mandatory stay of 48 hours postpartum and three postnatal consultations for both the mother and her newborn.

In terms of human resources, the increasing number of positions allocated to pediatric residents should be noted: gynecologists-obstetricians, intensivists, anesthesiologists and midwives whose recruitment has increased threefold between 2007 and 2010, going from 168 to 530.

Finally, the launch of a qualitative competition in maternity hospitals aims to create a positive momentum to improve the quality of services and care. The competition was extended to all maternity hospitals in 2010.

**National Family Planning Program**

The main activities developed under this program focused on expanding the package of program activities with other components of reproductive health and development and strengthening partnerships with NGOs. A national strategy for reproductive health with a component to promote long term contraceptive methods was also developed.

**Rural Health Plan: Mobile health coverage strategy**

The mobile health coverage strategy aims to improve health coverage by dispensing periodically community care for people in isolated communities. This strategy has two essential components, a mobile team and a medical caravan.

The mobile team provides to people in remote areas and those with difficult access, a package of essential health care (curative consultations, distribution of medicine, health education) to meet their needs with a rate of presence of at least one per quarter. The medical caravan provides specialized services to local populations in rural areas (ophthalmology, cardiology, pediatrics, dermatology ...).

**National Immunization Program**

The National Immunization Program launched in 1987, is experiencing consolidation and strengthening of the national campaign to eliminate measles and congenital rubella syndrome in 2008; but also the harmonization of the national immunization calendar for both public and private sectors and the continued introduction of new vaccines such as anti-pneumococcal and rotavirus.

**National Program of Fight against micronutrient deficiencies**

To improve the nutritional status of the population, especially children, a national nutrition strategy during the (2010-2019) life cycle was developed with the overall aim of improving the population's nutritional status through the development of a national capacity in nutrition, the fight against micronutrient deficiencies, prevention, detection and treatment of eating disorders and chronic diseases related to nutrition, the promotion of information, education and the health communication (IEC) in favor of nutrition and breastfeeding with the institutionalization of the national week to promote breastfeeding.

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6.2.2. Budgets preparation and performance indicators formulation

The Ministry of Health is the first department to have joined the globalization of loans in 2002. It is also one of the pilot departments to adopt the Medium-Term Expenditure Framework (MTEF) in 2007. The budget for the Department of Health has had a series of increases in recent years to promote the implementation of its 2008-2012 Strategic Action Plan and to support efforts in the context of the generalizing RAMED.

Share of health expenditure in the state budget

The analysis of the state budget dedicated to health in 2011 reveals a contribution of about 10.89 billion dirhams, including 9.1 billion for operational expenses and 1.8 billion for capital expenditure, i.e. 5.3% of the state budget. Personnel costs ranged around 6.1 billion dirhams and accounted for, on their own, 56.2% of the budget of the Ministry of Health and 67.2% of its operating budget.

The evolution of credits allocated to the Ministry of Health over the 2001-2011 period reveals a significant upward trend in recent years from 4.9 billion dirhams in 2001 to 10.9 billion dirhams in 2011.

This revaluation is to support the Department's efforts in implementing the SAP from 2008 to 2012. The latter will require a total funding over the 2008-2012 period of around 57.3 billion dirhams.

Breakdown of the investment budget by programme

A breakdown of the investment budget by programme in 2011 reveals the importance of the construction and equipment share of hospitals, which monopolizes 38% of the capital budget, or 558.9 million dirhams.

As for the maternal and child health programme - an absolute priority - it is funded through the capital budget of about 122.7 million with a share of 6.5% - a slight increase compared to 2010 (6.29%).

The graph hereafter also helps noting the relatively small share of the funding dedicated to the construction and equipment of basic health care facilities, which represents only 8.1% of the investment budget in 2011. This could be explained by the emphasis placed on the mobile strategy instead of building new basic health care facilities in rural areas.

In accordance with the interest paid to the development of rural areas, a budget line for the benefit of a rural health plan was introduced. This plan has a budget of 17.1 million dirhams in the operating budget and 15.6 million dirhams in the capital budget or a total of 32.7 million dirhams.
Analysis of performance indicators

A review of quantitative objective indicators in 2011 for the Department of Health has identified around 170 indicators, including 57 under the operating budget and 111 under the capital budget. The following table shows the main objective indicators by program of the investment budget (given the specificity of the health sector, all of these indicators are gender-sensitive):

<table>
<thead>
<tr>
<th>Indicators Proposed by the Department</th>
<th>Associated goals and objectives</th>
<th>Type of indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>School and university health</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of population covered thanks to the medical school routine.</td>
<td>Improving school health and university health</td>
<td>indicators of means of implementation</td>
</tr>
<tr>
<td>- Percentage of the university population covered by the medical routine.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Nutrition</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of children under 11 months given vitamin A (1st dose).</td>
<td>Fighting against nutritional diseases</td>
<td>indicators of means of implementation</td>
</tr>
<tr>
<td>- Percentage of children under 11 months given vitamin D (1st dose).</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Family planning</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of contraceptive prevalence with modern methods (%).</td>
<td>Improving contraceptive prevalence</td>
<td>Indicator of means of implementation</td>
</tr>
<tr>
<td><strong>Maternal and Child Health</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of pre-natal consultation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of deliveries in custodial care.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of caesarean sections performed.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Needs Met in terms of obstetric complications.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of national immunization coverage of children under 11 months.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of children covered with the IRA antibiotic.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Percentage of dehydration cases (moderate and severe) among the cases of diarrhea treated at basic health care facilities.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Number of maternal deaths within the hospital</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Fighting against HIV / AIDS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Number of people living with HIV / AIDS receiving antiretroviral therapy</td>
<td>Stopping the spread of the virus</td>
<td>Indicator of means of implementation</td>
</tr>
</tbody>
</table>

Reading this table allows to note the virtual absence of performance indicators. It would therefore be appropriate to include the following indicators:

- HIV prevalence rates by gender and by region.
- HIV mortality rates by gender and by region.
- Number of children per woman, by place of residence and level of education.
- Percentage of anemia among children and pregnant women by place of residence.
- Rate of stillbirths by place of residence.
- Percentage mortality rate and child mortality by sex and area of residence
- Maternal mortality rates by place of residence, level of education and socioeconomic level.
- Average number of children per woman by place of residence.
6.3. Analysis of key performance indicators

With the new momentum of the Department of Health to act on the dysfunctional health system and improve the performance of various health programs, a very significant improvement in some health indicators has been made in recent years, particularly in the field of maternal and child health, but also in fertility indicators. Yet, significant gaps remain to be bridged, particularly in terms of availability of medical and paramedical personnel and in terms of basic sanitation in rural and remote areas.

6.3.1. Evolution of key performance indicators

Family planning and contraceptive prevalence

The Total Fertility Rate (TFR) continues its decline triggered since the early 1980’s, passing from 5.9 to 2.5 children per woman in 2003-2004 to even further down to 2.2 children per woman in 2009-2010\(^{29}\). This trend was accompanied by a catch-up of fertility behaviors between urban and rural areas. In urban areas, the index reached 1.84 in 2009-2010, ie below the "replacement of generation" threshold, while in rural areas it remained around 2.7 children per woman.

The rate of contraceptive use has increased significantly from 19% in 1980 to 63% in 2003-2004 with higher levels in urban areas (65.5% against 59.7% in rural areas).

Maternal mortality

The maternal mortality rate has decreased remarkably during the last 5 years, at 112 per 100,000 live births in 2009-2010, according to the 2009-2010 National Demographic Survey, a 50.7% decrease over 2003 -2004 (227 per 100.000 live births).

This is due in large part by the results obtained in urban areas where maternal mortality rates have decreased by over 60% from the year 2003-2004 to 73 per 100.000 live births in 2009-2010. In rural areas, the decline in maternal mortality pushed the maternal mortality rate in 2009-2010 to 148 per 100.000 live births against 267 in 2003-2004.

The institutionalization of the gratuitousness of childbirth in public hospitals and the significant improvement in monitoring pregnancy and childbirth indicators, and the initiatives taken to improve the management of emergency obstetric care have contributed significantly to achieving this result.

The proportion of women with at least one prenatal visit in 2009-2010 amounted to 80.2%, up 12 points compared to 2003 when the rate was 68%. In urban areas, this proportion exceeds 90% and in rural areas, the rate of prenatal care is only 68.3% with an increase nonetheless important, ie an improvement of 20 points in 5 years.

In terms of assistance during delivery, it also saw a positive development from 62.6% in 2003-2004 to 74.1% in 2009-2010 and reached respectively 93% and 56.7% in rural town and country. The rate of caesarean sections is increasing and reached 6.4% in 2008 against 5.4% in 2003-2004. According to maternity services, routine statistics, assisted caesarean delivery rates has been established at 12.7% in 2010.

The fact remains that the performances achieved are below expectation, especially when compared to countries with comparable economic level: 50 per 100.000 live births in Egypt, 88 in Algeria and 69 in Tunisia.

Child mortality

Infant and child mortality experienced a significant decline. Thus, infant mortality (risk of dying before the age of one) witnessed a 25% decline in the last 5 years, going from 40 per 1000 live births in 2003 to 30 per 1000 in 2009-2010 (25.3 per 1000 in urban areas and 35.3 in rural areas).

\(^{29}\) National Demographic Survey 2009-2010, HCP.
The risk of child mortality (deaths of children under age 5) has dropped significantly, from 47 per 1000 in 2003-2004 to 36 in 2009-2010, a decrease of about 11 points (31 per 1,000 in urban areas and 42 in rural areas).

Neonatal mortality (risk of dying before age one month) remains high at 27 per 1000 in 2003-2004 (33 per 1000 in rural areas against 24 per 1000 in urban areas). The decline of this indicator is closely linked to improving the health of the mother and the conditions of the course of pregnancy and childbirth, as well as the contribution of specific maternal and child programs.

A gender analysis of infant mortality showed an excess mortality of males during the neonatal period (33 per 1000, against 23 per 1000 for girls), linked to a higher rate of respiratory distress syndrome, which increases between birth and the child's fifth birthday.

The improvement of general living conditions, of prevention against diseases through vaccination, and against malnutrition - are all factors contributing to the decline in infant and child mortality.

**Basic medical coverage**

Medical coverage in Morocco affects only a small part of the Moroccan population and health funding is largely provided by households (64.3%).

Since the entry into force of the AMO, the population with the rights acquired under the AMO as of 31 December 2010, was 2,728,867. Similarly, as part of efforts to extend the share of medical coverage beneficiaries, a convention for medical coverage for students in higher education was signed between the government and the insurance industry during the year 2011.

6.3.2. Gender impact of public spending on health and main Challenges

The health sector has faced many challenges hindering the achievement of expected goals.

The lack of qualified staff, especially in rural areas is problematic. The identification of lack in staffing levels helped reveal a need for a hospital network of 74-Genico Obstetricians, 105 Anesthesiologists, 78 midwives and 41 General practitioners. In terms of health centers equipped with a delivery unit, the need for midwives amounted to 166 and to 64 in health centers with a delivery unit and operating without one - for a total of 310 midwives.

The low efficiency of health spending is also felt at the level of health infrastructure, particularly at basic health care facilities, where many remain un-operational. This is due to failures in the programming of operating expenditures and investment in the Ministry of Health. For this reason, the mobile strategy is now privileged in the rural world and especially in remote areas.

The Dar Al Oumouma (DAO) institution or waiting home in 2006 came in response to accessibility problems and to increase the number of assisted deliveries by allowing women living in remote locations to stay close to a maternity in the last days of pregnancy. However, it should be noted that the introduction of waiting houses has not solved the problem of isolation since 75% of women who use it live within fifteen minutes of the DAO, which requires consideration in relation to the actual role played by these waiting homes.

In terms of health financing, the share provided by the direct payment of individuals/households is still very high and exacerbated by the weakness of institutionalized solidarity and the pooling of health risks.

7. Ministry of National Education

The main objective of Moroccan education system is to reach international standards in terms of quality of education and gender equality. In this sense, the Emergency Plan has provided for priority actions and insists on the generalization of basic education, the elimination of gender gaps in basic education and the need to make special commitments to promote the enrollment of girls in rural areas, by addressing challenges that continue to hinder it.
7.1. Presentation of the Department and of the normative framework.

7.1.1. Department profile

The Department of School Education (DES) has the primary mission to develop and implement within the framework of laws and regulations, the national strategy for education. These essential tasks are summarized in the definition and implementation of government policy in the area of pre-school, primary, secondary school, but also BTS training and preparatory classes for higher education schools (Grandes écoles), and to ensure, within the limits of its powers, the state supervision of private school education.

To conduct their duties, DES includes the central government and foreign and Education and Training Regional Academies (AREF). The number of DES employees (administrative, teaching and services) has reached nearly 357,689 in 2010-2011 at the national level and all cycles combined, of which 42% are women. In rural areas, the proportion of women does not exceed 30%.

In terms of public and private administrative staff, women's representation in DES is low. In 2010-2011, women represent only 35% of administrative staff - all levels combined. The breakdown per cycle indicates that 13% of women are administrative staff in primary schools, 13% in secondary education and 10% in vocational training.

The statistics produced by the Department on female teachers per cycle show that, in 2010-2011, teachers account for 43% of teachers at national level and 33% of teachers in rural areas. The distribution of teachers per cycle shows that 28% are women teachers in primary schools at the national level, 10% in secondary education and 6% in vocational training. In rural areas, these ratios are respectively 26%, 5% and 2%.

The representation of women staff in the DES public and private service is 44% in 2010-2011 all cycles combined. However, they represent only 24% in primary schools, 12% in secondary education and 8% in vocational training. In rural areas, these ratios are respectively 6%, 3% and 2%.

7.1.2. Legal and normative framework

In order to strengthen the support of the various partners in the educational reform, Morocco endorsed most of the major human rights treaties which devote, without exception, the right to education with, as reference, the Universal Declaration of Human Rights which states in Article 26 that everyone is entitled to education. Education should be free, at least in the elementary and fundamental stages. Primary education should be compulsory.

Morocco also ratified a range of conventions and agreements in the field of education recognizing the right to education to achieve international standards in terms of quality of education and gender equality. This is the case of the International Covenant on Economic, Social and Cultural Rights, ratified by Morocco on 3/27/79, recognizing in Article 13 the right of every person to education and the UN Convention on the Rights of the Child, ratified on 6/14/93, which emphasizes in Article 28 the right of children to education.

In the same vein, Morocco ratified in 6/14/93, the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, which gives the right to children of immigrants to basic education and reiterates the importance of the fight against discrimination in education.

In addition, the Convention on the Rights of Persons with Disabilities recognizes in Article 24 the right of persons with disabilities to education without discrimination and on the basis of equal opportunity. In the same vein, a convention for the Fight against Discrimination in Education was concluded under the auspices of UNESCO on December 14, 1960, and ratified by Morocco on August 30, 1968.
To fight against all forms of discrimination in accessing education, Morocco signed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), ratified on 6/14/93, which emphasizes in Article 10 the need to take the necessary measures to ensure the same conditions for career guidance, student access and achievement of diplomas in education institutions of all categories both in rural and urban areas, the elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education and by reducing female dropout rates and establishing programs for girls and women who have left school prematurely.

Morocco has also ratified the International Convention on the Elimination of All Forms of Racial Discrimination, which recognizes in Article 13 the right to education and vocational training and also provides in Article 7 that States Parties undertake to adopt immediate and effective measures, particularly in the areas of education, training, the fight against prejudice leading to racial discrimination and promoting understanding, tolerance and friendship among nations and racial or ethnic groups.

In addition, Morocco has adopted in September 2000, the United Nations Millennium Declaration for Development, reiterating the commitment of primary education "universalisation", proclaimed by other programs, in particular the Education for All program (EFA). In this sense, two objectives are linked to the actions of DES. Namely the MDG2 (universal primary education) and MDG 3 (promote gender equality through education).

Nationally, the government's agenda in the education sector is based in content on Article 13 of the constitution and entitles all citizens to education, on high royal policy, and on laws and regulations that have made useful teaching one of the four priorities of the government action. It also draws on the provisions of the education reform as conceived in the National Charter of Education and Training and the emergency plan (2009-2012) that has provided for priority measures and stressed the importance of mainstreaming gender equality in all its components.

Similarly, DES is committed to the implementation of the National Strategy for Equity and Gender Equality, which aims to mainstream gender in education and management training policies, with special emphasis to the development of girls' schooling, especially in rural areas. DES was also involved in the achievement of the government's 2011-2015 agenda for Equality to ensure a fair and equal access of girls and boys to a quality education and vocational system. The Department is directly involved in areas 1, 2 and 8 related to respectively: the institutional anchoring of gender equality, the equal access and equal participation of girls and boys in a quality educational and vocational system, and the fight against poverty and various forms of vulnerability experienced by women and girls.

7.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

7.2.1. Development of sectoral policies and strategies

The Ministry of National Education, Higher Education, Training for Managers and Scientific Research (MENESFCRS)30 has developed an emergency program (2009-2012) aimed at accelerating the implementation of the education reform. This plan aims to generalize school enrollment and to improve the quality of teaching and performance of the education system.

The operational implementation of the emergency plan is structured around four priority areas of intervention and twenty-three projects. These projects fully meet the seven issues selected: widespread access to education, education reform, school and academic success, adequation between professional training and employment, quality of the facilities, human resource management and governance.

30 Now the MEMESFCRS was split into two ministries: Ministry of Education and the Ministry of Higher Education, Staff Training and Scientific Research.
The emergency program aims at consolidating and completing the reform while enhancing its assets and taking ownership of its modus operandi. Below are listed some of the programs aimed at integrating gender equality in education:

**Development of preschool education**

The proposed development of preschool education is to improve the offer of preschool programs and to ensure the institutions' full national coverage, by progressively mainstreaming preschool programs by 2015.

**Fight against repetition and dropout**

To encourage demand for education, to improve retention of children from disadvantaged families and to fight against repetition and dropout, DES implemented the project against the repetition and dropout.

**Strengthening school health and human security**

The budget for the project to strengthen school health and human security for 2011 amounted to 6.3 million dirhams as follows: 5 million dirhams allocated to the anchoring of civic values in national education (good citizenship, respect for the teaching staff, non-violence, ...) - the remainder being allocated to the proposed establishment of a school health system primarily through the purchase of medical kits.

7.2.2. Taking into account issues of gender equality and women empowerment

The 2009 to 2012 Medium Term Strategic Action Plan for the Institutionalization of Gender Equality (MTSAP/ IGE) in education formulates goals and priorities in the emergency program. It proposes actions to improve women's access to employment in the education sector and to facilitate their representation in senior positions.

The purpose of the plan is to accelerate the progress of education reform in Morocco by establishing an administrative and teaching background alleviating discrimination and gender disparity. The aim is to support the DES in its desire to develop a sustainable institutional capacity so that gender equality becomes a governance principle of the education system in designing, budgeting, delivering, monitoring and evaluating educational services.

During the year 2010, the DES conducted three projects under the MTSAP/ IGE:

- **Project 1.1:** Support to establish and build capacities, and to create IES organizational mechanisms at the central level. Outputs of this project include: defining the organizational structure of instances of the gender approach at the central level and developing and defining responsibilities and tasks of the gender project's management team in the direction of Strategy, Statistics and Planning under the DES.

- **Project 1.3:** Consulting/coaching and support for coordination mechanisms of the IGE in AREFs (Regional Academies for Education and Training) and provincial delegations.

- **Project 3.2:** Designing and delivering basic and continuing education training modules in gender equality to education stakeholders.

7.2.3. Budget preparation and formulation of performance indicators

**Share of education expenditure in the state budget**

The evolution of the overall budget spent on education-training, witnessing an increase of more than 7.8% per year since 2001, demonstrates the continued commitment of the Authorities to develop the education system. This increase was entirely devoted to the quality of education: training, continuing education & mentoring, technical education, rehabilitation and upgrading of boarding schools and implementation of management counseling on educational institutions.
Under the year 2011, the budget of the Ministry of ENESFCRC reached 48 billion dirhams, or about 24.3% of the state budget, with 83% granted to school education.

**Distribution of the MENESFCRC budget in the Department of School Education**

To implement the emergency plan, the fiscal effort made by the State for the benefit of DES amounted to 39.8 billion dirhams under the year 2011, up 28% from 2008.

The effort focused mainly on staff costs at the expense of other budget items, in particular investment. Thus, staff costs in the sector reached 32.3 billion dirhams in 2011 or 93% of the department against only 4.4 billion for expenditure on equipment and miscellaneous and 2.9 billion dirhams for investment credits.

**Breakdown of the department's investment budget by program**

A capital budget of approximately 4 billion dirhams, from the DES represents 73% of the Ministry's investment budget - more than 2.984 million dirhams divided as follows: 59% dedicated to AREFs (1.772 million dirhams), monitoring of external administration (35%) and general administration (5%).

Over 93% of the capital budget allocated to AREFs is dedicated to capital grants - 1,640 million dirhams and the rest is spent on upgrading regional primary schools. The breakdown by region shows that the AREF in the Souss-Massa-Draa regions takes 12% of the AREFs Investment, followed by the Oriental and Meknes-Tafilelalt regions (nearly 10%) and the Tangier-Tetouan and Marrakech Tensift-Al Haouz regions (nearly 8%). The lowest share is allocated to the Oued-Eddahab-Lagouira AREF (1%).

As for the investment budget for the external administration, amounting to 1.055 million dirhams, it is attributed mainly to the proposed extension of the provision of school education (59%) and to the upgrade program regarding the provision of vocational training (26%). The capital budget of the program promoting excellence is 80 million dirhams and the project aimed at strengthening the secondary and technical education amounts to 66 million dirhams.

**Analysis of performance indicators by gender**

Since 2007, the DES has adopted the new budget approach to improve public spending efficiency. The public management reform has established a set of objective indicators for operating and investment budgets on the basis of the primary missions of the various entities of the Ministry, which committed to:

- develop the ability to integrate (upstream) the expected impact regarding gender and criteria to identify and select projects in terms of planning, and downstream, to carry out the impact analysis of the budgets on men, women, boys and girls;
- develop an annual report evaluation of such policies and strategies implemented by the Ministry;
- strengthen the capacity of the department to develop quantitative gender-sensitive indicators.

The 2011 DAENF target indicators report helped identify approximately 86 investment indicators. The analysis of these indicators pointed to the existence of some that are gender-sensitive as they are linked to gender perspective: by genre, environment and age. The following table presents the key indicators of means of implementation on basic education:
<table>
<thead>
<tr>
<th>Objective indicators of the department</th>
<th>Associated goals and objectives of the department in 2011</th>
<th>Types of indicators</th>
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<tr>
<td>Global parity index girls/boys in preschool education</td>
<td>Compulsory education until the age of 15</td>
<td>-Indicator of means of implementation</td>
<td>Gender-sensitive indicator</td>
</tr>
<tr>
<td>Percentage of teachers achieving their length of service in primary education</td>
<td>Compulsory education until the age of 15</td>
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<td></td>
</tr>
<tr>
<td>Global Student / teacher ratio in primary education</td>
<td>Compulsory education until the age of 15</td>
<td>-Indicator of means of implementation</td>
<td>To be broken down by area</td>
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<td>Percentage of teachers achieving their length of service in secondary education</td>
<td>Compulsory education until the age of 15</td>
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<td>To be broken down by gender</td>
</tr>
<tr>
<td>Global Student / teacher ratio in secondary/high-school education</td>
<td>Compulsory education until the age of 15</td>
<td>-Indicator of means of implementation</td>
<td>To be broken down by environment</td>
</tr>
<tr>
<td>Share of education institutions with a functional school project within the high-school</td>
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<td>-Indicator of means of implementation</td>
<td>To be broken down by area</td>
</tr>
<tr>
<td>Share of total number of students enrolled in science programs in vocational training</td>
<td>Promotion of a &quot;sense of initiative&quot; and &quot;excellence&quot; at the high school level.</td>
<td>-Indicator of means of implementation</td>
<td>To be broken down by gender</td>
</tr>
<tr>
<td>Number of establishments managing a budget in vocational training</td>
<td>Promotion of a &quot;sense of initiative&quot; and &quot;excellence&quot; at the high school level.</td>
<td>-Indicator of means of implementation</td>
<td>To be broken down by area</td>
</tr>
</tbody>
</table>

Note that other indicators deserve to be revised by "genderizing" them by gender and environment to be most, in particular:

- Percentage of teachers achieving their length of service in primary education
- Percentage of teachers achieving their length of service in secondary education
- Number of establishments managing a budget in vocational training
- Share of education institutions with a functional school project within the high-school.

In addition, other indicators could be added, namely:

- Number of preschool students by region.
- Number of children with special needs enrolled, by environment, by gender, by level and by region.
- Number of primary classes larger than 40 students, nationally.
- Average class size at primary level.
- Coverage of rural municipalities in vocational training institutes.
- School life expectancy by area, by gender, by level and by region.
- Overall number of enrolled students in preparatory classes at the national level.
- Enrollment in preparatory classes (CPGE) in the region.
- Number of beneficiaries of boarding schools, cafeterias and school transport by environment, by gender, by level and by region.
- Percentage of school education staff who received continuing education training by area, by gender, by level and by region.
- Rate of increase in the DES budget.
7.3. Analysis of key performance indicators related to the sector

The system of education and training has made tangible progress particularly in terms of: increase its staff in all cycles, improvement of school enrollment and closing of enrollment gaps between gender and area. However, achievements remain fragile due to many persistent shortcomings.

7.3.1. Evolution of key performance indicators

Preschool education: Performances are below efforts made

The number of children enrolled in preschool has reached 740,196 in 2010-2011, representing a gross enrollment rate\(^{31}\) of 64.5% nationally, 54.1% for girls. This number breaks down as follows: 66.7% of children in traditional preschool, i.e. 493,632 children of which 37% are girls and 35% live in rural areas. The rest is divided between "modern" pre-school (25% of children 48% are girls) and public pre-school (8.3% of children of which 49% are girls).

Despite efforts by the department in terms of awareness campaigns, training of educators and teachers and open integrated preschool classes in public schools, especially in rural areas, girls remain the main segment to be excluded. Indeed, the gross enrollment rate in rural areas is 38.5% in 2010-2011 and 34.2% and for rural girls.

Performance of basic level education

The specific rate of schooling for students aged 6-11 years stood at 97.5% and 96.3% for girls in 2010-2011. In rural areas, it reached 95.4% overall and 93.6% for girls for the same period against 99.4% in urban areas and 98.7% for girls.

In terms of high-school education, the specific rate of enrollment of children aged 12-14 years reached 79.1% overall and 73.5% for girls in 2010-2011 against 60.3% and 52.7% respectively in 2000-2001. In rural areas, this rate reached 59.1% overall and 49.6% for girls against 37.5% and 27.9% in 2000-2001 respectively.

As for the specific rate of enrollment of children aged 15-17 years, it recorded an overall improvement going from 37.2% in 2000-2001 to 52.8% in 2010-2011, and 32.2% to 48.2% for girls.

Regarding the effectiveness of the school education system evaluated according to the completion rate, it recorded a continuous improvement for all three cycles. In 2009-2010, the levels are encouraging, with rates of 86.5% for primary, 64.6% for high-school and 36.2% for vocational training.

Despite the efforts made, the average rates of repetition and dropout are still high, especially in high school and vocational training. In 2009-2010, the average repetition rate registered in primary was 9.3% and close to 16.3% in secondary education and over 18% in vocational training. Regarding the average dropout rate, in 2009-2010 it reached almost 3.1% in primary, 10.8% in secondary education and 9.2% in vocational training.

In total, the number of students who drop out of school fell by 140,000 between 2006-2007 and 2009-2010, from 466,729 to 326,496 for all three cycles. In elementary school, the number of children who left to school without having been expelled and without being at risk of academic failure rose from 193,403 to 107,400 for the same period, in secondary education and 180,698 to 145,658 and from 92,629 to 73,438 in vocational training.

7.3.2. Key Challenges

Despite the importance of the budget allocated to education, the Moroccan educational system is characterized by the weakness of its internal and external efficiency and the persistence of gender disparity between environments.

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\(^{31}\) Tuition rates used are based on the 2004 population.
Regarding the way education operates and the educational internal efficiency, basic education is marked by high dropout and repetition rates. This waste destroys all the efforts made by Morocco in terms of mainstreaming schooling. Two factors explain this phenomenon: household poverty that makes people unable to support their children's school supply and quality of teaching and learning, particularly in rural areas.

Indeed, the lack of teaching materials, inadequate structures, teacher absenteeism, lack of extracurricular activities, lack of initial teacher training with regards to the needs of the school and students largely explain academic failure. Add to this issues relating to isolation, weakness of the roads and means of transportation in rural areas, the remoteness of schools and the lack of security to travel to school.

Regarding external efficiency, the main effect of school dropout has to do with the rate of illiteracy of young people and of a major part of the population. A direct consequence of illiteracy is the problem of unemployment.

As a result, the state invests significant resources to fund an education system of poor quality and not reaching everyone. Lack of education of some children matches a reduction of the country's human capital and a shortfall in gross domestic product and economic growth opportunities in Morocco.

**8. Department of Literacy and Non Formal Education**

Since 2002, the government has implemented an integrated strategy to fight against illiteracy, an issue that seriously hampers the country's socioeconomic development. The National Charter of Education and Training considers literacy as the second pillar of the education reform and of the promotion of training in Morocco.

It aims to reduce the illiteracy rate to less than 20% by 2012 and to eradicate this scourge by 2015. The intensification of programs fighting this terrible issue was accompanied by a continuous improvement of literacy indicators.

**8.1. Presentation of the Department and of the normative framework.**

**8.1.1. Department profile**

The Department of Literacy and Non Formal Education (DAENF) is divided into two departments: the Fight against Illiteracy Directorate (DLCA) and the Non Formal Education Directorate (DENF). These main tasks are to develop a government strategy to fight against illiteracy and to ensure its implementation. These goals boil down to setting the national policy on literacy and non-formal education, designing and developing adult education programs, but also education programs for children in and out of school, and programs to reduce the number of children interrupting their education.

**8.1.2. Legal and normative framework**

The development of the national strategy for literacy and non-formal education is based upon international funds contained in the Universal Declaration of Human Rights, the conventions ratified by Morocco and its commitments in the achievements of the MDGs.

Morocco has ratified several conventions on the field of literacy and non formal education. This applies to the Convention on the Elimination of All Forms of Discrimination against Women, which provides in his article (10, e) to all persons equal access to adult literacy and functional literacy programs, in particular to reduce as fast as possible any gap in education existing between men and women, while and also provides in Article 14, 2, d the right to receive any type of training and education, formal or otherwise, including functional literacy. This is also true of the Convention on the Rights of the Child, ratified on 6/14/93 that promotes and encourages in his article (28, 3) international cooperation in the field of education, particularly with a view to help eliminate ignorance and illiteracy throughout the world.
Regarding Morocco's commitments on the MDGs, a single target is set on the field of literacy and non-formal education. This is MDG 2: 10 Target: Eradicate, by 2015, illiteracy among men and women aged 10 to 25 years and reduce by half the overall illiteracy rate, compared to the 1990 rate.

At the national level, the development of the national strategy for literacy and non-formal education is based both on national foundations (Article 13 of the Constitution, royal addresses, National Charter of Education and Training, government statements, circular letters and ministerial notes) which take into account the specificities of Moroccan society.

Thus, DAENF issued a series of notes and ministerial circulars aimed at promoting the ENF's "insertion of the beneficiaries" indicator in formal education. This is indeed Ministerial Education circular No. 10-57 dated March 9, 2010, which seeks the involvement of stakeholders in NFE programs by improving indicators of integration, of the circular SG No. 75 of 4/14/10 regarding the inclusion into the formal sector and SG's Bulletin No. 10-75 of 03/09/10 on the inclusion in vocational training through apprenticeship.

Because of its powers, the DAENF is directly involved in implementing the national strategy for equity and equality and the government's agenda of equality.

8.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

8.2.1. Development of sectoral policies and strategies

The national strategy for literacy and non-formal education aims to, first, to eradicate illiteracy among adults and to integrate socio-economic activity and on the other hand, to put an end to the sources of illiteracy and school dropout by reaching out to dropouts or those who have never attended school. It is based on 10 areas: information system, partnership, sponsorship, organization, educational programs, training of stakeholders, international cooperation, mobilization of communication, monitoring, control and evaluation and integrated social development.

To implement its strategy, DAENF introduced several programs for literacy and NFE. The diversity of programs is to ensure education for all. Indeed, all programs are for children not in school or out of school and those in the workplace or in difficult situations, and for adults in need of reading skills to facilitate work life. Below are listed the literacy and non-formal education programs developed by the department.

**Literacy program**

DAENF set up a phased literacy program aimed at eradicating illiteracy while granting the right to education to the underprivileged. The goal being to provide literacy to 800,000 people, including 60% women and 80% living in rural areas. The program includes complementary and diversified sub programs tailored to specific target groups, namely:

- **The general program:** aiming to bring literacy to 150,000 people annually, of which 70% women, especially those living in rural areas.
- **The public operators program:** aiming to bring literacy to 250,000 people annually, of which 70% women, especially those living in rural areas.
- **The NGO program:** aiming to bring literacy to 400,000 people annually, of whom 80% are women, especially in rural areas and focusing on the 15 to 45 age segment.
- **The business program:** aiming to bring literacy to 15,000 people annually, of which 70% women.

Enrollment rates in literacy programs have increased from 390,000 beneficiaries in 2001-2002 to nearly 706,394 beneficiaries in 2009-2010 with 49.9% in rural areas, i.e 352,467 beneficiaries.
The operator that contributes most to the literacy of the population, i.e. 48% of beneficiaries, is the civil society through NGOs, followed by public operators with 41.6% and 9.9% for the general program. However, the contribution of businesses remains low with a number of beneficiaries that does not exceed 3,128, representing 0.5% of total beneficiaries in 2009-2010.

In addition and in accordance with priorities set by the Department, women are the literacy program's majority beneficiaries. They represent 85.3% of total enrollment, which exceeds 602,000 beneficiaries, of which more than 280,000 enrolled in rural areas, while men make up only 14.7%, i.e. 104,000 enrolled.

The proportion of women beneficiaries reached 50% in terms of NGOs programs (more than 300,000 girls and women), followed by the public operators' programs with more than 244,000 enrolled, then comes the general program with 54,000 beneficiaries and finally the companies' program with more than 3,000 enrolled.

**Distribution of female enrolled by operators (2009-2010)**

Source: 2009-2010 Literacy and Non Formal Education Assessment

**Informal education program**

DAENF has set up two non-formal education programs with the goal to offer a second chance for unschooled children or children who dropped out and to put an end to the phenomenon and illiteracy, at the source. This is the Second Chance Program and the "Fight against school dropout Program".

The Second Chance Program aims to help students acquire basic skills in reading, writing and arithmetic but also to provide opportunities for integration, be it academic, professional or social. The goal is to school nearly 80,000 children each year and to provide education to every unschooled children by 2013.

The "Fight against school dropout Program" is designed for children experiencing difficulties in school or about to put an end to their schooling. The target set in the emergency plan is to completely eradicate the dropout phenomenon by 2011.

**Partnership projects with international organizations**

To learn from the experiences of other countries, DAENF signed several partnership agreements with international organizations. It has developed a network of trade that includes several projects, including the proposed inclusion of AIDS prevention in national literacy programs (this project is supported by the World Health Organization), the "Radio ECCA" pilot project for the dissemination of specific courses through the Ecca system in cooperation with the Canary Islands, the "sectoral budget support" of the EU and the "Literacy for empowerment: national capacity building initiative towards sustainable development "in the context of the implementation of the first phase of LIFE "Literacy Initiative for Empowerment" launched by UNESCO.
Other bilateral projects were also developed, mainly the cooperation project between Morocco and the Spanish Agency of International Cooperation for Development (AECID) to support the strategy to fight against illiteracy and non-formal education in the Northern regions and the Souss Massa Draa, the project of cooperation with UNICEF, the remote literacy program in partnership with the UNINETTUNO international University (Italian Cooperation) and the Millennium Challenge Corporation project on functional literacy in the context of Morocco-US cooperation.

Similarly, DENF partnered with the "Group of retired French teachers without borders" association (GREF). This partnership aims to coach ENF facilitators in the fields of teaching French language and in qualifying associations operating in this area by helping organize a network to support them in developing and implementing their educational project.

8.2.2. Budget preparation and formulation of performance indicators

Share of expenditure on literacy and non-formal education in the state budget

The DAENF budget recorded a 15% increase over the last year. It reached 202 million dirhams in 2011, ie 0.10% of the general budget of the State excluding debt and 0.42% of the Department of Education (the standard for UNESCO is at least 3% of the education budget). Capital expenditures are at 167 million dirhams and alone account for 82.7% of the department budget.

Breakdown of the department's investment budget by programme

On an investment budget of about 167 million dirhams, the share of DLCA represents over 79%, ie more than 131 million dirhams the rest is divided between DENF (21% or 34.9 million dirhams) and General Management (0.2%, or 200,000 dirhams). More than 81% of DLCA's investment budget (106 million dirhams) is allocated to campaigns against illiteracy at the regional level. The rest is distributed as follows: 19.4 million dirhams in the NGOs' literacy program, 3.2 million dirhams to the general program and 2.5 million dirhams to the public operators' program.

As for DENF with a 34.9 million dirham budget, the share granted to the Second Chance programme represents 29% of the capital budget allocated to said division, or 10 million dirhams - The rest is divided between the fight against school dropout program (200,000 dirhams) and capital grants for regional academies as part of the non-formal education project (24.7 million dirhams).

Analysis of Performance Indicators by Gender

In 2007 the fight against illiteracy and non-formal education Department opted for the globalization of funding.

SECAENF is developing goal indicators as part of the gender perspective budget project on the basis of the key missions of the Secretariat's various entities. Regarding to the gender issue, SECAENF committed to:

• Consolidating a gender-sensitive IT system to refine geographic targeting of illiteracy and inequality.
• Developing an annual evaluation of such policies and strategies implemented by the Ministry;
• Developing the ability to integrate (upstream) the expected impact regarding gender and criteria to identify and select projects in terms of planning, and downstream, to carry out the impact analysis of the budgets on men, women, boys and girls;
• Strengthening the department's capacity in developing quantitative gender-sensitive indicators.

The 2011 DAENF target indicators report helped identify approximately 31 investment indicators. The analysis of these indicators pointed to the existence of some that are gender-sensitive as they are linked to gender perspective: by genre, environment and age. The following table shows a number of indicators of means of implementation regarding the fight against illiteracy and non-formal education:
Objective indicators of the department | Associated goals and objectives of the department in 2011 | Types of indicators | Possibility of genderizing the indicator
---|---|---|---
Number of people affected by the training | Missions financing (DAENF) | -Indicator of means of implementation | to Disaggregate by gender
Trained trainers of facilitators | Missions financing (DLCA) | -Indicator of means of implementation | to Disaggregate by gender
Total number of people enrolled | Support for the fight against illiteracy | -Indicator of means of implementation | Gender is already taken into account
Total number of people enrolled in E2C | School of the second chance | -Indicator of means of implementation | Gender is already taken into account
Number of awareness campaigns held | School of the second chance | -Indicator of means of implementation | Disaggregate the beneficiaries of these campaigns by gender

Other indicators could be added, also broken down by gender and age range to be more relevant - those could include:

- Number of Alpha beneficiaries by each of the 4 operators: General Public, NGOs and Companies (by gender).
- Dropout rate during training (Alpha) (by gender, by area and by AREF).
- Illiteracy rate (by gender, area and AREF).
- Number of budget items (DAENF and AREF).
- Partners list.
- Map of illiteracy and school dropout (by AREF, by sex and by delegation) revised annually.
- Number of NGOs involved per agreement.

8.3. Analysis of key performance indicators related to the sector

Efforts by the DLCA, in partnership with the various stakeholders and operators, to fight against the problem of illiteracy in Morocco resulted in a gradual reduction in the illiteracy rate of the population aged 10 and over, to reach 30% in 2010 against 44,1% in 2004 thus representing a decrease of about 14,1 points.

In terms of non-formal education, the percentage of children aged 9-14 years who have never been to school stood at 6,1% in 2006, that of dropouts to 8,9% while the rate unschooled children was nearly 15%.

Where in urban areas, unschooling affects both boys and girls at a nearly invariable rate, in rural areas; girls are one and a half times more affected by this phenomenon than boys. The rate of non-schooling of children, whether male or female, stood at nearly 7% in cities. In rural areas, this rate, estimated at 18,9% for boys, stands at 27,2% for girls. The exclusion girls are often victims of in terms of access to education and knowledge, are undeniable facts that explain, in large part, gender inequalities characterizing this environment even more.

The proportion of children who have never attended school stands at 7% for females against 5,2% for boys. In rural areas, no less than 10,97% of girls aged 9 to 14 have never attended school. The rate for boys from the same background and the same age group that never attended school stands at 7,92%. In urban areas, boys and girls are much less affected by this phenomenon - with rates hardly exceeding 3%.

Just like the non-schooling, schooling or early withdrawal of a school, is a phenomenon that exists also with varying impacts depending on the environment, gender and age. The dropout rate of children aged 9-14 years is 8,9% nationally, of which 10,3% are girls. The rate reaches 13,5% in rural areas against only 4,4% in cities, for girls, the rates stand at 16,2% and 4,3%, respectively. The interruption of schooling is a fact affecting more children aged 12-14 years than children aged 9-11 years, regardless of gender and place of residence.
9. Department of Vocational Training

Vocational training is a lever for improving employability and a tool to enhance skills in companies. Therefore, the tasks of the Department of Vocational Training are to design and implement the national vocational strategy in the context of socio-economic and cultural policies.

9.1. Presentation of the Department and of the normative framework.

9.1.1. Department profile

Missions

The Department of Vocational Training (DVT) provides a general mission to develop government policy on vocational training, to implement and evaluate the strategies for sector development in all areas except those vested in the matter to the Administration of National Defense and the General Directorate of National Security.

DVT operates under the Ministry of Employment and Vocational Training. It consists of four central departments. It is the Department of Administrative Affairs and Human Resources, the Department of Planning and Evaluation, the department of training in the workplace and the Division of Educational Coordination and Private Sector. Moreover, the DVT supervises two public institutions: the Office of Vocational Training and Work Promotion (OFPPT) and the Ecole Supérieure de l'Industrie du Textile et de l'Habillement (a textile and clothing school) (ESITH). In addition, the DVT is based on foreign cooperation, particularly on some projects with France, Germany, Canada and the European Union to support its training policy.

Defining of gender focal points

In March 2008 and by decision of the Minister of Employment and Vocational Training, a joint working party on gender consisting of 16 employees including eight women was established. These gender focal points represent the various structures and institutions under the Ministry. The group's main mission is to prepare a sectoral work plan to institutionalize gender equality and equity at the Department's programs and public trust and to follow its implementation, evaluation and adjustment to the promotion of gender equality in programs promoting employment and labor, vocational training and social protection.

9.1.2. Legal and normative framework

The role of promoting employment and income, particularly in terms of professional skills development is crucial in the fight against poverty. The access to education and the acquisition of skills to find an income-generating job gives women and men the opportunity to improve their living conditions. Training for employment, however, is not without consequences on relations between women and men within a community, as the empowerment generated by skilled women can challenge the established order, including the privileged position of men in the labor market. This is why the right to vocational training without discrimination based on race, national origin, sex, age or disability has been integrated in several international conventions on human rights. At the national level, the right to vocational training was put forth in the new Constitution, stating that "governments are working to mobilize all means available to facilitate equal access of citizens to the conditions allowing them to enjoy the rights to vocational training, physical education and the arts "(Article 31).

Universal Declaration of Human Rights

The Universal Declaration of Human Rights states in Article 26 that "technical and vocational education should be generally available and higher education should equally be accessible to all on the basis of merit."
**International Covenant on Economic, Social and Cultural Rights (New York, 12/16/66)**

The pact signed in New York in 1966 and ratified by Morocco in 1979 has clearly encouraged in Article 6 that Member States are required to take the necessary measures to ensure the right technical and professional training, developing programs, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding individuals to the enjoyment of fundamental political and economic freedoms.

**The Beijing Declaration**

The Declaration, signed by 189 countries including Morocco, urged its signatories to implement all the means to genuine male/female equality, a development policy and a commitment to peace. In paragraph 35 of the said declaration, women have a right to access vocational training under conditions of equality.

**Convention on the Elimination of All Forms of Racial Discrimination**

Signed in 1963 and ratified by Morocco in 1970, the Convention on the Elimination of All Forms of Racial Discrimination stipulates in Article 5 that "States Parties undertake to prohibit and eliminate racial discrimination ... and to guarantee the right of everyone to equality before the law regardless of race, color, or national or ethnic origin ... in the enjoyment ... the right to education and vocational training ... ".

**Convention of the Elimination of All Forms of Discrimination Against Women (CEDAW)**

Given the key role it plays in improving women employability and then empowerment, vocational training has been duly reflected in CEDAW and was cited in three articles of the Convention. These are Articles 10, 11 and 14 under paragraphs a, b and d, respectively.

**Vocational Training and the MDGs**

Development objectives identified by the DVT are in line with the MDGs, particularly MDG 1 (Eradicate extreme poverty), MDG 3 (Promote gender equality and empower women), MDGs 4 and 5 (Reduce child mortality and improving maternal health) and MDG 8 (Develop a global partnership for development).

**National Strategy for Equality and Gender Equity**

The DVT is directly involved in the National Strategy for Equality and Gender Equity, through the component on the fair and equal access to education and training that outlines the priorities for public action. This focus is based on:

- Integrating gender in educational curricula and textbooks content, as well as developing and implementing school mapping and development of such skills of teachers and administrative staff (initial and continuing education);
- Introducing measures to significantly increase the enrollment rate for girls after the first cycle, especially in rural areas, taking into account regional socio-cultural specificities;
- Developing procedures tailored to the specifics of the rural world in appointing supervisors;
- Supporting research and knowledge production in the area of gender in relation to various aspects of education and training;
- Collecting systematically sex-disaggregated data at all levels of education and training, and publishing the results.

**Governmental Agenda for Equality**

Governmental Agenda for Equality guarantees through a hundred measures, a better access to health, employment, education and basic infrastructure for women. The DVT is directly involved in the first area which target is institutional anchoring of Gender Equality.
9.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

9.2.1. Development of sectoral policies and strategies

The strategy for sector development is based on an integrated approach to anchor the training system in the productive sector. This strategy is based on a policy of openness and dynamic partnership involving governments, business organizations, social partners and NGOs.

The Action Plan of the Department of Vocational Training is a continuation of the implementation of the charter of education and training, the operationalization of the orientations of the government statement, the continued implementation of the emergency plan in the field of vocational training; the satisfaction of liabilities of the department, as part of agreements with public and private partners and the adoption of a strategic vision for the development of vocational training by 2020.

Regarding the status of programs already underway at the DVT, the latter has made considerable efforts in building and equipping schools and in supporting and encouraging private investments increasingly interested in the sector. Thus, for the year 2009/2010, the training system accounts for almost 2,068 establishments of which 1,578 are private institutions and 490 are public.

In addition, the project to extend the capacity of the VT system during the 2009-2012 period was launched. This program will create 81 schools and expand 22 others. The year 2009-10 was marked by the launch of operations to building 17 new schools and expanding five others institutions.

In the same vein, the private sector - a major player in the field of vocational training - received permissions to open 128 new schools under the 2009/10 year.

9.2.2. Taking Into account issues of Gender Equality and women empowerment

Several activities dealing with the gender aspect are carried out by the Department of vocational training - these include:

- The development of an annual information leaflet on the situation of young women in the vocational training system.
- In partnership with the Canadian International Development Agency, carrying out a study on the issue of gender equality in the specific context of vocational training in Morocco.

Developing a Medium Term Strategic Program (MTSP) for equality and gender equity. The MTSP provides for the mechanisms responsible for IEEG which consist of several structures: Namely, a coordinating committee, program management units and contact points. The goal of this program taking place over five years (2011-2015) is the integration of the systemic and comprehensive gender approach in the various phases of planning policies, programs and projects of the Ministry to reduce inequalities and to ensure equal access between women and men to employment, vocational training and social protection services. The DVT is directly affected by the second strategic axis of the MTSP is aimed at implementing structural measures to integrate EEG in the vocational training system.

9.2.3. Budgets preparation and performance indicators formulation

The Department of Vocational Training (DVT) is engaged in the dynamics of fiscal reform initiated by the Ministry of Economy and Finance. However, the DVT does not yet have an MTEF. DVT’s overall budget in fiscal 2011 reached 580 million dirhams, representing 0.24% of the GBS. Capital budget represents 44% and the operating budget 56%.

By structure, OFPPT has absorbed 60% of the total budget allocated to the DVT. The operating budget represented 71% of the budget allocated to this structure.
The Office of Training in the Workplace (DFMP) operating with nearly 20% of the DVT's budget, or 113.96 million dirhams in the form of investment. The Department of Administrative Affairs and Human Resources (DAARH) consumed 60,857 million dirhams, of which 93% are operating costs.

As part of the performance process, the DVT has developed an array of objective indicators to assess and monitor capital and operating expenditure for all of its programs. Most of these indicators are broken down by gender. It should be noted, in this sense, the DVT carried out the effective integration of gender into sectoral budgets for vocational training, through an array of gender-sensitive indicators for all of the Department's programs to reduce gender inequality.

These indicators relate to:

- The vocational training system (number of trainees, number of graduates and number of vocational schools);
- Apprenticeship training (number of trainees, number of graduates and number of CFA/CFA-IE - (Apprenticeship training centers));
- Development of the private vocational training (number of trainees and graduates, and number of qualifying courses and of accredited institutions);
- Reengineering of the vocational training system in terms of skills approach (number of VT programs developed according APC guidelines, number of programmes established under the APC, and number of facilities providing programs according to the APC);
- Performance of the VT system (graduation rates to assess internal performance, integration rates of graduates in the labor market to measure the external performance).

Given their large number (60 indicators), the following table focuses more on Goal indicators relating to budget-key vocational training programs.
<table>
<thead>
<tr>
<th>Indicators</th>
<th>Associated goals and objectives</th>
<th>Types of Indicators</th>
<th>Possibility of genderizing the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development of vocational training through apprenticeship</td>
<td>Recovering as many dropout children as possible</td>
<td>Outcome indicator</td>
<td>Yes</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Numbers of apprentices in the public sector</td>
<td>Recovering as many dropout children as possible</td>
<td>Outcome indicator</td>
<td>Yes</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Numbers of apprentices in the private sector</td>
<td>Increasing the proportion of women in apprenticeship</td>
<td>Outcome indicator</td>
<td>-</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Percentage of young women apprentices (public + private) (rate)</td>
<td>Increasing the number of apprenticeship recipients</td>
<td>Outcome indicator</td>
<td>Yes</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Apprenticeship recipients</td>
<td>Increasing the rates of apprenticeship recipients</td>
<td>Outcome indicator</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Percentage of female apprenticeship recipients in public and private sectors</td>
<td>Increasing the number of Intra Businesses CFAs</td>
<td>Indicator of means of implementation</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Creating Intra Business CFAs (Apprenticeship training centers)</td>
<td>Increasing the number of seats available in the FP</td>
<td>Outcome indicator</td>
<td>Yes</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Vocational training within the OFPPT</td>
<td>Increasing the proportion of women in vocational training</td>
<td>Outcome indicator</td>
<td>-</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Number of recipients</td>
<td>Increase the number of recipients</td>
<td>Outcome indicator</td>
<td>Yes</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Percentage of young women recipients</td>
<td>Improving the proportion of women recipients of vocational training</td>
<td>Outcome indicator</td>
<td>-</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Regulation and promotion of private sector training</td>
<td>Increasing the supply of private training</td>
<td>Outcome indicator</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Number of Private VT institutions</td>
<td>Improving the quality of private training</td>
<td>Outcome indicator</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Accredited private VT institutions</td>
<td>Increasing the supply of private training qualification</td>
<td>Outcome indicator</td>
<td>No</td>
<td></td>
</tr>
<tr>
<td>Private VT institutions offering vocational training</td>
<td>Increasing the number of seats available in private sector VT</td>
<td>Outcome indicator</td>
<td>Yes</td>
<td>Gender perspective</td>
</tr>
<tr>
<td>Number of residential VT trainees in the private sector</td>
<td>Monitoring the proportion of women in vocational training</td>
<td>Outcome indicator</td>
<td>-</td>
<td>Gender perspective</td>
</tr>
</tbody>
</table>

9.3. Analysis of key performance indicators

9.3.1. Distribution of trainees by training sector

Women trainees are predominant in traditionally female sectors: health and paramedical, textiles and clothing, hairdressing and beauty, administration, management, commerce and crafts. They are a minority in newly accessible areas, in this case, engineering, metallurgy and electronics, fisheries and the construction industry. Moreover, in the areas of information technology and communications, hotels and tourism, the trend is increasingly closer to parity.

It should be noted that 39% of public sector industries are more "masculine" (less than 20% of girls), while only 12% of sectors may be considered as "feminine" (over 80% of girls). Mixed sectors currently represent 49% of the total number of courses, this shows a significant increase (11% in 2003).
This is due to the access of girls for some time to courses historically labeled as masculine, like IMME (metallurgy, electronics, etc.) and construction jobs, this in spite of cultural and social reticence.

Girls represent 58% of trainees in the private sector while they represent only 35% in the public sector. This is explained by the nature of the training offered by the private sector that attracts more girls than boys (administration management, hairdressing and beauty ...).

9.3.2. Residential and alternate training

Under the year 2009/2010, the number of female trainees in the vocational training and alternate residential system was 110,205 or 42% of the total trainees in the public and private sectors.

Review of the distribution of students by gender and level indicates a balance between the number of female and male trainees in terms of specialized technicians. However, the levels of technician and of specialization show a tendency towards parity, the shares of girls standing at 45% and 39%.

However, parity is far from being achieved in the vocational level as it does not attract enough female trainees.

The vocational training and alternate residential system, which developed remarkably in urban areas remains very limited in rural areas, because of the socio-economic specificities of the latter. The number of students from rural areas represents merely 2% of the total trainees. In 2010, girls accounted for 22% of students in rural areas and 1% of female trainees nationally.

9.3.3. Apprenticeship

Under the year 2010/2011, the overall number of apprentices stands at 33,620, an increase of 5% over the previous year (2009/10). Girls represent 36% of the total, in just 6 years this rate has more than doubled since it was 17% in 2005/2006.

10. Department of Youth

Recognizing the important role of youth in the development of society, the Government has undertaken to give special interest in this segment of the population. It has developed a comprehensive and integrated programme through a policy of inclusion of young people into working life and associations and their participation in social, economic, cultural and political development.

10.1. Presentation of the department and of the normative framework of the Ministry of Youth and Sports (MYS)

10.1.1. Department profile

The main mission of Department of Youth is the development and implementation of government policy in the field of youth, child protection and women's advancement.

In this respect, these tasks include the development of socio-educational programs able to ensure the organization, mentoring and protection of youth, children and women, the improvement and mainstreaming of associative action of youth and childhood, and the development of activities related to regional and international cooperation in the field of youth and childhood.

Similarly, the Department is responsible for preparing of studies and research missions on the development of youth, children and women, and the development of regional policy in these very areas.

To carry out its tasks, the Department has 4,162 officers and agents of which 1,620 women in 2011, ie 39% of the total workforce. The participation rate of women in senior positions stands at 16%.
The gender focal point in the Department is the Division of Women's Affairs (DAF), operating under the Directorate of Youth, Children and Women Affairs (DJEAF). It is mainly responsible for organizing social and educational activities for women and for managing and operating of women's centers. It also conducts studies and research on women and proposes and implements measures to promote, support, coordinate and monitor activities in support of women by public, private and women's groups as part of the applicable regulations.

10.1.2. Legal and normative framework

The Department of Youth joins a number of conventions and agreements on international and national regarding youth, using as a reference the Universal Declaration of Human Rights which enshrines the fundamentals of human rights.

Young people are an essential component of society, they are directly affected by the provisions of conventions to fight against discrimination and disparities related to race, gender ... and those aimed at ensuring the economic, social, civil and political rights.

The International Covenant on Economic, Social and Cultural Rights thus recognizes that the ideal of a free human being can only be achieved if conditions are created whereby everyone may enjoy economic, social and cultural as well as its civil and political rights. It also specifies the initiatives to support young people's access to employment.

Also, the International Convention on the Elimination of All Forms of Racial Discrimination proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all rights and all freedoms set forth without distinction as to race, color or national origin.

Similarly, the objectives of CEDAW, in particular those formulated in Article 10, stipulate that States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure them equal rights with men with regards to education, the award of scholarships, vocational training, literacy, access to specific educational information to help ensure health and well being ... Paragraph g is particularly important for the Department of Youth and Sports (MYS) as it states that women should have equal opportunities to participate actively in sports and physical education. The same is true of Articles 11 and 13 that also insist on equality in employment and economic activity.

Note as well that the Government's policy in the field of youth adheres to the efforts made by Morocco to the achievement of the Millennium Development Goals (MDGs). The various actions in the areas of the Department of Youth significantly contribute to the achievement of MDG 1, which aims to reduce extreme poverty through Target 1-bis with an emphasis on the access of productive employment and decent work for all, including women and youth, and of MDG 2, that aims at achieving universal primary education for all through Target 9 (reduce by half - compared to 1990 - the overall rate of illiteracy of 10 year olds and over. Similarly, MDG 3 through target 11 emphasizes the elimination of disparities in men/women as regards to access to employment while MDG 5 aims to improve maternal health. The Department also contributes to the implementation of MDG 6 and particularly Target 18 aimed at halting the spread of HIV / AIDS by 2015.

At the national level, the new Constitution has made new arrangements for the Moroccan youth through Article 33 which encourages the participation of youth in social, economic, cultural and political development, while helping them accessing the labor force and associative life, while lending assistance to those in need of special education, and social or professional help. It also highlights young people's access to culture, science, technology, arts, sport and leisure, while creating the conditions for full deployment of their creative and innovative potential. To ensure compliance with the provisions of the said article, a Youth Advisory Council and Action Association was created.

And also to support the efforts of the Moroccan state, several agreements were signed nationally.
This applies to the agreement signed between the MJS and the Ministry of Employment and Vocational Training, which aims to establish the general framework of cooperation and partnership between the two departments to implement their strategies for integration of young people, development of entrepreneurship and income generating activities in the districts and provinces of the Kingdom.

Similarly, an agreement was concluded between the Government and the General Confederation of Enterprises of Morocco, which has the main objective to promote decent employment for young graduates and to facilitate the integration of people with integration difficulties in the labor market.

In addition, the agreement signed between the Ministry of Employment, the Ministry of Economy and Finance, the Ministry of Education and the Moroccan Federation of Insurance Companies and Reinsurance provides health insurance for students aged between 18 and 25. In the same vein, an agreement between the Ministry of Employment and the Moroccan Federation of Insurance Companies is to create insurance for the benefit of apprentices.

Finally the agreement between the MYS and the National Authority for Youth and Democracy aims to strengthen the capacity of the party organizations of young people in management and leadership and promote participation in political life.

Note that the action of the Department of Youth meets the recommendations of the National Strategy for Equity and Gender Equality, which aims, among others, to ensure equitable access to socio-economic rights. The Department's actions also contribute to the realization of the provisions of the government's agenda for equality.

10.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

10.2.1. Drafting policies and strategies of the department of youth.

MYS' strategy, under the 2010-2016 period, aims to make mentoring of youth a lever for human development through educational content to children and to teach youth the culture of citizenship and openness to universal values. MJS also seeks to be an integrated value chain, from mass sports to the preparation of professional athletes, by making access to community infrastructure a lever to promote culture and sports competition.

The main directions regarding youth can be summarized in equal opportunities and opportunities, education oriented towards enhancement of work and solidarity, education towards independence, freedom in the context of citizenship and compliance with the general interest, upgrading educational, intellectual and professional skills to ensure the participation of youth in the labor market, productivity and competitiveness and the protection of the national project to train young people in acquiring a trade to prevent them from falling into marginal risk behaviors, thanks to awareness and communication initiatives.

To achieve these goals, the Department of Youth in 2010 drew up an ambitious medium-term action plan which aims to make 300,000 children benefit from the "holidays and leisure" (or "holidays for all") programs each year to increase the number of beneficiaries of youth centers to reach one million young people and to provide mentoring 400,000 young people by supporting youth associations.

Programs and projects implemented

Milestones of 2010 have focused on upgrading, developing and equipping social and educational institutions (youth centers, women's centers, child care centers, shelters...). This year was also marked by the continuation of the "holidays and leisure" program.
"Holidays and Leisure Program"

The "Holidays and Leisure' Program refers to the widespread access of Moroccan children and youth to holidays, regardless of their social status or place of residence. It was strengthened in 2010 with the creation of new summering sites by upgrading existing sites and by establishing a performance contract with the associations.

The number of beneficiary of that program has grown from 49,500 participants in 2002 to over 156,000 children, adolescents and youth during the summer of 2011, of which 31% were girls. The distribution of beneficiaries by region shows that 43% come from the Greater Casablanca and Rabat-Sale-Zemmour-Zaer against only 1% from the Oued Eddahab region.

In order to provide genuine summering grounds associated with holidays and leisure packages available throughout the year, especially during the summer, the Department is considering launching a new flagship community infrastructure project by opening three new resorts and leisure centers. Similarly, the Department aims to improve the quality of services, renovating the infrastructure of holiday camps, beautifying sites and the strengthening security measures in campsites.

Youth club

The youth club is a public institution that offers young people the opportunity to flourish through a multitude of social and cultural activities such as theater, music, art, sports, dance, film ... This club also acts as training and learning platform as it provides young people with services that complement the educational or professional process.

The network of youth centers accounted at the end of 2010 for more than 510 homes with 216 in rural areas and 294 in urban centers. The total number of beneficiaries of the activities of these institutions amounted to nearly 6 million young people annually, of which 2,875,978 for ongoing activities, and 2,812,709 for outreach activities.

Friendship Centers at the service of the youth

Centers at the service youth provide food and accommodation services, but also cultural, artistic, scientific, sports and touristic activities. They are available to young Moroccans and foreigners at a nominal price as part of their associational activities: travel, training courses, workshops, youth and sports meetings, conventions or meetings, and workshops. There are 33 of these centers as of 2011.

Women's centers

Women's centers are a female educational and social institution providing services to strengthen the capacity of girls and women to facilitate their integration into economic, social and cultural activities in order to foster the development of women and young girls and to promote outreach activities. The number of female beneficiaries of these 299 centers stands at 221,000 girls and women each year.

Women's vocational training program

Vocational training of women aims to integrate women in the labor market. It meets the needs of beneficiaries in accessing employment, creates a qualified female workforce and promotes the socio-professional integration of women by providing them with vocational training and practical knowledge in the areas of health, human rights, environment, nutrition, family planning, women rights, the labor code ... In 2011, the Department has 111 vocational training centers.

10.2.2. Taking Into account issues of Gender Equality and women empowerment

In accordance with the guidelines of the department in terms of gender equality, and to give all young people equal access to services and activities provided by the department, the latter takes into consideration in developing these programs the issue of equal opportunities and gender.
This is the case for example, to the nurseries' program established in community sports centers to provide more opportunities for young urban and rural mothers to practice social and sporting activities.

In the same vein, the Directorate of Women Affairs has a national network of institutions dedicated to training young women and children (111 Vocational Training Centres, 8 rural centers, including 145,302 women's centers and 354 rural nurseries and child care centers, including 146 in rural areas). The activities of these establishments benefit to almost 22,827 women and girls and 11,380 children.

10.2.3 Preparation of budgets and formulation of performance indicators

The budget provided under the year 2011 at MYS is around 1,44 billion dirhams, or 0.7% of the general budget out of debt. The capital budget represents 62% of MJS' budget, or 891 million dirhams, against 545,6 million dirhams allocated to the operating budget. The budget share of DJEAF amounted to 13.4% or 192.9 million dirhams.

**Structure of the budget of the Ministry of Youth and Sports - Year 2011 –**

*Source: MEF*

**Budget of the Directorate of Youth, Children and Women Affairs**

The operating budget granted to DJEAF amounts to 99.7 million dirhams, or 18.3% of MYS' operating budget. As for DJEAF's investment budget, it represents 10.5% of the total budget investment of MYS, or 93.2 million dirhams.

**Budget analysis of the "Holidays and Leisure Program"**

Under the year 2011, the total budget devoted to carrying out the "Holidays and Leisure" Program amounts to 109,13 million dirhams with 81,9 million dirhams in operating funds. The remaining 27,25 million is granted in the form of additional funding.
Gender analysis of the Department of Youth’s goal indicators

Like other departments, the Department of Youth joined in 2007 to the globalization of loans and in a corollary manner, to the definition of a set of quantitative targets to measure the level of achievement of the predefined goals.

The number of indicators for goals set by the department stands in 2011 to 146 which 122 indicators relate to the investment budget. Note that the operating budget's objective indicators are defined by structure, while objective indicators of the capital budget are defined by region. The following table shows some indicators considered relevant to the integration of gender:

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Associated goals and objectives</th>
<th>Types of Indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of beneficiaries of round-year summer camps</td>
<td>&quot;Holidays and Leisure' Programme&quot;</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate beneficiaries by gender and area of residence (urban / rural)</td>
</tr>
<tr>
<td>Number of round-year summer camps</td>
<td>&quot;Holidays and Leisure' Programme&quot;</td>
<td>Indicator of means of implementation</td>
<td>To Disaggregate by region</td>
</tr>
<tr>
<td>Number of days food is supplied to beneficiaries</td>
<td>Socio-educational activities provided by the youth, children and Women's Affairs</td>
<td>Indicator of means of implementation</td>
<td>To Disaggregate by gender and environment</td>
</tr>
<tr>
<td>Number of recipients of aid and assistance provided to associations and institutions of Youth, Children and Women's Affairs</td>
<td>Aid and assistance provided to associations and institutions of youth and children and promoting women.</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate beneficiaries by gender and area of residence</td>
</tr>
<tr>
<td>Number of (national) beneficiaries of international trade connected to youth activities</td>
<td>Aid and assistance provided to associations and institutions of youth and children and promoting women.</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate beneficiaries by gender and area of residence</td>
</tr>
<tr>
<td>Number of (international) beneficiaries of international trade connected to youth activities</td>
<td>Aid and assistance provided to associations and institutions of youth and children and promoting women.</td>
<td>Indicator of means of implementation</td>
<td>Disaggregate beneficiaries by gender and area of residence</td>
</tr>
</tbody>
</table>

To ensure both the efficiency of public spending and fair targeting, while taking into account gender, redefining the objective indicators related to Youth is of great value.

It also seems appropriate to include, among others, the development of alternative indicators of targets that are most relevant for the various services of the Department of Youth and are gender-sensitive:

- The number of youth centers in operation;
- The number of beneficiaries of such youth centers;
- The number of youth centers;
- The number of beneficiaries of activities provided by such youth centers;
- The number of vocational training centers;
- The number of beneficiaries of women's vocational training centers;
- The number of women's centers;
- The number of women's centers' beneficiaries;
- The number of language exchange program’s beneficiaries;
- The number of beneficiaries of cultural tourism.
10.3. Analysis of key performance indicators related to the sector

Thanks to the efforts made by the government regarding the promotion of young people in Morocco, the indicators relating to the youth experienced a significant improvement in recent years in the field of literacy, employment, activity and unemployment. Nevertheless, efforts must be strengthened to overcome the bulk of difficulties that hinder the improvement of the situation of young people in Morocco.

In Morocco, the category of young people aged 15 to 24 years represents 19.9% of the total population of which 49.6% are girls. In 2010, 53.7% of the youth lives in urban areas, of which 50.2% are girls. According to CERED projections, the weight of youth will experience a significant decline, particularly in the rural areas, going from 21.8% in 2010 to 15.3% in 2030. This trend towards an aging population is linked, among other things, to reduced fertility and the age drop of the first marriage.

According to the 2004 RGPH, the share of youth aged 15 to 24 years by main activity shows that 31.2% of them are in education and training, 35.8% already pursue an economic activity, 7.34% are unemployed and 23.6% are young women staying at home. The occupations of the young vary greatly depending on the place of residence. Urban youth are more attracted to the education and training, while rural youth are more present on the job market. 21% of young women in urban areas are at home against 32% in rural areas.

According to the National report on MDGs in 2009, illiteracy affects 20.5% of those aged 15-24 years nationally, with a female predominance (27.9% for girls against 13.3% for boys). Note that during the period 2003-2009, the literacy rate for girls rose from 14.4 points, going from 57.7% to 72.1% against an increase of 10.5 points for boys, which indicates a "catching up" phase in this area.
IV - Equitable profit of economic rights

Equal access of women to their economic rights must go through a better access to the labor market and income-generating activities as well as an increased participation in the decision-making process. This axis reviews the transverse component of employment before addressing the opportunities in agriculture, fisheries, trade and industry, ICT, tourism, crafts and the social economy.

1. Department of Employment

Employment, especially decent employment, is the main form of social inclusion, the safer factor in improving living conditions and preventing the risks of poverty and vulnerability, while revealing it is the most appropriate indicator to assess the level of social cohesion in a country.

In Morocco, the issue of employment is a top priority for the government in a context that continues to undergo profound democratic, economic and demographic changes. In this context, the issue of women's work deserves special attention because of the greater participation in the labor force and its contribution to the production of economic wealth that is not valued in the same manner as men’s.

1.1. Presentation of the Department

1.1.1. Department profile

The Department of Employment is responsible for developing and implementing government policy in the areas of employment, labor protection and social welfare of workers. It is responsible for facilitating and organizing the structures of intermediation in the labor market and to participate in the development, implementation and evaluation of actions to promote employment.

In the field of employment, the Department is responsible for helping to define directions and goals of employment development, conduct and carry out specific surveys and studies and to develop forecasts and projections in the short, medium and long term on supply and demand of employment. Similarly, the Department is now engaging in consultation with departments and agencies, actions and measures to promote the integration of young people and to conduct evaluation studies of public measures to promote employment. The Department of Employment is also responsible for preparing draft laws and regulations relating to workers' employment, labor and social protection and to monitor the implementation of international and regional standards of work.

To achieve these missions, the Department of Employment has - under 2011 - a total workforce amounting to 1,186 people (1140) civil servants and employees, of which 39% are women. The Department has witnessed a positive advance in terms of equity and gender equality. This is visible through the development of a human resource strategy based on a better representation of women in senior positions. Indeed, 13% of senior positions are held by women (eg, 50% (75%) of Director positions are held by women).

However, the Department has demonstrated its political commitment at both collective and individual levels towards equality and gender equity (EEG). This commitment is a preliminary step, but crucial in the process of institutionalizing equality and gender equity (IEEG). In this sense, 16 gender focal points have been set up at the various structures of the Department (Office, Employment, ANAPEC OFPPT, CNOPS, CNSS, ...).

Similarly, a coordinating committee attached to the Minister's office was set up to identify priority actions to be implemented to achieve the medium-term strategic program to institutionalize gender equity and equality and validation of the organizational structure of the mechanisms responsible for the EEG.
1.1.2. Legal and normative framework

In accordance with its responsibilities and tasks to ensure that everyone has the right to work to choose their line of work with fair and favorable conditions, the Department of Employment adhered to a number of international and national conventions connected to employment as a fundamental element of human rights, with the backdrop of the Universal Declaration of Human Rights adopted by the UN General Assembly on December 10, 1948 in Paris and ratified by Morocco in 1979.

The ICESCR (Article 23) recognizes the right of everyone to enjoy fair working conditions, the right to join and exercise freely a trade union activity and to have the right to social security. In the same Article, the ICESCR targets the most vulnerable and refines equality of rights between men and women in terms of access to employment.

The Pact also sets out measures to support young people's access to employment, stresses the protection of children and adolescents against economic and social exploitation, the non-discrimination against the elderly, the disabled and migrant workers. Similarly, ILO Convention 111 emphasizes the role of the states in adopting national policies that promote equality of opportunity and treatment in employment.

Morocco, active member of the International Labour Organization, acceded to the 1998 Declaration of the organization relating to fundamental rights and work principles, including eight conventions on freedom of association, forced labor, equal pay, child labor, etc..

Similarly, in the year 2010, international conventions and Arab Labour which have been ratified Convention 183 on Maternity Protection, Convention No. 17 on the employment of the disabled, Convention No. 19 on Labour Inspection, ...

In addition, Morocco, which stands among the countries that signed the Millennium Declaration in 2000, is deploying enormous efforts to achieve the MDGs by 2015, including MDG3, which aims to promote gender equality and women empowerment. Morocco has also committed to the respect and implementation of CEDAW32, which states equality in education, employment and economic and social activity (Articles 10, 11 and 13).

National strategy for equality and fairness

The MEFP is part of the national strategy for equality and fairness. It is responsible under this strategy to focus on reducing disparities and insecurities between men and women, by mainstreaming gender in employment policies, strengthening employment laws and regulations towards reducing inequality and improving conditions for working women and developing legal provisions to regulate domestic work.

National Agenda for Equality

The commitments of the MEFP under this agenda focus on: setting up mechanisms to ensure the balance between family life and professional life, and establishing a monitoring system for the implementation of the Labour code to ensure equality between men and women in the workplace; supporting sectors where women are strongly represented such as the textile and food industries, by developing and facilitating Income Generating Activities (IGA) and by formalizing informal production units into formal enterprises.

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32 See details of the CEDAW in the 2008 gender report.
1.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

The national policy for employment promotion is designed as one of the best ways to help reduce unemployment. The contours of this policy may be defined in a macro-economic policy that fosters the development of employment and training policy focused on capacity building, technology and employability. It is designed also as a favorable environment for business development and as an effective political management of the labor market based on participatory governance and an equitable and cost-effective social safety net.

It should be emphasized that through these various components, the question of employment is seen in the context of a comprehensive approach involving all stakeholders concerned by the issue of employment.

1.2.1. Development of a new generation of proactive measures

The new generation of measures proposed to promote youth employment includes 19 actions. The latter usually revolve around four major areas of intervention: direct integration through wage employment and self-employment; improvement of the employability through the adaptation of job seekers' profiles to business needs through additional training; strengthening the governance of labor markets and both public and private intermediation; strengthening the role of the region in promoting employment.

These very measures were presented to the "Employment" commission after the Strategic Intelligence Committee, which recommended full review of two of the 19 measures, described as urgent. Such actions target young graduates looking for work, while offering their reconfiguration to ensure better targeting and help the integration of job seekers with a "difficult" profile. These include the provision of the improved integration Agreement by including social security coverage (CIAM) and the provisions of a contract for professional integration (CIP) targeting job seekers with extensive integration difficulties to land a first job and that, by acquiring an education "upgrade".

In addition, the array of measures was the subject of a wide consultation with partners and the various socio-economic departments involved: Supreme Council for the Promotion of Employment (CSPE), Economic and Social Council (CES), the Bank World and the ILO.

1.2.2. Evaluation of employment-promoting programs

In 2009, the employment agency ANAPEC conducted an evaluation of the "Idmaj" program. The goal of this evaluation is to measure the impact of the IDMAJ program with job seekers and employers who have benefited from it since its inception.

This evaluation focused on employability figures and deadlines in order to clear the expectations and suggestions for program beneficiaries.

The approach adopted was to conduct interviews following a flexible questionnaire, given via telephone to 7200 job seekers who received a CI between 2003 and 2008 (on a base of over 80,000) and 1010 employers who ever resorted to the program.

Similarly, in 2011 the ANAPEC conducted an evaluation of the TAEHIL program The goal of this evaluation was to assess the impact of vocational training on employability, and to identify the perceptions and expectations of the beneficiaries of vocational training or retraining program (FQR) and the training contract program (FCE) (2009). The approach adopted aims at conducting interviews following a flexible questionnaire, administered by telephone among a sample of 892 people who have benefited from the FQR and 700 who benefited from the FCE.

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33 The Strategic Intelligence Committee was established in February 2009. It is composed of representatives of various government departments and aims to implement actions to support the areas affected by the international financial crisis
The results of this survey show that 35% of those polled have found jobs after receiving training, 78% declared having found a job within three months of training and 47% of those having done the FOR program think that it helped them fit more easily into the workplace, 30% think that the program allowed them to more or less achieve this goal, and one in five people think the program has no effect on job market integration.

The main improvements proposed by the beneficiaries of the program include the guarantee of a job or an internship after training (46%); the issuance of a training certificate (13%), the follow-up requirement by a job adviser (ANAPEC) (12%) and the extension of the duration of training (12%).

Regarding the "Moukawalati" program and on the basis of all investigations and diagnoses made since its inception, the Moukawalati system can be considered today as the main mechanism of small enterprise creation in Morocco.

The achievements of Moukawalati include a local support mechanism, with a national coverage achieved through stop-shops (the latter benefit from 375 support structure, including 60 stop-shops under the direction of the OFPPT), comprehensive and integrated support to create a business for aspiring entrepreneurs from the idea of the project, to the establishment of a pilot at all national, regional and local levels, involving all stakeholders involved in the act of business creation, and the synergy between Moukawalati and the IGA/NIHD program. (IGA: Income Generating Activities) In 2010, the program helped provide funding for 1,029 projects, generating 2,345 jobs. According ANAPEC, women represent 29% of projects bearers having started their activities, against 71% for men

Nonetheless, constraints persist for a better development of the creation of very small enterprises, namely the lack of an entrepreneurship culture among young people, the lack of support for project bearers during the startup phase of the company, particularly regarding the formalization of administrative procedures (lack of experience for the majority of coaches, lack of contact at the structures involved in business development, lack of access to premises), the lack of other funding sources other than banks, the lack of a structured follow-up 34based on multidisciplinary expertise.

1.2.3. Evaluation of employment-promoting programs

The objectives of ANAPEC's development plan for 2009-2012 aimed at the inclusion of 230,000 job seekers, an average of close to 14,400 integrations per quarter.

As part of the implementation of employment-promoting measures, in 2010 the IDMAJ program helped include 55,881 job seekers including 28,038 women, ie 50% of integrations, in addition to the 6,222 job placements undertaken abroad in 2010 of which 5990 benefited women, ie 96%, mainly in Spain as seasonal agricultural workers.

Under the "Taehil" program, which benefited 15,199 people in 2010, including 2,994 as part of the training contract for employment, 2,313 through retraining or vocational training and 7,856 as part of the support system to emerging sectors (Emergence program). Women represent 53% of "Taehil" beneficiaries (on a sample of 1857 beneficiaries from the information system).

1.2.4. Taking Into account issues of Gender Equality and women empowerment

In addition, the MEFP engaged in a process of institutionalization of gender equality in the areas of employment, vocational training and social protection, in collaboration with the Support Fund for Gender Equality and the Canadian International Development Agency.

An analysis conducted in the areas of employment, vocational training and social protection helped identify the progress made but also the difficulties experienced in terms of equality and gender equity.

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34 The follow-up programme post startup launched under the "Business Support" project funded by the Millennium Challenge Corporation and implemented by both ANPME and OFPPT is in its infancy.
Following this diagnosis, a medium-term strategic plan was developed. It is based on the capacity building of stakeholders, including labor inspectors, the development of information systems to better process the information collected, the improvement of knowledge of labor regulation and awareness around the issue of gender in the workplace.

Development of this program was conducted in three stages. The first stage saw the appointment of gender focal points representing the various departments of the Ministry and its institutions under trust, whose primary mission is to establish a comprehensive strategy to institutionalize gender equity and equality in all the structures, action plans, programs and projects of the department. The second stage was devoted to conducting a gender sensitive inventory to the situation and status of women in the vocational training system in the area of employment and labor and in terms of social protection. The third step was devoted to the development of a Medium Term Strategic Programme (MTSP) to institutionalize gender equity and equality in the areas of employment, vocational training and social protection.

This programme helped identify four strategic components. The first component has to do with the integration of equality and gender equity in the structure and practices of the department and agencies under supervision by strengthening the institutional capacity to institutionalize gender equity and equality. The second component has to do with the implementation of structural integration measures to institutionalize gender equity and equality in the vocational training system. The third component focuses on improving knowledge on the differences and constraints relating to gender to implement relevant measures to institutionalize gender equity and equality in the areas of employment, social protection and work conditions. The fourth component relates to the promotion of women's participation in decision-making bodies.

1.2.5. Programs and projects implemented

National Action Plan for Social Compliance

In 2007 and in consultation with trade unions and employers, the MEFP initiated an ambitious plan called the National Action Plan for Social compliance (PAN)\(^\text{35}\), the program aims to assist companies in implementing the provisions of labor code, including those relating to the protection of women workers, to ensure social protection for workers in general and women workers in particular, to highlight the roles and functions of labor inspectors to ensure proper implementation of the Labour Code provisions, to support the capacity of employee representative bodies of both genders and to set as a standard the integration of 2000 companies in the social compliance program as a strategic objective by the year of 2012.

Compliance requirements are based on the areas formulated in the National Plan for Social Compliance (PAN), including the work of women and children, social protection, management of labor relations and employee representatives.

Other criteria are taken into account in determining compliance. They relate to the exemption from continuing education, social action, control of documentation, evaluation of compliance social requirements improvement and to improving the means of compliance depending on the evolution of social requirements.

Regulation of domestic work

Recognizing the need to recognize the work relations of domestic employees in a sector dominated by women, especially girls, and in conformity with the goals assigned in the national strategy for equality and fairness, the MEFP prepared a draft law regulating the conditions of employment in within households.

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\(^{35}\) The National Plan for Social Compliance (PAN) funded entirely by the Ministry's operating budget, with the assistance of the compact Global Programme and as part of the awareness campaign.
This project is the culmination of a broad process of consultations with economic and social partners, NGOs, development agencies. It criminalizes recruiting girls under 15 years and includes a list of household hazardous work prohibited for girls under 18.

**Manual on equality at work**

In the context of the cooperation between the Ministry with the Association of Network and the German Development Cooperation (GIZ), a Manual on equality at work for labour inspectors is currently underway. It is expected to contribute to mainstreaming gender and equality in monitoring the actual practice of equality in terms of workplace and wages, identifying obstacles to equality and to applying the Labour Code, providing intelligence on equal employment, wage and information, and supporting businesses in being educated on equality.

**The TAMKINE Program**

The Department is a partner of the Tamkine Program, fighting against gender-based violence by empowering women and girls. The MEFP is currently working on a study on wage discrimination, which main objective is to provide a basis for designing a national action plan in the fight against discrimination against women at work, in collaboration with the International Program against Child Labour (ILO/IPEC).

As part of this program, actions have been initiated and help prevent the employment of girls under the minimum legal age, whom are victims of severe forms of work with the goal to improve their well-being and capacity by ensuring their rights and strengthening the capacity of key stakeholders, including social partners and local associations.

**1.2.6. Budget preparation and formulation of performance indicators**

Under the year 2011, the budget for the Department of Employment stands at 387.742 million dirhams, of which 230 million dirhams are on the operating budget and 157,7 million dirhams are on the investment budget, ie 59,4% and 40,6% of the budget of the Department, respectively.

Note that compared to 2010, the budget of the Ministry of Employment and Vocational Training has registered a 1% decrease (the 2010 budget is 391.177 million dirhams). This decrease was also observed in the operating budget with a reduction of 10% or 8,5 million dirhams following the circular of the Prime Minister.

**Analysis of performance indicators**

Similar to what is done in other Departments, the MEFP developed a set of goals that establish a link between the funding for action, programs or activity, and the expected outcomes and use of these funds. There are 65 indicators, including 19 quantitative indicators for the operating budget and 46 indicators for the capital budget.

However, some pre-established operating budget indicators can be associated to a gender perspective. These indicators are grouped in the following tables:
### Examples of indicators related to the operating budget

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Associated goals and objectives</th>
<th>Types of indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improving working conditions in employment delegations</td>
<td>Mission Support</td>
<td>Outcome indicator</td>
<td>Disaggregate workforce by gender</td>
</tr>
<tr>
<td>Housing loan beneficiaries</td>
<td>Assistance to social work</td>
<td>Outcome indicator</td>
<td>Disaggregate beneficiaries by gender</td>
</tr>
<tr>
<td>Recipients of social loans</td>
<td>Assistance to social work</td>
<td>Outcome indicator with a gender perspective</td>
<td>Disaggregate beneficiaries by gender</td>
</tr>
<tr>
<td>Medical assistance for the Ministry's staff</td>
<td>Assistance to social work</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate members by gender</td>
</tr>
<tr>
<td>Number of members</td>
<td>Assistance to social work</td>
<td>Outcome indicator with a gender perspective</td>
<td>Disaggregate members by gender</td>
</tr>
<tr>
<td>Businesses and corporations surveyed by ANAPEC advisors</td>
<td>Contribution to operating expenses of the National Agency for the promotion of employment and skills (ANAPEC)</td>
<td>Output indicator</td>
<td>Disaggregate beneficiaries by gender</td>
</tr>
<tr>
<td>Services (coaching, workshops and assessments) conducted by ANAPEC</td>
<td>Contribution to operating expenses of the National Agency for the promotion of employment and skills (ANAPEC)</td>
<td>Output indicator</td>
<td>Disaggregate beneficiaries by gender</td>
</tr>
<tr>
<td>Visits by labour inspectors in various companies</td>
<td>On-site labour inspection programme</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate labour inspectors by gender</td>
</tr>
<tr>
<td>Building of the Department of Employment's headquarters</td>
<td>Equipping of the central services</td>
<td>Output indicator</td>
<td>Disaggregate staff by gender</td>
</tr>
</tbody>
</table>

### Examples of investment budget indicators

| Training of labor inspectors | Equipping of the central services | Outcome indicator | Disaggregate staff by gender |
| National Observatory of Employment's staff training and internship | Equipping of the central services | Outcome indicator | Disaggregate staff by gender |
| Training of agents (secretariat) | Equipping of the central services | Outcome indicator | Disaggregate beneficiaries by gender |
| Implementation study of workforce, employment and skills planning system | Equipping of the Department | Outcome indicator | Disaggregate needs by gender |
| Study on minimum wage in Morocco | National Observatory of Employment | Outcome indicator with a gender perspective | Take gender into account |
| Integration of young graduates through the IDMAJ Program | Promotion of employment | Outcome indicator with a gender perspective | Disaggregate beneficiaries by gender |
| Training conducted through the TAEHIL program | Promotion of employment | Outcome indicator with a gender perspective | Disaggregate beneficiaries by gender |
| Creation of very small enterprises through the MOUKAWALATI Program | Promotion of employment | Outcome indicator with a gender perspective | Disaggregate CEOs by gender |
| Organizing seminars for executives, companies and unions in the field of health and safety | Awareness campaigns on hygiene and safety | Outcome indicator | Disaggregate beneficiaries by gender |
| Organizing seminars for executives and companies in the field of social security | Prevention campaigns on occupational hazards and diseases | Outcome indicator | Disaggregate beneficiaries by gender |

Moreover, some indicators have been implemented in the framework of medium-term strategic support to IEEG. These indicators relate either to performance or risk, integrate gender and could help measure efforts in promoting women and gender equality in the budget planning process.
Gender-related indicators

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Associated goals and objectives</th>
<th>Types of indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promotion of egalitarian values in the area of employment and strengthening of the admissibility of public policy</td>
<td>Quality, level of awareness of IEEG</td>
<td>Performance indicator</td>
</tr>
<tr>
<td>Supporting the IEEG implementation process</td>
<td>Level of agreement of structures, quality of stakeholder participation and level of awareness to IEEG of decision makers and stakeholders of the Department, the OST and of social partners</td>
<td>Performance indicators</td>
</tr>
<tr>
<td>Promotion of egalitarian values in the area of employment and strengthening of the admissibility of public policy</td>
<td>Political commitment of the Government to implement this strategy and commitment resulting in the attribution of a state budget to implement actions arising from the IEEG process</td>
<td>Risk indicators</td>
</tr>
</tbody>
</table>

1.3. Analysis of key performance indicators related to the sector

The national participation rate fell by 0.4 points, going from 49.6% in 2010 to 49.2% in 2011. The decrease affected men (from 74.7% to 74.3%) as well as women (from (de 25,9% à 25,5%).). The rate of economic activity of urban women also declined from 18,4% à 18,1% and among rural women (de 36,9% à 36,6%). It appears the rate of activity revealed a significant difference between both genders and among women depending on their place of residence.

![Evolution of activity rate by sex](image1)

![Evolution unemployment rate by sex](image2)

The employment rate\(^{36}\) at the national level has lost 0,3 percentage points in 2011 compared to 2010, going from 45,1% to 44,8%, which implies a reduction of the capacity of the Moroccan economy to use manpower resources. However, this rate hides disparities by gender and area of residence. In 2010, the employment rate reached 68% for males, against only 23,4% for women (61,8% for males against 14,8%for women in urban areas, and 77,2% for males against 36,2% for women in rural areas). In 2011, the employment rate reached 37,5% in urban areas (with a decrease of de 0,1 point compared to 2010) and 55,7% in rural areas (decreasing by 0,5 point compared to 2010).

In addition, the percentage of unemployed women in the labor force grew from 28,3% in 2010 to reach 30,6% in 2011 (up 1 point in rural 2,7 points in urban areas). The unemployment rate in  is established in 2011at 8,9% (8,4% for men and 10,2% for women) decreasing by 0,2 point compared to 2010 where it established at 9,1%. This rate has increased by 1,4 point among urban women reaching 21,2% in 2011 and has almost stagnated in rural area (from 2% in 2010 to 2,1% in 2011).

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\[^{36}\] The employment rate is the proportion of people holding a job among those of working age (15-64 years).
Challenges

The integration of Equality and Gender Equity (EEG) in the structure and practices of the Department of Employment raises challenges relating to the strategic positioning of the committees in charge of the EEG and staffing of the requested authority, capacity and human and financial resources, the availability of gender focal points and their involvement in developing strategies and programs relating to the sector, resource allocation to permanent program management units, development and implementation of a strategy for internal and external communication to disseminate the culture of equality, develop training and education, making operational and institutionalize the organizational structure in charge of the EEG and its integration into the department's programs and strategies and finally the development of guidelines on standards and values in terms of EEG.

Other challenges include: improving the knowledge of the economic and social constraints regarding gender on access to paid employment and retention of women and men by using relevant socio-demographic variables, and improving the knowledge of the system depending on the type of social protection and working conditions of women.

Other challenges include reinforcing the compliance with labor laws and international conventions ratified by Morocco, establishing incentives to promote women's access to positions of responsibility and establishing a system of affirmative action to promote women participation at decision-making positions within councils, unions and associations.

2. Department of Agriculture

Despite efforts in the fight against poverty and socio-economic development, rural Morocco continues to lag far behind cities, which can be measured by high rates of illiteracy, poverty, mortality and the lack of basic infrastructures.

Rural women are the most vulnerable category of the environment and the most affected in the areas of education, health and employment and income. Yet they represent a key component of the development of Moroccan society through their representativeness and know-how and the importance and diversity of activities they perform in the household or farm, but also in institutional organizations and administrations. In this regard, the human element, particularly women, has become increasingly central in policy making and strategy development in rural areas.

2.1. Presentation of the Department and of the normative framework.

2.1.1. Department profile

Agriculture plays a key role in the economic and social stability of Morocco. The sector accounts for 13% of GDP in 2010, ensures the food security of the entire population and supports a large social burden.

To this end, the Department of Agriculture develops and implements government policy in agriculture, to develop production and represent the interests of the rural world. Its key responsibilities include the development of an intervention strategy to improve the structures in the area, encouraging investment, foster technical and vocational training in addition to encourage plant and animal production. In parallel, the Department is involved in negotiations on free trade in agriculture and management of agreements in this field.

The organization of the Department is structured around eight central directorates in addition to regional directorates. It also has 25 organizations under supervision including the Hassan II Agronomic and Veterinary Institute (IAV), the National Health Safety of Food (ONSSA), the Agricultural Development Agency (ADA), the National Agricultural Research Institute (INRA), the

38 Source: HCP, Information Note on provisional national accounts in 2010.
39 In 2010, the Agriculture, forestry and fishing division accounted for 75.5% of all employment in rural areas. HCP, Activity, Employment and Unemployment, 2010.
National Interprofessional Cereals and Vegetables Board (ONICL) and the Regional Agricultural Development Boards (ORMVAs).

In terms of human resources, the Department of Agriculture has a workforce of 5,026 people, with a female representation of about 27% only. It has 74 women in positions of responsibility, i.e., a share of 21%. The following table shows the distribution of staff of the Department by status and sex:

**Breakdown of staff of the Department of Agriculture by category and gender**

<table>
<thead>
<tr>
<th>Categories</th>
<th>Staff (numbers)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td></td>
<td>W</td>
<td>M</td>
</tr>
<tr>
<td>Management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Directors</td>
<td>3</td>
<td>22</td>
</tr>
<tr>
<td>Regional Directors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Directors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mentoring</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Head of Division</td>
<td>12</td>
<td>56</td>
</tr>
<tr>
<td>Head of Service</td>
<td>59</td>
<td>280</td>
</tr>
<tr>
<td>Engineers</td>
<td>204</td>
<td>363</td>
</tr>
<tr>
<td>Administrators</td>
<td>67</td>
<td>129</td>
</tr>
<tr>
<td>Veterinary Surgeons</td>
<td>7</td>
<td>12</td>
</tr>
<tr>
<td>Teachers</td>
<td>6</td>
<td>13</td>
</tr>
<tr>
<td>Technicians</td>
<td>329</td>
<td>996</td>
</tr>
<tr>
<td>Other</td>
<td>659</td>
<td>1809</td>
</tr>
<tr>
<td>Total</td>
<td>1346</td>
<td>3680</td>
</tr>
</tbody>
</table>

Source: Ministry of Agriculture and Maritime Fishing, Human Resources, Aug 31, 2011

Since 2002, the Department has engaged in a reflection on gender approach through the Directorate of Education, Training and Research (DEFRA), particularly at the Division of Agricultural Extension.

The team working on this approach consists of three persons in charge of monitoring the integration of the gender approach in the Department's actions, and working in the fields of socio-economic advancement of women, of rural development and of child labor.

In addition, a socio-economic advancement of rural women office is housed in this very division since 1984 to ensure coordination, supervision and practical agricultural extension. This structure has regional offices called "Regional Units for Women Facilitation" (CRAF), responsible for coaching rural women, encouraging them to organize themselves through associations and cooperatives and to develop an interest in economic and social development activities.

It should be emphasized that the Department of Agriculture was among the first department to have established a gender focal point.

### 2.1.2. Legal and normative framework

#### Ratified conventions related to human rights

The adoption by Morocco of the International Covenant on Economic, Social and Cultural Rights reflects the recognition of the fundamental right available to everyone to be free from hunger. In this regard, and in accordance with Article 11, Morocco undertakes to adopt measures to improve methods of production, conservation and distribution of food by making full use of technical and scientific knowledge, by dissemination of nutrition principles and by developing or reforming agrarian systems.

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40 Prior to the Ministry of Agriculture and Maritime Fishing's reorganization, this department was called Directorate of Education, Research and Development (DERD).
In addition, Morocco has ratified several international conventions to fit farmers' working conditions, to fight against discrimination against rural women and to commit to deploy necessary efforts to ensure food security. In this context, Morocco is a party to ILO Conventions No. 11, 12, 99, 101, and 129 on the right of association and coalition of agricultural workers, compensation for accidents, methods of establishing minimum wages, paid holidays and Labour Inspection in Agriculture.

In the fight against discrimination against women, Morocco is required to comply with CEDAW's provisions on improving the socio-economic conditions of rural women, as outlined in Article 14 of the Convention. The latter stipulates that States Parties shall take into account the specific issues faced by rural women and the important role women play in the economic survival of their families by implementing appropriate measures to eliminate discrimination against women and to ensure their participation in rural development.

The scope of intervention of the Department of Agriculture is also in the context of Morocco's commitment to achieving the MDGs is partly dependent on rural and agricultural development. This involves improving the agricultural productivity of households to eradicate extreme poverty and hunger (MDG 1), develop income-generating projects for women to promote their empowerment (MDG3) and strengthen basic infrastructure for health and education (MDG 2, 4 and 5).

Recognizing the central role of human resources in the agricultural sector, Morocco has supported its agriculture on a legislative framework based on the Labour Code, the National Strategy for Equality and Gender Equity (NSEE) and Governmental Agenda for Equality (GAE).

Indeed, the labor code includes specific regulations in the agricultural sector on the employment contract (art. 17), night work for women and minors (art. 172), normal working hours (art. 184), duration and scheduling of paid annual leave (art.238 and 244), occupational health services (art. 304) and  minimum wage (art. 356) ...

As part of a national direction, the National Strategy for Equality and Gender Equity targets a fair and equal access of women and men in social and economic rights, including resources and products generated by the Agricultural Development and rural development.

For this strategy to be implemented at the departmental level, the Department of Agriculture has been associated, in a participatory manner, to developing the national action plan and to define its objectives in this area. At this level, fields of activities concern the integration of gender into policies and programs of agricultural and rural development, taking into account the load and the time budget men and women invest in implementing agricultural and off-farm activities to be able to participate fully to programs for agriculture and rural development, and to review and study the best ways to enable women to access to agricultural land, including communal lands41.

The Department of Agriculture is directly involved in the EGM on the fight against the vulnerabilities faced by rural women and girls. In this regard, six objectives have been identified including the development of skills of rural women through the development of Income Generating Activities (IGA).

2.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

2.2.1. Programs and projects implemented

Aware of the rural challenges, the Department of Agriculture adopted the "Green Morocco Plan" (Plan Maroc Vert - PMV) to define the contours of a new vision for the sector. This strategy should enable agriculture to be the main driver of the economy in the next 10 to 15 years, based on the two following pillars.

41 Belonging to the village community.
The first has to do with the development of modern agriculture oriented mainly on export and based on private investment. 961 projects will be launched, spread across 560,000 farms targeted for an investment of 121.2 billion dirhams.

The second pillar has to do with the upgrading of the social aspect of the production chain, with the creation of 545 social projects to benefit 840,000 targeted farmers. "Solidary Agriculture" is to develop an approach directed towards the fight against poverty by significantly increasing the agricultural income of vulnerable farmers, especially in peripheral areas.

It will focus on implementing conversion projects to the most attractive sectors as well as social aggregation projects for those most disadvantaged.

To achieve these objectives, the PMV has developed several tools to implement the strategy, including improving the productivity and development through mentoring (training/extension activities), developing tools of social aggregation and supporting the conversion into growth sectors.

The various programs of Pillar II will have a positive impact on the fight against poverty as well for women than for men in rural areas. Furthermore, it should be noted that these upstream programs are not developed by taking explicitly into account the gender dimension. However, several actions are carried downstream in the field, targeting specifically the socio-economic advancement of rural women. For example, the project to improve livestock production in the Souss Massa Draa region, which includes in its goals: the diversification of production through the development of beekeeping and raising "beldi" (free range) chickens and rabbits to the benefit of rural women.

Progress in the implementation of Morocco's Green Plan

In 2011, Morocco's Green Plan (PMV) is now in its fourth year of implementation. We notice a favorable evolution of investment and production indicators and a step in the realization of projects undertaken. This increase relates in particular to the institutional restructuring, value chain integration, rationalizing the use of production factors, and promoting the regional agricultural development.

In terms of indicators, an additional value of nearly 16.3 billion dirhams was achieved between 2008 and 2010. Since 2010, nearly 17 billion dirhams have been committed under Pillar I for the launch of 64 projects, and 9 billion for Pillar II for 224 projects.

On the other hand, and as part of the policy to improve the development of agricultural land, public-private partnerships on the state lands were pursued. The third installment of this operation, which assignment was completed in July 2011, concerns the sale of 21,240 ha generating investments in the amount of nearly 9.7 billion dirhams.

2.2.2. Taking Into account issues of Gender Equality and women empowerment

Dynamic components of the rural and national economy, rural women harbor enormous potential to lay the foundations for sustainable rural development. They have very valuable skills and a highly skilled expertise in the areas of developing agricultural and natural products. Their integration in agricultural development programs, the improvement of their socioeconomic conditions and the promotion of their rights has been at the center the Agricultural Department's top issues for nearly a quarter century.

Guidance Note for the socio-economic advancement of rural women

The institutionalization of gender and the promotion of rural women were enshrined in a guidance note from the Ministry of Agriculture in 2002. The note outlined the guidelines for the intervention of female facilitation, particularly around the strengthening of regional and local female units, improving the skills of rural facilitators and extension workers through continuous training, deployment programs vocational training for young girls from rural areas and encouraging the creation of cooperatives and women's groups around income-generating projects.

42 Source: HCP, Information Note on provisional national accounts in 2010.
Female facilitation

Pursuant to the 2002 Ministerial note on socio-economic advancement of rural women and to optimize the use of appropriations entered for the first time in the capital budget of Centres de Travaux (CT), female facilitation and support actions are undertaken by DPAs and ORMVAs. It should be noted that despite significant developments accomplished in recent years in terms of agricultural extension programs for rural women, the lack of female facilitators in local structures further limits the scope of programs.

Promotion of Income Generating Projects

The Department of Agriculture has launched a programme of Income Generating Projects (IGP) to improve the socio-economic conditions of rural women. These projects include the improvement of agricultural activities including small livestock and alleviating domestic work such as the substitution of fuelwood by using biogas and solar energy as well as digging wells and their equipment by hand pumps. Over the 2005-2010 period, 8,190 rural women were able to develop IGPs as part of 427 units. However, a significant decline was recorded in the number of beneficiaries, falling from 1,060 in 2005 to 839 in 2010, after a peak of 2,600 in 2007, when the total cost of IGPs was uptrend.

Evolution of IGPs created by industry and beneficiaries over the 2005-2010 period

<table>
<thead>
<tr>
<th>Nature of IGPs</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aviculture</td>
<td>5</td>
<td>100</td>
<td>25</td>
<td>500</td>
<td>30</td>
<td>600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rabbit breeding</td>
<td>16</td>
<td>320</td>
<td>25</td>
<td>500</td>
<td>30</td>
<td>600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Beekeeping</td>
<td>8</td>
<td>160</td>
<td>25</td>
<td>500</td>
<td>30</td>
<td>600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goat breeding</td>
<td>15</td>
<td>300</td>
<td>15</td>
<td>300</td>
<td>20</td>
<td>400</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vegetable Farming</td>
<td>13</td>
<td>100</td>
<td>15</td>
<td>300</td>
<td>20</td>
<td>400</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>4</td>
<td>80</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>61</td>
<td>1060</td>
<td>105</td>
<td>2100</td>
<td>130</td>
<td>2600</td>
</tr>
</tbody>
</table>

Source: Ministry of Agriculture and Maritime Fishing

Supporting the PMV and Atate-Associations partnerships

In addition to funding IGPs, the socio-economic programme of rural women has continued in 2010 with the support of PMV projects and a financing to agricultural development associations. Namely:

- Taking part in the establishment of a database through the identification and review of Pillar II projects, as part of the board of supervision and the monitoring of projects in this pillar;
- Contributing to the financing of 69 projects selected from 126 in agricultural extension and income generating activities, as part of the CTs' investment budget;
- The allocation of a funding\(^{43}\) to 14 organizations within the areas of action of 7 Regional Agriculture Directorates (Fez-Boulemane, Taza-Al Hoceima-Taounate, Rabat-Salé-Zemmour-Zaer, Doukkala Abda, Guelmim-Es -Semara, Greater Casablanca and Gharb Chrarda Bni Hssen).

Multisectoral Programs

The Department of Agriculture also participates in several programs launched in rural areas and initiated by other departments, which mainly focus along functional literacy, the fight against violence against women, awareness of rural women and the prevention of HIV / AIDS in partnership with UNAIDS. The main achievements are:

- For 2008-2009, 1,470 rural women have benefited from the literacy program with the opening of 27 centers;

\(^{43}\) in accordance with the circular of the Prime Minister regulating the State-Associations partnership.
- The Department has undertaken a program of action in areas of R'hamna and Boujaad to benefit women through the establishment and equipping of multifunctional centers, promotion of IGPs and the development of markets to sell products manufactured by women;

- A workshop was held to develop content for training extension workers as well as multimedia material on HIV / AIDS and to draft a training guide.

### 2.2.3. Budget preparation and analysis of performance indicators

The Department of Agriculture has received under the year 2011 a budget of 7,96 billion dirhams (excluding allocations of Special Treasury Accounts, essentially the Agricultural Development Fund), an increase of 12,5% compared to 2010. This amount represents 3,9% of the state budget and is split between operating expenses and investment expenses to the tune of 22% and 78%, respectively. 29% of the operating budget is spent on staff, and materials and expenses to the tune of 71%.

The capital budget is intended primarily (55%) for remote regions, ie Gharb Chrarda Bni-Hssen, Doukkala-Abda and Marrakech Tensift Al-Haouz. This primarily concerns the participation in ORMVAs' capital spending.

The budget for each directorate is aimed primarily at the Finance Department (69%) for the financial contributions to FDA, to ONSSA (10%) and to the Directorate of Education, Training and Research (8 %) for the financing of public education and research and agricultural extension.

#### Budget investment in each directorate (excluding regions)

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>0,5%</td>
<td>10%</td>
<td>8%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>69%</td>
<td>1%</td>
<td>1%</td>
<td>0,5%</td>
<td>10%</td>
</tr>
</tbody>
</table>

Under the year 2011, the budget for agricultural extension dedicated to DEFRA and regions amounted to 73,5 million dirhams, against 50 million dirhams in 2010. This reflects the attention given by the PMV to the development expertise in the regions to improve agricultural productivity.

However, such analysis indicates that a budget share of only 12,2% was allocated to expenditure on women's activities against 21,5% in 2010. This budget line, introduced in 2002, is intended to finance action programs for rural women within regional CTs and to projects initiated by DFER in partnership with economic and social development associations.

#### Evolution of the amount allocated to women animation in Department of agriculture (in millions of MAD)

![Graph showing evolution of budget allocation to women animation](image)
Objective indicators analysis

The Department of Agriculture joined the globalization of loans in 2004 by adopting objective indicators. These are designed to better streamline government spending. However, it should be noted that the wording of the indicators relate to actions connected to programs of the Department, together with units of measurement, not on specific and measurable goals.

When analyzing these indicators, one can see a preponderance of objectives taking into account productivity and farm profitability, training, irrigation and agricultural land development. Although a minority, two objective indicators reflect the social dimension, including the Douars (small nomadic villages) Development Plans (DDA) for Rural Development in the Middle Atlas, and "Promotion of Rural Women through extension activities" in connection with agricultural extension.

The latter is the only indicator for rural women at the Department providing for 120,000 beneficiaries for the year 2011 against 100,000 in 2010. Thus, it would be interesting to genderize other objective indicators which impacts relate to both women and men in rural areas - this would better integrate the various needs of the population targeted by the actions taken by the Department:

### Typology of objective indicators for the investment budget of the Department of Agriculture

<table>
<thead>
<tr>
<th>Programme</th>
<th>Goal related to the programme</th>
<th>Objective indicator</th>
<th>Type of indicator</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing Education</td>
<td>Training activity action</td>
<td>Number of beneficiaries</td>
<td>Means</td>
<td>Number of beneficiaries by gender</td>
</tr>
<tr>
<td>Monitoring the management of public agricultural enterprises, audit and management consulting</td>
<td>Support to farmers through training and information sessions</td>
<td>Number of beneficiaries</td>
<td>Means</td>
<td>Number of beneficiaries by gender</td>
</tr>
<tr>
<td>Monitoring the management of public agricultural enterprises, audit and management consulting</td>
<td>Preparing for a study tour abroad</td>
<td>Number of beneficiaries</td>
<td>Means</td>
<td>Number of beneficiaries by gender</td>
</tr>
<tr>
<td>Developing the certification (label of quality)</td>
<td>Mentoring of farmer groups to draft tender documents</td>
<td>Number of farmers having benefitted from mentoring</td>
<td>Means</td>
<td>Number of farmers mentored, by gender</td>
</tr>
<tr>
<td>&quot;Agriculture solidaire&quot; Plan</td>
<td>Developing camel breeding</td>
<td>Number of breeders mentored</td>
<td>Means</td>
<td>Number of breeders mentored by gender</td>
</tr>
<tr>
<td>&quot;Agriculture solidaire&quot; Plan</td>
<td>Development of sheep farming</td>
<td>Number of breeders mentored</td>
<td>Means</td>
<td>Number of breeders mentored by gender</td>
</tr>
<tr>
<td>&quot;Agriculture solidaire&quot; Plan</td>
<td>Development of red meat production</td>
<td>Number of breeders mentored</td>
<td>Means</td>
<td>Number of breeders mentored by gender</td>
</tr>
<tr>
<td>&quot;Agriculture solidaire&quot; Plan</td>
<td>Valuation of argan oil production</td>
<td>-Number of processing units</td>
<td>Means</td>
<td>-Number of processing units supervisors by gender - Number of participants in trade fairs by gender</td>
</tr>
<tr>
<td>&quot;Agriculture solidaire&quot; Plan</td>
<td>Livestock development beldi and free range chicken</td>
<td>Number of beneficiaries of beldi chicken distribution campaigns</td>
<td>Means</td>
<td>Number of beneficiaries of beldi chicken distribution campaigns, by gender</td>
</tr>
<tr>
<td>&quot;Agriculture solidaire&quot; Plan</td>
<td>Development of local products</td>
<td>Number of producers mentored</td>
<td>Means</td>
<td>Number of producers mentored by gender</td>
</tr>
<tr>
<td>Vocational and technical education in agriculture</td>
<td>Improving the success rate of vocational training students</td>
<td>Success rate</td>
<td>Result</td>
<td>Success rates by gender</td>
</tr>
<tr>
<td>Vocational and technical education in agriculture</td>
<td>Improvement in the integration rate</td>
<td>Integration rate</td>
<td>Result</td>
<td>Integration rate by gender</td>
</tr>
<tr>
<td>Vocational and technical education in agriculture</td>
<td>Number of technicians, specialized technicians and skilled workers trained</td>
<td>Number of people trained</td>
<td>Means</td>
<td>Number of people trained by gender</td>
</tr>
<tr>
<td>Vocational and technical education in agriculture</td>
<td>Improving the success rate of graduates in agricultural high-schools</td>
<td>Success rate</td>
<td>Result</td>
<td>Success rates by gender</td>
</tr>
<tr>
<td>National School of Forestry Engineers</td>
<td>Training of higher education in forestry</td>
<td>Number of students</td>
<td>Means</td>
<td>Number of students by gender</td>
</tr>
</tbody>
</table>
It is therefore possible to observe that the development of the Moroccan countryside was often thought in terms of productivity and profitability. In return, the expected results are not fully achieved in the rural and agricultural development, with the persistence of poverty, illiteracy, marginalization, and disparities. Rural women fall into a disadvantaged social group that have not benefited from development programs as much as men, although they are now increasingly at the centre of concern in the development of human and economic development programs in rural areas. Efforts should aim at an integration of rural women in all policies related to agriculture, particularly the Morocco Green Plan (PMV) and particularly Pillar II. In addition, the integration of rural women should necessarily be based on reinforcing initiatives in the context of Gender Responsive Budgeting.

### 2.3. Analysis of key performance indicators related to the sector

Representing 49.6% of the rural population in 2010, rural women continue to constitute the most vulnerable group because of their position in society (household, work), their living conditions and their relationships with others.

On the socio-economic front, living standards and basic services indicators remain below targeted levels and reveal disparities between men and women, despite a clear trend mainly benefitting men

- The illiteracy rate, down from the 1960s, shows a significant gap between men and women in rural areas with respective levels of 41.6% and 69% in 2009;

- The poverty rate depending on the household head's gender remains at a high level - 14.3% for men and 15.1% for rural women. While it shows a clear decline for men (24.7% in 1998), its level remains virtually unchanged for women.

- In terms of employment, the rate showed a slight decline in rural areas between 2004 and 2010, reaching 81.5% for men and 36.6% for women. The unemployment rate was recorded in an upward trend although still significantly higher for men (4.7%) compared to the relative rate for rural women (2.1%). The percentage of women in employment has remained virtually stable at around 32.5%.

### 3. Department of Marine Fisheries

The Department of Fisheries considers the sustainable use of resources and the promotion of responsible, efficient and competitive fishing, as priorities of the "Plan Halieutis" strategy. Achieving these objectives depends on the consideration of all stakeholders' contributions both upstream and downstream. It is in this sense, the Gender and Development Unit was established to ensure the consideration of gender in the action plans of the Department, with the aim to achieve an egalitarian and equitable development to benefits in the same way women and men engaged to fishing-related activities.

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44 Source: HCP, women and men in figures - 2010.
3.1. Presentation of the Department and of the normative framework.

3.1.1. Department profile

The Department of Marine Fisheries is responsible for developing and implementing government policy on marine fisheries, to coordinate all maritime activities and to promote the professional body.

To this end, the Department, in conjunction with other administrations and agencies involved is working on its development strategy for the fisheries sector, the exploitation of the exclusive economic zone, modernization and development of the fleet and the marine products processing industry. Thus, the missions of this department are as follows:

- Designing the development strategy of the maritime sector and related activities.
- Establishing policies and implementing actions to ensure the development and rational exploitation of fisheries resources.
- Undertaking scientific research and technical, economic and social studies.
- Developing the maritime sector falling into its fields of competence.
- Ensuring the preservation of seafood quality.
- Taking all necessary provisions to encourage the development and promotion of seafood processing industries.
- Determining the strategy to promote maritime labor and for this purpose, to ensure administrative and disciplinary management of seafarers.
- Taking the necessary measures for safe navigation, protection and preservation of the marine environment and the management of shipwrecks;
- Promoting international maritime cooperation to ensure the technology and scientific knowledge transfer and the opening of markets for domestic products;
- Drafting legislation relating to these areas of competence;
- Providing training for seafarers, professionals, technicians and other personnel in the maritime sector and promoting their social and professional advancement.

These missions have evolved in recent years by taking into account everything that may influence, directly or indirectly, the development of the fishing industry and the population affected by fishing activities. In this context, the Gender and Development Unit (UGED) was created in July 1999, then institutionalized and affiliated to the Department's Secretariat General on January 12, 2001. Its missions are to:

- Ensure the integration of "gender and development" in the Department of Fisheries' strategies and action plans.
- Undertake socio-economic studies on the women population in direct or indirect relationship with the marine fisheries sector.
- Developing programs and action plans to integrate and promote women in the sector and ensure their implementation.

To carry out these tasks, the Department of Marine Fisheries is composed of the Minister's Office, the Central Administration and of other field services. In addition, the general staff employed by this department, is composed of:

- A total of 1410 employees including 293 women and 1,117 men with an average age in the Department of 43.2 years.
A feminization rate of the Department of Marine Fisheries of 21% and mentoring rate in the range of 45.1%.

A staff distribution percentage between the technical and support personnel of 42% and 58% respectively of the total workforce.

3.1.2. Legal and normative framework

Recognizing the importance of human resources in the development of the fisheries sector, Morocco has implemented a set of legislative regulations and engaged in numerous international conventions for the protection of seafarers' rights.

**International conventions ratified**

The specific working conditions and life on board fishing vessels led to the adoption of several international conventions and recommendations aimed in particular at the protection and safety of fishermen.


Through ratification of these conventions, Morocco has made considerable efforts to comply with international rules enforced in the industry. However, the implementation of these provisions in national legislation is not yet widespread.

In addition, the fisheries policy contributes to achieving the objectives of CEDAW, ratified by Morocco. These have to do in particular with:

- Article 10, which provides, in its first paragraph, equal rights to woman with respect to vocational counseling conditions.
- Article 14 which stresses under paragraph 2.d, equality between men and women in access to functional literacy programs and community and outreach services to increase their technical proficiency.
- Article 14, in sub-paragraph 2.e, which encourages the establishment of cooperatives in order to achieve equal opportunities in economic terms.
- Article 14, in sub-paragraph 2.g emphasizing the possibility of access to loans, agricultural loans and marketing services and appropriate technology as well as equal treatment in land and agrarian reforms and in rural development projects.

Similarly, public action in the fisheries industry is part of Morocco's commitments to the following MDGs:

- MDG 1: the various actions to modernize the fleet, the construction of fishing infrastructure, establishment of activities in cooperatives, creation of new lines of business ... contribute significantly to the improvement of incomes and the fight against poverty.
- MDG 3: Gender Inequality in the fisheries sector is a major concern of the Department of guardianship through the implementation of actions to ensure free access of both genders to the resource, the organization of income generating activities for women ...
MDG 7: The sustainability of fishing activities mandatorily requires a sustainability of fishery resources and their marine ecosystem. This is reflected in the special attention given to the sound management of resources, improvement of research and monitoring of fisheries.

**National legislation on the rights of seafarers**

Morocco has a regulatory defense and protection system of seafarers. National legislation in this area is built mainly on the Royal Decree of 31 March 1919 forming the Maritime Commercial Code (CCM) and Law No. 65-99 concerning the Labour Code, which establishes the basic rights of workers.

Indeed, the CCM dictates a set of measures on the rights of seafarers such as the employment agreement, the obligations of ship-owners for the well-being on board and provisions relating to minimum age, repatriation, fishermen's wages, medical care, health and social security protection, medical examination and relevant certifications and skills needed for positions of command.

Other items relating to the particular nature of the medical examination, the minimum staffing numbers, the number of working hours, weekly rest or crew accommodation on board, are not yet regulated by national law.

The joint circular from the Ministry of Agriculture, of Rural Development and Fisheries and Ministry of Health No. 0000006 of February 21, 2005 on establishing a prevention programme for fishermen, providing for the creation and organization of work in medical units.

In terms of equality, the national strategy for equity and equality (SNEE) refers to the promotion of mainstreaming gender in the fisheries through several fields of intervention, including:

- The multiplication of various types of support for female entrepreneurship and restructuring of informal activities.
- The integration of gender into rural development policies and programs.
- The development of indicators for monitoring the socio-economic objectives of the various projects and their impacts by ensuring the data reflects the concerns of women and men in connection with their activities.

More recently, the government's agenda for equality reinforces the achievements on gender mainstreaming in the fishing industry. This is reported in section 8 of this Agenda on the fight against poverty and the various forms of vulnerability experienced by women and girls through the development of their knowledge and the creation of income generating activities.

**3.2. Processes and efforts carried out towards the implementation of gender sensitive public policies**

**3.2.1. Development of sectoral policies and strategies**

The development policy of the fishing industry is based on various actions including several projects integrating the gender dimension.

The new "Halieutis" development strategy for the fisheries sector in Morocco, is in its second year of implementation. It is structured around three key areas, namely: sustainable exploitation of resources and promotion of responsible fishing, development of efficient fishing for top quality in processing seafood products, while improving the industry's competitiveness.

In addition to the actions implemented under Halieutis, other measures to develop the industry experienced revitalization. Indeed, a new version in concert with the various stakeholders of the Ibhar program was launched in May 2011.
The new version of the program, spanning over the 2011-2014 period, aims to equip approximately 10,600 artisanal fishing boats with storage, conservation, communication equipments and outboard engines. In addition, the program will equip 1,270 ships with materials to preserve and enhance the quality of the catch, as well as improving the conditions of habitability, life and work aboard these ships. The program also provides for the replacement of 389 obsolete vessels with new generations models made of wood, steel and polyester.

Meanwhile, other development activities in the sector continue to be undertaken, in particular the proposed coastal development, in place since 1996, which involves building a series of fishing villages (villages de pêcheurs - VDP) and disembarkation points (PDAs) along the coast. Under the year 2011, several actions have been completed: the completion of the implementation of a seafarer's center in Al Hoceima, the construction of a slipway at the disembarkation points of Sidi Boulfdlaile and Rkount, the continued construction of the PDA of El Jadida and Chmaala's VDP and the start of construction and equipment of a sea products transformation plant in the PDA of Sidi Boulfdlaile.

Progress in the implementation of the new Halieutis strategy

After a year and a half of implementing the Halieutis plan, several projects have been recording significant progress.

The great advances of this strategy primarily concern the axis of sustainability with the introduction, in 2010, of fisheries plans by region and which concern 65% of Morocco's coastal areas and target fisheries of small pelagic fish, shrimp, hake and seaweed. The agency for aquaculture development was also created.

In area of performance, one can note the introduction of the VMS plan for the satellite vessel monitoring and the implementation of measures against IUU fishing (unreported, unregulated fishing) and the introduction of management techniques across the global operator, not to mention the widespread use of standard containers, through the introduction of plastic boxes. This area of performance also includes infrastructure development, including the construction of a new hall in Agadir, which includes a sales area, a shipping SAS, an identification SAS and technical and administrative offices.

Regarding competitiveness, several actions have been implemented. These include the construction of the competitiveness cluster in Agadir where significant progress was achieved. Indeed, the commercialization of the first phase of the future Haliopolis park is almost complete.

In addition, consensus remains to be achieved with operators and within the profession regarding their compliance to various reforms to be undertaken in developing the industry. They have raised some concerns the plan will have to integrate however without overhauling it completely. These issues include the geographical imbalance of fishing efforts, shortcomings in the measures taken to manage the resource and insufficient integration of aspects related to support seafarers during the offseason.

3.2.2. Taking into account gender equality and women empowerment issues

In view of the current regulations, access to maritime employment in Morocco guarantees equality of opportunity between genders. Indeed, access to maritime training institutes to graduate as civil officer on fishing vessels is open without discrimination to male and female candidates.

However, the nature of the seafarer's tasks, of living conditions on board (workers living in groups) and of the socio-cultural context (the reality of women working far from home), all contribute to the fact men have easier access to this line of business, and does not grant an easy access of women to the jobs of this industry. Therefore, women do not generally apply to the duties of officers on board.

In this respect, generally, there is a sexual division of labor in terms of roles and responsibilities. Indeed, the activity of fishing on board is seen as an area reserved for men exclusively.
These deal with the handling catch, performing landings and selling the product, while women take care of on land activities such as processing the catch and collecting the shellfish. Meanwhile, women occupy a prominent place in family life through their traditional role as mothers, wives of fisherman and housewives, providing significant, yet unpaid assistance.

At the level of processing of seafood products, women are mainly integrated as manual laborers in canneries and seafood packing units. They make up nearly 67% of the workforce operating at that level. From this analysis, categories of women working in the fishing industry can be broken down as follows:

- Women seafarers who work directly in catching the resource. There are about 4,000 women involved in the collection of seaweed and shells;
- Fishermen's wives and daughters, whose exact number is unknown but estimated at over 300,000. They are the most disadvantaged category in the sector;
- Women working in processing industries of fishery products. Their number is estimated at over 28,000;
- Graduates of maritime training institutes and processing technologies of fishery products, under the supervision of the Department of Fisheries.

Aware of the situation of women in the industry and of the bigger role they could play, many projects targeting primarily the category of fisher-women and wives and daughters of fishermen were conducted by the Gender unit (UGED) at various sites throughout the coast, since 2000. Here is a list of the major projects implemented:

- Project promoting clam pickers in the lagoon of Oualidia, launched in 2000, which seeks the creation of coops, literacy programs and self-management training for women clam pickers.
- Sidi Boulfdail Project, finalized in 2004, which is to organize the activities of collecting and recycling mussels into coops for wives and daughters of fishermen of the site and to build a women's center;
- Kahf Dounia Project - in progress - in cooperation with an Italian NGO and finalized in 2004- to provide professional training and foster women's acquisition of knowledge to generate income, particularly through literacy programmes and the creation of a women's center.
- Flouka Project, completed in 2004, which aims to contribute to the improvement of living and working conditions of small-scale fishermen from the fishing village of Imsouane and includes a component to create a coop to collect mussels at the site;
- Support projects on Sidi Boulfdail and Imsouane cooperatives, launched in 2005 and being implemented in partnership with an Italian NGO, and provides for training and outreach for the benefit of three cooperatives;
- Project of mussel farming attempts launched in 2011 to benefit women of the Douira cooperative. This project will establish a mussel farming system in adequacy with women's conditions by providing an autonomous supply of their processing unit vis-à-vis natural stocks.

Similarly, the proposed upgrading of artisanal fisheries, under the MCA-Morocco programme, entered into execution since September 2009, has set as its main objective the reduction of poverty of the population working in the artisanal fisheries industry. It aims to improve the living and working conditions of nearly 40,000 small-scale fishers and 2,000 street vendors and their families.

In addition, the project devotes gender-specific actions. It provides for the mobilization of 2 million dollars over the 2010-2013 period to improve the living conditions of fisher-women and wives and daughters of fishermen in collaboration with the UGED. These actions include the establishment of seafood processing and aquaculture units that will enable women to play a greater role in the industry, and contribute to the betterment of their families. Similarly, the empowerment of women vis-à-vis the management and operation of these units is planned so that they do not end up working as mere laborers in an entity dominated by men.
3.2.3. Budget preparation and formulation of performance indicators

The budget for the Department of Marine Fisheries has risen under the year 2011 to 570,062,000 dirhams (against 591,1 million dirhams in 2010), with 58% dedicated to investment and 42% for operation.

Regarding operating expenses, they are allocated in the figure of 63% to staff costs and 37% for materials and expenses.

As for the capital budget, it is to the tune of 5% to the Directorate of Maritime Training and socio-professional promotion, 2% in the Office of fishing industries and nearly 63% to the Office of Fisheries and aquaculture. The latter allocates the bulk of its budget (74%) to the protection of fishery resources and research.

In addition, funding for construction and equipment projects of PDAs and VDPs, is, under the year 2011 to 79,600,000 dirhams, ie 24% of the capital budget allocated to the Department of Fisheries.

In addition to the operating budget of the Gender and Development Unit, a capital budget for projects for women was mobilized to create income-generating activities. This budget amounts to 1.68 million dirhams for the 2011-2012 period.

Note that in 2009, an medium-term expenditure framework (MTEF) has been drafted for the Department of Fisheries. This MTEF allows the Department to have an idea on the amounts that may be awarded in the coming years.

Under the year 2011, the reflection on objective indicators has helped identify 22 indicators for the capital budget and incorporated many of which are organized by region. However, there is still no indicator for the operating budget.

Regarding capital budget indicators, there is not yet an effort to link on the one hand, activities and resources needed to achieve them and, on the other, the objectives of results or impacts and targets set in the context of the industry's development policy. The typology of these indicators therefore shows a predominance of indicators of means of implementation and activities:

<table>
<thead>
<tr>
<th>Type of indicator</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Means of activity</td>
<td>68%</td>
</tr>
<tr>
<td>Activity</td>
<td>27%</td>
</tr>
<tr>
<td>Result</td>
<td>5%</td>
</tr>
<tr>
<td>Share in the total</td>
<td>22</td>
</tr>
</tbody>
</table>

Furthermore, analysis of these indicators showed that on the 22 indicators developed, a gender perspective could be associated (see table below).
## Typology of objective indicators of the capital budget related to gender-sensitive programs

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Related goals or tasks</th>
<th>Types of Indicators</th>
<th>Possibility of a gender perspective in the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Number of medical units completed</td>
<td>Construction and equipment of medical units at fisheries delegation level</td>
<td>Activity indicator</td>
<td>Number of care recipients by gender</td>
<td></td>
</tr>
<tr>
<td>2. Number of fitted landing sites to achieve</td>
<td>Construction and equipment of the PDAs</td>
<td>Means indicator</td>
<td>This indicator is listed by region</td>
<td></td>
</tr>
<tr>
<td>3. Completion rate of the construction of a new DPM headquarters</td>
<td>Construction and equipment of the Marine Fisheries Delegations</td>
<td>Means indicator</td>
<td>This indicator is listed by region</td>
<td></td>
</tr>
<tr>
<td>4. Completion rate of the Marine Fisheries Delegation's extension</td>
<td>Construction and equipment of the Marine Fisheries Delegations</td>
<td>Means indicator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Improvement of seafarers' income working on the disembarkation points</td>
<td>Construction and equipment of the PDAs</td>
<td>Performance indicator</td>
<td>Disaggregate beneficiaries by gender</td>
<td>This indicator was not calculated</td>
</tr>
<tr>
<td>6. Expansion rate of the automotive fleet for control and monitoring purposes</td>
<td>Maritime surveillance</td>
<td>Indicators of means of implementation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Rate of payment of the grant made to the National Office of Fisheries for the IBHAR programme</td>
<td>Promotion of coastal fishing</td>
<td>Process indicators</td>
<td>Disaggregate IBHAR programme beneficiaries by gender</td>
<td></td>
</tr>
<tr>
<td>8. Number of fishing villages (VDPs) to achieve</td>
<td>Construction and equipment of the VDPs</td>
<td>Activity indicators</td>
<td>This indicator is listed by region</td>
<td></td>
</tr>
<tr>
<td>9. Improvement rate of the income of seafarers working in the fishing villages (VDPs)</td>
<td>Construction and equipment of the VDPs</td>
<td>Performance indicator</td>
<td>Disaggregate beneficiaries by gender</td>
<td>This indicator was not calculated</td>
</tr>
<tr>
<td>10. Days of training and retraining of executives</td>
<td>Socio-professional promotion</td>
<td>Activity indicators</td>
<td>Disaggregate beneficiaries by gender</td>
<td></td>
</tr>
<tr>
<td>11. Completion rate of literacy publications &amp; media</td>
<td>Strengthening the literacy programme for seafarers</td>
<td>Activity indicator</td>
<td>Target population by gender</td>
<td>The goal is not well defined</td>
</tr>
<tr>
<td>12. Completion rate of development of the national coordination center</td>
<td>Marine Rescue</td>
<td>Means indicator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. Completion rate of equipping the national center with technical material</td>
<td>Marine Rescue</td>
<td>Means indicator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. Completion rate of the construction of the National Coordination Center</td>
<td>Marine Rescue</td>
<td>Means indicator</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. Number of boats purchased to strengthen life saving capabilities</td>
<td>Marine Rescue</td>
<td>Indicators of means of implementation</td>
<td>Rate of reduction of death at sea accidents</td>
<td></td>
</tr>
<tr>
<td>16. Number of events organized</td>
<td>General studies made by the Office of marine fisheries industries</td>
<td>Means indicator</td>
<td>Introducing the gender perspective in the study</td>
<td></td>
</tr>
<tr>
<td>17. Completion rate of the study on fishery products diversification</td>
<td>General studies made by the Office of marine fisheries industries</td>
<td>Means indicator</td>
<td>Introducing the gender perspective in the study</td>
<td></td>
</tr>
<tr>
<td>18. Number of guides to good hygiene practices published</td>
<td>Assistance to industrial units</td>
<td>Activity indicator</td>
<td>Introduce the gender perspective in the guides</td>
<td></td>
</tr>
</tbody>
</table>

### 3.3. Analysis of key performance indicators related to the sector

Overall, the direct impacts of actions undertaken in the context of the industry's overall development strategy (fisheries management, improving performance, enhancing competitiveness ...) remain limited on the situation of women and gender relations.

However, with the implementation of specific actions such as those included in the fishing project under the MCA programme and UGED projects, significant direct impacts can be identified.
As such, through the construction of the PDA, seafarers will be able to improve their catch levels and sell at better prices, this will improving their income. These additional revenues will be used to improve fishing gear and also benefit families.

Similarly, projects targeting seafarer's wives in the task of organizing their work and setting up income-generating activities can improve women's working conditions and the marketing of their products (means, opportunities, etc.).

Moreover, a lack of quantitative data on projects undertaken should be noted, which is an obstacle for project monitoring/evaluation. Thus, the definition of outcomes and quantitative indicators for all development projects in the fisheries sector is of prime importance for a better evaluation of results and impacts.

4. Department of Industry and Trade

Through a set of programmes, the Ministry of Industry, Trade and New Technologies (MICNT) aims to create a virtuous circle of growth. In particular the National Pact for Industrial Emergence and the Rawaj plan that offer visibility and interesting opportunities for all industry and commerce operators, to build an industry and trade strong enough to generate jobs.

Indeed, the industry is a job-rich sector, especially for women. The textile and leather industries remain the first industrial activity generating employment for women with a share of total employment created to the tune of 70,6% in 2010, followed by electrical and electronic industries with a share of women in the workforce employed at about 57,8 %. As for the trade employing 12,7% of the Moroccan working population, women's employment stands at around 8,7% of the total employed population in this area.

The latter was marked by the appearance and development in recent years of retail and franchise networks featuring potential niches of female employment.

4.1. Presentation of the Department and of the normative framework.

4.1.1. Department Profile

The Ministry of Industry, Commerce and New Technologies' (MICNT) main responsibilities include:

- Developing, validating, steering and evaluating development strategies for the industry, trade, technology and postal services and breaking them down into operational programs
- Producing statistics and conducting studies in the areas of industry, commerce and new technologies;
- Promoting and developing innovation, quality and security in the areas of industry, commerce and new technologies
- Defining the legislative and organizational framework for the industry, commerce and new technologies sectors;

The Ministry of Industry, Trade and New Technologies (MICNT)\textsuperscript{45} is made, outside the minister's office and the general inspection office, of a central authority and decentralized services. The central government, in addition to the General Secretariat, has nine departments: industry, trade management and distribution, digital economy, Statistics and intelligence, quality and market surveillance; advanced technologies, innovation and research and development, reception areas office, cooperation and communication and management of resources and information systems.

\textsuperscript{45} Now the Ministry of Industry, Trade and New Technologies integrates the Department of Foreign Trade.
Note that the Department's new organization focuses on innovation and new technologies (innovation, e-commerce, e-gov, nanotechnologies, research, biotechnology, clusters ...) with their own dedicated services. Note also the absence of a gender-dedicated structure. For effective integration of gender in the actions and policies of the department and for better coordination with the support of the advancement of women, the MICNT would benefit greatly from institutionalizing a gender focal point.

4.1.2. Legal and normative framework

Respect for human rights in the trade and industry sector as stipulated in the Universal Declaration of Human Rights can be approached through the lens of the right to employment, in particular Article 23. Human rights in trade and industry can also be understood through the lens of freedom, that is to say, the freedom of everyone to create or manage a business - without which the expansion of the private sector and overall economic dynamics would be impossible. Second, the principle of gender equality, guaranteeing inclusive and equitable growth.

Regarding gender equality, the actions of the Department of Trade and Industry are consistent with the provisions of CEDAW particularly article 11. Morocco has also ratified the conventions of the International Labour Organization specifically aimed at eliminating discrimination in employment, including Conventions 87, 100, 103,111 and 156 of the ILO.

At the national level, Morocco has integrated issues of human rights and gender equality relating to commercial and industrial activities in its legal arsenal with the abolition of marital authorization for the exercise of commerce (art. 17 of the Commercial Code, 1995) and the award of a work contract (Code of Obligations and Contracts, 1996).

In addition, the right to property and free enterprise, is enshrined in Article 35 of the Constitution that guarantees the right of property and stipulates that the state guarantees the freedom of enterprise and free competition. The article refers to the property right in its broadest sense, it guarantees the right of ownership but also of freedoms of individuals in the fields of investment, entrepreneurship and business.

Moreover, the consumer law was enshrined in Law No. 31-08, adopting the necessary measures to protect the consumer.

Also worth recalling that law 06-99 on free pricing and competition has strengthened the legal and institutional environment of the Moroccan economy and improve the consumers' well-being (creation of the Board of competition, strengthening the rights of consumer information ...)

The strategy of the Department of Trade and Industry for development of industrial and domestic trade promotion is designed without the explicit integration of the gender dimension. However, the programs formulated offer interesting opportunities for women in terms of training, employment and investment. Indeed several programs of the Department including the "Development of Women Entrepreneurs" project are part of the MDGs, especially MDG1 which seeks the reduction of extreme poverty and MDG 3, which aspires to promoting gender equality and empower women. Similarly, the Department's policy responds in part to the National Strategy for Equity and Gender Equality. In addition, the Department is involved in the implementation of the government's agenda for equality across Field 7 on the fight against gender-based inequalities in the labor market. The MICNT is challenged in the lens of Goal 21 that focuses on the compliance of employers vis-à-vis the legislative and regulatory framework for the social protection of vulnerable groups.

46 « The right to property is guaranteed. The law may limit its scope and exercise if the requirements of economic and social development of the nation require it. Expropriation can only be carried out in cases and manner provided by law. The state guarantees freedom of enterprise and free competition. It endeavors to achieve a sustainable and human development, able to allow for the consolidation of social justice and the preservation of national natural resources and the rights of future generations. The State shall guarantee equal opportunities for all and special protection for the socially disadvantaged. » Article 35 of the Constitution
4.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

4.2.1. Development of sectoral policies and strategies

- **National Pact for Industrial Emergence**

  The State in partnership with the private sector has sealed a National Pact for Industrial Emergence (EINP) covering the 2009-2015 period. The pact, which aims to build a strong industrial sector and create a virtuous circle of growth, is designed around three basic ideas: concentrating recovery efforts on the industrial sectors for which Morocco has clear competitive and usable advantages; treating the entire business fabric through four "transversal projects" and setting up an institutional organization capable of ensuring the effective and efficient implementation of programs.

**Globally positive mid-term results...**

Morocco's Métiers Mondiaux (MMM) have created for the single year of 2010, nearly 14,500 net new jobs, bringing total employment in these industries from 100,000 to 114,500 highly skilled jobs. Per business, the automotive sector has captured first place with a net creation of 8300 jobs, an increase of 19% followed by Offshoring with 4,000 jobs (+10%) and electronics with 1700 new jobs created (23%). Overall, the PNEI's achievements in terms of employment in the MMM at the end of 2010 represent on average the equivalent of 41% of the objectives set under this plan by 2015.

Similarly, MMM exports have witnessed significant increases between 2009 and 2010 from 27,5 to 38,2 billion dirhams, ie +39% (in 2004, these exports did not exceed 6,2 billion dirhams). By industry, exports of automobiles increased by 50%, ie a surplus of 6,3 billion dirhams followed by aviation (38%), Offshoring (29%) and electronics (24%).

- **Domestic trade**

  The Ministry of Trade and Industry has implemented a programme of actions to promote commerce through the 2008-2012 Rawaj Plan. This plan aims to improve the supply condition of each Moroccan citizen, to improve the living standards of merchants, to increase the contribution of the sector's added value to the national GDP and to create job opportunities. The Rawaj Plan is based on two crossection axes: "commercial appeal" and "Commercial business environment", as well as on 3 sector plans: "Local shops", "Retail" and "Wholesale trade of fresh produce."

**A few mid-term results...**

Regarding the "modernization of the local shops" 48, the Department's investments rose to 89 million Dirhams, of which 45 million are committed only for the first 5 months of 2011 through the Rawaj Fund. The operators involved have gone from 130 upgraded outlets in 2010 to 833 structured outlets as of June 2011. Cumulatively, 7,900 outlets were upgraded at the end of June 2011. Overall, this modernization programme was able to touch all the segments related to small businesses out of the countries 16 regions 49.

Also to note is the franchise industry that expanded enormously with an average annual growth rate of 18% over the last 10 years. The number of franchise networks identified at the end of July 2010 is 454. Moreover, the number of franchise networks Moroccan recorded an average annual growth over the past ten years more than 14%. This has increased the number of Moroccan franchise brands to 70 - representing 15% of all franchise networks established in Morocco.

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47 A project to strengthen the competitiveness of SMEs, a project on improving the business climate, a project on training and development plan for new generation industrial parks, called "Integrated Industrial Platforms" - P2I -

48 The objective of this programme is to develop the business and profitability of local business and provide a level of quality standards to best meet consumer expectations.

49 In 2011, three new areas were included in the modernization programme. These regions Guelmim-Smara, Laayoune and Oued-Dahab-Boujdour Lagouira.
4.2.2. Taking Into account issues of Gender Equality and women empowerment

- **Project: "Women's Entrepreneurship Development Phase II":**

  The proposed Women's Entrepreneurship Development, phase II, part I of the Integrated and Modular Programme for improving the industry's competitiveness (PIM II)\(^{50}\) follows the first phase of the project carried out under the PIM I.

  The purpose of the project's second phase is, firstly, to consolidate the results obtained under the first phase and to complete the activities initiated, such as traceability for export, "organic" products certification, dissemination of the drying technology, women's coaching during the exports negotiations, and involvement of new groupings in the project activities and lastly, the dissemination of the project methodology to other regions the country. Thus, the second phase of the project allowed the realization of a set of actions including:

  - The application of the traceability system for all export operations, including through the organization of training and awareness workshops for women, and the preparation of data sheets;
  - Certification and labeling of food products and derivatives and women's groups in "Fair Trade"
  - Dissemination of technologies through the "Technical Assistance to the promotion of local products in the Oriental region" project and the "Culture and Development" project, which provides technical support and guidance in terms of implementation of the toolkit (guide to good manufacturing practices, manufacturing and health) for the olive oil sector, the dates industry, couscous and crafts.

  Regarding actions under way, there is primarily the creation of **Packaging and Marketing Centres** (CECCOM) able to channel the production of small rural enterprises to ensure commercialization after quality control and packaging. Three CECCOMs\(^{51}\) are currently being built in the provinces of Ouezzane, Taounate and Boulemane

  In terms of impact, the three centers have contributed to women's capacity building in industrial production of traditional activities, both in technical and in management terms. Indeed, some of the literate women, have adequate knowledge in accounting and internal management. They are currently planning their production run and are present in local markets to feature their products (weekly markets, local and regional fairs, etc.). Moreover women's groups have developed their production processes, introduced modern technology and substantially improved the quality of products, and finally they currently have a visual identity for their product.

<table>
<thead>
<tr>
<th>Projects</th>
<th>Results Achieved</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ouezzane's olive oil crushing cooperative</td>
<td>Women were producing olive oil of a quality unfit for human consumption (lamp oil: acidity  3%) from artisanal units (Maasras). Today, thanks to the project, they are able to make three different quality oils (extra virgin, fine, and standard), characterized and identified through labeling in accordance with the regulations. Similarly, the three oil qualities show different prices to those prevailing prior to the project with a differential of up to 50%.</td>
</tr>
<tr>
<td>Taounate's fruits and vegetables drying units</td>
<td>The project introduced the use of a hybrid dryer to control the drying parameters and to obtain good quality products. In addition the project introduced modern drying techniques.</td>
</tr>
<tr>
<td>Boulemane's weaving cooperatives</td>
<td>The import of modern looms from Spain has improved the technical side for women and allowed them to be more creative while diversifying their products.</td>
</tr>
</tbody>
</table>

\(^{50}\) Phase I and II of the PIM are detailed in the 2010 and 2011 gender budget statements.

\(^{51}\) One center in the Province of Ouezzane under the Women's GIE for the Rif region to serve, in a first stage, ten cooperatives of olive oil crushing. A second one in the Province of Taounate to serve more than 6 fruits and vegetables drying units. And a third one, in Province of Boulemane to serve weaving cooperatives.
- **Women's Entrepreneurship Promotion programme (PEF)**

To develop and to give structure female entrepreneurship, by integrating gender in development projects, the National Agency for the Promotion of Small and Medium Enterprise (ANPME) has deployed a special section for female entrepreneurship conducted in close collaboration with the Taahil Al Moukawalati (TAM) Project and the German Cooperation (GIZ). Under this framework, two agreements were signed in March 2005.

To do this, ANPME relied on associations active in the promotion of female entrepreneurship\(^{52}\). The programme targets women graduates, leaders of more or less structured businesses, women at the head of a very small enterprise or an income-generating activity (IGA) in the formal (SARL/LLC) or project holders. Actions taken under this programme are divided as follows: trade and managerial capacity building, financial coaching, networking, introduction of new technologies, ...

The collaboration between ANPME and (GIZ) helped achieve two assistance programs for female entrepreneurship: the program “Entre Elles” to better understand daily management and challenges posed by the newly created company, and the "Development of the sales force" program, based on the developing sales force of women microentrepreneurs. In addition, the organization of three trade fairs dedicated to women entrepreneurs to enable women who participated in the training cycle of the "Regional program of trade support and capacity building" to practice and consolidate their knowledge.

**Assessment of the Women's Entrepreneurship Promotion Programme ANPME-GTZ (2005-2010)**

<table>
<thead>
<tr>
<th>Partners/Support action</th>
<th>AFEM</th>
<th>ESPOD</th>
<th>ABR</th>
<th>CRI</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support action</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management Training</td>
<td>56</td>
<td></td>
<td>80</td>
<td>92</td>
<td>507</td>
</tr>
<tr>
<td>Operational capacity building of</td>
<td></td>
<td>37</td>
<td></td>
<td></td>
<td>47</td>
</tr>
<tr>
<td>associations</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Financial Services (Coaching)</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Networking</td>
<td>42</td>
<td></td>
<td></td>
<td></td>
<td>42</td>
</tr>
<tr>
<td>Total</td>
<td>102</td>
<td>316</td>
<td>90</td>
<td>92</td>
<td>600</td>
</tr>
</tbody>
</table>

Source: ANPME

### 4.2.3. Budget preparation and formulation of performance indicators

#### 4.2.3.1 Budget dedicated to the MIC

The budget allocated to the Department of Industry and Commerce (DIC) for the year 2011 amounted to 844,8 million dirhams. The staff costs were established to 111,8 million dirhams in 2011, or 13,2% of the total budget allocated to the DIC. The equipment and miscellaneous expenses account to 12,2% of the DIC's budget, ie 103 million dirhams.

Regarding capital spending, the budget allocated to this section has reached 630 million dirhams, or 74,6% of the total budget of the DIC. The breakdown of this budget is disaggregated by Directorate as follows:

The Department of Industry has received, under the year 2011, an investment budget of 141 million dirhams, which includes a payment of 125 million dirhams in the Competitiveness Support Fund.

The Directorate of Commerce and Distribution which has the incumbent task to undertake the "Rawaj" plan has benefited from an investment budget of 177 million dirhams, or 27,66% of the Department's investment budget, against 34,2% in 2010. This package includes a payment of an amount of 157 million dirhams to the Rawaj fund for the development of trade and distribution and of 20 million dirhams in seed funding of investment projects promoted by the Chambers of Commerce, Industry and Service.

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\(^{52}\) The Association of Women Entrepreneurs of Morocco (AFEM), the Moroccan Association for the Promotion of Women's Enterprise "Espaces Point de Départ" (ESPOD) and the Bouregreg Association (ABR)
For its part, the Department of Advanced Technologies for Innovation and Research and Development, received a capital budget of 64,97 million dirhams in 2011. This package includes a contribution to the Technology Dissemination Network (RTD) of 4,5 million dirhams and a contribution towards the association for innovation and scientific research Programme "MAScIR" for 60 million dirhams.

**Investment budget allocation by directorate** (in millions of dirhams and in percentage)

<table>
<thead>
<tr>
<th>Directorate of Industry</th>
<th>2011</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>141</td>
<td>22,03</td>
</tr>
<tr>
<td>Directorate of Quality and Market Surveillance</td>
<td>12,380</td>
<td>1,93</td>
</tr>
<tr>
<td>Directorate of Statistics and Intelligence</td>
<td>1,55</td>
<td>0,24</td>
</tr>
<tr>
<td>Directorate of Trade and Distribution</td>
<td>177</td>
<td>27,66</td>
</tr>
<tr>
<td>Directorate of Advanced Innovation Technologies and Research &amp; Development</td>
<td>64,97</td>
<td>10,15</td>
</tr>
</tbody>
</table>

Source: MEF

It should be noted that the Directorate of Industry and the Directorate of Commerce and Distribution monopolize 49.7% of the capital budget, in response to the operationalization of the major structural programs, in particular the National Pact for Industrial Emergence and the Rawaj Plan.

Note that the Department of Trade and Industry has joined the globalization of loans in 2007. In this sense, all the Directorates within the Department have identified a number of objective indicators specific to their structures. Review of objective indicators of the 2010 and 2011 budget years reveal the following number of indicators:

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Budget</td>
<td>67 indicators</td>
<td>68 indicators</td>
</tr>
<tr>
<td>Investment budget</td>
<td>120 indicators</td>
<td>97 indicators</td>
</tr>
</tbody>
</table>

Despite the decline in the number of indicators dedicated to monitoring the investment budget, these indicators are designed such that they do not give any accurate assessment of the objectives' level of achievement. Thus, it is considered more appropriate to specify in advance the quantitative targets for each action and to only mention the completion rate of this goal the report.

In addition, there is some confusion between the objective indicators and indicators of means of implementation (see table below). These indicators could be more relevant if they were aggregated better. Hence the need to reflect on designing composite indicators able to contain as much information possible on a program or project.

Furthermore, none of the indicators used by the department had a gender perspective. A comprehensive review of these indicators pointed to the existence of a number of indicators that should be tenderized.

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53The total of indicators does not include tracking indicators of the Directorate of the Digital Economy analyzed as part of the Department of New Technologies
### Indicators to genderize in the capital budget of the Department of Trade and Industry

<table>
<thead>
<tr>
<th>Indicators Proposed by the Department</th>
<th>Related purpose or task</th>
<th>Types of indicator</th>
<th>Possibility of genderizing the indicator</th>
<th>Observations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage of lots attributed</td>
<td>Rehabilitation and upgrading of equipment in industrial areas by region.</td>
<td>Indicator of means of implementation</td>
<td>Broken down by gender</td>
<td></td>
</tr>
<tr>
<td>Level of satisfaction of heavy-industry professionals</td>
<td>Rehabilitation and upgrading of equipment in industrial areas by region.</td>
<td>Efficiency indicator</td>
<td>Broken down by gender</td>
<td>Obtaining quantitative data depends on the completion of satisfaction surveys by manufacturers.</td>
</tr>
<tr>
<td>Number of jobs created</td>
<td>Rehabilitation and upgrading of equipment in industrial areas by region.</td>
<td>Impact indicator</td>
<td>Broken down by gender</td>
<td></td>
</tr>
<tr>
<td>Number of companies established in Casashore</td>
<td>Proactive development of new professions (Offshoring)</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate entrepreneurs by gender</td>
<td>The system in place to collect information must take into account the entrepreneur's gender.</td>
</tr>
<tr>
<td>Number of jobs created (Casashore)</td>
<td>Proactive development of new professions (Offshoring)</td>
<td>Impact indicator</td>
<td>Broken down by gender</td>
<td></td>
</tr>
<tr>
<td>Number of companies established in Technopolis</td>
<td>Proactive development of new professions (Offshoring)</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate entrepreneurs by gender</td>
<td>The system in place to collect information must take into account the entrepreneur's gender.</td>
</tr>
<tr>
<td>Number of jobs created (Technopolis)</td>
<td>Proactive development of new professions (Offshoring)</td>
<td>Impact indicator</td>
<td>Broken down by gender</td>
<td></td>
</tr>
<tr>
<td>Commercial enterprises supported in their modernization efforts</td>
<td>improvement of the business environment</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate entrepreneurs by gender</td>
<td>The system in place to collect information must take into account the entrepreneur's gender.</td>
</tr>
<tr>
<td>Merchants coached in local shops rehabilitation projects</td>
<td>improvement of the business environment</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate entrepreneurs by gender</td>
<td></td>
</tr>
<tr>
<td>Number of participants in programmes dedicated to consumer protection associations</td>
<td>Consumer Protection</td>
<td>-Indicator of means of implementation</td>
<td>Broken down by gender</td>
<td></td>
</tr>
<tr>
<td>Number of innovative enterprises created through incubation</td>
<td>Support for innovation and technological development</td>
<td>Outcome indicator</td>
<td>Disaggregate entrepreneurs by gender</td>
<td>The system in place to collect information must take into account the entrepreneur's gender.</td>
</tr>
<tr>
<td>Actions to support the creation of innovative companies born from incubation</td>
<td>Support for innovation and technological development</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate entrepreneurs by gender</td>
<td></td>
</tr>
</tbody>
</table>

### 4.3. Analysis of key performance indicators related to the sector

- **Evolution of female employment in industrial activity**<sup>54</sup>

  Employment in the industrial sector has increased by 5,1% in 2010 overcoming the decrease of 2,5% in 2009 and totaling a workforce of about 513,727 employees including permanent jobs.

  This change is due to the increase in employment in the electrical and electronics industry (+11,5%), the mechanical and metal industry (+10,3%) as well as the food industry (+7,5%).

  The total number of women permanently employed in manufacturing industries was established in 2010 at 213,370, up 5,9% in a year after a decrease of 8,3% from 2009.

  By major sector, the textile and leather industries use more industrial workforce, employs 125,536 permanent female representing around 70,6% of the permanent employees in the sector.

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<sup>54</sup> Source: The data used come from the latest annual survey on the processing industry (2009 Edition) prepared by the Ministry of Industry, Trade and New Technologies.
Although women’s employment decreased by 12.3% between 2008 and 2009 (a loss of 17,867 jobs), the year 2010 experienced a slight increase of 0.4% (creation of 499 new permanent jobs).

The food industry generated 32,703 jobs for women, representing 36% of the total employment generated by this sector. These industries also experienced an increase of 11.9% of the permanent workforce between 2008 and 2009, with a significant increase in permanent female employment(+ 14.9%).

The electrical and electronics industries have, in turn, provided 52,638 jobs, the share of women is 57.8%, which represents 30,422 permanent jobs. The number of staff employed in these companies recorded a increase of 12.7% in 2010, while female permanent employment boosted by 22.1% in 2010 compared to 2009.

The Chemical Industries and the metal and mechanical industries had originally 104,576 and 67,039 jobs respectively. Female employment held respectively in these two industries 16.9% and 12.8% of the total workforce employed. These, unlike other industries, showed an increase of respectively 2% and 6.5% in 2010 of their workforce employed. Female employment has increased in the chemical and parachemical industries by 8.6% between 2009 and 2010 and 3.7% in the metal and mechanical industries.

**Evolution of female permanent employment between 2009 and 2010**

![Graph showing percentage changes in female employment across industries]

Source: MICNT

**Evolution of female employment in the domestic trade**

Domestic trade accounts for more than 975,000 points of sale throughout the country. All these outlets employ 1.306 million people, or 12.7% of the employed labor force in Morocco.

In 2010, the female population employed working in trade amounted to 115,983, or nearly 8.7% of the total employed population in this sector. In terms of net job creation, trade has created 32,659 net jobs between 2008 and 2009, including 1,102 women's jobs before decreasing by 67,000 jobs in 2010. By area, the number of women engaged in commercial activity in cities in 2009 reached nearly 99,986 women in 2010 against 104,375 women in 2009, decreasing by 4.2%. Rural women engaged in commercial activity established at 15,997 in 2010 against 11,675 in 2009 representing a significant increase of 37%.

**Women's Entrepreneurship**

The last decade saw a growing movement of women's entrepreneurship. In 2009, 4,036 women companies were created.

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55 Source: Department of Internal Trade.
This growth is characterized by an unequal geographical distribution, with a high concentration in Casablanca (37%) and Rabat (12%). Thus, Casablanca has seen the number of women-owned businesses grow to 1,613 in 2009.

According to figures from the AFEM, the most popular sectors with women during the 2005-2009 period in terms of entrepreneurship are Services with a share of 48% and Trade with a share of 32%, followed by the Industrial sector such as textiles.

In fact, the number of women entrepreneurs is still limited though subject to a discernible uptrend. Recognizing the need to deploy incentive programs to empower and entrepreneurship, the state through the ANPME has established the Program for Promotion of Women Entrepreneurs (PEF) as part of the Al Taahil Moukawalati project in close collaboration with the GIZ.

The program has successfully engaged some 600 women over the 2005-2010 period, this calls for the deployment of significant efforts to meet the challenge of coaching and mentoring so that female initiative does not remain confined in both the informal and the traditional sectors.

5. Department New Technologies

To meet the new challenges of the information society, new information technology can have impact on the protection of human rights and the functioning of a democratic society through the benefits they can bring to humanity and how they can transform businesses, relationships and lives.

5.1. Presentation of new information technologies departments and of the legal framework

5.1.1. Department profile

The Directorate of the Digital Economy reports to the Ministry of Industry, Trade and New Technologies. Its mission is to monitor the implementation of the Government's strategy for Post, Telecommunications and Information Technology. Similarly, it is invested in the official governmental supervision over the institutions operating in the sector It also ensures the representation of Morocco to the specialized international institutions and ensures the implementation of international agreements and conventions concluded by public and private operators and ratified by Morocco.

In addition to this Directorate, the National Telecommunications Regulation Agency (ANRT) is vested with legal, technical and economic regulatory powers over the telecommunications sector and with monitoring information technology development on behalf of the state. As such, it facilitates and controls the "information society mission".

59 It should be noted that a reorganization of the Ministry of Commerce, Industry and Technology News was completed in 2010.
2.1.5. Legal and normative framework

The field of new information technology and communication has been taken into consideration explicitly in the new Constitution. Indeed, Article 71 of this national reference states that, in addition to the matters explicitly assigned in other articles of the Constitution, the information technology and communication scheme are a matter of law.

**Universal Declaration of Human Rights**

Morocco is committed through Article 19 to make the access to information an undeniable right and to grant everyone the right to freedom of opinion and expression, which implies the right to have opinions without interference and to seek, receive and respond, regardless of frontiers, information and ideas through any media. This right generated the World Summit on the Information Society (WSIS).

**World Summit on the Information Society (WSIS)**

Morocco has adhered to WSIS’ Declaration of Principles that took place over two phases: the first in Geneva in 2003 and the second in Tunis in 2005. Morocco is committed to building a human-sized information society, inclusive and oriented on development, in accordance with the purposes and principles of the UN Charter\(^6\), of international law and multilateralism. This fully respecting and upholding the Universal Declaration of Human Rights so that everyone can create, access, utilize and share information and knowledge, to achieve its full potential and to achieve the development goals and objectives arrested at the international level, in particular the Millennium Development Goals.

Commitment No. 23 (Tunis) states there are wide disparities between men and women accessing digital information, and reaffirms the commitment to women's empowerment and gender equality to bridging the digital divide. It also recognizes that full participation of women in the information society is needed to ensure participation without discrimination and respect for human rights. It encourages all stakeholders to support the participation of women in decision-making processes so that they can have an influence on information society, globally, regionally and nationally.

**CEDAW**

Morocco has lifted all reservations to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and is committed to the achievement of Article 14 of CEDAW, which takes into account the specific challenges to rural women and the important role women play in the economic survival of their families, particularly through the following paragraphs:

- g) access to agricultural credit and loans, marketing facilities and appropriate technologies, and equal treatment in land and agrarian reform and rural development projects;
- h) enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity supply and water, transport and communications.

**MDGs**

With the accession of Morocco to the achievement of the Millennium Development Goals (MDGs), Morocco undertakes MDG3 and especially its target 11 to the elimination of gender disparities in accessing various jobs which includes the "percentage of women employed in the transport, storage and communication sector" indicator.

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\(^6\) The Charter was signed in June 1945 and lays down the rights and obligations of Member States and has to do with the creation of bodies and procedures.
**NSEE and GAE**

Public action in ICT meets the recommendations of the National Strategy for fairness and equality between genders, especially in its "fair and equal access to education and training" component, includes research support and knowledge production in the area of gender in relation to the various aspects of education and training. Compared to the Agenda for equality, the new technologies of Information and Communication sector is not affected by the actions of this agenda.

**Law No. 09-08 on the processing of personal data**

Law 09-08 on the protection of individuals with regard to the processing of personal data, adopted on January 7, 2009, comes in a context of economic globalization and mass circulation of information. The purpose of this law is to provide the legal Moroccan legal system with an instrument to protect individuals against the abuses of personal data use affecting privacy, and to harmonize the national personal data protection system with those of our partners, in particular European partners, as defined by the bodies of the European Union.

**Act 55/01**

Law No. 55-01 of November 8, 2004, amending and supplementing Law No. 24-96 of August 7, 1997 broadened the scope of universal service, has been redefined to include the provision of value added services including those allowing Internet access. The provision of universal service guarantees at least a basic telephone service of specified quality and affordable required services, consisting in the delivery of emergency calls and servicing of telecommunications means in peripheral urban industrial areas and rural areas.

**5.2. Processes and efforts carried out towards the implementation of gender sensitive public policies**

The benefits generated by the use of information technologies do not benefit the various Moroccan social classes equally and are unevenly distributed between Morocco’s regions. This difference in ability to use ICTs called "digital divide" was identified in 9200 localities across Morocco. These localities, called "empty areas", cruelly lack of telecommunications means (telephone, internet, computers, fax ...) and cover 2 million people in Morocco, 17% of the rural population.

In addition, geographical differences especially between urban and rural areas in terms of personal computer numbers also represent an occurrence of gender inequality the sector policy is seeking to reduce. Indeed, the equipment rate of households with personal computers in 2007 is about 12,8% in urban areas against 1,2% in rural areas connected to the electrical grid, which implies a lack of computers in rural areas. In addition, 60% of Moroccans have never had access to a computer.

In this respect, Morocco has implemented policies and strategies capable of reducing the digital divide facing the country.

**5.2.1. Development of sectoral policies and strategies**

Morocco launched in October 2009, the national strategy for information society and digital economy (2009-2013) called Maroc Numéric 2013 (Digital Morocco 2013). The plan aims to transform information technology into a vehicle for human development. At the macroeconomic level, the strategy set itself the goal of generating a GDP of 27 billion dirhams, including 20 billion of additional indirect GDP, and the creation of 26,000 jobs over the next five years. To achieve these objectives, the government expects a 5,2 billion dirhams budget.

An initial assessment was conducted in October 2010, one year after the launch of the strategy. In terms of governance, it should be noted the establishment of the National Council of Information Technology and the Digital Economy, responsible for steering and monitoring the Maroc Numéric Plan. The plan’s actions involve the expansion of ICT use in public education through the GÉNIE and InJazz Programs and the computerization of SMEs through the Moussanada Program.
**The GENIE program**

The 2009-2013 Génie Program was extended after its launch in September 2005. It aims at introducing information and communication technologies in 8600 schools for the benefit of 5.5 million students and 223,000 teachers. This program is also at the heart of the emergency plan focusing on the education system. The first phase of the program spread over 2006-2007, has helped equip nearly 1,900 institutions, create more than 2050 multimedia rooms and 31 training centers. It covered about one and a half million students, nearly 38% in rural areas. Similarly, 6,400 teachers were trained.

The second phase of the program has helped equip 1,000 institutions. Given the lack of educational content that remains Génie's weak point, five content publishers including Jordanians and Romanians have been selected to improve this deficiency.

**The InJazz Program 2**

The InJazz Programme, which just started its second phase aims to provide 12,000 people with a laptop and a one-year internet subscription, funded to the tune of 85%.

**Deployment of Community Access Centres (CAC)**

The Community Access Centre (CAC), defined as a point of public access to information technology and communication to the community through the use of computer, telematics and communication services, is part of the Social Transformation component of the Numeric Plan.

This project aims to create 400 centers to enable people in remote areas to access the Internet. It was agreed, in partnership with the Ministry of Youth and Sports, that 100 centers will be equipped. A hundred more were defined in coordination with Entraide Nationale (the National Mutual Aid).

**Computerization of SMEs**

The computerization of SMEs is one of the main focus of the Numeric Plan. In this context, an ongoing project aims at establishing an online procedure for anyone to be able to create a business. It will be ready in 2011. In addition, the Moussanada IT programme aims to increase SME productivity through their computerization. The programme was launched in partnership with the Ministry of Industry, Trade and New Technologies (MICNT) and NASME (National Agency for Small and Medium Enterprises). The latter supports the costs associated with this offer for companies in the food industry in terms of assistance with project management, licensing and integration of 60% of the overall cost of the service, within a limit of 400,000 dirhams per company.

**The e-GOV Program**

The program's objective is to go from 16 to 89 online services by 2013. Currently, marital status service is one of the priority user-oriented utility services. In this regard, the civil status documents of only 4 million have already been keyed-in in Casablanca and all acts will have been entered by the end of 2011.

**5.2.2. Taking into account issues of gender equality and women empowerment**

Morocco has integrated the ICT development in a policy to lay the foundation for information society. This policy has not only technological and technical implications, but also economic and social ones, to the extent that these technologies bring a shift in economic transactions and social relations patterns.

This policy has led to take into consideration both the social divide and regional disparities in terms of ICT access and which constitutes a discriminating factor in the use of these technologies. In this sense adequate plans were put in place to address the digital divide.

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61 PhD graduates in technical sciences, students of engineering schools and those enrolled in a Master's programme in Science.
However, this public policy did not explicitly take into consideration the gap between men and women in matters of access and use of ICTs. Women face social and cultural life challenges as well as barriers that limit or prohibit their use of ICTs. Being aware of and taking into account these difficulties, particularly with regards to the opportunities that ICTs could offer to women are important steps if we are to bridge the digital divide between men and women and transform challenges into digital opportunities. When women engage and get involved in the information society on an equal footing with men, the daily life of the population will be improved, become less precarious, and this will cause social and economic progress.

5.2.3. Budget preparation and formulation of performance indicators

Following the Ministry of Industry, Trade and New Technologies' reorganization of September 2010, new technologies are represented by the Directorate of the Digital Economy.

The capital budget of the digital economy is 27 million dirhams for the year 2011. It is divided among the information technology education projects including e-Gov programs, SMEs computerization, digital confidence and ICT infrastructure.

To these budgets are added the credit resources for the Trust Account: "Universal Telecommunications Service Fund" (FSUT) whose budget is allocated to expenses related to universal telecommunications services.

<table>
<thead>
<tr>
<th>Funds Revenue (in Billion MAD)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Universal Telecommunications Service Fund</td>
</tr>
<tr>
<td>------------------------------------------</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

Source: MEF

In 2010, the resources made by the FSUT amounted to 913,61 millions dirhams, against 872 million dirhams in 2009 and 997 million dirhams in 2008.

Regarding the expenditure recorded in this fund, they consist of costs of expenses and missions of the universal telecommunications service including the implementation of the Génie program on spreading new information and communication technologies (ICTs) in schools.

A new programming budget for GENIE was conducted under the 2009-2013 period with a budget of 1,716 Billion dirhams, including 700 Millions dirhams under the FSUT contribution. This budget will help equip 913 schools in digital equipment and Internet connections and the development of ICT use. The Directorate of the digital economy has developed seven indicators of objectives for the investment budget through which it assesses its performance and measures the objectives set. With regards to the operating budget, the Department has not developed indicators of objectives.

**Typology of objectives indicators regarding digital economy programs**

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Associated goals and missions</th>
<th>Types of indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Conducting studies on the generalization of IT</td>
<td>Study on the generalization of IT</td>
<td>Indicator of means of implementation</td>
<td>Mainstreaming gender and the regional dimension (rural / urban)</td>
</tr>
<tr>
<td>Number of online transactional services (the e-Government)</td>
<td>Development of e-Gov</td>
<td>-Indicator of means of implementation</td>
<td>- Specification of the environment - Specification of the target population (enterprises, households ... )</td>
</tr>
<tr>
<td>Number of e-commerce merchant sites (use of ICTs programme)</td>
<td>E-commerce Development</td>
<td>Indicator of means of implementation</td>
<td>- Specification of the environment</td>
</tr>
<tr>
<td>Number of sectors supported to set the e-services platform (use of ICTs programme)</td>
<td>Increasing the use of ICTs</td>
<td>Indicator of means of implementation</td>
<td>Integration of the regional dimension</td>
</tr>
<tr>
<td>Completion rate of the &quot;confiance numérique&quot; (digital trust) programme</td>
<td>Development of digital trust</td>
<td>-Indicator of means of implementation</td>
<td>-</td>
</tr>
<tr>
<td>Rate of completion of the &quot;broadband&quot; study (infrastructure programme)</td>
<td>IT infrastructure development</td>
<td>-Indicator of means of implementation</td>
<td>Specification of IT development environment (rural / urban)</td>
</tr>
<tr>
<td>Completion rate of the &quot;governance&quot; programme</td>
<td>Development of governance</td>
<td>-Indicator of means of implementation</td>
<td>Specification of the environment</td>
</tr>
</tbody>
</table>
It should be noted that indicators of performance of new technologies are not included in the Agenda for Equality, as the field of new technologies is not involved in this Agenda.

All of the objective indicators developed by the Department of the digital economy are indicators of means of implementation. In this context, these indicators do not seem to be sufficiently relevant to assess the actions of the Directorate for the development of ICT use.

With regards to the integration of the gender dimension, it should also be noted all of the indicators developed by the Department do not include the gender dimension - This would help measure the efforts made in promoting access to women to information technology and gender equality in the process of budget planning.

To make them gender-sensitive, indicators developed by the Department of the digital economy must be revised to be more relevant and effective. These indicators become more relevant when specifying the environment where the project is carried out (urban / rural), the population (enterprise, households…), and social class (households with low or moderate income).

In this regard, other gender-sensitive indicators need to be developed including the rate of women's access to mobile services, the rate of women's access to fixed telephony services, the access rate women's access to Internet services, the number of beneficiaries of the Injaz Program by gender and the number of beneficiaries of the Génie Program by gender.

Indeed, the missions of this Department would be more effective if they took into account the various needs of men and women in access and use of information technology. The magnitude of these needs and their impact on development is of particular concern in rural areas where deficits are gigantic.

5.3. Analysis of key performance indicators related to the sector

The ICT sector in Morocco has grown at two speeds. On the one hand, mobile telephony has grown significantly with a high penetration rate of 113.6% by end 2011. The gender distribution of users of mobile phones shows that men are more likely to use them (52%) than women (48%). Approximately 66% of these users are in the 18-34 age group, of which 91.4% are literate (at least with a primary school level62).

On the other hand, fixed-line telephony has experienced very little growth with a penetration rate of no more than 11.1% in 2011 in urban areas. The same rate in 2007 was 1.2% in rural areas63. As for the Internet, the development rate is quite fast since Morocco had 3.2 million Internet subscribers in 2011 against 526,080 in December 2007.

The non-disaggregation of the indicators of use of fixed telephony and the Internet by gender, the environment and the household income is not sufficient to have a clear and quantified idea on the evolution of the use of these technologies by women and men, as well as the different social strata of the Moroccan population.

6. Ministry of Tourism

The tourism sector has been placed at the center of the national priority in terms of its contribution to wealth creation, employment and stability of the balance of payments. In support of its prime position in the socioeconomic development of the Kingdom, the Ministry of guardianship introduced Vision 2020 which aims to positioning the country amongst the top 20 destinations worldwide.

62 Survey on quality of service and pricing of mobile telephony in Morocco (ANRT / Leger Marketing) in 2006.
63 HCP survey on income and household expenditure in 2007.
In addition and in accordance with its powers and its duties, the Ministry of Tourism has joined a number of international and national conventions to respect and realization of fundamental human rights, with reference the Universal Declaration of Human Rights and the ICESCR. In line with the commitments made by the Department with respect with human rights and particularly women's rights, the Ministry of Tourism is involved in implementing the Action Plan of the Government's Equality Agenda for 2011-2015 taking into consideration and promoting the gender approach in the area.

6.1. Presentation of the Ministry and of the normative framework.

6.1.1. Data Sheet

Main tasks of the Ministry of Tourism

The Ministry of Tourism (MT) is to develop, implement and evaluate the strategy of tourism development, to conduct studies and surveys necessary for the development of tourism both at national and regional levels, to draft laws and organization provisions relating to tourism activities and ensure their implementation while supervising and providing support to tourism trades.

On the other hand, the Ministry is working on guiding and monitoring decentralized services and evaluating the means for their management, participating in the development and piloting of the hotel and tourism training strategy, ensuring the establishment and strengthening of relations within the framework of bilateral cooperation with specialized organizations, ensuring the supervision of institutions under the DT and enhance community policies and developing communication with partners, professionals and the environment.

Data showing the importance of the role of women in the Ministry of Tourism

- Equal share of women and men in the central administration

The number of staff of the department of tourism amounted to 1,507 officers and employees, including 658 women, i.e. 44% of the total staff of this department. The central government of this department adopted the gender approach, as such it focuses an equal share of men and women. Indeed, women constitute 50% of the central government, 41% of the delegations and 42% of the training institutions.

- Women in positions of responsibility within the MT

Women constitute 19% of managers of the Ministry and 44% of the female staff working in the sector. Indeed, 30.3% of women hold positions of responsibility in the central government, 19.6% hold a position of responsibility in the Field Services and 10.4% hold positions of responsibility in the training institutions.
• **Equality in access to training within the MT**

The share of women beneficiaries of training measures in the Ministry of Tourism over the 2010-2011 period, amounts to 46% of the total beneficiaries.

• **Beneficial mentoring actions for both genders**

Nearly 59% of the senior executives population is composed of male staff (the remaining 41% are female). It should be noted, moreover, that women represent 43% of management graduates and men 57%. Finally, 43% of trainees of hospitality and tourism training establishments are girls.

**Lack of gender focal points in the Ministry of Tourism**

At the Ministry of Tourism, many leaders and executives (male and female) participated in training workshops dedicated to the gender approach. However, the Department does not yet have gender focal points.

6.1.2. **Legal and normative framework**

In accordance with its powers and its duties, the MT has joined a number of international and national conventions based on fundamental human rights, with reference to the Universal Declaration of Human Rights ratified by Morocco in 1979 and which stipulates in Article 23 that everyone has the right to work, to free choice of employment, to just and favorable work conditions. These rights were supported by the International Covenant on Economic, Social and Cultural Rights which guarantees the full enjoyment of women's and men's rights.

In the same vein, the social and socio-professional development strategy in the tourism industry represents an achievement for Morocco to get the standards of the CEDAW (Convention on the Elimination of All Forms of Discrimination against Women, adopted in 1979). These have to do in particular with:

• **Article 10**, which provides, in its first paragraph, equal rights to woman with respect to vocational counseling conditions.

• **Article 11**, paragraph b, the right to equal employment opportunities, including the application of the same selection criteria in employment.

• **Article 14** in its first paragraph, which takes into account the particular problems faced by rural women and the important role women play in the economic survival of their families.

• **Article 14**, in sub-paragraph 2.e, which encourages the establishment of cooperatives in order to achieve equal opportunities in economic terms.

• **Article 14**, in sub-paragraph 2.g the possibility of accessing credit and agricultural loans and to receive equal treatment in land and agrarian reform and rural development projects.

In addition, public action in the tourism sector contributes to achieving the commitments of Morocco as part of the MDGs, in particular the following objectives:

• **MDG 1** (on the reduction of extreme poverty and hunger) the various projects on the development of rural tourism, domestic tourism (Biladi Plan), regional tourism (Mada'In plan) can create jobs and to generate revenue, particularly for local people thus contributing significantly to reducing poverty and hunger.

• **MDG 3** (promote gender equality and empower women) tourism is a factor in promoting gender equality and empowering women. As such, the development of rural tourism enables the creation of income generating activities especially for women and therefore fosters their empowerment. Similarly, the significant female representation in the department of tourism and vocational training shows the desire to promote equality between genders in the area.
• MDG 7 (ensuring environmental sustainability): sustainable development is one of the most worrying aspects of the evolution of tourism in Morocco. Indeed, the tourism department is drafting cross-sectoral tourism projects including the issue of the environment and its degradation.

At the national level, Article 31 of the new Constitution stipulates that the state, public institutions and local authorities are working to mobilize all means available to facilitate equal access of citizens with the conditions allowing them to enjoy the rights to access vocational training, work and have government support when looking for employment or self-employment and to sustainable development. Thus, the equal access of women and men in these fundamental rights is now guaranteed by the Constitution.

This challenges the government especially the Ministry of Tourism to implement appropriate measures to ensure Moroccan women are actively involved in the development of this activity.

**Areas of interventions of the Ministry of Tourism regarding the Government Agenda for Equality**

As part of the promotion of gender equality in the tourism sector, the Department was involved in supervising the design and development of the Action Plan of the Government's Equality Agenda, adopted by the Council of Ministers in March 2011 and spread over the 2011-2015 period. The Department is involved (as all the departments under the area 6) on fair and equal access to elective decision-making positions and in the administration - The main objective is to increase women's representativeness in public, semi-public and private sectors. Moreover, tourism is part of section 8 on the fight against poverty and various forms of vulnerability experienced by women and girls, and target 22: fighting against poverty and insecurity.

**6.2. Processes and efforts carried out towards the implementation of gender sensitive public policies**

**6.2.1. Development of sectoral policies and strategies**

**Strategic directions of the department**

The tourism sector has been placed at the center of the national priority in terms of its contribution to wealth creation, employment and stability of the balance of payments. The strategy of this department is to increase the accommodation capacity and to diversify the product; to tailor training to the needs of industry, adopting a modern and targeted marketing, and improving the quality of services, and restructure bodies of Government.

As part of the vision 2020, Morocco aims to become one of the top 20 worldwide destinations and to become a benchmark in sustainable development in the Mediterranean region. Indeed, this vision seeks to make Morocco the number one Mediterranean destination. Similarly, this vision attempts to develop an innovative approach to sustainability, based on next-generation products, sustainable management of ecosystems, and people's participation in tourism development and the benefits it brings, but also to offer a world class tourism infrastructure in terms of quality, comfort and accessibility.

The objectives for 2020 are on the one hand, to create 200.000 new hotel beds and the like, and to double tourist arrivals by doubling market share in key European markets and by attracting one million tourists in emerging markets. Similarly, the target is to triple the number of domestic trips by democratizing tourism in Morocco.

Achieving these goals will help the tourism sector maintain its position as the country's second largest economy. Specifically, the sector will be capable of creating 470.000 new direct jobs across the country to employ, at the end of the decade, nearly one million Moroccan, and secondly, to increase tourism GDP by two percentage points to almost 150 billion against the current 60 billion.

To realize this ambition, Morocco will gradually, throughout the decade, feature six new destinations to relay the growth of the two internationally established poles in Marrakech and Agadir.
These destinations will be the anchors of a territorial development policy built around five major areas of development focusing on enhancing the cultural offer; the continuation of the offensive position regarding beach resorts, the creation of an "eco" package and the creation of a performance animation offer.

Regionalization of tourism is based on an integrated and proactive approach national territory planning. It places sustainable development and integration of local specificities of each region as a key pillar of growth in the sector.

To pilot the national level and strengthen the institutional legitimacy of an industry as transverse as tourism, Vision 2020 announced the creation of a national pilot authority, bringing State, regions and private sectors in a renewed partnership. This authority will be divided into regional agencies.

In this light, eight territories showing consistent tourism, attractiveness and the necessary critical mass to hold an international position. Indeed, two territories promoting the Atlantic and Mediterranean coasts of Morocco are as follows: "Souss-Atlantic Sahara," comprising the sites of Agadir, its hinterland (Tafraoute, Imouzer Ida Outanane...), Laayoune and Guelmim and "Mediterranean Morocco" around the sites of Saidia, Marchica and Cala Iris.

Four areas highlighting the cultural, material and immaterial resources of Morocco "Atlantic Marrakech", anchored on the sites of Marrakech, Toubkal and Essaouira, "Central Morocco", valuing the complementarity of Fez, Meknes and Ifrane; "North Cape" anchored on the sites of Tangier, Tetouan, Chefchaoun, Asilah and Larache, "Atlantic Center", consisting Casablanca, Rabat and El Jadida, forming the business and leisure coastal areas.

Finally, two other territories promoting sustainable development, namely: the "Great South Atlantic," centered around the site of Dakhla and combining unspoiled nature and specialized sports, "Atlas and Valleys," anchored in Ouarzazate, valleys and oases, and the High Atlas. Each of these tourist areas has a position and a specific goal with clear objectives serving as a guideline for their development and competitiveness.

The implementation of this strategy required the establishment of six programs defined around culture, nature, and resorts with sustainable development as a backdrop and complemented by programs focusing on high-value niches and specific segments to increase the attractiveness of destinations. These programs relate to the Azur Program 2020 which aims to build a genuine and internationally competitive seaside resort offer; "Eco" & Sustainable Development projects to enhance and preserve natural resources and rural areas while ensuring compliance with the socio-cultural authenticity of the host communities, the Heritage Program, valuing Morocco's cultural identity through the structuring and valuation of tangible and intangible heritage of the Kingdom, the animation, sports and leisure program, for a rich and diversified offer complementary to basic tourism infrastructures; Niches Program, for a new international business tourism, well-being and health destination, and finally the domestic tourism program to meet the needs of Moroccans by offering a product taking into account their habits and travel habits.

Beyond the quantifiable targets set by Vision 2020, emphasis was placed on the "innovative" character in relation to ecology. Thus this new strategy will take into account water and energy constraints facing Morocco by implementing the necessary measures and initiatives to preserve natural resources assets.

6.2.2. Taking Into account issues of Gender Equality and women empowerment

The tourism Sector Strategy has taken into consideration the issue of gender equality and women empowerment by implementing many programs and agreements to include the development of rural tourism, to improve the living conditions of local people, in particular women's living and working conditions through the creation of income generating activities. Mountain and desert tourism can also create new job positions, therefore restricting the emigration trend that mainly affects young people.
Other tourism programs are set up with an ecological vision to enhance and preserve natural resources and rural areas and ensure compliance with the socio-cultural authenticity of host communities. Tourism niche is well developed to make Morocco a new international destination for business, well-being and health tourism.

Moreover, regarding the cross-sectoral approach in tourism, tourism entails a complex set of activities and services, where interactions with other economic, environmental and social sectors are manifold. Indeed, tourism demand is influenced by the information technology revolution.

One of the most worrying aspects in the evolution of tourism in Morocco relates to the impact of this activity on the environment and on water scarcity.

6.2.3. Budget preparation and formulation of performance indicators

Gender analysis of the Ministry of Tourism's budget

The Department of Tourism has joined in July 2007 to the globalization of loans and contributes annually to update and develop the Medium Term Expenditure Framework. The analysis of DT’s budget structure shows the total allocation under the year 2011 amounted to 604,202 million dirhams globally with 396,340 million dirhams (65.6%) for the capital budget and 207,862 million dirhams (34.4%) for the operating budget.

The overall budget of the Department of Tourism represents 58% of the overall budget for the Ministry of Tourism and Handicrafts (MTA). Capital and operating budgets of the DT are respectively 56.9% and 60.3% of the overall capital and operating budgets allocated to the MTA. The Moroccan National Tourist Office (MNTO) holds the largest share of the investment budget of the Department with a grant of nearly 75.7%.

The analysis of the distribution of the investment budget by program reveals that much of this budget is intended to promote tourism with a share of 75.7% of the MT’s overall investment budget. Approximately 9.7% of this budget is for vocational training. The remaining budget is allocated to other actions (strategic management, general administration, structure, support and mentoring of the profession and tourism).

Gender analysis of performance indicators of the Department of Tourism

- Typology of the DT’s performance indicators

The Tourism Department has developed a set of objectives for its investment budget (some thirty indicators for the year 2011). These indicators are structured by entity (general administration, management, training institution, office and field services) and by mission.

The majority of indicators are indicators of means of implementation - This does not enable us to track the impact of the various programs and actions undertaken. Take for example the following indicators: number of tourist guides trained through continuing education for the support and mentoring of tourism professions and activities; number of surveys carried out to monitor the demand in tourism, number of seminars and conferences organized for co-management and support for tourism observatory, number of studies on the establishment of a support system to upgrade tourism companies; number of professional tourism seminars on sustainable development "ECORISMO"; number of campaigns carried out internationally…etc.

Methods for genderizing the DT’s performance indicators

It should be noted that almost all indicators developed by the tourism department do not include the gender dimension, which would help measure on the one hand, efforts in promoting the important role of rural women in promoting local products for local development, and on the other, to quantify the new revenue created (income generation) through rural tourism development.
Generally speaking, the objective indicators proposed by the DT need to be further deepened to track the goals set by the sector's policy. Besides, some indicators need to be disaggregated by region (as indicated: the training of tourist guides; Number of tourist information system introduced (statistics, surveys, reporting) by region, the number of surveys made to monitor tourism demand; Number of hotels accompanied in implementing the guide to good environmental management practice in hospitality, the number of campaigns conducted internationally and disaggregated by potential market and by product type).

Other indicators need to be disaggregated by gender, age and specialty (e.g. number of successful training institutions hospitality and tourism, number of employees receiving training).

Besides this, other indicators exist in the department's list of objective indicator in the previous years need to be maintained in the current list, and namely the: "Study on the quality of services in institutions of accommodation" which should include another indicator to identify the level of customer satisfaction by type of accommodation establishments (hotels, Riyads, guest houses ...), by type of service (catering, hospitality, quality of housing ...). Other indicators should also be developed to track the development of local products, tourism and rural niches tourism that are lagging.

### Typology of objective indicators for the Department of Tourism's programmes

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Associated goals and objectives</th>
<th>Types of Indicators</th>
<th>Possibility of genderizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of surveys undertaken to monitor tourism demand</td>
<td>Economic impact and statistics studies</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregate by region</td>
</tr>
<tr>
<td>Number of hotels accompanied in implementing the guide to good environmental management practice in hospitality</td>
<td>Sustainable tourism development</td>
<td>-Indicator of means of implementation</td>
<td>Indicator to Disaggregate by region</td>
</tr>
<tr>
<td>Number of guides trained</td>
<td>Support and mentoring of tourism activities and professions</td>
<td>-Indicator of means of implementation</td>
<td>Indicator to disaggregate by region, by training programme and by gender</td>
</tr>
<tr>
<td>Number of promotions campaigns conducted abroad</td>
<td>State participation in ONMT's expenditure</td>
<td>-Indicator of means of implementation</td>
<td>Disaggregation by potential market and by product type</td>
</tr>
</tbody>
</table>

### Proposal of indicators related to the government's agenda for equality in the tourism sector

It should be noted that in terms of GEA, there are no explicit indicators to track the progress of gender issues in the tourism sector. Thus, in what follows, we propose a set of indicators on women's empowerment through the development of rural tourism. As an indication, the number of income-generating activities (IGA) for women created by the development of rural tourism by region. Other indicators of the number of women beneficiaries of IGA by region, the nature of IGA created (by region), but also the number of tourism projects developed with a concern for preserving the environment, disaggregated by region and also by gender (gender of the project holder).

### 6.3. Analysis of key performance indicators related to the sector

Among the key performance indicators relating to the department and the tourism sector, we find the indicator on the number of successful training hospitality and tourism institutions, the employment trend in the tourism sector (indicator to disaggregate by gender and by type of tourism product), arrivals, overnight stays and tourism revenues.

As for tourist arrivals, they increased from 8.3 million tourists in 2009 to 9.3 million tourists in 2010, a 11.3% increase, despite the effects of the global economic crisis. By the end of October 2011, tourist arrivals established at 8 millions increasing by 1.6% compared to the end of October 2010.
As for the nights spent in rated tourist accommodation establishments, they have increased significantly by 11% from 16.2 million stays in 2009 to 18 million stays in 2010. However, the ten first months of the year 2011 were characterized by a decrease of nights spent in tourist accommodation establishment by 5.8%.

Tourism revenues were impacted by the economic and financial crisis triggered in 2008. Indeed, the years 2008 and 2009 were marked by declines in terms of tourism revenue. However, in the year 2010, revenues have rebounded to 56.6 billion dirhams (against 52.8 billion dirhams in 2009) to reach 58.8 billion dirhams en 2011.

On job creation, tourism plays a central role in the economy. As the second foreign currency earner, it generates about 420,000 direct jobs and contributes 9% to the country's GDP. According to the HCP, the hospitality and restaurants sector employed in 2010, about 248,170 people of which 22.1% were women. By environment: Urban areas employ 210,198 people in the industry of which 23.8% are women, while rural areas occupy only 31,758 workers of which 12.5% are women.

The number of successful hospitality and tourism training institutions graduates having received residential and alternate training for the year 2008/2009 amounted to 7829 graduates of which 41% were girls. In terms of apprenticeship, 7,762 graduates have been trained since the beginning, plus 3562 apprentices for the year 2007/2008 of which 1,067 are girls. In this sense, a program to create internal training centers was launched through the establishment of four centers and 18 more are planned between 2008 and 2012.

In addition, to measure the impacts of actions taken by the Department of Guardianship with respect to the various needs of all components of the target population, it is considered appropriate to develop finer quantitative indicators able to identify this impact and namely the presence of women holding a project in the industry (hotel owner, managers, employee ... etc). This very indicator should be disaggregated by region and by type of activity (seaside, thematic tourism, rural etc.). This would help bring closer the contribution of Moroccan women in tourism development while identifying areas requiring support in implementing reinforcing measures to promote the role of women in the area.

7. Ministry of Crafts

With its cultural content, its regional specificities, the handicraft sector contributes to development initiatives, preservation of the Moroccan identity and development goals and represents an intelligent response to the challenges of globalization, free trade and competition. That is why the interest in the sector, especially in recent years, increased at all decision levels and marked a promising turning point for artisans, and thus for the economy.

Vision 2015 for the development of handicrafts encompasses a series of programs, projects and initiatives aiming at achieving clear goals. It aims to create high added value jobs, develop resources, improve sales, promote exports, develop training, save jobs, while taking into account aspects related to quality, standardization, the environment, institutions, and organizations.
7.1. Presentation of the Department and of the normative framework

7.1.1. Department profile

The Ministry of Crafts (MC) features a new schedule with missions that revolve around the implementation of the craft's development strategy, the economic leadership of companies in the crafts, the realization of all studies relating to the sector at national and regional levels, the implementation and realization of cooperation programs aimed at developing the sector and monitoring the activities of the chambers of crafts and their federation.

With the new regionalization dynamics, new missions and evolution are currently assigned to the regional and provincial directorates, both in terms of strategy or in terms of administrative management.

The number of staff is about 1,189 in all categories, of which 475 are women, representing 40% of the total workforce (358 or 75% of women engage in field services). In terms of positions of responsibility, 10 women hold the position of head of department, 3 women are heads of divisions, and 3 are provincial directors of crafts.

7.1.1. Legal and normative framework

The actions of the MC are part of the MDGs, especially Goals 1, 3, 7 and 8 that consist of reducing extreme poverty and hunger, promoting gender equality and empower women, ensuring environmental sustainability and building a global partnership for development, respectively.

Moreover, the policies and priorities set by the MC represent a major achievement for Morocco to get the standards of the CEDAW, particularly article 11, paragraph (1), Article 13, paragraphs (a) and (b), section 14, in paragraph (2.e) and Article 14 in paragraph (2.g).

Similarly, MC projects take into account the National Strategy for Equity and Equality, which refers to the promotion of mainstreaming gender in the craft sector through several areas of activity including policy development, employment programmes and rural development, encouraging the private sector to ensure better mentoring and representation of women, the gradual elimination of disparities in the distribution of resources between men and women, the multiplication of forms of support for female entrepreneurship and restructuring of informal activities and the development of indicators to monitor socio-economic objectives of the various projects and their impacts.

The MC is a member in the working committees in charge of the implementation of the Government Agenda for Equality. It is present in section 4 on the equitable access of girls, women, boys and men to basic infrastructure, in section 7 on the fight against gender-based inequalities in the labor market and in section 8: the fight against poverty and various forms of vulnerability experienced by women and girls. It is a member of the commissions in charge of the child protection program.

7.2. Processes and efforts carried out towards the implementation of gender sensitive public policies

7.2.1. Development of sectoral policies and strategies

Since 2007, the MC is committed to the implementation of the handicrafts sector's strategy development for 2015. The said strategy aims at establishing a policy tailored to each type of stakeholder involved in the sector. It aims at doubling the turnover of crafts with a cultural content to stand at 24 billion dirhams, multiplying by 10 formal exports to reach 7 billion dirhams, generating 4 billion dirhams of additional GDP to create 117,500 jobs (37,200 new jobs generated by the "Producteurs d'Envergure" (very large producers), 13,750 jobs created by small and medium enterprises (SMEs) and 66,500 new mono-artisans and employees of small enterprises, to create 300 crafts enterprises and reach 60,000 recipients of vocational training.
This strategy focuses on creating a dynamic fabric of companies around on the one hand, the emergence of large firms, and on the other, the development of organized SMEs, improving incomes of mono-artisans, improving product quality and adaptation to market needs, establishing a system of quality training, establishing a system of mandatory medical coverage and promoting new tools and funding mechanisms for crafts.

Vision 2015 is also based on a policy of ambitious promotion, to build an image of excellence for handicrafts of Morocco to the targeted markets and to introduce handicrafts in modern distribution networks. The action plan put in place by this proactive policy reflects this, where both design and implementation are carried out jointly by the public sector and the private sector, with clearly defined roles of each stakeholder. Sharing objectives and methods allows ownership by all of the Vision 2015 program and ensures sustainability and long-term success.

7.2.2. Programs and projects implemented

The 2015 vision projects affect several aspects related to the expectations and requirements of the crafts development. The mid-point of the Vision establishes the achievements made in relation to the expected goals for each area of intervention.

Production and marketing infrastructure

The proposed restructuring of crafts infrastructure concern about 6,000 direct beneficiaries of which nearly 160 are cooperatives and associations. Similarly, these infrastructure, through the vocational training component, provide for about 3000 seats, between educational residential training and apprenticeship.

A great effort is also made to integrate locations dedicated to crafts in the Plan Azur resorts and new tourist areas. A pilot project was carried out by establishing a Medina of Crafts (crafts-oriented traditional old-city village) in the seaside resort of Saidia.

This experience will be duplicated to the new tourist areas through the integration of special mention: "Medina of Crafts".

Vocational training (VT)

Vision 2015 provides for the training of 60,000 recipients in training and to 10,000 men/youths/women per year in continuing vocational training in crafts by 2015.

The programming of these goals is a perspective of further developing crafts and adapt the production capacity to market realities, through the training of a new generation of craftsmen better qualified professionally, initiated in artistic and creative aspects (design), open to the introduction of new technologies, practicing current management methods, adopting modern production processes and prepared for entrepreneurship in VSE/SMEs.

In this perspective, many structural projects regarding training have been established including:

- The Emergency Plan for apprenticeship training (training of 51,000 recipients by 2015);
- The master program of Vocational Training (VT) in the craft sector (5 master programs by 2015) 4 of which are already developed;
- The development of mobile/remote training through the acquisition of mobile training units to benefit young people living in remote areas;
- The upgrade of the VT system to improve the quality VT for young people and the relevance of the training of artisans in five promising businesses. The aim is to target 23,700 beneficiaries (2,600 residential trainees, 6,100 young people in apprenticeships, 15,000 working artisans in continuing education) over the 2010-2013 period;
- The realization of a functional literacy program to benefit 30,000 artisans;
The realization of the "expansion of access to qualifications and skills" project to support and
guide VT recipients in entrepreneurship.

**Promotion and marketing**

To promote the handicraft product in relation to the changing market trends, a massive
national policy to promote and market is in progress.

In terms of foreign markets, the promotional approach is based on both strengthening
traditional markets and penetrating new markets in Eastern Europe, Asia, Arab countries, the United
States of America and Latin America, this in addition to the entry of large international retail chains.
Regarding the domestic market, promotion activities are undertaken through the organization of fairs
with regional chambers of crafts and the implementation of corporate communications operations.

**Hygiene, health and safety of artisans**

Recognizing the importance of human capital sector, and given the technical and
technological progress experienced by the various trades and crafts, a project is about to start for the
improvement of hygiene, safety and health of artisans. This project is structured focuses on the
upgrading of production facilities, awareness and training, research and development and the
development of standards.

**Preservation of jobs with a high cultural content**

Heritage preservation and development of craft skills associated with it are one of the
industry's concerns. A program was set up with a twofold base: safeguarding traditional craft
techniques through a detailed transcript of these techniques by using new information technologies,
and ensuring the sustainability of skills associated with intergenerational transmission through the
network of VT facilities.

**7.2.3. Taking into account issues of gender equality and women empowerment**

Like all mono-artisans who make up a large part of the stakeholders in handicrafts, women are
present in all of the open projects and benefit from a special interest, be it training or coaching or
technical support. Similarly, they are ubiquitous in the promotion and marketing of products both
internally and externally. Some indicators and figures illustrate this dynamic:

**Handicraft cooperatives**

The number of handicraft cooperatives is in the range of 968 including 353 women's
cooperatives with 7,660 members. This number was only 170 cooperatives in 2006. A growth of
225%. Women's handicraft cooperatives come in second place after agriculture coops. They exercise
in several sectors (weaving, carpet, sewing, embroidery, pottery, ...).

**Vocational training for women**

Women are strongly present in the VT system within the craft sector. In residential training,
registrants under the 2010-2011 year are about 1,560 students at all levels, of which 579 are, ie 37%.
In apprenticeship training the figure for the 2010-2011 period in with 6152 apprentices, of which
2468 are girls, ie 40%.

For the 2009-2010 period, the number of beneficiaries of the actions of the training provided
for artisans is around 1.555, totaling 4.752 youth/men/women. The ratio of women stands at 30%.
Among women beneficiaries, 12% work in the pottery industry, 76% in weaving, 30% in leather
goods, and 15% in jewelry.

The Functional Literacy Program being implemented in the framework of the MCC
(Millennium Challenge Corporation) by the SECA aims to teach literacy in the main crafts centers to
30,000 crafts professionals (men/women) with at least 40% of women and 20 % in rural areas. The
project aims to focus on literacy programs to working handicrafts professionals or likely to create or
develop income-generating activities in the craft sector to contribute to its economic development.
Of the 15,825 beneficiaries currently being trained under the first two promotions, craftswomen represent almost 70% of the graduates. Literacy of the number of beneficiaries is ensured by 63 associations, of which 32% are headed by women.

**Creation of "Dar Assaniaa"**

Supporting artisans in production and marketing facilities holds an important place in the development effort. Women's *ensembles d'artisanat* are spaces where artisans work in workshops placed at their disposal and in a manner of helping them develop their creative potential. The action is set mainly on the achievement of handicraft villages, of which 10 are operational and benefit both women and men artisans.

In this context, "Dar Assaniaa" was created to develop women's presence in handicrafts and therefore offer adequate facilities for both production and marketing, this taking into account the product's local, cultural and authentic specificities. Up to 2011, there are over 20 "Dar Assaniaa" programmed on the short-term targeting over 840 women. Nearly eight "Dars" have already been completed, of which six are operational and 6 others are in progress, others are under study and awaiting completion of financial and logistical aspects.

That said, the figures cited above are not exhaustive and do not affect all intervention measures given that the gender component is present in other projects, including: promotion, upgrading of SMEs, NIHD projects, health/safety, improving working conditions and the appropriate funding.

**7.2.4. Budget preparation and formulation of performance indicators**

**Gender analysis of the budget**

The available budget to the section of Handicrafts under the year 2011 amounted to 436,6 million dirhams, slightly down compared to 2010 (447,4 million dirhams), divided between the operating budget (136,6 million dirhams, ie 31.3% of the overall budget of SECA) and capital expenditures (300 million dirhams, or 68.7% of the overall budget of SECA). The staff costs are at 108,6 million dirhams, representing 79.5% of operating expenses and those of equipment and miscellaneous amount to 28 million dirhams.

The important share of the investment budget in the overall budget is mainly due to the interest given to the promotion of handicrafts.

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Each year, MC's bodies develop annual programs, where operating budgets and investment budgets are distributed. The allocation of budgets by body of the SECA is as follows:

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65 D.G: General Administration; DRSI: Department of Resources and Information Systems; DSPC: Department of Strategy, Programming and Cooperation;
Analysis of objective indicators by gender

In 2005, the Ministry of Craft joined the globalization of loans. The aim was to rationalize spending in a logic of efficiency and effectiveness. The MC has developed 29 indicators within this framework of objectives for the investment budget through which it continuously evaluates and assesses its performance in achieving objectives. By analyzing the objective indicators data sheet, those with a gender perspective focus on training, education, the creation and development of handicrafts facilities and support and are grouped in the following table:

<table>
<thead>
<tr>
<th>Typology of key handicraft indicators on the investment budget</th>
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</thead>
<tbody>
<tr>
<td><strong>Indicators</strong></td>
</tr>
<tr>
<td>Rate of executives equipped</td>
</tr>
<tr>
<td>Number of continuing education recipients</td>
</tr>
<tr>
<td>Number of shops / workshops created</td>
</tr>
<tr>
<td>Number of lots developed / constructed (handicrafts facilities)</td>
</tr>
<tr>
<td>Number of rehabilitated handicrafts workshops</td>
</tr>
<tr>
<td>Number of SMEs pre identified</td>
</tr>
<tr>
<td>Number of SMEs having benefitted from counseling/expertise</td>
</tr>
<tr>
<td>Number of collections launched in favor of mono-artisans</td>
</tr>
<tr>
<td>Number of collections carried out in favor of mono-artisans</td>
</tr>
<tr>
<td>Number of acquisitions of material carried out</td>
</tr>
<tr>
<td>Number of mono-artisans equipped</td>
</tr>
<tr>
<td>Number of sectors have benefited from technical studies to improve production techniques</td>
</tr>
<tr>
<td>Number of people enrolled</td>
</tr>
<tr>
<td>Number of Graduates</td>
</tr>
<tr>
<td>Number of additional educational seats</td>
</tr>
<tr>
<td>Number of days/hours of training implemented for mono-craftsmen/craftswomen</td>
</tr>
<tr>
<td>Number of recipients of apprenticeship</td>
</tr>
</tbody>
</table>

DPPIP: Department of Heritage Preservation, Innovation and Promotion; DFPFCA: Department of Vocational Training and Continuing Education of Craftsmen; H. E.: Field Services.
By analyzing the budget components, we notice the presence of gender in many sections and therefore in the resulting actions, in particular: production support, training, infrastructure, improving product quality, environment, working conditions of artisans, promoting the product and the administration modernization efforts.

7.3. Analysis of key performance indicators related to the sector

Since the implementation of the strategy in 2007, important advances were achieved. A marked increase was recorded regarding crafts sales - the main indicator of the dynamics of the sector, which rose from 10,3 billion dirhams in 2007 to 16 billion dirhams in 2011, an annual average growth rate of nearly 11,6%, approaching more and more the target set by the strategy (doubling sales over 10 years).

The sales increase affected all areas of the sector, namely urban mono-artisans (+13,5%) and rural mono-artisans (22%) but also SMEs (+14,5%). Overall, handicrafts recorded positive increases in their sales. Three businesses are involved to the tune of 50% in the industry's turnover: wood (20%), clothing (18%) and Jewellery (12%).

Regarding the number of SMEs created, nearly 345 small crafts SMEs were created since 2007, to reach a total of 600 SMEs (the strategic goal being 200 to 300).

Regarding employment, the sector has more than 371,000 people in 2010, a change of 4,6% in urban areas and almost 4% in rural areas compared to 2009. Nearly 70% of the industry's employment is concentrated in urban areas.

In terms of production facilities, the year 2011 saw the construction of 10 handicrafts villages are under construction in 2011, with a cost is estimated at 76 million dirhams. 5 new villages are planned for a total of 53,8 million dirhams. Regarding the "ensembles d'artisanat", 19 are under construction or being upgraded, for an amount of 79,2 million dirhams.

8. Ministry of General Affairs and governance: Department of Social Economy

Responsible for the coordination of government policy, the Ministry of General Affairs and Governance is the architect of social and solidarity economy (SSE) policy, which is an essential component of the Government’s durable development policy.

In this framework, the Ministry has worked out its 2008-2012 strategic vision, which has a structuring and reformative scope seeking to promote an altruistic and social free market economy. This strategy is meant to create a process towards durable development based on the mobilization of resources and potential, the improvement of economic governance, the protection of purchasing power, and the promotion of SSE and accompanying structural reforms.

8.1. Presentation of the department and its legislative framework

8.1.1. Specification Sheet

The main tasks assigned to this ministry focus on participation in the formulation of government policy and proposals of any nature that could improve the environment specific to economic development, as well as preparation, implementation and monitoring in conjunction with departments concerned with policies of competition, compensation, prices and safety stocks.

It focuses likewise on the coordination and monitoring of government policy in what regards relations to the relevant World Bank Group institutions, and the design, implementation and monitoring of government policy in relation to social economy. In this framework, it has legal authority over the Office of Development Cooperation (Office du Développement de la Coopération, ODCO).
For the implementation of its strategy, the Ministry relies on its human resources with a global staff of 225, whereof women represent 43.6%, the highest rate among all of the ministries. Women hold 48.4% of senior positions, divided between business managers, heads of divisions and heads of services.

The MAGG has assigned two members from the Committee of Interdepartmental Consultation (Comité de Concertation Interministérielle, CCI) as gender focal points in the intent to institutionalize gender equality in public services.

8.1.2. Normative framework

At the international level, the tasks of MAEGG, particularly with respect to the field of social and solidarity economy (ESS), contribute to the achievement of fundamental human rights, as stated in the Universal Declaration of Human Rights and by the International Covenant on Economic, Social and Cultural Rights, and in particular the right to work.

The Ministry is as well involved in several free trade agreements (including the EU, USA, Turkey, Tunisia, Jordan, and Egypt). It has also contributed to the Marrakech Declaration on governance and investment and the joint cooperate declaration in relation to the 2009 MENA-OECD ministerial conference, in order to check the negative effects of the economical crisis, and to achieve longer term objectives, such as economic diversification, the creation of jobs and an increased participation of women in the labor market.

Moreover, the department’s strategy takes into consideration progress carried out concerning ESS that contributes to achieving the MDGs in particular through indicator 11 of the MDG 3: To eliminate gender disparity concerning access to different jobs, measured by the percentage of women in the national workforce employed in the cooperative sector (women associates or members of cooperatives).

Given the important role it plays in improving women’s living and work conditions, and with that their empowerment, the objectives of ESS meet the CEDAW recommendations by means of the intervention fields of cooperatives, associations and mutual organizations. As such, the action taken by the department meets CEDAW’s expectations on the subject, in particular the articles 10, 11, 12, 13 and 14 (e).

The MAGG is a member in the working group in charge of the preparation of the Government’s Agenda for Equality. It is active in the field 7, on the fight against gender-based inequalities in the labor market and in the field 8, on the fight against poverty and the different forms of vulnerability experienced by women and girls.

The Ministry’s contribution concerns action taken for social protection of vulnerable groups. It takes part in working out means to promote the increase of Income Generating Activities (Activités Génératrice de Revenus, AGR) for disadvantaged and deprived women in the informal sector and in rural areas, as well as means to promote the formalization of informal production units especially for vulnerable women.

8.2. Process and efforts carried out for the implementation of gender-sensitive public policies

8.2.1. The preparation of sectorial policies and strategies

The Government is committed to the promotion and development of the ESS as a proximity economy through the creation and development of income generating activities in these areas. In this framework, the MAGG has, in consultation with all departments and concerned stakeholders, worked out a national strategy for the development of EES initiatives, which constitutes a road map for all parties involved in this field by 2020.
This strategy aims to strengthen and harmonize public policy regarding ESS, on the national as well as the regional level, and to promote the emergence of an efficient and structured ESS, fully capable of playing its role in the fight against poverty, insecurity, and social exclusion.

It also aims to contribute to an integrated development in this field based on the rational use and write up of local wealth and potential, and to improve the visibility and awareness of the ESS sector. The essential goal is to create and sustain jobs.

The 2010-2020 strategy is based on innovative ESS initiatives, which are conscious of a networking approach based on the marked, and of having economic and social impact on the living conditions of the people. These initiatives are locally based, aware of local potential and specificities, and they are conscious of the implication of beneficiaries in the choice and implementation of their activities.

By 2020, this strategy targets the creation of 10,000 additional cooperatives (the resulting number of cooperatives would consequently increase from the current 3% to 7.5%), 100,000 new direct employment jobs (self-employed and waged increasing from the current 50,000 to 175,000) and a doubling of the sector’s contribution to the GDP (from 1.6% in 2010 to 3.9% in 2020). It evolves around the seven following axes:

- The write up and promotion of ESS products and services;
- The development of ESS product markets;
- The strengthening of ESS actors;
- The establishment of an environment favorable to the development of ESS initiatives;
- The encouragement of the emergence of local ESS initiatives;
- The simplification of access to medical coverage and social security;
- The development of tools for monitoring and assessment, strategic intelligence, communication, and partnership, in particular for observation of the ESS.

### 8.2.2. Programs and projects implemented

In the framework of the implementation of its strategy, the Ministry has initiated several high-impact projects likely to develop and promote the ESS sector. The main recent achievements evolve around the following:

**Strengthening and organization of SSE actors**

At this level, the Ministry has undertaken a series of actions in favor of the businesses in this sector, among which the 2011 launch of the MOURAFAKA program, in order to support newly established cooperatives. This five-year program provides three main services for this category: A strategic diagnosis of each cooperative and a draw up of its development plan; training of the managers of these cooperatives in a range of fields including management, governance, and marketing, and individual mentoring during two years in each cooperative as well as technical assistance.

**Write up, promotion and marketing of the sector’s products and services**

The cooperatives, in particular women’s cooperatives, are involved in government programs to fight against pollution and for the protection of the environment. In this framework, the Ministry will participate in the national program for the substitution of plastic bags with fabric bags that are not threatening to the environment. 131 women’s cooperatives will initially produce and market 2.5 million units of fabric bags, benefitting from this project with a budget of 70 million dirhams, of which 50 million will be provided by the Ministry and 20 million by the Department of Environment.
In addition, recent action aimed at increasing the number of marketing channels has been carried out. It concerns the organization of the regional ESS salon in Meknès in July 2011 and the organization of so far eight editions of an itinerant market of solidarity products, the most recent being in Sefrou (June 2011), Salé (May 2011) and Rabat (January 2011). To date, about 9,000 ESS operators have benefitted from these markets, launched in 2009.

Women’s participation in these markets is very high and reaches 100% for certain activities. The eight editions have improved the income of nearly 7,000 women, members of the 70 women’s cooperatives, which have taken part.

8.2.3. The address of issues of gender equality and women’s empowerment

The issues of gender equality and women’s empowerment have been addressed in the sector’s 2010-2020 strategy. Indeed, the ESS initiatives provide more opportunities for the involvement of women in working life in the pursuit of an income and work generating activity. The pursuit of a paid economic activity allows for women to leave the traditional family surroundings, to aspire to a new lifestyle, to be part of a network, and to have a decision-making power bringing forth new roles in the family. It also allows them to pay a productive contribution to society, make use of their skills, and to free their creativity, which helps fight against the stereotypical representations of the role of women and men in society as a whole, and to improve their status and position on the labor market.

As part of the promotion of the integration of gender equality and women’s entrepreneurship in development policy as a whole, the Ministry has initiated a process, which aims to support the role of women in business. As a result, it has assigned a project entirely devoted to gender equality and women’s empowerment.

Women’s Entrepreneurship

The involvement of women in economic activity has improved significantly in recent years. The number of businesses created by women among all businesses created has increased from 4% to 12% between 2004 and 2008, according to the Moroccan Industrial and Commercial Property Office (l’Office Marocain de la Propriété Industrielle et Commerciale, OMPIC). The number of Moroccan women entrepreneurs who own or manage a company in the different sectors of economic activity amounts to 5,000 women and about 10% of the total number of businesses. Women employers represent 8% of the total number of employers reported in 2008 according to the High Commission for Planning (Haut-Commissariat au Plan, HCP). These figures do not account for neither the micro-business nor the informal sector, where women’s activities increase continually and are supported by national and international development programs.

In Morocco as well as in the other countries of the MENA region, the businesses created or managed by women are largely SME-SMI operating in the service sectors (37%), trade (31%) and industry and textile (21%). They are characterized by a sales figure smaller than 2.4 million USD, an existence of less than ten years, and are targeted principally at national and local markets.

Women entrepreneurs still face certain gender inequalities and are still confronted with some persistent barriers in getting their businesses off the ground as well as making them grow; in particular difficult access to funding, and limited access to information, training and hospitality infrastructure, or yet difficulties due to discriminating social and cultural practice.

The Government is actively working in close collaboration with the private sector on making the life of businesses and the investment process as simple as possible without any discrimination. This is carried out in particular through the continuous modernization of the legal corpus in order to promote the role of women (family code, labor code, nationality code, electoral code, and penal code reforms among others), the creation of the National Committee for Business Environment in December 2009, and the launch of ambitious sector-specific plans, which provide considerable opportunities for women who plan to invest and to advance their projects.
The advancement of microcredit in Morocco allows for the creation of numerous smaller structures, which are dominated mostly by women.

The draw up of a specific strategy for the development of very small companies in which women’s participation is important, is meant to encourage women’s entrepreneurship through incentives of fiscal, financial, social and supportive character.

8.2.4. The preparation of budgets and drop in performance indicators

Analysis of operation and investment expenses

The total credit at the MAEGG’s disposal for the development of the ESS sector was issued to 30.8 million dirhams in 2011. The investment spending stated in the Ministry’s budget has reached 9.7 million dirhams, split between costs connected to the organization of events (4.4 million dirhams), the promotion of the ESS through general studies and the implementation of SIGES (2.3 million dirhams), and the improvement of partnership and support (3 million dirhams).

The credit allotted to the ODCO has been set to 21.09 million dirhams for the year 2011, and is mainly intended for initiatives of promotion, awareness, support and supervision of cooperatives.

In addition, the preparation and implementation of the Regional Development Plan of the Social Economy has called for a mobilization of important financial resources as well as committed partners interested in adapting their approach and to create more synergy around conjoint projects with a strong value added. In this framework, the MAEG plays a fundamental role in the steering, coordination, and participation in the financing and mobilization of local partners.

Analysis of performance indicators

The MAEGG joined the globalization of credit in 2005. As such, it has worked out target indicators for the investment budget (promotion of the ESS) and the operating budget (mission support). Regarding the promotion of ESS, seven quantitative indicators have been worked out, of which the first three are at the level of the Directorate of Social Economy, and the remaining four at the level of the Directorate of Studies, Cooperation and Legislation. These indicators are worked out according to the 2011 Finance Act investment budget, whose terminology is presented in the following:

<table>
<thead>
<tr>
<th>Indicators proposed by the Department</th>
<th>Objectives or missions attached</th>
<th>Type of indicator</th>
<th>Possibility of gender sensitizing the indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness raised in cooperatives about the new legal framework</td>
<td>Awareness about the implementation of regulation on the cooperative sector</td>
<td>Indicator of means of implementation</td>
<td>Breaking down the cooperatives by sector, environment, or region</td>
</tr>
<tr>
<td>Awareness raised in cooperatives about mediation</td>
<td>Awareness about the implementation of regulation on the cooperative sector</td>
<td>Indicator of means of implementation</td>
<td>Breaking down the cooperatives by sector, environment, or region</td>
</tr>
<tr>
<td>Social Economy fairs organized</td>
<td>Development of the communication strategy</td>
<td>Indicator of means of implementation</td>
<td>Breaking down the fair’s participants by gender</td>
</tr>
<tr>
<td>Regional ESS development programs launched</td>
<td>Development of PDRES</td>
<td>Indicator of means of implementation</td>
<td>Breaking down the number of social economy businesses created by gender</td>
</tr>
<tr>
<td>Program contracts signed</td>
<td>Implementation of PDRES</td>
<td>Indicator of means of implementation</td>
<td>Indicator integration in the framework of PDRES, targeting the female population and the region</td>
</tr>
<tr>
<td>Itinerant markets organized</td>
<td>Drawing up of the sector’s product market</td>
<td>Indicator of means of implementation</td>
<td>Breaking down the cooperatives and the participants by sector, environment, or region</td>
</tr>
<tr>
<td>Cooperatives having on average benefitted from support in order to access an itinerant market</td>
<td>Drawing up of the sector’s product market</td>
<td>Output indicator</td>
<td>Breaking down the cooperatives by sector, environment, or region</td>
</tr>
</tbody>
</table>

Terminology of ESS indicators in the investment budget
An analysis of the sheet of target indicators reveals that almost all the target indicators can be gender sensitized when breaking them down by sector, environment, region, or gender. They essentially concern the raising of awareness about implementation of regulation on the cooperative sector, development of the communication strategy, and the drawing up of the sector’s product market

8.3. Analysis of principal Output indicators pertaining to the sector

A year after the implementation of the 2010-2020 strategy for the development of the cooperative sector, the economic performance of this sector is below the expectations suggested by the progressive transformation of the country’s economic and social context. Until now, the number of cooperative partners does not exceed the 3% of the total work force, while the threshold of existence for any labor sector should be around 6%.

The cooperative sector counts as of ult. December 2010 about 7,800 cooperatives, managing more than 380,000 people, which represents 3% of the country’s total work force. Boosted by the National Initiative for Human Development (Initiative Nationale pour le Développement Humain, INDH), the cooperative network records these last years a two-ciphered growth, as more than 2,500 cooperatives have seen the day between 2006 and 2010. By the end of july 2011, the number of cooperatives in Morocco reached 8.532 with 390.622 adherents and cumulative capital of 6.3 billion dirhams divided between the agriculture sector (5.503), real estate(1.045), craft(1.062), forest (189), fisheries (98), aromatic and medicinal plants (81) and the transport sector (76).

As the graphics below show, the overwhelming majority of women’s cooperatives operate in two industries: Agriculture, which accounts for nearly 57% of the cooperatives, and crafts, with close to 36%.

Encouraged by the INDH and supervised by the public sector, women are more and more integrated in the cooperative network. In addition to the mixed cooperatives where women are very present, the record of cooperatives owned exclusively by women has shown a real boom in the last years. In four years (2006-2010), the number of established women’s cooperatives approaches 500, bringing the total number of women’s cooperatives to nearly 990 in 2010.

Geographically, the region of Souss-Massa-Draa is in the lead with 217 women’s cooperatives (22% of the total number), followed by the region of Marrakech Tensift El Haouz, with 108 cooperatives (10%), and Meknès-Tafilalet and Tanger-Tétouan, which each account for 9% of the total number of women’s cooperatives in the country.

Similarly, between 2006 and 2010, more than 8,000 women have joined the cooperative sector. Thus, the number of women active in women’s cooperatives increased to nearly 22.500 women in 2010, not counting the women active in mixed cooperatives.
Cooperatives participate in this way very actively in the integration of women in the economic circuit and contribute to their empowerment and to the improvement of their income and living conditions.

The women living in rural areas are very involved in this movement; nearly half of the women’s cooperative members live in a rural environment.

In addition, 500 new cooperatives and 2,500 leaders of these cooperatives are each year expected to benefit from the MOURAFAKA program between 2011 and 2015. Women hold a of an important position, as 124 out of 500 benefiting cooperatives in 2011 are women-only.
General Conclusion

According to this issue of the Gender Report and in the particular context created by the progress recorded by the new constitution and the challenges following it, it is understood that the assessment of public policy, in regards to fundamental human rights, proves to be vital in using the course of public action in agreement with Morocco’s commitments to advance towards indications of a durable, sustainable, inclusive and fair development.

Thus, the necessary steps withheld by the 2012 Gender Report suggest important progress on a twofold level:

- On the necessary coordination of sector policies inscribed in a coherent strategic vision of economic and social transformation,
- On an approach articulated around discernable stances in relation to the different generations of human rights, from which the national priorities would be determined.

As such, the processing of these necessary steps, including what concerns the advancement of gender-sensitive synthetic indicators, is a continuation of the progress initiated by the new constitution by means of the position and weight given to questions of equality and fairness in terms of legal rights and institutions dedicated to their support and implementation.

It is certain, however, that the new institutions established by the Constitution, including the Authority in Charge of Equality and the Fight Against All Forms of Discrimination, alongside other institutions, such as the Economic and Social Council, or the already existing organs for monitoring and assessment, will be well advised to take advantage of the contributions of the Gender Report in its new orientation.

In addition, the country’s new financial constitution, currently proposed for approval (the Organic Law of Finances), provides a space that is accommodating in its philosophy and measures to the emergence of major state missions now broken down into coherent programs and projects, and thought with concerns to territorialization and proximity.

This means that gender analysis will be able to find a basis here that is favorable to its growth and institutionalization, from the drafting phase till the point of assessment of expected impacts on the initially targeted populations.

Thus, the country’s agenda of structuring reforms is getting richer and more accurate thanks to this new knowledge in supporting performance and fairness, in the sharing of efforts as well as in the profit of the justly expected results. This certainly shows will to appropriately implement the reform projects launched in this new phase of the country’s history.

The challenge of building a social contract for progress and solidarity with the measure of ambition that Morocco can duly present in this new phase of its history, will surely depend on its capacity to appropriately and rapidly implement the new generation of reforms, and to integrate the legislative and advisory authorities as well as civil society actors in this process of change, so that we can combine at best the ethics of common beliefs with that of a shared responsibility.
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- "The impact of such social economy", DEPF presentation during the second ECOSS trade show, May 2, 2009.
STATISTICAL ANNEXES

1. Demography
2. Education and Training
3. Activity, employment and unemployment
4. Health
1 -Demography

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Source: HCP

(1) RGPH 2004
(2) Back projections of population - CERED (2006)
(3), (4) Sources: (Social Indicators 2006, 2007, 2008)
## 2 - Education and Training

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### Illiteracy rate (in %) (3)

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**Sources:**
- Ministry of Education, HCP
- (1) 2009 National Report on MDGs
- (2) Source: State Secretariat for Vocational Training
### 3 - Activity, employment and unemployment (1)

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|                          |       |       |       |       |       |       |       |       |
| **Structure of the female labor force** |       |       |       |       |       |       |       |       |
| **disaggregated by age groups (in%)** |       |       |       |       |       |       |       |       |
| **Nationally**           |       |       |       |       |       |       |       |       |
| 15 to 24 years           | 24.8  | 23.2  | 22.9  | 22.0  | 21.6  | 19.8  | 19.1  |       |
| 25 to 44 years           | 48.6  | 49.4  | 48.3  | 48.9  | 49.4  | 49.5  | 50.1  |       |
| 45 to 59 years           | 17.0  | 18.0  | 19.6  | 20.4  | 21.2  | 22.9  | 23.3  |       |
| **Urban**                |       |       |       |       |       |       |       |       |
| 15 to 24 years           | 22.1  | 21.1  | 20.0  | 20.3  | 19.6  | 17.4  | 17.1  |       |
| 25 to 44 years           | 61.7  | 62.0  | 60.3  | 60.0  | 60.2  | 59.9  | 59.9  |       |
| 45 to 59 years           | 13.9  | 14.4  | 17.7  | 17.8  | 18.3  | 20.8  | 21.2  |       |
| **Rural**                |       |       |       |       |       |       |       |       |
| 15 to 24 years           | 26.6  | 24.5  | 24.9  | 23.1  | 23.0  | 21.5  | 20.5  |       |
| 25 to 44 years           | 39.7  | 40.9  | 40.4  | 41.1  | 41.6  | 42.0  | 43.0  |       |
| 45 to 59 years           | 19.0  | 20.3  | 20.9  | 22.3  | 23.3  | 24.4  | 24.8  |       |

| **Female participation rate (in%)** |       |       |       |       |       |       |       |       |
| **Nationally**                | 28.3  | 27.9  | 27.2  | 27.1  | 26.6  | 25.8  | 25.9  | 25.5  |
| **Urban**                     | 20.8  | 20.1  | 19.3  | 19.6  | 19.3  | 18.6  | 18.4  | 18.1  |
| **Rural**                     | 38.8  | 38.6  | 38.4  | 37.7  | 37.0  | 36.1  | 36.9  | 36.6  |

| **Female employed labour force** |       |       |       |       |       |       |       |       |
| (In thousands)                 |       |       |       |       |       |       |       |       |
| Urban                         | 2786  | 2783  | 2816  | 2839  | 2818  | 2785  | 2837  |       |
| Rural                         | 944   | 945   | 979   | 1024  | 1040  | 1037  | 1046  |       |
| **Structure of the female labor force** |       |       |       |       |       |       |       |       |
| **disaggregated by age groups (in%)** |       |       |       |       |       |       |       |       |
| **Nationally**                |       |       |       |       |       |       |       |       |
| 15 to 24 years                | 23.6  | 22.1  | 21.7  | 20.5  | 20.0  | 18.2  | 17.7  |       |
| 25 to 44 years                | 46.9  | 47.4  | 47.0  | 47.6  | 48.3  | 48.4  | 48.8  |       |
| 45 to 59 years                | 18.7  | 19.9  | 21.3  | 22.3  | 23.0  | 24.8  | 25.2  |       |
| **Urban**                     |       |       |       |       |       |       |       |       |
| 15 to 24 years                | 18.2  | 17.8  | 16.3  | 16.5  | 15.7  | 13.5  | 13.9  |       |
| 25 to 44 years                | 61.2  | 60.5  | 59.6  | 59.4  | 59.9  | 59.3  | 58.6  |       |
| 45 to 59 years                | 17.6  | 18.4  | 21.5  | 21.7  | 22.1  | 24.9  | 25.3  |       |
| **Rural**                     |       |       |       |       |       |       |       |       |
| 15 to 24 years                | 26.4  | 24.3  | 24.6  | 22.8  | 22.5  | 21.1  | 19.9  |       |
| 25 to 44 years                | 39.6  | 40.7  | 40.3  | 41.0  | 41.5  | 41.9  | 43.1  |       |
| 45 to 59 years                | 19.2  | 20.6  | 21.2  | 22.6  | 23.6  | 24.8  | 25.1  |       |

**Source:** High Commission for Planning

iv
| Source: High Commission for Planning |
|---|---|---|---|---|---|---|---|---|
| 3 - Activity, employment and unemployment (continued) | | | | | | | | |
| Structure of urban female employment, by sector (in %) | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 |
| Agriculture, forestry and fishing | 6.2 | 6.0 | 6.0 | 6.8 | 6.4 | 5.5 | 5.7 | |
| Industry | 34.8 | 34.9 | 31.2 | 30.5 | 30.9 | 28.8 | 30.0 | |
| Construction and civil engineering | 0.5 | 0.6 | 0.6 | 0.6 | 0.5 | 0.8 | 0.7 | |
| Wholesale and retail | 9.5 | 9.6 | 9.5 | 9.5 | 9.8 | 10.1 | 9.6 | |
| Transport, storage and communication | 2.3 | 2.9 | 2.6 | 2.8 | 2.9 | 3.1 | 3.2 | |
| Services and General Administration | 38.0 | 37.7 | 40.9 | 40.6 | 41.1 | 43.2 | 42.7 | |
| General Administration | 8.6 | 8.1 | 8.9 | 8.9 | 8.0 | 8.3 | 7.9 | |
| Not adequately defined activities | 0.1 | 0.2 | 0.2 | 0.3 | 0.4 | 0.2 | 0.2 | |
| Unemployed female labor force (in thousands) | 328 | 337 | 288 | 298 | 297 | 284 | 293 | 315 |
| Urban | 303 | 311 | 257 | 268 | 265 | 255 | 258 | 278 |
| Rural | 25 | 25 | 31 | 30 | 32 | 29 | 36 | 37 |
| Gender composition of the workforce unemployed (in%) | 28.3 | 28.1 | 27.1 | 27.3 | 27.5 | 27.6 | 28.3 | 30.6 |
| Urban | 30.5 | 31.0 | 29.8 | 30.3 | 30.8 | 31.3 | 31.3 | 34.0 |
| Rural | 14.8 | 13.3 | 15.6 | 14.3 | 14.7 | 13.4 | 16.7 | 17.7 |
| Unemployment rate for women by place of residence (in%) | 11.1 | 11.3 | 9.7 | 9.9 | 9.7 | 9.5 | 9.6 | 10.2 |
| Urban | 24.5 | 24.9 | 20.9 | 20.8 | 20.3 | 19.8 | 19.8 | 21.2 |
| Rural | 1.4 | 1.5 | 1.8 | 1.7 | 1.8 | 1.7 | 2.0 | 2.1 |
| Urban unemployment rate of women by age (in%) | 37.6 | 36.4 | 35.3 | 35.9 | 36.1 | 37.7 | 34.8 | |
| 15-24 years | 25.0 | 26.6 | 21.7 | 21.4 | 20.7 | 20.6 | 21.5 | |
| 25-44 years | 4.1 | 3.9 | 3.8 | 3.2 | 3.9 | 3.9 | 4.2 | |
| 45-59 years | | | | | | | | |
| Rural unemployment rate of women by age (in%) | 15-24 years | 2.3 | 2.4 | 2.9 | 3.0 | 3.8 | 3.6 | 5.0 | |
| 25-44 years | 1.6 | 1.8 | 2.1 | 1.9 | 1.9 | 1.8 | 1.8 | |
| 45-59 years | 0.3 | 0.2 | 0.5 | 0.5 | 0.4 | 0.2 | 0.6 | |
### 4. Health

<table>
<thead>
<tr>
<th>Life expectancy at birth (in years)</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women</td>
<td>70,5</td>
<td>71,7</td>
<td>72,0</td>
<td>72,2</td>
<td>72,5</td>
<td>72,6</td>
<td>72,8</td>
<td>74,8</td>
</tr>
<tr>
<td>Men</td>
<td>68,5</td>
<td>70,6</td>
<td>70,8</td>
<td>71,0</td>
<td>71,2</td>
<td>71,4</td>
<td>71,6</td>
<td>73,9</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Contraceptive Prevalence Rate (In%) (1)</th>
<th>1992</th>
<th>1995</th>
<th>1997</th>
<th>2003</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>41,5</td>
<td>50,3</td>
<td>58,4</td>
<td>63,0</td>
</tr>
<tr>
<td>Rural</td>
<td>31,5</td>
<td>39,2</td>
<td>51,7</td>
<td>59,7</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>332,0</td>
<td>227,0</td>
<td>132 (*)</td>
<td>112,0</td>
</tr>
<tr>
<td>Rural</td>
<td>284,0</td>
<td>187,0</td>
<td>0,0</td>
<td>73,0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Proportion of women having done at least one prenatal visit (in%)</th>
<th>1997</th>
<th>2003</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban and rural</td>
<td>33,0</td>
<td>68,0</td>
<td>80,0</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>61,0</td>
<td>85,0</td>
<td>94,0</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>18,0</td>
<td>48,0</td>
<td>68,0</td>
<td>(*)</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Proportion of assisted births by qualified personnel (in%)</th>
<th>1997</th>
<th>2003</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban and rural</td>
<td>31,0</td>
<td>63,0</td>
<td>83,0</td>
<td>(*)</td>
<td></td>
</tr>
<tr>
<td>Urban</td>
<td>64,0</td>
<td>85,0</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>14,0</td>
<td>40,0</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Assisted Delivery rate</th>
<th>1997</th>
<th>2003</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban and rural</td>
<td>43,0</td>
<td>61,0</td>
<td>59,5</td>
<td>62,4</td>
<td>74</td>
</tr>
<tr>
<td>Urban</td>
<td>70,0</td>
<td>83,0</td>
<td></td>
<td>93</td>
<td></td>
</tr>
<tr>
<td>Rural</td>
<td>20,0</td>
<td>38,0</td>
<td></td>
<td></td>
<td>57</td>
</tr>
</tbody>
</table>

**Source:** - High Commission for Planning
(1) Source: Ministry of Health
*: National research on demography 2009-2010