

Summary of the Gender Report 2015

The Gender Report Budget that accompanies the Draft Finance Act 2015 is part of the efforts made to strengthen the evaluation of public policies regarding the principals of gender equality and through the lens of human rights. In this regard, this edition of the Gender Report (GR) tackles accurately the assessment of the gains made in favor of the new Constitution. Along the way, this edition also focuses on the analysis of the observed inadequacies and therefore the gaps to catch up as well as the expectations that result from this analysis to “finalize” the country’s new institutional edifice and supply the programs and the projects that the Government is responsible of so as to stimulate economic and social transformations for gender equality.

Thus, in terms of the efforts deployed to conform with the universal norms relating to the respect of Human Rights promotion and particularly women’s rights contained in agreements duly ratified by Morocco, and in accordance with the provisions of the Constitution, many laws were adopted in 2014 (the amendment of Article 475 of the Penal Code which aims to protect the rights of minor girls in the case of rape, the adoption of the House of Representatives in June 2014 of the draft law N° 87.13 on the approval of the convention N°97 on migrant workers and the adoption of the House of Representatives and the House of Councilors of the Draft Organic Law N°130.13 relating to the Finance Act) and draft laws are being validated during the current year 2014 (draft Law N° 103.13 relating to combating violence against women, draft Law relating to the establishment of parity Authority and the fight against all forms of discrimination, draft law relating to the establishment of the Advisory Council of family and childhood...).

The continuous enrichment of the national legal arsenal by a number of legal texts was accompanied by the continued efforts deployed by authorities that are established and supported by the Constitution to assure the full enjoyment and preservation of dignity, rights and individual and collective liberties of all citizens. Thus, the National Council of Human Rights (CNDH) considers the equality between men and women as a central priority. The Council committed itself in several projects that contribute to the edification of the State of Rights. In this regard, the CNDH adopted an action approach aiming to

institutionalize the equality of sexes in its programs and in the organization of the Council. This approach is divided into two strategic areas: the first area consists of contributing to harmonize the national legal arsenal and the public policies with the international conventions ratified by Morocco and with the provisions of the Constitution, while the second area has to do with the promotion of parity within the Council. As for the first area, memorandums were drawn up by the Council on the terms of the implementation of the Authority of Parity and the Fight against all Forms of Discrimination (APALD), and on the draft law relating to the combat of violence against women. Similarly, the Council issued an advisory opinion on the draft law N° 12-19 that defines the conditions of work and employment relating to domestic workers. On the institutional level, the CNDH established a permanent working group responsible for parity and non-discrimination and organized several training cycles in promoting gender equality and fighting discrimination for its members and its staff both centrally and regionally, in partnership with UN Women, many training Institutes and Universities.

In parallel, the Interministerial Delegation on Human Rights (DIDH) had several activities during the period 2013-2014 aiming to boost the integration of dimensions related to human rights in public policies and actively interact, at the international level, with United Nations mechanisms of Human Rights. In fact, the DIDH prepared and submitted a number of initial and periodic reports for the treaties' bodies, including the 4th periodic report on the implementation of the International Covenant on Civil and Political Rights (ICCPR), the initial report on the implementation of the International Convention on the Rights of Persons with Disabilities, Morocco's initial report on the implementation of the International Convention on the Protection of the Rights of all Migrant Workers and Members of Their Families presented last September, the 3rd and 4th periodic reports on the implementation of the Convention on the Right of the Child as well as the initial report on the Optional Protocol to the Convention on the Right of the Child on the involvement of Children in Armed Conflicts. The DIDH also prepared the halfway National report on the implementation of the recommendations of the Universal Periodic Review (UPR), a report that was drawn up as part of a participatory process involving all relevant structures, while benefiting from the support of United Nations Agencies accredited in Morocco. In addition to that, the DIDH entered in a partnership with UN Women in order to reinforce the capacities of various actors in the legislative process in terms of harmonizing legal texts with international standards and constitutional provisions in the field of Human rights and Women's rights particularly.

Generally, the actions taken in terms of respecting Human rights and particularly women's right, both by executive and constitutional bodies, are part of a continuous dynamic. This dynamic is marked by the launch of several legal and institutional reforms aiming to lay the necessary foundations to ensure equal access of women and men to their civil, politic, economic, social, cultural and environmental rights.

Therefore, **in terms of equal access to civil and political rights**, the objective of the different initiatives taken to integrate gender equality in public policies and development programs was consolidated by the adoption of the Governmental Plan for Gender Equality (GPGE) in June the 6th, 2013 by the Government Council. This plan meets the requirements to provide the country with an institutional framework that coordinately and structurally covers all programs and actions implemented by ministerial departments (32 ministerial departments) to promote gender equality.

The operationalization of GPGE needed the creation of a ministerial committee of management and an interministerial technical commission in charge of reviewing the progress of the plan and coordinating and guiding the governmental policy in terms of gender equality. To ensure the follow-up of the actions taken in the framework of GPGE, the Ministry of Solidarity, Women, Family and Social Development set up a computer application that allows every department to follow up the progress towards its objective.

Regarding the actions taken to fight all forms of discrimination and violence against women, the legal bases relating to the fight of all forms of violence against women were consolidated by the development of a draft law N° 103-13, being discussed currently. As for the establishment of the Authority for Parity and the Fight against all Forms of Discrimination (APALD), a scientific commission that includes experts drew up a report that specifies the organizational and functional configuration of the body as well as the draft of the law that governs it.

Regarding the protection of women and children victims of violence, a number of children and women support units in courts was equipped to facilitate women's access to justice (equipment of 33 courts by reception units for women and children). Furthermore, local plans¹ to protect women and children were developed as part of a coordinated action that gathers all partners working in the field of the protection of women and children.

In the same regard, the efforts made to improve the image of women in the media and to fight stereotypes that discriminate women were crowned by the inclusion of the provisions relating to the image of women in the media in the new scope statements of audiovisual operators and by the adoption of the Government Council in May 2014 of a draft amendment to the audiovisual Law N°77-03 which aims to fight stereotypic images and prevent the discrimination or the denigration of women's dignity in the media.

As part of the GPGE actions, and in order to promote women's rights and reinforce women's access to the public function and the decision-making positions, the Interministerial Consultation Network (ICN) for gender equality in the public function continues implementing the actions included in its action plan. In this regard, the year 2014 was

¹ 5 trial regions were chosen for this action. They are the regions of: Oujda, Fez, Tangier, Marrakech and Beni Mellal.

marked by the institutionalization of ICN² and the creation of the Gender Observatory in the Public Service (GOPF), as well as by the launch of a study on the establishment of an institutionalization strategy of the principle of gender equality in the Public Function. Despite these efforts, women's representation in high positions of responsibility remains, however, very low comparing with men with a rate that does not exceed 16% in 2013 against 10% in 2001, namely an increase of 6 points over 12 years only.

In the same regard, the year 2014 was marked by a considerable progress in terms of the institutionalization of Gender Responsive Budgeting (GRB). In fact, the need of a systematic and mainstreaming integration of gender dimension in the process of programming and planning all ministerial departments was consolidated by reforming the Finance Act Organic Law which was adopted by the Government Council in January 2014, by the House of Representatives in June 2014 and then by the House of Councilors in October 2014.

In fact, the reform of the Finance Act Organic Law is part of the dynamic of reforms initiated by Morocco to establish instruments aiming to consolidate good governance and efficiency of the public action. The Finance Act Organic Law's reform project, as adopted by the House of Representatives, aims to establish the necessary foundations to end up in more understandable budget, to ensure a stricter follow-up of the sectoral policies execution, to better understand the desired outcomes, to identify precisely the responsibilities of the actors and to establish the mechanisms of the management approach to assure the development and the well-being of citizens. In this regard, the Article 39 of the draft law stipulates that each program, which is divided into projects and actions from the same Ministry or the same institution, should be associated with defined objectives as well as numbered indicators to measure the attained results while taking into account the gender dimension. In this line, the Article 48 identified the different reports that should accompany the presentation of the Draft Finance Act including the Results-based Budget Report of the Gender approach. This Article, as amended by the House of Representatives, established the report's role as a main instrument of evaluating public policies relating to gender. This would consolidate accountability in regard with the taken commitments, particularly in terms of promoting gender equality.

In the wake of reinforcing the application of the GRB, after the creation of the Gender Responsive Budgeting Excellence Center (GRBEC) in February 2013 and the signature of the partnership convention between the Ministry of Economy and Finance and UN Women in June 2013 to implement the activities of the said Center, the center's operationalization works took effect during the year 2014. Thus, several meetings were held, and as a result of that, the action plan of the GRBEC of the year 2014 was revealed in accordance with its action strategy. Therefore, many activities were programmed during the year 2014 regarding the organizational setup of the Center (financial package and budget allocation, definition of

² Through nominative mission letters duly signed by the Minister of Public Function and the Modernization of Administration sent to all representatives of different departments belonging to the ICN.

the profile-position of the staff, organization of interviews,...), the organization capacity building workshops as well as the establishment of first partnerships with other institutions working in the field of gender equality promotion...

The efforts made by the Ministry of Economy and Finance (MEF) for a better application of Gender Responsive Budgeting were crowned by the Ministry's acquisition in June 2014 of the first excellence award for the public service (category 4 relating to efforts made to promote gender equality) given by the United Nations.

In terms of equitable access to social rights, Morocco has embarked on several projects to improve equitable access for citizens to education, health, housing and basic infrastructure (water, electricity, roads, highways, sewerage system ... etc). Thus, tangible progress has been made in this regard, but there are still challenges that should be overcome in terms of women's enjoyment of these rights in an equal way with men.

Therefore in the field of education, the national level of the Gender Parity Index (GPI) in public primary education increased from 0.84 in 2000-2001 to 0.91 (91 schoolgirls against 100 schoolboys) in 2013-2014, namely an increase of 7 points which reflects almost equal chances of access to education among the two sexes. In rural areas, this index increased from 0.76 to 0.90 (90 schoolgirls against 100 schoolboys), namely an increase of 14 points. In addition to that, in 2013-2014 and at the level of public collegial secondary education, the GPI increased from 0.75 to 0.80, registering an increase of 5 points. In rural areas, this index increased from 0.42 to 0.62 with a significant increase of 20 points. As for the public qualifying secondary education, the GPI increased from 0.85 in 2000-2001 to 0.91 in 2013-2014 at national level, namely an increase of 6 points. In rural areas, this index increased from 0.48 to 0.66, registering an increase of 18 points.

As for women's right to literacy, Morocco has made a great progress in fighting illiteracy particularly in women. However, women remain the most affected with a rate of 37% (55% in rural women) in 2012 against 25% in men. As for high education, parity was fulfilled in this sector as proven by the feminization rate which exceeds 50% in some fields of study.

Regarding the equitable access to health services, there was a drop of prices for more than 1,570 drugs (30% of all drugs sold in Morocco), with significant drops for cancer treatment drugs, and that to improve access to medicines. In the field of basic medical coverage, the continued efforts to generalize RAMEL helped reach a number of beneficiaries of more than 7.28 million people, which represents a coverage rate of 86%.

In terms of reducing maternal and infant mortality, the efforts made resulted in an improvement of the percentage of women who received prenatal care that reached 77.1% nationally (91.6% in urban areas against 62.7% only in rural areas) in 2011. As for the childbirths attended by qualified health personnel, they increased to 73.6% nationally in 2011 (63% in 2004). Therefore, the maternal mortality rate witnessed a remarkable decrease during the last five years to reach 112 per 100,000 live births in 2009-2010, namely a

decrease of 50.7% comparing with 2003-2004. Similarly, infant mortality decreased by 28% over the past 7 years, decreasing from 40 per 1,000 live births in 2003 to 28.8 per 1,000 in 2011.

To promote equitable access to a decent housing, a survey on "the assessment of impacts of the fight against substandard housing's programs on the living conditions of households" is currently being carried out in order to produce reliable information that would allow the evaluation of the impact of the fight against substandard housing's programs on the living conditions of households, while taking into account the gender perspective. In parallel, as part of the program Cities Without Slums (CWS), around 51 cities have been declared as cities without slums on 85 cities covered initially by the program. This pace of slum clearance will be consolidated at the end of 2014 as 13,600 shacks will be demolished.

As for access to basic infrastructure, the rural population access rate to drinkable water increased significantly during the recent years, thanks to the National Program for Rural Water Supply and Sanitation (PAGER), moving from 14% in 1994 to 70% in 2005 and to 94% at the end of 2013, with a served population of 12.5 million inhabitants. The Global Rural Electrification Program (PERG), for its part, allowed from its launch until the end of 2013, to increase the Rural Electrification Rate (RER) to 98.51% at the end of 2013. Moreover, efforts made in the framework of the National Program of Rural Roads (NPRR) allowed to achieve an accessibility rate of 74% in 2013 and to open up roads for 2.5 million inhabitants and build 13.100 km of roads.

Consolidating equitable access for women and men to economic opportunities required the implementation, by public authorities, of several measures in partnership with the civil society and the private sector to ensure the necessary conditions for an environment that is particularly suitable for women's employment and entrepreneurship.

In this regard, there is the "Idmaj" program that allowed the integration of nearly 400.000 job seekers from 2006 to the end of 2013. The integrations for the year 2013 exceeded 56.700, of which 50% were in favor of women. During the first five months of 2014, the integrations reached a total of 25.407, of which 55% were women. Similarly, more than 105.400 people benefited, from 2007 to late 2013, from the "Taahil" program. The beneficiaries of the contractualized training in 2013 were 4285 people, of which 67% were women. As for the first five months of 2014, nearly 6601 job seekers benefited from this program, of which 30% were women. Also, during the first five months of 2014, nearly 676 candidates were supported in the "Moukawalati" program, of which 28% were women.

Despite the encouraging results of the employment promotion programs, the rate of national activity reveals a significant difference between the sexes (73% in men and 25.1% in women in 2013), reflecting the small presence of women in the labor market³. Similarly, the

³ By areas, the parity male/female is twice more unequal in urban areas than in rural areas.

unemployment rate at the national level in 2013 reached 9.1% in men against 9.6% in women.

In doing so, and to optimize the results of the employment programs and achieve the desired objectives of gender equality in the labor market, several measures have been taken by the Ministry of Employment and Social Affairs (MESA) among which the issuance of a Circular (No. 16/13) to all regional and provincial delegates of employment urging labor inspectors to ensure the respect of the application of laws and regulations regarding working women. The MESA also organized, in collaboration with the ILO, about 20 regional training workshops for 500 labor inspectors on fundamental rights including the right to equality and non-discrimination in terms of employment, profession and salary.

The actions taken to promote women's access to factors of production and employment also focused on technical support, training, supervision and the strengthening of rural women's productive capacities through the Green Morocco Plan (GMP). Thus, the actions taken in the framework of GMP enabled the creation of more than 1000 agricultural cooperatives and women's associations and the financing of more than 700 projects for 14.000 rural women⁴.

Similarly, the national strategy for the development of social and solidarity economy (2010-2020) considers the gender dimension as a strategic and transverse component. In response to this strategic choice, women are increasingly getting numerous to join cooperatives to engage in income-generating activities. The number of exclusively women's cooperatives increased in recent years from 738 in 2008 to 1756 (15% of all cooperatives) in 2013, with 31.833 women as members. These cooperatives operate mainly in agricultural activities (11.628 women), handicrafts (11.274 members) and enhancement of the Argan tree (6438 members).

Being aware of the important role of entrepreneurship in women's cooperative and more generally of women entrepreneurship as an essential and vital pillar of economic empowerment of women, the public authorities took in partnership with the private sector and civil society a set of specific actions. These actions are: the operationalization of the "Ilayki" guarantee Fund of the Central Guarantee Fund (CGF), which aims to encourage and support the development of women's private enterprise by allowing woman entrepreneurs to get loans to develop their projects. Since its entry into force in April 2013, the "Ilayki» product enabled to ensure loans of about 40 million dirhams, funding 90 new businesses managed exclusively by one or more women, with a total of investments of about 62 million dirhams.

⁴ In the same regard, a financing agreement relating to the European support program for the agricultural sectoral policy was signed on July the 18th, 2014. This program, whose budget is of 670 million dirhams over a period of 4 years, aims to strengthen many production chains in the targeted regions (olives, dates, almond, sheep red meat) while promoting a better integration of rural women and youth in the projects of GMP's Pillar 2.

Similarly, in the framework of cooperation between the Ministry of Employment and Social Affairs and the ILO, the "Youth in Work" (2012-2016) was implemented in three trial areas with a component dedicated to women entrepreneurship.

In addition to that, at the end of 2013, 120 women entrepreneurs benefited from the program "Between Themselves In Regions", established by the National Agency for the Promotion of SMEs (ANPME) in partnership with the Regional Investment Centers (CRI) and the German Technical Cooperation (GIZ) in order to support and accompany women entrepreneurs managing very small and small businesses in their post creation phase.

Furthermore, incubators are created in several cities of the Kingdom by the Moroccan Association of Women Entrepreneurs (AFEM) to ensure the support and the establishment of businesses run by women with innovative projects. The CGEM (General Confederation of Moroccan Enterprises) has also launched, through the Commission of Social Responsibility of Enterprises & Labels, the "Wadeyati" project which aims to develop an educational toolbox for self-assessment and support for companies in terms of gender equality.

Overall, the evaluation exercise of the degree of access and the effective enjoyment of women and men of three generations of rights (civil, political, economic, social, cultural and environmental), in relation with the strategies and programs implemented by the Departments covered by this edition of the Gender Budget Report, confirms the progress made in terms of promoting women's access to these rights. Moreover, this analysis reveals that the evaluation of the impacts of public policies on citizens depends on a common and concerted support of all departments and institutions involved in establishing and operationalizing information systems based on gender dimensions and also generalizing and systemizing monitoring and evaluation mechanisms based on performance indicators that take into account gender dimension.