

KINGDOM OF MOROCCO



FINANCE BILL FOR THE 2008 FISCAL YEAR

GENDER REPORT

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List of abbreviations

ABH: Hydraulic Basin Agencies
 ALEF: Promotion of Training and Employment for a Better Future
 AMO: Obligatory Health Insurance
 AP: Action Plan
 APC: Approach per Skills
 APEF: Support to Fundamental Education
 ASP: Projects' Social Support

BAJ1: Barnamaj Alawlawiyat alijtimaya 1
 BTP: Construction and Civil Engineering

CA: Court of Appeal
 CAS: Country Assistance Strategy of the World Bank
 CDAG: Anonymous and Free Public Screening Centres
 CDER: Centre of Renewable Energies Development
 CDMT: Framework of Medium Term Expenditure
 CEDAW: Convention on the Elimination of all Forms of Discrimination Against Women
 CFR: Fund of Road Funding
 CIDA: Canadian International Development Agency
 CLDH: Local Committees of Human Development
 CMIDEF: Moroccan Centre of Information, Documentation and Women Studies
 CMR: Moroccan Pension Fund
 CNEF: National Charter of Education and Training
 CNSS: National Social Security Fund
 CPDH: Provincial Committee of Human Development
 CPGE: Preparatory classes for the Grandes Ecoles
 CRDH: Regional Committee of Human Development
 CSDH: Strategic Committee of Human Development
 CSFP: High Council of the Public Service
 CT: Work Centres
 CIT: Communication and Information Technology

DA: Department of Agriculture
 DAF: Division of Women Affairs
 DAO: Dar Al Oumouma (Mothers Residence)
 DAS: Social Action Division
 DE: Department of Energy
 DEA: Department of Water
 DEN: Department of State Education
 DERD: Directorate of Education, Research and Development.
 DES: Department of Social Economy
 DET: Department of Equipment and Transport
 DH: Department of Housing
 DJEAF: Directorate of Youth, Childhood and Women Affairs
 DMN: Directorate of National Meteorology
 DPA: Provincial Directorate of Agriculture

EFP: Professional Training Institution
EU: European Union

FAES: Support Fund for Gender Equality
FSH: Solidarity Fund for Housing

GSB: Gender Sensitive Budgeting
GIAC: Inter-professional Group Counselling Assistance
GPOBA: Global Partnership on Output-Based Aid
GIT: General Incomes Tax

HCP: High Commission of Planning
HDI: Human Development Index

IGA: Income-Generating Activities
ILDH: Local Initiative of Human Development
IMME: Mechanical, Metallurgical and Electronics industries
INDH: National Initiative of Human Development

LCVF: Combating Violence Against Women
LPG: Liquefied petroleum gas

MADRPM: Ministry of Agriculture, Rural Development and Fisheries
MAEC: Ministry of Foreign Affairs and Cooperation
MATEE: Ministry of Territory Planning, Water and the Environment (Ministry of Energy, Mining, Water and the Environment)
MENAENF: Ministry of National Education, Elimination of Illiteracy and Non-Formal Education
(Minister of National Education, Higher Education, Training of Staff and Scientific Research)
MET: Ministry of Equipment and Transport
MEF: Ministry of Economy and Finance
MHU: Ministry of Housing and Urbanism (Ministry of Housing, Urbanism and Land Planning)
MIT: Intermediary Means of Transport
MJ: Ministry of Justice
MMSP: Ministry of the Modernization of Public Sectors
MRE: Moroccans Living Abroad
MS: Ministry of Health
MTH: Marrakech Tensift El Hawz
MDG: Millennium Development Goals

ONCF: Moroccan National Railway Office
ONE: Moroccan National Electricity Office
ONEP: Moroccan National Office of Drinking Water
ONG: Non-Government Organization
ORMVA: Regional Office of Agricultural Development
OFPPT: Office of Vocational Training and the Promotion of Employment

PAGER: Programme of Drinking Water Collective Supply of Rural Communities

PANE: National Action Plan of Childhood
PARSEM: Support Programme for the Reform of the Moroccan Education System
PCIME: Programme of Integrated Support for Children's Diseases
PDES: Economic and Social Development Plan
PDRES: Regional Development Plans of Social Economy
PERG: Programme of General Rural Electrification
PGR: Income-Generating Projects
PNI: National Immunization Plan
PNRR: National Plan of Rural Roads
PP: Teaching places
PSMT: Strategic Medium Term Programme

RAM: Royal Air Maroc
RAMED: System of Medical Assistance for Disadvantaged People
REC: Reference frame of Employment and Skills

SAU: Useful Agricultural Area
SC: Steering Committee
SECAENF: State Secretariat in charge of Literacy and Non-Formal Education
SECE: State Secretariat in charge of Water (Delegate State Secretariat to the Prime Minister in charge of Energy, Mining, Water and the Environment)
SECFFPH: State Secretariat in charge of the Family, Women and the Disabled (Ministry of Social Development, Family and Solidarity)
SECFP: State Secretariat in charge of Vocational Training
SECJ: State Secretariat in charge of the Youth
SEF: System of Education and Training
SEGMA: Autonomously Managed State Departments
SME: Small and medium-size company
SMI: Small and medium-size Industry

TFR: Total Fertility Rate
TPI: Court of First Instance
TVT: Tax on Vocational Training

UNICEF: United Nations Children's Fund
UNIFEM: United Nations Development Fund for Women
UNPF: United Nations Population Fund
UPE: Units of Children Welfare
USAID: United States Agency for International Development

VIT: Total Real Estate Value
VSB: Cities Without Slums
VT: Vocational Training

WHO: World Health Organization

Introduction

The new development policies undertaken by Morocco are increasingly sensitive to gender mainstreaming; which opens the way to equal access to resources, opportunities and social economic rights and reconsiders the role of women as full players in the development process. Within this perspective, Morocco seeks to take up the challenges of poverty alleviation and the reduction of gender-based disparities, underlined by the Millennium Development Goals (MDGs). This large-scale project which places the human capital at the centre of sustainable development, sets up the economic, social and cultural rights and the economic performance as key priorities of Morocco's political agenda.

In this context, the Ministry of Economy and Finance (MEF) deploys great efforts to consolidate further this dynamics through the implementation of the "Gender Sensitive Budgeting" programme. The GSB constitutes an effective tool to increase the responsibility, participation and integration of the gender dimension in public policies and economic governance. In fact, the integration of gender mainstreaming in budget planning and execution lies within the scope of a set of achievements and reforms undertaken by Morocco during the last few years in order to strengthen the principles of equality and equity.

This approach was recently reaffirmed by the National Initiative of Human Development (INDH) which stresses out the empowerment of the different categories of the population as strategic axes for the achievement of the country's human development goals.

These ambitious programme will not achieve the set goals (poverty alleviation, combating the exclusion of women ...) without the development of analysis and assessment tools of gender-sensitive public policies as well as the geographical targeting of poverty and inequalities.

The gender mainstreaming appropriation process is underway. This is visible through several aspects namely, the policy letters of the Prime Minister calling upon State departments to integrate the gender dimension in performance indicators as well as the PM's circular dated on March 8th, 2007 relating to gender mainstreaming in all development policies. In addition, the setting up of institutionalizing instruments of Gender Sensitive Budgeting and the increasing adhesion of departments shows the great dimension the GSB is taking in Morocco.

In this regard, the elaboration of the 2008 Gender Report, which is the fruit of a collective work, has benefited from the organized contribution of the different partner Departments engaged in the gender mainstreaming process. This represents the first step on the path of the assessment of public and budget policies.

The work accomplished with these Departments during the technical workshops, held in March 2007, for the preparation of the 2008 Gender Report and on last July on result-centred budget reform, confirm the participative and progressive approach adopted since the integration of the GSB in 2005. In addition, by taking lessons from past workshops, the 2008 Gender Report is proposing to upgrade and expand the GSB approach in Morocco through the integration of six new departments that have adopted the gender dimension in elaborating their strategies. These departments are: the Ministries of Foreign Affairs, Modernization of Public Sectors, Vocational Training, the Craft Industry and Social Economy, the State Secretariat in charge of the Youth and the INDH programmes.

The Report is divided into 6 sections. The first section explains the approach, questions of methodological order and the progress made in the budget reform, the core of Gender Sensitive Budgeting. The remaining sections are presented as follows:

- The institutional pole: the departments of Justice; Women, Family and the Disabled; Modernization of Public Services; and Foreign Affairs and Cooperation.
- Basic infrastructures pole: the departments of Water; Energy; Equipment and Transport; and Housing.
- Housing and capacity building pole: the departments of Health; State Education; Elimination of Illiteracy and Informal Education; Vocational Training and the Youth.
- Building opportunities pole: the departments of Agriculture; Employment and Social Economy.
- Intersector pole: INDH.

The objective of this report is to review and analyze the impact of the major sectoral programmes which comprise a set of common components that could identify some fields of intervention to best take into consideration the gender dimension in the design of public policies.

I. Gender Sensitive Budgeting: An innovative approach in the process of budget reform

Budget genderization is defined as the process by which a decision (policy, plan, budget, programme or project) undergoes a gender sensitive analysis. The impact of the allocation of resources is measured by the improvement of the living conditions of the targeted population and its effects on the use of time by women and men, girls and boys. It is part of a coherent integration of an equity and equality approach via coordination between policies, programmes and budgets: gender mainstreaming throughout all the process of budget programming and execution.

Even though a synergy with the ongoing budget reforms exists, genderization is an innovative approach that goes beyond the conventional conceptual and analytical frameworks. It deals with the impact of receipts and public expenditure not only on the macroeconomic equilibrium but also on economic and social development, in accordance with a gender-responsive approach.

A gender sensitive budget is not a budget that devises separate allocations for men and women in the general budget. Gendering sensitive budgeting does not imply increasing the expenditure by the amount of this separate budget or reducing the general budget by the amount of the gender budget.

The gender budget aims at consolidating the links between the allocated resources and implementing the objectives of economic and social development, which are measured by performance indicators. It should give clear answers to a set of questions relating to the design of these policies based on principles of good governance, equity and equality.

1. Budget Reform: A GSB integrating framework

The new budget approach, introduced in 2002, seeks to institute a new culture of public expenditure centred on the logic of results, economic performance, effectiveness and efficiency and performance reporting. This new approach revolves around

- The globalization of allocations
- The consolidation of budget devolution
- The institutionalization of the multiannual budget programming through setting up a Medium Term Expenditure Framework
- Procedure of performance: Strategy-Programmes-Goals-Performance Indicators
- The reform of the public expenditure control
- The State-local players' partnership

1.1. Globalisation of allocations

The first materialization of the process of globalisation of allocations was registered in 2002, allowing the relevant departments to proceed to transfers between lines of the same paragraph. These departments have engaged to restructure their budgetary morasses by identifying precise actions and/or projects to which quantified performance indicators must correspond. On the one hand, this device tries to give a greater flexibility to public administrators

against requirements of results and on the other hand, to facilitate informing the Parliament and the public on the effectiveness of the public expenditure¹.

1.2. Enhancing budget devolution

Budget devolution enhancement rests primarily on the contractualization of relations between the decentralized central administrations and their decentralized divisions. This is carried out through the introduction of a new management system that supports the redistribution of responsibilities on decentralized levels of the administration, consolidating coherence and coordination of the action of the central and decentralized administrations and involving local officials in the implementation of public policies and the improvement of the quality of service. The main objectives of contractualization are as follows:

- Ensuring a better visibility of the public action: drafting a written, clear and general contract provides a better assessment of the future and improves the transparency of the action of the administration by making its relations with its partners more credible.
- Favouring a logic of results rather over a logic of means: taking into consideration the negotiated objectives within the framework of a contract in accordance with the mission of the ministry concerned and the globalized means allocated to public managers, these officials will be able to give an account of their management, based on accurate and transparent indicators.

In addition, and within the framework of the devolution enhancement process of budget control, an important reform project of the budgetary nomenclature has been implemented in order to include the regional dimension into the presentation of the State budget, which has been actually carried out since January 1st, 2006.

Therefore, the general architecture of the budgetary nomenclature was adapted so as to present at the same time the economic nature of the public expenditure, the regions benefiting from the State's interventions and the level of their implementation through performance indicators. These various data will facilitate contract signature between central administrations and their decentralized services.

1.3. Setting up a Medium Term Expenditure Framework (CDMT)

The setting up of a rolling three-year expenditure framework will consolidate the coherence of sectoral policies, as defined by the strategic choices derived from the Economic and Social Development Plan or the government action programme and its goals of sustainability and viability of the macroeconomic environment. CDMT implementation would help:

- Ensure the continuity of public policies, while making sure that their future budgetary impact will be compatible with the financial possibilities of the State and the macroeconomic constraints;
- Strengthen the effectiveness of intersectoral allocation of resources, by designing tools for integrating these policies in annual budgets

¹ So far, 32 government departments have adhered to the globalization of allocations procedure.

- Enhance operational performance of public services, by providing public managers with a better visibility for managing the action's programmes and ensuring a framework for monitoring the performance of public expenditure in terms of effectiveness and efficiency.

Moreover, an inter-ministerial commission in charge of designing a methodological guide was set up following a letter of the Prime Minister dated on June 30, 2005. The commission has, *inter alia*, introduced a CDMT in the following government departments: Health, National Education, Higher Education, Housing, Equipment, and Water.

1.4. Procedure of performance: Strategy-Programmes-Goals-Performance Indicators

The procedure of performance is a steering device of administrations for improving the effectiveness of the public expenditure by directing management towards the achievement of the set results (or performances) within the framework of predetermined means. The procedure of performance is articulated around the following phases:

1. Presentation of the organization strategy around some strategic orientations;
2. Materialization of the strategy into programmes;
3. Setting goals;
4. Identification of indicators that allow the assessment the level of goal achievement.

Goals must be defined in a limited number, which must be representative of the essential aspects of the programme and should be clear, accurate, simple and easy to understand by all. They must be measurable by quantified indicators and reflect; in a balanced way, the three dimensions of performance:

- Goals of socioeconomic effectiveness relate to the expected effects of public policies.
- Goals of quality of service where it is a question of improving quality of service provided to the user.
- Goals of efficiency relating to productivity either by the increase in the products of public activities with equal means or by maintaining the same level of activity with fewer resources.

In order to identify the impact of integrating the gender approach in development programmes and projects, it is convenient to make use of gender responsive indicators. These indicators are useful in the sense that they help highlight changes in the situation or role of women over time and, eventually, assess whether the results sought in the Gender Reports have become a reality.

The use of indicators is motivated by the need to assess the impact of a project as it evolves. It is also possible, according to progress in the implementation of the project/programme, to distinguish three types of indicators:

- Achievement indicators: These reflect the attainment level of the operational goals of the project/programme in relation to the specific goods and services generated. They are measured in physical or monetary units (e.g. kilometres of built roads, volume of appropriations allocated to women as part of micro-finance operations, etc);
- Result indicators: They measure the achievement of specific goals of the project/programme and are expressed in terms of results, that is, direct and short-term effects. They reveal

evolution in the conduct of direct beneficiaries (e.g. number of graduates by sex, population with basic health care infrastructure, etc.);

- Impact indicators: They provide information on the political goals of the project/programme as reflected in final consequences (e.g. economic growth rate, unemployment rate, etc).

The systematic introduction of the gender component in development projects/programmes and their monitoring and assessment require revamping statistical systems in order to make useful information available for gender analysis, that is, sex disaggregated data.

1.5. Reform of the Public Expenditure Control

The reform of the control system of the public expenditure lies within the scope of the reforms undertaken for ensuring good governance of the public administration. The purpose of this reform is to adapt the expenditure's control to the capacities of the certifying officer, develop internal auditing and integrate performance auditing.

The new control system relies on two important actions. The 1st action is the setting up of a reduced and modulated expenditure control system (CMD). This is a flexible control system which provides a variable field of control according to the management capacity of the Certifying Officer Service. Thus 2006 was marked by the rapprochement between control entities namely the General Treasury of Morocco and the General Control of the Expenditure Commitments (Contrôle Général des Engagements de Dépenses).

The 2nd action is the assessment and performance audit of the public administrations. These are two processes which constitute the ultimate objective of result-centred budget control.

1.6. Partnership: State - Local Actors

In parallel to the devolution of allocations, the Central Administration and particularly its decentralized services will reinforce their partnership ties with the local players (local collectivities, associations and the private sector) with an aim of optimizing their services and bringing a proximity-based answer to the needs of the communities, through:

- The participation and pooling of human, material or financial resources for achieving development projects, social plans and public services.
- Visa exemption from the Budget Administration on the decisions for granting a public contribution to associations under projects of partnership.

Therefore, several objectives are designed within the framework of this partnership process. Most important, there is the creation of proximity-based administration, the definition of a new partnership framework in conformity with the principles of good governance between the decentralized services and the local players as well as consolidating the capacities of action of the State and its partners to ensure a greater mobilization of the available resources.

2. Process of the GSB implementation

Within the framework of budget reforms, the MEF carried out gender mainstreaming in budget planning, which is a fruit of a process launched in 2002 in partnership with the UNIFEM (United Nations Development Fund for Women). This includes in particular the MFP-UNIFEM project on "building national capacities of budget genderization". The objective is taking account of the differentiated needs and preoccupations of women, men, girls and boys during the design,

implementation and assessment of public policies while ensuring equity and improving the effectiveness and coherence of public policies through a better allocation of budget resources.

The GSB project is divided into two phases. The first phase (2003 - 2004) has allowed informing government departments and designing work tools (Practical Guide and Handbook on gender sensitive budgeting) for them. The handbook is designed to help Moroccan State departments integrate the GSB approach, and this latter has been showing results as from the second phase (2005 - 2008). In fact, this phase was marked by the institutionalization of the Gender Report which has been accompanying the Finance Bill since 2005. The report constitutes a participative and progressive exercise involving each year a greater number of government departments. This appropriation process also passes by the integration of the local dimension through the accompaniment of targeted government departments and the training and increasing the awareness of MPs and NGOs.

The BSG is becoming a permanent device in the process of result-centred budgeting in Morocco. This is particularly visible through several aspects. First, there is the integration of instruments allowing the institutionalization of the GSB, besides the Prime Minister's policy letter of 2007 as well as his circular of March 8th, 2007 calling upon the sectoral departments to integrate the gender dimension in development policies. The appropriation of this process by a increasing number of sectoral ministries reveals the scope the GSB is taking in Morocco. In the same way, the appropriation is also perceived thanks to the reinforcement of the political dialog and the engagement of the civil society.

National and international partners have praised these actions, including the publication of a 2005 press release of the UNIFEM qualifying the Moroccan initiative as an unprecedented success.

II. Institutional Pole

Morocco has deployed great efforts for the institutionalization of the principle of equality by reinforcing the democratic process and combating gender disparities and discrimination. In this context, important legal and legislative reforms have been adopted for combating gender disparities, consolidating women's rights, and harmonizing the national legal provisions with the international conventions in force, in particular the Convention on the Elimination of Discrimination against Women (CEDAW ratified in 1993), the International Covenant on Civil and Political Rights (1979), and the International Convention on the Political Rights of Women (1977).

In this regard, several government departments took part in designing a set of strategies and reforms which aim at enforcing the Rule of Law and consolidating the prevalence of institutions.

1. Ministry of Justice

coming into effect in 2004 of the new “family code”, which has been deemed as a true “quiet revolution”, and the introduction in April 2007 of the new nationality code, materialize the great interest that public authorities are given to the issue of equality and equity. Within this context, specialized and qualified courts in administrative, commercial and family matters have been set up to foster gender equality and the protection of children. The Ministry of Justice is playing a key role in setting up this measure for institutionalizing gender equality, which has been carried out in several stages:

- Initially, by amendments of the legal texts and the great legislative reforms.
- Then, by a detailed analysis of the situation of women in the judiciary system (magistrates and civil servants), for a better concretization of female representativeness. The will to analyze the situation of women in the department of Justice has also involved all components of the penitentiary authorities.

Parallel to this initiative of gender mainstreaming in the development programme of the Ministry of Justice, this Department is working in multiple and various projects besides the transversal actions which are conferred to it.

1.1. Gender analysis of the situation of the judiciary

This part will focus on examining the situation of women with respect to two aspects. The first will consist in a gender analysis of the legislative system before its reform by reviewing various forms of gender discrimination which existed previously. The second aspect will concern an analysis of the status of women in the current judicial system.

1.1.1. Presentation of the Ministry and its main missions

The primary mission of the Ministry is promoting the role of justice as an effective tool that contributes to the process of democracy building and socioeconomic development. This mission has permitted inter alia, to register a series of achievements during 2003-2004 and intends to continue the implementation of these programmes in accordance with the action plans set for 2015.

Thus, a series of operational objectives and a number of actions were undertaken by this Department following the designed programmes, revolving around four main points namely:

- consolidating the Rule of Law,
- raising moral standards and enhancing transparency,
- modernizing the judiciary, and making it open on to the internal and external environment,
- modernizing penitentiary institutions, improving detention conditions and reintegrating inmates.

Besides, the Department of Justice has signed several bilateral and international conventions of judiciary cooperation on civil and penal affairs and for the modernization of Moroccan courts.

1.1.2. Gender analysis of the legislative system before and after its reform

Before reform

Before the large reforms conducted in the area of justice, an analysis of the situation of Moroccan women at the legislative level brings out gender disparities at several levels in various codes. Below are some examples of discriminations that existed before the reform:

- In the Family Code, women used to be placed under tutelage. A woman was subject to the tutelage of her father or a male member of her family before marriage and to the tutelage of her husband after marriage. Similarly, a woman was required to obtain the authorisation of her father or a male member of her family before concluding her marriage contract.
- The former Labour Code included certain forms of discrimination between men and women, particularly in terms of employment and salary levels.
- Concerning the practice of business activities, the Trade Code contained before its amendment provisions that prevented married women from practicing business activities without the approval of their spouses.
- In the penal field, extenuating circumstances were granted solely to the husband in the event of murder or aggravated assault against his adulterous wife or her partner.
- About the Civil Status Code, the mother and father have not the same equal right for declaring a birth.
- Concerning the Nationality Code, mothers can only give their Moroccan nationality to children from an unknown father regardless of their place of birth or from stateless fathers when the place of birth is Morocco

After reform

To mitigate man-woman discriminations at the legislative level, a number of legal texts were amended (the family code, labour code, electoral law, law of the marital status, trade code ...).

On the family level, it also advocates for the evolution of the marital relationship to evolve from the obedience model to that of dialog by instituting reciprocity in rights and duties between spouses, mainly through:

- The abolition of the rule which subjected the woman, to “the guardianship of a male member of her family. The “Wilaya” is henceforth a right of the adult woman who shall be master of her choice and shall exert it according to her own will and her free accord;
- Equality between women and men concerning age of marriage, set at 18;
- Defining divorce as a dissolution of the bonds of marriage exercised by the husband and the wife, under judicial control, according to legal conditions specific to each one of them.
- Subjecting polygamy to the authority of the judge and to stringent legal conditions that render it difficult;
- Upholding the rights of children and preserving their right to paternity acknowledgment in the event of non-formalised marriage.

Thus, the revision of the Labour Code has permitted the introduction of amendments relating to women's rights by:

- Enshrining, for the first time, the principle of non-discrimination in employment, salaries, etc;
- Making reference, for the first time in Morocco's legislation, to sexual harassment in the workplace, being henceforth considered a serious offence;
- Extending the term of maternity leave to 14 weeks instead of 12.

At the commercial level, and as part of Morocco's commitments to enshrining the principle of gender equality in all laws and regulations, all provisions that used to prevent married women from performing business activities without the consent of their spouses were abolished (see Article 17 of the Trade Code).

The latest amendment of the Nationality Code, announced by His Majesty on the occasion of the Throne Day Speech in July 2005, constitutes a major step forward on the path of preserving the rights of children and those of the family in general. The reform establishes full-fledged citizenship of women by reducing inequalities and restoring dignity to women and their children from foreign fathers. So far, no bill has been passed as yet in this respect.

Promulgated in April 2007, the new Nationality Code is the last newborn of the Moroccan legislation. The new reform grants the Moroccan mother equal rights for transmitting her nationality to her children. Moreover, the new Nationality Code is in complete conformity with the standards of the International Law and the non-discriminatory legislations, in particular CEDAW and CDE.

The new nationality code is also in perfect harmony with the provisions of the family code (acquisition of nationality by way of Kafala, legal majority, etc) since it grants the child under Kafala (tutorship) the right to take the nationality of his tutor. This new legislation also includes provisions privileging the interest of the child born from a mixed marriage where one of the parents is holding the nationality of a country which prohibits dual nationality.

Other penal, civil and electoral amendments were undertaken. They revolved mainly around:

- Removing all forms of gender discrimination in the rendering of sentences in the event of a murder committed by one of the spouses against an adulterous spouse caught in the act.

- Augmenting sanctions in the event of assault and battery willingly inflicted by one of the spouses against the other;
- Augmenting sanctions in the event of a repeat offence by one of the spouses against the other.
- Incriminating sexual harassment which is henceforth defined as being an abuse of authority;
- Introducing marriage and divorce data into the civil status booklet.

The amendment of the above-mentioned Codes constitutes a significant gain for Morocco with a view to comply with international standards in force. They allow, therefore, to lift the reservations that Morocco used to have on the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), including those concerning:

- Article 9 which grants women, in its second paragraph, rights equal to those of men in respect of nationality;
- Article 16 which stresses on the equal responsibility of men and women regarding family life.

The Prime Minister has formed a commission that is currently working on the lifting of reservations formulated by Morocco on CEDAW.

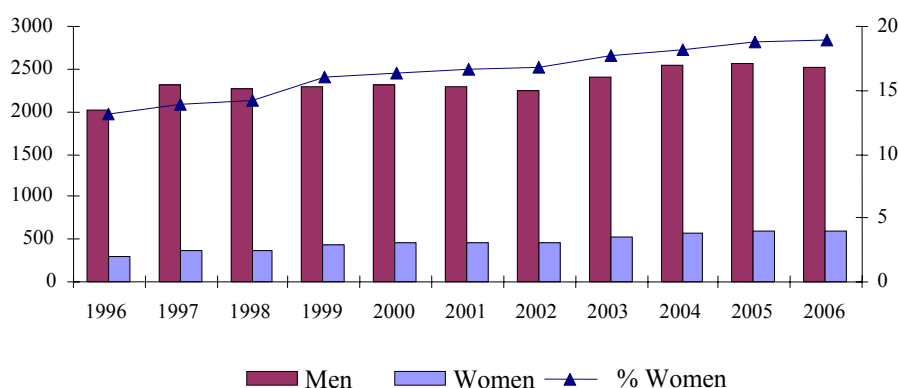
1.1.3. Women's status in the current judiciary system

In 2004, female civil servants working in the Ministry of Justice accounted for 45% of the personnel of the judiciary system, that is 5.690 female civil servants. In 2006, the sickness absentee rate was 2% (53.215 days/year) and the maternity absentee rate was 1%. This rate has dropped remarkably since 2002 (272 cases in 2002, compared to 191 cases in 2006).

Concerning access to decision-making positions in the judiciary apparatus, women's share is very small, not exceeding 11.2% (33 officials) compared to 88.8% for men (261).

Concerning the magistrate system, over the last ten years women's representativeness rate grew slightly, passing from 13.1% to 18.95% (compared to 25% in Tunisia/590 women for 2524 men in 2006). This rate remains very weak compared to the objective set by the Ministry of Justice to reach one third of women's representativeness in the leading positions of the legislative, executive and judiciary powers. Besides, the number of female magistrates working in the Ministry's central services does not exceed 24.56%, that 14 magistrates only.

Evolution of the number of magistrates in the last ten years



Source: Ministry of Justice

1.2. Public priorities and targets

During the last years and under the royal guidance, the national context evolved towards strengthening the acknowledgement and promotion of the status of women as a fundamental condition for meeting the requirements of ethics, democracy, economic, social and political development of Morocco. New advances as regards women's fundamental human rights are the fruit of continuous efforts made by several government departments, namely the Ministry of Justice, in partnership with women's NGOs.

Actions of the Ministry of Justice falls within the scope of the implementation of the Third Millennium Goal (MDG 3) which promotes gender equality and empowers women. This Department works to design an action plan for institutionalizing the objective of gender equality and gender mainstreaming in policies, programmes and projects, within government and non government activities. The participation of the Department of Justice in the implementation of this objective results from its capacity to reach targets 12, 13 and 14 of the said goal. These targets are displayed as follows:

- Reducing gender disparities in employment, equality of wages and access to resources.
- Reaching one the third of female representativeness in the leading positions of the legislative, executive and judiciary powers and in all the decision making circles.
- Removing all discriminatory legal provisions, lifting CEDAW reservations and reducing by half violence against women.

1.3. Actions of the Ministry of Justice

In addition to implementing great reforms of the legislative texts and lifting CEDAW reservations, the Ministry of Justice has set up a number of actions to institutionalize effectively the gender approach.

1.3.1 Creation of a Gender Unit

Within the framework of mainstreaming gender in public development policies and programmes for the promotion of women's rights, the Department of Justice has instituted, in June 2005, a “Gender Unit” attached to the central administration (General Secretary). This unit is composed of several *focal points* which represent all directorates at the Ministry. The action plan of the unit is structured in two phases whose main objectives may be summarized as follows:

- Assessing and diagnosing the current situation, particularly women's representation in the judicial sector (see diagnosis below).
- Analysing, on the basis of the obtained findings, gender disparities in all fields.
- Combating these disparities through a more equitable representation based on the principle of equality of opportunity.

The achievements of the first phase consist in:

- The publication of the findings of the study on the Situation of Women in the Judicial System² which clearly shows a male predominance (appointment to decision-making positions, magistrates, etc – see diagnosis below).
- The development of a sex-disaggregated database on the entire staff of the central and penitentiary departments (family status, career path, etc).

The second phase of the action plan of the *Gender Unit* seeks to extend the gender approach to the Ministry's external departments, make magistrates gender-aware, genderise the budget of the Department in partnership with the Ministry of Finance and Privatisation – an ongoing process (the Ministry of Justice has joined the gender-sensitive budgeting project in 2006), and consolidate the elimination of gender discrimination in legal texts.

1.3.2. Designing an action plan for gender mainstreaming

The Department of Justice is designing an action plan for mainstreaming gender in the judiciary system. This action plan will be the result of a partnership between the various directorates which have already conducted an analysis of the real situation. In addition, several of these directorates have already drew up the first outlines of the action plan, in particular the human resources directorate, the directorate of the penitentiary administration, the directorate of social welfare work, as well as the secretariat of the Higher Judicial Council.

In addition, and within the framework of the project of gender mainstreaming in development policies, the Ministry of Justice will officially launch a “Gender Site” to provide better access to information on the situation of women in the judiciary system.

1.4. Gender analysis of the budget allocated to the Ministry of Justice

Human development is regarded by the public authorities as a major mission of the government action. Thus, important human and financial means have been mobilised in order to reabsorb the social deficits and implements the MDGs.

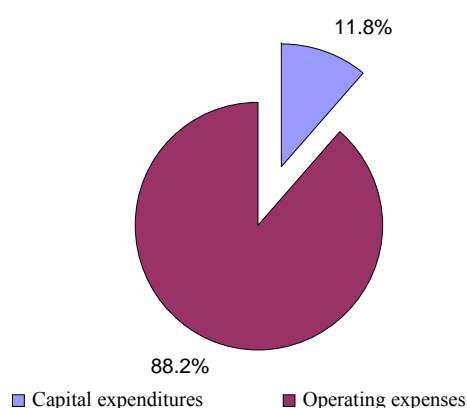
² The Ministry of Justice has conducted in 2004 a survey on the situation of women in the judiciary (level of studies, access to training, positions of responsibility...)

For this purpose, gender sensitive budgeting is the adequate approach to adopt. The Ministry of Justice has a complete and detailed analysis of the situation. In the same way, several directorates have already set up their programmes and actions for better gender mainstreaming.

1.4.1. Distribution of the budget allocated to the Department of Justice

Total expenditure by the Ministry of Justice reached Dh 2.5 billion in 2007. Capital expenditure stood at Dh 300.1 million and accounted for 12% of the Ministry's total budget. As for the operating expenditure, it amounted to Dh 2.198 billion and represented 88% of the Ministry's budget.

Distribution of the expenditure of the Ministry of Justice in 2006



Source: Budget Directorate, MFP

The chapter on personnel expenditure includes a total of 1.860 billion dirhams, including the central and penitentiary administrations. The nomenclature of the services and expenditure of this chapter relates especially to the treatment of wages and allowances of the titular staff and similar. The chapter is not disaggregated by sex. However, it would be always convenient to check the expenditure/women relation on the following lines:

- Allowances (contractual, additional work, etc),
- Special housing aids,
- Visit allowances for the medical and veterinary staff.

For this purpose and in harmony with the “Gender Unit”, the Budget and Control Directorate has already carried out an analysis of the situation of certain budgetary lines. The following table shows the participation rate of women in missions and training courses outside the Kingdom during 2006. Compared to 2005, these figures reveal a slight increase in the participation of women in training courses and missions.

Nature of missions	Number of beneficiaries	% Women	% Men
<i>Missions</i>	287	17%	83%
<i>Training courses</i>	55	31%	69%
<i>Total</i>	342	20%	80%

Within the framework of the action plan project for gender mainstreaming, the Department of Justice is elaborating a detailed analysis of certain chapters, lines and sections to make them more accessible to gender. It should be noted that the nomenclatures of the services and expenditures of the Penitentiary Administration remains easier to be distributed by sex, since they relate only to the prison population. But, certain budgetary lines could right now be disaggregated by sex in particular those relating to bedding, prison clothing and medical care for inmates.

Another important line that is worth mentioning is the child social aid which is already considered as a gendered line (See the section on Penitentiary Administration).

The 2007 capital budget which amounts to 300.113 million dirhams includes the nomenclatures of services and expenditures namely, constructions, equipment of first instance and appeal courts, strengthening infrastructure and computerizing the judiciary system, securing administrative buildings, modernizing administration and communication within the framework of the MEDA programme, etc

A part of the capital budget is given to “Supporting the division of family justice within first instance courts” (§12, line 13).

1.4.2. Gender analysis of goal indicators

After integrating the new result-centred management approach in June 2006, the Ministry of Justice has identified a set of goal indicators for capital and operating budgets, on the basis of the main missions of the various entities of the Ministry.

By analyzing the list of goal indicators for the operating budget of the Ministry of Justice, it was noted that most gender-sensitive indicators are found in the article relating to the penitentiary administration. Among these indicators, there is “the cost of detention/day/detainee”, “the number of doctor visits per inmate”, “accommodation capacity”, “the incident rate/1000 detainee”, “the % of inmates benefiting from a remunerated activity”, “the % of inmates benefiting from a course or a vocational training”, “the % of officers benefiting from training”.

Other goal indicators relating to the operating budget are likely to be gender-sensitive but are not sufficiently explicit and should be reviewed so as to become more relevant and effective. For instance, there is the “average time for processing cases in the court of first instance and the court of appeal”, and “the classification rate of minutes and reports by type of courts”, etc

Contrary to the operating budget, the capital budget is characterized by a prevalence of gender insensitive process indicators and goal indicators, namely the “rate of renewal of basic equipment and infrastructures”, “coverage rate by judiciary application for courts of appeal”, etc

Generally speaking, the Department's goal indicators are insufficient and not relevant enough and need to be reviewed. In the same way, it would be appropriate to associate with each indicator a data sheet showing the sources of information, the definition of the indicator in question and its objective, the calculation base of data...

The success of integrating gender sensitive indicators strongly depends on the degree of gender mainstreaming in multiannual strategic decisions of the Department, the action plan, the budget, and programmes and projects to be implemented.

1.5. Analysis of the Penitentiary Administration

As a component of the Moroccan penal system, the penitentiary and reintegration administration helps maintain a just, equitable and secure society. It also ensures the reintegration of male and female prisoners.

1.5.1. Gender analysis of the prison population

According to the last statistics of December 31st, 2006, female prison population accounts for only 2.7% of the total prisoners in Morocco. The average age of female inmates is 34 years (8% younger than 20 years, 72% between 21 and 41, and 20% older than 41 years).

The regulations in force do not provide for woman-specific detention conditions (except for mothers with children less than 5 years).

Female inmates are generally illiterate coming from poor and marginalized milieus. They are more often prone to diseases (digestive disorders, amenorrhoea, etc). Married women account for 39% of the total population, compared to 28% for single women, 25% for divorced women and 8% for widows.

Provisions of the new 23-98 law on the management of penal institutions allow detained pregnant mothers to keep their babies till they turn 5. Ten, the child is taken in charge by the social service of the prison. These provisions were introduced in order to protect the woman and her child from contingencies of imprisonment.

However, the proportion of women in surveillance posts remains low (10.14%). This is mainly due to constraints of work organization and safety. The feminization of staff remains welcomed by prison wardens. In fact, women are considered more productive in social work, nursery, and post-prison assistance.

All these factors made it possible to appoint a woman as head of the Centre of Reform and Education of Salé and acknowledge her capacities to fill the same tasks as a man.

1.5.2. Programmes and action plans for gender mainstreaming

Being conscious of the importance of gender mainstreaming in policy design, officials of the penitentiary administration have set up a set of objectives and actions and defined performance indicators (see Gender analysis of objective indicators) and the values targeted over the period of 2005-2008. These objectives and actions convergent towards MDGs 2, 3, 5, 6, which consist respectively in achieving universal primary education, promoting gender equality and empowering women, improving maternal health and combating HIV/AIDS, malaria and other diseases. Programmes of the penitentiary administration aim mainly at:

- improving accommodation and the living conditions of inmates,
- improving security in penal institutions,
- improving conditions of professional reintegration,
- improving and modernizing administrative management.

2. State Secretariat in Charge of Women, Children and the Disabled

Promoting gender equality, child's rights and women empowerment are one of the government's priorities that aims at making them active actors in the development of the society and key players in the implementation of the development objectives.

The State Secretariat in Charge of Family Affairs, Children and the Disabled (SEFEPH) who coordinates the government's effort for setting up national strategies in the fields of Family Affairs, Childhood, Women, and the Disabled, calls upon the promotion of the principle of equal opportunities.

2.1. Diagnosis of the sector and gender analysis of the situation

Although a true political will to combat poverty exists, and in spite of the adoption of a strategy for the benefit of all walks of the society, women however remain more stricken by poverty, vulnerability and social exclusion: **11.9% for men compared to 12.8% for women in urban areas and 27.2% for men compared to 28% for women in rural areas**. At the level of education and health, the situation of women is alarming still.

On the other hand, and at the level of the public function, a trend for appointing women in decision-making positions is continuously growing (the appointment of a woman Secretary General of the Ministry in charge of the General Affairs of the Government in 2002, the appointment of a woman Secretary General of the Ministry of National Higher Education, Training of Staff and Scientific Research in 2005,...). Concerning the supervisory staff, the proportion of women occupying decision-making positions at the Central Administration vary according to directorates, but remains generally low (about 17 women directors on a total of 163 and 67 heads of division **on 522 in 2001**).

At the level of political representativeness of women, Morocco has taken a transitional step to promote the participation and political representativeness of women, through the revision of the organic law of the chamber of representatives by adopting a quota which accounts for about 10% of the seats. A moral commitment of political parties made it possible to reserve the national list of female candidature, giving to 30 women access to the chamber of representatives and electing 5 women following the elections of September 2002, which changed the political representativeness of the Moroccan women from 0.6% in 1997 to 10.7% in 2002. With this representativeness rate, Morocco has passed from the 118 rank to 69 and is second in the Arab world, according to the world classification established by the Inter-Parliamentary Union.

At the level of diplomatic representativeness, Morocco is represented by three female ambassadors, that is 4%. In 2006, the percentage of women working in the diplomatic cycle was 15% and 25% representing the country in international organizations.

Regarding violence against women, the number of complaints between 2004 and 2005 increased by 9%, from 13.910 to 15.167. Among the crimes perpetrated against women; violence

leading to disability for less than 20 days comes in first with 5.618 persons brought before court, followed by family negligence (5.475 persons), violence leading to disability for more than 20 days (3.204 persons) and rape (788 persons).

With the exception of indicators relating to health and pre-school, data on early childhood remain disparate. As regards vaccination, thanks to the technical advancements and the force of social mobilization, the National Plan of Immunization has been able to significantly reduce the mortality cases due to targeted diseases such as neonatal tetanus. According to the last 2003-2004 national survey, 89% of children (aged between 12 to 23 months) are completely vaccinated.

Concerning the maltreatment of children, 40% of cases in 2005 involved sexual assaults, including 52% on girls and 48% on boys. 70% of these cases occurred in urban areas. The rate of physical aggressions against children accounts for 27% of all aggressions, 63% of which concern boys.

2.2. Public priorities and targets

Action Plan of the National Strategy for Gender Equity and Equality

For the implementation of this strategy, the SEFEPH, as a coordinator has decided to design an internal action plan for the 2007-2009 period. This action plan is intended for its different structures to mainstream smoothly and transversally gender on the organisational and institutional level, as well as in planning, programming, coordination, monitoring and evaluation. This strategy is based on a vision of sustainable and equitable human development, founded on gender equity and equality. This vision is separated in two strategic objectives:

- women and men design, influence and direct in an equitable and equal manner policies and development programmes;
- women and men, girls and boys take an equitable and equal benefit from the policies and development programmes.

Interventions, as recommended in the strategy, fit in five distinct but complementary spheres of activity. They should ensure:

- equal and equitable access to civil rights in order to put an end to at all the existing forms of discrimination;
- equitable access to representativeness and participation in decision making throughout all the macro, meso and micro levels;
- equal and equitable access to social and economic rights expressed in terms of equitable access to services and healthcare, resources, infrastructures, education and training;
- effective action targeting sexist stereotypes for changing mindsets, behaviours and practices;
- anchoring equity and equality in institutions and policies through the elaboration of gender mainstreaming policies according to a tooled approach.

While being positioned as the federator entity of the efforts committed by all the different stakeholders for the implementation of this strategy, the SEFEPH is conscious that such an implementation depends on the commitment of all the relevant players to adhere to the values of equity and equality. The design of a sectoral action plan for the SEFEPH for a comprehensive

gender mainstreaming is an essential step to a longer appropriation process of the egalitarian culture.

Operational Plan of the National Strategy for Combating Violence Against Women

The operational plan of the national strategy for combating violence against women has been elaborated in accordance with a participative approach and in cooperation with institutional partners, women's rights associations and listening centres. The strategy constitutes a national response to the concerns and needs of players working for combating violence against women. The general objectives of this plan is to bring up to date the national strategy for combating violence against women and setting the priorities of the fields of actions, activities, responsibilities and means necessary for the implementation of this plan. As for the specific objectives, they relate to:

- ***The systematization*** of the service offer in an organized chain, and well coordinated device between the different partners concerned throughout the different levels of admission and monitoring of women victim of violence,
- ***Raising*** awareness about the phenomenon through research actions and data gathering,
- ***The development*** of accurate answers to the needs of direct operators in terms of norms and standards of quality of service,
- ***Training and capacity building*** in order to ensure the quality and continuity of actions,
- ***Legal support and awareness-raising*** necessary to influence socio-cultural behaviours.

National Charter for Improving the Image of Women in the Media

In this context, the SEFEPH developed, in collaboration with the Ministry of Communication and in partnership with media stakeholders (TV, the Ministry of Culture, communication agencies, HACA and trade unions), a national charter of ethics designed to do women justice and define the forms and methods by virtue of which the national media will become equitable towards women and respectful of what they stand for. The aims of the National Charter for Improving the Image of Women in the Media are as follows:

- Rallying the media as well as political, social and economic actors in order to encourage them to put in place and defend the culture of gender equality and respect for human dignity in the media;
- Improving the situation of women serving in the information sector and giving them access to decision-making on the basis of professional competence and the principle of equality of opportunity;
- Entrenching a media culture based on the principles of human rights and respect for women's dignity, and combating all forms of discrimination and exclusion;
- Stimulating communication and cooperation among various means of information dissemination, women's associations and all civil society organizations concerned with women's issues.

National Action Plan for Childhood (PANE)

The National Action Plan for Childhood (PANE), elaborated by the SEFEPH in consultation with other government departments, the civil society, the Parliament of Children and the Town Councils of Children, was adopted in the Government Council of March 2006.

The action plan sets up ten collective objectives to improve children's welfare in Morocco and identify the expected results, the process by which Morocco will work to achieve the goals of the World Plan for Childhood and measures to be undertaken to carry out the commitments taken during the UN extraordinary session of May 2002 "A World Fit for Children" as well as the MDGs.

The PANE has institutionalized new monitoring mechanisms to follow up the situation of children victim of violence or who are in a difficult situation through the creation of units of child's welfare and instruments of coordination and information collection.

In addition, within the framework of its commitment to reach MDGs, Morocco is engaged to implement MDG 2 "Achieving universal primary education" and MDG 4 "Reducing child mortality". Target 15 of MDG 2 aims at reducing by two thirds the mortality rate among children under five.

2.3. Implemented projects and programmes

In order to carry out the undertaken policy and meet the set objectives within the framework of strategies for mainstreaming gender in development, several projects and programmes for women and children have been implemented.

2.3.1. For Woman

Creation of the CMIDEF

The CMIDEF (Moroccan Centre for Information, Documentation and Studies on Women) set up in October 2004, is the largest public structure in charge of gender nationwide, as a result of a partnership between the Kingdom of Morocco and the European Union. The Centre has been set up within the framework of the support project of human development and social integration known as the "MEDA Programme". Nearly two years were necessary to carry out this project.

The strategy of the CMIDEF rests on upstream and downstream partnership with focal points, set up with a variety of departments, international organisations, universities or research institutions, local associations and NGOs, the media and local collectivities, especially those working for the promotion, development and protection of women and the respect for their rights.

Launching of gender audits

Within the framework of the institutionalization and mainstreaming of the gender approach, the SEFEPH has launched, with the UNFPA support, a project of gender auditing within three pilot departments namely the High Commission of Planning, the State Secretariat of the Youth and the SEFEPH.

In the context of gender mainstreaming and institutionalisation initiatives, the SEFEPH launched, with the support of UNFPA, a gender auditing project within three pilot departments, namely, the High Commission of Planning, the State Secretariat of the Youth, and the SEFEPH.

The purpose of these audits is to assess the staff's perception of the way gender issues are taken into account in the process of internal programming and organisation.

Activities carried out within the framework of this project relate to the organization of a national seminar for the presentation of the results of the gender auditing and the development and diffusion of a summary report on the audits' results.

National Observatory for Combating Violence Against Women

The SEFEPH has set up an institutional mechanism called the National Observatory for Combating Violence Against Women, composed of institutional departments, NGOs, and academicians.

The observatory will see to consolidate national policies for combating violence against women and create a computerized database on the operational plan of the National Strategy for Combating Violence Against Women and women discrimination.

Expanding listening centres and legal orientation for women victim of violence

To better ensure cares and larger access to services for women victim of violence, the SEFEPH is supporting the creation of 11 new centres including 8 in the region of Marrakech Tensift El Hawz (MTH) and 3 centres in the eastern region. These centres are set up in partnership with Ennakhil Association of Women and Children, the Oujda Ain Ghazal 2000 Association and the United Nations Population Fund (UNFPA).

Institutional information system of gender-based violence

This project lies within the scope of a partnership agreement between the SEFEPH and the High Commission of Planning (HCP) signed in October 12th, 2005. The first objective of the institutional information system is to unify methods of data-collection related to violence against women between the different institutional partners, set up a central database within the SEFEPH and produce regular statistical reports on this phenomenon.

Creation of the multi-functional centre in Ouarzazate

Within the framework of the Moroccan-Belgian cooperation, the SEFEPH has launched a project for setting up a centre for the promotion of women and the family which will be the focal point of orientation and coordination of all issues and activities relating to the promotion of women and their integration in development.

Organization of national awareness-raising campaigns

The SEFEPH organizes every year a national campaign to combat violence against women with the purpose of improving the condition of women and consolidating their gains. Such campaigns which seek to inform and create a public awareness on violence against women, are the outcome of numerous studies and reports highlighting the economic and social costs borne by development efforts in the presence of a discriminatory phenomenon grounded in a relationship of dominance between men and women.

Launching of the toll-free number 080008888

The introduction of this toll-free number in late 2005 by the SEFEPH in coordination with the concerned government departments (the Ministry of Justice, the Ministry of Health, the National Security Department, the Royal Gendarmerie and the National Mutual Aid) is part of

follow-up to the implementation plan of the National Strategy for Combating Violence Against Women. It should be noted that Morocco is the first country in the region to have taken the initiative of launching a toll-free number to support abused women and girls.

This toll free number aims to offer consultation and orientation services in legal and protection matters as well as counselling and guidance for abused girls and women, which will help improve the quality of their legal and psychological protection, rehabilitation and re-integration.

2.3.2. For Childhood

Creation of child welfare units

The Child Welfare Units (UPE) are new structures which reinforce the national institutional landscape in the field of the protection of the rights of children. These units ensure coordination of services and guide children towards all the structures: police force, judiciary, teaching community, medical community...

The SEFEPH has set up two UPEs in Casablanca and Marrakech. They will accommodate and provide medical and legal assistance to children victim of violence. They will also provide a professional opinion that put the child's interest above all when taken decisions by the judge and inform the police force and the legal authorities in the event of violence committed against a child.

The IDMAJ Programme

This programme is designed to address the problem of street children, by means of an integrated strategy which aims at creating awareness and defining the commitments of the involved partners and also to institutionalize the taking in charge and reintegration of street children. During the first phase, the programme will cover the cities of Rabat, Casablanca, Tangier, Tetouan, Mohammedia, Marrakech and Salé. The second phase will encompass Beni Mellal, Fez, Agadir, Meknes, Safi, El Jadida, Kenitra and Oujda.

Promotion of the children's right to participation by the creation of Municipal Councils of Children

In order to promote the child's right to participation, the values of citizenship and democracy, the SEFEPH has launched the first phase of the project which include the creation of eight Municipal Councils of Children in Marrakech, Rabat, Casablanca, Salé, Fez, Tangier, Taza and a Rural Council in Sidi Allal Tazi. A plan to generalize these councils has already been set up.

Combating sexual exploitation of children

Measures taken in this field are as follows:

- Setting up an inter-ministerial committee for steering and monitoring the action plan for combating sexual exploitation of children;
- Organizing, in Rabat (14 December 16th, 2004), the 2nd Arab-African Conference Against Violence, Abuse and Sexual Exploitation of Children. This event is placed within the framework of the follow-up of the Yokohama Summit (Japan 2002), which has appointed

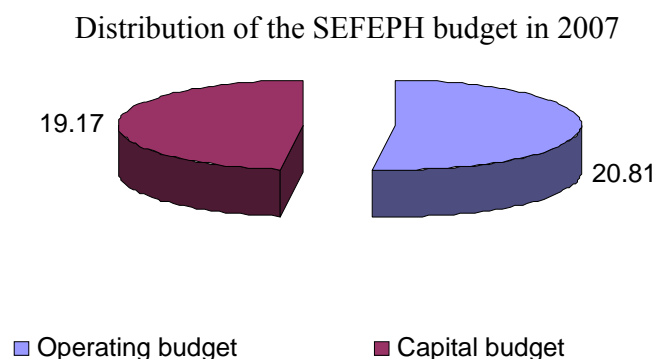
Morocco as the focal point for the Arab-African region, and the first forum of Rabat held in 2001.

- Conducting a study on sexual exploitation of children in the city of Marrakech and launching a nationwide study on this phenomenon.

2.4. Budget analysis

The total expenditure by the State Secretariat of Family Affairs, Children and the Disabled has reached 38.69 million dirhams in 2007.

The operating expenditure is at 20.81 million dirhams and accounts for 8.75% of the operating budget of the Ministry of Social Development, Family and Solidarity. As for the capital expenditure, it amounts to 19.17 million dirhams and accounts for 12.12% of the Ministry's capital budget.



Operating expenditure

The operating budget allocated to the SEFEPH is divided into staff expenditure and equipment and various spending.

Staff expenditure includes a total of 10.19 million dirhams allocated to the General Administration. Whereas share of equipment and various spending includes a total of 11.47 million dirhams, distributed between the General Administration, the Directorate of Prevention and Social Integration of the Disabled and the Directorate of Women, Family and Children Affairs. The nomenclatures of the services and the expenditures show the existence of certain gender-sensitive paragraphs and lines such as the Child Programme and the Woman Programme.

Capital expenditure

The capital budget allocated to the SEFEPH in 2007 is 19.17 million dirhams distributed as follows:

- 3.56 million dirhams for the General Administration,
- 8.47 million dirhams for the Directorate of Prevention and Social Integration of the Disabled.
- 7.05 million dirhams for the Directorate of Women, Family and Children Affairs.

The capital budget includes the nomenclatures of the services and of the various expenditures namely, constructions and equipment, programmes of accessibility to public buildings, aid and assistance...

An important part of the capital budget is dedicated to a number of gender-sensitive programmes as shown in the table below:

Project	Payment appropriation for 2007
Family and school education programme	280.000
Programme for the promotion of the child's rights	300.000
Combating violence against women	1 380000
Centre for street children in Meknes	1 300.000

2.4.1. Gender analysis of goal indicators

After adopting the new result-centred management approach in January 2006, the SEFEPH has identified a set of objective indicators for capital and operating budgets, on the basis of main missions of the different entities of the Secretariat.

By analyzing the list of goal indicators of the SEFEPH operating budget, many gender-sensitive goal indicators were identified such as the "organization of the equality week", "organization of workshops for setting up sectoral action plans of the national strategy for gender equity and equality through gender mainstreaming", "organization of awareness-raising sessions for media partners on the Charter for Improving the Image of Women in the Media".

The capital budget also comprises gender-sensitive indicators such as "Support to listening centres", "drafting an annual report on the situation of Moroccan women", "elaborating a gender analysis guide", "conducting a study on woman and advertising", "designing a communication strategy for the promotion of the INDIMAJ programme for the reintegration of street children"....

3. Ministry of Modernization of Public Sectors

Modernizing public sectors is a strategic choice of the government for turning the administration into an effective instrument at the service of economic and social development.

The Ministry of Modernization of Public Sectors (MMSP) has been working in harmony with the other government departments, in order to materialize the modernization objectives, as identified by the ongoing government programme and reform measures which are as follows:

- Strengthening the policy of proximity and administrative devolution,
- Encouraging Electronic Administration,
- Building human resources capacities,
- Consolidating transparency and ethics,
- And simplifying administrative procedures.

3.1. Diagnosis of the sector and analysis of the gender situation

In 2007, the total number of the Public Service work force reached 471.756 civil servants and agents, 31.81% are women, that is 150.078 female employees.

According to the survey carried out by the directorate of administrative reform in 2001/2002, the work force of public administrations is about 537.166; 369.033 are male civil servants and 168.133 are female civil servants. The feminization rate is therefore 31%.

By professional category, the proportion of women was important within the category of first-line supervisors, with a feminization rate of about 36.90%. This rate reached 29.46% within the category of senior officers and 26.52% among the executive staff category.

Presence of the female personnel within public administrations

According to the same survey of 2001/2002, the feminization rate differs among the various ministries. The highest feminization rate is registered by the Delegate Ministry in Charge of National Defence (52.52%) and by the Ministry in Charge of Women Affairs, Family and Childhood Protection and the Integration of the Disabled (52.31%). The lower feminization rate is relating to the Ministry of the Interior (including the General Administration the National Security). It is about 7.84%.

Rate of women's participation in positions of responsibility

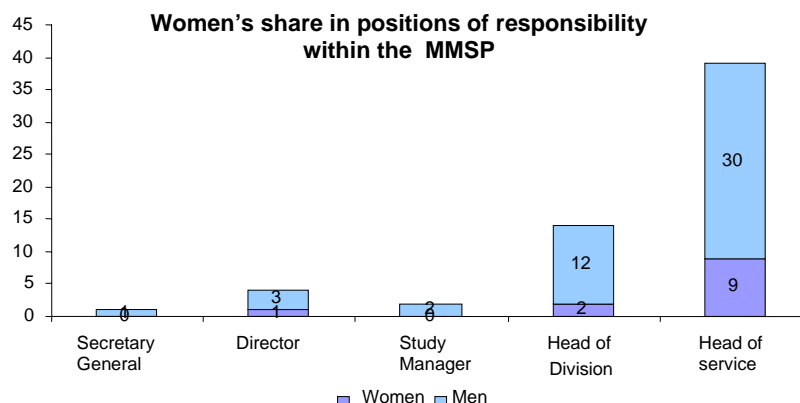
According to the 2001/2002 survey, the participation rate of female civil servants in statutory and similar positions of responsibility is about 10%. When including both statutory, similar and non similar position, the rate reaches 8.53%.

Women in positions of responsibility are more present as department heads and similar positions with a rate of 12.69%. This rate is only about 7.08% for the position of director and similar status.

At the level of the MMSP

The total work force of the MMSP is 335 civil servants and agents in 2007. The rate of female representativeness is 43.28%, that is 145 female civil servants.

In 2001/2002, the rate of women occupying positions of responsibility within the Moroccan public administration was 10.03%, whereas the rate within the MMSP was 17.33%. In 2006 this rate grew to 18.33%, in addition to appointing a woman as head of division. Presently, after the last appointment of two female heads of division, the rate has reached 20%.



New trends are taking shape concerning the appointment of women in decision-making positions. However, despite these new trends, the percentage of women in positions of responsibility is still small. Women are absent from positions of study manager, general inspector and secretary general. A survey should be conducted to better assess changes, measuring female under-representativeness and put forward measures to implement gender equality within the MMSP and all public administrations.

3.2. Public priorities and targets

During the last few years and under the Royal Orientations, the national context evolved to the reinforcement of the recognition and the promotion of the status of women, as a fundamental condition to meet the requirements of ethics, democracy, economic, social and political development of Morocco. New advances as regards women's fundamental human rights are the crowning of the constant action of several government departments, namely the Ministry of the Modernization of Public Sectors, in partnership with women's NGOs.

Actions of the Department fall within the scope of the implementation of MDG 3 for promoting gender equality and empowering women. This Department is designing an action plan in order to institutionalize gender equality and mainstream gender in policies, programmes and projects, within all government and non government activities. The participation of the Department in the implementation of the above mentioned goal results from its capacity to reach target 12 (eliminate gender disparities in employment, equality of wages and access to resources) of the said goal.

The MMSP contribution is essential for integrating an institutional approach of gender equality in the public sectors. This approach has been undertaken with the assistance of the Gender Equality Support Fund (FAES II) of the Canadian International Development Agency (CIDA).

FAES II covers three aspects. The first aspect is the design and implementation of assistance programmes for the institutionalization of gender equality in target ministries (National Education, Communication and Modernization of Public Sectors), while developing communication strategies and partnership agreements with civil society players both at the national as well as the regional level.

Within this framework, a first project of training, assistance and counselling took place in 2005, with technical support from Canada. The outcomes were setting up a strategic and operational committee within the MMSP, as well as training on approaches for the institutionalization of Gender Equality, to the benefit of the MMSP officials and the steering committee.

The second project was launched in 2006, with the support of CIDA's FAES II. Objectives were helping adopt an institutional approach of Gender Equality in the practices, systems and policies of public administrations, supporting strategic and steering committees to conduct a participative analysis of Gender Equality within the MMSP.

3.3. Implemented programmes and projects

3.3.1. Participative analysis of Gender Equality within the MMSP

This analysis, which aims at identifying gender disparities within the MMSP and other public administrations, is based on three different axes. The first consists in identifying the situation of human resources management through analysing policies, regulations and practices within the MMSP and other public administrations. The second seeks to determine the perception of female staff in these fields, whereas the third axis tries to identify the perception of decision makers in the MMSP and certain players on Gender Equality and the feasibility of some measures related to this issue.

The analysis has included the distribution of manpower, the classification system of jobs, recruitment, selection, appointment, promotion, training, performance evaluation, remuneration, welfare benefits, as well support measures (work/family conciliation). Four principal orientations were drawn from the results of this participative analysis. They are as follows:

- acknowledging Gender Equality as an essential tool for democracy, good governance and modernization of public administrations,
- contributing in the implementation of the National Strategy for Gender Equity and Equality through gender mainstreaming in public administrations,
- the systematic integration of Gender Equality in reforms related to the management of human resources by means of preventive and corrective measures,
- as well as optimizing the impact of the MMSP in its transversal mission for the valorisation of the human capital on equal bases within the framework of the modernization of public administrations.

These orientations have led to the development of a Medium Term Strategic Programme (PSMT) for the institutionalization of Gender Equality in the public administration.

3.3.2. Medium Term Strategic Programme (PSMT)

The finality of this programme is the MMSP's contribution in integrating an institutional approach of Gender Equality in the practices, systems and policies of human resources management within the public administration. It includes four strategic axes. They are as follows:

- integrating gender equality in the structure and practices of the MMSP by building institutional capacities,

- reducing gender disparities in the management of human resources by capacity building and supporting decision makers and players of the MMSP and other government departments,
- increasing women representativeness and participation in positions of decision making,
- and consolidating balance between family and professional life.

These axes are declined in 7 projects, two of which are considered to be the first priority and are currently under elaboration with the support of the CIDA within the framework of the FAES II. It is about the project of the “Design and implementation of an awareness-raising, training and support programme, to mainstream gender equality within the reference frame of employment and skills (REC)”, which will be carried out in partnership with the National School of Administration and the project of “Determination of jobs where women are under-represented within the MMSP and the public administration”, in partnership with the High Commission of Planning.

3.3.3. Designing a Reference Frame for Jobs and Skills (REC) common to Public Administrations

The design of a reference frame of jobs and skills is the key action for reviving the public sector and all policies for the development of human resources. It constitutes the basic tool and reference instrument for an optimal management of human resources directed towards an efficient work organization and skills development.

Its characteristics enable it to be immediately deployed in various axes of human resources management (management planning of jobs and skills, work reorganization, relevant recruitment, vocational mobility, internal and external geographical mobility, evaluation, promotion, training, optimization of the portfolio of skills of Public administrations...).

Designing a reference frame of jobs and skills common to all the government departments will institute a single cartography of common jobs allowing a maximum optimization of their management. Moreover, such initiative is likely to limit the costs of any operation for designing separate departmental reference frames.

3.3.4. Continuing education for civil servants and officials of the public service

Providing continuing education for civil servants and government officials is a strategic requirement for the modernization of public sectors. The entry into force of Decree n° 2.05.1366 issued in December 2nd, 2005 relating to Continuing Education for civil servants and government officials is a landmark phase. The decree aims at setting up a coherent measure which rests on the definition of a comprehensive strategy of skills management in the public administration. In fact, the new regulation calls upon designing sectoral plans of continuing education that fall under this strategy and meet the needs of gender mainstreaming and the GSB in continuous education.

3.3.5. Modernization and Improvement Programme of Management Capacities of the Moroccan Administration

Fuelled by the strong will and the enlightened vision of the Late Hassan II, the Modernization and Improvement Programme of Management Capacities of the Moroccan Administration seeks developing a national training capacity, implementing and assessing a comprehensive policy of administrative modernization through setting up a national

methodological framework to coordinate the efforts of change and modernization undertaken by the different public services, as well as supporting building management capacities of the national administration.

The main axes of this programme can be summarized by devolution at the service of decentralization (more responsible external services, managed rapprochement, proximity-based administration at the service of citizens), optimal management of human resources through a rational use of existing resources, promoting continuing education, staff motivation, as well as vocational mobility of managers and officials.

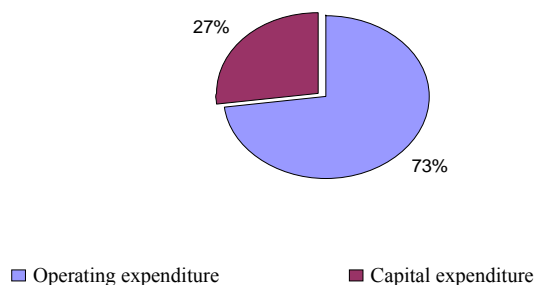
Besides, the Modernization and Improvement Programme of Management Capacities of the Moroccan Administration rests on the simplification of administrative procedures and formalities through introducing a simplification procedure programme, removing complexities resulting from dispersed interventions of administrations and simplifying administrative measures and formalities.

3.4. Budget analysis

3.4.1. Distribution of the budget within the MMSP

The total expenditure of the Ministry of the Modernization of Public Services is 71.3 million dirhams in 2007. Capital expenditure is 19.4 million dirhams and accounts for 27.24% of the total budget of the Ministry. As for the operating expenditure, it is about 51.854.000 dirhams and accounts for 72.76% of the total budget.

Distribution of the MMSP budget in 2007



The distribution of the MMSP budget in 2007 rests on:

- Main missions of the department within the framework of the article on “General Administration”,
- Training actions within the framework of the article on “Training Institutions” which are attached to this Department, such as the National School of Administration (SEGMA) and the Training Centres of Executives and Secretaries,
- Actions of the High Council of the Public Service.

Beside staff expenditure which is provided for by the article on “General Administration” with an allocation of 39.514.000 dirhams in 2007, this article benefited during the same year from 2/3 of the total allocation for equipment and various expenditure, that is 8.240.800 dirhams

on a total of 12.340.000 dirhams. The distribution of this budget is done by mission: 7.240.800 for the missions support, 500.000 dirhams for the Arabisation expenditure and 500.000 dirhams for assistance and social work.

The remaining 1/3 is reserved mainly for the National School of Administration and other training centres which benefited respectively, from two allocations of 3.932.000 and 137.200 dirhams in 2007. On the other hand, the Superior Council of the Public Service (CSFP), whose secretariat is ensured by the MMSP, received only 30.000 dirhams for the operating expenditure for the same year.

Concerning the total capital budget of 19.418.000 dirhams, the General Administration received 18.268.000 dirhams, that is 94%. The distribution of this budget is carried out by programme (3.548.000 dirhams for building and furnishing the head office, 4.720.000 dirhams for modernizing public sectors and 10 million dirhams as a contribution to FOMAP (Fund for the Modernization of The Public Administration)).

In addition, on the 18 million dirhams allocated to the General Administration, 10 million dirhams (paragraph 40) are transferred to the special appropriation account “Fund for the Modernization of the Public Administration”, created in 2005 and operative in 2006. This Fund helps finance modernization projects of other government departments to a maximum of 50% fixed at 2 million dirhams.

3.4.2. Gender analysis of goal indicators

After adopting the new result-centred management in January 2007, the Ministry of Modernization of Public Services has defined a set of goal indicators for the capital and operating budgets, based on the main missions of the different entities of the Ministry.

Gender relevance and sensibility

By analyzing the list of goal indicators for the MMSP’s operating budget, there are enough gender-sensitive indicators which should be reviewed to become more relevant and readable, in particular through genderizing them by socio-professional, sex, level of seniority categories. It is about the “number of activities developed at the social, sportive and cultural levels”, the “number of beneficiaries from the improvement of the capacity of restoration places”, the “number of beneficiaries from cycles of initial training”, the “number of days of continuing education per person”.

The other goal indicators are not gender sensitive or do not include people given their transversal aspect; namely “the coverage rate of the charges of phone consumption”, as well as “the number of ordinary sessions held within the CSFP/the High Council of the Public Service”. When it comes to “the number of outsourcing contracts of surveillance, cleaning, and maintenance operations of administrative buildings”, it could in principle shed light on the feminization of these businesses, given that objective criteria are defined in relation with the feminization rate of business managers or the staff hired by these businesses.

Contrary to the operating budget, the capital budget is characterized by a prevalence of gender insensitive process indicators and goal indicators such as “the planning rate of the Ministry’s parking lot”, the “upgrading rate of the IT infrastructure”, the “updating rate of the database of public service officials”, etc

Other goal indicators may become gender sensitive but are not sufficiently explicit and should be reviewed to become more relevant and effective. For example, there is the “number of actions concerning the improvement of the quality of public services and the consolidation of the proximity-based policy”, the “number of actions concerning the development of human resources and the rationalization of the public administration”, the “number of projects for contributing in funding modernization projects of the public administration”, etc. A figure indicator is not an efficiency indicator if it does not indicate the socioeconomic impact of these actions and their quality.

Improvement of indicators

Generally speaking, MMSP’s goal indicators are insufficient and not relevant enough and thus a review is needed. In the same way, it is necessary to associate with each indicator a data sheet where the sources of information, the definition of the indicator in question and its goal, the calculation basis of data, as well as gender issues faced by this indicator ...are shown.

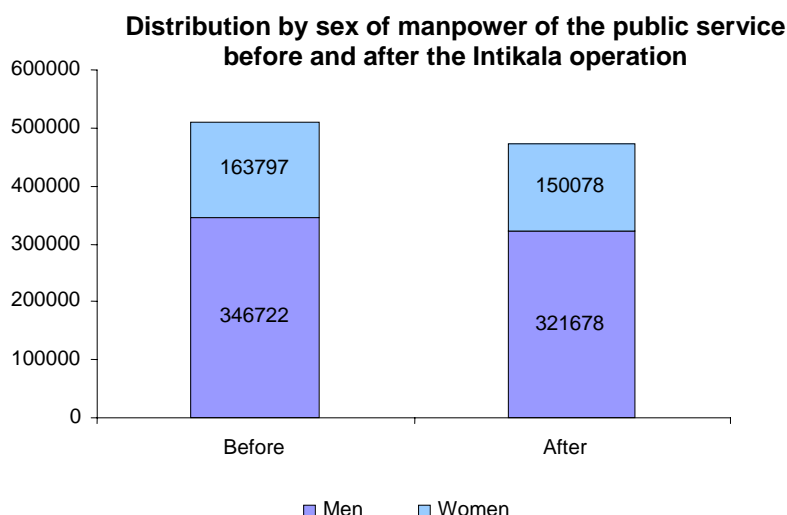
A successful integration of gender-sensitive indicators strongly depends on the degree of gender mainstreaming in multiannual strategic decisions, action plans, budgets and programmes and projects to be implemented by the department. The MMSP’s fields of intervention which can be divided by gender-sensitive budgeting are the modernization programmes of the public sectors, human resources management, continuing education as well as assistance and social work.

3.5. Assessment of the Operation of Voluntary Leave from the Public Service

The Operation of Voluntary Leave from the Public Service, called “Intilaka”, lies within the scope of the governmental programme for the modernization of the public administration aiming at applying a new rationalization policy for the management of human resources, the control of the wage bill and increasing the performance of public sectors.

Sex-based analysis of the distribution of civil servants who have applied for the Intilaka operation shows that about 40% of the requests were made by women compared to 60% from men. 35.39% of civil servants who benefited from the voluntary leave are women and 64.61% are men.

The impact of this operation was more visible within the female population with a leave rate of 8.38% compared to 7.22% for men. As shown in diagram below, the “feminization” rate of the public service has slightly dropped passing from 32.08% before the operation to 31.81% afterward.



In addition, 24% of applications were rejected. Analysis shows a higher refusal rate among women (32%: 6.520 refusals out of 20.239), than men (18%: 5582 refusals out of 30.626 processed applications).

Most applications which were rejected came from the Ministry of National Education. In fact, 10.606 applications for voluntary leave were submitted by women from this Department (that is 52.40% of all the applications made by women). 5333 applications were accepted, that is a refusal rate of 49.71% (compared to 33% for men).

On the financial level, gains on the employers' contribution to the Moroccan Pension Fund (Caisse Marocaine des Retraites - CMR) represents a saving of 3.269 million dirhams, that is the equivalent of one year and a half of employers' contributions to the CMR.

In addition, savings made by the State on the Mutual Savings Fund are estimated at 821 million dirhams, that is the equivalent of one year of employers' contributions to the Mutual Savings Fund.

As for savings on family allowances, the equivalent of 1.6% was made on the gross salary of beneficiaries, thus some 567 million dirhams were saved.

Concerning gains on the General Incomes Tax relating to pensions, they were estimated by the Ministry of Finance at some 1.285 million dirhams. These gains and savings were counterbalanced by a GIT loss on wages calculated by applying a rate of 20.07% on gross salaries. These losses reached 6.984 million dirhams, that is a shortfall of one year and a half of collected GIT.

4. Ministry of Foreign Affairs and Cooperation

After independence, Morocco has actively taken part in the ratification and the implementation of the different agreements, treaties and conventions for the emancipation of women and the elimination of all forms of discrimination against them. Among its mission, the

Ministry of Foreign Affairs and Cooperation (MAEC) plays an important role in this regard. MAEC's main mission is preparing and implementing governmental actions in fields related to Morocco's foreign relations. Among these fields, we should underline the efforts made by the Ministry as regards human rights and gender equity, namely:

- Turning Morocco's international commitments into true actions, designing and implementing policies and strategies that help improve the status of women;
- Making gender equality a transversal theme in all sectors and at all levels of intervention, by providing tools of dialog, training and methodological instruments to mainstream gender in all actions;
- Designing cooperation programmes specifically intended for building women's capacities and combating gender disparities;
- Consolidating collaboration with the qualified partners concerned with the gender issue: multilateral organizations, universities, research centres, associations, territorial collectivities...

4.1. Diagnosis of the sector and gender analysis of the situation

Following the example of the international community, and in particular developing countries, Morocco has taken a number of commitments for promoting equality between men and women. The role of MAEC is to bring an answer to Morocco's commitments in international as well as regional spheres.

Moreover, the Ministry has to meet the requests of the Southern partners, who have also contracted international commitments on gender equality. The combat of gender equality falls under a broader programme for the promotion of human rights to which our country gives a great importance in the context of globalization.

The MAEC has played a very active role within the framework of the conventions and International Conferences on gender equity and equality. These efforts fall under a broader programme for the promotion of human rights and democratic governance to which Morocco via this Ministry, attaches a great importance in the context of globalization.

The Paris Declaration

With the aim of supporting aids so as to contribute more effectively to alleviate poverty and reduce disparities worldwide, instigate growth, capacity building, and accelerating the implementation of MDGs, several donors and developing countries agreed in March 2005, under the name of the Paris Declaration, to undertake important reforms of the aid system and its methods of collaboration.

The Paris Declaration rests on five principles namely: appropriation, alignment, harmonization, result-centred management and mutual liability. It also defines a concrete action plan aiming at improving aid quality and its impact on development. In this way, donors and developing countries are engaged to measuring the progress accomplished, by means of a set of indicators together with goals and targets for 2010. The Declaration helps strengthening mechanisms of performance reporting.

This Declaration focuses attention on human rights, environmental sustainability and gender equality as universal preoccupations and progress indicators for a given society. Yet, it should be mentioned that this declaration does not sufficiently stress out gender as an important

approach in development support. Links with the GSB should be set up to ensure a better efficiency.

First African Conference on Human Development

During the First African Conference on Human Development, held in Rabat on April 6th and 7th 2007, Foreign Ministers and Ministers in charge for development in African countries discussed establishing a true African cooperation in the field of human development, encouraging inter-African partnerships between the national players in human development in order to share experiences and expertises and create synergies necessary for a better use of resources. On gender equality, the African minister has engaged to:

- promote gender equity and equality as an impetus for economic and social development, capable of ensuring full participation of women in a sustainable human development.
- support in policies and legislations on human development, equal opportunities between women and men for access to resources, education, employment and social services.
- encourage women's participation in the decision making process at the local, national, regional and international levels.

4.2. Public policies, priorities and targets

Being concerned with woman emancipation and gender equity in economic and social development, the MAEC created in 1990 the "Integration of Woman in Development" unit to consolidate the department's role in gender equity. This unit has set a number of ambitious objectives in the short and long term.

In the short term, this entity works to build the capacities of project managers at the national level, to inform and make aware on the collective interest for improving the economic and legal conditions of women and mobilizing additional resources, via donors, directed towards funding income-generating activities for the benefit of the underprivileged population of which women are the largest portion.

In the long term, this unit contributes to sustainable human development through the promotion of issues of gender equity and equality in accordance with commitments of Morocco in the action plan of the CIPD and Beijing.

In order to achieve these goals, the unit focuses its interventions around four major axes: information, training, awareness-raising and mobilization of resources for income-generating projects.

On the information level, the unit has provided a number of publications on women and gender in general. The major works are summarized as follows:

- Socioeconomic indicators relating to women's integration in development, 1996;
- The Kingdom of Morocco and the international instruments relating to women's rights which summarize the main international conventions related to rights of men and women, especially those signed and ratified by Morocco; 1997;
- Guide on donors working in the field of the advancement of women, 2004;
- Semi-annual bulletin *Ex aequo*;

- Booklet on the Moroccan woman in three languages;
- Booklet on the provisions of the new family code;
- Guide on designing gender mainstreaming projects for NGOs (still in preparation).

On training, the unit has organized several training seminars, conferences and roundtables for the benefit of representatives of government departments, international agencies and NGOs concerned with gender equity and equality. Some of the actions carried out within this framework are as follows:

- International symposium on “Women and Development”;
- Awareness-raising and training sessions of diplomats on the gender concept and the new provisions of the family code;
- Seminar on the techniques of microfinance for the benefit of NGOs;
- Training seminar on the design and management of micro-projects.

On mobilization of funding projects, the unit undertakes the responsibility of mobilizing funds within the framework of bilateral and multilateral partnerships for the advancement of women through the creation of income-generating activities in different regions of the Kingdom. Since 2003, seven projects of gender equality and empowerment of women have been funded.

4.3. Gender analysis of the MAEC budget

The budget allocated to the Ministry of Foreign Affairs and Cooperation has slightly increased in the last few years. This proves the interest Morocco has given to this strategic department which plays a fundamental role in the promotion of women’s issues at the national and international level.

Staff expenditures account for 60% of the MAEC’s allocated budget for the payment of 4000 employees working in the department in and outside the country. More than 33% of the total budget goes for the payment of rent bills of diplomatic and consular representations abroad, and the purchase of equipment. The remaining 5% is intended for capital operations (implementation of building projects abroad...).

These allocations, which are intended to finance the action plan of this Ministry, help pursue the efforts made for modernizing the Moroccan diplomatic apparatus and strengthening its role to preserve the interests of our country, promote its cultural and spiritual radiation, attract foreign investments and develop national exportations.

In addition, other receipts generated by the Directorate of Consular and Social Affairs, set up in SEGMA and which are mainly intended for strengthening the means of action of the diplomatic and consular representations so as to improve the services offered to Moroccan citizens living abroad as well as the working conditions of these representations.

In this respect, the adopted approach aims at creating favourable conditions for consolidating the attachment of the children of our community abroad to Moroccan values and traditions and deal with all the problems facing this community such as employment,, racism, violence against women, as well as the conflict of perception and values regarding the roles, place and the status of women within the community of immigrants.

4.4. Gender mainstreaming in the MAEC's goal indicators

Following the example of other departments, the MAEC has too adopted the new result-centred budget reform. The goal is to rationalize spending according to a logic of effectiveness and efficiency in a context marked by shorter public resources. In this context, the department has elaborated a set of goal indicators to assess its performance and constantly evaluate the implementation of the set goals.

Nevertheless, it should be noted that indicators designed so far by the department do not integrate a gender dimension which can help appreciate the efforts carried out for the advancement of women and gender equality in the process of budget planning. However, some pre-established indicators relating to the operating budget can be genderized. These indicators are shown in the following table:

Indicator	Values of quantified indicators				
	2005 Forecast	2005 Achievement	2006 Forecast	2007 Forecast	2008 Forecast
1- Improving access of young Moroccans living abroad to Arabic teaching and homeland culture. ▪ Number of beneficiaries	60.000	-	60.000	60.000	
2- Presence of Moroccans in international organizations	141	141	141	-	-
3- Encouraging associations serving Moroccans abroad: ▪ Number of beneficiary associations	40	3	40	5	7

Source: Goal indicators, Finance law 2007

Concerning the first indicator, data gathered from MAEC officials shows a male prevalence in the number of beneficiaries from programmes of Arabic language teaching and culture of origin within consular establishments abroad. It is important to conduct surveys so as to analyse and understand this preponderance and propose measures for enhancing the participation of girls in these various programmes. This goal indicator could consequently distinguish the number of beneficiary girls and boys according to their age brackets.

The second indicator does not show the number of Moroccan women working in international organizations (UNO, FAO...). Including this aspect will make it possible to assess the participation of Moroccan women in elaborating important programmes and projects designed for developing countries such as Morocco. Concerning the role played by women in issues of gender equality and in particular in development programmes, it is important to provide the means for consolidating the presence of Moroccan women in the above mentioned institutions.

Lastly, the third indicator assesses the effort made by MAEC for encouraging associations serving Moroccans living abroad. This indicator could show the contribution of women in associative work abroad while revealing the number of women-run associations. In fact, associations and particularly those directed by women play a fundamental role in raising the awareness of our citizens abroad on issues as important as the new family code, the nationality code ...

In addition to these indicators, it is important to reinforce dialog between the Ministry of Foreign Affairs and Cooperation and the Ministry of Finance and Privatization in order to design new gender-sensitive indicators. The goal is to integrate the gender concept in the different phases of planning and budget programming of the Ministry.

Through MAEC, Morocco is resolutely decided to institute a societal project based on democracy, modernity and equitable development. The promotion of women's rights is at the heart of this process of global change. Reforms undertaken on this regard constitute commendable advances for instituting equality as a founding principle of the Rule of Law, and as a condition of equitable access to the right for development.

In order to consolidate its role in the promotion of the gender concept within the limits of its prerogatives, the MAEC strategy will consolidate four levels of actions which could be implemented simultaneously:

- Acting as a lever for encouraging coordination on gender issues with the different departments, given that the MAEC possesses all the information relating to bilateral as well as multilateral cooperation agreements on gender-related issues.
- Strengthening its active participation in international debates in particular thanks to the mobilization and presence of the Moroccan expertise on these issues. For this reason, consolidating partnerships with multilateral agencies, such as the UNIFEM, is an important lever capable of developing and strengthening multilateral cooperation on gender while facilitating the implementation of development projects on culturally sensitive subjects.
- Developing with its national and international partners the research capacity and expertise on gender.
- Promoting systematic transversal gender mainstreaming in sectoral strategies of the ministry and all the phases of development projects. For this purpose, the design of projects will have to rely on gender-specific economic and social data. Objectives and means will have to be differentiated according to the needs of men and women and finally, evaluations and impact studies will have to include gender indicators.
- Introducing programmes specifically designed for women and for combating gender disparities should be launched by the department in order to improve women's social conditions and strengthen their rights, while including men in these programmes (maternal health, schooling of girls, and political participation...).

III. Basic Infrastructures Pole

After diagnosing the situation of water, energy, transport and housing sectors, this section will identify public policies and priorities and their impacts on curtailing gender disparities on access to basic infrastructures.

1. State Secretariat of the Ministry of Territory Planning, Water and the Environment in Charge of Water

Water is a rare strategic resource in Morocco. Since the 1960s, the country has successfully developed its water infrastructure to ensure urban supply and the irrigation necessary for agricultural and economic development. Thus, Morocco has developed a water policy directed towards demand management, which allowed an important improvement of access to drinking water and food safety. However, these efforts are not accompanied by a demand management, the preservation of resources and rural water supply.

After a diagnosis of the situation as regards gender disparities in this domain, public policies and priorities, implemented programmes and projects as well as gender analysis of the public expenditure in this field. The analysis will be focused on the question of drinking water of domestic use, in particular in rural environment where the problems of drinking water supply are more deeply felt.

Thus, the implemented programmes and projects aim at the reduction of water chores (collection and transport) for women and young girls in particular, the reduction of distances for water supply, the reduction of water-related diseases, the improvement of family health and the reduction of health spending.

1.1. Presentation of the State Secretariat in Charge of Water

Attributions of the State Secretariat in Charge of Water (SECE) are limited to missions of studies, assessment, management and planning of water resources, water mobilization and transfer, safeguard of the hydraulic patrimony, weather observation and research and development in fields related to climate and water.

The SECE has also an autonomous directorate known as the National Meteorological Directorate (DMN) with four decentralized regional offices. In addition to these entities, the SECE has on the one hand, territorial public institutions endowed with a legal entity and financial autonomy, which are the agencies of hydraulic basins (ABH) and on the other hand, the National Office of Drinking Water, as well as territorial entities which are services of mud-laden water, in every province, to represent the SECE in close cooperation with the agencies of hydraulic basins.

Additionally, other players in the development of the water sector have taken an important role in the management of water resources, drinking water and sanitation (Ministry of Town and Country Planning, Water and the Environment), irrigation (Ministry of Agriculture, Rural Development and Maritime Fisheries) and the interdepartmental orientation and coordination (Higher Council of Water and Climate and the Interdepartmental Water Commission).

1.2. Diagnosis of the sector and gender analysis of the situation

1.2.1. Analysis of the situation and relevance of the gender approach on water

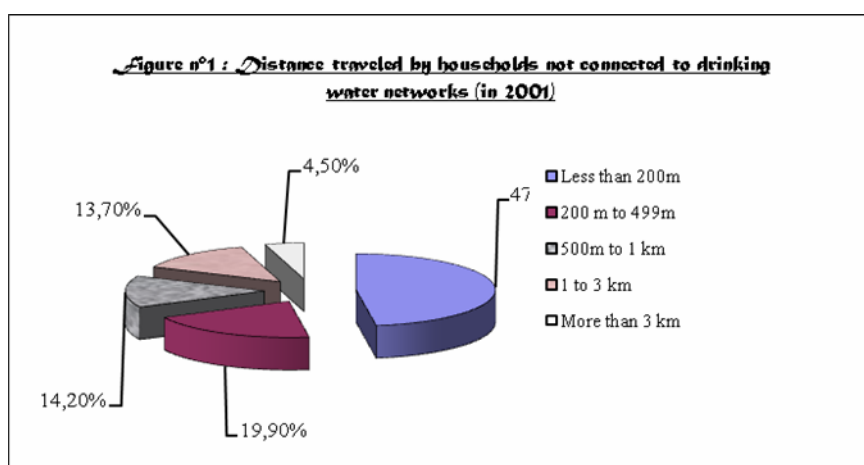
The rate of total access to drinking water grew from 14% in 1994 to currently 77%, including 70% served via street fountains and 30% via individual connections. Other communities continue to feed from traditional wells, irrigation canals, water streams generally untreated, or travel long distances to bring drinking water.

Figure 1: Distribution of access rate per method of service

YEARS	1994	2005	2006
Total access rate	14%	70%	77%
Street fountains	12%	67%	70%
Individual connections	2%	33%	30%

Source: ONEP

According to the National Household Consumption and Expenditure (2001), the average distance travelled by households that are not connected to the water supply network is 567 metres nationally (690.1 metres in rural areas and 201.2 metres in cities).



Source: National Survey on Consumption and Household spending, 2001

In rural areas, water chores are generally ensured by women and children. In addition to the so-called exclusively female activities, such as house cleaning, clothes washing, dishes washing, and taking care of younger children, young girls are in charge of water supply in 24,4% of cases compared to 15,8% for boys³. Water supplies is more difficult in remote rural area where isolation and poverty prevent the generalization of drinking water, making the ONEP's intervention even more difficult.

³ The 1997/1998 National Survey on Women's Time Budget.

Figure 2: Evolution of access rate to drinking water in rural areas

YEARS	2000	2003	2006
Total rural population (in 10 ⁶ inhabitants)	13.10	13.34	13.58
Access rate (in %)	43	54	77

Source: ONEP

In rural areas, 58.6% of non-connected households travel from 200 metres to 10 km and more for their water supply and 41.4% travel less than 200 metres. In cities, however, 66.4% travel less than 200 metres for their water supply and only 33.6% travel between 200 metres and 10 km and above. Average time devoted by non-connected households for their water supply amounts to 11.6 minutes nationally – 13.6 minutes in rural areas and 5.5 minutes in urban areas.

In peri-urban areas, the problems relate to the task of water collection and equity of access. In fact, women and young girls are often responsible for collecting water from street fountains. Besides, recourse to collective connections deprives many households from the benefit of the social section which is the least expensive and force them into the third section⁴ which is very expensive. For stripped households with no water connection, living in poor districts with no public fountains, they are obliged to pay more to buy water from individual salesmen who sell water at higher prices than the operator's.

Concerning connection to the sanitation network, a deficit and under-equipment especially in the peripheral districts of large cities can be noticed.

In urban areas, there is almost no difference between men and women for accessing drinking water. These remarkable advances were reached because the majority of the population now has access to drinking water. The coverage rate is currently at 100%, including 91% by individual connections and 7% by street fountains.

The evolution of the main indicators of drinking water in urban areas, during 2000-2005, was positive. In fact, the production of drinking water went up from 830 million m³ in 2000 to 915 million m³ in 2005, serving a total population of 16.9 million inhabitants (15.4 millions of which are served by individual connections and 1.5 million by street fountains). The connection rate moved from 86% to 91% during the same period.

Figure 3: Evolution of main indicators of drinking water in urban areas

YEARS	2000	2003	2005
Production (10 ⁶ m ³)	830	870	915
Population served (10 ⁶ inhabitants):			
*Individual connections	13	14.3	15.4
*Street fountains	2.2	1.8	1.5
Connection rate (%)	86	89	91

Source: ONEP

⁴ Drinking water tariffs are made of a fixed part and a variable part that is proportional to volumetric consumption. This variable section is based on a system of four monthly consumption sections: from 0 to 8 m³, from 8 to 20 m³, from 20 to 40 m³, and over 40 m³. All users start with the lower tariff of 1 section. Thus, a well-off household will benefit more from subsidized prices of the 1 section compared to a poor household with a higher water consumption due to collective connections.

Average time devoted by non-connected households for their water supply amounts to 11.6 minutes nationally – 13.6 minutes in rural areas and 5.5 minutes in urban areas. 86% of non-connected households nationally devote up to half an hour for their water supply while 14% devote between half an hour and more than an hour for the same purpose.

Concerning sanitation, the rate of total connections to the sanitation network is currently at 70% in urban areas (78% in big cities, 67% in medium-sized towns, and 40% in small towns). However, slums which are scattering throughout the urban landscape suffer a great deficit in sanitation infrastructure, creating unhealthy and indecent spots inside cities.

1.2. Public policies, priority and targets

Water sector policies have allowed accomplishing significant progress in the mobilization of water resources. In addition, water demand management was introduced by the Water Act promulgated in 1995. The enforcement of this Act led to the creation of Hydraulic Basin Agencies (ABH) to ensure sustainable and integrated management of water resources – with special emphasis on pollution control. To speed up the implementation of the new demand management approach, Morocco was granted support from the European Union. Moreover, a cooperation strategy with the World Bank (CAS - Country Assistance Strategy) in technical assistance and loan operations is in the process of implementation for the 2005/09 period.

To enhance the performance of the water sector, particularly in the generalization of drinking water in rural areas and sanitation development, a number of targets were set. The goal sought in 1995 was to universalise access to drinking water for 80% of the rural population by 2010. This goal has been reviewed upwards by the current government by setting the access rate at 92% in 2007.

To reach this goal and in view of its experience and flexibility in raising the funds necessary for this purpose, ONEP was declared by the government in 2004 the sole stakeholder in this sector, a function that previously used to be discharged by the General Directorate of Water Affairs.

As regards sanitation and waste water treatment, the authorities aim to bring the level of pollution down to less than 60% by 2010 in pursuance of the goals set under the national strategy for environmental protection. They also seek to attain a total rate of connection to the sanitation network of more than 80% in urban areas by 2015.

Regarding Morocco's international commitments, the efforts made by all actors helped raise the rate of access to drinking water in rural areas to about 77% by 2006, thus surpassing Morocco's commitments to MDG 7 (ensuring a sustainable environment) and Target 10 which aims to halve the proportion of the population without sustainable access to healthy water supply between 1990 and 2015 and to set in place a better sanitation system.

1.3. Implemented programmes and projects

To meet government priorities, targets and policies, several projects and programmes were implemented with the purpose of improving the institutional framework, reinforcing the mobilisation of water resources and developing sanitation services, accelerating the pace of the generalization of drinking water networks, and developing irrigation and liquid sanitation.

Improving the institutional framework

Significant institutional progress was made in the integrated, decentralised and participatory management of water resources. This was illustrated by the merger of the three

sectors of land-use planning, water affairs and the environment into a single ministerial department in 2002; the endorsement and publication of the enforcement texts concerning Water Act; and the completion of the national water plan to be submitted to the 10th session of the CSEC. The institutional framework reform was marked by the effective operation of watershed agencies and the preparation of contractual programmes between the State and these agencies to implement actions linked to treatment, the streamlining of water use, protection against floods, and the preservation of the water tables.

Mobilising water resources

Prioritising the water sector permitted the ownership of an extensive water infrastructure consisting of 114 large-scale dams totalling a storage capacity of almost 16.30 billion m³. Possibilities for exploiting these resources are limited and are becoming increasingly expensive for meeting the demand for drinking water. Hence, the use of unconventional water resources (re-use of wastewater, desalination of sea water or demineralization of brackish water) is necessary for tackle the increasing water demand in the country.

Supplying drinking water

Remarkable progress was made in supplying drinking water to urban areas, thanks to the implementation of the ONEP strategic programme for 2003-2007, and to the contract-programme ONEP. Spanning the 2006/09 period, the contract-programme aims to perpetuate, secure and consolidate existing infrastructure, universalise access to drinking water in urban areas, and providing drinking water supply in rural areas and developing the sanitation sector.

The Programme for Consolidated Drinking Water Supply to Rural Communities (PAGER) was launched in 1995 with the objective of supplying 31.000 rural localities accommodating a total population of around 11 million inhabitants by 2007. In this regard, PAGER involves the communities concerned with the projects throughout all stages of the process from planning and designing to execution and operation. These communities are required to set up users' associations to support the process and take charge of operating the facilities.

The main purpose of the programme consists evidently in perpetuating the projects, alleviating the water chore (collection and transportation) for women and little girls in particular, shortening the distance involved in water collection, reducing water-borne diseases, improving family health, and cutting down spending on health expenses.

Strengthening of social connections

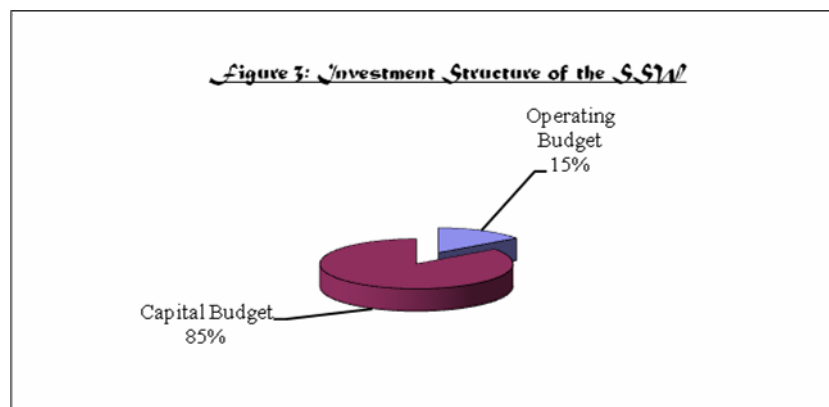
Among the actions undertaken by ONEP as well as by the SEE to improve the rate and condition of access to drinking water, there is the implantation of the programme of social connections and eradication of collective meters.

The objective of this programme is to generalize access to drinking water for low-income communities. The programme spreads payment over a period from five to seven years with interest rates varying from 0% to 7%. Despite the easy terms of payment offered, for rural communities monthly payments remain high, besides, the expenses of connection to drinking water and sanitation networks remain unaffordable to all households and would probably slow down the generalization of access to these services⁵.

⁵ Survey of the World Bank on the water sector and sanitation in Morocco, December 2004.

1.4. Gender Analysis of the Water Department Budget

The 2007 capital budget of the State Secretary at the Ministry of National Planning, Water and Environment (NPWEM), in charge of Water stands at Dh 1.57 billion representing over 86% of the global capital budget of the NPWEM. This share shows the important and complementary position of the water department amid the other two national planning and environment departments. As to the operating expenses, they total Dh 274.035 million, that is 68% of the global operating expenditure of the NPWEM.



The capital budget of the SEE represents 6% of the State's budget. This is substantial share that corroborates the special attention the public authorities give to the development of the water sector.

The water department budget is broken down according to a strategic action plan drafted by the Ministry and setting the priorities of the government with regards to the water issue. In terms of departments, the highest capital budget is that of the water resources development, which absorbs more than 77% of the SEE's capital budget. This can be explained by the importance of the missions entrusted to this department, which is in charge of studies, achievement, maintenance and operation of large-scale water projects, as well as the achievement of small-scale water projects, especially in terms of protecting cities against floods.

With regards to programmes, improving supplies in drinking water in rural areas represents more than 46% of the capital budget of the DRPE (Directorate of Water Research and Planning), which shows the importance given by the SEE to supplying drinking water to rural areas.

On the other hand, the ONEP 2007 capital budget stands at DH 5.893 billion, including 42.03% for supplying drinking water to rural areas, 35.2% for improving water in cities and 22.77% for liquid sanitation.

Since 2004, ONEP investments in rural areas have gone from Dh 890 million to DH 2.477 billion. The other fields of intervention of the Office have also remarkably increased during this period. The capital budget of ONEP within the framework of its 2006-2009 contract-programme stands at DH 17.735 billion, including DH 7.452 billion for drinking water in cities, DH 6.112 billion for drinking water in the countryside and DH 4.171 billion for sanitation.

Capital budget of the water sector (in million of dirhams)

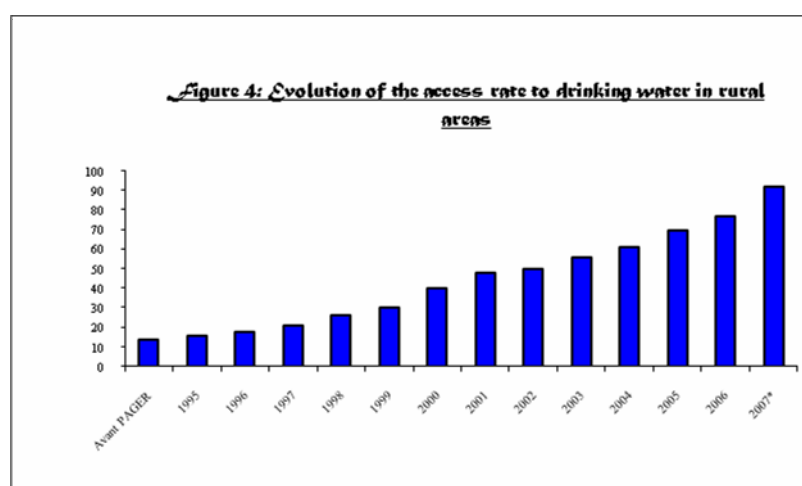
	SEE	ONEP
Capital budget	1.570	5.893

Source: SEE and ONEP

Impact of programmes

The achievement of the PAGER programme has had beneficial effects on the rural population. Indeed, the different impacts yielded by this programme appear as follows:

- The deployed efforts have increased access rate to drinking water in rural areas from 14% before PAGER to 70% in 2005, to 90% at the present time.



* Forecast

Source: SEE

- PAGER has created over 500,000 working days annually;
- The cases of diarrhea-related diseases among children under 5 have dropped by 24% between 1994 and 2000 according to the World Bank report;
- Water chores were reduced from 50% to 90%, which enabled women to devote more time to income-generating activities, and allowed girls to go to school (girls' primary schooling rate grew from 30% in 1997/1998 to 51% in 2001/2002).

Analysis of goal indicators

□ Overview of goal indicators

The water department, which has adhered to the system of the globalization of allocations since 2005, has determined a set of goal indicators for the capital budget that will be assessed (achievements and forecasts) and specified for each department. These goal

⁶ Excerpts from the World Bank report on the PAGER assessment -2003.

indicators allow for establishing a link between the appropriations earmarked for an action, programme or activity and the targeted and expected results of the use of the appropriations.

❑ **Gender Pertinence and Sensibility**

The goal indicator, which is most gender-sensitive, is the “service rate for rural communities in terms of drinking water.” However, this rate is underestimated (57% in 2005 instead of 70%) due to the fact that the ONEP achievements were not integrated in the achievements made by the State. In order to remedy to this deficiency, the following indicator has been proposed: “The evolution of access rate to drinking water in rural areas.”

It should be also noted that there exists process indicators which ought to have been made explicit by including them in the goal indicators. For instance, there is the following process indicator: “Study of the water quality and of the prevention of pollution which should be conjoined by the following goal indicator: improvement rate of the health of the rural population or the decrease rate of waterborne diseases”...

❑ **Improvement of indicators**

Goal indicators of the Department of Water have been primarily mobilized by the State, during the second half of the last century to carry out hydraulic infrastructure projects. In addition, the State’s allocations relating to irrigation reached 42% and 37% for resources mobilization.

❑ **Adequacy/Targeting of Resources**

Large financial means have been earmarked, especially by the State, during the second half of the past century in order to build the necessary water infrastructures. Similarly, during the 2000-2005 period, public expenditure allocations benefited irrigation (42%) and the mobilization of resources (37%).

Despite a strongly developed mobilization infrastructure, Morocco is facing various malfunctioning aspects with regard to the scarceness of resources, the over exploitation of ground water and the deterioration of water quality. In order to face up such deficits, a re-direction of the water policy was launched with a view to rationalizing public investments in this field by prioritizing the management of the water demand.

Taking into consideration the constraints linked to the limitation of the State budget, and of the enormous investment needs (funding needs during the 2006-2009 period will be estimated at DH 87 billion), it is necessary to set up a funding and collection policy of the costs that can bring about a better use of water.

Implemented according to a participatory approach, PAGER has had advantageous economic and social impacts on the entire rural population and particularly on women and girls. In order to further reinforce these effects, the involvement of women through a participatory approach is important. The representatives and the local authorities are also called to improve the awareness-raising efforts as regards this approach.

Several suggestions allowing for the reinforcement of the gender approach and its implementation in different policies and programmes touch especially on the importance of consulting the population and raising its awareness as to saving water, providing technical support and assistance to associations of water users, and training these associations on the quality of water in order to better accomplish their water management mission, and boosting collaboration with the Ministry of Health regarding the implementation of PAGER to better sensitize the populations about water, hygiene and health.

In order to further reinforce the gender approach through an equitable access to the service of water, it would be useful to integrate rural areas close to cities in the concessions in order to step up the rhythm of the generalization of drinking water in these areas, increasing the budget earmarked to social connections and further involve the State in supporting the generalization of access to water through revisiting the political decision granting ONEP alone, since 2004, the job of generalizing drinking water.

2. Department of Energy

Energy is the driving force of economic and social development in any country. The situation in Morocco is distinguished by dependency both on the outside and on oil resources. This twofold dependency strongly impairs the competitiveness of the production network, and hence the growth of the economy.

At the national level, the production of local resource-based energy is marginal. The contribution of these resources to the national energy output is barely 10%. The rest is imported from abroad and is composed essentially of oil and coal. Dependency exceeds in this regard 90%.

2.1 Diagnosis of the sector and Gender Analysis of the Situation

2.1.1 Structure of the National Energy Consumption

The national energy landscape is distinguished by a significant regional disparity especially between rural and urban areas. This difference is relevant both to the energy sources in use and the consumed quantity. In rural areas, wood is the primary energy source whereas in cities access to electricity is almost generalized. On the other hand, in terms of overall energy sources, energy consumption of a city dweller largely exceeds that of a rural person.

The most used domestic energy sources in Morocco are the liquefied petroleum gas - LPG and electricity, although wood, coal and oil are also used. Many households combine different energy sources to meet their needs.

Electricity has been mainly used by urban households. However, since the launch of the PERG (Programme of Global Rural Electrification) in 1997, access to electricity in rural areas improved appreciably. In 2006, the proportion of households having access to electricity in rural areas reached 86%. Electricity is almost exclusively used for lighting.

As to household expenditures, the following table, which presents the share of energy in the overall expenditures of households, shows that in rural areas, energy weights more heavily on household budgets than in cities. In absolute terms, urban households spend more than rural households in energy. But, as urban households have significantly higher incomes, the relative share of energy by urban households (6.4%) is lower than that of rural households (8.7%).

Distribution of energy in the overall household spending

Product	Rural	Urban	Total
LPG	4.14	2.56	3.16
Gas oil and diesel	0.40	0.70	0.59
Electricity	0.86	2.85	2.08
Liquid fuels	0.37	0.01	0.15
Coal	0.20	0.11	0.14
Fuelwood	2.03	0.07	0.83
Other	0.71	0.10	0.34
Total	8.70	6.40	7.29

Source: World Bank and Department of Statistics, 2001, *National survey on the consumption and spending of households, 2000-01*.

2.1.2 Gender Analysis of the National Energy Situation

Despite deployed efforts, rural areas remain confronted with a limited access to the modern forms of energy due mainly to poverty, which makes the population unable to pay the standing charges even if subsidized by the State such as electricity, liquid fuel or gas. These sources serve in providing the essential part of energy services such as domestic heating, mobile electricity, electrification and cooling, thus greatly stamping down income opportunities and impairing life quality. The major impacts of the energy poverty on the rural population are:

- The low schooling rate. On the one hand, the chores and the collection of firewood constitute a workload for children, who are consequently deprived of schooling. On the other hand, the lack of electricity in households prevent these children from correctly pursuing their studies, and from improving their intellectual level;
- The pollution of air inside houses because of monoxide emissions from coal which is used as a traditional energy source. In fact, in rural areas, only 40.9% of households own gas kitchen units, and 38.3% have gas ovens (ENCDM 2001);
- Hygiene-related health problems due to the absence of refrigeration devices. Only 10% of rural households have a fridge, compared to 71.4% in urban areas (ENCDM 2001);
- The loss of the energy efficiency due to the reduced number of households owning a pressure-cooker (they don't exceed 45.8% in rural areas compared to 89.9% in cities "EBT 98"). The absence of this appliance causes also a loss of time mainly for women;
- The poor services in health care centres due to the absence of medical devices, cold chain for vaccines and lighting at night;
- Isolation and enclosure of the population due to the lack of access to information technologies, and to consumption (TV, internet...);
- The deterioration of forest resources;
- The absence of public lighting in douars (rural dwelling centres) reduces the night-time income-generating activities and increases insecurity.

2.1.3 Gender Impact of Energy Poverty

Although this energy poverty affects the entire rural population, women and young girls remain the most vulnerable to the absence of basic energy services. Indeed, the traditional systems of rural energy are marked by the use of biomass in the form of wood, plant residues, manure for heating and cooking, and human or animal force as a power engine.

However, in rural areas, the daily tasks are executed only by the physical power of women and young girls. These workloads leave them little time and energy to devote to income-generating activities.

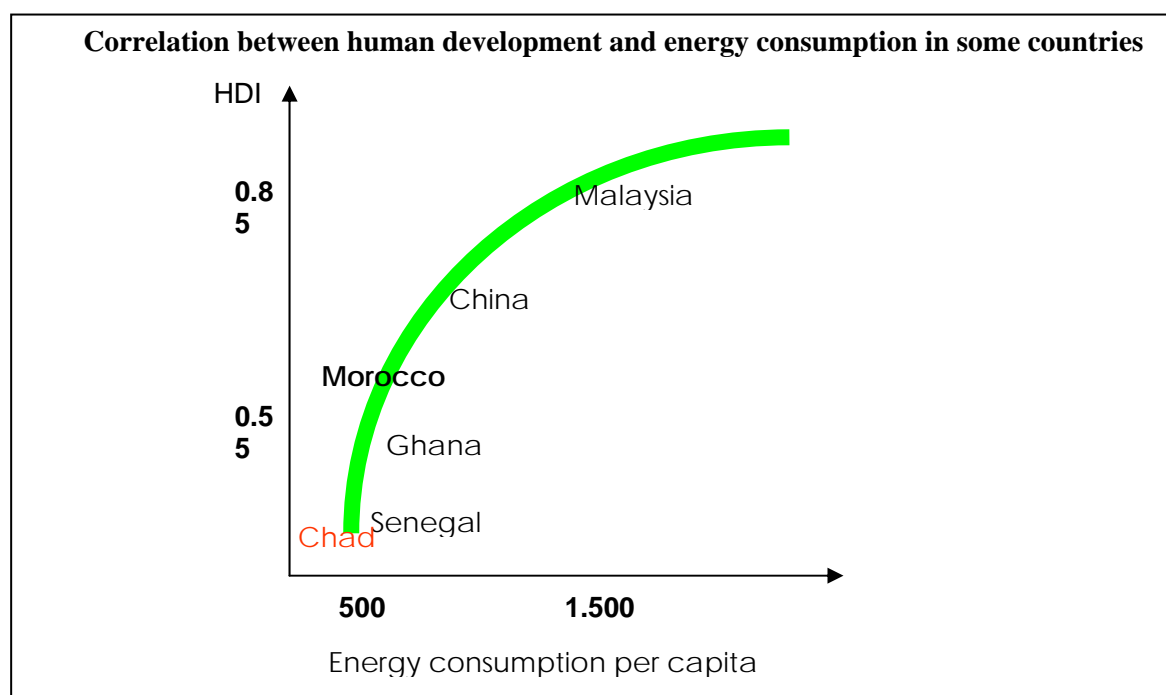
This situation affects greatly the well-being and the socioeconomic development of women. The lack of modern domestic energy in the life of women has a palpable negative impact through the following aspects:

- The collection of firewood contributes to the non-schooling of rural girls;
- The heaviness of the domestic tasks linked to the provision of fuels, in terms of effort as well as in terms of time, prevents women from developing income-generating activities (embroidery, tapestry...);
- The workload of women and girls in households that have no access to the modern energy forms weakens their health and undermines their life quality, especially during pregnancy. In fact, the strenuousness of the job of supplying firewood that women continue to bear, in most cases despite pregnancy doubles the risks of miscarriage, as well as post-neonatal and mother mortality;
- Health problems due to the poor ventilation of the fuels of burnt biomass in primitive ovens affects more frequently women and girls who are in daily contact with this polluted environment;
- Taking into account the previous elements, and aiming to maximize the process of fighting poverty and reaching the Millennium Development Goals, energy remains a major element to be provided for the rural communities. In this regard, and in order to have an overview on the energy needs, it is important to include the tasks that, nowadays, use metabolic energy and which remain excluded in the official statistics.

2.1.4 Gender Relevance in the Energy Sector

According to the UNDP, no country has significantly reduced poverty without increasing massively its use of energy, or without using other efficient energy sources. This correlation between development and energy consumption is illustrated in the following figure⁷:

⁷ The UNDP HDI is a combined indicator that gathers three key-factors of the human contribution, namely: income, education and life expectancy or health.



Source: UNDP

On the other hand, there is a close relation between the type of energy used in households and the degree of well-being. In fact, clean and efficient fuels seem to be like energetic vehicles that include more possibilities for human development as they offer more income generating opportunities, and damage less the health and the environment.

Furthermore, the question of energy is in general handled in relation with the large-scale infrastructure projects, productivity and inter-sector applications. However, as regards human development, what is most important are not the sources of energy per se, but the availability and accessibility to the different services drawn from the use of energy, namely transport, lighting, refrigeration, telecommunication, cooking, etc...

Therefore, energy as a final consumption of households represents a vector of economic and social development. Access to energy involves the necessity to ensure the fundamental needs of the population. These needs vary according to sex, age... In this respect, including the gender dimension in the programmes and policies concerning the improvement of access to energy appears of great importance in order to better target the results of these policies.

2.2 Public Policies, Priorities and Targets

With a view to ensuring the development of the national energy sector, and satisfying the growing energy demand, the department in charge has drafted a strategy that includes all aspects of the sector. This strategy revolves around the following axes:

- Supplying Morocco with energy products in a continued and regular manner;
- Diversifying energy sources;
- Generalizing access to energy for competitive prices;

- Controlling energy consumption; and
- Preserving the environment.

In general terms, access to energy contributes to reaching most MDGs through:

- Reducing poverty (MDG1);
- Reducing hunger and food insecurity (MDG1) through the agricultural production by enhancing availability and modernizing production tools;
- Promoting gender equality and women empowerment (MDG3) by reducing the household workload and time-gaining;
- Ensuring education mainly for young girls while reducing their household chores and the collection of firewood, and by providing lighting for them;
- Improving the health of the population (MDG 4, 5 and 6) by generalizing electricity. The latter offers several services in terms of the prevention or the eradication of different diseases;
- Enhancing the work conditions in health centres (MDG 4, 5 and 6). Indeed, the energy-related services of electricity allow for modernizing health-care through acquiring modern devices, and better preserving medicines;
- Protecting the environment (MDG 7) through the better use of fossil resources, as well as renewable energy sources (prevention of the climate change and deforestation). Access to drinking water is also made easier through the availability of energy for pumping or routing;
- Developing partnerships (MDG 8) based on the fact that the achieved projects for improving access to energy in isolated areas are achieved in partnership with national and international bodies.

2.3 Implemented Programmes

Being convinced that women, especially in rural areas, represent the most vulnerable group to energy deficits, the Department has put in place a new Biomass-Energy Vision. This vision consists in the improvement of the use of charcoal and fuel wood, and the exploitation of forest, agricultural and breeding residues. This vision is put to practice through several programmes, notably the PERG, the “Wood-Energy” programme or the Energy House programme.

2.3.1 Rural Global Electrification Programme (PERG)

With a view to ensuring electricity in rural areas, the public authorities have launched the PERG in 1996 which is meant to make up for the deficit in providing the rural world with electricity by the year 2007.

The achievement rate of the PERG differs between the regions of the kingdom. Speeding up this programme hinges upon the demographic density and the distribution of villages, as it is the case of the Provinces for the South and the East, which show an electrification rate exceeding 80%.

Thus, by the end of 2007, the PERG will have provided electricity to over 35,000 villages, i.e. 12 million beneficiaries. This goal would be achieved at a rate of 91% by resorting to electrification via connection with the network at the rate of 7% through the decentralized electrification, especially by means of photovoltaic kits (solar energy).

2.3.2 “Wood-Energy” Programme

The “Wood-Energy” programme, launched by the Centre for Developing Renewable Energy (Centre de Développement des Energies Renouvelables – CDER) aims at slowing down the deterioration of the environment. This programme touches the rural world where firewood represents a major source of energy, but also the urban areas in terms of hammams (traditional bathes) and common baking ovens.

The project is based on the promotion of the techniques and tools aimed for better energy efficiency. Thus, in the rural areas, the project aims at developing the alternative and innovative sources of energy such as solar energy, butane gas... These sources of energy allow for lightening the pressure on the forest and limiting deforestation – which affects 30,000 hectares of forests a year – and liberating rural women and girls from the chores and the collection of firewood.

In urban areas, the wood-energy programme aims at fitting hammams and common ovens with enhanced boilers.

2.3.3 “Energy House” Programme

The “Energy House” programme is part of a policy that aims at generalizing access to energy in rural areas and targets the rationalization of the use of energy wood and the improvement of the marketing network of gas. It consists of micro-businesses set up in the vicinity of *douars*, and which ensure proximity-based energy services (sale of batteries, gas cylinders...). The project also ensures jobs for rural youths and contributes to the creation of activity centres.

At present, about a hundred “Energy Houses” are already operating in different regions of the Kingdom. A programme for generalizing this experience has been launched with the goal of supporting the achievement of another 1000 units across the country.

2.3.4 The Gender Impact of Modern Energy Access Generalization Programmes

Speeding up the rural electrification process through the launch of the PERG in 1996, combined with the other projects of generalization of access to energy, has spurred up a socio-economic boom through the creation or the reinforcement of income-generating opportunities, in addition to the improvement of the quality of life of households.

In general, the level of rural electrification achieved up to now has had positive impacts on the national planning and on housing in particular. As to the national planning, with the advent of the new forms of energy, three phenomena have been noticed, namely:

- The grouping of *douars* (the percentage of fragmented and scattered housing has dropped respectively from 35.3% and 6% to 27.5% and 2%⁸);
- The space reorganization of *douars* with the appearance of trade centres, proximity services and the creation of small-scale projects...;
- Lighting and security (public lighting has enabled *douars* to improve their security and boost their activities).

As to the improvement of life conditions, rural electrification has triggered an evolution in houses, which reflected as follows:

- A reduction of over 40% of the total number of the rooms built with laterite mud⁹;

⁸ The « Study on the Impact of Rural Electrification », ONE, 1999.

- The equipment of household with the devices necessary for the well-being of the family (audio-visual and refrigerating devices...);
- The improvement of life-hygiene. Indeed, electrification has had a direct impact on the installation and the modernization of water closets and body hygiene.

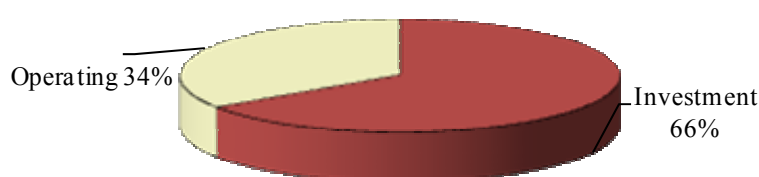
At the level of individuals, access to energy, all forms included, has had a positive effect on the concerned *douar* dwellers especially in terms of:

- Limiting rural migration. People increasingly prefer developing their income-generating activities in their own douars (groceries, restaurants...);
- Reducing the number of the unemployed thanks to the economic development of the regions due to new constructions, commercial projects...
- Increasing the number of schooled children with a better educational performance thanks to the presence of light at night. On the other hand, energy has allowed for improving the schooling of rural girls who spend less time looking for wood;
- Reducing the workload for women and consequently the improvement of their comfort and the development of their income-generating activities thanks to the time and energy gained, which were previously wasted in collecting wood and fuels;
- Improving the running of health centres. Indeed, medicines are kept in an improved manner, health centres can access certain medical materials and night births are better handled because new-borns don't have to inhale the gas of kerosene lamps.

2.4 Gender Analysis of the Public Expenditures Allocated to the Department of Energy

The operating budget of the Ministry of Energy and Mines stands at about DH 176.8 million, including 44.3% for the personnel, while the capital budget of the Ministry is of DH 336.3 million. It should be noted that the budgets earmarked for the Ministry are combined for the two departments of Energy and of Mines.

Graph 2: Breakdown of the budget allocated to the Ministry of Energy and Mines



Source: Budget Administration

As to the rural global electrification programme (PERG), which required a budget of DH 20 billion, it has benefited from a participatory funding. The funding is ensured by ONE (the National Electricity Office) (55%), beneficiaries (25%) and Local Authorities (20%). The funding system of rural electrification only requires clients to pay a limited share of the installation cost, which represents a subsidy to the electric tariff in rural areas intended for speeding up the electrification process.

⁹ Idem.

Thus, for the network electricity supply, the local authorities contribute by DH 2,085 per benefiting household, payable upon subscription or by yearly instalments of DH 500 during five years. The benefiting households contribute by DH 2,500 payable at subscription or by instalments of DH 40 per month during seven years. The ONE participates by the remainder that is 55% of the global amount of the outlay. The “Wood-Energy” programme requires about DH 40 million, half of which is supported by beneficiaries and the remaining 50% by partners.¹⁰

The energy department has integrated goal indicators for the management of its capital budget in 2006. In this respect, several indicators have been elaborated and presented in the 2007 Finance Bill. These indicators represent a tool for measuring the degree of achievement of the projects set by each directorate and for each capital expenditure.

Analysis of goal indicators of the energy department has proved that these indicators do not take account of the gender dimension. In fact, the different indicators focus on operation of the department (construction of headquarters for regional directorates, connecting executives to the internet, conducted studies...), the large-scale energy policy (future policies in terms of safety stock for oil products, the setting up of a legal and regulatory framework for the modernization and the liberalization of the electric sector...) and the energy efficiency by integrating indicators on the development of renewable energies (setting up a legal and regulatory framework on renewable energies and energy efficiency...).

Nevertheless, some of these goal indicators can integrate the gender dimension such as the study on consumption of energy carried out by the Directorate of the Observatory and Programming. Indeed, this study would be more useful if it takes into account this concept given that the energy needs and the impact of energy consumption varies according to sexes.

Other indicators can be genderized such as the use of biomass in rural consumption and the evolution of the number of energy houses in rural areas. These two indicators could give information on the collection of firewood, a task that is reserved to rural women and young girls, on the development of income-generating activities of women as well as on maternal health.

3. Department of Equipment and Transport

Beyond their effect on the economic growth, infrastructures contribute to improving the quality of life and the well-being of the population (health, education, transports...). The supply ratio of major infrastructure services are among the main indicators of the population's well-being. Supply of drinking water, availability of electricity, and access to caring centres are means that contribute significantly to the improvement of the quality of life of the disadvantaged communities: reduction of mortality, increase of the productivity of work, increase of the payment of jobs, especially in agriculture, the creation of jobs. In rural areas, the improvement of the life standards of the populations often depends on the combination of the offered services: irrigation, availability of drinking water, but mainly roads and transport means.

Morocco, which has committed itself to the implementation of the MDGs is called to provide efficient transport infrastructures especially in rural areas where disparities are bigger. These infrastructures are necessary to ensure an efficient access to social services (especially emergency obstetric care) and to alleviate the household workload caused by time losses

¹⁰ Ministry of Energy and Mines, CDER, French Fund for World Environment (FFEM), French Development Agency...

during on-foot journeys especially among girls and women. Transport infrastructures also help improve agricultural economy by facilitating the orientation of agricultural practices towards the production of high added value products and by stimulating the creation of income-generating activities.

3.1 Achievements and Targets

One of Morocco's priorities included in its 2020 rural development strategy is to improve the life conditions of the rural population by facilitating access to basic infrastructures and social services. This policy includes bridging the gap in terms of accessibility between well-served and less served provinces.

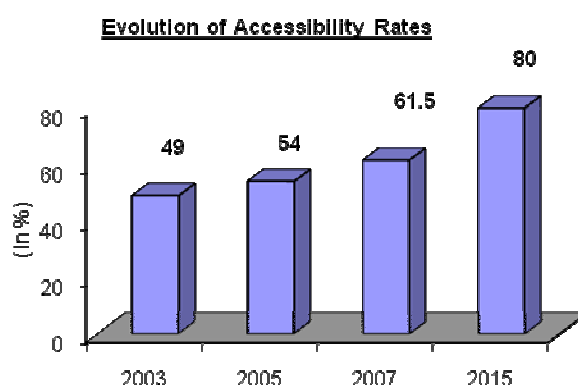
In this framework, public authorities are committed to the implementation of rural development programmes, as well as the required means for increasing the implementation pace of basic equipment in order to implement the proximity-based policies meeting the urgent needs of the citizens.

Developing rural areas is a must for national development to which all the components of society are called to subscribe strongly, either to achieve a balanced national planning, reinforce a socio-economic environment for the population through the promotion of employment and the reduction of poverty, or conserving the country's national resources.

Up to 1994, the rhythm of building rural roads was established at barely 300 km per annum representing annual investments below DH 200 million. The most important part of the resources of the road sector was directed towards national and regional roads.

In order to speed up this rhythm, the Ministry of Equipment and Transport launched in 1995 the first national programme of rural roads (PNRR1) aimed at opening up rural areas. This programme was meant to build about 11,236 km of routes, including asphalted 5,149 km and enhancing 6,087 km of gravelled roads. Priorities were established on criteria that included the economic efficiency of roads, the accessibility degree of the zones served by roads, the importance of the role of providing administrative and social centres with roads, and the agricultural potential of the most important zone connected to the road. In 2005, the completion year of PNRR1, 54% of the rural population was connected to passable roads.

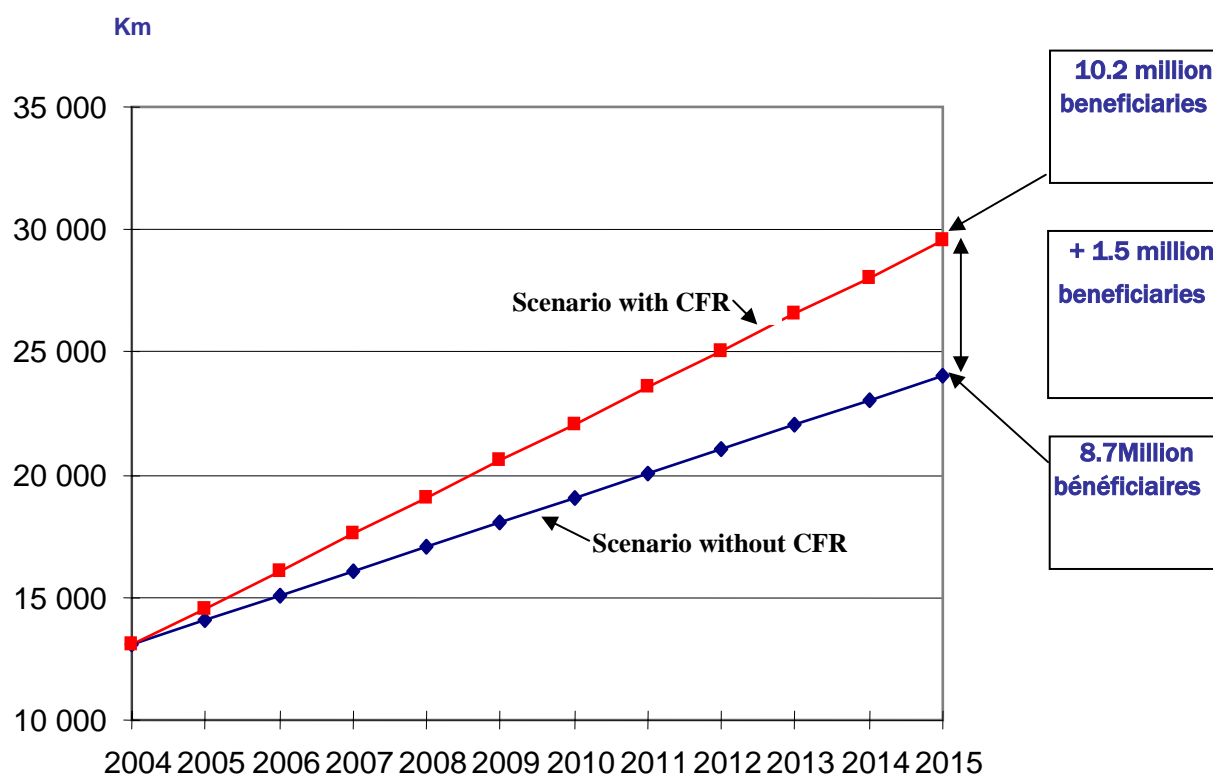
Regarding the large needs relating to the opening up that are more strongly felt in several provinces of the country, the public authorities have decided to pursue the efforts of opening up rural areas through the launch of a second national programme of rural roads (PNRR-2) in 2005. The goal of this programme was to hoist the accessibility rate of the rural populations to the road network from 54% in 2005 to 80% in 2015.



Source: Department of Equipment

This second programme was distinguished from the first one by adopting a participatory approach in which local authorities (regions, provinces and communes) are strongly involved in the selection of the priority projects and in their funding. It is also marked by the implementation of an exhaustive monitoring and evaluation system of the programme allowing for assessing, in real time, the impact in terms of accessibility and goal achievement.

Speeding up the Rhythm of Building Rural Roads through the CFR



In order to step up the rhythm of construction of the rural roads and make up for the deficit in road infrastructures documented in several regions, a Fund for Financing Road Building (CFR) was created by virtue of the 2004 Finance Bill. The complementary financial resources earmarked through this fund would allow for achieving 15,560 km of rural roads as part of the PNRR2 between 2005 and 2015 with a rhythm of 1,500 km/year.

Speeding up the construction of rural roads will allow for freeing a further 1.5 million people from isolation, i.e. 300,000 a year.

3.2 Assessment of the Gender Impact of the Public Expenditure Allocated to Rural Roads

The public expenditures earmarked for opening up the rural world have had several positive impacts on the communities¹¹. Studies carried out up to now to assess the socio-economic impacts of rural roads have allowed for underlining the important role of roads on

¹¹ Study of the impact of the rural roads carried out by the World Bank in 1996, study of the socio-economic impacts of rural roads carried out by the MET in 2002.

the well-being of the rural population. These impacts can be perceived through the rates of schooling, the number of medical visits in health-care centres, as well as other quality indicators.

3.2.1 Economic Impacts

The road-building projects have transformed the agricultural economy of the served zones. Before, farmers faced great difficulties to access markets; a task that was difficult and costly. With the construction of roads, the transport costs have significantly dropped and the roads have become passable all year long, which allowed for improving the outlying markets. Transporting perishable products poses no problems, farmers turn towards market and fruit gardening with a higher market value.

This change was made possible through providing new agricultural equipment and materials (irrigation pumps, tractors...) and through introducing enhanced seeds, fertilizers... The turning of agricultural practices towards producing strong added-value products has encouraged farmers to develop sheep and cattle farming. These new developments have therefore brought about several changes regarding the creation of non-agricultural jobs and the emergence of new agricultural cooperatives.

3.2.2 Social Impacts

Visit rates among the rural population, of all sexes and ages, to health centres have increased automatically with the improvement of rural roads. This improvement has encouraged a larger number of health professionals to work in these zones after they become more accessible. The improvement of roads has facilitated the supply of care thus allowing for a better service quality. The efforts of the public authorities in reinforcing the care provision in isolated regions have played a similarly important role.

Likewise, rural households of the zones served by rural roads have changed their eating habits. *Douars* are now supplied with important food products such as fish, fruits and vegetables... The supply of such highly nutritive but perishable foodstuffs was made possible thanks to the improvement of roads.

From another point of view, the rate of primary schooling has sharply increased. And there are numerous factors that explain the close link between roads and schooling. First, the improvement of the roads has encouraged the arrival of qualified teachers to the distant schools, facilitated accessibility to transport, and consequently the teachers' absenteeism, as well as truancy, has significantly dropped. Improvements were also noticed in providing teaching materials, maintaining installations and their daily running.

3.2.3 Impact on Rural Women and Girls

The existence of a covered road presents several advantages that more apparent through the improvement of the life standard of these populations and especially the women due to the significant decrease of domestic chores mainly the collection of cooking and firewood through the availability of butane for affordable prices, as well as the improvement of the indicators.

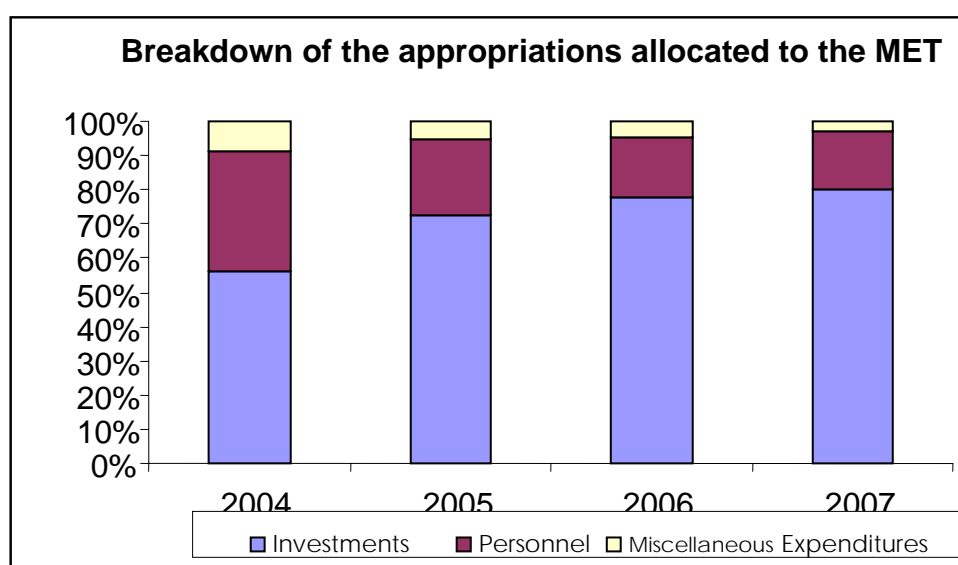
In general, the speeding up of the rural roads construction rhythm has had positive impacts on the life condition of rural women and little girls, especially as regards health, schooling, jobs and social relations.

- *A better access to health care centres:* the rate of women benefiting pre-natal care in rural areas has jumped to 48% in 2004, up from 27.7% in 1994, and the number of deliveries in a supervised environment has doubled to stand at 36% in 2004¹².
- *More free time:* before the improvement of roads, women used to spend hours, on a daily basis, seeking firewood, water... The construction of rural roads has made the price of butane more affordable, and its introduction has reduced, or yet put an end to the wood-related chores. This has allowed for having more free time to devote to other productive tasks;
- *New employment possibilities:* rural roads have stimulated the creation of agricultural cooperatives that opened across the rural world after asphaltting roads. Municipal programmes incited women to work in these cooperatives, which contributed to raising their incomes;
- *Significant improvement of the primary schooling rate of girls:* this rate has appreciably increased to reach 88.7% in 2006-2007, against 35.6% in 1994-1995¹³. This increase is also ascribed to the construction of new schools and canteens thanks to the building of rural roads;
- *Improvement of social relations:* the development of rural transport services has enabled women to go more frequently to souks (traditional markets) and *moussems* (traditional festivals), to visit more frequently their relatives living in the neighbouring city or village, which has had a positive impact on the psychology of rural women.

3.3 Gender Analysis of the Budget of the Ministry of Equipment and Transport

The analysis of the progress of budget appropriations allocated to the Ministry of Equipment and Transport shows an appreciation during the previous years. This proves the interest that the public authorities attach to the issue of transport infrastructure, which was erected as one of the priorities of the country with a view to making up for the deficit, favour growth, attract investments and support the economic opening of Morocco.

These appropriations are joined by the resources earmarked to the Special Road Fund and the Maritime Domain Delimitation Fund, and which stand respectively at about DH 2 billion and DH 18.5 million. The breakdown of this budget reveals that the expenditures allocated to investment absorb around 70% of the global budget.



¹² Survey on the population and the family health 2004-2005, Health Ministry.

¹³ Department of National Education

In parallel to the budget line devoted for the department, the public companies operating in the field (ONDA, ONCF, ADM, RAM...) significantly contribute to financing the transport infrastructure notably through internal financing and State-guaranteed loans. The action planned in this field aim at the preservation and maintenance of the existing assets, the improvement of the road safety and traffic, the extension and modernization of the road, motorway, port and airport networks, in addition to the pursuit of the efforts meant to open up the rural world through the implementation of the national programme for the construction of paved and unpaved roads (RNRR).

3.4 Gender Mainstreaming in the MET's Goal Indicators

The Ministry of Equipment and Transport has engaged, like the other departments, in a new result-oriented budget reform, the desired goal being to rationalize its expenditures following an effectiveness and efficiency logic within a framework marked by the debasement of the public resources. In this regard, this department has elaborated a set of goal indicators through which it assesses its performance and evaluates the achievement of the aimed goals.

However, it should be noted that the indicators elaborated by the department do not include the gender dimension that allows for assessing the efforts made in terms of the promotion of gender equality in the budget programming process. The missions of this department, which are directed rather towards making up for the deficits in terms of infrastructure and collective transportation, would be more efficient by taking account of the differentiated needs of men and women. The extent of this deficit and of its consequences on development are as worrying in the rural world as in cities.

Speaking of the gender issue in terms of disparities, it is clear that the role of women in rural areas is more important with regard to the transport-related chores. The lack of time and equipment for women entails negative effects on their economic production. Furthermore, there are considerable fallouts of their efforts on health. There exists also a less obvious cost linked to the lack of autonomy for women that are obliged to tremendous time without having access to household Alternative Transportation (AT).

The integration of gender in goal indicators of the Ministry of Equipment and Transport is, therefore, important at the social level as it allows for the better targeting of projects and programmes. To this end, it seems important to link the indicator of the rate of serving the rural populations to the gender indicators of the socio-economic impact such as the schooling rate (girls, boys), maternal and infant mortality, the number of income-generating activities created by women and the number of jobs created by each sex...

This is achieved through a systematic inclusion of the gender assessment of the effects of the different rural road projects. In addition, the offhand assessment of these projects constitutes a fundamental step in the identification of the needs expressed by rural women and men. This assessment allows for establishing all performance indicators that facilitate the follow-up and the achievement of the objectives set beforehand.

4. Department of Housing

The right to housing is essential since it is linked to meeting the basic needs of the populations. In order to face the worsening of the phenomenon of the proliferation of unhealthy housing in our country, the Royal Directives have positioned housing as one of the

four priorities of the country in order to enable disadvantaged households to access a decent housing.

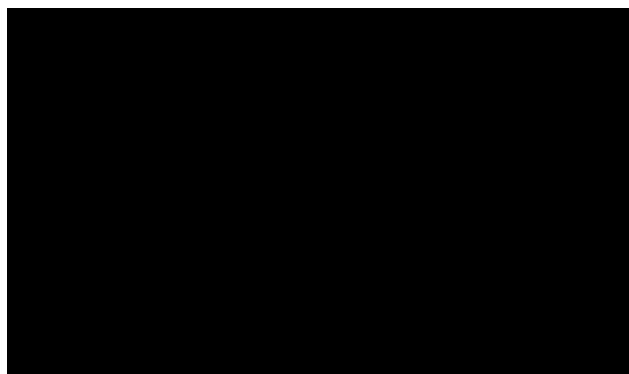
Unhealthy housing has differentiated impacts on the population according to gender. Women and girls undergo more the harmful consequences of the deterioration of the housing quality. Significant efforts have been made by the public authorities in this respect through speeding up the rhythm of construction of houses having a weak real property value, and setting up support mechanisms profiting low-income households that have been so far excluded from the offers.

4.1 Diagnosis of the Situation

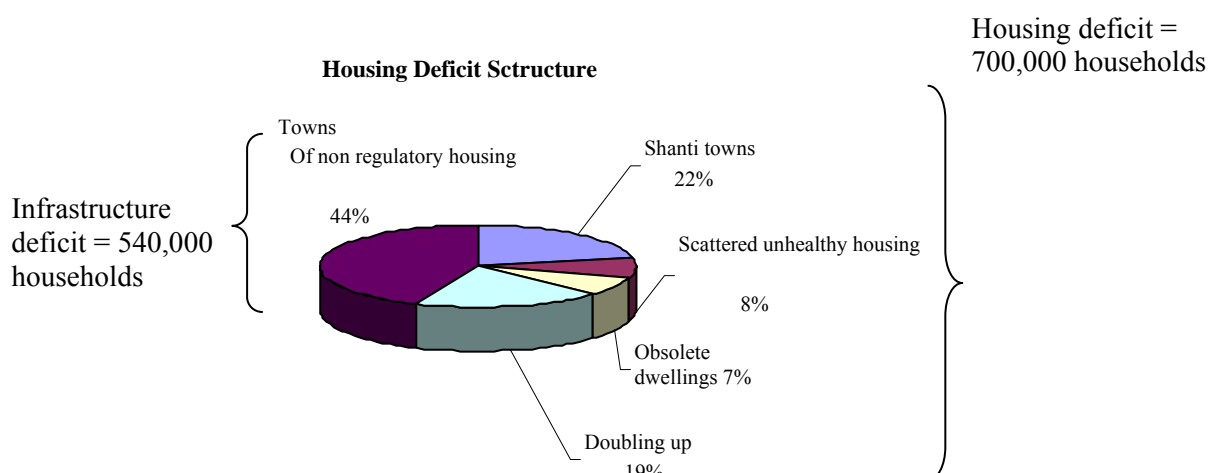
Unhealthy housing, one of the most manifest aspects of the social deficit and urban poverty, touches numerous households living in conditions that do not provide the minimum required for a decent life putting thus the public security and health at risk.

Being governed by the only supply and demand mechanisms, the national real estate market suffered a deficit for several years due to the production deficit. Excess of the unsatisfied demand by the regulatory production is generally channelled through the non-regulatory market, or within the framework of cohabitation.

Based on the figures of the General Census of the Population and Housing of (1982, 1994, 2004), the study of the housing stock – Housing Survey of 2000 – as well as the updating counting of slums and of non-regulatory housing neighbourhoods carried out by the concerned ministry, it appears that the housing deficit has taken an alarming upward course with the demand estimated at 125,000 units covering the only needs of the demographic growth.



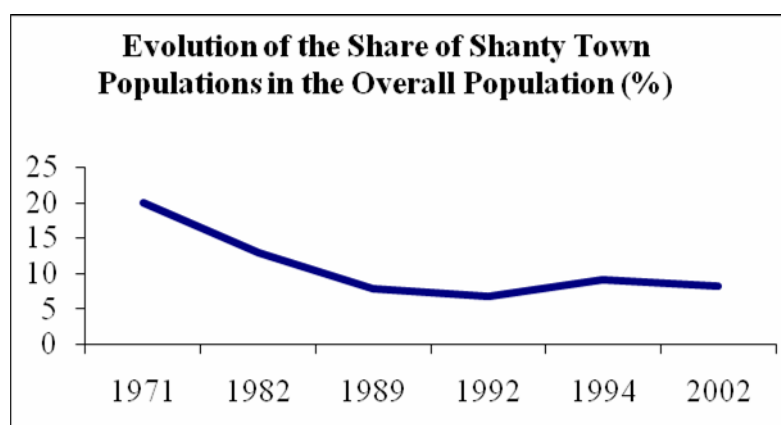
The deficit in housing units jumped from 930,000 in 1994 to 1.24 million by late 2002, including 56% to be constructed and 44% of basic infrastructure (drinking water, sanitation, roads...)



Slums

Thanks to the efforts made by the public authorities in reducing this type of unhealthy housing, the share of the population of this type of housing in the overall population has significantly decreased. It has jumped from 20% in the early 70s to about 8.2% today. The number of households living today in slums is estimated at about 277,000, more than half of which living in the Kénitra-Safi centre.

Actually, the rise of the number of shanty town households reflects the opposite consequences of the two actions: on the one hand, the efforts of the State aiming to eradicate all slums and the continuous increase of shanty town households with an annual creation pace of 15,000 slums.

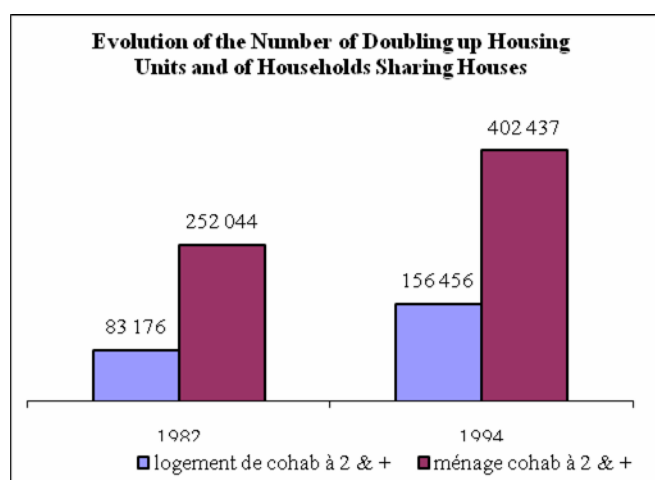


Non-regulatory Housing

This type of housing, which, though constructed but does not respecting the (land, urbanistic, architectural...) legislation, has appreciably regressed, especially during the period 1976-1982 with a average annual growth rate of 10%. In 1994, the number of households living in non-regulatory housing units stood at 350,000 against 540,000 in 2002 with a creation rhythm of about 25,000 units per annum. The first four regions of Rabat-Salé-Zemmour-Zaer, Sous-Massa-Draa, the East and Tangier-Tetouan group two thirds of the households living in non-regulatory housing.

Cohabitation

The average number of households sharing houses decreased from 3.03 in 1982 to 2.57 in 1994. 70.8% of these households share the Moroccan-house type of dwellings. Thus the doubling up rate changed from 1.12 in 1982 to 1.11 in 1994 giving way to undoubling needs estimated at 245,000 households. In 2002, these needs have almost stagnated to stand at about 240,000 households.



Source: Ministry of Housing and Urbanism

Gender Analysis of Target Populations

In the Moroccan society, women and men share out role according to their sexes. Men are expected to play the role of authority, the financial sources, the decision makers. On the other hand, the role of women is centred on non-productive work (domestic and care). Based on the different roles and responsibilities of women and men, unhealthiness is thus experienced in a differentiated way by men, women, girls and boys.

Not being part of the zones planned for development by the authorities, slums are not supplied with the basic infrastructure (roads, sewage system...), and have only a very limited access to the primary services such as waterworks, sanitary facilities, rubbish collection, public transportation, schools, health centres or mosques.

In this environment, women and girls undergo more inconveniences linked to housing. According the Time Budget survey, women and girls spend most of their time (an average of 6 hours a day) in non-visible activities such as the water chore, household tasks, caring, water evacuation due to the absence of a sanitation system... The characteristics of this unhealthy housing space, namely the remoteness of schools, the absence of public transportation, the absence of public lighting, and difficult access during rains... further worsen this situation by depriving girls from schooling and women from income-generating activities.

Similarly, the deteriorated hygiene conditions are reflected on the health of new-borns, children and the elderly favour the propagation of epidemics. Constraints linked to access in slums make the emergency evacuation difficult (case of fires or divers catastrophe) in general. Persons with disabilities suffer further, as in the case of pregnant women in need of urgent evacuation to the hospital.

Unhealthy housing is also a milieu where unemployment is sharper, combined to other social plights, especially delinquency which brings about insecurity and violence against

women and girls. In fact, housing is an indicator having a close relation with economic and social aspects which reflects the life conditions of women, victim of violence. 40% of physical and sexual violence-bearing women are living in a disadvantaged environment.

4.2 Public Priorities, Policies and Targets

Morocco has adopted a new housing strategy. This strategy aims at promoting social housing and reducing unhealthy housing especially through bridging the gap between supply and demand while inciting a further involvement of the private sector in the construction of social housing. The strategy is aimed at:

- Doubling the rhythm of the production of social housing to reach 100,000 units. Actually, this objective was exceeded in 2005 and 2006. With a view to meeting the needs of the disadvantaged households, it is planned to speed up this production pace to reach 120,000 units in 2006 and 140,000 in 2007;
- Improving access to housing for all social classes, and especially those with a modest income, through providing an abundant, diversified, and low-cost offer. A new approach was adopted that consists in marketing new housing units with a low real property value that does not exceed DH 120,000 thus satisfying the needs of the most disadvantaged and competing with illegal housing;
- Reducing progressively the accumulated housing deficit through offering an adapted housing product and specific reduction programmes, in addition to the implementation of a proximity-based policy in order to fight marginalization and prevent the proliferation of unhealthy housing.

In order to materialize these approaches, public authorities have opted for mobilizing public real estate and making land plots available for the Public Operators in Housing in order to supply them with the main services and therefore selling them to private promoters, with advantageous conditions as part of the public-private partnership.

Likewise, and as a substitution of the indirect public assistance to the housing sector, a guarantee system of bank loans, for the acquisition or the construction of social housing, was established. Two guarantee funds have thus been created, namely *FOGARIM*, intended for persons with modest or irregular income, and the *FOGALOGUE-PUBLIC* aimed at covering the bank loans granted to civil servants.

Furthermore, Morocco engaged in implementing MDG 7 which aims at ensuring environment sustainability through four targets that are: target 21 relating to the preservation of biodiversity, target 22 linked to limiting the emission of gases that harm health and the environment, target 23 on supplying healthy drinking water and better sanitation system, and target 24 touching on the elimination of all forms of housing not meeting the security criteria by the year 2020.

4.3 Implemented Public Programmes

With a view to checking the proliferation of unhealthy housing, a new approach to counter this plight has been adopted. The fundamental principles of this new approach revolve around integrating localized operations inside cities, committing the public and private operators, by means of contracts, in the efforts aiming at eradicating slums, accelerating the production rhythm of social housing by private promoters and involving slum populations through the process of social and participation support.

In order to achieve these objectives, public authorities have mobilized the Housing Solidarity Fund, moneyed by a tax on cement sales intended for social housing programmes. They have also mobilized the reserves of public lands for the slum clearance and the growing construction of social housing, and a number of financial incentives have been granted to allow households with a low and/or irregular income to access the advantages of the slum clearance and the social housing programmes.

Programme of Towns Without Slums (VSB)

This programme touches 83 cities and 277,000 households living in about 1,000 slums. It is expected to require an investment of about DH 20.4 billion, including a subsidy from the Housing Solidarity Fund estimated at about DH 7.4 billion. At present, this programme has resulted in the contractualization of 236,000 households on a total of 277,000 (i.e. 85.35%), that is:

- 62 city contracts concerning 161,000 households;
- partial contractualization for Casablanca and Skhirate-Temara concerning 55,000 households;
- South Provinces: 20,000 households;

Today, the number of demolished or restructured slums has reached 68,000 (54,000 destroyed and 14,000 restructured). The number of cities that have been declared (towns without slums) is seven. Another 24 cities are due to be declared as such by end 2007.

Programme of Treatment of the Houses due for Demolition

Damaged houses that are due for demolition touch about 90,000 households. These constructions are situated inside the traditional *medinas*, non-regulatory housing neighbourhoods, and the stock of old houses. The actions undertaken include, on the one hand, the re-housing of the families living in dwellings due for demolition, and on the other hand, the implementation of actions aimed at buttressing and consolidating the structures of reusable buildings.

The actions undertaken concern 75,387 households, and have benefited from a subsidy of DH 587.31 million. In order to pursue the achievement of these operations and promote action in this field, the Housing Department has made available, as part of the HSF, support loans to local authorities that initiate operations in this field. The budget earmarked for the Ministry of Housing and Urbanism to this end in 2006-2007 stands at DH 700 million.

Programmes of Restructuring Unhealthy Housing

These programmes benefit 540,000 households. The approved programmes include 139 neighbourhoods housing 304,184 for a cost of DH 2.947 billion, including a State subsidy of 1.535 billion. The programme achieved at the end of 2006 includes 27 neighbourhoods housing 145,000 families for a cost of DH 464.74 million and a subsidy of 159.60 million.

Social Contracting Owner

Following the assessment of strategies aimed at fighting unhealthy housing in Morocco, public authorities have started exploiting new approaches through drawing lessons from past achievements. It is clear that the new strategy will yield durable positive results only with the effective participation of all the sectors, namely the public authorities, the administrative partners, the civil society and the concerned population.

A participatory approach, dubbed “Social Support to Projects–ASP”, is included in the VSB programme which identified the local authorities and the regional directorates of the Ministry of Housing and Urbanism as entities taking charge of ASP. The measures planned to enable these entities to guarantee the social control of the VSB operations include mainly the training of the concerned (central and regional) executives of the housing ministry and the staff of local authorities.

These trainings are meant to provide the concerned agents with the necessary information in terms of ASP in order to effectively take account of the social aspect in the projects aimed at reducing unhealthy housing; train them on the integration of ASP in the preparation and implementation of projects and initiate them into information and communication techniques with the beneficiary populations and their representatives.

Integrating the Gender Approach in Urban Development

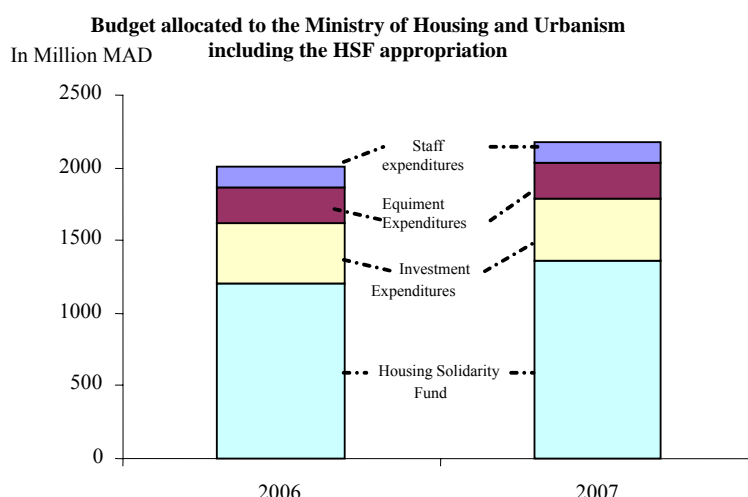
Beyond integrating the social dimension, a more pointed analysis on the concerned populations deserves to be introduced in the urban development by mainstreaming gender that is capable of succeeding a new approach of countering unhealthy housing in our country.

In order to avoid the past pitfalls especially the reluctance of the targeted populations to adhere to the State’s resettlement or re-housing programmes, any strategy in the field of countering unhealthy housing should not be based on a participatory approach only, but also take into account the differentiated needs of men, women, girls and boys. In this respect, and in order to take up the challenge of combating unhealthy housing, it would be desirable to:

- Provide support to the preliminary studies of the slum clearance programmes through the study of the residential strategies and the cultural and socioeconomic housing (domestic animal breeding, cart tidying...);
- Study the target population according to gender: women, widows, divorced, disabled, elderly...;
- Encourage women to represent their neighbourhoods and take part in meetings with the monitoring committees in charge of the re-housing or resettlement projects and therefore helps them express their concerns.

4.4 Gender Analysis of the Budget Allocated to the Department of Housing

Since the year 2000, the housing sector has benefited from a special attention from the public authorities which was proved mainly through budgetary allocations granted to the sector. Therefore, the capital budget earmarked to the department in charge within the 2000-2004 Plan has tripled compared to the previous five-year programme. This tendency was maintained even after the 2000-2004 PDES, and was further consolidated through seeking other funding resources, especially those relating to the increase of the cement tax, which helped inject over one billion Dirhams a year in the Housing Solidarity Fund.



Source: Budget Administration, MFP

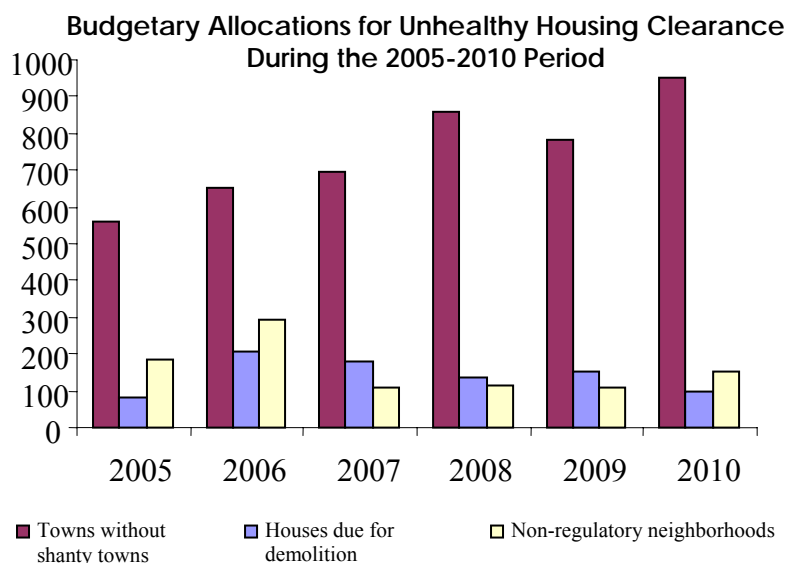
The global amount of the budgets programmed in 2007 for the Delegate Ministry in Charge of this field are estimated at DH 2.174 million, that is an 8% increase compared to 2006 thanks to an increase of 13.7% of the HSF.

As to the Housing Department, the budget earmarked for the year 2007 stands at DH 1.791 billion, which represents 82% of the general budget of the Ministry of Housing and Urbanism. The HSF appropriation accounts for 76% to the department's budget.

It should be noted that the budget of the Housing and Urbanism Ministry has witnessed, during the past years, several modifications, following the reforms introduced by the government in terms of improving the management of the State's financial resources in order to boost investments and activate development. The Ministry has committed, in this framework and in concert with the Ministry of Finance and Privatization, to a set of budget reform projects namely the securitization, regionalization and multiannual programming of expenditures (CDMT).

Indeed, and awaiting its integration by urban agencies, the Directorate of real estate promotion of the Ministry of Housing and Urbanism has elaborated a CDMT that includes three fields, namely General Management, Social Housing and Urbanism.

The analysis of data relating to the expenditures programmed for the 2005-2010 period as part of this multiannual programming of expenditures has shown the importance of budgetary allocations earmarked for the clearance programme of unhealthy housing, especially of slums. Indeed, the "Towns Without Slums" programme absorbs an average of 70% of resources allocated for clearing unhealthy housing with an annual budgetary allocations of DH 750 million spread on the 2005-2010 period.



Source: Ministry of Housing and Urbanism

4.5 Gender Analysis of Goal Indicators

The Housing Department had adopted the budgetary tool concerning the securitization of credits in 2005 followed by the Department of Urbanism in 2006. This tool will mainly allow for providing a measurement tool, namely performance indicators, which make it possible to have a rational vision on the consumption process of credits and the expected results.

Therefore, the Ministry of Housing and Urbanism has proceeded to the definition of all goal indicators providing figures that allow for establishing a link between the allocated credits to an action or a programme and the expected results. In this framework, the directorates of the Ministry of Housing and Urbanism had defined a number of goal indicators peculiar to their structures. However, the Directorate of Social Housing and Real Estate Affairs has defined the larger number of indicators and that are linked to the different programmes the directorate is steering, especially the VSB programme which is alone the subject of six goal indicators. The analysis of these various goal indicators for the capital budget shows that all these indicators are not gender sensitive.

The genderization of certain indicators, especially those linked to carrying out studies related to social housing is due to contribute significantly to the design and achievement of appropriate social housing programmes, particularly those intended for clearing unhealthy housing. Building on past experiences, the success of these unhealthy housing clearance programmes hinge upon the consideration of the needs of the different individuals of the benefiting population, hence the need mainstream gender in all housing programmes, especially at the initial stages, that is during preliminary studies.

4.6 Gender Impact of Public Expenditures in Housing

Owning a decent house that is endowed with sufficient and healthy space and sheltered against bad weather with an easy access and a location that is close to public services would undoubtedly have positive effects on all family members, especially women and girls.

Women and girls can thus be freed especially from the chores related to water and cleaning caused by the unavailability of sanitation which would enable them to practice income-generating activities. In addition, several constraints would be overcome (water chore, remoteness of schools, inaccessibility to public transport, lack of lighting...) thus allowing for the schooling of little girls.

The improvement of housing conditions and the quality of life reflects on the well-being of households through the improvement of the general health and hygiene conditions which help decrease health-related spending, improve the productivity of the people, and reduce the time devoted for care...

Life in a decent quality of life also has positive effects on the psychological health of individuals who perceive more dignity, which in turn makes them well-adjusted and less aggressive. This reduces appreciably the harmful effects of the sentiment of exclusion among the marginalized populations, and stamps down violence and delinquency undergone mainly by women and girls.

Unhealthy housing neighbourhoods suffer from diverse plights such as poverty, delinquency, unemployment, social fracture... which reflects on the whole city. Fighting this phenomenon should be undertaken at the source by implementing a number of preventive measures against the proliferation of this plight. The approval of the act 04-04, as a pre-requisite for sketching the urbanism code, offers an opportunity to be taken advantage of as an emergency measure for the organization of the housing and urbanism sector, and with a view to reducing the proliferation of illegal buildings.

Furthermore, resolving the unhealthy housing problem should be handled in a global approach part of the integrated and inter-sector city policy. It does not suffice to turn the city into a dormitory, where people move from their work to their houses, but there should be created spaces for entertainment, work and activities. Consequently, this requires the promotion of partnership actions with the other departments, local authorities, the private sector and the civil society.

Integration the gender approach since the elaboration of policies and programmes will allow for targeting the efforts more effectively and obtaining more concrete results. This approach requires the refinement of knowledge of the socioeconomic and cultural characteristics of the target communities.

IV. Empowerment and Capacity Building Pole

Boosting the participation of women in development is not only an issue of justice and human rights, it is also and most importantly a question of promoting and involving women in the productive process of the national economy. In order to reinforce this participation in development projects, it is necessary to overcome the difficulties that hinder the building women's capacities and promoting equity and equality.

In this respects, this section will deal mainly with health, education and literacy, vocational training and the participation of youths.

1. Ministry of Health

The quality and quantity enhancement of health cares, especially for disadvantaged communities and access to health for citizens stand as a priority of the public authorities. A special interest is attached to women's health, who, due to their reproductive role, are exposed to several health risks. Specific programme intended for women's and child health have been launched amid a context marked by high maternal and infant mortality rates. This has allowed for improving the indicators of maternal and infant health, and more generally indicators relating to reproductive health.

Nevertheless, and despite the efforts deployed, the obtained results remain below expectations even if an interesting progress has been achieved as to the family planning programme. A number of constraints with a multi-dimensional and complex nature still persists and keep the maternal and infant mortality rate high. Poor resources of households, remoteness from health centres and the weight of traditions limit access to health care, especially for women. This is combined with the inefficient expenditures allocated by the State to the different maternal and infant health programmes.

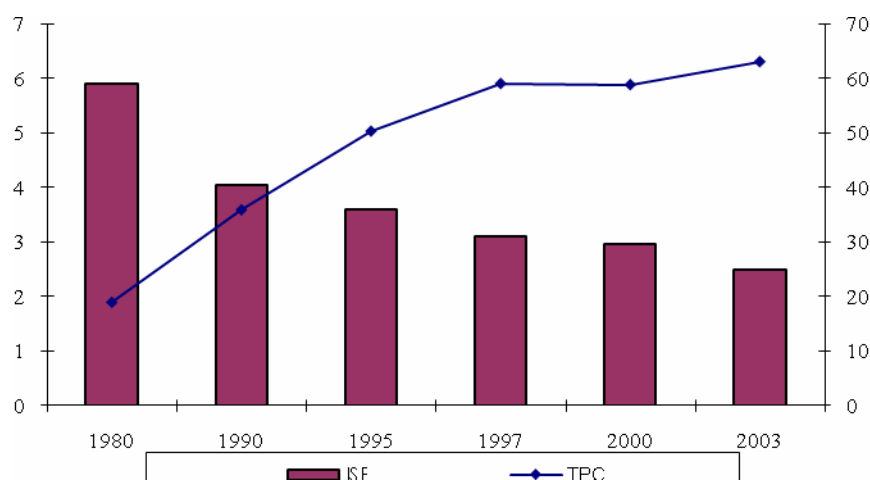
1.1 Analysis of the Situation of Maternal and Infant Health

Encouraging results have been obtained in terms of family planning with a significant drop in the Total Fertility Rate and an appreciable increase in the contraception prevalence rate. These changes are due to attenuate the risks linked to pregnancy and thus have positive consequences on the rate of infant mortality. However, despite progress, rates of maternal and infant mortality remain relatively high.

1.1.1 Success of the Family Planning Programme

The success of the family planning programme was perceived through the evolution of the Total Fertility Rate (TFR) and of the contraception prevalence rate. The TFR (average number of children by a woman) has appreciably regressed dropping from 5.9 children by women in the early 80s to 2.5 in 2003-2004 according to the Survey on Population and Family Health carried out in 2003-2004 by the Ministry of Health, (2.4 according to the General Census of the Population and Housing). Raising the legal age for marriage, and the growing use of contraception means are two major factors behind fertility recession among Moroccan women.

Graph 1: Progress of the Total Fertility Rate and the Contraception Prevalence Rate



Source: Ministry of Health

The contraception prevalence rate has also registered a significant increase thus going from 19% in 1980 up to 63% in 2003-2004. The use of the modern contraception means predominates with 55% compared to 8% for traditional contraception means. Analysis of the living environment shows a higher use in cities (65.5%) than in the countryside (59.7%) in 2003-2004. The contraception prevalence rate varies according to the level of education: 68.8% among women having reached high school, and 61.2% among those with no education.

1.1.2 Maternal Health: a Worrying Mortality Rate

Pre-natal care and assistance at delivery: In 2003-2004, for 67.8% of births, women have consulted a health professional at least once (85% in urban areas and 48% in rural areas). Resorting to pre-natal care is increasingly frequent in parallel with the level of education of women: 93% among mothers with high school education or more, 79% among those with a preliminary education level, and 56% among those with no education.

As to post natal care, 65% of women have recourse to post natal consultation (87% in cities and 42% in rural areas). As to assistance at delivery, 63% of women have benefited from the assistance of a health professional in 2003-2004, that is an 18% increase compared to 1997. This rate stands at 85% in urban areas and only 40% in rural areas.

Maternal Mortality: Maternal and prenatal mortality have regressed in the past years in Morocco. However, the rate remains high compared to other countries having a similar development level. This rate is even higher in rural areas. In 2003/2004, the maternal mortality rate stood at 227 in 100,000 births. This rate did not change compared to 1997 where it was estimated at 228 in 100,000 births. In cities, the rate of maternal mortality has reached 187 in 100,000 births against 267 in the country.

1.1.3 Child Health

The vaccination of children: The immunization coverage of children has strongly improved. About 9 in ten infants aged 12 to 23 months have been completely vaccinated and only 1.4% of these children were not. This rate grew by 2 points compared to 1997 (87.1%)

and 13 points compared to 1992 (75.5). The immunization coverage varies according to the place of residence: 94% in urban areas and 84% in rural areas.

An analysis of the vaccination rate by sex revealed that the vaccination rate of baby girls against the six diseases¹⁴ is higher compared to that of baby boys (91.2% against 86.8%). It should be noted that the difference in terms of vaccination rates between girls and boys has jumped from 0.5% in 1992 to 4.4 in 2003-2004. This gap is particularly notable in terms of immunization against measles where the rate of vaccination of girls stands at 92.3% while that of boys is merely 88.2%, i.e. a gap of 4 percentage points¹⁵.

Nutritional status of children: boys are more exposed than girls to low birth weight and to the retarded growth with respective prevalence rates of 10.4% and 19.4% for boys compared to 10% and 17.1% for girls. On the other hand, the proportion of girls under 5 years having suffered from diarrhea is higher than that of boys: 12.6% against 11.4% in 2003-2004.

Infant and Child Mortality: In relation with the generalization of vaccination and the fight of malnutrition and diarrheal and respiratory diseases, the infant mortality has been halved in the period between 1980 and 2003, going down from 91 per a thousand live births in 1980 to 40 in 2003 (99 in a thousand live births to 46 in rural areas and 73 to 23.8 in cities). As to the risk of the combined infant and child mortality rate¹⁶, it stood at 47 in a thousand live births in 2003 compared to 138 in 1980. Neonatal mortality¹⁷ remains, however, higher with 27 in a thousand live births (33 in a thousand in rural areas and 24 in a thousand in urban areas), based on the mother's health state and the conditions in which the pregnancy and the delivery took place.

The analysis of this type of mortality reveals an excess of mortality among males during the neonatal period (33 per thousand among boys against 23 for girls), due to a higher respiratory distress syndrome which grows between birth and the fifth year. The percentage of children suffering from acute respiratory infections is 12.2% for boys and 11.1% for girls.

In addition, the excess of mortality among young girls between 1 and 5 years has registered (11 per thousand for girls against 8 per thousand for boys). According to the high commissioner for planning-HCP, this mortality excess has soared from 20% in 1982 to 37% between 1994 and 2003, and strikes mainly in rural areas. This phenomenon, at the opposite of the universal biological evidence, could be explained, besides the persistence of infectious and nutritional diseases, by certain socio-cultural factors that play in favour of boys (parents go more frequently to remote health centres when a young boy is ill than when it is a girl)¹⁸.

1.1.4 Youth Health

Part of its 2003-2005 five-year plan, the Ministry of Health carried out a national survey on the health of youth with the support of the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA), and the Pan-Arab Project for Family Health. The multiple-indicator national survey generally aims at determining the needs and the expectations of the Moroccan youth, assess the actions undertaken to achieve

¹⁴ Tuberculosis, poliomyelitis, tetanus, measles, diphtheria and the whooping cough.

¹⁵ «Comprehensive Study of Sex-Disintegrated Data », Directorate of Studies and Financial Forecasts, UNIFEM, 2006.

¹⁶ Risk of death before the age of 5 years.

¹⁷ Risk of death before the age of 1 month.

¹⁸ This phenomenon is observed in other regions of the world (see Amartya Sen, "Missing Women", 1990) which has demonstrated that the proportion of women in developing countries is less than what should be, had they received equal care and food to men.

the Millennium Development Goals and of the strategic plan for a “Morocco Fit for Children”. This study was conducted on 8,000 families in different regions of the Kingdom, including 5,207 youths aged 15 to 24, and 3,721 children under the age of 5 years.

This survey showed that at least 69% of Moroccan children undergo light corporal punishment (71% in rural areas against 64% in urban areas) while 24% are severely punished.

In terms of schooling, the survey shows that only 67.8% of children above 6 are schooled or have already been to school, that is 84% of children in schooling age are in the first primary year and 13% of youths between 15 and 24 years have never been to school. Significant illiteracy disparities are registered: 25% cannot read, with 45% in the countryside and 10% in cities and 58% among the poor compared to 4% among the rich. Gender disparities are also present since 29% of girls are illiterate compared to 21% for boys.

As to awareness about AIDS, the survey showed that 80% of the youths are aware of the existence of AIDS, and perceive the risks and the propagation media of this plight. However, a number of prejudices still prevail. Indeed, 24% of youths declared refusing to live with an AIDS-stricken family member, 42% among them refused to buy vegetables from an HIV positive. 26% of those polled don't accept that an HIV positive should pursue studies and 28% are against an HIV professor continuing to hold his/her position.

1.2 Constraints Hindering the Decrease in Maternal and Infant Mortality

There are a number of constraints, hindering the reduction of mortality, including the poor quality of emergency delivery care, the non-resort to prenatal consultations and to assisted delivery by a qualified personnel, the remoteness of health-related trainings, illiteracy, poverty as well as the weak involvement of NGOs and the private sector in offering maternal health-related services. This is combined with the scarceness of awareness-raising campaigns especially about the risks of maternal mortality. Furthermore, the persistence of cultural barriers is, to a large extent, behind the poor efficiency of maternal health programmes. A number of women cannot give birth in a supervised environment because of the refusal of their husbands.

According to the 2003-2004 Survey on the Population and the Family Health, the shortage in financial means remains a major obstacle preventing women from having access to care (74% of polled women) and is more weighty in rural areas (85% compared to 66% in urban areas), followed by the long distance to go in order to reach health-care centres (60%); the ignorance of the place of the health-care centres (52%), the reluctance to go alone (49%) and the fact of being obliged to ask for the permission to go get care (47%).

As to infant mortality, it is ascribed to several factors, namely perinatal causes (conditions of pregnancy and of delivery), which constitute 37% of the causes of child deaths, the poor socio-economic level of the population, the difficulty of access to health services, the lack of medical personnel and of budgetary allocations in certain regions, the low participation of the community and the persistence of certain illnesses (diarrhea, acute respiratory infections, meningitis).

It should be noted that the problems linked to maternal and infant mortality are also the outcome of the lack of coordination between sectors and of the inefficiency of the huge expenditures earmarked.

1.3 Public Policies, Priorities and Targets

Through its Declaration of November 21, 2002, the government has placed health among its priorities and considered it as an important axis of the proximity-based policy. The government's priorities also include guaranteeing health for all and equality and equity in access to healthcare through the implementation of basic medical coverage (AMO, RAMED).

In order to take into account Morocco's commitments for the implementation of the MDGs, the Ministry of Health has revised its strategic framework which now spreads until 2015, and this in light of the conclusions of the report entitled "50 Years of Human Development in Morocco", and taking account of the recommendations of the WHO calling on its member countries to opt for ten-year strategies. Such strategies help adopt a global approach integrating in its elaboration all the ministerial departments acting on health determinants (education, water, infrastructure, etc.).

The strategic choices of the Ministry of Health for the period between 2005 and 2007 revolve mainly around erecting regionalization as a basis for restructuring the health system; speeding up the implementation of the hospital reform; pursuing the development of the priority programmes and promoting maternal and infant health; reinforcing inter-sectoriality and partnership; setting up an efficient medicament policy and adopting health prevention as major pillars for the promotion of the citizen's health.

More precisely, in the field of maternal and child health, a National Action Plan to Reduce Maternal and Neonatal Mortality on the period 2005-2008 has been implemented, and is revolving around reinforcing human resources and optimizing their management, widening access to mother and child services, upgrading the technical support centres, boosting the organization of health centres, involving all the concerned stakeholders, repositioning the IEC strategy, involving health professionals of the private sector and promoting research operations.

As to the commitments of Morocco towards the achievement of the MDG, three of the eight goals touch on the health sector, namely goals 4, 5 and 6.

- MDG 4: Reducing by two thirds the mortality rate of children under 5 by the year 2015, which would bring the child mortality rate and that of children under 5 to 29.6 and 28 in a thousand live births, respectively;
- MDG 5: Reduce by three quarters the maternal mortality ratio m by 2015, which means reaching a maternal mortality rate of 83 in a thousand deliveries;
- MDG 6: Combating HIV/AIDS, malaria and other diseases, with the aim of halting the propagation of AIDS and eradicating the other diseases.

1.4 Implemented Programmes

In order to efficiently fight maternal and child mortality, a number of actions have been put in place as part of the reinforcement of the existing programmes. The improvement of access to care through the implementation of the basic medical coverage is expected to act positively on maternal and child health. A growing interest is attached to teenage health.

1.4.1 Risk-Free Maternity Programme

Works in the project named Maternity Home (Dar Al Umuma – DAO) were kicked off on April 2, 2004 in Ourika, in the province of El Haouz where a first DAO was inaugurated on January 9, 2006. These maternity homes provide care services during a week for women

before delivery with support to their families in their absence. In parallel, awareness-raising actions are conducted with the husband and the mother-in-law on the need for the women to have recourse to this type of structure.

Training actions are also provided for midwives and *kablat* (traditional midwives) in order to reinforce their capacity to detect the risks of delivery complications in due time. Furthermore, delivery kits were handed out to *kablat* in order to enable them better assist women during delivery.

On March 8, 2006, date of the International Women's Day, a mother healthy notebook has been launched. Distributed freely in health centres, this notebook, which is compulsory in public health structures, enables professionals to guarantee a better follow-up of the women's health state during pregnancy and delivery. An awareness-raising campaign is due to be launched so as the use of this notebook be spread to the private sector.

1.4.2 Enlarging the National Immunization Programme

The National Immunization Programme (NIP) is one of the most important programmes of the Health Ministry. It was put in place in 1987 to supersede the Enlarged Vaccination Programme with the aim of ensuring an 80% coverage for children under 1 year.

As an essential part of the programme, the national immunization days were launched in 1987 in order to reinforce the immunization coverage especially in rural areas. The actions provided for in the NIP aim at enlarging and reinforcing the programme through the introduction of new vaccines especially against *haemophilus*, the immunization of all the children under 15 against measles by the year 2007, and the elaboration of legal tools required for the perpetuation and the consolidation of the NIP achievements.

1.4.3 Generalization of Integrated Care for Children's Diseases

The Ministry of Health launched the integrated care programme of children's diseases (PCIME) in 1997 in concert with the WHO, UNIFEC, and the USAID. Two provinces were chosen at a first stage as pilot-sites. These are Agadir Ida Outanane and Meknes El Menzeh. This programme is meant to reduce the number of deaths among children under 5 against five most dangerous diseases: Acute respiratory infections, diarrhea, measles, malaria and malnutrition.

Morocco has embarked on the expansion phase as of 2001. 15 provinces were thus included up to 2005. In the framework of its 2005-2007 action plan, the Ministry of Health aspires to generalize this programme by providing it in other provinces and prefectures.

1.4.4 Expansion of the Health Coverage

Today, health coverage only benefits a tiny fringe of the Moroccan population, (17%). With a view to improving the participatory financing of the health system, the Act No. 65-00 on the basic health coverage was adopted in 2002. It aims at setting up a compulsory health coverage system and includes two constituents: a Compulsory Health Insurance (AMO) intended for solvent people (active people, those receiving a pension...) and the Medical Assistance Regime (RAMED) designed for disadvantaged people.

The AMO came into force on August 18, 2005, and it aims at a first stage to cover about eight million people, including the insured and their legal claimants, which would allow for hoisting the medical coverage rate of the population from 17% to 30%.

1.4.5 Teenage Health

A particular interest is given to the health of teenagers through the development of adapted programmes. It is in this framework that falls the programme dubbed “Youth for Youth” initiated in 2004 on the occasion of a framework agreement with the UNFPA and elaborated jointly with the ministries of health, national education and youth. This programme is also aimed towards getting the youth have more resort to the health system and towards raising awareness as to the problems that might affect their health through the creation of spaces for youth health where confidentiality and privacy are guaranteed.

1.5 Gender analysis of the allocated budget

1.5.1 Share of the Health Expenditures in the State Budget

The operating expenditures represent 82.2% of the Health Ministry budget in 2007, that is DH 6.1 billion (including over 77% on staff expenditures). As to the capital expenditures, they stand at DH 1.3 billion, thus representing 17.7% of the Ministry’s budget.

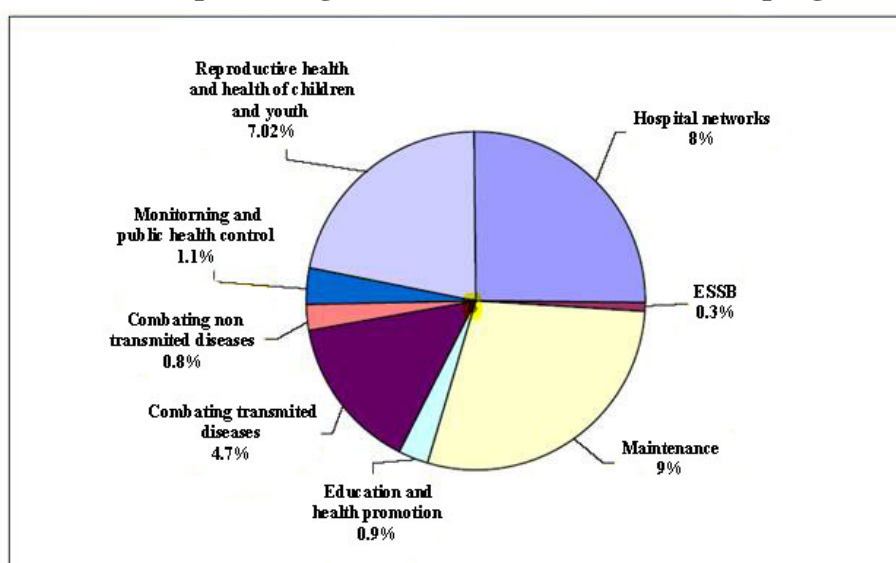
It should be noted that, compared to the previous year, the share of capital expenditures in the Health Ministry budget have dropped as it used to represent 19% in 2006. On the other hand, the operating expenditures increased 2.2% due mainly to the growth of the staff expenditures (about 77% of the operating expenditures in 2007 against 75% in 2006).

The appropriations allocated to the health department are intended essentially for reinforcing the hospital network and developing the health services, rehabilitating and expanding the network of health care facilities and developing the priority health programmes (fighting contagious and emerging diseases, maternal and child health...).

The breakdown of the Health Ministry capital budget on the programme allows for calculating the share dedicated for maternal and child health programmes.

The share of the capital budget devoted for reproductive health, the children’s and youth health programme and to rehabilitation stood at 7.02% in 2006, i.e. about DH 81.85 billion. This programme is a priority, and is one of the programmes that receive the highest budgetary appropriations of the Ministry of Health as shown in the following graph.

Share of the capital budget dedicated to the main health programmes



Source: Ministry of Finance and Privatisation

As to the health education and promotion programme, it has benefited from a budgetary appropriation of DH 10.32 million, which represents 0.88% of the capital budget of the Ministry of Health.

1.5.2 Gender Impact on the Health Public Expenses

In general terms, the public expenditures aimed at reducing the mortality and morbidity linked to the prevalence of certain diseases, the deterioration of the sanitary conditions and the difficulties of having recourse to health structures. However, the results obtained especially in terms of maternal and child health remain below the expectations despite the large funds allocated, which denotes a lack of efficiency in health-related public expenditures.

It should be also noted that the public expenditures on health do not benefit in a regular manner the entire population. In fact, according to a study on the identification of the recipients of the health public expenditures (World Bank, 2002), the poor and particularly women, benefit proportionally less than the rich from such public expenditures. The 20% of the poor benefit from 13% only of the total health expenditures against 25% for the 20% rich. In addition, urban inhabitants take more advantage of the public health programmes than the rurals: the average subsidy per capita for rural dwellers represent merely 65% of the amount allocated to the urban residents.

On the other hand, the generalization of the medical coverage would have a number of beneficial effects on the population and would especially allow for ensuring more equity in terms of the population access to health care, reinforcing the fight of certain diseases that are costly to treat, and developing hospital and medical infrastructure, including public and private ones, on a wider and more balanced regional dimension.

This expected improvement of the health state of the population and particularly that of women is reflected notably by the following quality-wise consequences:

- An increase of the per capita income thanks to the decrease of the expenditures linked to health and the improvement of productivity and of the work capacity;
- A better family balance. When the women falls ill, the balance of the household is interrupted. Children are the first to suffer from the absence of their mother who is in charge of taking care more that the husband;
- The liberation of time for women especially those taking charge of ill or old people. Indeed, the care economy is generally the responsibility of women. The deficiency in taking care of the elderly and the shortage in specialized centres for the disabled or for other disabling diseases and in end-of-life support centres for incurable diseases contribute to the perpetuation of the situation.

Despite its importance, the care economy provided by women is not taken into account in the National Accountability System, nor in the health public expenditures, thus bringing about an unbalanced situation where women suffer, which pushes them to sacrifice their careers and income.

An improvement and efficiency of the equity of health public expenditures with the integration of the gender dimension appears to be a requisite, and would have positive consequences on the economy and the well-being of the population.

2. National Education, Elimination of Illiteracy and Non-Formal Education

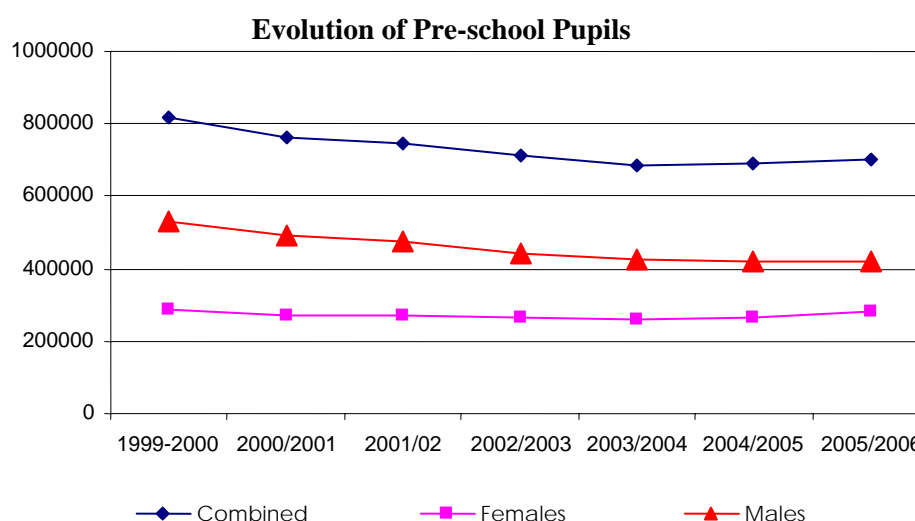
The educational and training system through human resources which it trains constitutes a key factor for development and growth. Since many years now, Morocco has introduced a reform of the educational system whose choices were set in 1999 in the National Charter for Education and Training (CNEF). The Charter insists on the elimination of gender disparities in the basic education, and on the need to make special efforts in order to encourage the schooling of rural girls through overcoming the difficulties that constitute a hindrance thereto.

2.1 Diagnosis of the Sector and Gender Analysis of the Situation

Since the implementation of the reform in 2000/2001, this latter was reflected into a significant improvement of the indicators of education and training. Great breakthroughs were thus registered in terms of access to basic education, as well as in other fields of renovation provided for by the reform.

2.1.1 Encouraging Results in Schooling

Pre-school education, open mainly for children aged 4 to 5, has registered a drop. The number of pupils registered in the institutions authorized and listed by the Department of National Education have dropped from 817,054 to 705,070 between 1999-2000 and 2005-2006. Thus we notice an average annual decrease of 2.5% at the national level: 8.7% in rural areas and 1.7% in cities. The schooling rates at pre-school level stood at 55.20% in 1999-2000 at the national level (67.5% in cities and 44.2% in the countryside), against 59.7% at the national level and 45.6% in rural areas in 2006-2007.

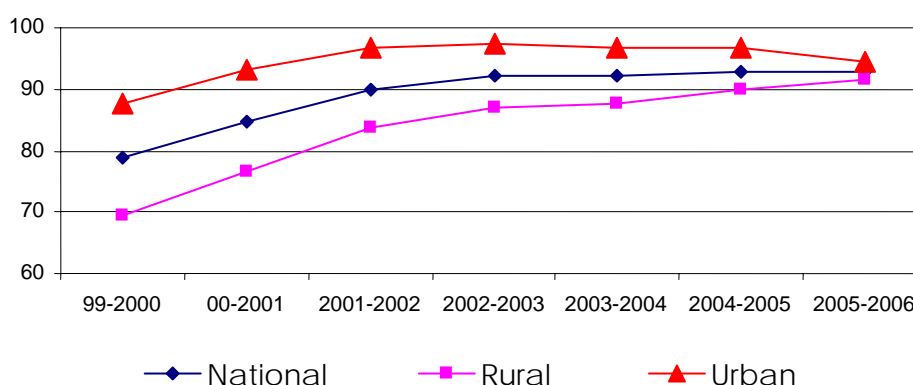


Source: Ministry of National Education

An analysis of the distribution of pre-school pupils by areas and by sex reveals deficits in the rural areas, mainly because of the non-schooling of girls. In fact, between 2000 and 2003, the average ratio of girls among pupils between the age of 4 and 5 registered in pre-schooling education nears 36.5% at the national level, 46% in urban areas against only 21.1% in rural areas.

On primary education: the net schooling ratio of children aged 6 to 11 jumped from 79% in 1999-2000 to 94% in 2006-2007.

Evolution of the Specific Rate of School - Primary School -

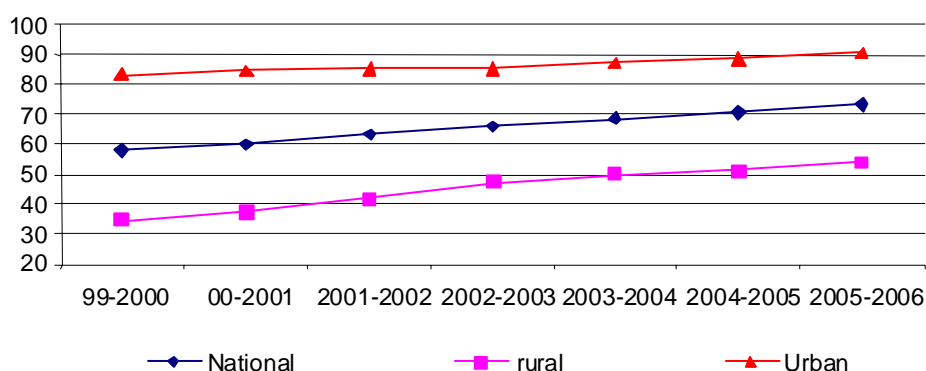


Source: Ministry of National Education

As to the schooling of girls aged 6 to 11, it stood in the period 2001 to 2006 at 47.5% nationwide (48.4% in urban areas and 46.7% in rural areas).

Concerning the middle school, the schooling rate of the children aged 12 to 14 has jumped from 58% in 1999-2000 to 74.5% in 2006-2007. The average ratio of girls in the global registered students stood in 2001-2004 at about 44% at the national level, 37.6% in rural areas and 47.15% in cities.

Evolution of Schooling Rates -Middle School -

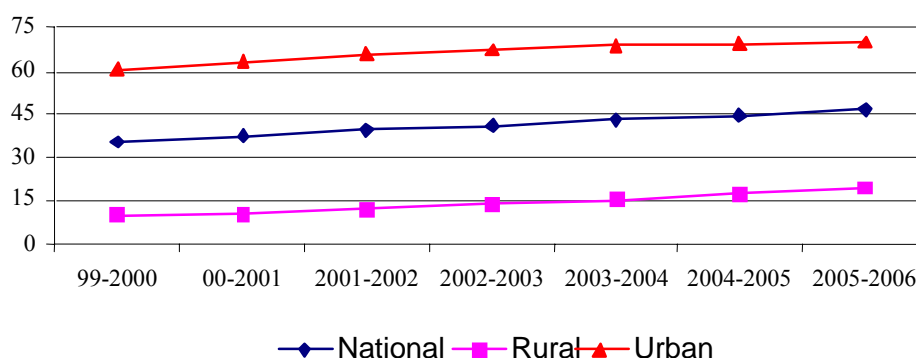


Source: Ministry of National Education

The rate of repeating the year and of dropout remains high. During the years 1999-2000 to 2001-2002, the average rate of repeating the year was estimated at 12.7% in the first year, 11.7% in the second year and 33% in the third; the rate of dropout stood at 11.7%, 10% and 20.7%, respectively.

For the qualifying secondary school education, the net schooling rate of youths aged 15 to 17 increased at the national level from 35.4% to 48.1% between 1999-2000 and 2006-2007.

Evolution of the Specific Rate of Schooling -Secondary Qualifying Cycle-



Source: Ministry of National Education

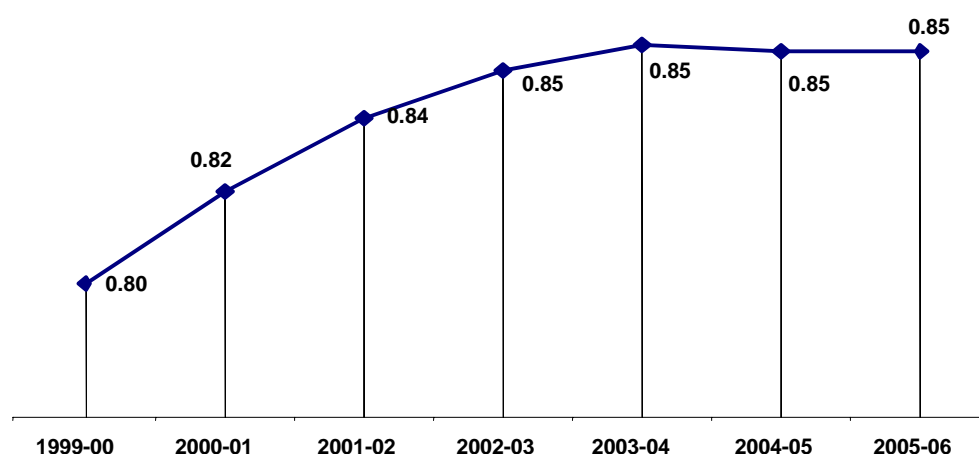
2.1.2 Eliminating Gender Disparities in Basic Education

In accordance with the fundamental principles of the CNEF, the educational system is called upon to endeavour for the achievement of the principle of equality between the citizens, the equality of the chances offered to them and of the right of all, girls and boys, to education, both in rural and urban areas as provided for in the Constitution of the Kingdom.

A gender-based analysis of the evolution of the children attending basic education schooling shows a simultaneous increase in the number of registered children from both sexes during the period from 2000 to 2006. This increase was more tangible in the beginning of the period in order to ensure a larger integration of the pupils of both sexes in the system.

Furthermore, an analysis of the index of parity between the two sexes shows that the share of unschooled girls, compared to that of boys, is registering an improvement since 1999-2000. This situation reflects the commitments undertaken in terms of girl schooling, as shown in the following graph.

Evolution of the Parity Index



2.1.3 Literacy and Non-Formal Education

According to the results of the national survey on literacy, non-schooling and school dropout in Morocco carried out in April 2007, the illiteracy rate is estimated at 38.45% among the population aged 10 and above, with 31.38% among men and 46.8% among women. In absolute value, this rate represents around 9 million illiterate people. Furthermore, the illiteracy rates according to areas are of 27.2% in cities and 54.4% in the countryside.

The ratio of unschooled children aged 10 to 14 is 13.3%. With respective rates of 87% and 64%, non-schooling strikes strongly in rural girls.

2.2 Policies, Public Priorities and Targets

2.2.1 National Charter of Education and Training (CNEF)

The CNEF represents a reference framework in terms of the educational and reform policy. This charter has mainly defined the fundamentals and the major goals of the principles of the Education-Training System (ETS), determined the rights and duties of individuals and collectivities and called for a national mobilization aimed to renovate the school. The charter aims, inter alia, at achieving the following goals:

- Generalizing education and improving its quality and performance in order to make up for the delays registered in terms of literacy and basic schooling, both in improving the quantity results – shown in terms of internal efficiency rates – and in quality-wise achievements – learners' acquisitions. With regard to the generalization of schooling, the charter insists on the need to make a special effort to encourage the schooling of rural girls, by overcoming the difficulties that continue to constitute a hindrance;
- Introducing a reform aimed at bringing about a structural coherence of the educational system – training according to two complementary levels:
 - an internal integration, meant to give more coherence and flexibility to the sequencing of the school and university curricula, and to ensure a maximum management of the human and material resources of the sector;
 - the effective anchorage of the education and training system in its socio-economic environment. Attaining this goal requires the adaptation of the contents and programmes to the needs of the environment, the involvement of the socio-economic actors in the life of the education and training institutions, and the establishment of strong links between the educational and training activities and the professional world.

2.2.2 The 2020 Strategy

The action strategy of the Ministry of National Education regarding the management and development of the educational system is based on the goals targeted by the CNEF. This strategy, which is due to give its fruits by the year 2020, provides for three evolution scenarios of the educational system that take account of the progress reached in schooling and the progress to be achieved in order to attain the Charter's goals.

The first is the 0 or trend Scenario, which consolidates the evolution of the educational system according to the current situation. The second is Scenario 1 with a rapid efficiency, and which consists in improving the performance of the educational system according to the Charter goals regarding the efficiency enhancement, and the retention at the different levels of education. The third scenario is Scenario 2 with a progressive efficiency, and which consists in bringing about a progressive improvement of the performance of the educational system, without causing a break in the educational system.

2.2.3 Literacy and Non-Formal Education Strategy

The national strategy with regards to literacy and non-formal education sketched by the State Secretary in charge of Illiteracy and Non-Formal Education (SECAENF) is founded on the national foundations that take into consideration the specificities of the Moroccan society, as well as on the international covenants included in the conventions ratified by Morocco and the recommendations suggested by conferences and forums.

This strategy aims at cutting the illiteracy rate to bring it below 20% by the year 2010, and totally eradicating it by 2015. It is also meant to reduce the school wastage rate to 2% by 2010, and to make education available for non-schooled and unschooled children by the year 2010.

The actions of the Department of National Education are meant to achieve on the one hand the second Millennium Goal (MDG 2) that consists in guaranteeing primary education for all through target 3, which aims to provide, by 2015, all children with the means to complete a full cycle of primary education, and on the other hand the third Millennium Goal (MDG 3) which targets promoting gender equality through target 4. This target aims at eliminating disparities between sexes in primary and secondary education by the year 2005, and all education levels by 2015.

In parallel with the targets adopted by the International Community, Morocco has integrated 3 new targets in MDG 2 with a view to making up for the delay registered in schooling and literacy while seeing to it that equality of chances be guaranteed between both sexes. This includes:

- Target 7: Generalizing pre-schooling among girls and boys by 2015;
- Target 9: providing all children, boys and girls, with the means to complete a full cycle of middle school studies by 2015;
- Target 10: Eradicating, by 2015, illiteracy among boys and girls aged 10 to 25, and reducing by half, in comparison to 1990, the global illiteracy rate.

2.3 Implemented Programmes and Projects

In order to achieve the goals eyed in the field of education, the department in charge has launched a set of programmes, projects and actions.

2.3.1 Enhancement Measures of the Social Conditions of Pupils

With a view to encouraging schooling and fighting school dropout in rural areas, a set of support measures have been undertaken. They include enlarging the network of school canteens and boarding schools, and increasing the number of beneficiaries of new scholarships, development and school transport to the benefit of pupils living far from school institutions; improving the services related to school health through the implementation of cooperation programmes with the different partners operating in the field of health and childhood, and the pursuit of awareness-raising campaigns in order to encourage schooling.

Besides the efforts made by the ministry in enhancing the accommodation capacity and equipment, needy pupils are provided with social support. This support includes school canteen services, accommodation and school manuals. The actions undertaken concern the opening of 596 canteens in urban areas and 5,006 in rural areas, opening 203 boarding schools for middle school education and 217 boarding schools for qualifying secondary school education and the accommodation of 12,500 pupils in the Dar Attaliba and Dar Attalib (female and male student boarding schools).

Evolution of Beneficiaries from Support Actions (Public Education)

			1999-00	2002-03	2005-06
Primary	School canteens	Total	956,719	974,628	917,662
		Girls	385,350	464,328	435,136
	Scholarships	Total	514	660	577
		Girls	85	201	199
	Borders	Total	208	633	597
		Girls	37	182	199
Middle School 1	School canteens	Total	10,963	19,011	20,946
		Girls	2,560	6,263	7,849
	Scholarships	Total	29,802	37,173	40,803
		Girls	7,275	11,250	14,638
	Borders	Total	30,169	34,616	38,014
		Girls	7,428	10,642	13,835

Source: Department of National Education/Directorate of Strategy, Statistics and Planning.

2.3.2 Other Actions

Important actions have also been undertaken at the different levels of education.

Pre-schooling: The actions provided for in pre-schooling touch on increasing the accommodation capacity through providing pre-schooling classrooms in or near primary schools, sketching flexible programmes, schedules and teaching methods, and establishing a pre-schooling map with the aim of generalizing pre-schooling teaching by 2006-2007.

Primary School: Part of the efforts deployed to generalize primary education, several measures have been decided especially the extension of accommodation infrastructure, particularly institutions, classrooms, and required equipment. Thus, during the school year of 2005-2006, the number of primary teaching school institutions reached 6,857, including 4,022 school areas housing 13,349 satellites, against 5,940 schools in 1999-2000, that is a growth of 16.26%. In rural areas, this effort is more sharply perceived with 4,246 schools in 2006, which denotes a significant increase of 23.11% in comparison with 2000.

Furthermore, the ministry has made efforts aimed at expanding the schooling support structure. The coverage rate of schools with latrines, drinking water, electricity and libraries has reached 41.9% of primary teaching schools.

Middle School: The Ministry of National Education has endeavoured to enlarge the schooling support structure. The rate of coverage of schools in drinking water, electricity, library and others, has reached the following rates: 96.2% of middle schools are provided with scientific classrooms, 92.8% have laboratories, 80% have libraries, 84% are equipped with sport courts, while 96.1% of middle schools have a source of drinking water, 96.8% are connected to the electricity network in urban and rural areas. The coverage rate of middle schools with multimedia rooms stands at 46.3%.

Literacy and Non-Formal Education: The SECAENF has launched a number of projects aimed at reinforcing the efforts made in terms of literacy and non-formal education, especially in:

- revising existing manuals as part of the Alpha-Maroc project put in place in collaboration with the World Bank;

- launching the ALEF project by USAID Morocco, which mainly targets rural girls and women in the regions of the East, Chaouia Ouardigha, Grand Casablanca, and Meknes-Tafilalet;
- sketching new programmes and tools adapted to the needs of the beneficiaries and to their specific geographical and socio-cultural environment. Several fascicules of literacy centres are also published so as to raise the awareness of the new literate about issues with specific interest to their daily life. Five fascicules are ready, and they touch on the family code, citizenship, health, water and property registration;
- elaborating literacy media generic tools. This initiative, which consists in uploading literacy programmes onto multimedia tools, is taken by the SECAENF in partnership with the Ministry of Economic and General Affairs;
- the educational support programme was designed in such a way to achieve the strategic goal of reducing to 2% the school dropout by the year 2010, and the retention rate of the beneficiaries of school support to at least 80%. In this programme, the intervention revolves around providing pedagogical support to the pupils threatened of dropping out school because of educational difficulties, social support to pupils threatened of dropping out because of socio-economic difficulties, and psychological support and training for supervisors;
- setting up supervision cells inside 72% of the primary schools. These cells are considered as mechanisms for diagnosis, prevention and handling of the question of school dropout.

2.3.3 Support of International Partners

A number of partners provide support to Morocco in reforming the educational system. In this regard, the Support Programme for the Reform of the Moroccan Educational System (PARSEM) aims at providing assistance to the implementation of the priority aspects of the Framework of the Strategic Development of the Educational System aimed to materialize the goals of the charter. The activities to be supported by the PARSEM are structured according to three major components, namely the generalization of schooling, the improvement of quality of education, and building institutional capacities through enhancing the management capacity at all administrative levels.

Furthermore, the Project of Support to Fundamental Education (APEF) is aimed at basic education concerning children aged 4 to 15 by attaching priority to rural pupils. The programme was launched in 2003 by the French Solidarity to Priority and the Education Ministry. It aims at reducing geographical and gender disparities, and integrating women in development by augmenting the school attendance and improving the quality of basic education offers.

2.4 Budgetary Analysis

Budget Distribution at the Department of National Education (DEN)

The budget of the department of national education has registered a significant improvement between 2006 and 2007, jumping from DH 26.23 billion to DH 28.6 billion, that is an increase of 9%. This progress benefited different components: Aggregate employment earnings, appropriations allocated to materials and miscellaneous expenditures and the capital budget have increased respectively 9%, 6% and 14%.

As to the distribution of the budget among the entities of the national education department, it should be noted that there is no distribution of appropriations among the Central Directorates; however, the budget allocated to the Regional Academies of Education and Training is broken down as follows:

Operation Subsidy:

The breakdown of the operation subsidy is carried out on the basis of the key goals embodied in 49 indicators that stemmed out from a study conducted in the Directorate of General Affairs, Budget and Heritage. The values attributed to these indicators for the year 2007 are as follows:

- 40.35% of the operation subsidy is divided according to the number of beneficiaries of the support services (boarding school and school canteen beneficiaries);
- 20.56% of the subsidy has been distributed according to the AREF infrastructure (number of schools, canteen and boarding schools);
- 14.85% of the subsidy is distributed according to the number of students;
- 12.42% of the subsidy is distributed according to the number of employees;
- 2.98% of the subsidy is distributed according to classrooms;
- 6.62% of the subsidy is distributed according to the characteristics of the region (remoteness from the central administration);
- 2.23% of the subsidy is equally distributed among the Regional Academies of Education and Training.

It is noteworthy that 16% of this subsidy was distributed on the basis of the specificities of certain regions, while taking account of the difficulties and the poverty rate.

Investment Subsidy

The distribution of the capital budget was made taking into consideration the commitments of the Department with regards to the donors and to the different partners, as well as the consolidation of projects under way. The following table represents the projects financed by the capital budget during the financial year 2007:

Project	Payment Appropriation for 2007
Development of primary education	40,700,000
Development of the Middle School Education	46,060,000
Project of Support to Quality Education (BAD)	10,000,000
Development Project of Middle School Education in Rural Areas (JBIC)	500,000
Development of the qualifying secondary school education	72,000,000

Breakdown of the SECAENF Budget

The budget allocated to the SECAENF registered a 16.9% increase in 2007 to stand at DH 152.5 million up from DH 111.6 million in 2006. The operating expenditures for 2007 stood at DH 29.5 million, while the capital expenditures absorbed DH 121.9 million. 82.5% of the last appropriation is earmarked for the Literacy Directorate.

Analysis of the Goal Indicators According to Gender

Part of the budgetary reform touching the implementation of a new approach which is aimed at results and performance, each ministry has defined a set of figure-oriented goal indicators that allow for establishing a link between the appropriations allocated to an action, programme or activity, and the results targeted and expected from the earmarked funds.

Department of National Education

Since 2006, the department of National Education has adhered to the new budgetary approach that tends to improve the efficiency of public expenditure and of the public management reform, and thus to define a set of goal indicators intended for the operating and capital budget, on the basis of the major missions assigned to the different ministries.

The analysis of the indicators related to the operating and capital budget has proved the existence of certain indicators that are gender-sensitive since they are genderized by sex, by areas and by age brackets. One of these indicators are the “Schooling rate of children aged 4 and 5 by areas and sex in the region,” the “Success rate of girls in end-of-cycle exam at the middle school cycle (9th) in the region.” The analysis also brought home the existence of other gender-sensitive indicators, which would deserve to be genderized by sex and age bracket to make them more pointed. Let us for instance cite the following indicators: the “Average number of agents by IT workstation”, “the global number of registered students in the preparatory classes at the national level”, the “number of schooled pupils in primary education in the region”, the “number of schooled pupils registered in the qualifying secondary school education in the region”, and the “number of the registered in the Preparatory Classes for the Grandes Ecoles (CPGE) in the region”.

SSCANFE

Secretariat of State in Charge of Alphabetization and Non Formal Education

The integration of the new budgetary approach based on SSCANFE results is provided for in the 2008 Finance Law. The putting in place of the new budget genderization related purview, within the framework of a project directed by the Ministry of Finance and UNIFEM, is in progress. This project has a strategic scope as it will allow the putting in place of the globalization of loans of the SSCANFE and the performance indicators and will allow and emphasize the gender impact in the conception of public policies, including in social field.

For SSCANFE, year 2007 will be marked by the reinforcement of its institutional capacities, and the improvement of the management and governance of its strategies. Numerous concomitant actions are in the process of realization in this sense and which will allow the putting in place of the information system, the elaboration of the analphabetism map, the revision of the department strategy et and the mounting of middle term expense framework.

SSCANFE is developing the objectives' indicators within the framework of the project on genderization of the budget on the basis of the principal missions of the different entities of the Secretariat. Concerning the gender question, the SSCANFE commits itself to:

- Consolidate the information system sensitive to gender that allows refining the geographical targeting of analphabetism and inequalities.
- Elaborate a yearly gender assessment report of politics and strategies it implemented.

- Develop the upwards integration capabilities, in planning, expected impact according to the gender optic and identification criteria and the selection of projects, and downwards, the analysis of the impact of budgets on men, women, boys and girls.

The analysis of SSCANFE pre-established indicators, whether in the field of alphabetization or in the field of non-formal education highlighted the existence of some indicators sensitive to gender, notably "the rate of analphabetism of the population aged 15 and over by sex", "the number of women registered in the alphabetization programmes in the rural area", "the rate of lack of schooling of children aged between 9 and 14 by sex and residence area", "distribution of non-schooled children according to the lack of schooling principal reason, by sex and residence area", "the number of girls registered in informal education programmes in rural area", "the number of girls having benefited from the educational support".

The analysis of objectives' indicators revealed also the existence of indicators that are not sensitive to gender such as "information system operationalization rate", "existence of development plan by AREF and DP", "territorial coverage of information system rate", "number of registered operators", "number of qualified NGOs"...

3. Department of Vocational Training (VT)

The role of employment and revenue promotion, especially concerning the professional skills development, is determinant in the struggle against poverty. By allowing an access to the already existing employment market or by creating new jobs, training plays an important role in the creation of job opportunities for women and men.

Thus, the putting in place by the Secretariat of State in charge of Vocational Training consists in the elaboration of a government policy on vocational training, the execution and evaluation of strategies elaborated for the development of the sector in all fields, except those devolved in this respect to the Administration of National Defense and the Directorate General of National Security.

3.1. Analysis of the situation and relevance of gender mainstreaming in VT

The vocational training has a double mission, that of satisfying the needs of companies to improve their performances and their competitiveness, and that of responding to the needs of populations to favor their insertion in the active life and assure their socio-professional promotion. And to achieve these missions, considerable efforts were made by the Secretariat of State in charge of Vocational Training during the last decade, which have allowed an outstanding development of the Vocational Training apparatus.

3.1.1. Diagnosis of the situation

The access to vocational training at different levels of training (specialty, qualification, technician and specialized technician) is open to girls and boys on the basis of the same conditions as provided for by the Moroccan Constitution that stipulates that the citizens have equal rights to education and work.

The implementation of the reform started in 1984, which resulted in the multiplication and diversification of the training partners, and which found expression in the putting in place of the structure of an organization adapted to the new ends of the system, and allowed reaching encouraging results in the field of vocational training.

The rate of creation of vocational training institutions, during the last four years, has been much more significant in the private sector (13%) in comparison with the public sector (4%), which explains the important number of private institutions (1858) which represent about 79% of the total number of training institution for the 2006/2007 year. However, and despite their limited number, public institutions contain the larger part of trainees which represent 71% only for the 2006/2007 year. Moreover, the investments destined to the vocational training need important funds that the private sector cannot afford.

It is note worthy that girls represent more than the half of the number of trainees in the private sector, while they do not represent more than the third in the public sector. This finds an explanation in the trainings offered by the private sector which attract more girls than boys (aesthetics, prosthodontics, hairdressing, physiotherapy ...)

Evolution of the number of trainees by sector (public or private)

	Public		Private		Total	
Year	Total	Girls (%)	Total	Girls (%)	Total	Girls (%)
2003/2004	98 177	30	64 818	56	162 995	40
2004/2005	106 029	34	65 764	65	171 793	43
2005/2006	120 331	37	66 270	57	186 601	44
2006/2007	135 670	34	67 184	59	202 854	42

Source : SEFP

The VT offers trainings according to the schooling level: the "specialization" level reserved to trainees with fifth year of primary school level, then "qualification" level reserved to trainees having completed their studies until the ninth year of basic teaching, the "technician" level reserved to trainees having completed 12 years of studies, then the level of "Specialized Technician" for holders of the baccalaureate degree.

The female trainees have the same chances in the Specialization level (50%), which is a rate that knew a considerable raise in comparison with 2004/2005 (46%). However, their part in the other levels remains fairly important, especially in the Technician level (48%), then the Specialized Technician level (47%).

Distribution of female trainees by level (2005/2006)

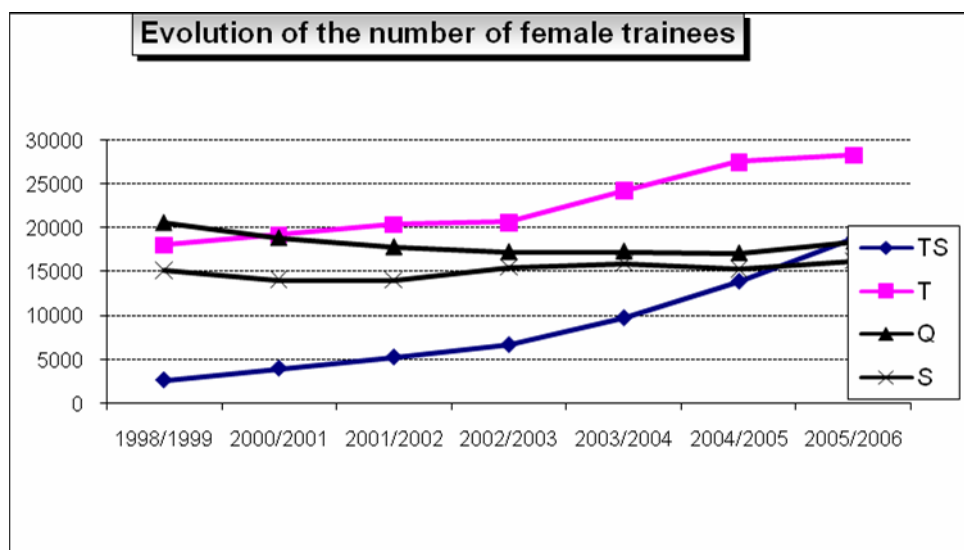
Level	Number of trainees	Number of girls	Feminization rate
Specialization	33104	16381	50%
Qualification	53997	18481	34%
Technician	59410	28324	48%
Spec. Technician	40090	18823	47%
Total	186601	82009	44%

Source : SEFP

The distribution of female trainees by levels shows that their part in the Specialized Technician level (47%) has raised with three points in comparison the 2004/2005 year (44%).

By level, a good evolution is noted in the female trainees numbers in Technician and Specialized Technician levels, higher levels of the system, in comparison with the

Qualification level. On the other side, the Specialization knew a slight raise in the number of female trainees.



Source :SEFP

The mixed branches represent 43 % of the total number of branches, thus knowing a strong raise (11% en 2003). This is explained through the access of girls since a few time to so called “masculine” branches, like those that belong to the IMME and PTP sectors, despite the cultural and social resistance.

Distribution of trainees by training sector

Sector	Global number	Number of Girls	Feminization Rate %
Health	5383	4343	81
Textile-confection	14048	10013	71
Production handicrafts	12479	8432	68
Administration-management	62827	36272	58
Hostelry-tourism	8843	3778	43
Other	8442	3499	41
Services handicrafts	31940	12227	38
Agriculture	3064	656	21
BTP	12975	1537	12
IMME	26600	1252	5
Total	186601	82009	44

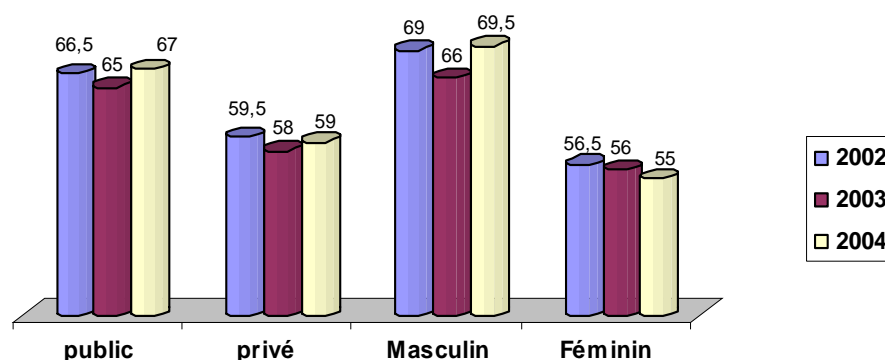
Source : SEFP

3.1.2. Evaluation of the SEFP system

Globally, on 100 trainees having access to residential and alternated vocational training, 70 receive their diplomas. In other respects, the insertion rate at nine months equals an average 10 points higher for the graduates of public institutions in comparison with private schools graduates.

The same fact is noted when comparing the same rate by sex. During the 2002-2004 period, the insertion rate of male graduates is in average 11 points higher than that of female ones. This difference might be explained by socio-cultural factors and by stereotypes of the employers.

Evolution du taux d'insertion à 9 mois



3.2. Public policies and targets

The National Chart of Education and Training, adopted in 1999, established vocational training as a lever for the satisfaction of the needs in skilled personnel for companies on one hand, and for the promotion of youth employment and the improvement of employability of workers, on the other. Moreover, the 2000-2010 decade, was declared national decade for education and training.

On the basis of a new approach integrated to anchor the training apparatus in the productive sector, the SSVT has elaborated a new strategy based on:

- The realization of vocational training sectorial programmes within a contractual framework with professionals;
- Developing the vocational training in the work environment;
- The reconsideration of the VT apparatus according to an Approach by specialization.

This strategy is based on a openness and dynamic partnership policy, associating public authorities, professional chambers and associations, social partners, NGOs, etc.. The principal axes and objectives that can help developing the sector are as follow:

- The development and upgrade of the training apparatus, the global numbers of trainees, in all branches of training, moved from 133.000 in 1999/2000 to 159.000 in 2002/2003 and to 239.000 in 2006/2007. These numbers will reach 258.000 in 2007/2008, and 300.000 in 2010/2011.
- The upgrade and promotion of the private vocational training sector to receive 70.000 trainees in 2007/2008 and 72.400 in 2010/2011, while it numbered 55.800 in 1999/2000 and 64.450 in 2002/2003.
- The consolidation of mechanisms put in place for the development of the training, with the objective of allow yearly 30% of the employees with social security to beneficiate from the continuous training sessions by 2010, against 16% in 2002 and 10% in 2000.

- The upgrade of human and pedagogic formative resources, especially by the valorization of the professional reality of trainers so as to progressively constitute trainers aware of the reality and culture of companies and the vocational training reengineering according to the approach by specialty.

In order to succeed in all these strategies development axes, the SECFP has started, in 2005, the reorganization of the central structures so that they would be in step with the new projects, especially those concerning the vocational training system reengineering, according to the approach by specialty and the anchorage of training in professional environment.

3.3. Implemented programmes and projects

Satisfying the training demand has improved during the last years thanks to the efforts deployed for the creation, extension and improvement of the reception capacity of the vocational training facilities. In this context, it is intended to take the following actions:

- The creation of 9 SEFP, with a capacity of 1530 pedagogic places for the 2006/2007 year, financed by the general Budget of the State;
- The creation of 11 SEFP and expansion of 9 others with an additional capacity of 3900 pp, within the framework of the Meda II Programme, for the 2007/2008 year;
- The creation, with the support of AFD of many SEFP in different key sectors (Audiovisual, creation and mode, leather industry, Building and Public Works, IMMEE...) the opening of which is scheduled between 2008 and 2010;
- The launching of the creation of 16 SEFP for the 2007/2008 year, especially in the TIC, Textile, IMMEE, Agriculture, Fishing and Craftworks.

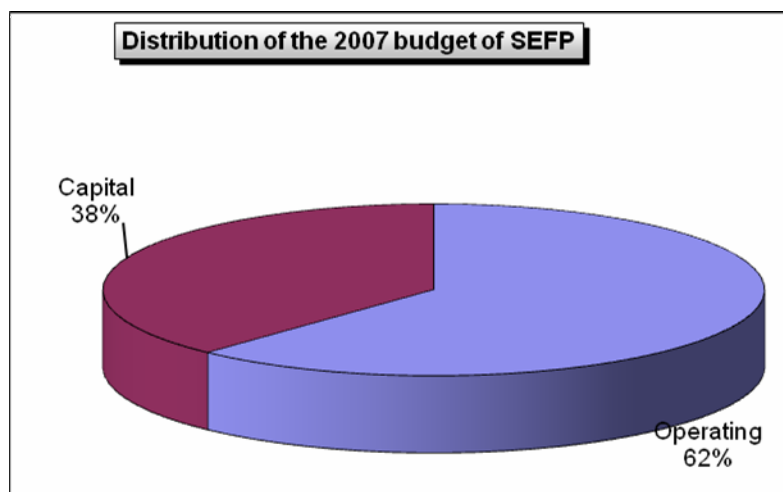
Moreover, the promotion and development of private VT depends on the follow up of the training branches qualification programme, launched since 1998, the accreditation of EFPPs the operating of which is launched since 2003, then, the upgrading of administrative and pedagogic supervision, as well as the development of remote training through internet and Satellite.

3.4. Gender Analysis of the SEFP budget

3.4.1. Budget Distribution

The investment budget of the Ministry of Employment and Vocational Training (MEVT) is of DH 327.853.000 for the 2007 fiscal year, more than the half of which is dedicated to SSVT. However, the portion of the SSVT investment budget remains insignificant (0.7%) in comparison with the investment general budget of the State.

Concerning the functioning budget of the MEVT for the same fiscal year, it is of DH 487.423.000, 64.4% of which is allocated to SSVT.



About 80% of the investment budget of SSVT is allocated to the OVCWP and to the Directorate of training in the professional environment. This important allocation is explained by the extent of missions of these two structures that constitute the framework of the vocational training sector. On the one hand, the OVCWP receives, among other things, an allocation within the framework of the project "Vocational training with the European Bank of Investment", which is of DH 51.6 billion, and on the other hand, the investment budget of the DFMP is nearly entirely allocated to the programme of vocational training by learning development.

3.4.2. Funding Sources

Within the framework of the development and upgrade of the training apparatus, the Government and employers signed framework agreements for the upgrading of the four key sectors, which are tourism, textile, leather and information and communication technologies.

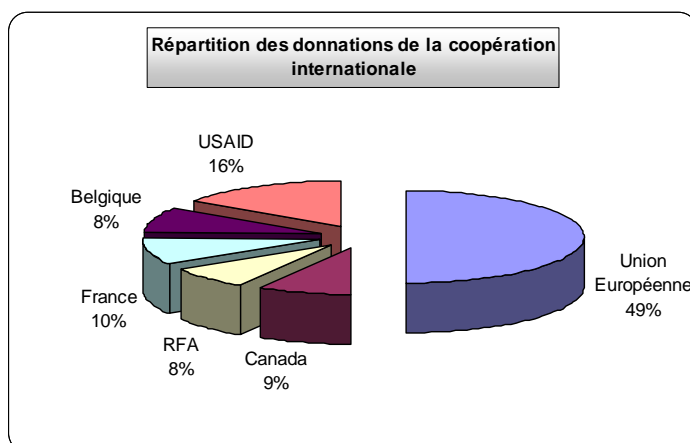
So as to face the lack of qualified personnel which the said sectors are presently suffering from, the SSVT elaborated, in collaboration with the concerned parties, sectorial training plans, the financing of which is assured, in addition to the general budget of the State, through the Meda 2 Programme. Actually, the global amount of the programme is of euros 75 million, 50 millions of which are an allocation.

Concerning development programme of the VT dedicated to vulnerable populations, many actions were made in that respect. Actually, and with the aim of favoring the socio-professional reinsertion of vulnerable populations, the Ministry has made up a development plan of trainings dedicated, especially, to prisoners, and persons with a visual impairment, in partnership with the concerned parties.

Within the framework of the development of on-the-job trainings, various financing mechanisms have been developed. It concerns in particular a mechanism about the creation of a Council Aid Inter-professional Groups, composed of the enterprises professional organizations.

So as to ensure the financial continuity of these mechanisms, a decree modifying the decree creating the TFP was adopted in 2002. According to the terms of this decree, a portion of 20% of the TFP product, which is DH 150 million, was reserved, for the 2002 year, to the financing of the on-the-job training actions. This portion was of 26% in 2006 (which is the

equivalent of DH 226 million) and will reach 30% in 2007, which equals approximately DH 300 million.



It is noteworthy that the VT sector is extremely solicited within the framework of bilateral and multilateral cooperation. In fact, many international partners participate actively to the financing of vocational training. The European Union remains, with an amount of Euros 50 million for the 2003-2009 period, within the framework of the MEDA2 programme, the principal actor backing the VT sector.

3.5. Impacts of the programmes

Among the principal expected impacts of the programmes dedicated to the vocational training, there is the improvement of the employability of youth providing them with trainings adapted to the employment market. These programmes participate also to the upgrading of enterprises through the qualification of their labor force. Besides, the training of qualified workers in key sectors, especially within the framework of Emergence programme, allows the improvement of the attractiveness of direct foreign investments.

It is worth noting also that these vocational training programmes are adapted to the needs of enterprises and to the needs of populations. These different programmes undertaken by the SSCVT as well as their expected impacts are as follows:

- *On-the-job training*: Development of the qualification and skills of the staff and accompanying the upgrading of the enterprises to favor their competitiveness.
- *Training by learning*: Make young girls and boys acquire professional qualifications favoring their insertion in active life, contribute to the improvement of the SME/SMI, contribute to the safeguard of handicrafts through teaching them to young girls and boys, and ensure a training for rural youth that is adapted to the specificities of their environment.
- *Vocational Training according to the Approach by Specialty Reengineering Programme*: Adapting the VT offer to the needs of the professional world, improve the capabilities of the human resources both at the central and local levels in respects of management and implementation of the APC in the EFP and contribute to the raise of insertion rate of the VT graduates.
- *Upgrade of the private vocational training sector*: expected impacts of this programme are as follows:
 - Promote training offer, particularly in the identified priority sectors;

- Follow the qualification of the branches and the accreditation of EFPPs, in addition to the putting in place of an edition and management system of diplomas issued by the accredited institutions;
- Upgrading the formative resources of the sector;
- Elaborating training programmes according to the approach by specialties and their implementation in the chosen sectors, within the framework of the BGE and the MEDAI programme.

3.6. Goal indicators

Many performance indicators are in the process of validation by the Budget Directorate in consultation with the VT Department. The indicators were chosen according to their relevance and sensitivity to gender. These indicators can be classified according into two categories:

- Global indicators that retrace the performance of the vocational training policy in general. It concerns among other things, the number of centres created, the number of trainees by sex and branch, the number of graduates, the rate of affluence (number of candidates in comparison with the number of places offered), and the number of trainers by sex and branch.
- Specific indicators concerning the strategic axes of training. Concerning the on-the-job training, the indicators developed concern particularly the rate of beneficiaries in comparison with the number of employees registered with the CNSS.

4. Department of Youth

The public policies undertaken in favour of the young shows the increased importance given to this category of population by public authorities. The different economic and social development strategies and the programmes linked to the training, employment and economic and social integration illustrate the particular interest given to the young. With the creation of the Secretariat of State in charge of the Youth, the public services dedicated to the young are more and more reinforced and intensified.

Aware of the importance of the role to be played in the implementation of a policy of inclusion of the young in the country's active life, the missions assigned to the SECY concern essentially the fulfilment, promotion, social integration and improvement of the environment of the young and the child.

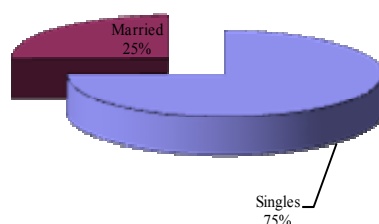
4.1. Diagnosis of the sector and gender analysis of the situation

4.1.1. General Data on Moroccan Youth

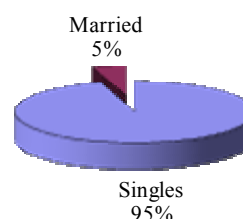
In Morocco, the category of young aged between 15 and 24 represents, according to the 2004 RGPH, about 20.6% of the population, 55% of which live in urban areas. According to the DRSC projections, the volume of young will know a significant regress in rural areas, from 21.3% in 2004, to 15.3% by 2030. In urban areas, the weight of the young will decrease from 20.1% in 2004 to 14.43% in 2030. This tendency towards ageing of the population is explained, among other things, by the improvement of the standard of living, the regression of fecundity due to age delay of the first marriage.

Young singles represent 85.3% notionally. This rate is of 95.6% for boys and 75.1% for girls. In rural areas, married young girls represent 30% against 6.3% for boys.

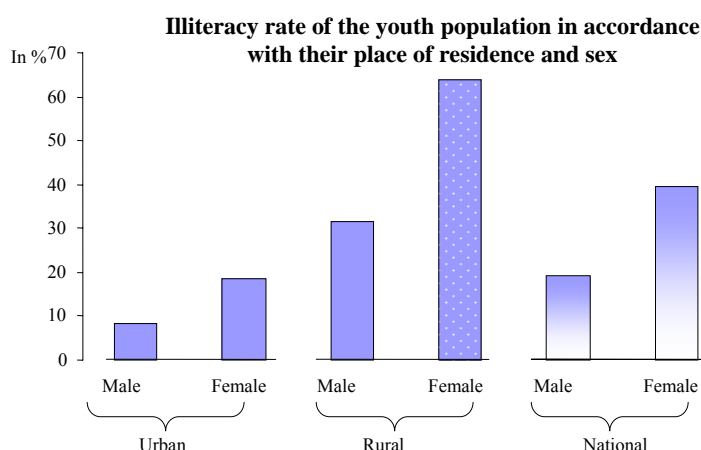
Young girls aged 15 to 24 according to their marital status



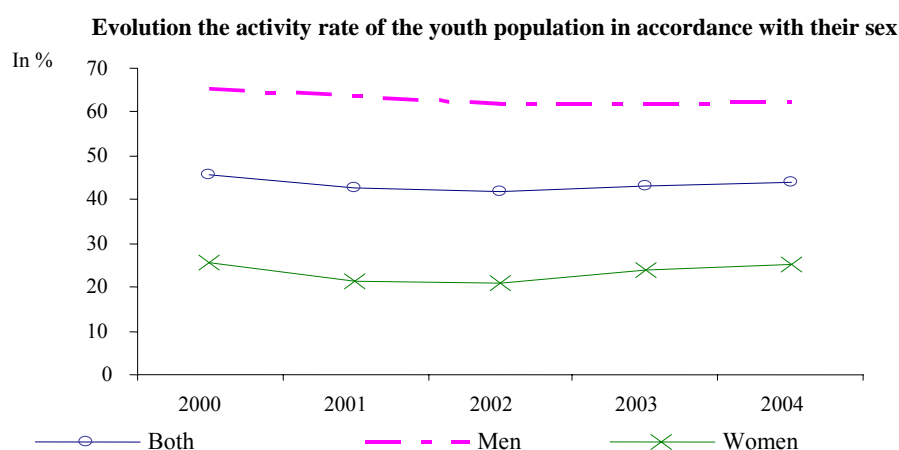
Young boys aged 15 to 24 according to their marital status



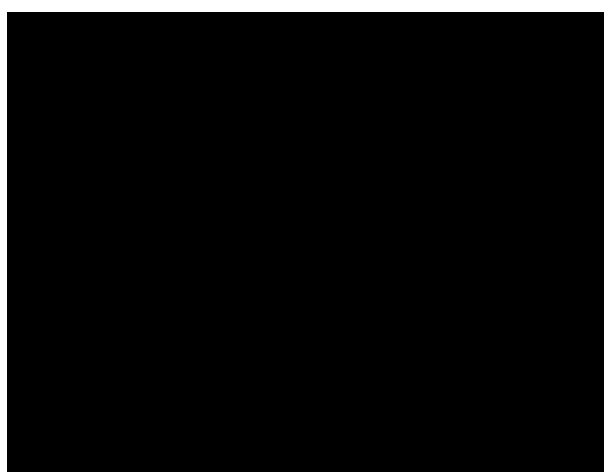
In the field of education, the 2004 GCPI data indicate that illiteracy affects, nationally, 29.5 % of the young, with a feminine majority of (39.5% for girls against 19.2% for boys). In the urban areas, illiteracy rate equals 8.4% for boys and 18.5% of girls against, respectively, 31.6% and 63.5% in rural areas.



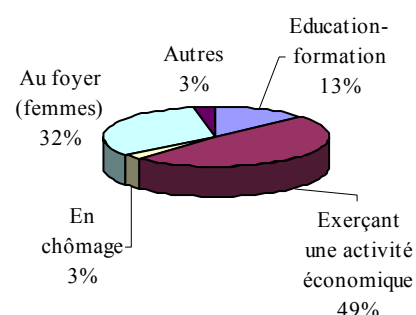
Concerning access to labour market, it is noteworthy that women represent 27.8% of the total active population in 2004 (which equals 23.5% in urban areas and 31.9% in rural areas). However, and despite the achieved progresses, the analysis shows that the participation of women in the economic activity remains still limited, especially among women aged between 15 and 24. On the national level, the activity rate of young women is at 25.1% in 2004. It is to be noted that in the urban areas, this activity rate does not exceed 16.6% against 34.8% in rural areas.



The distribution of young aged between 15 and 24, according to their principal activities, reveals that 31.2% of them are in education-training, 35.8% already have an economic activity, 7.34% are unemployed and 23.6% of the young girls are homemakers. The occupations of the young are very different according to the residence environment. Young urban individuals are more attracted by education and training, whereas rural young are more present on the labour market. 21% of young women in urban areas are homemakers against 32% in rural areas.



Répartition des jeunes ruraux âgés de 15 à 24 ans selon les principales fonctions sociales -année 2002-



As for recreation, and according to the report on Moroccan Youth¹⁹, socio-cultural and sports activities seem to be the most practiced by Moroccan youth. In 2001, reading and attending youth centres and movie houses seem to be the preferred activities of the young with a proportion of 55%. Sports remain the most popular leisure activity of among young boys and urban populations (70.9% for young boys against 29.1% for young girls and 67% in the urban areas against 33% in rural areas). By comparing these data to that collected in 1993 by the CNJA, it can be noted that leisure activities of the youth have considerably changed during the last decade. In fact, in 1993, 16% of young persons preferred reading (19.7% for young boys and 15.5% for young girls). Doing sports, activity dominated also by boys, did not interest more than 16% of the young (30% among boys and 2% among girls)

¹⁹ CERED, Report of the population: Moroccan Youth Policy: attitudes, behaviors and needs, 2004.

4.2. Public policies, priorities and targets

The new youth national policy has an objective stimulating creation and initiative, encouraging participation, establishing the attention and proximity approach, accompanying the projects, favouring literary and artistic expression, developing mobility and exchanges and promoting individual fulfilment, as the associative commitment of the young, within the framework of a global and coherent vision, and through a political volunteer commitment of the State. So as to achieve these objectives, the Department of Youth intervenes in different interesting fields which are:

Summer camps: One of the most important activities of the Youth sector because it allows the achievement of a certain number of objectives set out by the concerned Department for the youth: trips, meetings, exchanges, education, sports, culture, community life, voluntary work, capability of self support, etc...

Cultural tourism: Being aware of the vital importance of the activities of Cultural Tourism in the fulfilment of the personality of the youth, the Secretariat of the State in Charge of the Youth organizes every year a series of activities and trips for young Moroccans and their counterparts coming from other countries (trips abroad, reception in Morocco, internal trips).

Reception centres and the service of the young: Reception centres are institutions under the responsibility of the SSCY implanted in different regions of the Kingdom. The network includes 30 centres that offer housing, catering, and cultural, artistic, scientific, sportive and tourist animation services.

Youth centres: A youth centre is a public institution offering to the young the possibility of fulfilment through numerous socio-cultural activities such as theatre, music, fine arts, sports, reading... It is a space for learning foreign languages and for support lessons. It allows young individuals to meet, live and adapt themselves with the group, open up to others and be initiated to tolerance values.

Protection of childhood: The Department of the Youth has 18 institutions divided into three categories, which are observation centres, re-education centres and social action canterers. These are institutions destined to receive youthful offenders, placed by judiciary ordination, with the aim to ensure their re-education and reinsertion in the society through activities and vocational training and/or schooling programmes.

Feminine affairs: The SSCY has a national network composed of 744 institutions (114 vocational training centres, 286 women centres and 344 kindergartens) distributed over the Kingdom et dedicated to training of young girls and children:

- **A Women Centre** is an educational and social institution the mission of which aims at improving the socio-economic condition of young girls and women and to favour their fulfilment. Thanks to the 286 women centres, 320.000 girls and women enjoy different services (professional initiation, sensitizing activities, alphabetization...).
- **The vocational training centres** facilitate the integration of women in the socio-economic activity, train a qualified feminine working force and favour the emancipation of women through providing here with a qualifying training and practical knowledge in the fields of health, rights etc...
- **Kindergartens** are educational and social institutions that take in charge children aged between 3 and 6 belonging to low or middle income social classes. The 344 kindergartens receive about 134.015 children a year.

- **Mobile unit** is a sort of itinerant feminine centre and kindergarten through a vehicle equipped with all the technical and pedagogic means used in the institutions such as sewing and weaving machines, kitchen equipment, drawing tools, toys as well as audiovisual equipment used in the sensitizing and education activities and campaigns.
- **Children clubs:** These are socio-educational institutions having as assignment using the free time of children through numerous and different educational, cultural, leisure, artistic and sports activities. In ensures their protection from the dangers of street and allowing them integrate the group.

Youth Associations and organizations

Playing a paramount role in training and guiding young people, there are 8.441 partner associations of the SSCY (7.590 local associations, 11 national federations and organizations, 44 associations and 33 multidisciplinary associations). This partnership aims at improving associative work and at generalizing it with an aim of framing youth and of facilitating their integration, through a financial, logistic, and training support...

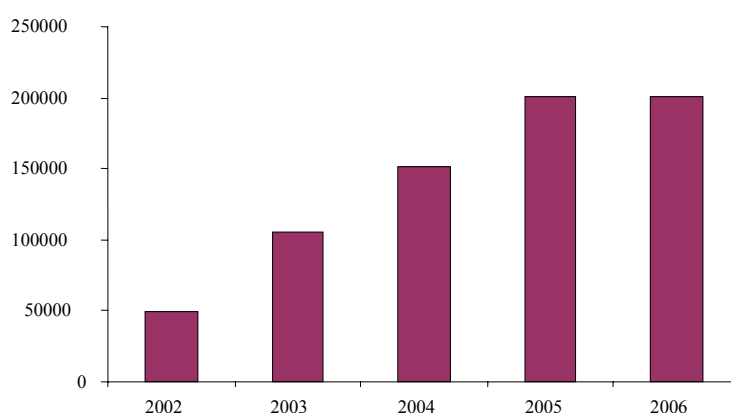
It is also worth noting that the policy of the State in the field of youth adheres perfectly to the efforts made by Morocco for the achievement of the Millennium Development Goals (MDG). Several targets are thus concerned either directly, through the various actions carried out in the above-mentioned fields of intervention of the Department of Youth.

4.3 Implemented programmes and projects

The Programme chosen for this part is the programme "Holidays for all", taking into consideration its importance in terms of mobilization, by the supervising Department, of human, logistic and financial means. It aims at the generalization of the access of Moroccan children and young people to holidays whatever the social standing or the place of residence might be. Being at the same time a place of leisure and learning, summer camps constitute a framework which allows participants freely express themselves, enrich their experiences, acquire new knowledge and develop their potentialities.

The efforts made by the State and the civil society to concretize the objective of "holidays for all" made it possible to move from 49.5000 participants in 2002, to more than 200.000 children and teenagers during the 2006 summer period.

Evolution of the number of beneficiaries from the « Holidays for All » programme

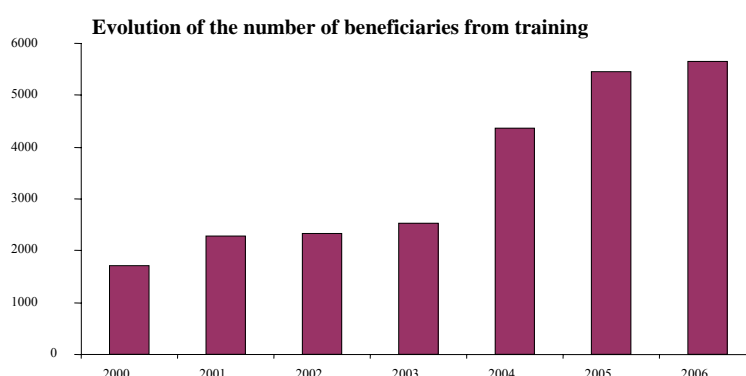


This record was achieved thanks to the use of the boarding schools and a number of junior and high schools, and also thanks to expanding the accommodation capacity of the

facilities which shelter the operations of summer camps. It is noteworthy that there are three types of summer camps.

Presently, the SSCY has a network of 74 holiday centres, including 38 that are permanent and 36 in urban areas. Before launching the "Holidays for All" programme, the SEJ had no more than 44 holiday centres (27 permanent centres and 17 urban centres). At the same time, it also has 47 proximity centres.

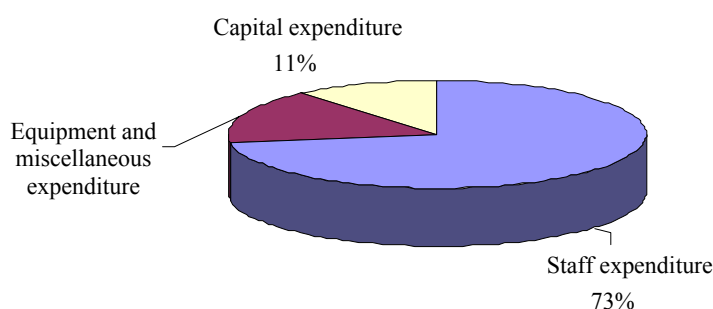
In order to guarantee the success of the summer camps, the department in charge of youth provides yearly adequate training to executives proposed by associations working in the fields of youth and childhood, as well as to those benefiting from the direct action of this department. Thus and during the three last years, an annual average of 5.165 supervisors-organizers were trained, and between 2003 and 2006 their number nearly doubled passing from 2524 to 4376 participants.



4.4. Gender analysis of the budget

The 2007 budget to the Prime Minister's State Secretariat in charge of Youth is DH 389.398.000: The operational budget is DH 344.898.000 DH, representing 3.14% of the total budget. The capital budget is DH 44.500.000 DH, which represents a share of 1.7% in the total investment budget. It is note worthy that the staff expenditure represents 73% of the budget of the Department of Youth, compared to 16% for the capital budget.

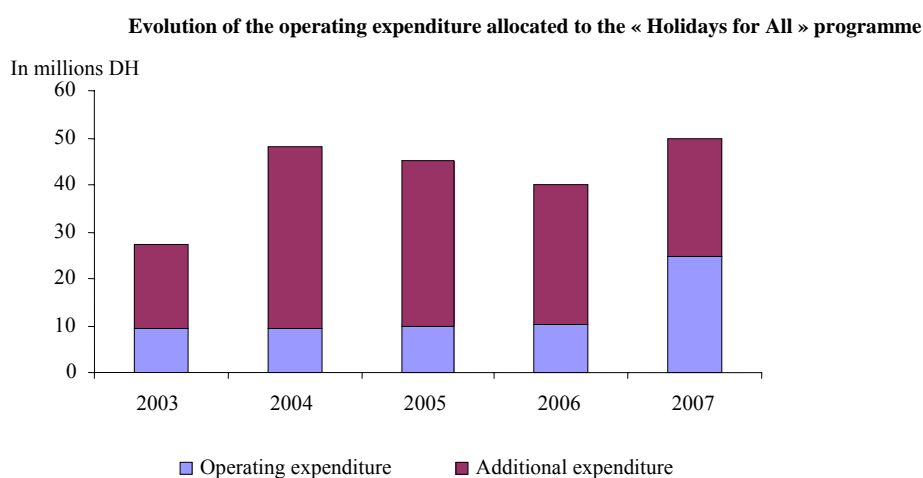
Distribution of the State's budget allocated to the Department of Youth in 2007



The Directorate of Youth, Childhood and Women Affairs (DJEAF) is granted a DH 37.350.000 budget representing 61% of the Department's operating budget. As for the capital budget, the DJEAF has a budget of DH 18.172.300, which represents 40.3% of the total investment budget of the State Secretariat of Youth (SEJ).

It should be noted that within the DJEAF, the Division of Women Affairs (DAF) is the only division having a budgetary subsidy of DH 8.594.500 that represents approximately 15.5% of the DJEAF's budget and 2.2% of the total budget of the SEJ. This DAF budget includes DH 2.012.500 of administrative expenditures and DH 6.582.000 of capital expenditures.

Concerning the "Holidays for All" programme, the total budget allocated to this programme has nearly doubled between 2003 and 2004, passing from DH 27.15 million to more than DH 48 million, thanks to doubling of additional subventions (DH 17.6 million in 2003 to DH 39 million in 2004). As for the current year, the budget allocated to this programme is DH 49 million, including DH 24.82 million in operating expenditure and DH 25 million in additional expenditures.



According to the Report of the population policy on Moroccan youth and in the absence of data desegregated by sex and place of residence of the participants in the "Holidays for All" programme, finding of the survey carried out among young people in 2001 show that the summer camps, benefit to young people living in urban areas more than to those living in rural ones: 88.8% of participants reside in urban areas compared to 11.2 % in rural areas, with more boys than girls (68 % compared to 32 %).

Attendance rate of summer camps by age, sex and place of residence

Attendance	Residence		Sex		Age			Total
	Urban	Rural	Male	Female	15-19	20-24	25-29	
Numbers	2091	264	1622	733	1253	710	392	2355
%	88.8	11.2	68	32	53.2	30.1	16.6	100

Source: Youth Survey, 2001.

4.6. Towards a genderized definitions of goal indicators

Following the example of other Ministries, the SECJ is currently on the move to adhere to a new budgetary approach in particular the globalization of allocations. Within this framework, a set of quantitative goal indicators will be defined. These may allow measuring the level of achievement of the set objectives of any programme or action according to the means used.

In order to enhance the effectiveness of the public expenditure and ensure a fair targeting, it is strongly recommended to mainstream gender when designing these goal indicators, since the budget expenditure in the sector of youth affects directly both sexes.

Thus, it is relevant to propose, inter alia, goal indicators concerning the various services of the SEJ by sex and place of residence. In fact, the diagnosis of the situation of youth in Morocco emphasized an important gap between girls and boys in terms of activity ratio, celibacy rate, literacy rate, access to leisure: holidays, sports, reading, cultural trips.... Compensating for this delay remains tributary of redeployment on the level of the budget endowments in favour of girls, in particular in the rural areas.

V. Opportunities Enhancement Pole

Curtailling economic and social disparities between men and women requires consolidating opportunities and supporting income generating projects for the benefit of women. The sectors of agriculture and social economy constitute a source of employment opportunities and a source of creation of richness thus offering to the rural populations and in particular to women a better integration in the active life.

1. Department of Agriculture

Since few years, Morocco has engaged in a campaign against poverty, the results of which can be seen through a number of indicators in particular, the increase in the gross national income per capita, the improvement of life expectancy and the retreat of the infant and maternal mortality. However, rural environment, where poverty is very widespread, remained far from the development that the country knows, almost a Moroccan on four is poor in rural areas, against one on ten in the urban areas. Thus, although the rural population represents only 46% of the total population, 66% of the poor can be found in the countryside²⁰. The intensity and the gravity of poverty are more perceptible on rural women and girls. Several factors are concerned, particularly: illiteracy, the cultural context limiting the participation of women to the economy, the increasing rural migration of men which engenders the poverty of women and imposes on them extra work, the increase in the environmental pollution....

Women, who account for 50.6% of the rural population, occupy a dominating place in the agricultural sphere, their activities imbricate and overlap to such an extent that it is difficult for them to be "productive" and work at home. These women are at the same time:

- Mothers, with all the responsibilities that this "function" involves, and which are heavy, especially with the bad effects of the precarious infrastructures in the majority of the Moroccan rural localities making harder the missions of women.
- Permanent or occasional family labour force, women play a vital role in the agricultural work. Some tasks are, in certain areas, the only responsibility of women (breeding, maintenance of the market gardening, the gathering...).
- In charge for food safety of their families, in the sense that they have the responsibility of all the manufacture and storage of food activities.
- Generators of a great deal of extra-agricultural family income. In view of their handcraft activities, in particular weaving of clothes, covers or carpets, these women contribute to the family income, either directly by the selling price of their products, or indirectly by the economizing the purchase price of these products on the market.

However, the economic value is calculated only in monetary term, the work of rural woman, often not remunerated, is described as economically non-productive and consequently the contribution of the rural women is underestimated.

This situation is even worse with the high percentage of illiteracy among rural women. The rural girl remains the most handicapped as far as access to the school is concerned, and consequently, to the literacy and professional capabilities. Several factors are at the source of this situation such as: the refusal of parents in 35.1% of cases, against 14.6% for boys, then the financial incapability of the households and the distance of the schools. This generated a

²⁰ According to the Poverty Report of the World Bank, September 2004.

rate of very high illiteracy among women aged 15 and more of 87% in rural areas against 43.7% in urban environment.

Agriculture is considered as the principal economic activity of the rural woman and absorbs approximately 92% of active women. These integrate the labour market at a young age, more than 32% of active women in the rural environment are less than 19 against 11.1% in urban environment.

The number of women working in agricultural exploitation represents nearly 4.4% of the total number of the owners, and possess 2.5% of Useful Agricultural Surface (UAS) thus confirming the low representativeness of the women farmers and their difficulty to access to lands. 98% of the farmer women are illiterates. However, illiteracy remains less important (between 60% and 74%) in the UAS classes higher than 50 hectares.

Concerning the nature of the activities, women practice mainly breeding. Indeed, 70% of work relating to the dairy bovine breeding and 40% of work of the breeding are ensured by the woman. The goat breeding in mountainous areas is primarily a feminine activity.

The agricultural sector comes in the second place. Work related to cereals and leguminous plants is feminized to a total value of 45% and is the occupation of nearly 42% of active rural women. As for industrial crops, sugar cane and sugar beet are the principal cultivations where women account for 42% of the labour force ensuring 65% of work related to these activities.

Apart from agricultural activities, rural women work in the craft industry which constitutes an important, field in spite of the retreat it has known since few years. Trade and services remain marginal activities, only 0.4% of rural active women practice trade activities.

Several constraints block the participation of rural woman in the economic activities and limit the valorisation of their know-how, particularly the importance of domestic tasks which leaves little spare time, the difficulty to find a financing source, the scarcity and/or the expensiveness of raw materials and the restriction of markets. In addition to these difficulties, there is also the fact that only 21.4% of rural women practice income generating activities. For the rest, the spouse or chief of the household takes the profits generated by the woman's activity.

1.1. Public policies and priorities

The authorities worked out a strategy of rural development by year 2020 with the objective of eradicating rural poverty. This strategy aims at carrying out an economic and social growth by reducing imbalances and by developing the potential of rural zones, particularly, through popularization for the improvement of the production and agricultural exports, the satisfaction of the population's needs in terms of equipment and basic services, in addition to the promotion of the creation of income generating activities in agricultural fields (small animal breeding, traditional fishing...) and non-agricultural (rural tourism, craft industry...).

Today, rural development constitutes one of public priorities. In this respect, the advent of NIHD, aiming at the reduction of rural poverty in 360 communes, helps reinforcing projects of rural development already set up.

1.2 Public priorities according to gender

Until the Eighties, rural development efforts were focused on the economic problems and the improvement of the farm and the situation of the farmer. However, experiences

accumulated through the various development plans and programmes carried out by the department of agriculture showed that women's know-how is worth developing.

However, since the Eighties, authorities became aware of the need for targeting women in the policies of economic and social development of the rural world. To this end, an office of socio-economic promotion of the rural woman was created in 1984. Its mission was the orientation of rural women towards the development of action plans adapted to their areas, the promotion of the co-operatives constitution and the sensitizing women to activities of economic and social nature.

Nevertheless, several constraints blocked the correct operation of these cells and thus the achievement of the expected objectives. Among these constraints:

- ▶ Lack of a clear intervention strategy and absence of pedagogic means, in addition to the marginalization of female animation actions compared to other activities of the department.
- ▶ Absence of studies and research on socio-economic promotion of rural women in various areas of the Kingdom, and a lack of the follow-up and evaluation of the activities carried out.
- ▶ Socio-economic and cultural constraints related to illiteracy, lack of basic infrastructures, difficult access of rural women to the credit for lack of guarantees, limitation of the necessary women mobility to ensure the flow of their products, etc.

In order to mitigate these constraints, the MARDMF changed its orientations concerning women animation by the end of the Nineties. Thus, a new step based on the adoption of the gender approach was retained to replace the one based on the Integration of Woman in Development. Since 2002, a note of orientation for the promotion of the rural woman came to anchor the gender approach.

This will lies within the scope of the commitment of Morocco to achieve the Millennium Development Goals (MDGs). Indeed, the development of the rural and agricultural world is one of the necessary conditions to realize the MDGs, particularly the reduction of extreme poverty and hunger, the generalization of primary education for all, the promotion of equality between sexes and the making women autonomous and the decrease of infant mortality.

1.3. Government Actions

Aware of the paramount role played by rural women, the MARDMF reviewed its policy, making socio-economic promotion of rural women a principal orientation.

The guidelines of the intervention of female animation traced by the note of orientation of the MADRPM lie in the consolidation of the regional and local female units, the improvement of skills of rural supervisors and generalizers through continuous training sessions, the combination of agricultural methods, advisory service and the multiplication of the communication channels in order to ensure the proximity orientation, the deployment of professional training programmes for rural girls, encouraging the creation of female cooperatives and groupings around income generating projects...

Aiming at accompanying the implementation of the note of orientation, a budgetary line specific to the socio-economic promotion of rural women was adopted since 2002.

Action plan for the integration of the Gender Approach in rural policies

Within this framework, the year 2005 knew an outstanding progress concerning the introduction of the gender approach. Indeed, a gender core was created during this year within the MARDMF, and more precisely within the DTRD²¹.

Being one of the priorities of the Department of agriculture, and in the same line with the orientations of the ministerial note, the integration of the gender approach in the strategy of socio-economic development of rural woman was the object of the convention between the department of agriculture and FAO in 2004. This project aims to succeed, in the long term, to achieve a more important consideration of the needs, priorities and potential of rural populations (men and women) in addition to the reinforcement of the national capabilities for the integration of the gender dimension in the formulation, the implementation and the follow-up evaluation of the programmes and projects of agricultural and rural development. The major axes of this project are as follows:

- Supporting the national team in the design and the formulation of a framework and action plan for the integration of the gender approach kind in the policies and programmes of agricultural and rural development,
- Designing and/or the adapting the SEAG material and tools to the context of the country,
- Reinforcing the national capacities in SEAG,
- Developing "gender and rural development" networks.

In order to realize this 17 months duration project, two test zones were selected before generalizing the gender approach on the entire kingdom. These zones are Khouribga and Tadla.

This project, completed in 2006, allowed carrying out some progress in the integration of the gender approach in the policies of the department of agriculture. The principal achievements are in particular:

- Consolidation of the national expertise for the integration of the approach through the designation of a core of 12 national trainers in SEAG²², the training of the supervisory staff on SEAG on the ground and the training of the local decision makers on SEAG. This latter benefited to the representatives of the department of agriculture and other government departments and publicly-owned institutions.
- The realization of studies to diagnose the current situation of national rural world in order to determine the future ways of intervention. These studies are: "analysis of the gender variations in the Moroccan agricultural sector", "Micro-finance and the gender in Moroccan rural environment", "The gender and agricultural land", "The gender and the marketing of the agricultural product and soils".
- The elaboration of a guide of training on SEAG. This document presents the stages to go through to prepare a three levels training course on SEAG (ground, intermediary and macro), the didactic and pedagogic media and advice and orientation for the trainers.

²¹ DTRD: Directorate of Teaching, Research and Development.

²² The core is composed of 5 executives belonging to the Directorate of Teaching, Research and Development (DTRD), 3 teacher researchers of the National School of Agriculture (NSA), 2 executives of the Provincial Directorate of Agriculture (PDA) of Khouribga et 2 and women technicians of the Regional Bureau of Agricultural Enhancing (RBAE)

- Elaboration of a document which, in the light of the results of the various studies and investigations, presents the actions and conditions to ensure for the integration of gender dimension in the policies, programmes and projects of agricultural and rural development.

Feminine animation

Feminine rural animation gathers all actions of technical supervision, agricultural advisory service and socio-educational information on the various female activities. The contents of these actions are defined on the basis of regular diagnosis carried out by the executives of APD on the real needs for the female population of the zone of action.

The programme is based on the combination of the generalization agricultural methods (contact visits, animation days, demonstration, trips and farming competitions), the promotion the income generating women projects, the functional elimination of illiteracy of rural women and girls and diversification of communication channels (regional radio broadcasts, use of the audio-visual aids). This programme aims to improve the standard of living of the rural woman through the improvement of her knowledge to make, her technical level, her income and to promote the organization and collective work among rural women.

During the 2005-2006 campaign, APD and the RBAE carried out 61.225 animation and support actions. It is important to announce that in spite of the important evolution over last years of the programmes of agricultural extension intended for rural women, the lack of female animators in all the structures of proximity still limits the range of the programmes.

Promotion of Income Generating Projects (IGP)

The Department of Agriculture launched a programme of Small Income Generating Projects (IGP) intended to improve the socio-economic conditions of rural women. These projects are carried out on a purely individual or collective basis and concern the improvement of the agricultural activities in particular small animal breeding, and concern also the reduction of certain house works such as the substitution of the firewood by the use of biogas and solar energy, wells digging...

Since the creation of the budgetary line in 2002, the number of individuals having developed a IGP increases in continuously, reaching a total of more than 11.000 individuals during the 2002- 2006 period.

It is worth noting that the animation and IGP actions are intended for all the categories of rural women including the rural women not women farmers, bearing in mind the fact that the majority of female activities (small animal breeding, goat breeding...) do not require the exploitation of important lands.

In addition to that, and since 2004, a budgetary line which is part of the general budget of the MADRPM of an amount of 1 million dirhams is used to finance local development projects in partnership with NGOs. Thus, during 2004, 11 projects were financed to the benefit of rural women from 11 rural communes belonging to the provinces of: Khouribga, Beni Mellal, Safi, Al Hoceima and Boulemane.

Functional Alphabetization Programme

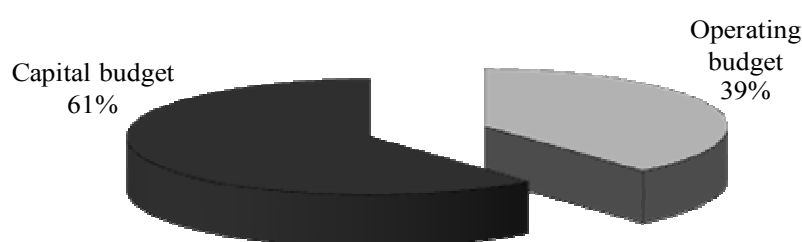
The Department of agriculture too adhered to the National Plan Against Illiteracy. Thus, the department launched, in partnership with the Ministry of Employment, Social Development and Solidarity, a campaign against illiteracy. This programme is based on agricultural activities as a training tool of rural women.

During the 2000-2001 agricultural campaign, this programme concerned approximately 7.000 recipients including 3.000 women and rural girls. Thereafter, and thanks to the sensitizing efforts of the MARDW, the number of registered voters for the 2005-2006 year reached 6.874 including 79% of women, 15% of men and 6% of young people. These results were achieved thanks to 180 open centres of elimination of illiteracy with 220 organizers.

1.4. Gender Analysis of the budget allocated to the Department of Agriculture

The total budget allocated to the MARDMF reached, in 2007, approximately DH 4.9 billion. 61% of this budget is dedicated to investments and 39% to operation. However, despite the rise of the total budget compared to 2006, the share of the budget of investment regressed passing from 64% in 2006 to 61% in 2007.

Distribution of the budget allocated to MADRPM



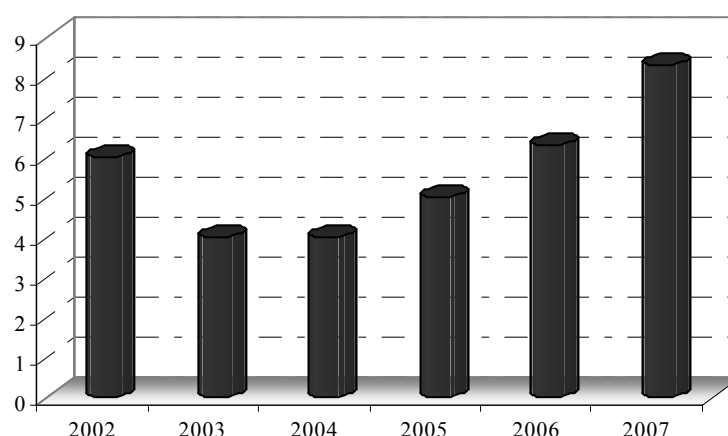
Source: 2007 Finance Bill

Concerning the agricultural extension, the budget allocated at the department in 2007 reached nearly DH 13.9 million, knowing thus a light rise compared to the previous year. The budget distribution analysis dedicated to the agricultural extension according to the gender shows certain equity in the financial resource allocation. Indeed, the expenditure related to feminine activities with respect to female animation and popularization rose to DH 6,3 million, which equals 48% of the amount intended for the agricultural extension.

The distribution of the expenditure dedicated to female activities is done according to projects presented by the Work Centres (WC) of each region and according to the various partnerships organizations and NGOs. Thus, in 2006, DH 2 million was dedicated to the projects initiated in partnership with economic and social development associations and 4.3 million to the various WC.

In terms of evolution, the budgetary amount intended for female activities within the MADRPM recorded in 2007 a significant rise compared to the two previous years moving from DH 5 million in 2005 and DH 6,3 million in 2006 to DH 8,3 million in 2007. This is due to the development of the actions of female animations and the income generating projects that benefit to rural women.

Evolution of the amount allocated to feminine animation in the Ministry of Agriculture (in million Dh)



On another side, in addition to the budgets allotted directly to female animation, other budgets intended for other actions positively affect rural woman and girl such as the budgets allocated to teaching, health or the basic infrastructure.

Like other ministries, the MARDMF adopted objective indicators to achieve a better management of its investment budget. Thus, all the directorates of the Ministry fixed a certain number of goals per sphere of activity and area.

The gender analysis of these indicators shows that only the Directorate of Teaching, Research and the Development integrates the gender approach kind in its actions and its goals indicators. Indeed, the Directorate installed an indicator relating to socio-economic promotion of rural woman which is: Promotion of the rural woman and improvement of her income through the realization of income generating actions. This indicator is taken into account in all the regions of the Kingdom.

Other indicators could also be elaborated according to the gender such as: the improvement of breeding of gold of pleasure, development of beekeeping through the distribution of the modern hives, reinforcement of the capabilities of agricultures... the integration of the gender approach would allow a better targeting of the population and a more exact evaluation of the impacts of each action on the populations.

1.5. Gender impacts of public expenditures allocated to the promotion of rural women

Since the launching of the socio-economic promotion of rural women strategy by the Department of Agriculture, several progresses were achieved and a certain number of actions were concretized, particularly with respect to female animation, the creation of the PPGR and the professional execution of the illiteracy programme for rural women.

Concerning female animation, the number of recipients of this action has known a significant growth compared to 2001, moving from 33.168 people to 74.124 in 2004.

Concerning the achievements of the PPGR, the number of women beneficiating from the programme increased considerably from one year to another. This is explained, amongst other things, by the continuous actions of the department of Agriculture for the promotion of this kind of projects.

Achievements of PGR since 2002

Nature of PGR	2002		2003		2004		2005		2006*	
	Units	NB	Units	NB	Units	NB	Units	NB	Units	NB
Poultry farming	62	1564	11	330	5	100	5	100	11	220
Rabbit production			20	600	16	320	16	320		
beekeeping	18	456	18	270	8	160	8	160	25	500
Goat breeding	38	960	12	225	15	300	15	300	23	460
Market gardening	-	-	12	180	13	100	13	100	18	360
Total	-	-	76	1605	61	1060	61	1060	77	1540
Total cost (in DH)	6.400.000		3.974.000		4.000.000		3.000.000		5.000.000	

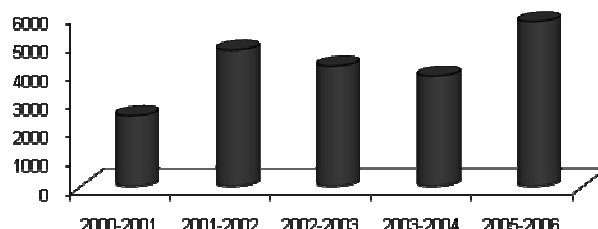
NB: Number of beneficiaries

Source: DEDR

* Figures are temporary

On another side, the functional alphabetization programme contributed to the improvement of women's know-how and participating girls with this programme. The evolution of the number of rural women benefiting from this programme shows a regression due mainly to the socioeconomic constraints and the constraints posed to women by agricultural and domestic work.

Number of rural women benefiting from functional literacy



These programmes must increase each year to extend to all WC and cover the totality of their zone of action. Thus, in addition to the areas under the supervision of ORMVA, rural women in all Moroccan regions will benefit, directly or indirectly, from the activities of these programmes.

2. Gender Analysis of Employment

Since the end of the 1990s, Morocco has been engaged in a major political and democratic transition. Many reforms aim to uphold the rule of law, the defense of human rights, particularly women's rights. These reforms centred on gender equality, and which concern the Labour Code, the protection of women, and the Family Code, constitute a major progress in the implementation of women's rights and turn Morocco into a model in the region.

At the level of integrating women into the different fields of development, strategies have been designed and actions have been implemented in favour of a better participation of women in the workforce, notably in the labour market. These efforts, made jointly with the public authorities, the civil society and international organizations, have led to major reforms.

2.1. Gender diagnosis of the employment market

The issue of gender mainstreaming shows a paradox. In fact, decades of investment and political progress have made it possible to achieve a major leap as regards women's healthcare and education. However, the advantages expected regarding income-generating jobs have not been materialized on account of the persistence of disparities between men and women as regards access to employment, participation in decision-making, and active life. There were also cultural and political obstacles. In this respect, ensuring opportunities for women to integrate all aspects of the society is not a mere question of justice, but it is also a vital factor to attain dignity and security, which are necessary for progress and sustainable development.

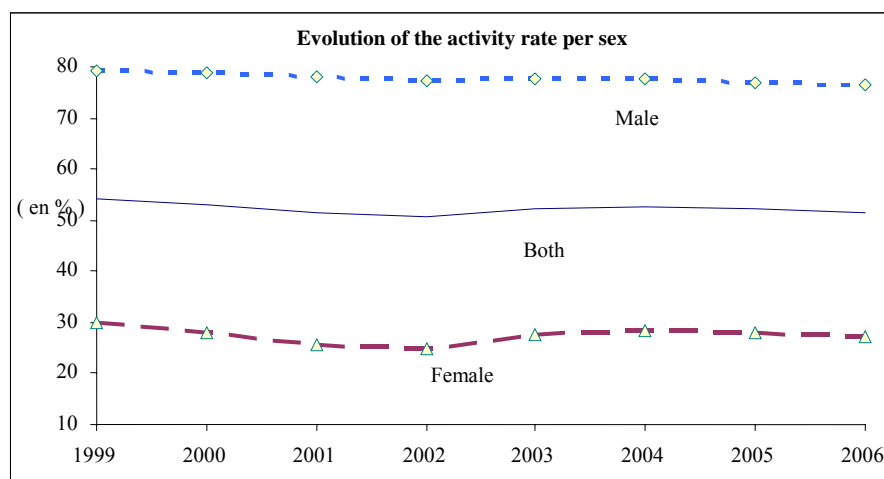
For years now, the employment market in Morocco has been subject to radical change under the effect of demographic and economic factors, notably the growth of the active population and the more remarkable participation of women in active life.

For the coming years, this improvement should be maintained with the new Labour Code coming into force in June 2004. This Code includes a number of measures aiming at improving working conditions for women and upholding gender equality. Nevertheless, women are still underprivileged in comparison to men, and disparities persist as regards access to employment and active life. Women are more affected by unemployment even though significant progress has been made at the level of access to education.

6.1.1 Activity and unemployment

The active population aged 15 years and over have grown from 10.7 millions in 2004 to 10.9 millions in 2006, i.e. a growth rate of 2.3%. During this period, feminization of work was remarked, though the feminization rate recorded in 2006 remains low compared to 2004, i.e. 27.1% and 27.6% respectively. Nevertheless, women's participation in the employment market has favourably increased but remains low compared to other countries because of demographic, cultural, community-related factors, etc.

In this regard, women's activity rate remains low compared to that of men. Between 2004 and 2006, the population's activity rate rose from 77% to 76.4% for men against only 28.3% to 27.2 % for women. During the same periods, this rate reached 71.5% and 71.4% for men against 20.5% and 19.3% for women, in urban areas. In rural areas, the rate is estimated at 83.4% in 2006 against 84.2% in 2004 for men, 38.8% and 38.4% respectively for women.



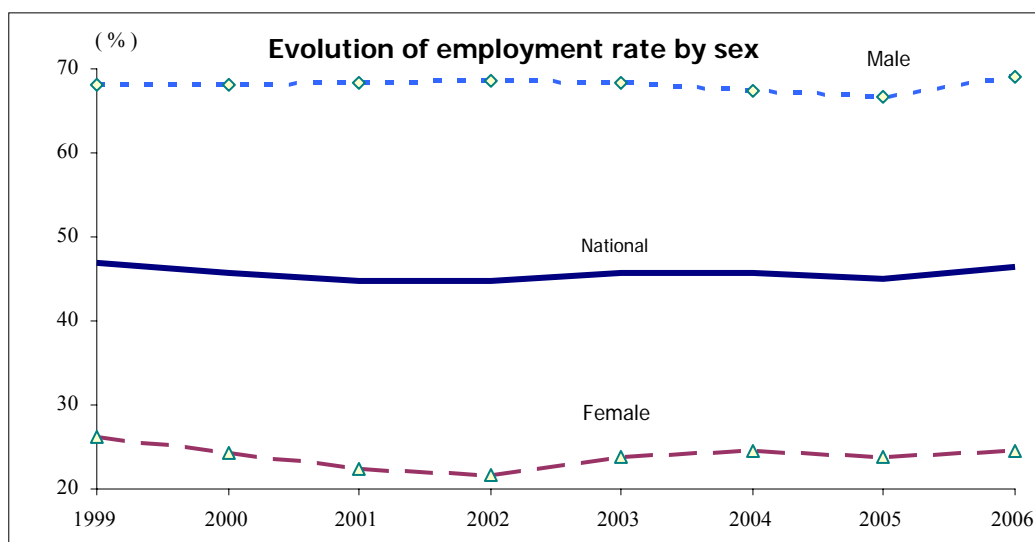
Hence, women's activity rate saw a downward trend affecting both urban and rural areas, which explains the importance of the activity gap between men and women that translates the low use of women's economic potentials. This significant gap in activity ratio between the two sexes in Morocco is attributed to the large number of non-active women. This number is due essentially to socio-cultural factors, and the negligence of the work done by housewives.

It is worth mentioning that the activity gap between men and women is increasing for the age bracket of 25-44 years. This could be attributed to women's tendency for giving up working activities for taking care of their matrimonial homes. According to a study²³ undertaken in 2004 and entitled: *"la situation des diplômés de la formation professionnelle sur le marché du travail au Maroc : une analyse genre avec des modèles de durée"* (Situation of diploma holders of vocational training in the employment market in Morocco : a gender analysis with duration models), one out of five females diploma holder of vocational training leaves the employment market within 49 months. In three cases out of four, girls no longer seek to work in order to take care of their matrimonial homes. Furthermore, this withdrawal from the employment market to work at home is irrevocable at least throughout the duration of study which extended from 2000 to 2004.

6.1.2 Employment rate

For a better assessment of the situation in the employment market, we should take into account the evolution of the employment rate or even the participation rate in the workforce.

²³ Brahim BOUDARBAT (Université Montréal, CIRANO-IWA)



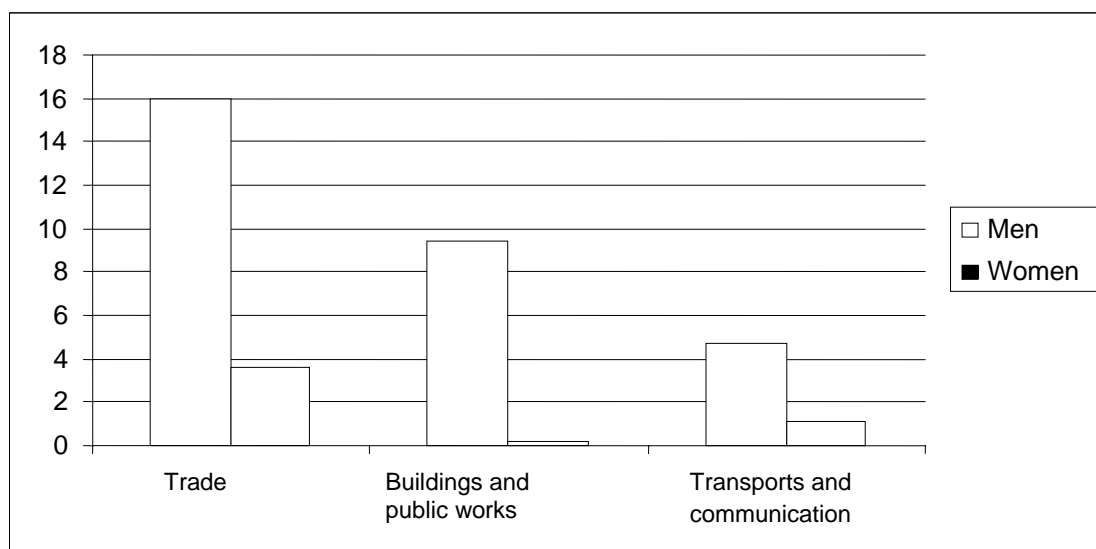
The employment rate in Morocco rose from 45.9% in 2005 to 46.3% in 2006. This rate hides disparities according to sex, place of residence, age and training level. In urban areas, the employment rate is estimated at 36.6% in 2005, i.e. 59.6% for men against only 15.1% for women. In 2006, this rate grew by 1.2 point, i.e. 61.5% with a slight increase of 0.1% for women. The feminization rate increased slightly from 20.7% in 2006 compared to 21.1% in 2005. During 2005-2006, these rates were respectively 38% and 37.7% for women against 79.7% and 79.6% for men, in rural areas.

Additionally, at the national level, the distribution of employment by sex shows that there is an unequal access of women to economic activities. Women's employment rate represents only 34% of men's employment rate. The sharp imbalance between female and male employment translates an elitist Man/Woman parity at the employment level.

Hence, while some women suffer from discrimination as regards access to employment market, others undergo a discriminatory behaviour related to the nature of the jobs they do. Women have tendency to fill less qualified and badly-paid jobs and have weak access to positions of responsibility. They are underprivileged compared to men, in the modern sectors of the economy.

6.1.3 Employment per sector

Employment in the economic activity, in the manufacturing industry and in services shows that there is a significant participation of women in urban areas. This distribution explains the continuing key role on women at home (local services, social services...). However, in the textile and food-processing industry, the presence of women is more important despite unfavourable working conditions: low wages, non-regulated working hours, absence of social security. For their part, men are frequently employed in branches of trade and industry.

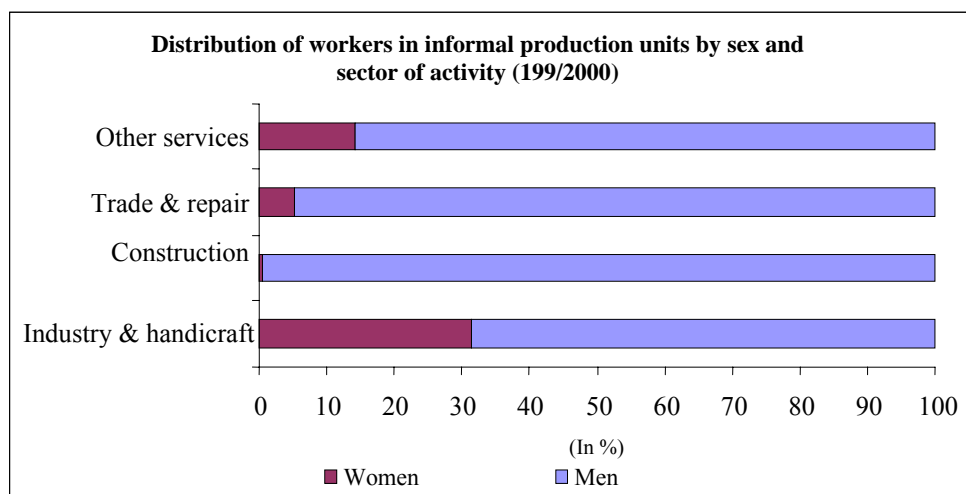


Hence, a sector-based analysis shows that the sectors of trade, building and public works, transport and communication remain male-dominated sectors. In 2005²⁴, these sectors employed respectively 16%, 9.4% and 4.7% of the female workforce. The feminization rate reaches 7.9% in the first two sectors while it is 0.9% in the sector of building and public works.

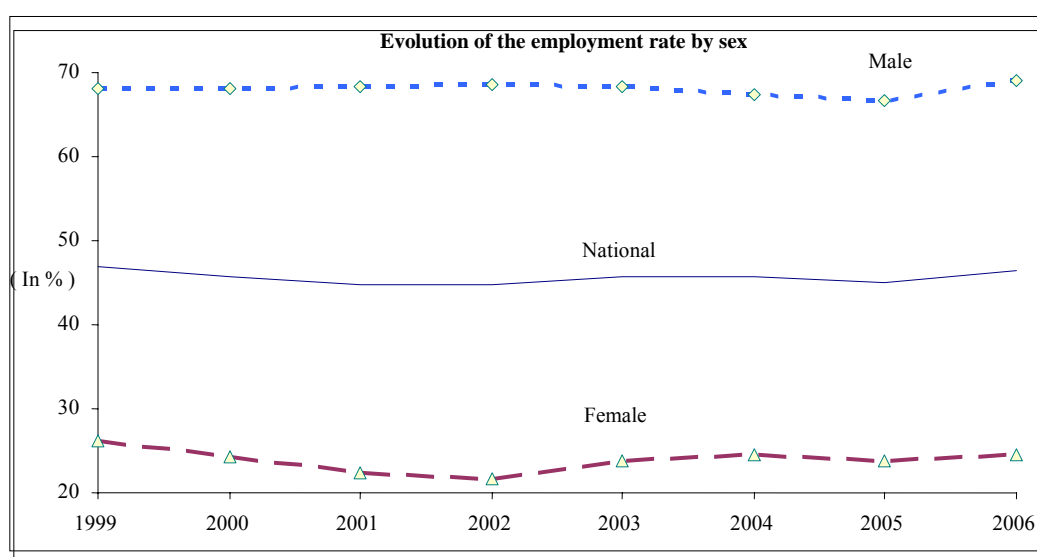
The sectors to most use the female workforce are the sectors of agriculture, forestry and fisheries, and the sector of industry and handicraft as well as services provided to the commune. The participation of women is respectively estimated at 62.9%, 15.1% and 5.9% of the female workforce in 2005. These ratios are quite higher than those recorded by men: 40.6%, 11.1% and 3.7%. The importance of female work in the agriculture sector is particularly visible in rural areas, where 94% of women work there compared to only 6.1% in urban areas. Industry uses 39.4% of the urban female workforce against 4.2% in the rural areas.

At the level of the informal sector, almost 86.7% of informal workers are men. Furthermore, concerning homebound employment, there is a concentration of women, that is 69.9% compared to 30.1% for men (handicraft activities, embroidery, dressmaking, carpet weaving, small or local tailoring).

²⁴ Only 2005 data providing information on the sector-based distribution by sex



By sectors of activity, 31.34% of women work in the sectors of industry and handicraft (textile, embroidery, home-made clothes) and 14.2% work in other services (10.2% run a micro-enterprise of services). Nevertheless, they are strongly present in the activities of local services and in small businesses where they serve as the most vulnerable link in the business chain of smuggled products (fabric, food products). Hence, the informal sector has become a privileged receptacle for women who demonstrate a certain capacity to create their own jobs by accepting the most precarious conditions through vulnerable forms of employment.



Employment indicators show clearly this inequality existing between men and women. At the national level, this rate is estimated at 11.1% in 2005 against 9.7% in 2006 for women, that is a drop of 1.3 point and 1.6 point for men.

In rural areas, women's unemployment rate is much lower than that of men, i.e. 1.8% and 4.6% respectively. The activities undertaken by women remain poorly remunerated. In fact, 80.6% of women in rural areas are part of the category of live-in-caregivers, seasonal workers, homebound workers and apprentices compared to 37.5% for men. The low unemployment rate in these areas is attributed to the fact that women hold precarious jobs in the formal sector of economy.

Distinguished by sex, unemployment rates present remarkable differences only when we distribute them according to diploma or school level. In fact, there is an obvious disequilibrium between men and women regarding access to the employment market. However, this disequilibrium is limited for persons without diploma, i.e. 4% for women and 6.2% for men in 2002 against 5.5% and 23.5% respectively, in 1999. For diploma holders, almost 22% of women in the workforce have an advanced diploma against 35.4% for men. This situation is attributed to the gap between men and women as regards education, i.e. 35.5% for persons without diploma and 60% for advanced diploma holders.

6.2 Public policies, priorities and targets

Unemployment is a structural problem in most countries, including the developed ones. It can be surmounted only via a significant and sustainable growth.

To reach this goal, the Moroccan government had devoted all the necessary energy, making the creation of job opportunities its top priority. The Government is also committed to inject a new dynamism into the employment market. In addition to speeding up the pace of implementing the education and training reforms in such a way as to ensure a better harmonization between education and the employment market, three initiatives have been recommended. First is granting private companies fiscal privileges to hire more people, second is starting companies and third is improving the organization of the employment market through the rationalization of intermediation.

The Labour Code came into force in June 2004. It contains a number of provisions aiming at improving the working conditions of women by granting them some advantages while taking into account their place in society as mothers. Among these advantages, there is the expansion of maternity leave from 12 to 14 weeks²⁵, with the possibility for a woman to have a non-paid leave that may extend to 1 year to bring up her child without losing her job. Also, the Code provides for introducing the concept of sexual harassment, now considered as a gross misconduct, and upholding, for the first time, the principle of non-discrimination between the two sexes as regards employment and wages.

However, despite the fact that this legal effort has recognized equality between men and women, this recognition is weakened by some practices which persist notably at the level of access to activity and to employment. This disparity is particularly generated from cultural factors and rigid social structures which remain reluctant as regards the place that women should enjoy in the economic and social life.

Identifying women's work forms has shown their significant participation in economic and social activities though they are often minimized in statistics. In Morocco, as is the case in many other countries, production is either made within the family framework or outside with little necessary female organization.

Moreover, within the scope of achieving the Millennium Development Goals, Morocco has engaged to eliminate all forms of discrimination against women by 2015. In this respect, many international conventions for gender equality in the economic field have been ratified by Morocco, notably:

- Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW);

²⁵ In conformity with the International Maternity Protection Convention N 183.

- Convention No.111 with the International Labour Organization (ILO) on discrimination in employment and profession;
- Convention No.10 on Equal Remuneration for Male and Female Workers on Work of Equal Value;
- Convention No.138 on the Minimum Age of Employment.

6.3 Implemented Projects and Programs

Within the scope of combating unemployment, the public authorities often adopt proactive employment policies. These policies are incorporated by taking a series of measures to inject a new dynamism into employment. In this regard, three programs, *Idmaj*, *Taahil* and *Moukawalati*, have been implemented in order to address the issue of employment.

Idmaj Programme aims to integrate almost 60,000 diploma holders by the end of 2008. The goal of this programme is to reduce the unemployment rate through integrating young diploma holders who face integration problems and to ensure the sustainability of jobs created. Meanwhile, *Taahil* Programme has been implemented in order to improve the harmonization between training and employment and to facilitate the integration of young job applicants through the acquisition of professional skills. This programme aims to ensure adjustment training and retraining in favour of 50.000 job seekers. Concerning *Moukawalati* Programme, it aims to create 30.000 companies for 2008 by encouraging self-integration of young unemployed diploma holders in the employment market.

The companies created by women cover all sectors of activity. They are more concentrated in the sector of services (37%) and trade and distribution (31%). Nevertheless, the presence of women running industrial firms, notably in the textile industry, remains weak. Firms run by women are often small-seized, limited liability companies (57%) or individual firms (22%) with a turnover less than 20 million dirhams, or even 5 million dirhams for a large proportion among them.

Concerning child labour, it constitutes a concern for the Moroccan government. Within this scope, many conventions have been signed aiming at improving the living conditions of this category.

In this regard, a convention was concluded between the State Secretariat in Charge of Family, Childhood and the Disabled in its capacity as a governmental department which coordinates the ministerial special commission on children and five institutional partners. This convention aims at setting up a partnership framework to support the *Inqad* Programme for combating the hiring of little maids in Casablanca by targeting the regions of Doukkala-Abda and Chaouia-Ouerdigha, in Marrakech by targeting the region of Tansift-El Haouz, in Rabat by targeting the region of Rabat-Salé-Zemmour-Zaër, in Fez by targeting the region of Fez-Boulemane as well as in Taza, Taounate and Errachidia.

Moreover, in order to curb this phenomenon, and eradicate it subsequently, it is necessary to harmonize the national legislations with the international conventions and to develop adapted strategies of executing provisions and finally monitor, control and sanction mechanisms regarding the question of children's rights. In this context, decisions on the national action plan on children for the period of 2006-2015 aiming at combating prejudices undergone by children have been implemented.

Income-generating activities

Developing income-generating activities in Morocco has given good results as regards job creation. On the one hand, income-generating activities have made it possible to launch dynamism and a process of local development. On the other hand, they have been a means for stimulating and integrating the population in development projects.

Civil society activists, notably micro-credit institutions, have strongly contributed to the materialization of a great number of projects through technical, financial and administrative assistance. In 2005, efforts made for opening employment and income opportunities helped 631.068 persons, including 65% of women, to benefit from micro-loans estimated at 1.5 billion dirhams.

6.4 Analysis of public expenditures allocated to employment

In 2007, the budget earmarked to the Ministry of Employment and Vocational Training is estimated at 815 million dirhams. In fact, the employment department benefits from 308 million dirhams, that is a ratio of 38%.

The operating expenditures are estimated at 173 million dirhams, that is 56% of the budget allocated to the Ministry of Employment, while the investment expenditures are estimated at 135 million dirhams, i.e. 44%.

The operating expenditures are more important because the employment inspection staff is reinforced through in-service training, and logistic means are provided to better implement the labour legislation. Additionally, change in occupations and needs of firms as regards human resources at the regional and sector-based levels have been followed up. The policy of promoting employment is also reinforced by launching a communication campaign.

3. Department of Social Economy

The year 2002 saw the institutionalization of the social economy sector with the creation of the Department of Social Economy, under the Ministry of Tourism, Handicrafts and Social Economy. The Department is tasked with working out a strategic and comprehensive vision for the development of social economy, insuring coordination of stakeholders in the sector and the follow up of the actions planned by the Government, associations and external stakeholders.

3.1. Relevance of gender mainstreaming in the social economy sector

Gender analysis is perfectly suitable for the social economy sector. This sector is characterized by a high concentration of activities using a poorly qualified workforce, making the living of vulnerable and low-income people. A good number of the sector's activities are carried out by women and girls that are, sometimes, forced to work to meet their basic domestic needs and to alleviate the structural problems that weigh on such households generally belonging to low-income classes.

Social economy plays a major role in the economic and social development of the country. This role was highlighted in most of the works related to the sector's position as an effective instrument for combating poverty, social exclusion and precariousness. However, the sector has been given special attention in the Royal letter addressed to the Prime Minister on the occasion of the preparation of the 2002-2004 economic and social development plan: "non-governmental organizations, professional associations and cooperatives are called upon

to play an important role within the framework of the partnership and mobilization required to meet the challenges of development.”

The scope of the sector has been defined by the Department of Social Economy. It encompasses all economic activities carried out by groups of people having opted for collective entrepreneurship within the framework of cooperatives, associations and any other form of organizations respecting the universal principles of social economy. These organizations, called "social economy companies", are distinguished from capitalist companies by their non-profit purpose; and from public enterprises by being independent from the State. The economic initiatives of these companies have a social purpose and place Man at the heart of development.

Despite the lack of detailed and quantitative information on the sector, the Department estimated the number of cooperatives at 5060, associations between 35.000 and 40.000 and mutual insurance companies at 52.

The 2002-2006 phase witnessed the creation of some 1.546 cooperatives, with Agriculture, Craft Industry and Housing as their main sectors. They have received nearly 550 training sessions. The Department in charge has organized 586 awareness-raising campaigns. It has also organised nearly 400 audits for the benefit of cooperatives.

3.2. New strategy for the sector

Prior to defining its new strategic vision for the development of the sector, the Department has undertaken a diagnosis of the sector that has shown the lack of a comprehensive and strategic vision for developing the sector, the multiplicity of actors and the lack of coordination between them, and finally the lack of statistical information on the sector, except for the data on cooperatives, published by the ODCO.

The approach adopted in 2002²⁶ focused on the development of tools necessary for materializing the government's willingness to promote social economy, as a sector that promotes job creation and combats poverty, exclusion and precariousness.

The goals thus retained are: defining a vision for the development of the sector, improving information on the sector, modernizing and adapting the legal framework for companies working in the sector, strengthening coordination among the sector's stakeholders, as well as developing international cooperation.

In order to begin the implementation of its strategy, the Department conducted two studies, before 2006, on social economy in Souss Mass Draâ and in the Eastern region and granted financial support for development associations. This phase was followed by the drafting of a new vision for the sector, based on a regional approach, through the identification of the sector's priorities. This project can not come true without the creation of a bank of IGA projects intended to be undertaken by the social economy companies, ensuring assistance and supervision, taking into account the sector's development strategies carried out by other departments and reforming the legal and regulatory framework.

Through the elements of the new strategy, it is possible to note that this vision takes into account the regional nature and the specificities of each activity. That is why the Department intends to carry out its new vision by setting up the Regional Development Plans of Social Economy (PDRES). The first PDRES is for the region of Rabat Salé Zemmour Zaer.

²⁶ In 2002 the social economy sector was institutionalized with the creation of the Department of Social Economy, within the Department of the Craft Industry

3.3. Steering and monitoring of the strategy

The steering and monitoring of the strategy will be made by the Department's different structures. The Studies and Planning Directorate is in charge of carrying out studies and strategic analysis on the sector, coordinating public actions and establishing indicators for monitoring and observation. As for the Regulation Directorate, it is in charge of adapting the legal framework to the sector's needs, ensuring the respect of the separation between the social economy and the market economy and improving institutional communication. Finally, the Cooperation Development Office is in charge of supervising and assisting cooperatives and collecting information on them. For this purpose, quantitative indicators will be designed to monitor the sector.

The success of the strategy requires the revision of the cooperatives' legal framework. In this regard, two texts are under preparation, notably the Bill amending Law No. 24-83 on the organization of cooperatives and the Bill amending and supplementing the Dahir under Law No. 1-73-654 (of April 23, 1975) concerning the Cooperation Development Office.

The main ongoing projects focus on the realization of the PDR for the Rabat Salé Zemmour Zaer Region, the creation of the Statistical Database on the Associations and Cooperatives, the creation of the Inter-ministerial Committee for Social Economy Coordination, the adoption of the Law on Cooperatives, the organization of the Exhibition on the Social Economy, the conduct of a second PDRES for another region and a study on the development of a legal framework for the economic associations.

Regarding the medium term action programme, it contains, in addition to the development and implementation of Regional Development Plans of Social Economy in partnership with the relevant stakeholders, the establishment of a satellite account devoted to social economy and enhancing coordination in social economy. Also, the Department plans to expand international cooperation in terms of social economy and communication on the sector. This restructuring requires the establishment of a legal framework for development associations, providing tools for regulating between social economy and market-based economy and the organization of outreach and awareness campaigns regarding the implementation of the regulation on the cooperative sector.

3.4. Implemented programmes and projects

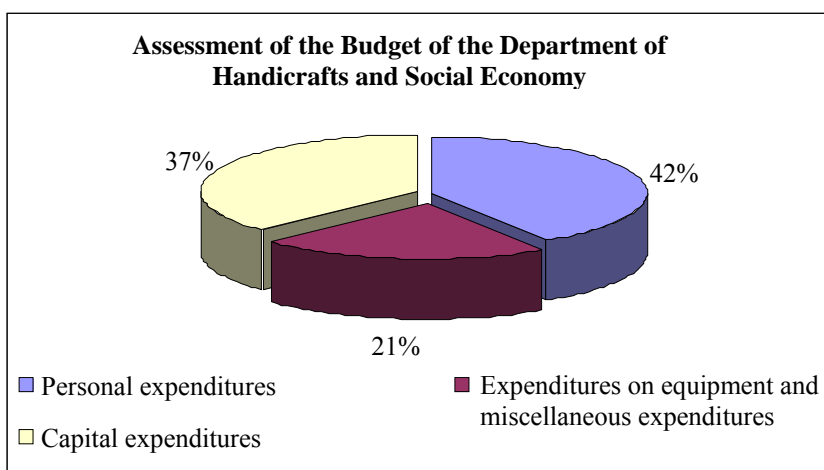
As part of the Finance Bill for the 2007 fiscal year, the Department of Social Economy has established goal indicators for the following activities:

- Introducing a registration record for cooperatives. The Department provides for the implementation of 42% of the operation in 2007 and the remainder for the following year.
- Developing a legal framework for development associations. Half of the programme is planned for 2007 and the other half for 2008.
- Developing a procedure manual outlining the procedures for cooperatives' regulations. The project must be completed within the current year.
- Examining the socio-economic and legal environment of mutual insurance companies, wherein 62% is due for 2007 and the rest for 2008.
- Developing regional development plans of social economy. This will be spread over three years: 60% in the first year, 20% in the second and 20% in the final year.

- Designing a social economy indicator. This project is scheduled over two years (60% in 2007 and 40% in 2008).

The last part plays a fundamental role in the development of gender-sensitive indicators. That is why we suggest that the discussions between the Department and the team from the Ministry of Finance should be maintained to take into account the information necessary for programming gender mainstreaming.

It is noteworthy that the budget of the Department of Handicrafts and Social Economy remains relatively low compared to other economic sectors. In 2007, the overall budget did not exceed 213 million dirhams. However, the Department budget has seen a remarkable increase over the previous year, i.e. an increase of 44%. Regarding capital expenditures, they were multiplied by four between 2006 and 2007, from approximately 19.5 to 79.5 million dirhams.



VI. Intersector Targeting and Proximity Pole

Since the early 90s, Morocco has undertaken a series of social programs aiming at fighting poverty and upgrading disadvantaged regions. These programs mainly focused on the fields of economic and social infrastructure, education, health and employment (BAJ1, PAGER, PNRR, PERG, etc.). Despite the investment made in these fields, studies have shown the persistence of social deficits, due mainly to the lack of an integrated vision and a participatory approach, which did not allow for the achievement of the desired results in terms of reducing poverty in rural areas and improving the standard of living of the rural population.

With the aim of enhancing and consolidating the efforts of development, His Majesty Mohammed IV launched, during a speech addressed to the Nation on May 18, 2005, the National Initiative for Human Development (INDH). This initiative gives guidelines and adopts a comprehensive and coherent vision for achieving sustainable human development. The specificity of the INDH is to take into account inequalities between regions, provinces and municipalities, and targeting interventions on the poorest and most vulnerable communities.

The goal of INDH is reducing poverty, vulnerability, insecurity and social exclusion and building a momentum for sustainable human development. This commitment is part of a perspective for consolidating a modern, democratic and transparent rule of law, promoting women's and children's rights and modernizing the economy. In order to achieve the desired impact of these goals, the gender dimension has been integrated into several INDH programmes, which is likely to improve and promote the status of women, who remain the most affected by poverty, unemployment and illiteracy.

1. INDH: a new form of governance

The INDH supports the Government's efforts to promote devolution and decentralization, and to improve local governance. In fact, all the programme's decision-making entities at the local, provincial and regional levels are composed of an equal number of representatives from sectorial ministries, elected officials and representatives of the civil society. This initiative is based on a social diagnosis and a participatory, cooperative, coordinated and planned approach, engaging all the partners operated at several levels.

At the local level, Local Committees of Human Development (CLDH) implement operational projects with external support and technical assistance. In consultation with local councils, these committees are required to revise the communal economic and social development plan in a convergence of sectorial programmes and their harmonization with the Local Initiative for Human Development (ILDH).

The neighbourhood or communal outreach team is the CLDH operational cell at the level of the commune or the neighbourhood. These teams are in charge of ensuring the coordination of the whole process of ILDH participatory preparation: information dissemination, people consultation, diagnosis, identification of projects and activities and assistance in the analysis and assessment of projects at the local level.

At the provincial level, the Provincial Committee for Human Development (CPDH), chaired by the governor, ensures ILDH validation and consolidation, contracting with the central level, to the release of funds corresponding to validated ILDHs and to the implementation, monitoring and control of programmes. As for the Division of Social Action

(DAS), it serves as a secretariat to CPDH, for carrying out of the INDH. It is also tasked with diagnosing and preparing an action plan for provincial precariousness.

As to the regional level, the Regional Committee for Human Development (CRDH) ensures the overall coherence of Human Development Provincial Initiatives (IPDH), highlights the convergence programmes of the State, public institutions, and local communities with the actions of the INDH and ensures regional consolidation and monitoring of precariousness programmes. The CRDH decisions are supported by a Technical Committee, whose role is to analyze the diagnoses and plans for combating precariousness, prepared by the CPDH, select activities to be funded under the precariousness component and develop a regional plan for combating precariousness.

At the national level, the Human Development Strategic Committee (CSDH) is in charge of defining the budget framing, allocating resources related to provincial consolidation of ILDHs in accordance with the INDH general guidelines, promoting international cooperation, institutional communication and monitoring of human development indicators, and the overall INDH assessment.

The Steering Committee (CP), for its part, provides technical support to the CSDH, defines the budgetary framework of programmes, collects data and selects intervention sites.

2. Implemented programmes and activities

The INDH revolves around three main sectors: addressing the social deficit affecting poor urban neighbourhoods and rural communes, especially by expanding access to equipment and basic social services, promoting generating-income activities and jobs by adopting a more innovative action with regards to the informal sector and strengthening the protection of vulnerable communities of the society.

2.1. Programmes for combating poverty in rural areas

The programme for combating rural poverty targets rural communes where the poverty rate exceeds 30%, i.e. 403 rural municipalities, according to the map of communal poverty. It aims at improving the Human Development Index and reducing poverty. Specifically, the programme has the following objectives:

- Reducing, by at least 10%, the rate of poverty of rural nature, affecting women in particular.
- Achieving an enrolment rate of 75% for girls aged from 6 to 11 years.
- Reducing, by at least 20%, the illiteracy rate which remains common among women.
- Improving the rate of access to basic healthcare.
- Achieving a rate of 100% for electrification.
- Achieving a rate of 95% for access to drinking water.
- Promoting and strengthening local governance.

The implementation of this programme is carried out via the stimulation of the local economic fabric through promoting activities which generate stable incomes and jobs, supporting access to facilities (water, electricity, roads) and basic social services (healthcare, education, literacy, training), strengthening governance and building local capacities and finally, protecting the environment and resources.

Women will enjoy various activities implemented under this programme that will have a positive impact on their situation, by offering new opportunities and building their capacities.

2.2. Programme for combating exclusion in urban areas

The programme for combating social exclusion in urban areas targets the most disadvantaged 264 urban districts, i.e. 2.5 million people. It aims at strengthening the social cohesion and improving the living conditions of the communities. The actions to be implemented by the programme can fall under three categories: upgrading basic infrastructures and improving access to socio-educative and health services, creating opportunities and activities which generate incomes and jobs, and social support for people in great vulnerability.

Upgrading basic infrastructures should be translated by to the construction and rehabilitation of housing units and the improvement of socio-educative and health services (construction of primary schools and health-care centres, organizing the collection of household waste, creating playgrounds for children, public gardens, sports fields, etc.).

The promotion of income-generating and job-creating activities will, in turn, be translated by the creation and the organization of proximity-based trade (covered markets, organized areas for itinerant merchants) and the promotion of access to smaller jobs.

Within the framework of supporting people with high vulnerability, a number of projects are being considered. These include the consolidation of social institutions in the city, the establishment of guidance and counselling centres for women in difficult situations, the improvement of assistance services in the various social institutions and agencies, setting up social duties and the construction of child care facilities and libraries, added to supporting the associations of the disabled, the centres for the elderly, the physically handicapped and orphans, and rehabilitation centres for children.

2.3. Programme for combating precariousness

This programme is designed for people living in extreme precariousness and aims at providing them with assistance and care in specialized centres, opting for an approach of support and integration. It focuses primarily on the young homeless and street children, abandoned children, women in situations of serious precariousness, beggars and vagrants, ex-detainees and the disabled without resources, the homeless mentally disturbed individuals and the poor elderly, i.e. approximately 200,000 people across the kingdom.

In order to become effective, multidisciplinary and specialized centres should be set up. Three multidisciplinary centres (grouping of several categories) and two specialized centres were thus identified²⁷.

Meanwhile, measures should be taken to encourage family reintegration and economic integration. The State must also provide support to socio-economic reintegration projects and training activities as well as associations specialized in the field.

2.4. Transversal programme

This program covers all the provinces and prefectures in the Kingdom and will aim to provide expertise and technical assistance to support unifying actions of strong social impact and to strengthen local governance.

²⁷ Multi-disciplinary programmes: the handicapped, the elderly without resources, abandoned children and women in situations of serious precariousness, beggars and vagrants and ex-detainees without resources.

The implementation of this programme should be accompanied by the organization of training and providing technical assistance to local elected officials, social workers in shelters, managers and employees of local communities and associations involved in human development, the promotion of socio-cultural, sports and health animation, the strengthening of social engineering and support for high-impact projects, for cooperatives, for micro-credit associations etc.,

3. Funding and procedures

The implementation of the INDH programmes requires considerable financial investment to implement priority actions in the 2006-2010 phase. In this way, a funding agreement for the INDH signed in Agadir between the First Ministry, the Ministry of Finance and Privatization, the Ministry of Interior and the Hassan II Fund for Economic and Social Development was crowned by the establishment of the INDH Supporting Fund (decree No. 2-05-1016 of Jumada II 12, 1426 (July 19, 2005)).

This fund will provide stable and continuous resources for funding the INDH. The allocation reached 10 billion dirhams in five years without resorting to new taxes. The State supports 60% of the budget, local authorities and foreign donors participate by 20% for each.

With regard to the contribution of foreign donors, communication at the highest level is crucial for awareness-raising and mobilisation in order to obtain more funding, either in the context of bilateral cooperation or multilateral cooperation.

Foreign donors funding

Donors	Amount	Nature
European Union	€60 M	Sector-based budget support
Germany	€5 M	Grant
Spain	€7.5 M	debt conversion
Japan	DH 33 M	Support to the Balance of Payment
China	DH 30 M	Equipment Funding
FADES	DH 21 M	Grant
OPEC	\$0.5 M	Grant
GPOBA	\$7 M	Grant
BIRD	\$100 M	loan
Saudi Arabia	\$50 M	Grant

Similarly, INDH funding operations have benefited from a simplification of procedures for programme implementation through softening budgetary and accounting procedures and instituting a monitoring and evaluation process of the impact of operations achieved through the establishment of the National Observatory for Human Development.

To ensure the best chance of success for the INDH, a close consultation is guaranteed levels, at the different levels of Local Collectivities, Public Institutions, local officials and representatives of the network of associations, throughout the process of selecting target sectors, choosing projects and assessing their impact.

4. Gender Mainstreaming in the INDH Programmes

According to the available data, this section deals with three fields related to corporate actions within the framework of materializing the INDH programs. It is particularly about healthcare and handicraft sectors, and income-generating activities.

4.1. INDH and healthcare

The health of individuals and the population in general are the keystone of human development. A healthy population and individuals are the guarantee of sustainable development. Therefore, the UN General Assembly acknowledged explicitly that there is a direct link between poverty and the state of health.

In the field of healthcare, the National Initiative for Human Development (INDH) aims particularly at ensuring better access to treatment and healthcare services for the poorest population in both urban and the rural areas, with their full participation. Within this context, the Ministry of Health has made efforts to integrate health aspects in the planning and implementation process of the INDH. The goal is to contribute to the improvement of the health of citizens, particularly among the most vulnerable population, and more precisely women, who are the first target at this level.

A particular interest should be given to the actions which have a strong impact on the determinants of health, taking into account their sustainable impact on improving health indicators. Actions related to combating illiteracy, supplying drinking water, rural electrification, opening communes to the outside world, fighting insalubrious housing, improving urban hygiene and protecting the environment have a positive impact on the health of the communities concerned.

Hence, some measures have been taken to ensure a healthy sustainable environment and to allow for beneficiaries to live in “Healthy Neighbourhoods and Villages”, where environmental factors that have side effects on health are under control. This falls within the scope of a participatory approach in which the community is mobilized and included.

In the health field, the INDH aims to improve the populations’ health conditions by fighting diseases, traumatisms and incapacities, to reduce inequality related notably to environment, work, transport... and to improve the quality and safety of care. The INDH intervention covers fields of priority, such as human resources, access to healthcare, technical support centres, service organization, partnership for health and intersectoriality, including private health professionals and regionalization.

More precisely, in the field of fighting diseases, some actions have been undertaken within the scope of the INDH. They have focused on the prevention of these illnesses and their complications:

- Supplying health facilities with drugs and condoms to better meet the populations’ needs;
- Supporting the NGOs and local associations operating in the field and providing educational and preventive devices;
- Supporting the mass media to spread messages on prevention and referral to the centres for VIH anonymous and free testing;
- Supporting the intervention of other sectors and integrating prevention of AIDS into the development programs (literacy lectures, vocational training courses...)

On the ground, many projects have been selected and implemented within the INDH framework for 2005-2006. They are designated for poor neighbourhoods in urban areas as well as poor communes in rural areas. Poor rural communes have benefited most from these projects (113 projects compared to only 15 projects in urban areas). Among the main intervening parties is the Ministry of Health, the local and provincial committees, the Ministry of Interior, the State Secretariat in Charge of the Disabled and the INDH Unit.

In urban areas, these projects include building and developing healthcare centres, and providing medical equipment and ambulances. In the rural world, the main projects selected are the construction and expansion of maternity wards, training and equipping healthcare centres with traditional birth attendant, building latrines, supplying drinking water, and building dispensaries and shelters for women.

During 2005, 76 projects were achieved covering almost all provinces. The projects selected for 2006 are estimated at 79.

4.2. INDH and the craft industry

147 handicraft projects have been planned for 2006 within the INDH framework. The goal of these projects is to create and develop production, exposition and sales points of handicraft products, set up craft training and qualification centres and purchase equipment and work tools. They aim also to improve the working and living conditions of craftsmen and women.

These projects have been implemented in both rural and urban areas. However, coverage of urban neighbourhoods (82 projects) is much more important than in rural communes (67 projects). Three sectors benefit from almost 2/3 of these projects: weaving, sewing-embroidery and ceramics.

The planned projects are spread over the rural programme (26 projects), the urban programme (35 projects), the transversal project (82 projects) and the programme for combating vulnerability. Projects of transversal nature (urban and rural) are predominant. They are mainly about supporting production (equipping, creating and redeveloping production centres...), organization, support, training and qualification.

The population that will profit from these projects is estimated at 22,811 persons. Almost $\frac{3}{4}$ of this population live in urban areas. Male craftsmen benefit most from these projects (13,512 beneficiary men), that is almost 60%. These projects have made it possible in 2006 to create more than 9,000 pots. 2/3 of the jobs, maintained or created, are in the urban areas (6,098 jobs).

The majority of these projects, i.e. 82% are undertaken by cooperatives or associations. Projects launched by cooperatives are located in urban areas (71%); whereas, projects launched by associations are set up in both urban (53%) and rural areas (47%). Projects undertaken by associations contribute to maintaining and creating jobs more than those undertaken by cooperatives.

4.3 Income-generating activities

Among the goals of the INDH, there is the development of income-generating activities (IGAs) that target, particularly, women, small farmers and craftsmen. These projects are an important source of investment that constitutes an unavoidable gateway to reach poor and generally excluded social classes, in order to integrate them into the economic circle and to open for them markets where they can achieve added value.

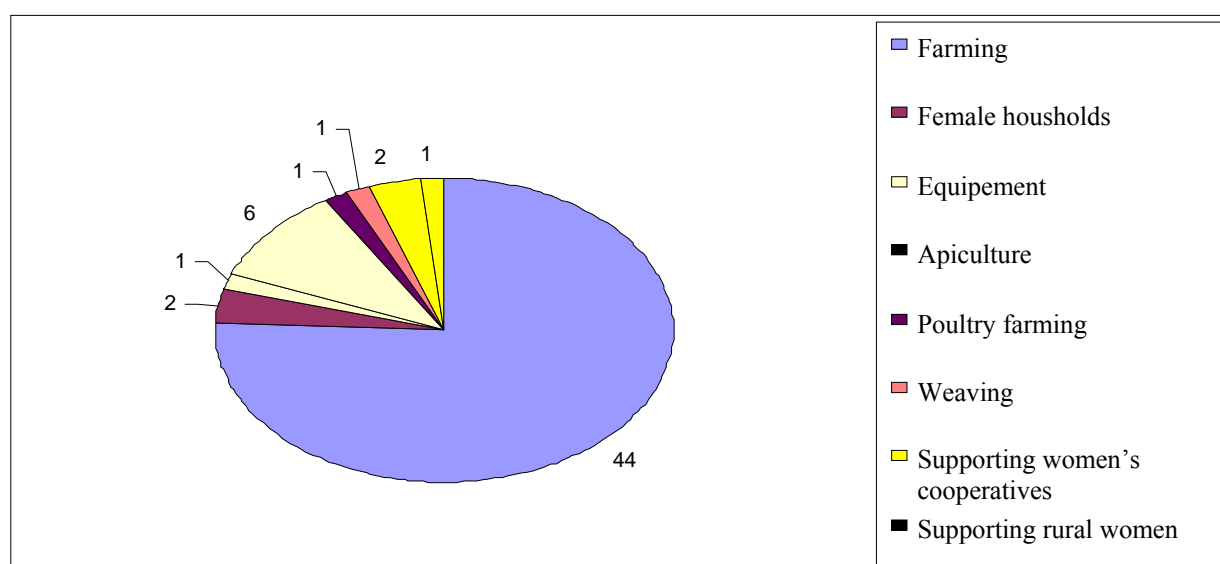
These IGAs are set up through the Local Initiatives for Human Development. They are followed, monitored and evaluated by the Human Development Local Committees. The INDH supports the IGAs by grants, repayable advances, micro-credits for the benefit of the poor, deprived and insecure people, and directs IGA promoters on adapted bank lending. It should be stressed that IGA implementation requires, in general, support for the preparation of dossiers and possibly access to credit, initial basic training and project support.

IGA development under the INDH has produced very good results. On the one hand, IGAs helped trigger dynamism and a local sustainable development process, through the promotion of projects, supporting projects in urban and rural areas and backing endangered handicrafts and trades. On the other hand, they were a means of stimulating people's motivation and integration into development projects.

The associative players, including micro-credit associations, have strongly contributed to the realization of a large number of projects through technical, administrative and financial assistance. In 2005, efforts to create opportunities for access to employment and income helped 631,068 people - 65% of whom are women - receive micro-credit funding in the range of 1.5 billion dirhams.

35% of the beneficiaries represent urban areas, as opposed to 16% in the sub-urban areas and 49% in rural areas. The trade sector occupies a prime position, with 48% of beneficiaries, followed by craft activities, which reached 28% of recipients. As for agriculture and services activities, they have recorded, respectively 8% and 16% of total beneficiaries. The number of representatives of micro-credit associations in the national territory reached 745 against 487 at the end of 2004, increasing by 53%. These representations employ 2,562 people, as opposed to 1852 at the end of 2004, increasing by 38.3%.

Types of Women's IGAs in 2007



Indeed, the efforts of micro-credit associations have helped increase the number of income-generating activities funded under the INDH, which reached 210 projects at the end of June 2007. The total number of AGRs run by women is about 58, broken down as follows: 44 projects for livestock and 6 for aviculture. The rest is divided among households and

supporting women cooperatives and equipment (2 each), poultry farming, weaving and supporting rural women (1 each).

It should be emphasized that a perception investigation conducted between December 2006 and January 2007 helped evaluate the perception, the behaviours and the attitudes of citizens in relation to the actions of the INDH. It pointed out to the low participation of animation teams in communes and neighbourhoods, of partners and of State external services. It also emphasized the need for increased training activities, capacity-building and widespread multi participatory approach.

General Conclusion

Six new government departments which have adopted gender-sensitive budgeting are covered by the 2008 Gender Report, bringing their total number to 17 departments. The report is also marked by the introduction of a gender analysis of goal indicators. This helped consolidate the prospects for introducing gender mainstreaming in budget planning and shows a greater awareness of the authorities to the gender issue.

Analysis of actions taken by the various ministerial departments shows that a remarkable progress has been made both in the process of implementing the budget reform, based on earnings, and in the definition of gender-sensitive performance indicators.

It should be noted that, regardless of the department concerned, the State has an important role to play in reducing gender disparities and operates choices that are not neutral in the field of social gender relations. Maintaining projects undertaken by the government in this area is necessary. Other organizations can also play an important role in implementing the process of gender-sensitive budgeting, involving the Civil Society.

In addition, the INDH which is entering its third year of implementation, opens new perspectives on the initiative of integrated women, from the outset, in the institutional arsenal of governance. The Initiative will be enriched by their participation, especially if their associations and cooperatives could catch up with the pace expected for the bringing into effect of this innovative and promising Royal Initiative.

Women socio-economic development should be based on local and cross-cutting projects that involve the departments taking into account regional specificities and targeting the specific needs of the population. Microfinance, which has achieved encouraging results among the female population in urban and sub-urban areas, deserves to be developed. In conjunction with the big precariousness of some areas, other means of capacity building, partnership financing should be tested.

It remains that, beyond the positive impact exerted by the various programs conducted, the analysis should be more thorough, in order to ascertain the causes and constraints that make women disadvantaged in many fields, compared to men.

Finally, the BSG program in Morocco has reached a stage where the actions performed allow for action on the overall budget process, on defining the objectives and on the development of programs and performance indicators. An accompanying work in this direction was carried out within two main departments, the Secretariat of State in charge of Literacy and Non-Formal Education and the Department of Vocational Training. This work should serve as a model for other government departments and, ultimately, as an experience that could be shared at the international level.

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STATISTICAL ANNEX

1. *Demography*
2. *Education and Training*
3. *Activity, employment and unemployment*
4. *Health*

<i>Social indicators</i>

1- Demography

1-1 Population by sex (In thousands) (2)	28833	29185	29520	29892	30172	30506
Women	14658	14889	15116	15046	15210	15403
Men	14512	14742	14972	14846	14962	15103
Femininity rate	50,3	50,2	50,2	50,3	50,4	50,5
1-2 Fertility	79-80	86-88	1992	1994	1995	2004
Aggregative fertility index (3)	5,90	4,46	4,04	3,28	3,31	2,50
Urban	4,30	2,80	2,54	2,56	2,17	2,10
Rural	6,90	5,80	5,54	4,25	4,50	3,10
1-3 Birthrate	00/01	01/02	02/03	03/04	04/05	
Gross rate of birthrate (for thousand)	21,9	21,5	21	20,4	20,1	
Urban	19,8	19,5	19,2	18,8	18,6	
Rural	24,6	24	23,3	22,6	21,8	
1-4 Marriage rate	1960	1971	1982	1994	2004	
Proportions (%) of single women aged between 15 and 29 years						
15-19	41,9	70,2	81,5	87,2	88,9	
20-24	6,1	20,4	40,4	55,9	61,3	
25-29	2,3	6,0	17,0	35,1	40,7	
Proportions (%) of single men aged between 15 and 29 years						
15-19	95,0	96,9	97,9	98,9	99,2	
20-24	58,4	71,3	80,5	89,0	92,1	
25-29	21,9	30,6	44,8	63,5	68,7	
Average age of first marriage						
National						
Men	24,0	25,0	27,2	30,0	31,2	
Women	17,5	19,3	22,3	25,8	26,3	
Urban						
Men	24,4	26,0	28,5	31,2	32,2	
Women	17,5	20,9	23,8	26,9	27,1	
Rural						
Men	24,0	25,0	27,2	30,0	31,2	
Women	17,5	19,3	22,3	25,8	26,3	
Proportions of the heads of household according to sex (4)	1960	1982	1994	2003-2004		
Women						
Both	11,2	15,3	15,4	17,1		
Urban	14,6	18,1	18,4	20,2		
Rural	9,6	12,8	11,3	12,0		
Men						
Both	88,8	84,7	84,6	82,9		
Urban	85,4	81,9	81,6	79,8		
Rural	91,4	87,2	88,7	88,0		

Sources: - Ministry of National Education

- High Commission of Planning

(1) RGPH (General Census of the Population and Housing) 2004

(2) Retro-projections of the population CERED 2006

(3) Sources: Ministry of Health for ENFPF surveys (79-80, ENPS II and the PANEL Survey 1995; High Commission of Planning for the RGPH of 1994 and 2004 and the ENDPR (86-88).

(4) Sources: High Commission of Planning, RGPH of 1960,1982,1994;
Ministry for health, EPSF 2003-2004

Social indicators (Continued 1)

2- Education and Training	2000/20001	2001/2002	2002/20003	2003/2004	2004/2005	2005/2006	2006/2007
Net schooling rate of girls in the 1st fundamental cycle (in %)	80,6	86,6	89,1	89,41	90,08	90,5	91,6
Urban	91,4	95	96,1	95,3	95,3	93,5	
Rural	70,4	78,6	82,2	83,14	84,25	87,2	88,7
Number of pupils in pre-school	764200	746606	709988	684783	688980	702656	705753
Girls	272226	269125	265455	260588	266961	281801	
Boys	491974	477481	444533	424195	422019	420855	
Number of pupils in fundamental education	4885343	5125000	5220737	5231496	5254352	5260980	5253352
Girls	2200880	2335966	2393694	2406290	2415385	2418036	2460477
Boys	2684463	2789034	2827043	2825206	2838967	2842944	2792875
Number of the pupils in secondary education	481168	515000	559414	603321	633409	656796	981369
Girls	219152	236900	260666	282714	298064	311638	327737
Boys	262016	278100	298748	320607	335345	345158	653632
Number of the students in higher education (Public)	285565	288319	298669	297321	306741	317787	
Girls	125478	130068	135496	137229	141335	140894	
Boys	160087	158251	163173	160092	165406	176893	
Number in professional training (Public)	75478	77304	79310	98177	106029	120331	
Girls	23275	24058	25727	30894	36427	44240	
Boys	52203	53246	53583	67283	69602	76091	
Illiteracy rate (In %) (3)	1971	1982	1994	1998	2004	2006 (4)	
Men	78,0	63,0	51,0	41,0	30,8	31,38	
Urban	58,0	39,0	30,0	25,0	18,8	21,09	
Rural	85,0	76,0	68,0	61,0	46,0	44,95	
Women	96,0	87,0	78,0	67,0	54,7	46,80	
Urban	88,0	68,0	57,0	49,0	39,5	33,86	
Rural	99,0	98,0	95,0	89,0	74,5	64,39	

(3) Source: RGPH for 1971,1982,1994 and 2004, ENNVN 1998/1999 for 1998

(4) Source: National Survey on Illiteracy in Morocco 2006

<i>Social indicators (Continued 2)</i>
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3- Activity, employment and unemployment (15 years and above)

	2000	2001	2002	2003	2004	2005	2006
Active female population - 15 years and above (In thousands)	2754	2581	2587	2905	2966	2988	2972
Urban	1246	1221	1248	1368	1236	1248	1232
Rural	1509	1360	1339	1537	1724	1736	1740
Structure of the active female population according to age groups (In %)							
National							
15 - 24 years	26,3	23,9	24,2	24,5	24,6	22,9	22,9
25 - 44 years	47,7	49,9	50,7	50,0	49,6	50,5	48,3
45 - 59 years	14,3	15,8	15,8	16,3	16,4	17,4	19,6
Urban							
15 - 24 years	24,0	22,3	21,9	21,0	20,7	19,8	20,0
25 - 44 years	61,8	62,7	63,1	62,8	63,5	63,8	60,3
45 - 59 years	11,0	11,9	12,3	13,7	13,5	14,0	17,7
Rural							
15 - 24 years	28,0	25,3	26,2	27,4	27,3	25,1	24,9
25 - 44 years	37,2	39,4	40,0	39,5	39,7	41,0	40,4
45 - 59 years	16,8	19,0	18,8	18,5	18,4	19,8	20,9
Activity ratio of women (In %)							
National	27,9	25,5	24,9	27,7	28,4	27,9	27,2
Urban	21,3	20,0	19,8	20,9	20,8	20,1	19,3
Rural	37,5	33,5	32,7	37,3	39,3	38,6	38,4
Working female population (In thousands)	2611	2416	2387	2676	2818	2808	2816
Urban	930	934	957	950	997	995	979
Rural	1681	1481	1430	1726	1822	1813	1837
Structure of active female population according to age groups (In %)							
National							
15 - 24 years	25,1	22,6	22,8	23,8	23,6	22,0	21,7
25 - 44 years	45,6	48,1	48,9	47,2	47,8	48,4	47,0
45 - 59 years	16,0	17,6	17,6	18,3	18,1	19,3	21,3
Urban							
15 - 24 years	20,5	18,9	18,1	17,6	17,2	16,8	16,3
25 - 44 years	60,9	62,1	62,7	61,4	62,9	62,2	59,6
45 - 59 years	14,2	14,9	15,6	17,7	17,1	17,9	21,5
Rural							
15 - 24 years	27,7	25,0	26,0	27,2	27,1	24,9	24,6
25 - 44 years	37,2	39,2	39,8	39,3	39,6	40,8	40,3
45 - 59 years	17,0	19,3	19,0	18,7	18,6	20,0	21,2

Source: - High Commission of Planning

<i>Social indicators (Continued 3)</i>
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Structure of urban female employment according to the branch of	2000	2001	2002	2003	2004	2005	200
Agriculture, forestry and fisheries	5,4	4,7	4,5	5,1	6,3	6,1	
Industry	38,1	36,5	37,7	35,9	34,9	34,9	
Construction and civil engineering	0,4	0,6	0,6	0,6	0,5	0,6	
Wholesale and retail trade	8,6	8,4	8,3	8,8	9,5	9,6	
Transport, warehouses and communications	1,3	1,3	1,3	1,3	1,2	2,9	
Services+ General Administration	46,1	47,8	46,8	47,5	46,5	45,8	
General administration	9,4	9,5	9,0	8,4	8,5	8,0	
Activities not clearly indicated	0,1	0,1	0,1	0,1	0,1	0,2	
Non working active female population (In thousands)	359	323	324	377	341	349	288
Urban	333	301	302	352	303	311	257
Rural	26	22	22	24	24	24	31
Femininity rate of the non working population (In %)	25,7	25,3	27,0	29,0	29,4	29,2	27,1
Urban	29,0	28,4	29,7	31,3	30,5	31,0	29,8
Rural	10,5	10,3	11,9	14,0	14,1	12,4	15,6
Unemployment rate of women by place of residence (In %)							
National	13,0	12,5	12,5	12,2	11,4	11,3	9,7
Urban	26,7	24,7	24,2	25,8	24,3	24,9	20,9
Rural	1,7	1,6	1,7	1,6	1,4	1,5	1,8
Urban unemployment rate of women according to age (In %)							
15-24 years	37,0	35,8	37,0	37,7	37,3	36,1	
25-44 years	27,4	25,1	24,5	24,7	22,8	24,5	
45-59 years	4,7	5,2	3,6	4,1	4,1	3,9	
Rural unemployment rate of women according to age (In %)							
15-24 years	2,8	2,7	2,3	2,2	2,1	2,1	
25-44 years	1,7	1,8	2,1	1,9	1,6	1,6	
45-59 years	0,4	0,4	0,5	0,4	0,2	0,2	
4- Health							
Life expectancy (In years)	2000	2001	2002	2003	2004	2005	
Girls	71,8	72,1	72,4	72,7	73,0	73,4	
Boys	67,8	68,0	68,2	68,5	68,7	68,6	
Rate of contraceptive prevalence (In %) (1)	1987	1992	1995	1997	2003	2005	
National	35,9	41,5	50,3	58,4	63,0	63,0	
Urban	51,9	54,4	64,2	65,8	65,5	65,5	
Rural	24,6	31,5	39,2	51,7	59,7	59,7	

Source: - High Commission of Planning

(1): ENPS I for 1987: ENPS II for 1992: EPPS for 1995 and PAPCHILD 1997, ENPS III for 2003 and 2005