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المملكة المغربية
وزارة الأسرة والتضامن
والمساواة والتنمية الاجتماعية

KINGDOM OF MOROCCO-MINISTRY OF FAMILY, SOLIDARITY, EQUALITY, AND SOCIAL DEVELOPMENT

National review of the implementation of the Beijing Declaration and Platform for Action, after 25 years - Kingdom of Morocco

25th Anniversary of the Fourth World Conference on Women and the Adoption of the Beijing
Declaration and Platform for Action (1995)

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GENERAL CONTEXT

In the framework of the High Royal Instructions and with the involvement of the various actors, Morocco has continued the dynamic of its reform in order to protect and promote the rights of women and girls, in accordance with the provisions of the Constitution of the Kingdom of Morocco which have prohibited all forms of discrimination and violence against women and girls¹ and enshrined the principle of effective equality between men and women in all fields: civil, political, economic, social, cultural and environmental², by obliging the State, public institutions and local authorities to mobilize all the available means to meet the conditions of the enjoyment of citizens, on an equal footing, of the “right: to healthcare; to social protection; to medical coverage; to mutual solidarity or state-run solidarity; to a modern, accessible education of quality; to education concerning attachment to the Moroccan identity and the immutable national constants; to vocational training and to physical and artistic education; to decent housing; to work and to the support of the public authorities in matters of searching for employment or of self-employment; to access to the public function based on merit; to the access to water and to a healthy environment; to the protection of environment and sustainable development ...”.³ These provisions also require the State to work for sustainable human development to permit the consolidation of social justice, the preservation of the national natural resources and of the rights of the future generations.⁴ Thus, they link the issue of achieving gender equality to that of achieving comprehensive and sustainable development.

Public life has, in the light of these constitutional gains, undergone important developments that have made it possible to ensure the legal protection of women against all forms of discrimination and violence, and to promote the participation of women in different fields thanks to the legal reforms and the administrative support measures taken, the fruits of which have been the improvement of the indicators of its representatives in the two chambers of the Parliament, the councils and local authorities, as well as the national institutions and the administrative decision centers.

Public action has also undergone a radical change from a general orientation towards the integration of the gender approach in public policies, national development plans and programs, to the entrustment of this orientation in planning, implementation and evaluation operations, thanks to the legal and institutional reforms that accompanied this dynamic, the most important of which was the adoption of the organic law of the Law of Finance in 2015.

In parallel, the institutional environment supporting women’s rights has grown and the roles of civil society in terms of monitoring and proposal have been strengthened by the promulgation of laws prepared for the constitutional choice of participatory democracy. This has enabled the representation of civil society in many consultative bodies, including advocacy of fundamental issues related to the rights of women and girls, protection from violence and abuse, combating corruption, protecting the environment and addressing the situation of migrants and refugees, as well as other questions.

Moreover, Morocco continues its voluntary involvement in the international human rights system through the accession and ratification of the main agreements related to the rights of women and children, to the fight against torture, to migrants and the protocols thereto, embodied in multiple

¹ Preamble of the Constitution: “To ban and combat all discrimination, for reason of sex, skin color, beliefs, culture, of social or regional origin, language, of handicap or whatever personal situation that may be.”

²Article 19 of the Constitution “The man and the woman enjoy, in equality, the rights and freedoms of civil, political, economic, social, cultural and environmental character, enounced in this Title and in other provisions of the Constitution; as well as in the international conventions and pacts duly ratified by Morocco and this with respect for the provisions of the Constitution, of the constants of the Kingdom and of its laws.” * Equality without regard to gender * International Law * Provision of marital equality. The State works for the realization of parity between men and women. * Office of the High Commissioner for Human Rights. An Authority for parity and the fight against all forms of discrimination is created, to this effect.

³Article 31 of the Moroccan Constitution.

⁴Article 35 of the Constitution.

initiatives such as the issuance of the Parity and Anti-Discrimination Act and the Family and Children's Advisory Council Act, and the strengthening of the national Human Rights institution, whose prerogatives have been consolidated in the field of protection and appeals; and the strengthening of the status of the Economic, Social and Environmental Council, as well as the missions of other institutions such as the institution of the Mediator and the creation of the HACA (High Authority of Audio-visual Communication), the IRCAM (Royal Institute of Amazigh Culture), the Higher Council for Education, Training and Scientific Research, the Council of the Moroccan Community Abroad, the Competition Council, the National Commission for Integrity and the Prevention of Bribery, the High Council of Oulemas (Islamic Scholars), and the establishment of national mechanisms provided with functional autonomy in response to commitments under a number of agreements and conventions such as the National Mechanism for the Prevention of Torture, the National Complaints Mechanism for Victimized Children and the National Mechanism for the Protection of People in a situation of disability.

The context following the promulgation of the 2011 Constitution was characterized by the adoption of a methodology based on national dialogues on the main issues related to the implementation of the constitutional commitments such as the national dialogue on Civil Society and New Institutional Roles, the National dialogue on reform of the justice system, which resulted in the establishment of a National Charter for the Reform of the Judiciary that provided a roadmap for profound, comprehensive reform, legislatively and institutionally. The first steps of this reform have resulted in the institutional independence of the judiciary through the appointment of the Supreme Judicial Council, the establishment of the Office of the Public Prosecution and the review of the criminal system, in particular through the preparation of the draft Criminal Code, the Code of Criminal Procedure draft and the modernization of judicial administration. This dynamic also witnessed the formation of advisory or scientific committees mandated to listen and consult with the various components of Moroccan society in several processes, such as the preparation of the Authority for Parity and the Fight against all forms of Discrimination Act, the Family and Child Advisory Council Act, the Disability Framework Act and others. This methodology produced a societal debate that helped to change attitudes and urged citizens to appropriate the relevant human rights standards.

In order to strengthen the process of gender equality and to combat all forms of discrimination and violence, the Moroccan government has carried out structuring measures, reflected by the number of laws recently enacted in order to consolidate women's legal protection as well as efforts to develop the strategic equality plan that culminated in the development of a national equality plan for the two periods from 2012-2016 and from 2017-2021, as well as the National Plan for Democracy and Human Rights in addition to other sectorial strategies that have enabled the cross-cutting inclusion of equality issues in different development programs and the refinement of the targeting system for categories in difficult circumstances so as to strengthen their protection.

The Moroccan context has also been characterized during this period by the increase of the interest granted to gender equality in the programs and the plans of local developments and this in accordance with the national dynamics created by the advanced regionalization programs and the policy of administrative decentralization.

In addition, citizens' perceptions and representations about the issue of gender equality have been positive but slow; the results of the two surveys conducted by the Ministry of the Family, Solidarity, Equality and Social Development, to measure the degree of progress achieved in citizen's perceptions and representations after five years (2009) and after ten years (2015), following the promulgation of the most important law regulating the relationship between genders, including the family code, under the title; "Ten years of application of the family code: what are the changes in the representations, behaviors and practices of citizens?" have shown that Moroccan society has become more involved in the path of equality at the family level. There had been a steady recognition of the important and growing role of women in the family and in society and it has also been shown that women from different backgrounds and levels of study have become more aware of their role in society and their

rights in particular. Perhaps the most important conclusion to be drawn from these two surveys is that the majority of the respondent sample is positioned within a new family paradigm that tends to depart from the patriarchal model. This is reflected in a range of indicators, such as the acceptance of dialogue as a means of resolving marital disputes, values of mutual respect between spouses and increasing acceptance of the principle of shared responsibility for the family. In addition to an increasing recognition and appreciation of the role of women.

However, the results have highlighted difficulties that continue to impede the process of gender equality; thus, society seems more willing to accept the idea of equality between spouses in duties rather than rights, as shown by the requirement for the income-earning wife to contribute to the family.

Even so, equality of rights is making its way within the family space, affecting awareness about a set of sensitive questions such as the husband's participation in housework, the sharing of money acquired during the marriage and at the end of the conjugal relationship, or and the recognition of domestic work as a material contribution to the expenses of the family. The predominant feature of the results of the 2015 survey compared to those of 2009 is therefore that it is a slow, long-term process. This is why the government has taken accompanying measures to accelerate its pace and devote its effectiveness to behavior and practices.

Within this context, Morocco continues its commitment to implement the strategic objectives and operational measures contained in the Beijing Declaration and Platform for Action, using a participatory approach. This report summarizes the main achievements, as well as the progress made in the implementation of critical areas of concern, such as poverty, education, health, violence, economy, environment and media, etc. Section IV presents an overview of the efforts and challenges associated with the development of the Moroccan statistical system as well as indicators to monitor progress in achieving gender equality based on Sustainable Development Goals and the Beijing Platform.

To prepare this report, Morocco has adopted a participatory approach that has provided an opportunity to deepen the debate among the various actors and components of civil society on emerging achievements and challenges. Workshops organized in this context involved the participation of 26 government sectors and a number of civil society associations as well as national institutions working in the field of human rights.

The present report contains the following main sections: a general analysis of the achievements and challenges that have emerged since the preparation of the last report, as well as the progress made in the implementation of the 12 critical areas of concern for the Program of Action since 2014, as well as a third chapter devoted to national institutions and another to data and statistics.

Attached to this report are annexes summarizing the main statistical data related to Moroccan women and a list of the main legal and legislative texts, circulars and memorandums issued in the field of anti-discrimination and violence towards women since 2014, and an inventory of key national policies, strategies and plans dealing with equality issues in different areas, etc.

SUMMARY OF ACHIEVEMENTS, CHALLENGES AND ISSUES THAT HAVE EMERGED SINCE 2014

1 PRIORITIES, ACHIEVEMENTS, CHALLENGES AND CONSTRAINTS SETBACKS

This first section includes a comprehensive analysis of priorities, achievements, challenges and obstacles between 2014 and 2019 as well as new and emerging priorities of the future.

The second part highlights the five future priorities for accelerating the progress of women and girls, specific measures to prohibit discrimination and promote the rights of women and girls victims of multiple and overlapping forms of discrimination and the impact of major climate change or other social events on the implementation of the Beijing Platform for Action.

1.1 Summary of the main achievements

The political, social and cultural context surrounding the relationship between the two genders has undergone major changes in recent years, reflecting the attention paid by all components of Moroccan society to the protection of the rights of women and girls, their promotion and empowerment in all areas. The main transformations and achievements include:

1.1.1 Placing gender-equality issues at the heart of the dynamics of promoting human rights and programs for comprehensive sustainable development

Among the most important consequences of the constitutional gains related to gender equality, and what followed in terms of legislative and institutional reforms and accumulations embodied in the implementation of the Government Plan for Equality "ICRAM" in its first version (2012-2016) and other public policies and sectorial strategies, there is an increasing genuine interest in gender issues and combating all forms of discrimination against women and girls to the point of integrating it into a general dynamic linked to human rights in Morocco and to democratic edification in general. Key illustrations of this important change include:

- **Integration of gender issues into the content of the National Plan for Democracy and Human Rights:**

The dynamics of strategic planning integrating women's rights and equality through the adoption of the National Plan for Democracy and Human Rights 2018-2021, which seeks to consolidate the political reform process, institutionalize human rights, strengthen the dynamics of human rights awareness and support initiatives that contribute to the emergence of participatory democracy. This national plan is the result of a collective national effort that reflects the political will of the Government to fulfill its obligations and to provide sustainable mechanisms to consolidate the foundations of the rule of law and to promote reform and democratization process. This national plan includes four pillars relating to democracy and governance, economic, social, cultural and environmental rights, the protection and promotion of class rights, foremost of which are the rights of women and girls, in addition to the legal

and institutional framework encompassing the rights of the targeted groups within a common frame of reference, by setting the commitments of all actors divided into 427 measures, in order to ensure the consolidation of human rights and consecration of full citizenship to both genders.

- **Development of the second version of the 2017-2021 “ICRAM” Government Plan for Equality:**

For the first time, the Kingdom of Morocco has adopted a public integrated policy for equality as a framework for achieving convergence of the various initiatives taken to integrate the gender approach into national policies and development programs in accordance with specific measures to achieve equality and combat all forms of discrimination and violence and to promote women's empowerment. In 2013, Morocco ratified the 2012-2016 “ICRAM 1” Government Plan for Equality, targeting full and equitable participation in the various areas. It also ensured equal and equitable benefits of the results and outcomes of such participation, which included 8 priority areas, 24 objectives and 156 main measures consolidated by qualitative and quantitative indicators of evaluation.

The governmental and departmental dynamics created by the Government Plan for Equality produced a considerable outcome including structured and structuring reforms, at the legislative and institutional level as well as at the level of programming and planning, through the creation of mechanisms or the launch of sectorial strategies to build a culture of integrating gender into planning. This important outcome consists in the implementation of 75% of the fixed measures with a completion rate of 100%. In addition, of the total number of measures, 86% had applications exceeding the rate of 70%. This constitutes an important outcome in view of the structured and structuring nature of the measures implemented on all levels of reforms and projects, particularly the legislative and institutional levels, as well as programming and planning.

The importance of this outcome also lies in its impact on public policies generating the concern to institutionalize gender-equality within a set of sectors through the creation of mechanisms or the development of sectorial strategies establishing for a culture of gender based planning. Capitalizing on the achievements, the 2017-2021 “ICRAM 2” Government Plan for Equality was adopted.

This plan relies on result-based planning and on the territorial approach and application in programming and monitoring, following a participative, democratic, human rights-based approach that will undoubtedly bring greater proximity to the treatment of citizen's needs on the one hand, and participate in reducing social and territorial inequalities on the other. This Government plan includes seven axes, four of which are thematic and three transversals, as follows:

1. Strengthening women's opportunities and empowering them economically
2. Women's rights in relation to the family
3. Women's participation in decision-making
4. The protection of women and the promotion of their rights
5. Dissemination of the principles of equality and the fight against discrimination and gender stereotypes
6. Gender mainstreaming in all government policies and programs
7. Territorial implementation

1.1.2 Consolidation of the laws against discrimination and violence towards women and girls

Morocco continued its legislative and legal reforms to combat discrimination and gender-based violence by enacting Law No. 103.13 on combating violence against women, published in the Official Gazette on March 12, 2018 and entering into force on September 13, 2018. It is a coherent and clear normative legal framework established in accordance with the fundamental principles adopted to address the phenomenon of violence against women, which are as follows: Punishing the perpetrators of violence, preventing violence, protecting victims of violence and caring for the victims of violence. It thus includes a set of legal provisions that enable the protection of women from violence, the most important of which are:

- Establishing a clear and precise conceptual framework that can help stakeholders to distinguish and delineate acts and behaviors in the field of violence against women, through the definition of the concept of violence and its different forms;
- Criminalizing some acts considered violent that are harmful to women, such as the refusal to return the wife to the matrimonial home, forced marriage, the violation of the physical integrity of the woman, the squandering or wasting of the family patrimony out of bad faith, etc.;
- Criminalizing sexual harassment, by increasing the penalties for committing the act in circumstances determined by specific persons, such as ascendants and descendants or co-workers, or a person in charge of the maintenance of order, etc.;
- Increase penalties for acts against "women in special situations", such as violence against a woman with a disability or a minor or pregnant woman, or against the wife or divorcee in the presence of children or parents;
- Adopt new preventive measures such as the relegation of the violent spouse, the notice to the author of the aggression not to perpetrate his aggression, in case of a threat to commit violence with a commitment on his part, the return of the child to the woman who has his custody at home and the prohibition to approach the victim or her home, the notification to the aggressor of the prohibition to dispose of the common assets of both spouses, etc.;
- Mention of the urgency for taking preventive measures and deciding the sentences in case of their violation;
- Adoption of institutional mechanisms of coordination between the various actors in combating violence against women and their protection, such as the judicial authority, the national security, the Royal Gendarmerie and the concerned governmental sectors, etc.;
- Creation of a system of mechanisms for the care of women victims of violence;
- Establishment of a prevention component, since public authorities are required by law to take the necessary measures to prevent violence against women.

Thus, the Moroccan legal arsenal is proud to include several laws of which we quote particularly: Law No. 79.14 related to the Authority for Parity and the Fight against All Forms of Discrimination, Law No. 78.14 related to the Family and Child Advisory Council, Law No. 19-12 concerning working and employment conditions for domestic workers, Law No. 27-14 combating human trafficking, the amendment of Law No. 77-03 on Audiovisual Communication, Reforms on the Labor Code, the Penal Code and the Code of Criminal Procedure, the repeal of Law No.14-05 on the conditions of opening of social protection institutions and their management and replacement by Law No. 65-15 on social welfare institutions and the referral of draft Law No.19-13 amending and completing Article 10 of the Sherifian Dahir No. 1.58.250 promulgating the law of nationality, authorizing the foreign man married to a Moroccan woman to acquire Moroccan nationality through marriage, in the same way as the foreign woman married to a Moroccan man, given that the law in the process of amendment allows this possibility only to the Moroccan spouse allowing his foreign wife to enjoy Moroccan nationality on the basis of a declaration; this Ministry submitted to the General Secretariat of the Government the text of the said project on December 8, 2017; as well as other laws.

1.1.3 Development of a gender-responsive budget:

Morocco has successfully carried out a pilot experiment in women-friendly budgeting that has been widely reported worldwide and has been passed on to several countries as one of the key guarantees of equal access for women and girls to basic rights and services, ensuring their enjoyment equal to that of men.

It is a tool that requires the consideration of the social gender perspective in the development of public policies and the allocation of budgetary credits by government departments to ensure the effectiveness of gender-based public spending, and a tool for the realization of a public finance justice (expenditure and revenue) that takes into account the needs of women and men, and meets the expectations of female and male members of society.

In 2015, Morocco entered a new era of application of the social gender dimension in budget programming. Thus, Article 39 of the organic law of the law of finance binds government departments and national institutions to set their programs according to clear objectives and precise data correlated to concrete, safe and effective indicators measuring the results of the measures taken, especially at the gender level; combining approaches that put public management at the service of the development and improvement of the living conditions of citizens, and mechanisms for developing, managing, monitoring and evaluating the different strategies and public policies.

This path was reinforced by the publication of the circular of the Head of Government No. 7/2018, which launched the third phase of experimentation of the budget taking into account gender and based on the efficiency of the performance, by detailing the methodology of implementation of the gender-responsive budget.

1.1.4 Challenges and issues:

The presentation of the progress made in the execution of the Beijing Platform for Action shows the volume of the efforts made by the Kingdom of Morocco to incorporate the human rights of women in different fields, reflected by the indicators of concrete political, institutional, legislative and cultural reforms. However, these transformational achievements cannot hide the magnitude of the challenges and obstacles to the completion of the gender equality process, which can be summarized as follows: The implementation of new legal achievements in a spirit that severs impunity and corroborates the culture of equity and equal opportunities between the two genders.

The promulgation by Morocco of a set of laws - aimed at combating violence and discrimination against women and strengthening the conditions of access and equal participation in the process of development and equal access to employment and economic opportunities, among others, - poses challenges as to the best implementation of these laws in order to end impunity and discriminatory practices and to overcome cultural barriers, to promote equitable and equal access of women and girls to justice services in the different territorial spaces.

1.1.4.1 Challenge of territorial implementation of the various policies and program related to the achievement of gender equality

Among the most important achievements made in promoting the rights of women and girls is the strategic framework of interventions reflected by most of the public policies advocated in the field. However, the implementation of policies based on an inclusive vision that respects the specific needs of both genders in their territorial space poses serious challenges related to the capacity of the local actor to control these policies and translate them into regional and local plans, so that they can concretely

express the major issues in their relations to the specificities of the regions, and to constitute a framework for women's participation in territorial socio-economic development programs within the policy of administrative decentralization and in accordance with the objectives of advanced regionalization of the reduction of territorial and gender disparities.

1.1.4.2 Development of a statistical system capable of monitoring and tracking the situation of gender equality at both national and regional levels

One of the issues that Morocco is trying to overcome is monitoring the impact of public policies on citizens and measuring their effect on the empowerment of women and girls and their involvement in the development process and the equitable and equal enjoyment of the fruits of their participation. At the heart of this issue, the development of a database of gender equality indicators according to the human rights system enshrined in the Moroccan Constitution and those stipulated by the Sustainable Development Goals and the various related conventions and treaties; with all the efforts that this requires in conducting research, studies and periodic evaluations to monitor these indicators.

1.1.5 Improving women's social welfare services

The social protection of women is one of the concerns that the government has addressed in the framework of the **Comprehensive National Project for Social Protection**, launched by the Kingdom of Morocco as part of the review of its development model, in order for it to correspond to present and future Morocco and to respond to the country's development. This project aims to develop an integrated and unified social protection policy guaranteeing the right of citizens, without any discrimination, to an equitable and equal access to the various public services and sustainable structures. Among the goals that the government is about to achieve, we mention the following:

- Complementarity and homogeneity of the various existing social protection mechanisms and development of an integrated system for systematic monitoring and evaluation of related policies, programs and measures;
- Standardization of targeting methods and improvement of the mechanism of eligibility for social protection through the adoption of the unified social register and its harmonization with the various existing social programs;
- Achieving equitable access to social protection as a non-contributory system complementing the social insurance mechanism;
- Expansion of conditional and non-conditional public subsidies addressed to destitute and vulnerable groups and families in need in charge of persons in difficult situation and widows;
- Adoption of a unified capital investment policy from reserves related to the achievement of the sustainable development desired impacts;
- Promotion of long-term investments in sectors and activities involving job creation, achievement of social prosperity and environment protection, including social insurance, comprehensive care health umbrella services, sustainable social services and infrastructure, and ensuring access for all women and girls to these services;
- Improving the supply and quality of local social services through the broadening of the spectrum of the social and basic medical coverage to include all social categories, particularly school support, the fight against school dropout and support for the human resources concerned;
- Promoting the participation of the private sector in the social protection systems, public services delivery and infrastructure development, through its incentive to honor its social commitments within the framework of the laws governing this area;
- Strengthening the information and communication on the various social assistance programs, by all available means, so that they reach the targeted categories.

1.2 Priorities of the past five years as set by the government program and the “ICRAM” Government Plan for Equality

The following areas were given high priority during the five years through the measures of the 2012-2016 government program and the 2012-2017 Government Plan for Equality, as well as the various projects carried out during this period:

1. Equality and non-discrimination in accordance with the law, access to justice and establishment of a gender-sensitive budget (first area of the Government's Plan for Equality: institutionalization and dissemination of the principles of equity and equality, and initiation of the establishment of the rules of parity);
2. Eradication of violence against women and girls (second area of the Government Plan for Equality: combating all forms of discrimination and violence against women);
3. Quality of education, training and lifelong learning for women and girls (third area of the Government Plan for Equality: rehabilitating the education and training system);
4. Access to social assistance, including the rights to sexual and reproductive health and reproductive rights (fourth area of the Government's Plan for Equality: strengthening equitable and equal access to health services);
5. Services and basic infrastructure; water, sanitation, energy, transportation, etc. (fifth area of the Government Plan for Equality: developing basic infrastructure to improve the living conditions of women and girls);
6. Political participation and representation (sixth area of the Government Plan for Equality: equal and equitable access to administrative, political and economic decision-making posts);
7. Poverty eradication, agricultural productivity and food security (seventh area of the Government Plan for Equality: social and economic empowerment of women);
8. The right of access to work and rights in the workplace (eighth area of the Government Plan for Equality: achieving equal opportunities for both genders in the labor market).

1.3 Promoting the rights of women and girls victims of several intersecting forms of discrimination

1.3.1 Protection of female domestic workers

The work and employment conditions of male and female domestic workers were established by the adoption of Law 19.12, which binds both parties to conclude a written employment contract according to a pre-established model and to file a copy with the labor inspector. It also prohibits the mediation of natural persons for remuneration, for the employment of domestic workers of both genders. The regulatory texts of the said law were adopted, in this case Decree No. 2.17.356 published in September 2017, completing the list of works prohibiting the employment of domestic workers of both genders, aged between 16 and 18 years (Official Gazette No. 6609), and Decree No. 2.17.355 published in August 2017, setting the model of employment contract for domestic workers (Official Gazette No. 6609).

Since the entry into force of this law, several complaints have been lodged related to this category, the report of offenses and crimes established by the labor inspector against offenders of the provisions of this law, is ensured and the necessary measures are taken; in addition to the designation of one or more substitutes responsible for receiving complaints about domestic workers.

1.3.2 Protection of women prisoners in penal institutions

The government is showing great interest in the protection of female prisoners in penal institutions, particularly women prisoners in difficult situations, such as female juvenile prisoners, pregnant mothers, women accompanied by their children, elderly women, foreign women, and women with disabilities. This interest has resulted in the creation of prisons dedicated to women, and the allocation of exclusive quarters in other institutions, in order to improve the conditions of accommodation of women prisoners in accordance with international standards, within the framework of the social protection strategy for the female prison population of working-age, which constitutes the dominant category of this population. In addition to the publication of an "Inmate's Guide" in five languages, the creation of a central office for the reception and treatment of complaints, and the circulation of a circular to all penitentiary institutions encouraging staff to fight against all forms of torture and to comply with legal standards and procedures.

1.3.3 Protection of girls against early marriage

- First, the implementation of integrated public policy measures for childhood to create a framework of prevention and overall protection of children;
- Second, through legal reforms against early marriage for the protection of children illustrated mainly by **the insertion of the relevant provisions in Law No. 103.13 combating violence against women (March 12, 2018)**: aggravation of sentences for the crime of sexual assault and abuse, ill-treatment, violence or coercion into forced marriage by the use of violence or threat against a minor under 18 years of age (for forced marriage Article 503.2.1 stipulates a prison sentence of six months to one year and a fine of 10,000 to 30,000 dirhams, the penalty is doubled if the compulsion to perform forced marriage is exercised through the use of violence or the threat to a woman because of her sex, a minor, or in a situation of handicap or known for her weak mental abilities;
- Abrogation of **the second paragraph of Article 475 of the Penal Code**, which allows for the prosecution of the minor girl's rapist and forbids him from marrying her, and to reinforce this protection, particularly for children who have been sexually assaulted following an act of corruption or kidnapping. The sentence has been aggravated against kidnappers and seducers of minor children; the sentence of imprisonment is therefore 10 years for an act of seduction and kidnapping followed by sexual intercourse, even if consented to. If combined with indecent assault the sentence can reach 20 years; in case of seduction and kidnapping followed by rape, the sentence reaches 30 years. Some provisions of the Penal Code that violate the dignity of women have also been removed.

1.3.4 Protection of female employees

Morocco has taken the initiative to promote the mechanisms for the protection of women workers, particularly with regard to the control of their working conditions and the degree of compliance with the provisions of the labor code by the employers. Thus, in application of the ministerial circular sent to regional and provincial directors of labor in 2013, in order to emphasize during the inspection visits carried out by inspection officers in private sector establishments, on the degree of compliance with the legal provisions concerning the women employees. The labor inspectorate carried out approximately 85,065 inspection visits during the period from 2014 to the end of 2018, during which 1,274,839 women were employed, including 77,490 managers in companies. The number of employee representatives reached 16,718 women compared with 3,515 of female union officials. The number of remarks noted concerning discrimination at work reached 94,040, of which 78,910 relate to salary, 5,170 concern

employment and 2,475 relate to promotion. The number of remarks concerning night work reached 4,327 and 3,158 remarks concerned maternity.

At the level of preventive measures, the theme of the eleventh national campaign to put an end to violence against women was devoted to raising awareness about the fight against violence against women workers: "**Stop violence against female employees**". The aim being to highlight the phenomenon of violence and discrimination against female employees at work in different sectors and areas of industrial and agricultural production. This campaign included the organization of regional meetings attended by expert men and women and various regional actors concerned by this phenomenon, including institutional, economic, trade union and associative actors, in addition to university researchers and regional and national media.

1.3.5 Protection of women in a disability situation

Women with disabilities have benefited from a high degree of interest, as illustrated by the provisions of the integrated public policy on promoting the rights of persons with disabilities, which was subjected to a gender audit, in order to harmonize its objectives and indicators with the principles of the situation and needs of women with disabilities, as shown by the results of the 2014 National Disability Survey, which highlighted the prevalence of disabilities at the national level, which reached 6.8% in 2014, of which 51.4% concerned women, compared to 48.60% for men.

Given that women with disabilities face double discrimination because of the intersection of both gender and disability dimensions, which increases the vulnerability of this social category, efforts in this area have focused on the integration of corrective and preventive measures in order to promote equality in the field of rights for women with disabilities and to take into account their specificities, in all the mechanisms put in place to strengthen the rights of persons with disabilities. These particularities are mainly evident in the areas of respect for their dignity, their rights to education, economic and financial autonomy, the right to health and sports and recreational activities.

In order to support the rights of women with disabilities, the founding principles of the Framework Law 97.13 on the protection and promotion of the rights of persons in a situation of disability, published in the Official Gazette on 18 Rajab 1437 (April 27, 2016) stipulate equality between men and women in the development and implementation of programs, policies, strategies and plans by the State, local territorial authorities, enterprises and public institutions. This law also stipulates that the State guarantees that people with disabilities, men and women on an equal footing, may exercise their civil, political, economic, social, cultural and environmental rights.

The **Social Solidarity Support Fund** has been created. It is part of the program of social assistance to people with disabilities, through the acquisition of special equipment and technical aids, the improvement of schooling conditions for children with disabilities, the encouragement of work integration and income-generating activities and the Tayssir program to promote the schooling of children from families in vulnerable situations.

1.3.6 Protection of widows and divorced women

In the context of the government's interest in women and girls experiencing multiple and intersecting forms of discrimination, widowed and divorced women and older women living alone have been given high priority in recent years, aspects of which are as follows:

- A direct support program for widowed women in fragile situations with custody of orphaned children

- Creation of a family solidarity fund for the benefit of widowed, needy, neglected women and children entitled to alimony, whether during the conjugal relationship or after the dissolution of the marriage certificate, and foster children
- "RAMED" Medical Assistance Plan
- The launch of a new generation of social assistance institutions; through the strengthening of social welfare institutions by creating other multifunctional spaces for women, to promote socio-economic empowerment programs, provide temporary shelter services, assist women and girls in difficult situations. Social assistance centers have been set up, as well as reception and orientation centers for people with disabilities, in addition to new centers across the country.

1.4 New and emerging priorities for the future

In addition to the commitments expressed in the Government Plan for Equality and the Implementation Program for the Sustainable Development Agenda, particularly the fifth objective, the government will focus in the coming years on achieving the following:

1.4.1 Provide an adequate framework for economic equality between men and women

Among the priorities of the Moroccan government in the coming years are those related to the promotion of women's economic rights. While the economic dimension concerns the part played by women in the field of production and exchange of goods and services, the identification of the degree of impact of different public policies on women's share in the distribution of goods and wealth and the place reserved for them within institutions and economic mechanisms, the fact remains that the indices belonging to this dimension are still below expectations and reflect great disparities between the two genders. This is why the Moroccan government is concerned about this matter, and puts the adequate framework for the economic equality of women and men, the reconciliation of work and family responsibilities, the strengthening and accompaniment of women's entrepreneurship, support for women's activities, facilitating their access to work, property and inheritance, ensuring decent work in the private and public sectors, supporting their professional and scientific qualifications, setting up a societal culture supporting the work of women and girls in the different sectors and particularly those of telecommunications and new technologies, etc. at the top of its priorities for the next few years.

In order to achieve the expected results, the government has worked to:

- Include this concern in the 2017-2021 "Government Plan for Equality". The first of the seven axes is dedicated to the field of "enhancing women's opportunities and their economic empowerment";
- Continue the organization of the Moroccan women's excellence award "TAMAYUZ" which is in 2019 at its fifth edition, to highlight their creative performance. The prize consists of a trophy, a certificate and a monetary award worth a total of 300,000 dirhams. As stipulated by the decree of its creation, the prize aims to recognize women's efforts in the development of the country, the encouragement of businesswomen and professionals to encourage the process of excellence in the field of business, the development of models of excellence and the contributions of women in the march of economic, social and political development. Thus, the first edition dealt with the theme of social development, the theme of the 2nd edition of the prize concerned the "Economic empowerment initiatives of Moroccan women", the third edition was dedicated to "the creation of the company", the 4th edition targeted initiatives for rural women. The fifth edition of 2019 is dedicated to the artistic productions working for the promotion of women's rights.
- Launch in 2019 a study to develop "an integrated national program of economic empowerment of women";

- Integrate the gender approach into the National Employment Plan and into all national, regional and local development plans;
- Set up a series of legal measures and sectorial programs to create an adequate social environment for the empowerment of women and strengthen control over the workplace.

1.4.2 Exploit new technologies to promote women's rights and combat emerging forms of violence and discrimination

Communication and information technologies are an immense opportunity for achieving gender equality. Studies have shown that the Fourth Industrial Revolution will lead to profound changes in the supply and demand of skills, including digital skills. Research shows that women are not adequately represented in the sector of communications and information technology, particularly as an employer or as an attractive sector for women. Communication and information technology sectors offer opportunities for reducing some of the barriers faced by women. This revolution is likely to make income inequality worse, given that the Arab woman is not very focused on computer science. In addition, new technologies and social networks play a dangerous role in instilling in citizens values where the rights system is absent. This is why one of the emerging priorities is the promotion of women and girls' access and use of communication and information technologies and digital skills.

To achieve the expected results:

- The government will work to develop a strategy for harnessing modern technological tools to support the gender equality process, combat emerging forms of discrimination, stereotypes and electronic violence and actively contribute to establishing a human-rights-based framework for society;
- Initiate motivation and qualification initiatives to promote access by women and girls to communication and information technologies, digital skills and their use;
- Monitor the implementation of legal advances established by the Government to criminalize electronic violence against women, including computer systems, in accordance with the provisions of Law 103.13 on combating violence against women.

1.4.3 Developing social protection of women

Among the national reform projects Morocco is currently working on is the reform and governance of the social protection system, through the will to achieve five main objectives, which include:

- Developing a unified and integrated social protection policy;
- Expanding a basic medical coverage with a view to its generalization;
- Improving the supply and quality of local social services;
- Developing the field of social engineering;
- And the establishment of a coherent institutional communication on the reform, which crowns a varied arsenal of programs and networks of social protection, both in terms of the nature of these projects or the social strata targeted by this protection, including contribution-based social insurance systems, non-contributory social protection and welfare system for vulnerable social groups and low-income families.

At the heart of this important reform is the challenge of achieving comprehensive and equitable social protection for women that contributes to their economic and social empowerment and the reduction of gender, category and regional inequalities.

To achieve the desired results, Morocco is working to:

- Set up a comprehensive targeting system that will bring the actual benefits of the various social programs to the categories that truly deserve them, in a fair and effective way; improve social services for a broad range of people who can benefit from these social programs and improve their performance. In this respect, the unified social register, which is being finalized, will be the only framework for access to all social programs;
- Strengthen partnerships with civil society organizations to increase the targeting of women in vulnerable situations, particularly in rural areas through economic, social and mentoring programs to integrate them into the economic production cycle;
- Integrate the gender approach into national, regional and local development plans.

In addition to these priorities, Morocco will continue to work on key issues related to the eradication of all forms of violence against women and girls in the public and private sectors, including human trafficking, sexual exploitation and other types of exploitation, and the fight against all harmful practices such as forced marriage; as well as the development of means of recognition of unpaid domestic work and assistance and their valorization through the provision of public services and infrastructures, the consolidation of the sharing of responsibilities within the household and the family, as much as possible at the national level. This, in parallel with ensuring the full and effective participation of women and equal opportunities for leadership on an equal footing with men, at all levels of decision-making in political, economic and public life.

PROGRESS ACHIEVED ACROSS THE 12 CRITICAL AREAS OF CONCERN

2 PROGRESS ACHIEVED ACROSS THE 12 CRITICAL AREAS OF CONCERN

This part addresses the measures applied to reinforce gender equality in the twelve critical areas of concern of the Beijing Platform for Action while focusing on the five past years (i.e. since 2014 or the end of the previous report). To facilitate analysis, the twelve areas of concern were divided into six comprehensive fields highlighting the parallel between the Beijing Platform for Action and the Plan of Action 2030, as follows:

2.1 Comprehensive development, common prosperity and decent work

This part outlines the achievements and challenges related to the following sectors: (1) Laws and legislations related to gender equality prohibiting the discrimination in the employment of women, the conservation of their jobs, their promotion both in the public and private sector, as well as equal remuneration; (2) all applicable gender sensitive work policies including training, internships and support to promote new skills; (3) measures prohibiting sexual harassment, including in the workplace; (4) measures reinforcing real estate ownership rights and securing tenure; (5) measures improving financial services and access to modern technologies, and (6) mechanisms of women's equal participation in economic decision-making bodies, most especially in the Ministries of Trade, Industry and Finance, Central Banks, Chambers of Economy, Commerce and Industry, etc.

2.1.1 Promoting gender equality in relation to the role of women in paid work and employment

Within the most important measures adopted in this area, we can mention:

2.1.1.1 Reinforcement of the regulations related to the right to employment and rights at the workplace, through:

- Constitutionalizing the right to work, where Chapter 31 of the Constitution represented an essential guarantee for equal work opportunities for male and female citizens.
- Including in the Labor Code the prohibition of gender-based discrimination in the business field, mentioned in Article 9 of the Labor Code, the infringement of which is punishable under Article 12 of the Labor Code by the imposition of a fine ranging between 15 and 30 thousand dirhams;
- Recognition of the rights of single and married women to belong to a trade union and participate in its organization (Article 9). The Labor Code also included the prohibition of salary discrimination when the value of the work is equal (Article 346), the prohibition of sexual harassment (Article 40), the prohibition of employing women in dangerous occupations (Article 181) and their protection during night work (Article 172).

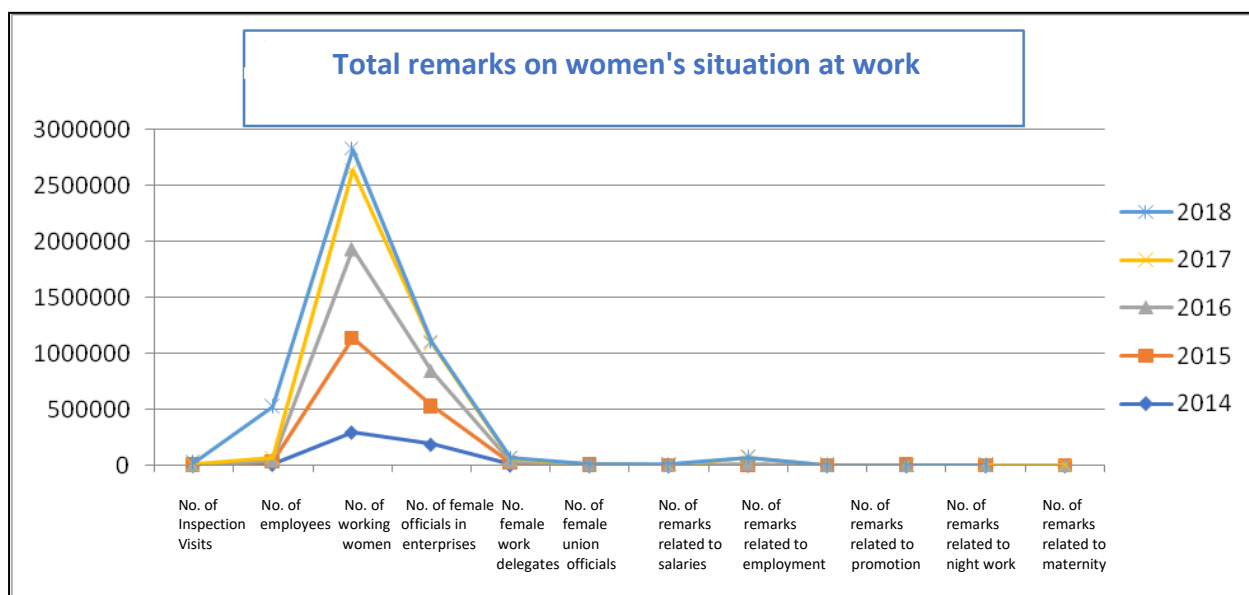
- The Penal Code also criminalized gender-based discrimination as defined in Chapter 431-1 and prescribed penalties in Chapters 431-2 to 431-5⁵.

Table of data on inspection visits to guarantee the application of legal measures related to women in the workplace between 2014 and 2018

Indicators	2014	2015	2016	2017	2018	Total (2014-2018)
Number of inspection visits	12,833	17,661	16,762	19,526	18,283	85,065
Number of employees	297,886	837,230	803,933	702,302	460,801	3,102,152
Number of working women	189,611	339,137	317,411	242,597	186,083	1,274,839
Number of female officials within the enterprise	7,511	12,498	17,397	24,177	15,907	77,490
Number of female workers' delegates	620	3,855	3,890	4,571	3,782	16,718
Number of female trade union officials	111	559	125	2,494	226	3,515
Number of remarks related to salaries	3,732	1,627	10,039	40,815	6,060	62,273
Number of remarks related to employment	811	173	1,208	1,132	1,846	5,170
Number of remarks related to promotion	222	1,369	99	632	153	2,475
Number of remarks related to night work	54	171	225	3,877	0	4,327
Number of remarks related to maternity	37	174	321	1,364	1,262	3,158
Total remarks on women's situation at work	4,856	3,514	11,892	47,820	9,321	77,403

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<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AC%D9%85%D9%88%D8%B9%D8%A9%20%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%A7%D9%84%D8%AC%D9%86%D8%A7%D8%A6%D9%8A.pdf>



Within the positive measures to achieve equality in the place of work, especially professional equality, three versions of the Professional Equality Award in 2016, 2017 and 2018 were organized by the Moroccan Ministry of Labor and Professional Integration for the benefit of national and international enterprises which achieved progress in the field of equality and gender equal opportunities within the enterprise, through the following activities:

- Promoting the principle of professional equality as a common practice in entrepreneurship;
- Establishing the principle of equality in practices at the human resources level;
- Considering the principle of parenthood as an essential principle in the professional field.

2.1.2 Labor market policies and programs:

In order to guarantee the consideration of gender equality in the labor programs and policies, several programs have been realized, including:

- **Execution of the National Plan for the Promotion of Work, especially the frameworks in relation with the participation of women in the labor market:**
 - The “IDMAJ” (insertion) program which aims to promote the human resources working in enterprises through a better framework and encourages the employment of recently graduated young people searching for work. During the first nine months of 2018, women represented 58% of the total beneficiaries of this program.
 - The “Tahfiz” (incentive) program, which encourages employment in recently established enterprises, associations and cooperatives, benefited 5,446 persons including 36% of female beneficiaries.
 - The “Taehil” (rehabilitation) program in the framework of contractual training, aiming to promote the employability of job seekers so that they will acquire professional skills to enable their employment in specific or available positions. Women have represented 60% of the total beneficiaries of this program.
 - Program of Support for self-employment, which supported and accompanied 4,425 entrepreneurs including 27% of women in 2017. This was in addition to the completion of a study to define mechanisms to support decent paid employment of women in vulnerable

situations, and enhance partnership with civil society associations to guide, direct and train this category, while working on improving and enhancing working conditions in the productive companies by the end of 2021.

- Follow-up of the execution of “Wadhiyati” (my situation) 2015-2017 program in a framework of cooperation with the US Department of Labor and the General Confederation of Moroccan Enterprises (CGEM). This program falls within the government program aiming to value the participation of women in political and economic life, as well as to develop their social responsibilities within the enterprise. In this context, the following was done:
 - A survey on an approximate number of 400 women, made by two associations contracted under the “Wadhiyati” program, within a framework to increase their employability;
 - Achievement of the gender-equality audit program within the enterprise. This audit included 10 out of 15 contracted enterprises, and was later enlarged to include entrepreneurs in Rabat, Salé and Kénitra.

2.1.3 Strengthen the balance between private and professional life

Within the application of the provisions of the Constitution related to public service obligation to the principles of gender equality, equity, quality, continuity, impartiality, transparency and integrity, linking responsibility to accountability and promoting good governance on the one side, and in order to value the human resources of public administration while putting citizens of both genders at the heart of their interest on the other, the Government has worked on preparing the National Plan for the 2018-2021 Administration Reform. The most important projects included in this plan are:

- The “Social Gender Support in the Public Service” program, which aims to promote and support gender equality in public administrations and provide financial and technical assistance to enable projects in the field of gender-equality. Projects on gender-equality support were selected. This axis falls within the Public Administration Modernization Fund, for 2018.
- Preparation of a draft law on occupational health and security and the prevention of hazards at the workplace, including provisions respecting the particularities of pregnant and nursing female employees, through the application of measures designed to provide a secure work environment guaranteeing health and security.
- Following the recommendations issued by the study carried out by the Ministry of Civil Services in charge of modernization of the administration on the mechanisms of “applying a balance between private and professional life”, several measures were generated within the **Strategy to institutionalize the Gender Approach in the Civil Service in 2016**, and its execution was initiated in cooperation with members of the interministerial consultation network. The strategy of institutionalizing gender-equality aims to promote a strong vision of the public service that guarantees women and men equal rights to any position and equal opportunities in their professional life while taking into consideration the particularities of women and men employees, and the equal treatment of them as a model and example for other institutions in our country.

A standard service specifications model for day-care centers was prepared in 2018 for adoption by state sectors in accordance with the application of the recommendations issued by the study on the balance between the private and professional life of employees.

- Likewise, the Law 50.05 amending and completing Sherifian Dahir No. 1.58.008 issued on February 24, 1958, on Co-Statute for Civil services, was enacted and published, most especially Section 46, which granted a 14-week maternity leave to the pregnant female employee instead of 12 weeks.
- This was in addition to several sectorial measures, including those of the Ministry of Foreign Affairs and Cooperation which approved the procedure of keeping spouses together, who work in our diplomatic and consular missions abroad. Thus, over the last few years, 31 women were appointed to posts in diplomatic and consular missions abroad to be close to their husbands, taking the gender approach into

account at all working levels of the Ministry, from recruitment to promotion, mobility, training and work in diplomatic and consular posts abroad.

2.1.4 With respect to the promotion and secure tenure of land ownership rights

In accordance with the evolution in women's rights, Morocco has adopted a new process for providing women of ethnic groups with the same rights of men of the same ethnic groups, and facilitating their access to economic resources, their benefit from the financial and in-kind earnings of these ethnic groups following land transactions undertaken on their collective land, on the basis of equality with all ethnic collectivities whichever their system, within the framework of transparency, equity and social justice.

This process has enabled the following:

- Recognition of women's status as "right-holders", enabling their registration in the list of right-holders prepared by the representatives of ethnic groups on the basis of gender standards (Ministerial Circular No. 51 of 14 May 2007);
- Recognition of women's right to benefit from financial and in-kind collective compensations and savings arising from all real estate operations taking place on their collective land, (rentals or disposals) (Circular No. 60 of 25 October 2010). This also allowed women of ethnic groups throughout the Kingdom of Morocco, during 2011, to benefit from financial resources up to MAD 81,350,000 which involved 29,253 right-holders;
- Recognition of the women's right to benefit from the revenues of members of ethnic groups (Circular No. 17 of 30 March 2012);
- Acknowledgment of succession rights of ethnic women, whether inheriting from a husband or a father, in equity with male successors, on collective land (Decision of the Trusteeship Council, as the competent body for the examination of the distribution of ethnic groups' usufruct right);
- Acknowledgment of the rights of ethnic women to participate in the selection and benefits of development projects, especially income-generating projects carried out by trusteeship institutions and ethnic groups;
- Refusal to ratify any list of right-holders members of ethnic groups, within the census of right-holders or for benefiting from financial and in-kind compensation, if it does not respect the principle of gender equality and equity (Decision of the Trusteeship Council);

These efforts have recently culminated in the ratification by the Government of three draft laws related to ethnic group lands, establishing gender equality between members in rights and obligations, related to administrative tutoring of ethnic groups and property management, as well as the administrative demarcation of ethnic groups' lands and collective lands located in irrigated zones.

2.1.5 On improving financial services and access to credit

Morocco is working on facilitating the access of women to financing, using the following means:

- Between its entry into force in March 2013, and September 2015, the "Your Guarantee" (Al-Daman Ilayk) Fund succeeded in mobilizing MAD 81.5 million in loans to finance the creation of 236 new enterprises by one woman or more, thus contributing to the creation of approximately 762

immediate jobs. The number of files gaining approval increased by 85% between 2014 and 2015, while numbers increased from 67 files in 2014 to 124 accredited files in 2015.

- On the other hand, by supporting the roles of Civil society in improving funding services to women, the financial support it provides to diversify income-generating activities, the micro-finance sector for women, and women's cooperatives such as the "Maghreb initiatives" program specialized in providing financial and technical support to individual economic initiatives by encouraging the establishment of small and structured enterprises.
- In the field of traditional industries, several funding alternatives were created and activated, so as to provide free loans to craftsmen and the signature of two partnership and cooperation agreements to allocate free permanent exhibition spaces for traditional crafts' products and social economy in airports and train stations, as well as empowering cooperatives and self-entrepreneurs with the right to participate in public transactions.

2.1.6 On women's leadership in business and women's entrepreneurship

The government has undertaken several initiatives to allow the access of women to existing professional and entrepreneurial networks, including:

- Between its launch in 2012 and June 2018, the "Youth at work" program allowed 131,575 people to benefit from "CLE" training in entrepreneurship, including 42% of women; the completion of a study on the development of women entrepreneurship resulted in 26 recommendations, within a reference framework that was approved during the conference organized for this purpose on May 15, 2018, and included in the "ICRAM 2" Government Plan for Equality. This program included capacity building for 15 associations for women entrepreneurs throughout the country in the fields of organization and leadership. The Moroccan Association for Financial Education, part of the Bank Al-Maghrib (Bank of Morocco), adopted the mechanisms of the International Labor Organization on "Financial Education" and trained 93,959 persons in financial education, most of them being women with a rate of 92%.
- **Program "Min Ajlak" (For your sake):** In April 2017, the Ministry of Labor and Professional Integration launched the second version of the program "Min Ajlak" (For your sake) for the period of 2017-2021. This project, conducted within the cooperation between Morocco and Belgium and designed essentially for women, aims to encourage the female component of entrepreneurship and income-generating activities, in a framework of cooperation between the state and civil society. This program aims to contribute to women's economic empowerment through qualitative and quantitative improvement of women's entrepreneurship and employability.
- Between its inception in April 2017 and September 2018, this noteworthy program participated in the creation of several enterprises and cooperatives, benefiting women with training in the field of electronic learning, enhancing their employability and developing their entrepreneur capabilities and so forth.
- 2,370 women, i.e. 47% of the total beneficiaries, benefited from support in skills enhancement for entrepreneurship management, within the framework of the self-entrepreneur program.
- **Program of support of women entrepreneurship through incubators to enhance women entrepreneurship in urban and rural areas, in the cities of Méknès, Tétouan, and Marrakesh:** The Ministry of Family, Solidarity, Equality and Social Development, within a cooperation with the Social Development Agency, conducted the program of support for women entrepreneurship through incubators in partnership with the Association of Women Entrepreneurs in Morocco. The program aims to contribute to the promotion of women's entrepreneurship in urban and rural areas by

supporting the creation of 120 women's enterprises in urban areas through training, tracking and fostering, and 90 women's cooperatives in rural areas through training and tracking. The total budget allocated to this program is approximately 9,984,000 dirhams and the budget allocated by the Agency and the Ministry of the Family, Solidarity, Equality and Social Development is 5 million dirhams. The program has also supported the organization of demonstrations and national and international forums in order to form networks and forums to communicate and keep pace with market developments and customer requirements, while supporting specialized training programs.

- Increase the number of men and women employees whose taxes and social obligations are covered by the State to 10 instead of 5 in the previous regime, for the benefit of newly established enterprises, associations and cooperatives, within the wage of 10,000 dirhams instead of 6,000 ("Tahfiz" system).
- Exemption from income tax for compensation paid by contracting companies to research doctors, within the limits of 6,000 dirham for 24 months.
- On the other hand, within the second pillar of the **Green Morocco Plan**, collective farming was supported with the allocation of projects for women's agricultural organizations and the development of tools and mechanisms for their implementation, to nurture the spirit of entrepreneurship and investment, encourage the creation of women's agricultural enterprises and strengthen women's capacities, training, coaching and agricultural consulting. Moreover, the professional farmers' organizations (1,242 women's cooperatives) were encouraged, in addition to the foundation of the Moroccan Women's Agriculture Association and the establishment of 12 regional associations, as well as the promotion, support and marketing of the products of agricultural cooperatives and access to regional, national and international trade fairs.
- The number of institutions for the economic integration of rural women comprised 90 artisanal structures for craftswomen during 2019, an increase of 26%.

2.1.6.1 Women's entrepreneurship

In 2012, the rate of women entrepreneurs did not exceed 0.8% at the national level, while 16.1% were self-employed. These figures reflect the magnitude of the difficulties met by independent women and, in particular, the social reality for independent women in the labor sector.

As for enterprises created by Moroccan women, the number was relatively stable between 2014 and 2018, between 15% and 19% of the total of newly created enterprises. These are especially focused in the areas of Casablanca - Rabat, and the revenue from their commercial transactions is still very low, inferior to 20 million dirhams, a turnover of around 5 million dirhams for most of them.

Enterprises created by legal entities					
Year	Leaders		Partners		Number of registers
	Men	Women	Men	Women	
2014	89%	11%	84%	16%	32,636
2015	87%	13%	83%	17%	34,344
2016	86%	14%	82%	18%	38,365
2017	86%	14%	81%	19%	40,047
2018	87%	13%	83%	17%	46,033

Source: The Moroccan Industrial and Commercial Property Office

Enterprises created by private persons			
Year	Rate of enterprises created by men	Rate of enterprises created by women	Number of registers
2014	85%	15%	27,526
2015	85%	15%	30,275
2016	84%	16%	33,433
2017	84%	16%	36,400
2018	84%	16%	45,876
Source: The Moroccan Industrial and Commercial Property Office			

2.1.6.2 Economic empowerment of women through the self-entrepreneur system

Economic empowerment of women is one of the main objectives of the self-entrepreneurship system because it encourages entrepreneurship and supports the creation of women's enterprises. In this framework, a partnership agreement was signed between the State, the Moroccan Post Office (Barid Al Maghrib), the Professional group of Banks of Morocco and the Professional Association of Credit Societies to support the implementation of the self-entrepreneurship system, embodied in the partnership agreement between Barid Al Maghrib and seven banks to enable them to register as self-employed entrepreneurs in the national code. The outcome of the implementation of this system was characterized by several achievements, the most important being the launch of a pilot project for the registration of self-entrepreneurs since 2015. Thus, at the end of April 2019, 130,160 new enterprises have been created, including 31% of women entrepreneurship. Partnerships have also been established with certain private and civil society actors with the objective of sensitizing and meeting the target groups of the self-entrepreneur system, with an important representation of women.

Year	2017	2018	January-April 2019	Total since the launch of the system in 2015
Numbers of self-contractors registered in the national register	59,258	27,407	16,495	103,160
Number of men	39,128	19,812	12,535	71,475
Number of women	20,130	7,595	3,960	31,685
Rate of women (%)	34%	28%	24%	31%
Source: Maroc-PME				

Main obstacles to women's entrepreneurship:

- Lack of funding products for women wishing to establish their own business, with difficulties in obtaining loans.
- Most women's enterprises are of medium or small size, always in need of tracking and support especially from large companies, which can provide them with additional opportunities in investment and access to projects.
- The lack of confidence in women's entrepreneurship is still a sore subject, especially for the banks because of the requested guarantees that women entrepreneurs are generally unable to meet, which poses financing difficulties, knowing that women's projects are generally individual initiatives.
- The persistent stereotyping of the social roles of women on the part of actors and partners of development.

2.1.7 On mechanisms for equal participation of women in economic decision-making bodies

- Concerning the self-entrepreneur, and in application of the provisions of Law No. 114.13 on the self-entrepreneurship system, the rate of women having benefited from it reached 32% of the total of self-entrepreneurs in 2018.
- In the agricultural sector, women play a vital role with their participation of 93% in agricultural activities and semi-agricultural activities in all sectors of production. They represent 40% of the permanent workforce of the agricultural sector, but only manage 5% of farm holdings.
- As for leadership and decision-making in economic life, the participation of women is low.
- In the public sector where women account for 40% of employees, the proportion of women in leadership positions did not exceed 22% in 2018. Although this rate is increasing each year, thanks to the promotion of the Decision on the appointment of women to positions of responsibility and a few vigorous measures undertaken by the government, which contributed to increase this percentage from 16% in 2014 to 22% in 2018, i.e. an 8-point increase over five years.
- In the private sector, the proportion of women in decision-making positions in private enterprises engaged in trade, industry and services does not exceed 0.1%. Moreover, the representation of women in the governing bodies of entrepreneurs is still weak, as they do not represent more than 7% of the percentage of directors of the biggest public enterprises and 11% of the directors of well-known companies, and the presence of women on the board of direction of public companies barely reaches 5%.
- The representation of women is very low in terms of representation of employees and trade union activities, as it does not even reach 1 % (0.38%), and they are almost inexistent at the level of the syndical pyramid.
- Women's representation is also very low in the Chambers of Commerce, Associations and Professional federations, despite developments in recent years, reaching 5 % in the business chambers. It is noteworthy that, for the first time in Morocco, a woman was elected at the head of the General Confederation of Moroccan Enterprises, from 2012 to 2018. Although some business chambers of this confederation have applied policies to enable equality, the quantitative and qualitative evaluation of their work remains difficult in the absence of accessible and sustainable information.

2.1.8 Unpaid care, housework and the promotion of the reconciliation between the family and work

Women play an important role in achieving economic prosperity through performing a lot of unpaid work, such as child-rearing and doing household chores, which remains unseen and uncalculated, and limits their ability to participate in the labor market, especially regarding responsible working women. In this regard, the national research on the use of time by Moroccans, which is generally known as time management, shows that professional activities are primarily masculine, for which the Moroccan man allocates 4 times the period spent by women. Moroccan men devote 5 hours and 25 minutes to business activities, while Moroccan women devote one hour and 21 minutes to these activities.

Women devote 7 times more to home activities than men. Therefore, the nature of the relationship between men and women is in contrast in domestic work as well as in business activities. Generally, men devote 4 times more of their time to business activity and 7 times less for domestic work compared to women. Thus, the division of labor between men and women places their economic relationship within a traditional model, where men play the role of the provider of the family while women play the role of housewife. According to research, professional activities are primarily masculine, for which the Moroccan man is allotted four times more time than that of a woman. Moroccan men devote 5 hours and 25 minutes to business activities, while Moroccan women devote one hour and ~~15~~ 21 minutes to

these activities. Women devote 7 times more to household activities than men. Therefore, the nature of the relationship between men and women in domestic activities is opposed to that of professional activities.

As men generally devote 4 times more to professional activity and 7 times less to domestic activity compared to women, the division of work between men and women places their economic relationship within a traditional model where men play the role of breadwinner while women play the role of housewife.

- **Regarding the inclusion of unpaid care and domestic work in national statistics and accounting:**

On the basis of the national research on time management among Moroccans, the High Commissioner for Planning worked on an approach related to the great contribution of the women's work in creating national wealth and concluded that domestic work consumed more than 23 billion hours in 2012.

Domestic work has been defined as per three criteria: it is productive, unpaid, and can be delegated to another person.

- The limited or micro-domain that includes activities composing the core of domestic work (cooking, cleaning, child health care, washing, housekeeping);
- The middle domain that includes the first domain with additional, semi-recreational activities (gardening, repairs and maintenance work, playing with children);
- The extended domain that includes the activities of both previous domains, with the addition of distance traveled;

The considered activities differ according to the definitions adopted. In this context, the High Commissioner for Planning in Morocco has adopted the definition that is limited to activities that constitute the micro-domain. According to this approach, the time allocated in 2012 by the Moroccan individual aged 15 years or older is, on average, two to 40 minutes a day, about 41 days a year. **Women allocate 4 hours and 46 minutes per day to these activities while men allocate 27 minutes, which is equal to 73 days per year for women compared to about 7 days per year for men.**

In 2012, approximately 23.347 billion hours were allocated to domestic work in Morocco, most of it being achieved by women (92%). And compared to the 25.688 billion hours of professional work during the same period, domestic work represents 91% of professional work. The share of total professional work for women is around 21%.

To assess the value of domestic work, a cost should be assigned to the hours of work. This price can only be hypothetical, especially since the hours are not based on a business transaction.

The first solution involves linking them to the minimum wage that can be paid by the person who carries out these activities and thereby valuing them by adopting the minimum wage (12.24 dirhams per hour in 2012). Thus, by adopting a small or narrow area, the value of domestic work will reach 285 billion dirhams in 2012, or 34.5 percent of Morocco's gross domestic product (GDP) in 2012.

The second method of estimating the value of domestic work is based on average hourly wages derived from national accounting for all economic activities, which is estimated at 22 dirhams per hour. In this case, the value of domestic work is estimated at 513 billion dirhams, or 62% of GDP.

On the other hand, by adopting the period of work according to gender provided by the national research on employment and by branches of economic activities, women contribute to 21% of the national wealth. On this basis, the contribution of women to the GDP expanded to include non-commercial domestic services, to 7.39% according to the first scenario and to 3.49% according to the second scenario.

- **Regarding legal changes on the division of marital assets or post-divorce pension benefits that recognize the unpaid contribution of women to the family during marriage or joint ownership:**

The Family Code incorporated the principle of division of property acquired during marriage, recognizing that each spouse had a separate financial obligation (Article 49, section IV, on the administrative requirements of the marriage contract and its effects). It also left the couple free to agree on how to invest and distribute. In the absence of an agreement, recourse is made to the general rules of proof, taking into account the work of each spouse and his efforts, and the burdens of the development of family funds.

2.2 Eradication of poverty and improving social protection and social services

2.2.1 Eradication of poverty

Morocco continues its efforts to combat poverty and social exclusion in the framework of a comprehensive approach based on a number of entry points, including the promotion of economic dynamism, the promotion of employment, the reduction of social and geographical disparities, the support of vulnerable groups, the maintenance of social cohesion and the improvement of protection systems. Therefore, while the averages of poverty and vulnerability have significantly decreased, with poverty falling from 15.3% in 2001 to 4.8% in 2014 (rate of financial poverty⁶ among women housewives at 3.8% versus 4.9% for men) and the average for vulnerability falling by 10 points between 2001 and 2014, decreasing from 22.8% to 12.8%.

The policy of combating poverty and marginalization, especially among women, is at the heart of public policy because it is linked to improving the quality of life of poor categories and integrating them into the economic fabric of our country. The focus has been on promoting access of poor women to decent work through labor market policies that are sensitive to equality (see detail in the question on "Promoting gender equality in relation to the role of women in paid work and employment") and through training and support for access to property and economic housing (see detail in the "promotion and secure tenure of land ownership rights" axis). In parallel with the workshops on developing social protection for women and girls (see the section on "Improving access to social protection for women and girls"), development of women's agricultural entrepreneurship and income-generating projects for women, and enhancing women's access to justice services by providing free legal assistance to poor categories.

Major initiatives to combat poverty and vulnerability are summarized as follows:

⁶Is considered monetary poor every person living under the threshold of poverty that is determined by a yearly spending that does not exceed 4,667 dirhams per persons in the urban areas, and 4,312 dirhams per person in the rural area, in 2014.

2.2.1.1 National Initiative for Human Development:

The National Initiative for Human Development, launched by His Majesty King Mohammed VI, strengthened social development and proximity services, in accordance with an approach targeting and prioritizing the most vulnerable groups and regions, and through the launching of three programs:

- The **program to fight poverty in rural areas**, mostly targeting women and girls, and aiming to achieve **4,173** projects and 503 activities to benefit **1,139,361** people with a budget exceeding 2.2 billion dirhams, in which the contribution of the National Initiative for Human Development exceeded **1.5** billion dirhams;
- The **program to fight all forms of vulnerability**, aiming to achieve 865 projects and 565 activities benefiting 207,397 people with a budget exceeding 1.7 billion dirhams, in which the contribution of the National Initiative exceeded **0.8** billion dirhams;
- The **territorial rehabilitation program**, targeting 22 provinces with more than 700 projects, related to the sectors of health, education, drinking water supply, rural electrification, and breaking isolation, with a budget of 5.1 billion dirhams.

In its first or second stages, the 2005-2017 initiative accumulated several positive qualitative and quantitative results, as it contributed to reduce the social deficit, and to fight poverty, exclusion, vulnerability and marginalization, in both urban and rural areas. By the end of 2016, the initiative had registered more than 10.4 million **beneficiaries, including 4.2 million women**, the execution of 44,477 development projects and 12,777 development activities, with a total budget of 39.5 billion dirhams approximately. The contribution of the National Initiative for Human Development exceeded 26 billion dirhams.

In the context of capitalizing these positive results, His Majesty King Mohammed VI launched in September 2018 the third phase of the National Initiative for Human Development (2019-2023), characterized by the launch of four coordinated and complementary programs ensuring the participation of all actors in the social field, with a budget of 18 billion dirhams:

- The **program to remedy the lack of infrastructure and essential services in the less equipped territorial areas**, through projects in the fields of health, education, rural electrification, drinking water supply, as well as the execution of roads, rural paths and technical facilities, with a budget set at 4 billion dirhams;
- **Program to track people in vulnerable situation**, targeting eleven priority categories of people in vulnerable situation, with a budget set at 4 billion dirhams;
- **Program for improving the income of young people and their economic integration**, aiming to provide income and create jobs for young people by supporting training and tracking the integration of contractors and entrepreneurs, facilitating the social economic integration of young people, with a budget set at 4 billion dirhams;
- **Program of support for human development of emerging generations**, focusing on early childhood development and accompanying children and young people, with a budget set at 6 billion dirhams.

2.2.1.2 Program for reducing territorial and social disparities in the rural areas (2017-2023)

The program for reducing territorial and social disparities in rural areas, launched in 2017 for a period of seven years, aims to improve the living standards of rural and mountain inhabitants, including women, by providing their essential needs in basic infrastructure and collective social services.

The projects of this program, which has a budget of 50 billion dirhams, include breaking isolation, facilitating access, strengthening health care and education, as well as providing drinking water supply and expanding the electrification, with the following results during the years 2017 and 2018:

- 52,000 women benefited from 6,800 income-generating projects in the framework of the horizontal program and new projects in rural and urban areas, related to the sectors of farming, trade, small businesses, traditional crafts, tourism, hunting and fish trading;
- 33,482 women, mostly in rural areas, benefited from 2,262 projects for water points (construction of water tanks, reservoirs, cisterns, preparation and exploitation of water sources, etc.) Moreover, 43,000 women from 12,000 families benefited from individual connections to the drinking water supply and 442,000 people benefited from the expansion of the connection to the drinking water network.

2.2.1.3 Fund for the Development of Rural Areas and Mountain Regions

The Rural Development Fund, launched in 1994, aims to improve the living conditions and level of polarization of rural areas, through the strengthening of the main equipment and infrastructures, the elevation of rural economy by diversifying the main income-generating activities, whether in the farming sector or non-farming activities. The fund, the intervention scope of which was expanded in 2012 to include mountain regions, aims to effectively participate in the preservation of the environment of rural areas and the valorization of its natural resources, while contributing to put into place an institutional framework to consolidate territorial governance and mobilize local communities

In 2016, an information system was developed to unify the needs of rural development, in order to lead the implementation of projects, track material and financial achievements to assist in decision-making, in addition to completing the establishment of governance bodies at both national and regional levels for the development of rural areas and mountain regions.

This program continues in 2019 the execution of its projects aiming to break the isolation of the rural world and improve the connection to the road network, provide the inhabitants with drinking water, electricity, and improve the medical and education services. A budget of MAD 7.41 billion has been allocated to these projects, while the budget of 2018 was MAD 6.83 billion.

The Rural Electrification program has made significant progress, as the expansion of the electricity network reached 99.63% of the rural areas by November 2018. Work is under way to exceed the rate of 99.86% by the end of the electricity works on 951 localities.

2.2.1.4 Horizontal integration for gender approach in the agricultural development programs:

The main indicators are the following:

- Allocation of a budget to finance the activities related to gender integration in programs and projects for the development of agricultural production chains since 2015.
- Adoption of a gender approach in the development of the second pillar projects of Morocco Green Plan by reviewing the guide to prioritization and including additional criteria that distinguish women's projects in particular
- Accompanying rural women in the fields of production, valuation, organization and management of income-generating agricultural projects by strengthening their capacities, thus benefiting 30,000 women, in addition to accompanying 217,567 women from the National Office for Agricultural Consultancy

- Promotion of rural women's products with the aim of introducing and marketing them through the organization of local and regional agricultural exhibitions and assisting rural women's organizations (more than 8,000 women) to participate in international events, marketing products in major commercial centers and spaces, creating marketing stations in some parts of the Kingdom and holding regional partnerships with commercial spaces in order to sell women's agricultural products through the creation of 8 online sales sites for female-sponsored cooperatives and coded for 34 women-led groups and the integration of 19 groups headed by women at the commercial market level.

Within the implementation of Law No. 98.15 on compulsory basic sickness insurance and Law No. 99-15 on the pension system for the categories of professionals, independent workers and non-salaried persons engaged in special activity, work is being done to develop social protection and services and to enable farmers to benefit from these systems.

Despite all the efforts made on several levels to eradicate poverty and exclusion, the disparity is still important between men and women in urban and rural areas, due to intertwined cultural and discriminatory factors. This is what makes the challenge and objective of eradicating the poverty an end to a form of discrimination. Various forms of discrimination reduce women's ability to obtain employment opportunities and wages equal to those of men and render them hostage to unproductive or informal sectors. Additionally, discrimination is an obstacle to women's enterprises because of their difficulty in obtaining funding, marketing potential and lack of confidence due to stereotypical attitudes towards women, in addition to the weight of the reproductive role of women that is often ignored in working conditions, thereby reducing the chances of women's entrepreneurship.

2.2.2 Improving access to social protection for women and children

Morocco has been working for decades on establishing a national social policy that shall provide social protection to female and male citizens, on an equal footing. In order to develop special programs and systems based on participation or contribution, Morocco has contributed to the establishment of values of solidarity and alleviation of burdens on public finances and households. The most prominent of these are the social security system, the collective system for the granting of pensions, the updated system of civil retirement pensions, the compensation system for occupational accidents and occupational diseases, as well as the Kingdom's adoption of the basic health coverage code, especially in relation to basic compulsory insurance for disease, through a basket of services provided to the insured and their dependents..

The Kingdom of Morocco is aware of the limited capacity of these systems in ensuring comprehensive social security for the benefit of all male and female citizens and, based on a contribution system and social insurance techniques, new programs, systems and funds have been developed targeting categories not included in social protection, most especially those who are poor and vulnerable. This matter concerns:

The development of the social security system, which plays an essential role in protection, and the coverage of the risk of loss of income due to illness, maternity, disability and old age for the benefit of public employees and agents, and private sector employees, by granting remittances in the form of family allowances and income compensation through the payment of daily compensations for sickness and maternity leaves, loss of employment, old-age pensions (retirement) and disability (invalidity), and pension of the deceased, which are funded by the contributions from both employers and employees.

The measures recently undertaken by the government to improve the governance of this field has been as follows:

- Increase the number of insured people from 2.87 million in 2013 to 3.38 million in 2017;
- Increase social coverage from 43% in 2005 to 84% in 2017;
- 32% of insured women (out of a total of 3.38 million insured people), while the rate of insured women reached 40% in the farming sector, where the total beneficiaries are 500,253 insured persons;
- 41% are beneficiaries of the pension.

2.2.2.1 Services of subscription-based mechanisms

- **Compulsory health insurance system for the public sector:** This system ensures the registration of the insured and his / her dependents automatically depending on his / her specific occupation and covers the financial fees of the treatments administered, either through compensation or by directly paying the treatment institution. The program covers the reimbursement or direct payment of services provided to employees, assistants and workers of the public sector, as well as for their wife, legal children and foster children, thus covering chronic and / or serious illnesses at a percentage of 90% to 100%, additionally to doctors' visits, therapy sessions, laboratory tests, medical devices and medicines.
- In the same framework, according to statistics provided by the National Social Security Fund in 2017, the percentage of insured women reached 32% from the total of insured persons of 3.38 million. As for the agricultural sector, the percentage of insured women reached 40% out of a total of 500,253 insured persons in this sector. While the proportion of beneficiaries of the pension reached 41%, divided as follows per type of pension:
 - Invalidity pension: 2,042 female beneficiaries, or 41% compared to 59% of male beneficiaries;
 - Old-age pension: 62,421 female beneficiaries, or 17% compared to 83% of male beneficiaries;
 - Pension of the deceased: 160,257 female beneficiaries or 97% compared to 3% of male beneficiaries.
- Compulsory basic health insurance system for students
 - The compulsory basic health insurance system for students, established in August 2015, effective in January 2016, with a budget of MAD 110 million, provides benefits to eligible students, whether registered in higher education institutions or in vocational schools, who do not benefit from any other basic health insurance or health services, and includes a basket of various basic treatments in both the public and private sectors, additionally to services covered by the compulsory basic health insurance.
 - The **National Fund for Social Welfare Organizations** manages this system, independently from any other health coverage system administered by the Fund. These health services are covered by 70 to 100% for medicines, 80% for medical consultation and laboratory analysis, and 100% for expensive healthcare and medicines.
 - The establishment of the basic compulsory insurance system for students and its governance improved in the direction of simplification by increasing the number of beneficiary students.

2.2.2.2 Pension system

The **civil pension system**, established in December 1971 by law, provides the automatic enrollment of State employees and agents, territorial groups and public offices, to ensure that they benefit from invalidity and old-age pensions.

The **military pension system**, established in December 71 by law, provides for the automatic enrollment of members of the Royal Armed Forces, Royal Gendarmerie, Royal Guard and management and non-

commissioned officers of the auxiliary forces, to ensure that they benefit from disability and old age pensions.

The Moroccan Pension Fund, established in October 1977, manages this system by covering their pension service, whether in terms of personal rights in the form of a retirement (old-age) pension, or invalidity pension (disability), or in terms of transferred rights in the event of death in the form of pension to the rights-holder (pension for widow, widower, orphans and parents).

2.2.3 Social support system for groups in vulnerable situation

2.2.3.1 Family Solidarity Fund

The Family Solidarity Fund was established to provide a new generation of services, to meet the demands of a group that was not covered by previous social protection regimes for its precarious situation, including the following vulnerable groups:

- Children entitled to alimony by judgment, whether the marital relationship between parents is existent or dissolved, following proof of the mother's indigence;
- Children entitled to alimony following the mother's death;
- Foster children entitled to alimony by judgment.

The Family Solidarity Fund has succeeded in making a positive, concrete impact on targeted groups, as a social security network, despite the complex procedures for benefiting and a few dysfunctions that prevented the achievement of all desired results. This led to the acceleration of a major and essential reform on the law governing the functioning of the Fund that was issued in December 2010 and aimed to strengthen the social protection of vulnerable groups through the broadening of the beneficiaries of its services, the facilitation of procedures for benefiting from its financial aid, as well as the strengthening of governance mechanisms related to its activity and the funds' protection.

By virtue of Law 83.17 issued in December 2017, access to this Fund's financial allowances was extended to include the destitute wife, the neglected mother, fostering women as well as their foster children.

By the end of August 2018, the Family Solidarity Fund had enabled 21,830 women to benefit from a financial portfolio totaling MAD 74.220 million, with hopes to achieve a qualitative shift in the number of beneficiaries, especially with the extension of its services, and the allotment of a financial provision of MAD 160 million in the 2019 Budget.

2.2.3.2 Social Cohesion Fund

Within its efforts to strengthen social protection, Morocco is continuing the execution of various programs of the Social Cohesion Fund which introduced in 2012 a mechanism to convey the requests and expectations of the vulnerably and needy population groups in the country, including widows caring for their orphan children, people with disabilities and their families and associations working in this field:

- **Support to vulnerable windows caring for their orphan children program**

The program of support for vulnerable windows caring for their orphan children is a direct support mechanism that is considered to be one of the most important measures contributing to guarantee the economic and social rights of the Moroccan women, as it ensures the care of their children on the condition of pursuing their education or vocational training until the age of 21, with the exception of orphans with disabilities who are exempted from the conditions of the continued education or

vocational training and age limit, with a monthly allocation of MAD 350 per child, and an aid ceiling of MAD 1,050 per family.

By the end of 2018, 91,126 widows caring for more than 156,000 orphans had benefited from the program, equivalent to more than 90,000 beneficiary families, representing an effective response and social protection mechanism, for a budget representing 15% of the yearly allowances of the Social Cohesion Fund.

- **“Tayssir” program**

Established in 2008, the “Tayssir” program, a conditional financial transfer program offering direct financial support to families in need to facilitate their access to social services in the school attendance field, has participated in reducing school drop-out through the targeting of priority sectors in the primary and secondary education institutions in rural areas, in remote and isolated territorial authorities where the poverty index exceeds 30% and school drop-out equals or exceeds 5%.

The “Tayssir” program has also achieved a qualitative leap in the number of beneficiary students of both genders, increasing from approximately 88,000 during the academic year 2008-2009 to approximately 734,000 in the academic year 2016-2017 and exceeding 2,087,000 in the academic year 2018-2019.

The number of beneficiary families has also increased from 47,050 during the academic year 2008-2009 to approximately 441,000 in the academic year 2016-2017 and exceeding 1,200,000 families in the academic year 2018-2019.

The end of 2018 has witnessed a significant boost to the “Tayssir” program, through the expansion of its geographical target as of the academic year 2018-2019 to include all the families of students in the primary education cycle in rural areas, as well as students of lower secondary and elementary cycles in rural and urban areas, provided they have a valid “Ramed” card and through the financial allocated sum that reached a total cost of MAD 2,170 billion during the academic year 2018-2019.

- **“One million schoolbags” initiative**

The social support initiative announced by His Majesty King Mohammed VI in the course of the academic year 2008-2009 reflects the firm resolve to enhance the performance of the schools and consecrate elementary education in its compulsory nature, while reducing the burden of the most needy groups by enabling an easy access to education for their children, and providing support for the continuation of studies or vocational training to ensure equal opportunities and fight against school drop-out.

The “One million schoolbags” initiative targeting primary school students on the national level, and secondary school students in rural areas, has significantly contributed to reduce the rate of school drop-out and substantially expanded schooling at the primary level, while reducing the inequality between the rural and urban areas and between genders. The number of beneficiaries reached 4,103,781 students (males and females) in the academic year 2017-2018, compared to 4,018,470 students in the academic year 2016-2017, whereas the rate of female students benefiting from this initiative has reached 48% of the total beneficiaries.

Important financial resources have been allocated to this program, within the Social Cohesion Support Fund resources, reaching MAD 1.47 billion including MAD 250 million for 2018.

- **Support to people with disabilities**

Three years after its launch, the services of the Social Cohesion Support Fund targeting people with disabilities have achieved the best practices, both in terms of institutions in charge of providing these services or in terms of beneficiary associations or people with disabilities, thus confirming the success of this experience and its positive effects on the beneficiary groups. This achievement represents a foundation for the integrated public policy to promote the rights of people with disabilities and its executive plan.

The services addressed to people with disabilities are centered in four main intervention areas, including improving school conditions for children with disabilities, promoting professional integration and income-generating activities to achieve economic independence for entrepreneurs and providing assistance to achieve success and sustainability, besides acquiring special devices and other technical assistance, and participating in establishing and running reception centers. The following achievement indicators have been monitored:

- In the field of **improving school conditions for children with disabilities**, the number of beneficiary children has reached a total of 11,344 split between urban areas (84,5%) and rural areas (15,5%), with the female beneficiaries' rate of 35%. The number of beneficiaries increased from 2015 to 2018 by 139%;
- In the field of **promoting professional integration and income-generating activities**, the Fund provided support to more than 1013 projects with a value of MAD 42 million between November 2015 and October **2018**. The rate of women having benefited from this program has reached 36% of the total beneficiaries;
- In the field of **acquiring special devices and other technical assistance**, 32,437 people with disabilities benefited between 2015 and 2018 from a budget that exceeded MAD 25,861,710. The rate of women beneficiaries has reached 40%;
- In the field of **participating in establishing and running reception centers** and providing assistance to people with disabilities, an amount totaling **MAD 78 million** was spent, increasing the total resources allocated to the Fund in the years **2015, 2016 and 2017** to more than **MAD 338 million**.

2.2.4 Improving health outcomes for women and girls

In accordance with the constitutional obligations expressed in Section 31, as well as international obligations, and the priorities of the Government Declaration and the Government's Plan for Equality, "ICRAM" in its first and second versions, the achievement of equality in access to treatment and medical services is an essential basis for all the measures committed by the Government in this regard. The gender approach has been adopted as an essential principle to push for the execution of what has been planned. This part summarizes the most important steps that have been achieved in order to:

2.2.4.1 Enlarge the scope of the Comprehensive health coverage of the public health services, though:

- **The “Ramed” Medical Assistance Plan:** This Plan represents one of the main health services and is based on the principle of solidarity for the benefit of destitute groups, to guarantee their right to medical treatment, health care and social protection. Health coverage has registered an important and noticeable increase, moving from 16% in 2005 to approximately 62% in 2018. Until 2017, 53% of women were able to receive the “Ramed” card, compared with 47% for men. Likewise, by the end of

December 2018, the expanding of the Medical assistance plan has enabled more than 12.78 million people to benefit from it, corresponding to more than 5.24 million families.

- In order to consolidate the application of the “Ramed” Medical Assistance Plan, financial funds exceeding MAD 6.3 billion have been allocated in the framework of the “Social Cohesion Support Fund” resources, including MAD 1.54 billion for 2018. The amount of MAD 3.8 billion of these funds was allocated to the university medical center, the national agency for health insurance, and more than MAD 2.5 billion went to the special account of the central pharmacy for the purchase of medicines and medical supplies.

- **Safe motherhood program:** This program, being one of Morocco's major steps towards universalization of the right to safe maternity, provides quality health services to ensure maternal care during pregnancy, childbirth and the following period, with the aim of improving maternal and child health,

The strategic framework of this program aims to enhance human resources and expand access to mother and child health services, in addition to providing motivation, mobilization and awareness for the benefit of women and their families by assisting them in identifying complication symptoms in pregnancy and birth, or for the benefit of health professionals by encouraging them to carry out their role in the prevention of maternal death.

- **National Program for Family planning:** In order to reduce maternal and infant mortality and morbidity and to improve the reproductive health of women and couples, the **National Program for Family Planning** that was launched in 1996 is being executed, and continuous efforts are made to enhance the quality of family planning services and broaden the use of long term means including the I.U.D. (Intrauterine Device), thus reducing the unmet needs for family planning.

Morocco has been able, through the concerted efforts of various actors, to reduce maternal death from 332 per 100 thousand live births in 1997 to 227 per 100 thousand live births in 2003-2004, while the average of resorting to medical advice before the birth has registered an increase, as well as the rate of giving birth in medically controlled environments. An important reduction of the rate of maternal death has been noted since 2010, estimated at 35%, as 72.6 cases of maternal deaths per 100 thousand live births were registered on the national level during the national survey of 2018, while the number was 111.1 per 100 thousand live births in rural areas and 44.4 per 100 thousand live births in urban areas.

Similarly, the coverage in the antiretrovirals (ARV) levels to prevent the transmission of the virus from the mother to the fetus increased from 33% in 2011 to 62% in 2016, while the average of women giving birth in a specialized environment has reached 86%, according to the national survey of 2018.

- **National Program for Early Monitoring of Breast and Cervical Cancer:** Breast cancer and cervical cancer are the most common among women in Morocco. In this context, Morocco has adopted a strategy for the early monitoring of breast and cervical cancer by developing and activating the national program for early monitoring of breast and cervical cancer. This program aims to reduce the number of deaths and illness related to breast and cervical cancer by improving the care given to women suffering from breast and cervical cancer through a structured program for the early diagnosis and treatment of these two types of cancer.

- In this regard, early monitoring services for breast and cervical cancer have been mainstreamed at primary health care centers (in all provinces and prefectures for breast cancer and in 42 prefecture and province for cervical cancer) and more than 30 reproductive health reference centers have been activated;
- Efforts were mainly to promote and provide medical equipment and supplies for early diagnosis (mammography, acetic acid, etc.) and enhancing the skills of professionals of this field. Moreover, the Ministry is working towards achieving a national campaign on a yearly basis to sensitize the population on the early diagnosis of breast cancer.

- **Rural Health Program** This program has contributed to the development and support of health services in rural areas and facilitated the access to public services and sustainable structures through the establishing of several general and specialized hospitalization institutions as well as community hospitals. 120 mobile health units were set up in 2017 for example, as well as 40 mobile health units within the framework of the program for reducing territorial and social disparities in rural areas, and these were placed at the disposal of 160 rural health services districts. Moreover, 74 ambulances as well as 30 additional ambulances within the program for reducing field and social disparities in rural areas were put at the disposal of 104 rural health districts.

In the course of 2017 and 2018, a chain of hospitals operated at full bed capacity of over 700 beds as well as five community hospitals, while the second part of the provincial hospital center in Al-Hoceima has been extended, and the territorial hospitalization center in Azrou (65 beds) has been extended and renovated.

Additionally, several projects are being executed, the most significant of which is the construction of three hospitalization centers in Tangier (771 beds), Agadir (867 beds) and Laayoune (500 beds) as well as the reconstruction of the Ibn Sina hospital in the University hospital center in Rabat (858 beds) and the ongoing construction of 24 collective hospitals.

- **Care program** The care program was launched as a protection mechanism for the benefit of the inhabitants of areas affected by hail and snow, to guarantee the necessary protection through the strengthening of essential territorial medical and health services, or by raising awareness at the level of health centers.

Field operations of the “Care” program include the launch of multidisciplinary medical convoys in health centers equipped with biomedical equipment, echography machines, portable medical analysis laboratories, dental chairs and optometry instruments, the success of which depends on the mobilization of various health professionals. In addition to providing medicines and medical supplies for the complimentary benefit of patients and injured people according to medical prescriptions, the program provides means to facilitate the movement of patients, such as mobile health units, equipped ambulances and a medical helicopter to be used when needed.

The 2018-2019 Care operation, launched in November 2018, targeted the villages and regions of five provinces in the area of Fès-Meknès with more than 400 mobile medical operating units and more than 50 multidisciplinary medical convoys, as well as more than 400 health professionals and specialists, with an additional budget of over MAD 1.5 million for medicines.

The “Care” program allows to guarantee the continuity of health services in the affected areas according to the guidelines of the “2025 Health” plan, especially its portion related to strengthening basic health care facilities and the network of medical and social institutions and developing mobile health services in rural areas, with an exceptional budget of MAD 5 million dedicated to medicines and medical equipment, and 800 thousand dirhams to cover the needs in fuel and mobile unit maintenance.

- **National program for immunization, providing medicines and reducing prices to facilitate access to medicines**

This program has decreased the costs of more than 327 additional medicines that were the most used in Morocco between 2017 and 2018, most notably those intended for the treatment of serious and chronic illnesses. It is well known that the Ministry of Health, since the issue of the decree related to the pricing terms and modalities of medicines, has worked on reducing the costs of more than 3,600 medicines.

2.2.4.2 Providing health care for women victims of violence and discrimination:

This has been implemented by the following measures:

- The institutionalization of the National Program of the Ministry of Health to provide care to women and children victims of violence, as of August 2017;
- Continuing to disseminate units which provide care to women and children victims of violence in all hospitals, which amounted to 99 units;
- Ensuring the course of care for women and children victims of violence in order to improve the quality and the speed of care within hospitals, taking into consideration the social dimension of this phenomenon through the work carried out by social workers in care units that accompany the victims to facilitate the means of medical care in the best possible conditions and to establish the complementary status of care as well as support to face all social difficulties that may prevent the victims' access to medical care through close cooperation between these units and civil society organizations. In 2018, more than 20,000 cases of women victims of violence were cared for;
- Strengthening the capacity of health professionals on gender-based violence through a program of field visits to supervise, train and strengthen the social approach of all health professionals, considering that social determinants represent a key factor in the success of medical care, as well as to reduce the impact of this phenomenon as a public health problem with serious consequences on the community and on the health system.

2.2.5 Education outcomes and skills for women and girls

The development of the national education and vocational training system is a priority for the Kingdom of Morocco, reflected by the 2015-2030 Strategic Vision for the Reform of Education, Vocational Training and Scientific Research System that was adopted to implement a schooling system defined by equity, quality and improvement on the one hand, and the volume of the financial resources allocated to subsidize the education and vocational training sector on the other, for a total equivalent to 6% of the gross domestic product.

Among the most important measures implemented to improve the results and skills of girls is the adoption of the strategic vision for the reform of education by 2030, including several programs such as the expansion of the educational offer, the program of rehabilitation of educational institutions, and the program of expansion of the supply of services in the framework of social support. The efforts made by the Kingdom of Morocco have enabled the improvement of the different indicators related to this field:

- The indicator of gender equality has remained stable in the primary cycle at the national level between the academic years 2014-2015 and 2018-2019, while it registered a slight improvement in the lower secondary cycle and upper secondary school, where both cycles registered consecutively 0.91% and 1.08% during the academic year 2018-2019, whereas both lower secondary and vocational secondary cycles registered consecutively 0.86% and 0.93% in the 2014-2015 academic year. This indicator showed a slight increase in rural areas, especially for the lower secondary and upper secondary cycles.
- As for the female success rates in the Baccalaureate exam, they remained encouraging with their rates of success increasing from 56.5% in 2014 to 64.10% in 2017.
- The percentage of girls in primary education (aged 6-11) rose from 92.9% in 2014-2015 to 101.7% in 2018-2019 at the national level, and from 94.2% to 105.3% in rural areas, with an increase of 11.1 points while the percentage of girls (aged 12-14) rose from 82.0% to 88.7% at the national level, with an increase of 6.7 points. In rural areas, it has increased by approximately 9 points, from 66.1% to 75.1%, and the schooling rates of females (ages 15-17) rose from 61.8% to 64.1% with an approximate increase of 2.3 points at the national level, and from 29.6% to 35.4% in rural areas, showing an increase of 5.8 points.

- The rate of school dropout for girls remains alarming in the lower secondary and upper secondary cycles. That rate had shown a marked improvement in the three cycles during the academic years from 2014-2015 to 2018-2019, having risen from 4.0% by 0.9% for the primary cycle, and from 10.4% by 8.0% for the lower secondary school, compared to 12% for male students.
- In the area of literacy, the Kingdom of Morocco has adopted a new strategy to fight illiteracy for the period 2017-2021 aiming to reduce the level of illiteracy to 20% by 2021, with priority given to literacy for women and young people, especially in rural areas. This strategy aims to empower one million and fifty thousand beneficiaries per year. As for the academic year 2017-2018, almost 854,670 persons benefited from the different literacy programs, in which the female rate was 90.8%.

2.2.5.1 Achievements in this field:

1. Promotion of education programs and increase of the gender equality perspective and the abolition of biases at all educational levels, through:

- The preparation of a draft Framework Law No. 51.17 related to education, training and scientific research that was transmitted to Parliament in September 2018 for discussion and promulgation;
- Preparation of a kit to analyse school textbooks and verify abusive images stereotyping women and girls;
- Providing training in gender equality and human rights for teachers and other professionals working in the education field: formulation and elaboration of training sessions on gender equality for inspectors and primary education teachers, and elaboration of the specifications for the preparation and issuance of school textbooks to remove all stereotyping of women and girls;
- Organization of regional, territorial and local groups composed of educated people in the fields related to gender equality (initiatives limited to a few academies).

2. Promotion of safe education environments, free of sexual harassment, and inclusive of women and girls, through the following actions:

- Organization of awareness-raising campaigns in cooperation with regional security authorities to instill the values of citizenship and human rights, develop the activities in the different educational and cultural clubs and track the registered cases of violence;
- Preparation of an educational kit to combat violence (procedural guide, training guide, awareness guide);
- Launch of regional research on the proliferation of violence based on gender in the school environment of Tanger- Tétouan - Al-Hoceima region;
- Within the framework of providing better conditions for a good education for female and male students, rehabilitation program of the educational establishments has been executed, including provision of better infrastructure, repair of buildings and architectural renovation, additionally to measures aiming to facilitate working conditions.

3. Development of elementary education:

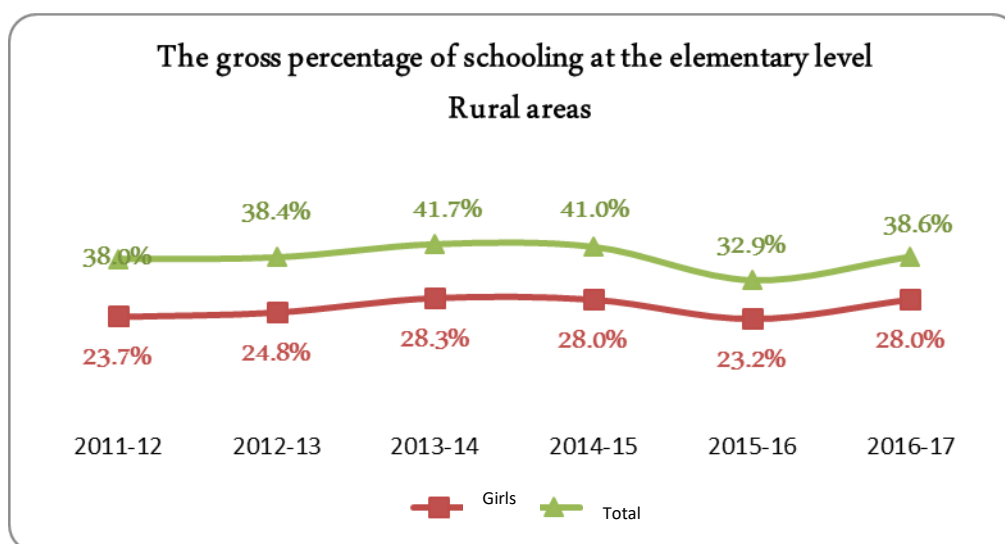
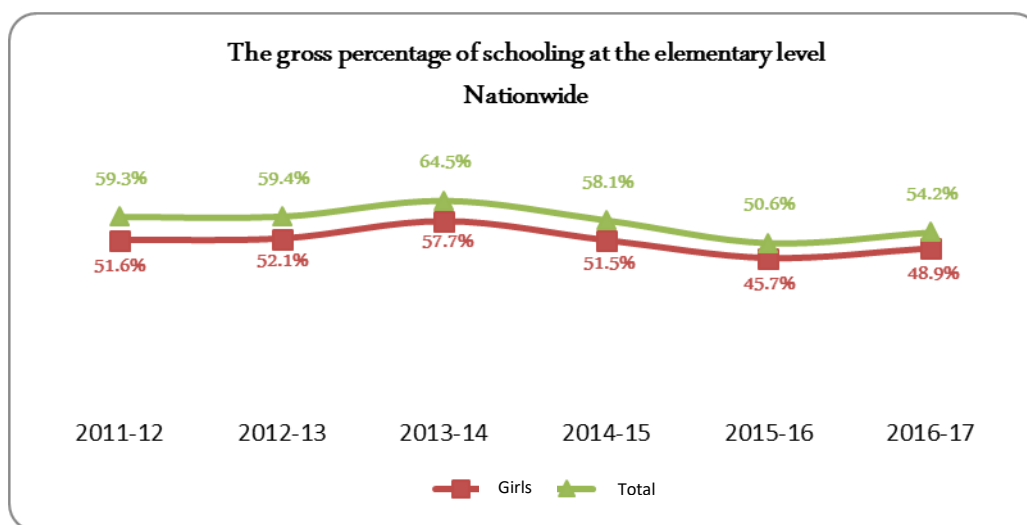
In July 2018, Morocco launched the National Program to disseminate and develop elementary education as a main lever for achieving quality education and fight school dropout, and which is part of the

comprehensive reform based on the 2015-2030 Strategic Vision for Education and Training. Studies have proved that elementary education is one of the conditions for achieving success at school, and that the school dropout rate is three times higher in children who did not benefit from elementary education. Reducing repetition and fighting school dropout can only be achieved by giving special care to elementary education for ages 4 to 6 years.

This program, which is being executed in cooperation with various actors, aims to achieve a 100% rate by the academic year 2027-2028, and an interim outcome of 67% by the academic year 2021-2022. Statistics show that the number of children of elementary school age is 1.426 million children, while 699.000 are actually registered, which represents only 49%. There is also a difference between urban and rural areas, the latter registering a rate not exceeding 35%.

With the launch of this program for the 2019-2020 academic year, 4,000 new sections will be opened for the children not yet attending elementary school, which means that 100,000 new children will benefit. It is worth noting that the net schooling rate in elementary school has seen a positive development between the academic years 2015-2016 and 2016-2017, moving from 50.6% to 54.2% on the national level, an increase of 3.6 points. While the schooling rate for girls at that level rose from 45.7% to 48.9%, an increase of 3.2 points.

In rural areas, the rate rose during the same period from 32.9% to 38.6% for boys, an increase of 5.7 points and from 23.2% to 28% for girls, an increase of 4.8 points.



4. Promote schooling of girls in rural areas and of girls with disabilities

Girls in rural areas received special care to guarantee their equal access to education and were provided social and educational support mechanisms to enable them a continued education without interruption or suspension. The support undertook various forms and included:

- **Financial support**, in the form of monthly allowances from the State to the families registering their daughters in elementary and complementary education systems, to guarantee the continuity of their education, whether under the “Tayssir” program or scholarships to cover the accommodation of rural girls in boarding or student centers;
- **Material support** in the form of various services benefiting students of both genders, i.e. school transport, food and boarding, school uniform and school supplies;
- **Educational support**, in the form of educational and pedagogic technologies, within or outside the academic year, in the area of educational or moral support, to enable them to overcome difficulties encountered during studies, including social and psychological assistance;
- **Public information support**, in the form of awareness-raising campaigns on the importance of schooling, especially girls’ education, and concerted efforts of the different actors to guarantee a continued education for girls without interruption.

5. Combating illiteracy

Morocco is continuing its efforts to achieve the objectives of the National Charter 2017-2021, which aims to reduce the illiteracy rate to 20% by 2021 and to less than 10% in 2026, in cooperation with the different actors.

The National Agency for combating illiteracy, in cooperation and coordination with the different government sectors, registered more than one million male and female beneficiaries from literacy programs, for the academic year 2017-2018, with an estimated increase of 12.38% compared to the 2016-2017 academic year. The number of beneficiaries from literacy programs exceeded 847,520 male and female beneficiaries, while those benefiting from post-literacy programs exceeded 191,304 male and female beneficiaries.

The proportion of women benefiting from the literacy programs represents 91.29% of the total beneficiaries, which represents 948,390 female beneficiaries compared to 90,434 male beneficiaries.

In rural areas, beneficiaries of both genders reached a total of 540,732 persons, equivalent to 52% of the total registered, while urban areas registered a rate of 48% with 498,092 beneficiaries from both genders.

Literacy workshops in mosques are considered important in this field, depending on an important network of 6,862 mosques, with audio-visual equipment available in places of worship. In 2018, some 316,058 people benefited from these workshops, including 303,670 women, mostly from the urban areas.

These programs were beneficial to 854,670 registered women, with a female participation of 90% during the academic year 2017-2018.

6. University accommodation:

Four new university residential areas were built during the period 2015-2018 to reach 23 existing university residential areas. As a result, the residential capacity of university accommodation and boarding schools increased from 49,135 beds in 2014-2015 (including 29,930 for females) to 54,263

beds for the academic year 2017-2018 (including 32,249 for females), registering an average yearly increase of 3.4%. With the application of the compulsory basic insurance for students and the improvement of governance towards simplification and an increase in the number of beneficiary students, the number of students registered in the health insurance system reached 57,153 at the end of January 2019.

7. Vocational training:

The number of vocational training institutions rose between 2014-2015 and 2017-2018 from 1,921 to 2,042 institutions, both in the public and private sector, 122 of which provided in-house campus, which served to enlarge the capacity of these structures in terms of students and specializations. The beneficiaries of vocational training increased from 391,332 to 433,007 between 2014-2015 and 2017-2018, and the number of female students rose from 151,448 in 2014-2015 to 166,557 in 2017-2018.

8. Higher Education:

Position of women in essential Human Resources:

- 3,710 pedagogic positions were created between 2014 and 2019, including 1,141 financial posts for women, representing 31% (without counting posts in the process of being settled, estimated at 1,920 financial positions);
- The number of full-time teachers rose from 12,820 in 2014-2015 (including 26.2% of female teachers) to 14,400 in 2019 (including 26,8% of female teachers);
- Interest in human resources in the higher education sector showed an increase from 13,883 in 2014-2015 (including 42% females) to 14,546 in 2018-2019 (including 43% females), with an annual development rate of 1.2%.

Promotion of social services for students:

In order to improve reception conditions in university institutions and accommodation and provide a convenient environment for training and research, the following actions have been implemented:

Enlargement of the base of scholarship holders and efforts to pay scholarships on time, the number of beneficiaries having risen from 285,153 in 2014-2015 (including 48,9% of females) to 381,833 in the academic year 2018-2019 (including 50,17% females).

Statistics reflecting the position of women and girls in higher education as per gender

- Increase of registration in higher education (post-baccalaureate) from 28.8% (27.5% for females) in 2014-2015 to 37.7% currently (37.2% for females), with an increase of 9 points;
- Increase of registration in higher education in all its components from 221,768 (including 47.5% of females) in 2014-2015 to 261,575 currently (including 51.7% females), an average annual increase of 4.2%;
- Increase of the total number of new students in higher education in all its components from 745,843 (including 48,1% of females) in 2014-2015 to 938,370 currently (including 49,9% females), an average annual increase of 5,9%.

2.3 Freedom from violence, stigma and stereotypes

2.3.1 Forms of violence against women and girls that have been given priority in the last five years

Over the last five years, the Moroccan government has intensified its efforts to focus on protecting women from all forms of violence and discrimination, which was expressed in the approach, prevention and care of the Government Plan for Equality (ICRAM 1 and ICRAM 2), which served to create the necessary harmonization between the different actors, in order to establish a comprehensive perspective that will treat this phenomenon from different sides and in all its aspects, including the reformatory approach adopted by the Law combating violence against women, and other laws that criminalized exploitation and human trafficking, and protected domestic female and male workers, additionally to combating stereotypes and discrimination in the media and elsewhere.

In parallel to this comprehensive approach, some categories and positions of women victims of violence were highlighted, within the framework of the continuous interaction with the work of the National Observatory on Violence against Women, which outlines in its annual statistical report information and data on the institutional realities resorted to by institutional cells.

2.3.1.1 Violence and harassment in public places:

Data from the first annual report of the National Observatory on Violence against Women in 2015⁷ highlighted that the number of physical and sexual attacks happening in public places and registered by institutional cells is higher than those in the conjugal house or in the workplace. In response, a series of measures were taken to raise social awareness of the importance of making public areas a common, accessible and safe space for all women. Local actors also participated in addressing these forms of violence, resulting in the following measures:

- **Awareness campaigns to stop violence against women:** The 14th (2016) and 15th (2017) national campaigns to end violence against women were characterized by their focus on the subject “Violence against women in public places” under the slogan “All together against violence... “Report it”. These campaigns were open to local actors in the different territorial collectivities, professionals in the transport sector, and involved the youth through the social media while creating interactive discussions that went live on social media and in high education institutions in a number of the Kingdom’s cities, additionally to awareness workshops organized at schools and targeting students and educators.
- **Rabat Declaration to End Violence against Women in Public Places:** The 15th campaign to end violence against women in 2017 resulted in a special cooperation between the Ministry of Family and Equality and different city councils, translated into the “Rabat Declaration to end violence against women in public spaces”, which is considered as a Common Action Charter between these councils to coordinate national and regional efforts to fight the phenomenon of violence against women.

2.3.1.2 Violence against women employees:

Morocco has worked on reinforcing the national legislation ~~balance~~ by issuing a Labor Code that ensures the necessary protection for working women, including sections prohibiting discrimination and promoting the role of labor inspectors to determine the violations against female employees. On the other hand, the Government promulgated Law No. 19-12 on labor conditions and employment related

⁷ - The number of cases of violence against women registered at different security authorities have reached 15,865 cases. These cases include:

14,408 cases of physical abuse, of which 53.7% occurred in public places;

1,457 cases of physical abuse, of which 66.4% occurred in public places;

Source: First annual report of the National Observatory on Violence against Women (2015)

to domestic female and male workers, as well as the application texts⁸. This Law binds both parties to conclude a written employment contract according to a pre-established model and to file a copy with the labor inspector. It also prohibits the mediation of natural persons for paid for the employment of domestic workers of both genders. The Law also penalizes every **person** who abuses verbally or physically a domestic worker, or exercises any type of sexual harassment, food deprivation, or any type of inhuman treatment. Any employer who does not deliver a certificate of employment to a domestic worker or does not respect the obligation of weekly rest, or does not give the domestic worker the right to breastfeed, or to annual leave, or fails to respect holidays shall be penalized with a fine up to 5,000 dirhams. In order to highlight the forms of violence against female employees, the Ministry of the Family, Solidarity, Equality and Social Development organized a national awareness campaign on the subject "Violence against women workers".

2.3.1.3 Legislative framework for combating violence against women in special situations:

Law No. 103.13 on combating violence against women comprised several restraining sanctions against perpetrators of violence against women in special situations, including:

- Increased penalties for acts against "women in special situations", such as violence against a woman with a disability, a minor or pregnant woman, or against the wife or divorcee in the presence of children or parents;
- Criminalization of certain acts considered as violence that harms women, such as forced marriage, the violation of the physical integrity of the woman, squandering or misappropriation of the family patrimony in bad faith, etc.;
- Criminalization of sexual harassment, with increased penalties if the act is committed in certain circumstances and by specific persons, such as ascendants and descendants or co-workers, or a person in charge of the maintenance of order, etc.;

2.3.2 Measures taken in the last five years to combat violence against women and girls

- Strategic framework for combating violence against women:

The Governmental Plan for Equality "ICRAM 1" for 2012-2016 focused in its second area on the combat against all forms of discrimination and violence against women, calling for the unification and coordination of the efforts of the concerned sectors to combat all forms of discrimination and violence at both legal and institutional levels. The scheduled measures aimed to reinforce the legal and administrative arsenal in order to protect women and combat discrimination, to improve the scientific knowledge of this phenomenon and establish a tracking and monitoring system, to promote a preventive policy by addressing the causes of violence against women, and raise community awareness of the dangers of this phenomenon by developing a range of services.

The Governmental Plan for Equality "ICRAM 2" 2017-2021 included objectives and indicators to fight this phenomenon and focused on:

- Formulating and monitoring the execution of the "2019-2030 National Strategy to Combat Violence against Women";

⁸- Decree No. 2.17.356 published in September 2017, completing the list of works prohibiting the employment of domestic workers of both genders, aged between 16 and 18 years and Decree No. 2.17.355 published in August 2017, setting the model of employment contract for domestic workers.

- Achieving the Second National Survey on Violence against Women and investing its results in refining the sectorial strategy and programs;
- Keeping pace with the application and execution of the legal framework for combating violence against women;
- Common promotion and sharing of the culture of zero-tolerance for gender-based violence;
- Improving and disseminating services such as reception, listening, accommodation, accompanying women victims of violence at the territorial level;
- Preparing and executing an “awareness plan involving men and boys in combating gender-based violence”;

The application of the ‘ICRAM 1’ Plan has allowed to achieve many advances at the legislative, and preventive level, for the inclusion and care of women victims of violence, as well as reinforcing and diversifying the partnerships with the civil society.

2.3.3 Legal framework for combating violence against women

Morocco has made great efforts to develop and reinforce the national legal arsenal and overcome the legal gap that has existed for years in terms of protection of women’s rights and combating violence against them, as well as to respect international commitments and adapt the legal arsenal to international agreements and provisions of the Constitution. In this regard, Law No. 103.13 on combating violence against women, published in the National Gazette⁹ on March 12, 2018, was put into effect on 13 September 2018. This law is based in the essential principles adopted to fight the phenomenon of violence against women, which are: punishment for perpetrators of violence, prevention of violence, protection of victims of violence and care for victims of violence.

Essential content of Law No. 103.13 on combating violence against women

The Law combating violence against women includes a set of legal provisions that protect women victims and punish the perpetrators of violence as well as provide care and prevention. Its most important provisions are:

- Establishing a clear and precise conceptual framework that can help stakeholders to distinguish and delineate acts and behaviors in the field of violence against women, through the definition of the concept of violence and its different forms;
- Criminalizing certain acts considered as violence harmful to women,
- Criminalizing sexual harassment, by increasing penalties for committing the act in determined circumstances and by specific persons;
- Increase penalties for acts against “women in special situations”;
- Adopt new preventive measures such as the relegation of the violent spouse, the notice warning the author of a threat to commit violence not to perpetrate his aggression, with a pledge of non-aggression on his part, the return of the child to the woman who has his custody at home and the prohibition to approach the victim or her home, the notification to the aggressor of the prohibition to dispose of the common assets of both spouses, etc.;
- Mention of the urgency for taking preventive measures with penalties in case of their violation;
- Adoption of institutional mechanisms of coordination between the various actors in combating violence against women and their protection, such as the judicial authority, the national security, the Royal Gendarmerie and the governmental sectors concerned, etc.;
- Creation of a system of mechanisms for the care of women victims of violence;

⁹- Sherifian Dahir No. 1.18.19 issued on 5 Jamadi Al Thani 1439 (February 22, 2018) in execution of Law No. 103.13 on combating violence against women

<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AD%D8%A7%D8%B1%D8%A8%D8%A9%20%D8%A7%D9%84%D8%B9%D9%86%D9%81%20%D8%B6%D8%AF%20%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A1.docx>

- Establishment of a prevention component, since public authorities are required by law to take the necessary measures to prevent violence against women.

Within the application of that law, the Government Council held on March 28, 2019, approved the enforcement decree of this law which was published in the National Gazette No. 6774 issued on May 2, 2019. This decree considers several organizational provisions on the mechanisms of caring for women victims of violence, and most especially:

- Creation of the National Committee to support women victims of violence and the conditions of its activity;
- Creation of centralized and non-centralized cells to support women victims of violence in the courts and other sectors related to justice, health, youth, women, the General Directorate of National Security, and the Supreme Command of the Royal Gendarmerie;
- Finalize the creation of regional committees to support women victims of violence and local committees to support women victims of violence.

2.3.4 Strengthening the chain of care services for women victims of violence

The promulgation of the Law on Combating Violence against Women represented an essential milestone in the institutionalization of cells providing support to women victims of violence, at the levels of courts, hospitals, police stations, and the Royal Gendarmerie, and the creation of additional cells at the levels of the sectors dealing with justice, women, youth and sports which all have the same mission of reception, listening, support, guidance and accompanying, for the benefit of women victims of violence.

Over the past years, institutional cells have presented a range of complementary and useful services to women victims of violence in receiving, listening, guiding and counselling, etc. A special guide has also been prepared to introduce these cells at the territorial level and the services they provide, to facilitate contact between the partners concerned.

The Law Combating Violence against Women also created a National Commission to support women victims of violence, the mission of which includes ensuring communication and coordination at the national level between the interventions of the different governmental sectors and administrations concerned with the subject of violence against women, and other territorial and local commissions to support women victims of violence and ensure regional coordination between the different actors intervening in the support to women victims of violence.

2.3.5 Continued efforts to develop the network of institutional reception centers

In the framework of strengthening the structures for the protection of women victims of violence, the Government has created multi-functional spaces to care for women victims of violence at regional and local levels. The creation of 40 multi-functional spaces and 25 additional spaces between 2018 and 2021 has been provided for. The objective of these proximity social structures is to provide services to women in difficult situations, including: provision of reception, support and accompanying, temporary accommodation services, guidance, capacity-building and awareness raising on the women's rights.

2.3.6 Strengthening the partnership with civil society and supporting listening centers

The Government of Morocco attaches great importance to partnership with civil society associations in order to strengthen and improve the support services provided to women victims of violence. In this context, the women's sector provides financial support over three years for projects aimed at creating or developing listening and guidance centers for women victims of violence, most especially in rural areas. Projects are selected on the basis of a request for projects to be announced annually. The Ministry has adopted this support approach (3 years instead of one year) to guarantee the continuity and quality of services provided by these centers to women victims of violence. Therefore, 223 centers for listening and guiding victims of violence were supported between 2012 and 2017, with a total budget of 72 million dirhams.

2.3.7 Developing knowledge on the phenomenon of violence against women

- **First, through the creation of the National Observatory on Violence against Women** which is a national tripartite mechanism which includes the relevant Government sectors, civil society associations and university centers for research and studies. This mechanism is a framework that establishes and embodies the government's participatory approach with all actors involved in combating the phenomenon as a strategic option to monitor and trace its various forms and dimensions. Its principal mission consists in monitoring and vigilance through the compilation of institutional statistical data, to deepen knowledge of the phenomenon and open discussion about it. During its first mandate (2015-2018), the Observatory produced two annual reports containing data and recommendations to address the phenomenon.

- **Second, by conducting a second national research on the proliferation of violence against women:** The Ministry of the Family, Solidarity, Equality and Social Development launched the second national survey on the proliferation of violence against women at the end of 2017. Its objectives were not only to provide new and precise data on the proliferation of this phenomenon and to study the different reasons and factors leading to the exercising of violent acts based on the social gender in view of social and behavioural transformations experienced by Moroccan society, but also to open a new era for the promotion and protection of women's rights through a review of the national strategy for combating violence against women and make it highly targeted as well as various regional and local programs. The most important objectives of this national study are to:

- Define the rate of proliferation of violence against women at the national level, and its prevalence as per the environment and the forms listed in Law 103.13 on Combating Violence against Women;
- Define the characteristics of women victims of violence, their socio-economic environment, and the characteristics of the perpetrators of violence, and their socio-economic environment;
- Use the results of national research to define and inspect initiatives capable of eliminating this phenomenon.

The national survey conducted between January and March 2019 involved 13,543 female subjects, aged between 18 and 64, from all over the Kingdom. The model sample prepared in 2015 by the High Commissioner for Planning for the total census of the population was used, based on the use of probability methodology.

The Ministry announced the preliminary results of this national survey on May 14, 2019, showing that the rate of proliferation of violence against women during the 12 months preceding the survey reached 54.4% (in 2018) compared with 62.8% (in 2009), indicating the start of a downward trend in the phenomenon thanks to the measures adopted, the first being to ensure prevention by the special Law on Combating Violence against Women and other institutional and civil society initiatives.

The distribution by environment shows that women in urban areas are more exposed to violence with a rate of 55.8% compared to 51.6% for women in rural areas. The results have shown that psychological abuse is the most widespread as half the women reported such violence (49.1%), followed by economic violence (16.7%), physical abuse (15.9%), and sexual abuse (14.3%).

As for new forms of violence, the results have shown that young women (aged 18-24) are the most exposed to electronic abuse with 30.1%, and the older they are; the less they are vulnerable to electronic abuse.

2.3.8 Other strategies used over the last five years to prevent violence against women and girls

2.3.8.1 Increase public awareness to change attitudes and behaviors:

The institutionalization of the **national campaigns to combat violence against women**, which are annual awareness-raising campaigns for all male and female citizens. The 12th National Campaign to Combat Violence against Women in 2014 followed by the 13th national campaign focused on prevention and awareness, the restorative dimension and the importance of non-impunity, adopting the slogan: **“Last warning to the perpetrator of violence: punishment”**. The campaigns of 2016 and 2017 focused on the subject **“Violence against women in public places”**. Among the results of this campaign was the adoption of the **“Rabat Declaration to End Violence against Women in Public Spaces”** which represents a basis for fighting violence against women at both national and territorial levels. The 16th national campaign to end violence against women was organized between November 26 and December 11, 2018 on the subject **“Collective Community Mobilization to Eradicate Violence against Women”**. These campaigns were based on communication activities in the whole country, as well as interactive meetings in educational and university environments to ensure the participation of youth, and in the media to ensure the reach of television, radio and other modern technologies, additionally to interactive meetings in social media, etc.

2.3.8.2 Training to support access of women to justice

Training of judges

Since 2014, the Higher Judicial Institute has implemented its training programs following an accurate diagnosis of the needs of the various actors (judicial attachés, judges, registry staff) in the judicial field. To this end, the Institute has developed a formula for basic and ongoing training on gender equality for judicial attachés studying the values of equality within the human rights system, within the framework of the historical development of these values, with a description of the mechanisms and tools related to the enforcement of the values of equality through national laws and international conventions and the commitments of the Kingdom of Morocco in the field of human rights. The objective is to enable judicial attachés to elaborate values and concepts of "gender equality" in their judicial work. Continuous training program for the staff of the registry has been underway on Human Rights and Gender Equality. After practical experience has shown the need to develop more comprehensive and accurate

mechanisms for basic and continuous training on gender equality, two cooperation programs have been implemented:

The Cooperation Program with the Raoul Wallenberg Institute of Human Rights and Humanitarian Law produced three books and training manuals between 2013-2018:

- The book “Arab Jurisprudence in the application of international sources to human rights”;
- The book “Arab Jurisprudence in the application of international sources to women’s human rights”;
- The Book “Human Rights in the workplace and their application in the national justice system”;
- Training manual on “The Application of International Human Rights Conventions in Arab Judicial Institutions”.

Cooperation program with the European Union in the framework of the application of the Government Plan for Equality “ICRAM 1”: The Higher Judicial Institute has benefited through this program from technical support provided to the Ministry of Justice, on the formulation of a comprehensive training program on the women’s rights, titled “The role of the judiciary in activating the provisions of international conventions and the Constitution of 2011”. The program is composed of 6 training units: 1) Social gender approach; 2) International conventions on women’s rights; 3) the subject “from formal equality to effective equality” a reading in the equality mechanisms; 4) the application of the Family Code; 5) the application of the Penal Code; and 6) the application of the Labor Code.

Training the actors involved from the Royal Gendarmerie and Homeland Security

The Royal Gendarmerie has organized training sessions for approximately 1,000 participants with the objective of unifying standard criteria to support women victims of violence, and prepared a methodological guide addressed to judicial police officers, which was distributed to all the centers and units of the Royal Gendarmerie. The General Direction of National Security organized 42 training sessions for its members, during the period 2012-2017, for the benefit of 1,055 agents, concerning the legal and judicial approach, intervention techniques, and the role of forensic medicine in dealing with matters of violence against women, listening techniques, and updates on information technology on violence against women.

Training of Inspection officers at the workplace to protect female employees:

Inspection officers benefit from several training workshops at national and regional levels covering many subjects that fall within their competence and which are activated by external contractors or by two internal components. In this context, it is worth noting that the Labor Inspection service organized 18 training workshops for inspectors on the basic rights and Law No. 19.12, defining the conditions of work and employment of domestic workers of both genders. These training courses included providing information to inspection officers on the requirements of this law and how to apply it, with the following objectives:

- Promoting the capacities of Labor inspectors in surveillance and standardize their intervention to ensure a proper application of the requirements of this Law;
- The adoption of a declaration of protection for the benefit of domestic workers of both genders, and to put an end to the abuse of minors of both genders;
- Prohibition of dangerous occupations for minors aged between 16 and 18 years;
- Prohibition of mediation against payment by people who employ this category of workers.

Likewise, the labor sector, within the mobilization and strengthening of the available human resources, has retrained 30 administrative staff to the level of Labor Inspector, which has had a positive impact on the productivity of the labor inspection service through the creation of a new dynamic that has stimulated a number of human resources. This training was composed of two parts; the first four-month

course was theoretical and lasted from September until the end of December 2018. The applied training is underway and aims to apply theory to practice.

Training the framework of penitentiary institutions:

The General Directorate of the Prison Administration adopted a set of programs, especially in the field of training (specialized, basic and continuous). The staff received training in legal matters consisting of the definition of international standards for the treatment of prisoners, prohibition of torture, methods and mechanisms to prevent torture and related ill-treatment, by reminding them of the legal consequences of such actions. The objectives of the training were:

- To introduce prison staff to international standards for the treatment of prisoners and the prevention of torture,
- Rehabilitation of prison staff to enable them to absorb the principles and culture of human rights and their application in the course of their relationship with prisoners and their daily professional behavior;
- Sensitize prison staff to the importance of the culture of human rights and their effective and impactful role in protecting, disseminating and consolidating these rights in the prison environment;
- Consolidate the culture of human rights and its application within penitentiary institutions, and promote the mechanisms for prisoners to enjoy their fundamental rights as provided by Law;
- Encouraging prison staff to perform their duties in compliance with international standards for the treatment of prisoners.
- Discussion of certain difficulties and bad practices related to the protection of the prisoners' rights and how to deal with such matters by defining and analyzing practical examples;
- Prevention of torture and ill-treatment and related bad practices by recalling the legal consequences thereof;
- Definition of the measures to be undertaken within the framework of prevention and protection of prisoners' rights, as internationally recognized;
- Enabling prison staff to keep abreast of the changes and developments in the human rights field, nationally and internationally.

2.3.9 Prevention of violence against women and girls facilitated by technology (online sexual harassment, online stalking and non-consented sharing of intimate images)

Immediately after the entry into force of Law No. 103.13 on Combating Violence against Women, the Chief Prosecutor issued a circular addressed to the First Attorney General of the Court of Cassation and Public Prosecutors in the Courts of Appeal and the Crown Agents of the Court of First Instance for the strict application of the legal and judicial framework for the protection of privacy. The protection of privacy included the distribution of a composition consisting of a person's statement or image, the broadcast or distribution of false allegations or facts, through the broadcast or distribution of a video or audio tape without the consent of the owner. The text also criminalizes the broadcast or distribution of false allegations or facts, and prohibits the capture, recording, broadcast or distribution of statements or information issued privately or confidentially, without the consent of the authors. The procedure also prohibits the installation, recording, transmission or distribution of a person's image while in a private place without his consent.

Penalties for the violation of the private life of persons and individuals are up to three years in prison, regardless of the gender of the offenders or of the victims, and whatever means are used, such as a telephone, audiovisual recording device, computer system or any other device. The sanctions can reach

imprisonment up to five years and a fine of between 5,000 and 50,000 dirhams if the offence is committed by the husband, ex-husband, fiancé, or any ascendant or guarantor or any person having authority over the victim or in charge of her care, or against a woman because of her gender or against a minor.

The Directorate General of National Security cooperates with citizens of both genders on preventive measures to avoid online sexual extortion and stalking, as well as reporting the acts related to this crime. It issued awareness leaflets on sexual extortion and methods of prevention and response to criminals and created new specialized units to deal with such cases within the Directorate of Judicial Police, including units specialized in electronic investigations, with the necessary digital expertise.

In the field of investigation and research, the following teams were created:

- At the central level: a department to fight crimes associated with modern technology;
- At the regional level: 29 teams specialized in fighting information crimes;
- At the level of the National Judicial Police Division: a national office to fight crimes related to new technologies.

At the level of digital experts:

- A central laboratory "for digital exploitation" related to the Scientific and Technical Police Section;
- 4 regional specialized laboratories in Casablanca, Marrakesh, Fès and Laayoune.

The women's sector also organized interactive seminars on digital platforms in the presence of the Minister on the topics of "cyber violence" and "sexual harassment on the Internet", with the participation of the media, academics and young bloggers of both genders. These seminars represented an occasion to diagnose the causes of this new phenomenon and to present practical proposals to prevent and address them.

2.3.10 Address the portrayal of women and girls and/or discrimination and/or gender bias (against women) in the media

Since the adoption of the National Charter for the Improvement of the Image of Women in the Media in 2005, the Kingdom of Morocco has adopted a series of legislative, legal and institutional measures aiming to disseminate the principles of equality and fight discrimination and stereotyping based on gender, the most important being:

- The adoption of Law 83.13 (Dahir No. 120-15-1 of 18 Shawwal 1436 - August 4, 2015) completed by Law 77.03 on Audiovisual Communication, issued in the Official Gazette No. 6389 of August 24, 2015¹⁰, which included the amendment of Article 2¹¹, prohibiting any publicity that is deemed offensive to women or represents a message that gives a stereotypical or negative image, consecrates their inferiority or encourages discrimination due to gender, and inviting entrepreneurs of audiovisual media in Article 8¹² to participate in fighting gender-based discrimination and prohibiting direct and indirect encouragement of attitudes against women or lack of respect for them.
- Adoption of Law 88.13 on the Press and Publication (Sherifian Dahir No. 1.16.122 issued on 6 Dhu al-Qa'da 1437 corresponding to August 10, 2016¹³, that states in Article 64 "while taking into consideration the freedom of creativity, it is prohibited to publish anything in the written or

¹⁰[Sherifian Dahir No.120-15-1 for the application of Law No. 8313](#) complementing Law No. 77.03

¹¹[Sherifian Dahir No.120-15-1 for the application of Law No. 8313](#) complementing Law No. 77.03

¹²[Sherifian Dahir No.1.15.120 for the application of Law No. 8313](#) complementing Law No. 77.03

¹³http://www.sgg.gov.ma/Portals/1/lois/Loi_88.13_Ar.

electronic press, that includes (...) the abuse and degradation of persons on the grounds of religion, gender or color; the abuse and degradation of women or a message the nature of which consecrates or promotes discrimination against women because of their gender, the abuse and contempt of the youth or a message the nature of which involves abuse of a minor child or seducing him, or an invitation to gender discrimination between children;

- Adoption of the organic law of the Supreme Authority for Audiovisual Communication No. 11.15 issued in the National Gazette No. 6502 on September 22, 2016¹⁴ which stated (in Article 2.6 and 9) that the Authority shall oversee the creation of an audio-visual scene that respects pluralism (...) as well as combat all forms of discrimination and violence, contribute to the promotion of a culture of equity and equality between men and women and combat all forms of discrimination and stereotyped images lacking respect towards women's dignity,
- In the same context, the Government has established institutional mechanisms for monitoring and evaluation. In 2015, the Ministry of Family, Solidarity, Equality and Social Development established the National Observatory for the Image of Women in the Media, which is a national mechanism for tracking and monitoring the image of women in different media (written, audio, visual and digital) and which is characterized by a triple component that includes government sectors active in the field, representatives of civil society associations and professional bodies, and representatives of universities' research centers and studies, to monitor and track the image of women in the different written, audio, visual and digital media and participate in developing knowledge in this field, as well as prepare annual thematic reports on this subject.
- In the same vein, the fifth axis of the Government Plan for Equality "ICRAM 2" (2017-2021) is devoted to the dissemination of the principles of equality, combating discrimination and stereotyping based on gender. It aims to promote the principles of equity and equality and combat stereotypes through the implementation of measures related to family education, modification of attitude and behaviors, as well as education on national values and human rights.
- Within the legalization of audiovisual content and the monitoring of the compliance of audiovisual operators with legal and regulatory obligations, the Supreme Council for Audiovisual Communication issued resolutions including 11 public contractors and 25 private operators, mainly related to issues of a lack of control over broadcasting, the lack of respect for the provisions of publicity, innocence, political pluralism, integrity of news and programs, dignity and lack of respect for the principle of gender equality, such as: Decision No. 01.17 issued on January 18, 2017¹⁵ and Decision No. 06-17 dated 4 Jamadi Al-Awal (February 1, 2017) related to the program "Samir al-Leil" broadcasted by MFM radio and TV¹⁶ and Decision No. 14-19 dated 15 Jamadi Al-Thani (February 21, 2019) related to the program "Fi kafass al-Ittihad" broadcast by the radio service "Med Radio".

2.3.11 Provide training for media professionals to encourage them to develop non-stereotypical images of women and girls in the media

- In this context, a series of measures have been taken to reinforce and strengthen the role of public media professionals of both genders in order to support gender equality and change the

¹⁴<http://www.haca.ma/ar/%D9%86%D8%B5%D9%88%D8%B5->

¹⁵<http://www.haca.ma/sites/default/files/upload/D%C3%A9cision%20N%C2%B001-17%20SOREAD%20M%20VA.pdf>

¹⁶ <http://www.haca.ma/ar/%D9%82%D8%B1%D8%A7%D8%B1-%D9%85%D8%A3%D8%AA%D8%B3%D8%A8-%D8%B1%D9%82%D9%85-17-06>

depreciative, stereotyped image of women in the media. The High Institute of Media and Communication which refers to the Ministry of Culture and Communication has adopted subjects related to gender equality which are part of students' training, where they study "Human rights and public freedom".

- The Ministry of Family, Solidarity, Equality and Social Development has also organized a workshop on "Media treatment of violence against women";
- The Department of Communication has organized a training session to strengthen leadership in the media, where 50% of the beneficiaries were female;
- The High Institute of Media and Communication organized a debate on the role of public audiovisual media in achieving equality between men and women (sample of Channel One and Channel Two) on December 5, 2017;
- Debate on gender equality in the cinemas of Northern countries and Maghreb: "Is change within reach?" organized by the High Institute of Media and Communication on October 9, 2018;
- Al-Maghrib Al-Arabi News agency organized a training meeting on "Women Leadership" for 40 outstanding women in the Agency on February 8-10, 2018.
- A series of relevant studies, manuals and reports have also been completed:
 - o The preparation of a conceptual guide to the image of women in the media/National Observatory for the Image of Women in the Media 2017;
 - o Completion of a 2017 study on "Definition of the monitoring mechanism, a network for reading indicators, tools and technical means to monitor and analyze the image of women in the media" / National Observatory on the Image of Women in the Media 2017;
 - o The 2018 "Guide to Combating Stereotyping based on Gender Discrimination in the Media" aims to keep pace with the application of new legal and regulatory obligations to combat stereotypes in the Moroccan media by directing media workers of both genders towards an automatic and permanent integration of the gender approach in their daily practice;
 - o A study on "The role of public television in Morocco in achieving gender equality (Channels One and Two)" was completed by the Moroccan Center for Studies and Research in Human Rights and Information (established in June 2006 by the Faculty of Law, Hassan II University, Casablanca, by several professors from various Moroccan universities) with the support of the Inter-ministerial Delegation for Human Rights-2017;
 - o A study on "The image of women in the Moroccan media during the campaign of collective and regional entitlements" (from August 22 to September 3, 2015). Dr. Abdel Wahab Al-Rami in cooperation with the British Media Diversity Institute and the Graduates of the Higher Institute of Information and Communication, 2016.
- And in the Fifth report of the Global Media Monitoring Project, the High Authority of Audio-visual Communication prepared:
 - A study on "gender and advertising" 2018;
 - A study on "gender and news" 2017.

2.4 Participation, accountability and institutions that are gender sensitive

2.4.1 Promoting women's participation in public life and decision-making

Constitutional and legal reform is demonstrated by the laws and regulations that promote women's participation in politics, especially at the decision-making level, including the reform of the electoral system, the adoption of special temporary measures, such as quotas, reserved seats, standards and objectives:

The Constitution has enshrined the principle of equality (Sections 19 and 164), supported positive discrimination in the electoral area and encouraged women's participation in public organisms and authorities (Sections 30, 115 and 146). Therefore, the establishment of the principle of equality has enforced the generation of legal texts that enshrine and apply this principle through policies, programs and institutions.

In order to empower and integrate women in public life, the Kingdom of Morocco has adopted several legal measures, and made continuous efforts related to the access to elected bodies, from the Electoral Code to a number of organic laws aiming to increase women's representative proportion at both national and regional levels, in order to empower women in politics and decision-making positions.

2.4.1.1 [At the political level](#)

Organic Law No. 34.15 amending and completing Organic Law No. 59.11 related to the election of the members of Councils of Territorial Collectivities, is based on a new methodology for allocating on third of the seats to women, and by adopting electoral lists divided into two parts for the constituent parties and groups. The first part includes a number of names equal to the number of seats reserved to the group or region, while the second part includes names of female candidates equal to the number of seats allocated to women.

Organic Laws related to territorial Collectivities: The Organic Laws related to territorial Collectivities: (Organic Law No. 111.14 related to the parties, Organic Law No. 112.14 related to the prefectures and provinces, Organic Law No. 113.14 related to groups) contain important provisions for the social gender approach and its integration into regional development. These laws insist on the necessity of adopting the gender approach in results-based planning, formulation of work plans and definition of priorities, gender-responsive budgeting, execution and evaluation of the work programs of groups and regional and territorial development plans. These organic laws also require regional groups to create consultative committees on equality, equity and gender.

Organic Law No. 27.11 on the House of Representatives: Article 23 stated that the elections at the level of the national electoral district shall include a list of candidates divided into two parts, the first part including the names of sixty (60) female candidates and their ranking as, for the first time in Morocco, a quota of 60 seats has been allocated to women.

Organic Law on the House of Representatives No. 20.16 promulgated in 2016, amending and completing Organic Law No. 27.11: "Regarding elections at the level of the national electoral district, the second part shall include the names of thirty (30) candidates of both genders who are not over forty (40) years of age at the date of election, with their ranking". During the elections of 2011, the second part of the national list was allocated to males only, but the amendment of 2016 made it also possible for young women to present their candidature in the second part, which is a new gain for Moroccan women.

Organic Law No. 28.11 on the House of Councilors. The House of Councilors is composed of an elective body which encloses (under Section 63 of the Constitution of 2011, and the Organic Law related to the House of Councilors), three fifths of the members of territorial councils. This has a positive impact on the composition of the House of Councilors, because territorial councils include a feminine “quota” in the context of positive discrimination. Moreover, for the first time in Morocco, the Organic Law related to the House of Councilors is being formulated to include electoral lists alternating between males and females under Article 24.

Organic Law No. 29.11 on political parties. The law related to political parties provides that each political party shall work on enlarging and spreading the participation of women and youth in the country’s political development. To this end, every party seeks to have women in a third of its national and regional offices, in order to progressively achieve parity between men and women.

Organic Law No. 02.12 on appointment to high positions. This law defines principles and criteria for appointment to senior positions, including the principle of the pursuit of parity between men and women, on the basis of the second paragraph of Section 19 of the Constitution.

Moreover, the role of women in judiciary and legal positions has been reinforced, particularly the profession of Notary, which has been made available to women by a decision of His Majesty the King following a session of the Council of Ministers on January 22, 2018, wherein a professional examination was organized as per Decision No. 04/18 of the Minister of Justice, with successful female candidates accounting for 299, a rate of 37.38% of the total number of successful candidates.

2.4.1.2 At the level of public service:

Several mechanisms have been applied, with the objective of promoting a strong vision for the public service that guarantees men and women equal rights to any position, and equal opportunities in their professional life while taking into consideration the particularities of employees of both genders, and equal treatment of them, as a model and example for other institutions in our country.

Aware of the essential relationship between the consolidation of the gender approach into public service and the strengthening of the culture of gender equality in public policies and sectorial programs, the Ministry of the reform of the Administrations and Public Service has made these workshops points of entry towards the reform and modernization of administration

2.4.1.3 Capacity building, skills development and other measures:

- Ratification of the new decree related to the Support Fund for encouraging the representation of women;
- Organization of national forums for the benefit of local elected women from higher and medium levels within the Program of Support for women’s human resources at the regional level, through training, rehabilitation and adoption of special programs to support women’s leadership and other programs in the form of regional forums for the benefit of elected women in regional groups;
- Support for the creation of networks of elected women at the national, regional and continental levels;
- Creation of a Support Fund to encourage women’s representation and open the possibility of organizing programs and activities adopted by political parties and civil society at the local level, as well as at the regional and national level, to expand participation locally. With the allocation of an

amount of 10 million dirhams, the amount for support to women candidatures is five times higher than that allocated for the nomination of men;

- Launched by the Ministry of Family, Solidarity, Equality and Social Development since 2015, the program entitled: “Towards integrated and open governments: Promoting women’s participation in Parliament and elected councils”, aims to provide the necessary support to the efforts of the countries of the region (Jordan, Egypt, Tunisia, Morocco) which are transiting a period of democratic transformation, with the adoption of the principles of gender equality in parliamentary matters, as well as by increasing women’s participation in public life, decision making and policies, through the support of gender-based teams and candidates and the management of local and national matters in cooperation with the Organization for Economic Co-operation and Development (OECD);
- Organization of two training sessions on the subject: “Strengthening the capacities of women candidates to the House of Representatives” in the periods 2-4 and 6-8 September 2018 in Marrakesh and Rabat, within the program “Towards integrated and open governments: Promotion of women’s participation in Parliament and elected councils”;
- Organization of training sessions on public consultation for the benefit of 40 civil society organizations and 40 women members of Parliament, as well as the organization of consultation sessions for women members of parliament and women presidents of groups and regions on the theme “Putting Parliament and local communities at the service of women and men”.
- Conclusion of an agreement of cooperation between the Ministry of Interior and UN-Women for the period 2017-2020 aiming to promote the capacities of elected women, strengthen networking and integrate the gender approach into the working plan of regional groups, in addition to the creation of an authority on equality and gender equal opportunities in regional groups;
- Creation of a network of locally elected women, REFELA, on December 11, 2017, as part of the cooperation between UN-Women and the General Directorate of Local Communities. This network participated in the Summit of African cities “Africities 2018” held in Marrakesh in November 2018, by promoting a special workshop on social gender mainstreaming in regional governance;
- Organization of the Regional Dialogue Conference on: “Feminine leadership and women’s participation in political life”, in July 2018, and a training session for parliamentarians of both chambers and female leaders of local communities in July 2018 on the theme “Putting Parliament and regional groups at the service of women and men”;
- ✓ In the context of the program “Towards integrated and open governments: Promoting women’s participation in Parliament and elected councils”, a series of activities was organized to collect and analyze data on the political participation of women, which resulted in two reports: “Gender analysis of the political framework in Morocco and its legal, electoral, and institutional implications, and the organization of the functionalities of Parliament, elected councils of regional groups and political parties”, and “Evaluation of the women’s political participation: Study on Morocco”.
- Furthermore, on October 10, 2010, a Gender Observatory was established in the public service, as well as an inter-ministerial consultation network in charge of integrating the principle of equality into public service. This model experience was also applied in MENA countries (Middle East and Northern Africa) in 2017. The network comprises representatives of all public administrations and aims to study the issue of gender in the public service and its progress by adopting an approach to gender from awareness to institutionalization.
- Promotion of women’s role in judicial and legal positions, most especially notary offices that were opened to women after the Decision of His Majesty the King following the Council of Ministers of January 22, 2018. An examination was organized to access the Justice Plan (session of May 2018),

and women represented 37.38% of the rate of success in the exam. Moreover, training and rehabilitation sessions were programmed for the benefit of 15 women employees in 2019 to enable them to occupy positions of responsibility.

2.4.2 Empowering women to express themselves and participate in decision-making in the media

The Government has worked on preparing the specifications of public channels and included provisions to reinforce the presence of women in the media, to participate in improving their image and raise their status in the media. The most important articles of the specifications for the National Radio and Television Company¹⁷:

- Article 2: The public service aims to (...) strengthen the values of democracy, citizenship, freedom, accountability, dignity, cooperation, parity, social justice, equal opportunities, participation, modernization, striving for equality, supporting the Human Rights system and fighting all types of discrimination, according to the Constitution and the International obligations of Morocco.
- Article 23: (...) In particular, this programming includes the four following programs: (.....) Programs specialized for women and families.
- Article 27: (.....) The company ensures the participation of women and youth in all its talk shows, the application of the principle of equality between citizens of both genders, and the respect for pluralism of expression for different intellectual currents.
- Article 180: (...) It is also prohibited to broadcast advertisements that are considered harmful to people because of their race, gender, or affiliation or not to a racial or religious group, especially by linking them to images or voices or scenes that might expose them to public contempt or mockery.
- Article 184: (.....) The Company commits in particular to refrain from broadcasting whatever harms the dignity of women or the cohesion of the family.
- Article 191: The Company adopts a Charter of Ethics, recalling general rules of ethics in conformity with the programs that it broadcasts, especially the regulations of the specifications, with a separate and special section on provisions for improving the image of women and defining negative images to be avoided.
- Article 196: The Company shall prepare on a yearly basis, and within the three months following the end of the fiscal year, a report on the results of the year (...) and the Company commits to providing specific information related to the respect of provisions for improving the image of women in the media and their efforts to seek gender parity.

As for the articles of the specifications of SOREAD, Channel 2¹⁸, they are as follows:

- Article 2: The public service aims to (...) reinforce, strengthen and stabilize family ties, promote women's rights and dignity, improve their image, protect the rights of children and young audiences, while providing for their needs.
- Article 20: (...) Programming includes the following programs in particular (...) programs dedicated to women and families.
- Article 22: (...) Channel 2 ensures the participation of women and youth in all its talk shows, the application of the principle of equality between citizens of both genders, and respect for pluralism of expression of different streams of thought and opinion.

¹⁷<http://www.adrare.net/XYIZNWSK2/elements/pdf/chasnr12.pdf>

¹⁸

http://mincom.gov.ma/landing/demo/template/wordpress/media/k2/attachments/Cahier_des_Charges_SOREAD_2M_BO_6093_Ar_1.pdf

- Article 53: (...) The Company is commits in particular to refrain from broadcasting anything that harms the dignity of women or the cohesion of the family.
- Article 60: The Company SOREAD - Channel 2 adopts a Charter of Ethics in which it commits to ensure the gender approach in its programs and encourage its inclusion within the professional practice. The persons cooperating with the Channel through thematic programs specialized on women's situations, with a separate and special section on provisions for improving the image of women and defining negative images to be avoided...
- Article 65: The Company shall prepare on a yearly basis, and within the three months following the end of the fiscal year, a report on the results of the year (...) and the Company commits to providing specific information related to the respect of provisions for improving the image of women in the media and their efforts to seek gender parity.

At the level of the internal management of Channel 2, the Commission for parity and Diversity was created in 2017, whose mission was extended to include parity and equality between men and women, support and promotion of diversity, respect for human dignity and combating all forms of discrimination.

Pursuant to Article 10 of the Charter of parity for the National Radio and Television Company, the Committee for parity and Vigilance was created, to set up a plan of action to promote the Charter for parity and ensure the application of the measures and mechanisms for monitoring and evaluating the implementation of its provisions. In addition, a special communication strategy was established, the objective of which is to present regular reports on the achievements of the National Radio and Television Company in the field of equality parity.

According to a statement on public figures in news bulletins and news magazines issued by the Supreme Authority for Audiovisual Communication, one of the public channels (Channel 1) allocated the largest time space for the intervention of public figures in news bulletins during the third quarter of 2017, with a rate of 15.92%, while interventions by women public figures in news bulletins during the same period on the second public channel (Channel 2) reached 24.79%.

During the first quarter of 2018, women's interventions represented 10% for both channels 1 and 2, and the Amazigh radio. During the second semester of the same year, the rate of women's interventions in news bulletins on Channel 1 reached 10.01%, while in Channel 2, the rate of women's interventions in news bulletins was 10.21%.

In terms of promoting the participation and leadership of women in the media, the rate of feminization within the communications sector has significantly increased, with women accounting for about 40% in 2018 (177 female employees and 262 male employees out of a total of 439 employees).

As for women in positions of responsibility, in 2018 there were: 2 female central managers vs 3 male managers; 4 department service directors vs 8 for males, and 7 women heads of administration vs 15 men, and 7 female directors of unit vs 4 males.

As such, the rate of women journalists, journalists and officials in the media has seen a clear improvement. The number of female journalists with a professional card in 2018 was 678, while the number of male journalists with a professional card was 1962.

- As for the number of women working in the National Radio and Television Company, it has reached 701 in 2017, representing 36% (22% in posts of responsibility, 9% in governance bodies, and 40% as channel directors).
- The number of women working in Channel 2 in 2017 was 289 vs 666 men, 21 % in posts of responsibility, 47 % as journalists (presenters of news or programs), and 36% participating in programs;

- The number of officials of online newspapers has reached 42 leaders out of 314 online newspapers, i.e. 13% of the total number of chief editors of the various online platforms, as of February 2019, the number having increased to 32 in 2016 and by 14 in 2015.

2.4.3 Action Plan and timetable for the implementation of the recommendations of the Committee on the Elimination of Discrimination against Women

In cooperation with the United Nations Human Rights mechanisms, in particular the contractual mechanisms, our country, since its accession to the Convention on the Elimination of All Forms of Discrimination against Women, has submitted national reports to the Committee on the Elimination of All Forms of Discrimination, most recently the combined National Reports 3 and 4. Following the examination of that report, the Committee made several recommendations indicating the flaws and deficiencies related to women's issues at the national level, and different cases related to women, most especially the subject of discrimination and gender equality. The most important recommendations and the response of our country can be summarized as follows:

- Integration of the principle of equality between women and men in the Moroccan Constitution, or in any other convenient law, in accordance with Article 2 (A), while ensuring that the national legislation includes the complete definition of discrimination present in Article 1 of the agreement.
- Formulation and promulgation of a comprehensive Law on gender equality, which shall be compulsory for both public and private sectors, while raising awareness in women on their rights through this law.
- Clearly identify the status of international conventions within their local legal framework and ensure that the international instruments, including the Convention, are given priority over the national legislation while guaranteeing that such legislation is consistent with those instruments. The Committee also recommends that the State shall widely disseminate the Convention and its general recommendations on a larger scale among all stakeholders, including the ministries, members of parliament, judicial authorities, political parties, non-governmental organizations, the private sector and the public sector.
- Withdraw the national reservations and declarations related to the Convention,
- Issue laws on violence against women and girls, including domestic violence,
- Take effective and sustainable legal measures to increase the political representation of women at all levels, including temporary extraordinary measures in accordance with Article 4, paragraph 1, of the Convention,
- Implement measures to ensure to girls and women access to education at all levels,
- Give the priority to achieve effective equality between genders in the labor market,
- Enact appropriate legislation to regulate the work of female domestic workers,
- Increase the access of women to the basic medical services, including reproductive health and the means of family planning.
- In response to these recommendations, Morocco is preparing its fifth and sixth combined national reports related to the implementation of the Convention on the Elimination of All Forms of Discrimination against Women, which contains clear answers to the various recommendations and concerns expressed by the Committee on the Elimination of All Forms of Discrimination against Women, especially taking into consideration that the report was prepared in a favorable context after the adoption of the new constitution, which reinforces the status of women and protect their

dignity from all forms of discrimination and violence. Therefore, within these reforms and great efforts that were made by our country, in accordance with the developed constitutional provisions that comply with the international instruments related to human rights in general and women's rights in particular.

On the recommendations of the Comprehensive Periodic Review or other United Nations human rights mechanisms dealing with gender inequality and discrimination against women:

To reflect the extent to which each Member State of the United Nations has fulfilled its human rights obligations and commitments, Morocco has reacted positively to the mechanism of the Comprehensive Periodic Review and has regularly submitted national reports on this issue. Morocco has also worked on applying the best practices, which were commended by the Council of Rights, by submitting a semi-annual report reflecting efforts made and progress achieved in the implementation of recommendations issued by the submission of national reports to this mechanism.

As a result of the examination of the national report of the third round of the mechanism of the Comprehensive Periodic Review, many recommendations were issued, related to the promotion of women's rights and their protection. The main recommendations which interacted in our country are as follows:

- Accelerate the adoption of Law No. 103.13 on Combating Violence against Women;
 - Intensification of the fight against domestic and sexual violence against women;
 - Adoption of appropriate measures for a better integration of women in economic and political activities;
 - Continue efforts to reinforce gender equality and end discrimination;
 - Repeal the legal text that prohibits Moroccan women from transferring their nationality to their foreign spouse;
 - Put an end to early and forced marriage
- In accordance with a participatory methodology coordinated by the inter-ministerial delegation in charge of human rights, which involves all government sectors and national institutions, Morocco has favorably responded to the various above-mentioned recommendations. Therefore, both the first and second recommendations were completely executed through the adoption by our country in 2018 of Law No. 103.13 on Combating Violence against Women (Official Gazette No. 6655). It is a legal text with a comprehensive and integrated approach to this phenomenon that addresses all forms of violence against women. In the same context, Law No. 79.14 on the Authority of Parity and the Fight against All Forms of Discrimination was adopted, being considered as a pluralistic and independent national institution. Moreover, the Legislative Framework for the Protection of Women was reinforced by the enactment of Law No. 19.12 on Labor and employment conditions for domestic female and male workers, as well as its applicative texts. In order to apply the third and fourth recommendations, our country has continued to adopt a public policy in the area of gender equality through the "ICRAM 1" and "ICRAM 2" Plans, so as to achieve convergence between the various programs in the promotion of equality and advancement of women at different levels.
 - With regard to the recommendation to repeal the legal text that prohibits Moroccan women from transferring their nationality to their foreign spouse, the Government has prepared a draft law amending Article 10 of the Law on Citizenship to achieve equality in granting Moroccan nationality by a Moroccan man married to a foreign woman and a Moroccan woman married to a foreign man.
 - As regarding the prevention of early marriage, a few social-economic studies were conducted in order for legislator to invest in their results when amending Article 20 of the Family Code.

2.5 Peaceful societies where no one is marginalized

2.5.1 Encourage peaceful societies where no one is marginalized to achieve sustainable development and implementation of the Women, Peace and Security Agenda (women and armed conflict)

In early 2014, Morocco adopted a national strategy for migration and asylum, based on respecting the dignity of the immigrants living illegally on its territory, in order to achieve integration for those whose situation is to be legalized, and enable them to access their economic and social rights, especially concerning women. Several measures were taken for the benefit of women and girls, including the integration of female immigrants and asylum seekers into training for girls, in the framework of the youth and recreation program, as well as special programs in the health sector, awareness and information programs for women, and the adoption of special programs to assist victims of mistreatment and human trafficking, in cooperation with non-governmental organizations and institutions.

The new policy, which represents a national effort to achieve the convergence of the different actors in order to deal with migration issues, comprises 11 programs and 81 projects to integrate this category at all economic, social, cultural and educational levels. It also covers basic sectors, including facilitating the integration of migrants into the Moroccan educational system, vocational training and culture, medical treatment at hospitals, the right to accommodation as per national regulations, provision of legal and humanitarian assistance to migrants and the facilitation of access to employment.

National strategy for Migration and Asylum ¹⁹			
Program	Activities	Beneficiaries	Period
Culture and Education	Schooling of migrant children	6,905	Total until end 2016
	Grants to Associations working in the Education field (42 associations)	1,956	Academic year 2016-2017
	Culture for mobilizing and integrating children out of school	565	Academic year 2015-2016
Youth and Sports	Integration of migrant children in summer camp programs	390	2016
Health	Training of educators	27	2016
	Awareness campaign on sexually transmitted diseases and screening	5,419	May 2015 - June 2016
	Psychological and complementary health coverage	928	Total until end 2016
	Awareness campaign by institutional partners and associations	3,300	Total until end 2016
Humanitarian and social assistance	Partnership with 4 associations to provide legal aid to migrants	320	2016
	Partnership with 11 associations to provide humanitarian and social assistance	4,500	2016
Vocational training	Access of migrants to vocational training	151	2016
	Grants to 12 associations working on the migrants' economic integration	320	2016
Employment	Registration of migrants in ANAPEC	638	2015-2017
	Training workshop on how to seek employment	485	2015-2017
	Integration into the labor market through ANAPEC	20	2015-2017
	Simplification of legalization measures for work contracts	63	2015-2017

¹⁹- Report on the budget based on a *gender approach for 2018*

National strategy for Migration and Asylum ¹⁹			
Program	Activities	Beneficiaries	Period
	Simplification of the procedure for obtaining certificates in absentia for national migrants with rare skills	1,313	October 2015 - December 2016
Management of inflows and fighting human trafficking	Legalization of the migrants' situation	23,096	Since 2014
	Registration of migrants	766	Total until end of March 2017
	Listening to Syrian asylum seekers	1,089	Total until end of March 2017
	Receiving request for regularization in the framework of the second phase of the campaign	20,897	Total until end of May 2017
	Voluntary repatriation operations	2,716	Beginning 2016 - April 2017
International cooperation and partnerships	University exchange program	16,822	Total of registered foreign students

Active associations also received support in providing urgent humanitarian assistance to vulnerable categories of migrants, especially women and children. This was made through the conclusion of 17 partnership agreements in 2014 with associations working in the field of migration, especially regarding the assistance and accompanying of migrant women in performing various income-generating activities.

In 2014, the Kingdom of Morocco launched an exceptional regularization process for migrants, giving priority to women and children, and using considerable logistical and human resources. 83 offices were opened across the entire territory of the Kingdom, and 3,000 personnel received training to enable them to carry out the process based on an information system and to perform social awareness, information and participation operations. All applications presented by women and children of 116 nationalities were accepted and their total number exceeded 10,000 applications.

Morocco has also worked on activating the second phase of integration and regularization of the legal situation of illegal migrants living in Morocco, thus enabling the children of migrants to attend public school and improving medical services provided to migrants while benefiting migrants and refugees from the services provided by the National Agency for the promotion of Employment and Skills (11 agencies).

In June 2014, the National Council for Human Rights created a National Commission for Tracking Migrant's Files and the Study of Appeals, then issued its decisions regarding applications which received a negative answer or had resorted to appeals, leading to the adoption of their recommendation.

Adoption of Law 27-14 on Combating Human Trafficking²⁰

This Law includes requirements and provisions related to the punishment of offenders with protection mechanisms to provide health care and psychosocial support to victims of human trafficking, as well as accommodation, legal aid, to facilitate their integration into social life. Extended definitions were adopted regarding human trafficking and the concepts of exploitation and victim, in accordance with the internationally adopted orientation (Palermo Protocol) in Annex. This Law also includes the criminalization of all forms of sexual exploitation, based on the principle of not prosecuting victims but protecting them and punishing the offenders with severe penalties for crimes against children or persons with disabilities and pregnant women. It also involves the protection of victims and the exemption of witnesses and persons reporting the crime, through the creation of a National Counseling Committee specialized in matters of combating and preventing human trafficking.

Draft Law No. 66-17 related to the right of asylum and the terms of its grant

This draft law includes a set of guarantees and rights for migrants and asylum seekers, as well as a definition of the migrant, the establishment of various types of protection (temporary protection, secondary protection), as well as the reasons for which asylum should not be granted; the conditions of eligibility, termination or loss of asylum status and the results of recognition of asylum status. The draft law also included special provisions for the creation of a national structure called “Moroccan Office for Refugees”, with a clear procedure related to the examination and study of asylum requests, as well as the right to appeal against refused asylum requests. We should also note that this project has been included in the government’s priority emergency procedures for application in the near term. The number of draft Law No. 26.14 on the Right to Asylum and conditions for granting asylum was amended by the legislative plan of 2017 to become number 66.17. A final version of draft Law No. 66-17 on the Right to Asylum and conditions for granting asylum, which takes into consideration the remarks made by the relevant governmental services after several meetings with the working group of the general secretariat of the government pending submission to the Government Council for study and approval pending submission to the Government Council for study and approval.

Draft Law No. 72-17 on Immigration

This project includes a set of principles based on a legal, human rights approach to deal with the entry and residence of foreigners and their departure from Moroccan soil, taking into consideration apparent international and regional dimensions. This operation took into account the Kingdom’s international commitments under the International Human Rights Law and existing bilateral agreements, the Moroccan Constitution, and reports issued by relevant international organizations and civil society associations. The project guaranteed the essential right of migrants of all kinds to total respect for human dignity without discrimination. We should also note that this project has been included in the government’s priority emergency procedures for application in the near term. The number of draft Law No. 95-14 on Immigration, amended by the legislative plan of 2017, became number 72-17. In this context, several coordinating meetings were held with the relevant ministerial sectors in the course of October 2018 to study the remarks of the General Secretariat of the Government Council on the provisions of the draft law and work on finalizing a version to be presented for approval.

With regard to the awareness aspect, several awareness campaigns organized for the benefit of judges and the judicial body working within the cells caring for women and children in the courts focused on the severity of the crime of human trafficking, unifying the conceptual framework and differentiating it from migration and migrant smuggling, as well as unifying intervention measures and criteria for identifying and protecting victims at all courts in the Kingdom, with the highest professionalism specialized in human trafficking. An annual training program has been prepared and executed for the benefit of newcomers to judicial sectors, in cooperation with the High Commissioner for Refugees.

At the level of training and rehabilitation, training sessions have been organized for Labor Inspectors on the basic rights of workers, and especially the prohibition of employing children under the legal age and fighting all types of compulsory work, additionally to a program to build capacities in combating human trafficking and exploitation at work in cooperation with the International Organization for Migration.

As for the Commission, its mission is to make exceptional regularizations for illegal migrants by regularizing the situation of all migrant women and their children without being subject to the requirements of the special memorandum on this matter.

In order to combat the exploitation of women and especially girls, the security authorities are making exceptional efforts to fight networks related to illegal migration. The table below shows the number of

cases registered by the different security authorities, the number of organizers apprehended and the number of networks dismantled:

Number of networks dismantled:

Number of networks dismantled:	2011	2012	2013	2014	2015	2016	2017
Total	55	44	42	47	132	254	305

Number of illegal migration cases

Number of registered cases	2011	2012	2013	2014	2015	2016	2017
Total	4,688	3,590	6,564	4,655	3,350	4,391	6,454

Number of organizers apprehended:

Number of organizers and partners	2011	2012	2013	2014	2015	2016	2017
Total	400	239	246	167	132	254	305

With regard to female victims of sexual abuse, and female victims of rapes in prostitution cases registered between 2011 and 2017.

Number of victims	2011	2012	2013	2014	2015	2016	2017
Total number of female victims of rape and prostitution	1,086	1,245	1,286	1,161	1,022	1,093	1,114

On the other hand, male and female migrants and asylum seekers are benefiting from a set of medical services within the National Strategy for Migration and Asylum, which are:

- **Development and standardization of measures for care of migrants and refugees in emergency cases**, treated at the same level as Moroccan citizens, whereby emergency services in Moroccan public hospitals and local health centers that receive every year large numbers of Moroccan citizens shall treat foreign migrants of different ages and categories, as well as their families, in the same way. Reception, urgent treatment, medical transportation or transfer of the patient towards a more suitable destination for his health status is provided for within a comprehensive, integrated program admitting no exceptions or discrimination in the whole country. This procedure applies to: emergency cases, births and the injured in road traffic accidents. Article 57 of the internal rules of procedure for hospitals under the Ministry of Health mentions that the access of foreigners and migrants to emergency services shall be provided for in the same way as for Moroccan citizens.
- **Free medical services for female migrants**: Foreign migrants and refugees benefit from free medical services available in primary health centers, which present a set of essential medical services, including: General medical consultations and some specialized medical consultations, prevention, diagnosis and treatment services under programs for combating contagious diseases such as tuberculosis (vaccination in all health centers and free access to medicines), control of malaria, leishmaniasis and sexually transmissible diseases; control of AIDS with national campaigns for free screening of migrants (in 2017, a total of 14,106 migrants benefited from the double detection of AIDS, including 8,397 women and 5,709 men). They also benefit from free access to prevention, detection, treatment and follow-up services within the framework of control programs

for non-contagious diseases such as diabetes, high blood pressure, mental and psychological illness, antenatal care and maternal and child healthcare, such as vaccination and family planning, emergency health services for pregnant women, and local emergency health care at the same level as Moroccan women.

- **Psychological and social support for migrant women:** The Kingdom of Morocco is working on activating the program of psychological and social support for migrants in the health sector, as well as the promotion of medical and paramedical capacities in this field. It is also creating awareness at the level of migrants, providing them with information on the medical system in Morocco in cooperation with civil associations, while a total of 1,695 migrants were sensitized by the national campaign to fight tuberculosis, and 12,013 under the AIDS prevention program.
- **Development of studies in the fields of migration and health:** On the other hand, the Ministry of Health is working on developing research and studies in the fields of migration and health in order to identify strengths and weaknesses and overcome the difficulties and constraints that prevent the achievement of the desired objective. (Currently, two studies are underway on the constraints that prevent women migrants in Morocco from benefiting from sexual and reproductive health services).

2.5.1.1 Future prospects in this field

In order to continue efforts in the field of health care for migrants of both genders, Morocco will work on implementing a national strategic plan on "Health and Migration", which has been developed in a participatory approach with all actors, to respond immediately to the various needs of the migration file in the field of health. The action scheme encloses several themes on the following fields:

- Facilitate access to treatment for migrants of both genders;
- Improve the quality of their health services;
- Set-up a program for communication and awareness;
- Set-up an epidemiological surveillance, evaluation and follow-up program;
- Set-up mechanisms for governance, coordination and cooperation with civil society.

2.5.2 Strengthening judicial and non-judicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed conflict and other humanitarian action or crisis responses

Following the enactment of Law No. 27-14 on combating human trafficking, the Presidency of the Public Prosecution in the Kingdom of Morocco has taken several positive steps, such as:

- In order to create a specialization in dealing with human trafficking cases, "a network of judges from the public prosecution office in charge of human trafficking cases" was established in all courts of appeal in the Kingdom, especially after the promulgation of the law.
- Issuance of Circular Letter No. 32 S/RNH of June 03, 2018, addressed to all Public Prosecution Offices, on the protection of victims of human trafficking, especially in the application of protective provisions for victims, as well as support for the care of women and children through caring cells at public prosecution offices, and coordination of caring services at both regional and local levels;
- Organization of several training courses for members of the network of public prosecutors in charge of human trafficking cases, both in terms of analyzing legal texts as well as identifying the victims, mechanisms and procedures for investigating such cases, additionally to overseeing training courses on the same subject for judicial police officers;

- In order to introduce this phenomenon and raise awareness on its dangers, a documentary on human trafficking was prepared in collaboration with the United Nations Office for Equality and the Empowerment of Women, as well as capsules in the form of informational links " let's understand";

2.5.3 Elimination of discrimination against and violation of the rights of the girl child

Morocco has adopted an integrated public policy for the protection of children for the 2015-2025 period, which seeks to develop a comprehensive and coherent framework that will represent a basis for the development of an integrated system for the protection and advancement of children according to new approaches, which include the following elements:

- An effective and comprehensive arsenal of actions and activities that shall prohibit, prevent and treat all forms of violence, abuse, neglect and exploitation;
- A clear definition of the application of the concerted efforts and mechanisms for procedural coordination;
- Improvement of the accessibility and territorial coverage of the systems of services, interventions, calibrating and impact improvement services;
- Strengthening the work of actors within an organized network that enables rationalization and streamlining of resources.

The integrated public policy for the protection of childhood targets all children under the age of 18 who are in need of protection, particularly:

- Child victims of abuse, neglect, violence and exploitation, including the sale and trafficking of children;
- Children in vulnerable situations: Children with no families (orphaned or abandoned), children in poor families, in rural or isolated areas, children in families incapable of doing their duties or dysfunctional families, uneducated children, working children, street children and children with disabilities, addicted children, children in institutions, children in conflict with the law, migrant children, and child witnesses.

The public policy also targets families and the social milieu where these children live and grow up:

- Biological families, foster families and caregivers;
- Families in rural and urban areas;
- Nuclear or extended families;
- Families lacking the capacity to protect their children.

The integrated public policy for protecting children revolves around five strategic objectives, represented by:

1. Strengthening the legal framework for the protection of children and enhancing its effectiveness;
2. Creating integrated territorial systems for the protection of children;
3. Establishing standards for institutions and practices;
4. Promoting social standards for protection;
5. Developing information systems, tracking, evaluation and monitoring.

To implement the integrated public policy for the protection of children, Morocco has developed the National Executive Program for the Public Policy for the Protection of Children (2015-2020). The Ministerial Committee charged with tracking the implementation of national policies and plans in the field of the promotion and protection of childhood is in charge of monitoring and evaluating the implementation of this policy. The committee is chaired by the Head of Government and includes 26 ministerial sectors. The committee was established by a decree issued by the Presidency of the

Government on November 19, 2014. This program sets out the necessary measures to achieve the five strategic goals of the integrated public policy for the protection of children and defines for each measure the sector responsible for its implementation and its partners in the application, as well as monitoring and evaluation indicators of its achievements according to a specific schedule. At the level of efforts for childhood protection, a set of measures and actions have been taken, aiming for the following:

❖ **Strengthening the legal framework for the protection of children through the promulgation of:**

- Law No. 65.15 on Social Welfare institutions, replicating Law No. 14.05 on the conditions for the opening and management of social welfare institutions (April 23, 2017);
- Framework Law No. 97.13 on the Protection and Promotion of the Rights of Persons with Disabilities (May 19, 2016);
- Law No. 78.14 on the Family and Child Advisory Council (August 15, 2016);

Following the entry into force of Law No. 103.13 on Combating Violence against Women, which criminalized forced marriage, the public prosecution took effective measures to monitor the issuance of permission for marriage of minors in accordance with Article 20 of the Family Code. This could be a form of forced marriage, whether through the submission of petitions requesting the denial of authorizations that would prejudice the rights of the child, or through the conduct of follow-up in the event of a fraud in the granting of permission, against the original actors or participants in accordance with Article 66 of the Family Code, which refers to Article 366 of the Criminal Code. In order to activate these requirements, the Presidency of the Public Prosecution sent Circular Letter No. 20 dated March 29, 2018 to the public prosecution offices in various courts of the Kingdom, asking them to preserve the rights of the child and take into account his best interest by activating the legislator's will that considers the marriage of a minor as an exception and determines the importance of marriage for boys and girls after the age of 18 years. This was additionally to organizing training sessions for judges of the Public Prosecution in charge of family affairs to strengthen and build capacities in the subject.

❖ **Reform of care and social assistance structures**

- Issue authorizations to open associations and manage 63 institutions for social services for children as per specifications, including centers for students of both genders, centers for abandoned children and children in difficult situations, for 2018;
- Increase in the total number of authorized social welfare institutions to 1,128 institutions with a capacity reaching 100,296 beneficiaries of all categories;
- The number of authorized social welfare institutions for children reached 94 in 2018, with 935 beneficiaries, both boys and girls, and 32 of these institutions were rehabilitated and equipped for an amount of 9 million dirhams, in cooperation with the Deposit and Management Fund (Caisse de Dépôt et de Gestion);
- Employment of 140 social workers specialized in childhood, and 13 psychologists specialized in social work, to receive and monitor children in difficult situations in social welfare institutions and delegations of National Mutual Aid throughout the Kingdom;

❖ **Children protection programs**

- Program of support to vulnerable windows caring for their orphan children: More than 156,000 orphan girls and boys and 89,316 widows benefited from this support with a total sum exceeding 1.4 billion dirhams, until the end of October 2018;

- **Program of support to people with disabilities:** More than 12,000 children have benefited from the specialized support to improve schooling conditions of children with disabilities, with a value of about 97 million dirhams;
- People with disabilities, including children, have benefited from special equipment and other technical assistance, with a value up to 10 million dirhams;
- People with disabilities including children have benefited from the services of Centers for guidance and assistance to people with disabilities, with a total of 44,000 beneficiaries.
- **Protection of street children**
 - Support the management of social SAMU in Casablanca with an amount of 3.5 million dirhams for the benefit of street children, including the strengthening of social SAMU capabilities in the city of Meknès in 2018;
 - Support the management of social SAMU in the city of Meknès with an amount of 845,977.24 dirhams for the benefit of street children in 2018;
 - Support for 15 projects for associations working with street children, with an amount of 3,571,528 dirhams in 2017;
 - Announcement of support of projects for associations working with street children in 2018, and allocation of the amount of 5 million dirhams to that effect.

2.5.4 On the implementation of policies and programs to eliminate child labor, excessive levels of unpaid domestic work and domestic work carried out by female children

With regard to the elimination of child labor and domestic work for minor girls: Law No. 12.19 on the determination of the work and employment conditions for male and female domestic workers and the necessary procedures for its implementation represented a quantum leap in promoting and protecting women's rights at the workplace and providing women with legal protection. The age of employment was set at 18 years, with permission to allow minors aged between 16 and 18 to work but prohibiting certain activities (Article 6). Decree No. 36.17.2.356 defines the list of occupations in which work is prohibited, and the law on the duration of work included the right to weekly rest and annual leave, as well as a provisional aspect for crimes and penalties determined for those who violate its provisions. The public prosecution shall oversee the proper application of these provisions.

In order to implement this law, the Presidency of the Public Prosecution addressed Circular Letter No. 49 dated December 6, 2018, to General Prosecution offices on the following:

- Definition of this law to unify the application of its provisions;
- Receive complaints related to domestic workers, register the minutes on crimes and offenses established by the labor inspector against offenders of the provisions of this law, and take the necessary measures in this matter;
- Adoption of the principle of specialization by appointing one or more deputies to receive complaints related to domestic workers;
- Opening of the channels of communication with the parties concerned by the implementation of this law, especially labor inspectorates, in order to overcome all obstacles that may impede the proper implementation of the restraining requirements mentioned in this law. The same

applies to the Ministry of Labor, to establish a central committee in charge of following up these issues and collect the related data, as well as create regional and local committees in charge of strengthening coordination among all those involved in the protection of this special category of employees, especially women and minors.

The Presidency of the Public Prosecution is also working on strengthening the capacity of judges in charge of implementing this law through the organization of several training courses on the subject, in order to devote the role of the Public Prosecution to ensuring the safety of the application of new legal requirements.

2.6 Preservation, Protection and rehabilitation of the environment

2.6.1 Measures taken over the last five years to integrate gender perspectives and concerns into environmental policies (women and the environment)

Morocco adopted the concept of sustainable development in its development strategy through the adoption of a comprehensive National Charter for Environment and Sustainable Development in 2014, followed by the National Strategy for Sustainable Development 2030 in 2017, as it promotes balance between economic, environmental and social dimensions in order to improve the living standards of citizens of both genders, ensure sustainability of natural resources and encourage economic activities that respect the environment. The establishment of the National Observatory for the Environment and other regional observatories to monitor and observe environmental indicators are part of this national dynamic.

Morocco has also translated its international commitment to sustainable development and environment by issuing first an arsenal of environmental laws, particularly green economy, water and energy rationalization, waste management and natural reserves ... in full conformity with its international obligations under the relevant UN conventions; and secondly by hosting the United Nations Conference on Climate (COP 22), which provided an opportunity to reflect on measures and coping mechanisms, finance, crisis management and problems associated with climate change and to emphasize the role of women in addressing challenges associated with climate change.

Convinced by the effective role played by women in managing and rationalizing the exploitation of natural resources and local environmental issues, as a key dimension in the process of sustainable development, the Government of Morocco, in partnership with UN-Women, has adopted a strategy to institutionalize gender mainstreaming in the field of environment and sustainable development. This action was reflected in the statistics and data related to the sector in charge of sustainable development, where women represent 47.13% of the total human resources working in the sector because they have competence, training and experience, which makes them play an important role in the dynamism of that sector.²¹ The water sector has also worked to develop women's expertise in many technical fields, especially in professional water specialties (about 230 women are technical and responsible employees in the field), raising the representation of women and their participation in

²¹Participation of the sector of environment and sustainable development

decision-making in the water sector and water basin agencies (4 women in charge of managing human resources of about 1840 employees, including 30% of women until November 2018)²².

- In order to enhance the capabilities in the areas of “gender, climate and sustainable development”, the National Council for Human Rights launched in January 2017 a training for trainers program on gender and its relationship with climate and sustainable development, within the framework of the United Nations Conference on Climate Change, held in Marrakech in November 2016, with a work program aiming to strengthen the capacities of civil society actors in this field, in partnership with the European Union, Women in Action for a Shared Future, WECF, Enrich Paul, and the Moroccan Agency for Energy Efficiency. The training program has benefited a group of 22 officials (men and women) of civil society organizations which are active in the field of the environment and women's rights. A number of criteria were taken into consideration: scientific competence and interest in the subject, previous experience and accumulation of knowledge in the field of human rights, as well as the activation and framing of training, awareness and regional representative activities.
- One of the objectives of the training program was to create a network of male and female trainers at the national level, by enabling them with knowledge and mechanisms. To this end, three training courses have been organized to essentially enhance their capacities and enable them to play a dynamic role in sensitizing and training civil actors and citizens of both genders in all regions of Morocco on climatic issues and sustainable development, as well as advocacy for a better integration of the gender dimension into climate policies and sustainable development. The organizations participating should be able to transfer the knowledge gained during the training sessions to other associations, in the form of awareness raising activities, workshops, seminars, discussion meetings or mobilization campaigns through the media and social media.
- In order to promote women's access to the essential sustainable time-and-labor-saving infrastructure represented by access to clean water, energy and smart agricultural technology²³, the Ministry of Energy, Minerals and Sustainable Development has worked to reduce the objectives of the National Energy Efficiency Strategy by 2030 through the development of solar energy uses in the agricultural sector to enable the acquisition by small and medium farmers of solar-powered water pump equipment, as well as through the generalization of access to energy in rural areas, by the development of the use of liquefied petroleum gas, via the sale of the bottles of butane gas in most villages.
- The Comprehensive Rural Electrification Program launched by the Ministry of Energy, Minerals and Sustainable Development has also strengthened women’s economic status, by improving business activities and creating new small-scale industrial and agricultural income-generating activities that contribute to the creation of new jobs and access to the media, thus promoting the activities of women's cooperatives. At the social level, it has served to provide social amenities with electricity (dispensaries, schools), improving children’s schooling conditions and delaying school dropout, especially for girls. The program also contributed to increasing the education of rural girls and encouraging income-generating activities, as well as improving the quality of living conditions for rural families.
- The State Secretariat in charge of sustainable development has also achieved a program for rural women, as part of the integrated coastal trenching project, as well as the environmental rehabilitation program for village schools to support rural girls.
- The State Secretariat in charge of sustainable development has also launched a program of support for clean technology creativity and green activities (CleanTechMaroc) to support innovative small and medium enterprises in the field of environment. Technical assistance has been provided to 60 male

²²Result of ICRAM

²³Results of the government plan for equality "ICRAM 2" for the years of 2017-2018.

and female entrepreneurs through their participation in a series of training workshops with the objective of developing their enterprises.

- In the framework of the partnership with civil society organizations serving to clarify environmental initiatives and projects, several criteria were taken into consideration for the selection of these projects, the most important being interest in the categories of women and youth during the establishing and execution of the project, and ensuring that the project will have positive repercussions on women's situations, most especially with regard to schooling of girls in the rural world, raising awareness in matters of environment and sustainable development, as well as the strengthening of income-generating activities by creating and encouraging the work of women's cooperatives in charge of estimating local produce ²⁴ (produits du terroir).

2.6.2 Measures taken over the last five years to integrate a gender-equality perspective into policies and programs for disaster risk reduction, climate resilience and mitigation (women and the environment)

Aware of the magnitude of the climate change phenomenon that has negatively affected ecosystems and productive sectors and limited their capacity to achieve the desired sustainable development, Morocco was involved early and voluntarily in the fight against global warming. Since its participation in the Rio Summit in 1992, Morocco has continued its support for international community efforts aiming to adopt an international framework as a basis for sustainable development and fight the effects of climate change.

Institutional efforts in this regard culminated in the promulgation of Framework Law No. 12.99 as the National Charter for Environment and Sustainable Development, in 2014, which regulates the inclusion of climate risks in public policies, as well as the publication of the document entitled "Climate Change Policy in Morocco by 2030", in March 2014²⁵,

In addition to the launch of several structured projects such as green policies to combat the effects of climate change, the energy policy, including energy efficiency, water economy, sustainable recycling of solid and liquid waste, and the National Initiative for Human Development, etc.²⁶

It is known that climate change results in fragility, exclusion and deepening of social inequalities, affecting everyone without exception, but unevenly, the poorer groups being the most affected, as well as women compared to men, due to the unequal distribution of rights, resources and authorities.

In this context, the Government is working on mainstreaming the gender concept, and women's participation in the development of policies, programs and projects to adapt to climate change, while ensuring that women benefit from resources and knowledge to enable them to adapt to their changing environment, and acknowledging the weak participation of women in negotiation processes²⁷.

²⁴Participation of the Environment sector

²⁵Report of the Economic, Social and Environmental Council on the integration of climate change in public policies

²⁶Website of the sector of environment and sustainable development

²⁷Report of the Economic, Social and Environmental Council on the integration of climate change in public policies

3 NATIONAL INSTITUTIONS AND MEASURES

3.1 Current national mechanism on Gender Equality and Women's Empowerment

The Kingdom of Morocco has worked in the past two decades on creating a comprehensive institutional system to protect and promote human rights within a dynamic and legal framework that reached many sectors related to women's human rights, especially gender equality and women's political and economic empowerment. The reform and rehabilitation of that system took the form of open and continuous workshops based on the values of democracy, law, impartiality, transparency, integrity and public interest, as well as the adoption of new regulations and good governance mechanisms, including participatory democracy, which guarantees the participation of all living forces in the country's development.

Current national mechanisms on Gender Equality and Women's Empowerment are divided between organisms for the protection and promotion of human rights, organisms of good governance and legalization and organisms for the promotion of sustainable human development and participatory democracy. All are newly created administrations by the Constitution of 2011, covering:

- **The National Council for Human Rights**, a pluralistic and independent national institution governing all matters related to defending, protecting and ensuring the respect of human rights and freedom. The Kingdom of Morocco has strengthened the specializations of this institution by adopting Law 76.15 on the reorganization of the National Council for Human Rights on February 22, 2018 (National Gazette No. 6652), in accordance with Section 171 of the Constitution. This concerned most especially three national mechanisms and their functional independence: the National Mechanism for the Prevention of Torture, the National Complaint Mechanism for children victims of violations, and the National Mechanism for People with Disabilities.
- **The Mediator Institution** is an independent national institution which defends the rights in cases between the administration and the users, by receiving grievances and defending the rights of complainants, and contributes to the consolidation of the law and the promotion of the principles of justice and equity, the values of ethics and transparency.
- **The Authority for Equity and Fight against All Forms of Discrimination** is an independent national institution created under Section 19 of the Constitution. Law No. 79.14, which defined its powers, composition, organization and regulations was promulgated on September 21, 2017. This authority is especially in charge of providing advice, proposal or recommendations to the Government or any of the Councils of Parliament, on its own initiative or upon their request. It also receives complaints, examines and tracks before making any recommendation it deems appropriate to the Government and which is in line with the national legal system and with the provisions of the relevant international conventions. It also monitors and tracks all forms of discrimination against women and evaluates the efforts of the state and various organisms and institutions in the public and private sectors.
- **The High Authority for Audio-Visual Communication (HACA)**, which ensures respect for the pluralist expression of the different currents of opinion and thought and the right to information in the audiovisual sectors. This authority monitors the extent to which women's dignity and rights are undermined through its monitoring and supervisory role in combating discrimination

against women and ensures follow-up of complaints received on matters related to gender stereotypes circulated by the audiovisual media, both of a public and private nature. Article 3 of Law 11.15 on the reorganization of this authority stipulates “respect for freedom of audiovisual communication, freedom of expression and protection ... and support for the principles of democracy and human rights...”, ensuring “ respect for citizens of both genders in the media...” contributing “to the promotion of a culture of equality and equity between men and women” and committing to “fight discrimination, stereotypes and stereotypical images that undermine human dignity...”

- **The Family and Child Advisory Council**, which is an advisory body recently created under Section 32 of the Constitution., the role of which consists in guaranteeing and following the situations of families and children, provides advice on related national plans, activating the public debate on public policy in terms of families and ensures the follow-up and achievement of national programs, including proposals to the Government or to one of the Parliament Chambers, for the purpose of promoting the situation of families and children. It issues recommendations to public authorities to ensure the legal, social and economic protection of the family, and provide an equal legal protection and an equal social and moral consideration for all children regardless of their family situation.
- **The Advisory Council on Youth and Associative Work** is an advisory body working in the field of youth protection and promotion of the development of communal life, created under Section 33 of the Constitution. Law No. 89.15 on the Advisory Council on Youth and Collective Work promulgated in January 2018 defines its competency in providing advice and expressing opinions on all relevant matters, submitting proposals to the public authorities to take the measures it deems appropriate for the achievement of the objectives stated in Section 33 of the Constitution; as well as providing advice on strategic projects prepared for the advancement of youth and the development of collective work; with the issuance of each recommendation to the concerned parties to improve the situation of youth and collective work at the national, regional and local levels; and participate in enriching the public debate on public policies in the sectors of youth and collective work.
- **The High Council of Education, Training and Scientific Research** expresses its opinion on public policies and national issues of interest to education, training and scientific research, and the objectives of the public organisms that fall under its responsibility. It is the Council who developed the new strategy for educational reform which consists in establishing a new school based on equity and equality of opportunity, quality for all and the improvement of individuals and society:
- **The Economic, Social and Environmental Council**, an institution established under Section 151 of the Constitution, has an advisory function to the government, the two Chambers of the Parliament. This Council provides many advisory opinions on women’s economic and social rights, especially those related to general trends of the national economy and training, as well as analysis of economic and social conditions at national , regional and international levels, proposals in different fields related to economic, social, and cultural activities and sustainable development, while facilitating and promoting consultation, cooperation and dialogue between the different economic and social actors. Moreover, it participates in clarifying the social charter, preparing studies and researches in sectors related to the exercise of its powers.

3.2 Current national measures on Gender Equality and Women’s Empowerment

In addition to the establishment of national mechanisms related to gender equality and promotion of human rights, a set of measures have been adopted, the most important being:

- Creation of a **government sector specialized in gender equality matters**, where the Ministry of Family, Solidarity, Equality and Social Development plays a central role in the strategic planning of public policies in terms of equality and ensures the coordination of the horizontal integration of gender into sectorial policies and the pursuit of governmental policies for the advancement of women.

The Ministry of State in charge of Human rights, created in 2011, works on keeping pace with the government's efforts in the sector of human rights in general.

- A **Ministerial Committee in charge of monitoring the application of the governmental plan** in terms of gender equality, under the presidency of the Head of government, created by Decree No. 2.13.495 on 25 Chaaban 1434 (July 4, 2013). Several missions were assigned to this Committee, the main being to encourage, prompt and assist the various governmental authorities in the application of the Government Plan for Equality, and take all necessary measures.

- An Inter-ministerial **Technical Committee to monitor the application of the Government Plan for Equality**, which was assigned to collect and provide all necessary data and statistics to assist the Ministerial Committee in following the progress of the implementation of the Government Plan for Equality.

- The **Cells for the care of women and children victims of violence**, created in 2007, include several Ministerial sectors, as recently legally institutionalized by the Draft Law on Combating Violence against Women.

- Moreover, a set of monitoring and evaluation mechanisms were created, related to the promotion and protection of women's rights, in connection with:

- The **National Observatory for the Image of Women in the Media**, created in 2013 as an institutional structure, which includes, additionally to governmental sectors related to this issue, civil society associations, university research centers, representatives of relevant professional institutions and well-known personalities.
- The **National Observatory on Violence against Women**, created in 2014 as an institutional structure, which includes, additionally to governmental sectors related to this issue, civil society associations and university research centers, after the revival of the **Steering Committee** in March 2013.
- The **Center for Excellence in the Gender Budget**, launched in 2012 in partnership with UN-Women, to research and support government policy in the area of gender-responsive budgeting.
- The **Gender Observatory in the Public Service**, which was the result of a course launched in 2010 with the establishment of a joint network of inter-ministerial consultations for gender equality in the public service, the mission of which consists in integrating the principle of gender equality in the public service, and which includes 15 ministerial sectors. The Observatory oversees data collection and information, monitoring gender-related public policies and projects, and providing proposals and recommendations, as well as preparing periodical reports.
- The **Support Fund for the Promotion of Women's Representation**, created in 2008 as a permanent mechanism in charge of strengthening women's representation and working

continuously to finance civil projects to strengthen women's capacities for political participation, especially the elected women. Its members consist of representatives of political institutions, government sectors and civil society.

4 DATA AND STATISTICS

Morocco is one of the few Arab and African countries, and even at a broader scale, which enriches systematically its statistical research for greater knowledge of economic, social and cultural realities in all their ramifications and complexities, thus providing more clarity to enlighten public policies and increase their efficiency. This, in addition to the general census of population and housing, national research on consumption and household expenditure, on social dynamics between generations, on the use of time by Moroccans, widely known as time management, national research on the cost of violence based on gender and other research contributing to the follow-up of various indicators related to the implementation of sustainable development goals as well as indicators included in various national plans such as the Government Plan for Equality, ICRAM, the National Plan for Democracy and Human Rights, and others.

Reflecting Morocco's keen interest in implementing the goals of sustainable development, the Supreme Audit Council has reviewed the readiness of the Moroccan government to lead, implement and follow the goals of sustainable development. The report of this mission²⁸ registered the effectiveness of the national statistical system that meets the international standards, and its availability, with the requested possibilities to produce indicators related to the implementation of the sustainable development goals. However, this system needs to overcome shortcomings related to the lack of coordination and relevance of statistical procedures and operations prepared by its different divisions. Which calls for activating the role of the Committee for the Coordination of Statistical Studies pending the creation of a National Statistics Council as well as developing cooperation with institutional data producers, especially at the territorial level.

The Moroccan national statistical system is composed of all the statistical services and administrations that collect, produce and disseminate official statistics on behalf of the Government. The System is characterized by a high level of decentralization. In addition to the High Commission for Planning, which is the main core of this system, other agencies collect, analyze and publish statistical information, mainly covering their activity sectors.

The High Commission for Planning is considered as the main producer of statistical information; it enjoys an institutional independence in the preparation and implementation of its programs and its conduct of statistical researches and studies. Major ministries have their own statistical offices which collect, analyze and publish data within their sectors of intervention. Some other public administrations also prepare their own statistical data related to sustainable development goals

The High Commission for Planning attaches great importance to integrating a gender approach into its statistical program, in coordination with the guidelines and recommendations of the United Nations Statistical Commission. In order to implement national commitments to ensure regular and coordinated production covering a range of gender-related areas that are able to meet the different national needs for monitoring and evaluating national and local policies as well as monitoring achievements on international agendas (CEDAW, Beijing Platform for Action and sustainable development goals, etc.). These measures can be essentially summarized as follows:

- Involve all structures and administrations in the operation (production, analysis, publishing, communication, training, budget preparation, etc.) in the implementation of this statistical program;

²⁸ http://www.courdescomptes.ma/upload/Module_3/File_3_641.pdf

Thematic report on: The readiness of Morocco in the implementation of the Sustainable development goals 2015-2030

- Ensure the adoption / adaptation of concepts, techniques, methods and other associated labels;
- Mainstream gender in various regular statistical operations through the improvement or the addition of units / questions on gender;
- Integrate gender surveys into its regular 10-year census program;
- Capacity building in the statistics sector by gender through internal training or for the benefit of partners;
- Improve the publishing means through databases (with specific gender-based division) and develop static or dynamic computer graphics (similar to those on the use of time);
- Improve analytical skills by publishing a report dedicated to gender-issues analysis;
- Ensure the existence of gender-related statistics in regional and international groups: Participation in events and activities and exchange of expertise related to gender-based statistics.

While awaiting the institutionalization of the National Statistics Council, the Committee for the Coordination of Statistical Studies is in charge of monitoring and coordinating the different components of the national statistical system in order to facilitate the exchange of information between them and ensure the harmonization of methodologies applied and their results.

4.1 Sectorial statistical information systems

The process of monitoring and evaluating sustainable development goals requires the provision of reliable and timely statistical information, which is consistently expressed by public agencies and private actors. The need for reliable statistics has increased, especially after the development of statistical information systems for ministerial sectors, both at national and regional levels.

4.2 Gender statistics at the national level, the three areas that have achieved progress

- Creation of a mechanism for coordination between statistical institutions, as per their category. The “Committee for Monitoring Sustainable Development Goals” set up by the High Commission for Planning will be in charge of programming and coordinating the activities of this institution to fulfill its functions as part of the national process to achieve the sustainable development, especially in relation to the fields of measurements, reporting, analysis, evaluation, and production of statistical indicators necessary for these operations. In this context, the Committee will have the following mission:
- Monitoring the adequacy of national and sectorial public policies for the requirements of sustainable development goals, and take advantage of the institutional relations of the High Commission for Planning with the ministerial sectors and their partners at national, regional and international levels in order to evaluate their contribution within this mandate, especially during national consultations organized to prepare our country to participate in the great united nations timetables periodically allocated to the goals of sustainable development;
- Facilitating the active participation of the cadres and officials of the High Commission for Planning in organized meetings on the objectives of sustainable development at regional, national or international levels;
- Work on adapting statistical data from administrative sources, in terms of metadata, production or publishing, with the provisions of the framework for periodic monitoring and evaluation of our country’s readiness for achieving the goals of sustainable development;
- Ensuring the coordination and consistency of the contributions of all functional units of the High Commission for Planning in the preparation of reports on the achievement of sustainable development goals, and ensuring that these contributions are in line with technical standards agreed upon within the relevant bodies of the United Nations;

- Increasing the use of gender-based data in the formulation of policies and implementation of programs and projects;
- Re-processing existing data (such as censuses and surveys) to produce statistics disaggregated by gender and / or new gender-based statistics;
- Completion of new surveys to produce essential national information on specialized topics (such as the use of time, gender-based violence, asset ownership, poverty and disability);
- Improve the sources of administrative or alternative data to fill gaps in gender-based data;
- Producing knowledge products on gender statistics (such as intuitive reports, policy briefs, research papers);
- Developing a central database on the Internet and / or an information dashboard on gender statistics;
- Participation in capacity-building to promote the use of gender-based statistics (such as training, statistical assessment seminars).

Within this framework, the following has been implemented:

1. **Signature of a partnership agreement on the objectives of sustainable development** between the High Commission for Planning, the United Nations Development Program and ten UN bodies in Morocco. This agreement, which falls under the framework of the Agenda for sustainable development by 2030 and the 2017-2021 United Nations Agenda for Sustainable Development, aims to define a reference framework for tracking and reporting on sustainable development goals in the Kingdom of Morocco and contribute to enlightening policy makers and public opinion on the national achievements in this area. This agreement, which extends over three years, focuses on four sectors, respectively, to exploit statistical data and performance indicators associated with programs aiming to achieve the goals of sustainable development and to prepare periodic reports to track the progress of the achievement of these goals at both national and regional levels, with the support of the coordination and consultation mechanisms developed for this purpose, and to monitor the development of Morocco's performance in this field through south-south networks and tripartite cooperation networks.
 - The first part of this program, which is under way, involves the participation of all actors, producers and users of these statistics, in order to perform an analytical review of the production, analysis, dissemination and use of gender-sensitive statistics in Morocco in the different political, social, economic and environmental fields, at both national and local levels. The objectives of this part of the study are summarized as follows:
 - Analysis of the current situation through the inventory and analysis of the extent to which the gender approach is considered at all stages of production, analysis, dissemination and use of these statistics at both national and local levels;
 - Presentation, description and analysis of the barriers to the production, analysis, dissemination and use of these statistics at both national and local levels;
 - Study and presentation of international best practices in the production, analysis, dissemination and use of gender-sensitive statistics;
 - Making recommendations in the framework of the program: "Taking into account every woman and every girl" to promote the production, analysis, dissemination and use of gender-sensitive statistics, as well as monitoring and measuring gender disparities and their effective use in policies and programs, at both national and local levels.

2. **Conduct new research or merge or review units and forms:** Gender has been integrated into the various regular statistical operations with a review of the research forms to ensure the determination of gender in the following research:
 - National research on (permanent) labor related to different matters on decent work, definitions of activity or work for women, social security, immigration of workers, child labor, etc.;
 - National research on families' consumption (2014): Asset ownership, multidimensional poverty, etc.;
 - National research on the informal sector (2014): Helps to establish statistics on women's situation in the informal sector as well as on production units managed by women, etc.;
 - National survey on international migration: This survey covers all forms of migration (emigrants, returning migrants, potential migrants, legal and illegal migrants, forced migrants, etc.) with questions and units designed to take into consideration a gender-based approach.
3. **Conduct gender-specific research such as the National Research on Time Use of Men and Women, conducted in 2012 and to be repeated in 2020.**

4.3 Morocco's first three priorities to promote national gender statistics over the next five years:

- **Establish the appropriate mechanism for tracking and coordinating the work of the different parties:** The government is reviewing the legal texts that aim to improve the Statistics Law and institutionalize the National Statistics Council for improving the quality and diversity of the statistical information. In addition, it is working on addressing the aspects of activating the update, rehabilitation and reform of the legal, regulatory and institutional framework of the national statistical system and activating and strengthening the role of the Committee for the Coordination of Statistical Studies, with the objective of overcoming the partial systematic sectorial approaches used in the collection and production of statistics, especially those related to sustainable development goals.
- **Develop the exploitation of sectorial administrative data:** The use of administrative data for the production of statistical data, including those related to tracking the achievement of sustainable development goals, shall allow for access to updated data available to administrations, instead of reverting to partial statistical operations. This also contributes to decrease the expenses borne by the surveys conducted at many organizations, and in the same context, the High Commission for Planning worked on developing cooperation relationships with public sectors and organizations in the field of producing administrative data and statistical analysis. This collaboration is demonstrated by the signature of partnership agreements with certain data producers, such as Bank Al-Maghrib (Bank of Morocco), the Ministry of Tourism, the Moroccan Office for Industrial and Commercial Property, the National Social Security Fund, the National Telecommunications Regulatory Agency, the General Directorate of National Security, the Ministry of Transports, etc.
- **Statistical capacity-building:** While a program of two years has been set to train the trainers on statistics per gender for the benefit of all the actors, with the cooperation and support of the ESCWA (through the publishing of the electronic learning platform at the ESCWA in which the health care program participated, as well as through direct training workshops, with the objective of strengthening national capacities in the design, production, analysis and presentation of statistics related to gender. This training program has been designed to adapt to all beneficiaries, such as data producers, users or statistics within the government and in the various organizations for equality and equal opportunities, including experts in research within the program of statistics at the United Nations.

4.4 On the coverage of indicators for monitoring progress in achieving Sustainable Development Goals

Concerning the coverage of targeted indicators and objectives, the audit mission performed by the Supreme Council of Accounts noted that the High Commission for Planning had carried out a preliminary diagnosis achieved by one of the parties of the system, which concluded that this system is able to produce 48% of the indicators adopted in a program, equally distributed between the High Commission for Planning and other actors in the statistical system such as ministries, public institutions, while the list of reference values for these indicators has not yet been prepared.

On the other hand, the development of other indicators that are not included in the available statistics requires new statistical operations and a review of those of a permanent and structured nature, especially at the level of the High Commission for Planning.

Despite the fact that the components of the national statistical system are aware of the urgency of developing capacities related to the status and tracking of programs and approaches for the definition of indicators that may pose some difficulties, the lack of coordination mechanisms hinders this process. Close coordination at the national level shall be required in order to target these indicators and agree on the appropriateness of some of them for pursuing the achievement of sustainable development goals.

Number of measurable indicators

Number of available indicators that can be counted by the statistical department	Objectives
6	OBJECTIVE 1: ERADICATION OF POVERTY
11	OBJECTIVE 2: COMPLETE ERADICATION OF HUNGER
25	OBJECTIVE 3: WELLNESS AND PROSPERITY
8	OBJECTIVE 4: GOOD EDUCATION
14	OBJECTIVE 5: GENDER EQUALITY
10	OBJECTIVE 6: CLEAN WATER AND SANITATION
10	OBJECTIVE 10: REDUCE THE ASPECTS OF NON-EQUALITY
84	Total

4.5 Data collection and compilation in relation to indicators of the fifth goal of Sustainable Development Goals

Despite the critical importance of producing indicators related to the goals of sustainable development, and in the absence of coordination between the various stakeholders in general and the ministerial sectors in particular, each sector is making its own efforts to approach this issue.

Concerning the National Human Development Observatory, officials consider that its computer system can provide thirty indicators for the seventeen objectives.

4.6 Capacity of the National Statistical System to produce indicators for measuring and monitoring sustainable development goals

The High Commission for Planning undertook a set of measures to update the statistical system and carry out statistical operations that will allow defining the extent of advance in the sustainable development goals, according to the main dimensions required, such as geographical data, gender, age and socio-economic situation.