

FINAL REPORT

MOROCCO: Country Gender Profile

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Anissa NAQRACHI

President of Nour Association for Solidarity with Rural Women

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MOROCCO

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List of Abbreviations Morocco

AFE	Assemblée des Français de l'étranger
BCG	Bacillus Calmette-Guérin
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CIA	Central Intelligence Agency
CIDA	Canadian International Development Agency
CMSR	Centro Mondialita de Svilupo Reciproco
CNCA	Caisse Nationale du Crédit Agricole
CRTD	Center for Research and Training on Development
CTB	Cooperation Technique Belge
DAMW	Democratic Association of Moroccan Women
DH	Dirham (Moroccan Currency)
DPT	Diphtheria Pertussis and Tetanus
DTRD	Directorate of Training, Research and Development
EFM	Economic and Financing Mission
EFRD	European Fund for Regional Development
EU	European Union
FAO	Food and Agricultural Organization
FTCIMS	Federation of the Trade Chamber, Industry and Moroccan Services
FWE	Fund of World Environment
GAD	Gender And Development
GDP	Gros Domestic Product
GIMW	Garanteed Interprofessional Minimum Wage
GNI	Gros National Income
GNP	Gros National Product
GRDI	Gender Related Development Index
GTZ	Gesellschaft für Technische Zusammenarbeit
HDI	Human Development Index
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
HPI	Human Poverty Index
IGA	Income Generating Activities
IPS	Index of Parity between Sexes
ILO	International Labour Organization
IUD	Intra-Uterine Device
JICA	Japan International Cooperation Agency
MARDMF	Ministry of Agriculture, Rural Development and Maritime Fisheries
MEDA	Euro-Mediterranean Partnership
MEG	Morocco Education for Girls
MFCE	Moroccan Federation of Council and Engineering
MI	Ministry of Interior

MIDCSW	Moroccan Information and Documentation Center for Studies on Women
MNEHESTR	Ministry of National Education, Higher Education, Staff Training and Scientific Research
MPEP	Manual of Patent Examining Procedures
N A	Not Available
NGO	Non Governmental Organization
NIHD	National Initiative for Human Development
NPSM	National Park of Souss Massa
OHCP	Office of High Commissioner of Plan
POGAR	Programme on Governance in the Arab Region
PRPFHI	Preliminary Report on Population and Family Health Investigation
RCFA	Regional Cell for Feminine Animation
RGSGAD	Research Group for studies on Gender and Development
SDA	Social Development Agency (Automated Directive System)
SHIS	Studies and health Information Service
SSCFSSA	Secretary of State in Charge of Family, Solidarity and Social Action
SSCFCHP	Secretary of State in Charge of Family, Children and Handicapped People
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNFPA	United Nations Fund for Population
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women
USA	United States of America
USAID	United States Agency for International Development
WB	World Bank
WID	Women In Development

1. Basic Profiles

1-1 Socio-Economic Profile

Economic indicators source: 1)

Year	GNI/Capita (US\$)	Growth rate of real GDP	GDP Implicit deflator	Gini index	Aid/GNI
2000	1.220	1.00	1.5	39.5	1.3
2003	1.370	5.5	-0.1	39.5	N A
2004	1.570	4.2	1.5	40	1.8

Demographic indicators source: 1), 9)

	Total (millions)	% of female population	% of urban population*	Population growth rate**	Total Fertility Rate**	Life Expectancy*	
						Total	Female
2000	27.8	50.2	N A	1.1	2.6	67	71
2004	29.7	50.7	58	1.4	2.5	68	72

Public sector expenditure to sectors source: 3), 6)

	Health	Education	Social Welfare	Defense	Agriculture
2001	5.4	27.1	N A	36.6	26
2004	6	30	N A	N A	21.5

Industry/GDP source: 1), 2)

	Agriculture	Industry	Services
2002	16.1%	30.3	53.6
2003	16.8%	29.6	53.6
2004	16.7%	29.8	53.5

Labour indicators source: 1), 5)

Male	Total No.	Unemployment Rate	Minimum wage (DH)	Female	% of total	Unemployment Rate	Minimum wage (DH)
1995	10	13.8	1 687	2000	13.6	13	1 687
2004	11	10.6	2 000	2004	10.8	11.4	2 000

Proportion of workers source: 1), 2)

Male	Agriculture	Industry	Services	Female	Agriculture	Industry	Services
1995	40	21	39	1995	57	19	24
2004	39	21	40	2004	92	44	47

Women in decision-making source: 5)

	Members of parliament	Ministries	Deputies	Managers	Technicians
1995	1	0	2	N A	N A
2004	11	6	35	N A	N A

Law for women source 2)

Landmark family law supporting women's equality	2004
The right that guaranties the non discrimination and equality before the law and in practice	2004
Family status code with 11 reform issues	2004

Ratification and signature of international law for women Source 2)

	Signature	Ratification
International law for women		
Economic, social and cultural rights	1.19.1977	4.3.1979
Civil and political rights	1.19.1977	4.3.1979
Racial discrimination	9.18.1967	12.18.1970
Discrimination towards women		

Torture	1.8.1986	6.21.1993
Right to have children	1.26.1990	6.21.1993
Migrant labour	8.15.1991	6.21.1993

Policy of WID

Plan for women integration in Development	Presented by Saïd Saadi in March 19, 1999
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Gouvernemental organizations of WID

Moroccan Information and Documentation Center for studies on Women (MIDCSW)	Research Gouvernmental Center
United Nations Information Center for Morocco	Gouvernmental Center
The Research Group for Studies on Gender And Development (RGSGAD)	Research Gouvernmental Center
The Research Group on Rural Women	Gouvernmental Center

1-2 Health Profile

Expansion of health services source: 4), 6)

	No. of physicians	No. of Hospital Beds	Public expenditure on health* (% of GDP)
	(per 1,000 people)		
2004	15.991	24049	1.24

Child health source: 7)

	Mortality Rate		% of the vaccinated (1-year-old children)				
	Infant (per 1,000)	Under-5 (per 1,000)	BCG	DPT	Polio	Measles	
1995	45	54	1997	96.1%	90.6%	0	93
2004	38	43	2004	98.4	94.9	0	95

Family planning source: 1), 2)

source: 1)

Year	Contraceptive prevalence rate	Births attendanc e rate	Maternal mortality rate (per 100,000)*	Age at first marriage (years old)	Total fertility rate	HIV/AIDS	
						% age 15-49	Women (No.of age15-49)
1990	42	31	227	15	4	19	N.A
2004	63	63	220	18	2.5	37	42

Nutrition source 8)

% of infants with low birth weight	Oral re-hydration therapy use rate
10.2	N A

Community health service source: 8)

	Access to safe water		Access to adequate sanitation	
	urban	rural	urban	rural
2002	99	56	83	31

1-3 Education Profile

Commitment to education source: 2), 7)

Education system (years)		Public expenditure on education (as % of)	
Compulsory	Primary	GNP	gov. expenditure
4 years	6 years	1990	5
		2004	6.3

Adult literacy rate source: 2)

	Total	Male	Female
1990	53.3	68	42
2004	42.7	65.7	39.6

Enrolment ratio source: 1), 2)

	Primary education (Net enrolment ratio)			Secondary education (Gross enrolment ratio)			Higher education (Gross enrolment ratio)*	
	Male	Female		Male	Female		Male	Female
2004	92	83	2004	51	64.3	2004	N.A	39.2

Female ratio of higher education

	Education	Agriculture	Engineering and Technology	Medicine and Natural sciences
	N A	N A	N A	N A

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- 5) Moroccan Statistical Yearbook, Department of Statistics 2004
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- 7) The State of the World's Children, UNICEF
- 8) 2000 Statistical Yearbook
- 9) Ministry of Finance, Finance Law, 2004 Quinquennial Plan

2. General Situation of Women and Government Policy on Gender

2-1 General Situation of Women in Morocco

General Situation of Women in Morocco

- Women represent 50.7% of the Moroccan Population and the sex ratio is such that there are four men for every ten women.
- Infant and maternal mortality are relatively high especially in rural area where only 40% of births are attended by skilled health personnel.
- There is a high illiteracy rate and a low level of education among women and the situation is alarming in rural area than in urban area.
- Women access to the labour market is still limited.
- Women are exposed to various forms of physical, sexual and psychological violence.

Morocco Situation

Morocco, officially Kingdom of Morocco, is an Arab Berber country located in northwest Africa. Its religion is Islam and its official language is Arabic. The territory of Morocco covers some 711.000 km² and enjoys a privileged geographical location with a coastal shore of 3.466 km along both the Mediterranean and the Atlantic Ocean. In virtue of this very fact, Morocco occupies a contact area between the east and the west, between Europe and Africa.

Morocco got its independence from France in 1956 and officially became a constitutional monarchy in 1961. The present king Mohammed VI “Amir Al Mouminine” (Commander of the Faithful), who represents both the temporal and spiritual authority, has expressed his wish to improve women’s situation and make them benefit from an equitable treatment under the law. Morocco is a member of the Arab Maghreb Union, of the Arab League and of the Islamic Conference and Organization of African Unity.

In 2004, GNP per capita was US\$ 1570. Morocco is a lower middle income country. On the basis of its Human Development Index (HDI), It is ranked 124th according to the world Bank report on human development. However, Morocco is not a poor country as far as natural resources are concerned. Indeed, it has the largest phosphates reserves in the world in addition to, though in lesser quantities, iron, lead and magnesium. Agriculture and fishing also play an important role in Moroccan economy. Industry is still modest in its overall output though it is contributing more and more to Moroccan exports. As for Tourism, it has always enjoyed the privilege of being a priority sector that contributes strongly to the acquisition of foreign exchange.

In 2004, Morocco had a population of about 29.680.069 millions of whom 49.3% are men and 50.7% are women. The annual rate of population growth has been declining for the past ten years and stands at 1.4% in 2004, which mirrors a declining total fertility rate of 2.5 births per woman. The Moroccan population is characterized by its youth: 11.8% of the population is under 6, 19.4% is under 15, 60.7% is under 59 and 8.1% is 60 and over. It is also characterized by growing urbanization: the urban population represents 58% while the rural population represents 42%. Urban growth is largely due to massive rural exodus caused by a disproportionate rate of development between the city and the countryside, frequent droughts and scarcity of employment. Rural immigration does have a tremendous impact on urban social and economic structure such as unemployment, juvenile delinquency, marginalization, illiteracy, prostitution and engaging in informal activities. Women however have intensified this migration movement. There are more women who leave the rural areas to look for better living conditions, socio-educational opportunities and infrastructures (water and electricity), better paid and mostly less tiring jobs.

Significant measures have been taken to improve the status of women in Morocco in recent years. Efforts to reduce gender discrimination within the legal system produced changes in the

country's criminal code, labor code and the code of personal status. The latter, which is also known as the *Moudawana*, is based on the Malikite School of Islamic law and governs the status of women under civil law. The revised *Moudawana* now upholds the principle of equality between men and women and confirms joint responsibility for the family. Women's representation in decision-making positions has also improved. In 2002, women held 10.8% of the seats in the Chamber of Representatives, increasing Morocco's ranking in Africa from one of the last to among the first in terms of women's political participation. Nevertheless, women continue to face violence and societal discrimination in many aspects of their lives. Multiple inequalities persist between men and women and between Morocco's urban and rural populations in terms of access to education, employment and health care.

As far as education is concerned, Morocco is characterized by a high level of illiteracy. The latter was estimated at 51.3% in 2004 for the portion of the population aged 10 and over. The situation is more worrying in the rural areas where this rate reaches 60.5% against 29.4% for urban areas. This lack of balance is even more striking in the case of women: 60.8% of rural women are illiterate against 29.5% of their fellow city-dwellers.

The low level of skills and qualifications among women, as reflected by education and illiteracy indicators, limits their prospects of entering the labour market where women participation is weak compared to men: one woman out of four is classified as economically active, compared to eight out of ten for men. Furthermore, economically active women often engage in unpaid household activities which do not provide them with the desired economic dependence and hence the chance to assert themselves.

In the field of health, despite substantial progress in meeting people's reproductive health needs, there still remain significant gender and urban/rural gaps. The country has made good progress in the control of preventable childhood diseases thanks to vaccination. As a matter of fact, infant mortality rate has fallen in the past decade but remains very high at 47.9/1000 (2004), reaching 56.7/1000 in rural areas. Only 40% of births are attended by skilled health personnel and 220 per 100.000 women continue to die while giving birth.

Violence and Sexual Harassment Against Women

Gender-based violence is a growing concern and a common issue in Moroccan society. Moroccan women suffer from different types of violence: physical, sexual, psychological and marital violence. It is said that four out ten women are subject to violence. They are also still victims of religious and cultural taboos and discrimination at work. It is only recently that Government, particularly the department in charge of family affairs, civil society and NGOs started to fight against this phenomenon through several denunciation initiatives and awareness campaigns and actions, in collaboration with some international organizations such as UNIFEM, UNFPA, UNDP, etc.

Social violence towards women is expressed directly in the street and at workplaces ranging from verbal abuse to sexual harassment. In the street for example, is respected only the woman who goes out accompanied with a male whereas at work place, men mentalities still do not admit women capacity of holding the position of responsibility. A woman who works in a mixed place is not perceived as being in her natural environment, which is her home. 15015 (that is 95.8%) cases of violence against women and girls were recorded between December 2005 and October 2006, of which 87.9% is marital violence, 4.4% sexual violence (rape) and 33.5% are aggressions and physical violence.

In general, while the political leadership slowly starts to embrace the ideals of promoting women socially and politically, women's situation in rural areas however remains totally abandoned to traditional practices. Access to education remains poor and women are subdued patriarchal marriage institutions. Women organization's voices however finally are heard loudly all over the country, under government protection.

2-2 Government Policy on Gender

Government Policy on Gender

- The government priorities on gender are reflected by the launching of NIHD as an ambitious approach for eliminating poverty and discrimination.
- Many laws have been ratified recently for the protection of women rights.
- The recent revision of the *Moudawana* in 2004 is a big step towards the improvement of women situation in Morocco and fight against gender disparities.

The National Initiative for Human Development (NIHD)

Launched by His Majesty King Mohammed VI in May 2005, the National Initiative for Human Development is an innovative and ambitious project aiming at eliminating poverty, vulnerability, precarious situations and social exclusion. Its main goal is to set up a modern and democratic social project, analyze disparities between social categories, sexes and areas and establish perennial dynamics for human development.

The NIHD comes up with an integrated vision and a coherent strategy for the achievement of sustainable human development as a priority component for the economic and social development of the country, particularly in the rural world. Its main priority programs are as follows:

- to reduce extreme poverty and famine.
- to assure primary education for everybody.
- to promote equality between the two sexes and achieve women autonomy.
- to reduce the mortality of children under 5 and improve maternal health.
- to fight against HIV/AIDS and other diseases.
- to assure sustainable environment.
- to set up a world partnership for development.

Morocco is supported in this project of social development by many partners such as WB, JICA and some countries like France, Spain and USA, etc.

Women in the NIHD

The National Initiative for Human Development is also a framework that is conceived to develop and promote the status of women, who are one of the components of society that is most affected by poverty, unemployment and illiteracy.

Social indicators reflect the role that this initiative plays in favour of women; namely, in rural area where 29% of girls do not have access to education, 31% of rural population lives 10 kilometers away from a health center and 79% of rural women give birth without any medical assistance.

There should be measures taken within the framework of the NIHD to eliminate all sorts of discrimination, fight against women's poverty in rural area and against social exclusion in urban area. These measures should focus on the following objectives:

- to improve the schooling rate up to 75% for girls aged between 6 and 11 years.
- to improve access to basic infrastructures as well as to socio-educational and health services.
- to create new job opportunities and revenue generating activities.

- to set up specific actions in favor of women such as the creation of listening and orientation centers for women in difficult conditions along with measures of assistance and procedures of integration.

Government Policy on Women

The Moroccan constitution has not neglected women in terms of civil rights. Accordingly, they benefit from approximately the same rights as men. Below are two charts, the first of which is about assorted political and civil rights in favour of women, and the second is about their representation in the local government.

Chart 1 Women's political and civil rights in the Moroccan constitution

Civil right	Political right
The right to education and work	The right to vote in elections
The freedom to circulate and to settle in all parts of the kingdom	The right to deposit candidacy to elections
The protection of private life and correspondence	Freedom of opinion, freedom of all forms of speech and freedom of meetings.
The right of access to all different jobs of the public sector	The liberty of association and the freedom to adhere to all union and political organization
The right to property	The right to go on strike
	The protection against the police and judicial arbitrariness

Chart 2 Women's representation in the local government

Year	Registered persons	Electors	Participation rate	Candidates		Elected	
				Total number	Number of women	Total number	Number of women
1976	6 566 961	4 331 438	65,95 %	42 638	76 (0,17 %)	13 358	9 (0,067%)
1983	7 069 385	5 085 226	71,93 %	54 162	307 (0,57 %)	15 493	43 (0,28%)
1992	11 513 809	8 793 682	74,64 %	93 773	1 086 (1,16 %)	22 240	77 (0,35%)
1997	12 941 779	9 724 199	75,13 %	102 292	1 651 (1,61 %)	24 236	83 (0,34%)
2003	14 620 937	7 918 640	51,55 %	122 658	6 024 (4,91 %)	23 689	127 (0,54%)

Development Plans for Women

At the legal level, many changes have been brought to improve women's status. These changes concerned the following texts:

- Ratification of the Convention on the Elimination of all forms of Discrimination against Women (CEDAW: Signature in 1977 and Ratification 1993): Morocco ratified the CEDAW in 1993 with reservations for conflicts with Islamic law. The government submitted progress reports on the convention to the United Nations in 1994, 1997 and 2000. In each report, Morocco demonstrated progress towards reforming the legal code and improving the status of women
- Revision of some legislative and law texts concerning women conditions such as civil code, commercial law, civil procedures code, recent reforms of the penal.
- Torture law: Signature in 1986 and Ratification 1993
- Right to have children: Signature in 1990 and Ratification 1993
- Migrant labour: Signature in 1991 and Ratification 1993

WID/Gender Related Laws and Regulations

The Moudawana

The civil law status of Moroccan women is governed by the *Moudawana* (family status code) which is based in part on the *Koran* (Muslims Holy Book). Substantial advancements in the legal status of women came with the adoption of the new Family Law.

35 years after its promulgation in 1957-1958, the code of personal status underwent a serious revision on Sept.10, 1993, the aim of which was to improve the legal status of women who were seen as incapable of making their own decisions even up to 1970s.

In recent years, women demands for a second revision have been more pressing, stressing the need for a complete rewriting of the *Moudawana* or at least of some of its articles which were judged incompatible with the evolution of the socio-economic situation of Moroccan women and of society in general. Hence, on January 25, 2004, the parliament of Morocco adopted the new *Moudawana*, a new landmark Family Code supporting women's equality and granting them new rights in marriage and divorce. According to political analysts, this is considered as a turning point in the country's history and the most wide-reaching social reform since Morocco gained independence.

Considered by some as "revolutionary and against Islam principles" and by others as "historical", this new family code found three important principles: legal equality between men and women, joint responsibility within the couple and protection of children's rights. In other words, this law grants to the woman the following rights:

- A woman does not need a guardianship to contract her own marriage and have the right to choose the man who seems to be good to her.
- Institution of divorce by mutual consent.
- Divorce is being made easier for women.
- Polygamy is made almost impossible. If men marry without the court's permission, the marriage is illegal.
- Male and female grandchildren now have equal share of their grandparents' inheritance.
- In case of divorce or repudiation, the woman has the possibility to keep her goods, her house and her children if it is the man who asked for divorce. In this case, she benefits from an equitable division of the couple goods.

The 11 reform issues that the new family status code came with are summarized as follows:

Equality in family responsibility	Wife and husband are now jointly and equally responsible for the household and family. The rule of "the obedience of the wife to her husband" is abandoned.
Guardianship (tutor)	Men and women may enter into marriage of their own free will and with equal rights. The woman does no longer need a male legal guardian (wali) to get married.
Marriage legal age	The minimum age at which women may marry has been raised to 18 in stead of 15. Exceptions may be made with a judge's permission.
Polygamy	It is subjected to conditions which makes it almost impossible. The woman can condition her marriage with a commitment from the husband not to have other wives. The husband needs the authorization of the judge before marrying a second woman.
Civil Marriage	Marriages contracted abroad are recognized by the new Moudawana provided that at least two Muslim witnesses would be present.
Repudiation	It is subjected to the preliminary authorization of the judge. Before, it was an exclusive right of the husband.
Divorce	The woman can ask for divorce. Before, the judge could accept the request only in special cases where the wife presents evidence of "undergone damages" and witnesses.

Custody of Children	In case of divorce, children guardianship is allocated to the mother, then to the father, then to the maternal grandmother. The guard of the child must be guaranteed by a decent habitat and alimony.
Children out of marriage	Protection of the child paternity right if marriage is not formalized by an act. Before, the rule was the non-recognition of the child born out of marriage.
Children inheritance	They have the right to inherit their grand father on their mother's as well as their father's side.
Repartition of assets	The possibility for the two partners to set a contract before marriage in order to well manage the acquired goods (an extract from Le Monde magazine, December 2003).

Source : biblio-word 2004

The new law has also been amended to grant Moroccan women the freedom to marry foreigners, transfer Moroccan nationality to their children and in the case of single mothers to keep their children.

Activities related to WID/Gender and Development (GAD)

Government Organizations	Main Activities
Ministry of Social Development, Family and Solidarity Secretary of State in charge of Social Development, Family and Solidarity	<ul style="list-style-type: none"> • To reduce handicap causes and ensure the full social integration of handicapped people. • To improve women conditions by promoting their full integration in economic and social development. • To improve the situation of children in difficult conditions by preventing and protecting them against exploitation and abuse. • To contribute to fighting poverty and social exclusion.
Ministry of National Education, Higher Education, Staff Training and Scientific Research Secretary of State in charge of Illiteracy and Informal Education	<ul style="list-style-type: none"> • To generalize fundamental education. • To eradicate illiteracy and reinforce informal education.
Ministry of Agriculture, Rural Development and Maritime Fisheries Secretary of State in charge of Rural Development Gender and Development Cell	<ul style="list-style-type: none"> • To improve women management quality. • To support female organizations. • To improve the qualifications of rural female animators. • To create and diversify female employment. • To improve rural households' income and life. • To improve socio-economic conditions of women in costal rural area. • To improve work conditions of women in the fisheries sector. • The integration of the approach "Gender and Development" in the strategies and action plans of the Ministry. • To undertake socio-economic studies concerning female populations linked directly or indirectly to fisheries. • To implement programmes and action plans aiming at integrating and promoting women in the fisheries sector.

<p>Ministry of Health</p> <p>Directorate of Population</p>	<ul style="list-style-type: none"> • To expand the Immunization National Programme by introducing new vaccines. • To generalize the integrated strategy for the reimbursement of children's diseases. • To intensify the perinatal component of the Mother Safehood Programme and develop the National Programme for fight against micro-nutriments deficiencies. • To reinforce the Mother Safehood Programme and the Family Planning Programme by promoting access to reproductive health services. • To improve the quality of reimbursement of obstetrical care and urgent neonatology.
<p>Ministry of Foreign Affairs and Cooperation</p> <p>Women Integration in Development Cell</p>	<ul style="list-style-type: none"> • To incorporate gender issues into the national and regional development plans and programmes. • To contribute to sustainable human development , giving priority to the promotion of the status of women with respect to Beijing action plan. • To inform and sensitize population about the gender approach and the importance of improving women legal and economic situation. • To mobilize additional resources to finance income generating projects. • To coordinate between donors and projects promoters interested in financing economic programmes intended to women.
<p>Ministry of Finance</p>	<ul style="list-style-type: none"> • Elaboration of a gender reflected budget as one of the achievements realized by Morocco in recent years to reinforce equality and equity principles between the two sexes. • To satisfy the practical and strategic needs of men/boys and women/girls who belong to different socio-economic categories. • To study the effects of expenditure and receipts repartition on men and women during their whole life cycle.

2-3 National Machinery

The Secretary of State in charge of Family, Solidarity and Social Action

- In 1998, the Secretary of State in Charge of Family, Solidarity and Social Action was created to defend the interests of the most important components of society.
- The mission of the SSCFSSA is to coordinate the government efforts in implementing national strategies.
- The priorities of the SSCFSSA are to help handicapped people integrate in society, upgrade women status, improve the conditions of children within difficult conditions and strengthen the family.

Background

The elimination of rural/urban and men/women disparities constitutes one of the strategic objectives of the Moroccan Government's policy. To achieve this goal, a number of programmes and institutions have been put in place by the government including The Secretary of State in charge of Family, Solidarity and Social action.

The SSCFSSA was therefore created in 1998 to support the government efforts in implementing national strategies, aiming at fighting poverty, promoting gender equity principles and improving the situation of the most important components of society: Family, Children, Women and Handicapped people.

Organization and Budget

The SSCFSSA is a government coordinating body attached to the Ministry of Social Development, Family and Solidarity. It is headed by a woman and its members are government officials (coordinators of the ministry). The SSCFSSA benefits from the budget of the state and works in close coordination with NGOs, civil society, private sector and international organizations.

Mission

The SSCFSSA is given the function to deal with the following issues:

- to coordinate the government efforts.
- to be the national body in charge of monitoring the living conditions of population in need.
- to serve as a bridge between government, civil society and NGOs.
- to support NGOs and organizations.
- to carry out the follow-up of activities of reception centers and specialized centers in charge of population in need.
- to participate in guide actions and activities.
- to participate in the promotion of solidarity within society.
- to contribute in altering of mentalities.

Main Activities

The priorities of the SSCFSSA are as follows:

- to reduce Handicap causes and facilitate social integration of disabled people.
- to improve the Moroccan woman condition.
- to improve the conditions of children within difficult situations.
- to strengthen Moroccan family as the basic unit of society.
- to fight against poverty.

Gender-related actions

As far as women are concerned, the SSCFSSA has undertaken a number of programmes that defend women's rights and interests such as:

- Fight against violence towards women.
- Fight against little girls' domestic work.
- Implementation of the national strategy for equity between sexes.
- Sensitize women about the new *Moudawana*.
- Change mentalities and views about women through media, magazines and school manuals.

Gender-related Projects undertaken by SSCFSSA in collaboration with donors

- Gender and Development, in collaboration with the United Nations system
- Integration of the Gender Approach in the Development Policies, with GTZ
- National Center for the Integration of Women in Development, with EU
- Multifunctional Center for Women in Ouarzazate area, with CTB
- The Fight against Violence against Women, CIDA

SECRETARY OF STATE IN CHARGE OF FAMILY, SOLIDARITY AND SOCIAL ACTION

DIRECTORATE OF PUBLIC AFFAIRS & COOPERATION

DIRECTORATE OF PROTECTION & SOCIAL INTEGRATION OF HANDICAPED PEOPLE

DIRECTORATE OF FAMILY, WOMEN & CHILDREN AFFAIRS

DEPARTMENT OF PARTNERSHIP, COOPERATION & COMMUNICATION

Division of projects support & associative competences

Division of cooperation

Division of communication

DEPARTMENT OF PUBLIC & ADMINISTRATIVE AFFAIRS

Division of training & human resources

Division of computing & technical affairs

Division of legal affairs

Division of accounting

DEPARTMENT OF PROTECTION & TECHNICAL ASSISTANCE

Division of protection

Division of assistance & programs' evaluation

DEPARTMENT OF SOCIAL INTEGRATION

Division of education & family orientation

Division of training & vocational integration

Division of local integration

DEPARTMENT OF WOMEN

Division of equality & balance

division of women empowerment

Moroccan center for media, documentation & studies on women

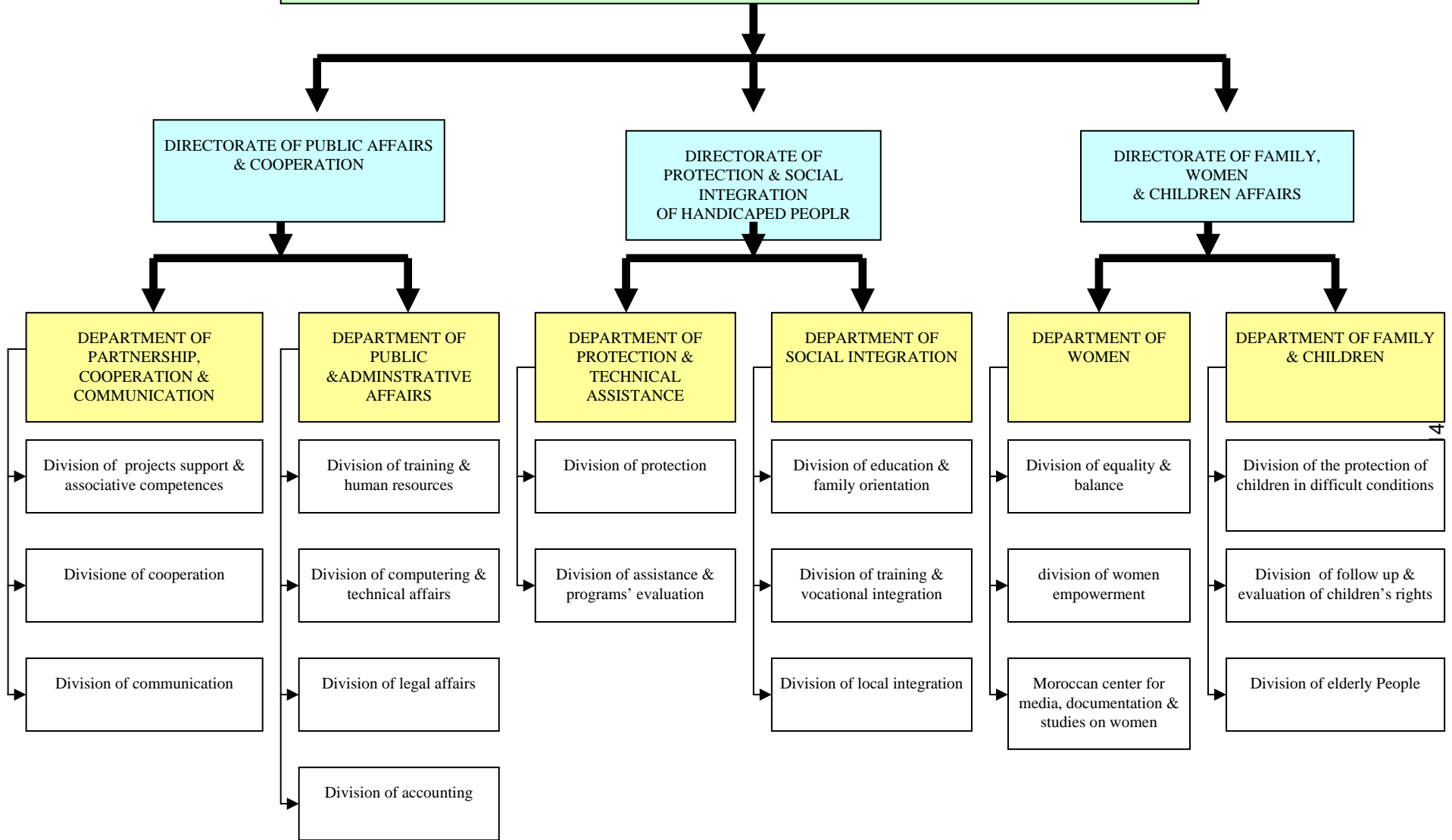
DEPARTMENT OF FAMILY & CHILDREN

Division of the protection of children in difficult conditions

Division of follow up & evaluation of children's rights

Division of elderly People

Organizational Chart of National Machinery



3. Current Situation of Women in Morocco by Sector

3-1 Education

Education

- The present Government gives high priority to providing education for all with a special attention to women and rural areas.
- Disparities between rural and urban areas are alarming as far as education is concerned.
- There is a gap in adult literacy rate by sex and place of residence.
- Female education enrolment ratio is increasing, but it is still inferior to male proportion.
- A number of economic obstacles and socio-cultural factors prevent women from attending or completing school.

Government Policy

Being a national priority, Morocco devotes 21.4% of its general budget to education. It increased by 12.47% compared to 2005. Recently, a number of ministries and departments have been involved in order to improve teaching quality and generalize school access, with a particular attention to girls and rural areas. The Ministries related to education are: 1) Ministry of National Education, Higher Education, Staff Training and Scientific Research. 2) Ministry of Employment and Vocational Training. 3) Ministry for Social Development, Family and Solidarity. 4) Ministry of Justice. 5) Ministry of Agriculture, Rural Development and Maritime Fisheries.

Between 1994 and 2004, a significant progress has been made in the field of education and students' enrolment rate in primary, secondary and high education increased by 40%, of which girls represent 59% against 27% for boys.

Within the framework of NIHD, more than 5 000 projects have been identified and in the course of execution since the first half of the year 2006. Cost: more than 600 millions dh, of which 300 millions are provided by donors such as WB, UNDP, JICA and associations.

New Strategic Conversions:

- **Generalizing basic education:** the government's main objective is to eliminate disparities between sexes at all levels of education by 2015 and to generalize good-quality compulsory education to all children at pre-school, primary and secondary schools. Particular attention is given to girls. Special provisions have been made in favour of handicapped children, including girls, by encouraging their integration in the so called "normal" school and by the creation of special institutions for children with serious handicap.
- **Eradicating illiteracy and reinforcing informal education:** the state aims at reducing illiteracy rate to under 20% by 2010 and its eradication by 2015. Therefore, literacy and informal education strategies are elaborated on the basis of several programmes, among which is "Massirat Annour" (Light Walk) launched in 2003 which basically targets the rural world, especially women and which objective is to establish partnerships, programmes sponsoring, follow-up and social development.
- **Social support of the Ministry to pupils in need:** the Ministry of National Education, Higher Education, Staff Training and Scientific Research adopted a strategy to support schooling taking into consideration pupils in need coming from urban peripheries and rural areas, focusing particularly on girls. The objectives of this 2004-2007 strategy are: 1) to extend the capacity of dining halls in primary schools. 2) to extend accommodation capacity of boarding secondary and high schools. 3) free distribution of school supplies and textbooks to pupils in need, in partnership with NGOs and the private sector. 4) to generalize health care coverage, in partnership with the Ministry of Health. 5) the organization of transport system for pupils from distant areas, in collaboration with private sector and local authorities.

Adult Literacy Education

Adult literacy has increased from 29.5% in 1994 to 42.7% in 2004. Nevertheless, Morocco still has one of the lowest adult literacy rates, lower than the overall figure for the Arab region. Over 42.7 per cent of the adult population is illiterate: 30.8% male and 54.7% female in 2004. The situation is much more alarming in rural area than in urban area: 84% of rural women are illiterate (approximately 9 women out of 10) against 60.5% of rural men whereas in urban area, 45% of urban women are illiterate and 29.4% of urban men.

Various literacy programmes are carried out for women by the Ministry of Education, NGO's and donors involving media and communication/information departments.

Regarding non formal education, Moroccan law provides for free and compulsory primary education for children and adolescents aged 8 to 16. The country has made advances in expanding primary school enrolment, especially in rural areas and among girls, two categories which previously had extremely low rates of school attendance. Nevertheless, only 8% of children attend school, of which girls represent 65%. This shows the young girl's adherence to this type of education.

Percentage of people who could read and write in 2004 (age 15 and over) in MEDA Region

Country	Men	Women	Total
Morocco	69.2 %	45.3 %	51,7 %
Tunisia	83,4 %	65,3 %	74,3 %
Mauritania	51,8%	31,9%	41,7%
Egypt	67,2 %	43,6 %	55,6 %
Jordan	95,9 %	86,3 %	91,3 %
Yemen	70,5 %	30,0 %	50,2 %

Source: *The World Factbook, CIA*

Pre-school Education

Pre-school education concerns 4 and 5 year-old children and it is mostly private. The gross enrolment rate in 2004-2005 was 53.3%, from which more boys profited than girls with 63% of enrolments in urban areas. However, Morocco is far from attaining the generalization of pre-school education intended in the National Charter for Education in 2004. The gap between sexes is alarming between the rural area where the Index of Parity between sexes (IPS) is 0,33 against 0,92 in urban area. Yet, pre-school education is a means of generalizing education. In addition to reinforcing education at the higher level, it frees elder brothers/sisters from taking care of their younger siblings and therefore increases the probability of girls going to school and having access to waged jobs.

Primary, Secondary and Higher Education

At the primary school level, the enrolment rate was 87% for pupils aged between 6 and 11 in 2003-2004 against 60.2% in 1993-1994. Female enrolment ratio is also increasing (31% in 1990-1991, 83% in 2003-2004), but it is still inferior to male ratio which recorded 92% in 2003-2004. Until 2004, the dropping rate was significantly high in rural area than urban area: 83.1% of girls against 92.2% of boys in rural area compared to 22.7% of girls against 55.2% of boys in urban area.

Reasons for this gap between rural and urban area are:

- Remoteness of primary schools is big.
- Lack of means of transportation to school.
- Parents need for girls to relieve them from certain domestic tasks.
- Poor quality of education in rural area.

- Widespread of illiteracy, especially among the mothers has also a strong negative impact on the schooling of little girls.

In secondary education on the other hand, the enrolment rate for students aged between 12 and 14 reached 70.6% in 2004-2005, of which girls represent 64.3%. Between 2000-2001 and 2004-2005, the number of students who go on to secondary education was estimated to 1.2 millions with an average annual evolution of 4.2%, of which girls represent 5.3%.

The percentage of female who go on to secondary education is increasing. If some girls abandon primary education at a very early age, the ones who reach secondary education tend to carry on their secondary level studies (55.2% of urban girls and 22.7% of rural girls progress in their studies against respectively 46.8% and 17.4% of urban and rural boys). Again, the gap between rural and urban areas is huge.

As for higher education (literary, scientific and technical), it aims, in addition to strengthening the secondary education assets, at diversifying the fields of learning in order to offer new ways of success and integration in the professional and social life, as well as to carry on university studies.

The enrolment rate for students aged between 14 and 17 moved from 37.2% in 2000-2001 to 44.3% in 2004-2005. Female enrolment ratio also increased and moved from 32.2% to 39.2% during the same period whereas male proportion reached 50.6%. While Girls have a tendency to proceed to literary branches, boys are channeled towards scientific and technical branches.

Vocational/Technical Education and University Education

Women access to vocational and university education is increasing, which provides new employment opportunities for them. Gender stereotypes are reflected in the choice of study fields. Women for example have a tendency to choose literary and human-art related subjects whereas few study technical and industrial courses.

Constraints to Women's Education

Some of the obstacles to girls/women schooling are related to the system itself, such as the bad quality of teaching and the inappropriate curricula or else the disorganization of programmes, however, the most serious ones are due to socio-cultural, economic and institutional factors that women face such as:

- The low social recognition and status of women, especially in rural area and the perception of school by the community.
- The parents' low income which simply can not meet all expenses in education. Boys usually get priority when a family can not send all her children to school. Besides, the parents who send their daughters to school have much to lose in terms of revenue as all girls start work very prematurely
- The need for girls to support their families in the household and fulfill domestic works in addition to their role in agricultural production.
- The long distance between schools and villages as well as the lack of accommodation facilities in schools (water, electricity, latrines...) and the difficult life conditions of teachers.
- Early marriage reduces the number of girls who can complete school.
- Sexual harassment is also a factor that has a negative impact on girls' attendance to school.

3-2 Health

Health

- Maternal mortality is still a public health issue which the government is aware of.
- Life expectancy has risen to 68 years in 2004, however, with an average of 1 doctor for 2174 inhabitants and 1 hospital bed for every 1020 inhabitants, Morocco compares badly with countries of equivalent level of development.
- Indicators related to mother and child mortality are very alarming.
- Inequities in access to health care service between rural and urban areas are striking.

Government Policy

Morocco dedicates 1.24% of its GDP to public health expenditure and largely favours urban areas (78% of current expenditures are for urban hospitals and clinics). Maternal mortality however is still a public health issue in spite of the efforts made in recent years in the field of safe motherhood.

Government policies and programmes linked to maternal health are:

- The 2003-2007 Maternal Health Strategy, which includes safe motherhood programmes.
- The Ministry of Health's Strategy to reduce infant mortality.
- The National Family Planning Programme.
- The National Programme to struggle against HIV/AIDS.
- The National Programme for infant nutrition.

These programmes are implemented in close collaboration with many development partners and organizations such as UNFPA, JICA, UNICEF, GTZ, UNDP, etc.

Medical Health

Between 1990 and 2004, Life expectancy has risen to 68 years (69 for men and 72 for women), preventable childhood diseases have been controlled and nutrition conditions improved. However, lots of efforts still have to be made to decrease maternal and neonatal mortality rate, broaden access to antenatal care and medical assistance at delivery and narrow the gap that exists between rural and urban areas.

With an average of 1 doctor for 2174 inhabitants and 1 hospital bed for every 1020 inhabitants, Morocco compares badly with countries of equivalent level of development. Inequities in access to health care services between rural areas and urban areas are striking since nearly 35% of rural population lives at a distance of 10 km from health facilities. Besides, Health insurance covers only 16% of the Population and nearly exclusively in cities. This percentage is expected to increase to 32% of the population under the new law on Compulsory Health Insurance supposed to be applicable by 2006. Traditional medicine is also popular in Morocco, especially among women.

Diseases that are common in Morocco are: cancer (women represent 34.7% of breast cancer), Hypertension (37% for women), Diabetes (6.6% for women), Cardio-Vascular diseases and respiratory diseases. Three communicable diseases have been eradicated (Diphtheria, Poliomyelitis and Neonatal Tetanus) and the eradication of three other diseases is targeted for 2010 (Malaria, schistosomiasis and Trachoma) whereas demand for chronic diseases care is growing.

Mother and Child Health

In spite of the progress made, indicators related to maternal and child mortality are alarming and significantly higher especially in rural areas. Statistics in 2004 showed that maternal mortality was estimated at 227 per 100,000 births. This rate did not evolve compared to 1997 when it was estimated at 228 per 100,000 births. In rural area, it is much higher than in urban area: 187 per 100,000 births in urban against 267 in rural. The principle causes are: 1) the low quality of emergency obstetrical care. 2) the remoteness of medical facilities. 3) poverty and illiteracy. 4) the absence of antenatal consultations and medically assisted deliveries. In 2003, 63% of women were assisted by skilled health personnel during delivery: 85% in urban areas and 40% in rural areas.

Thanks to vaccination, infant mortality on the other hand decreased significantly from 91 per 1000 born-alive in 1980 to 40 in 2003. Neonatal mortality also remains high with 27 per 1000 (33 per 1000 in rural areas against 24 per 1000 in urban areas), the reasons being linked to the mother's health conditions as well as pregnancy and delivery conditions.

Nutrition Conditions

Economic growth and development in Morocco have reduced the severity of problems associated with chronic food insecurity and malnutrition for children under 5 years of age. However, their status is still not fully satisfactory: 24% are stunted and 10% are underweight and many suffer from chronic malnutrition, the reason being closely linked to poverty, disease and ignorance about nutritional requirements and the means to satisfy them.

Malnutrition is the main cause for maternal morbidity and infant mortality. It also touches women and pregnant mothers, and makes them vulnerable to diseases like anemia and iodine deficiency.

Family planning:

Morocco's fertility substantially declined over the past few decades. This is primarily attributable to the increases in women's average age at marriage and married women contraceptive use. The 2003-2004 Demographic and Health Survey found that Moroccan women were having 2.5 children on average: three fewer births than the average recorded in 1980. The change has been particularly significant among rural women, whose fertility declined from 6.6 births in 1980 to 3.0 births on average in 2004.

Contraceptive use among married women of reproductive age also increased from 19% in 1980 to 63% in 2003-2004 (65.5% in urban area against 59.7% in rural area) but differs by the level of education and household income. Modern methods are widely spread and include pills (40.5% for urban women and 39.4% for rural women), condoms (2.1% for urban women and 0.7% for rural women), IUD tie (6.5% for urban women and 3.8% for rural women) whereas traditional methods use rate drops to 8%.

Since it was founded in 1966, Morocco's family planning programme has expanded to cover the majority of the population and tries since then to afford family planning services and spread the basic information on birth control among women.

HIV/AIDS

Since the first case of AIDS was recorded in Morocco in 1986, and until 2006, the total number of cases suffering from AIDS disease has reached 1839: 63% men against 37% women (57% are illiterate women). However, these indicators do not reflect the actual number of real cases due essentially to lack of notification because of religious and social context.

If the number of cases actually suffering from the disease is relatively low, the fast increase in the number of infected women is alarming indeed, especially that women are more vulnerable than

men in more than one respect: 1) biological. 2) epidemiological 3) socio-economic. Prostitution and sexual violence are also main factors.

The 2002-2004 National Strategic Plan which was extended until 2005 is based on the implementation of preventive actions and care for persons living with HIV. Single-focused NGOs and some multi-sector NGOs play a vital role in soliciting decision-makers and actively participating in AIDS campaigns. Implication is also shown by the Ministry of Health annual budget, which provides specific allocation for the national AIDS programme. A new 2006-2010 national strategic plan is actually under review (Ministry of Health 2006 National Report).

3-3 Agriculture, Forestry and Fisheries

Agriculture, Forestry and Fisheries

- Agriculture is a basic activity in Moroccan economy. It employs 92% of active women, 32% of whom are under 19.
- Poverty badly affects rural population; particularly women.
- Compared to men, women have less access to land but the same access to micro credit.
- Many constraints hinder the participation of rural women to economic activities, namely the burden of domestic tasks.

General Situation

Moroccan rural population represents 42% of which 50.7% are women. The agricultural sector employs approximately 92% of active women of whom 32% are under 19. Besides, they are mainly involved in domestic activities made painful by the insufficiency of the basic infrastructures (drinking water supply and fire wood supply which constitutes a source of energy for cooking in 36% of the rural households), their work in handicraft has recently regressed because of manufactured products' concurrence and their participation in commercial activities is very modest and represents only 0.4%. 75% of rural women are illiterate and their access to medical services remains very weak.

Poverty is a major concern in Morocco. It affects 14.2% of the population- (1 person out of 4 in rural area against 1 out of 10 in urban area). In 2005, 19% of the population (70% in rural area) was living under the national poverty line. The causes are linked to drought, low productivity combined with poor infrastructures, scarcity or high price of raw material, restriction of the outlets, lack of money to invest, etc. The situation being more difficult for women and young girls, the latter are more vulnerable to poverty.

In response to growing rural poverty, the objectives of equity and inclusion have been repeatedly stressed by King Mohammed VI and have become integral parts of the Government's programme. The 2020 rural Development strategy provides the operating principles to achieve these objectives: decentralization, integration and participation.

Agriculture Policy and Gender

Aiming at fighting poverty in rural areas, the government has set up various programmes which objective is to ensure food security for the poor, create long term opportunities through education, health services, basic infrastructures and the promotion of revenue generating mechanisms. The mission of the Department of Agriculture and Rural Development however was the socio-economic development of rural women by implementing various strategies in support of rural women within the framework of an approach based on the integration of women in development.

To this end, The Ministry of Agriculture established the Office for Socio-Economic Promotion of Rural Women in 1984. The office is divided into 40 Regional Units called "Regional Cell for Feminine Animation (RCFA) and has the role of: 1) supervising rural women and implementing programmes and action plans for them. 2) organizing rural women into groups and cooperatives for easier access to services. 3) sensitizing them to economic and social activities.

However, since the end of the Nineties, a new strategy based on the gender approach was retained to replace that based on the integration of women in development and as of 2002, an orientation memorandum for the promotion of rural women has come to confirm the gender approach which gives women an equal access to agricultural extension, ancillary services (micro-loans input) and to basic social services. A specific budgetary heading dedicated to female activities was launched in 2002 with a total budget of 6 millions DH, 4 millions DH in 2003, 4 millions in 2004 and 3 millions DH in 2005 (DERD, MARDMF).

Land Possession

In Islam and in Moroccan law as well, men and women have equal rights to land ownership. But in inheritance men inherit twice as often as women do. In fact, women represent only 4.4% of the total number of land owners and have 2.5% of agricultural land used. This confirms the low representation of female land owners and their weak access to lands. Besides, 98% of female land exploiters who own 90% of agricultural land are illiterate.

Extension Activities and Training for Women

Various actions are undertaken for the socio-economic promotion of rural women. These actions are composed of:

- **Feminine Animation Action:** it intervenes in the field of technical supervision, agricultural extension and socio-educational information related to various women activities allowing the improvement of rural women's extra activities (health, hygiene, safeguarding of natural resources...). Two experiences were carried out in this context by RCFA structures, one with FAO, the other with UNFPA.
- **The promotion of income generating projects:** aims at the improvement of agricultural activities and the alleviation of certain house chores (substitution of the firewood and the use of biogas and solar energy, digging wells and equipping them with manual pumps...). The small-scale animal breeding (poultry farming, rabbit breeding, beekeeping) is the most developed activity by rural women with 77 units established in 2004 and 2610 beneficiaries.
- **Agricultural extension actions:** rural women benefit from extension activities like other male farmers. Unfortunately, there has been a limited evolution recently in the number of women receiving agricultural extension due to the shortage in female animators at the local level.

Women Support for Microfinance

The microcredit programmes intended to finance the economic activity of individuals who have low revenues are a new trend in Morocco. Recently, Banks and NGOs have been actively involved in this field. The Caisse Nationale du Crédit Agricole (CNCA), the main lending institution for rural activities in Morocco, have implemented programmes to provide microfinance services for rural women to support their income generating activities. In all, women's access to credit services in Morocco is the same as men's.

Rural Life and Gender

Work repartition between men and women is very unequal in rural area where all domestic tasks are carried out by women (children care, water and firewood supply, bread cooking, meal preparation, cleaning, washing...). They are also engaged in agricultural tasks such as gardening, milking, harvesting, olive collect, and help men in the field when necessary. Moreover, they are mainly involved in cattle breeding -70% for dairy bovine breeding, 40% for ovine breeding and 70% for goat breeding-, cultivation of cereals and legumes (45% of farming activities) as well as industrial crops (42% of the labour and 65% of work related to these activities are carried out by women).

70% of households are run by women because of the exodus of men towards non-agricultural activities in big cities. Women therefore become responsible for both production and housework.

Gender relations in decision-making vary by type of decision and status of the woman in the household. In general, men make most of the decisions, but consultation with their wives is common. Women have a great deal of decision-making power in the absence of a husband or a male child. However, male children are frequently the decision-makers when the husband is absent.

Many constraints hinder the participation of rural women to economic activities (agricultural and commercial) and limit the use of their know-how, namely, the burden of the domestic tasks, the scarcity or high price of raw materials and the restriction of the outlets. Moreover, 21,4% of rural women engaged in an activity receive the profits generated by this activity. The spouse or the tutor usually obtains the profits generated by the female activity.

Forestry

Forests occupy 12,7% of the national territory and play a crucial role economically and socially. Indeed, they cover 30% of the country needs in industry and wood, contribute with 30% of the energy balance and with 17% of the food needs for national livestock. The forest sector also contributes to the creation of employment opportunities with an average of 100 millions working days per annum: 28000 employment opportunities in forest enterprises, 14000 in processing and 26000 in fire wood collect. The latter is generally executed by women.

In rural area, forest drudgeries are generally assured by women and girls, harming therefore their health and their availability for going to school in addition to their confined exposure to carbon monoxide. Forestry resources however are mostly controlled by men.

Women and Fisheries

Famous among the world's full-of-fish and enjoying a maritime space of approximately 1,2 million km², Morocco is the biggest exporter among the African and Arab countries.

The fisheries sector represents nearly 2,5% of the national GDP and 56% of foodstuffs export. It employs over 100 000 people, about one third are women, who are mostly employed in the fish processing industry.

There are three categories of women working in the fisheries sector:

- Fisherwomen: they count about 4000 and their work consists mainly of collecting shells or seaweeds and fishing sea urchins, crabs and octopus, etc.
- Fishermen's wives and daughters: they count more than 300 000 living in the coastal rural area. They manage households when husbands and fathers are absent.
- Women working in fish processing industry: they represent approximately 67% of the labour force engaged in this field; that is a total of about 28 000 women.
- Degree-holders women from maritime training institutes and fish processing industries institutions.

In order to improve rural women economic and life conditions in the field of fisheries, JICA, through its volunteer programme, supports rural feminine groups and associations to implement integration programmes in fisheries and diversify their income generating activities. It therefore contributed to the implementation of various projects in the area of Sidi Boufdaïl, Tiznit and Imesouane. FAO, UNDP and WB also support development projects for women in fisheries along with some national (FEDER, LE FEMININ PLURIEL...) and international associations (Italy).

3-4 Economic Activities

Economic Activities

- Women participation in the labour market has increased but they still remain at a lower rank compared to men.
- Agriculture is the main economic activity and income source for women.
- Women work mostly in informal sector under bad conditions.
- At the legal level, Morocco labour law privileges women and children's rights but in practice, there is no strategy that guarantees these rights.

Working Situation for Women

Notable advances have been made in closing the gender gap in terms of enhancing women's economic participation in Morocco. Nevertheless, women remain at a lower rank compared to men. Recently, women participation in the labour market has increased. But still men represent 75.1% of total employment whereas women represent 25,9%: 92,3% in agricultural activities, fisheries and forest sector (76,6% for men), 44% in industry and handicraft and 47% in services and administration.

Female participation has also significantly advanced in the government and public sector. 10 years ago, no single woman has ever held a ministerial position or any position of authority. Today, there are 35 women in parliament. Women hold high positions in the government as directors (18), governors (1), ministers (4), ambassadors (3) or even His Majesty's advisors (1). In fact, Morocco comes at the top of the Arab countries regarding women representation in parliament.

However, this increase in female employment rate concerns only one type of women. For others, social and political participation is still limited due mainly to illiteracy, level of education, marriage and male domination. These women remain far from decision-making positions: 65,7% of active women do not hold any diploma, 17,17% barely have a primary school certificate, 7,25% hold a certificate of secondary studies and only 4,91% are holders of the baccalaureate or university diploma.

Working Population by sex in public sector

Sector	Men	Women	Total
Agriculture, Forestry and Fisheries	61,6%	92,4%	75,4%
Industry and Handicraft	28,6%	56,6%	45,3%
Construction and Public Works	42,2%	36,5%	42,1%
Trade	33,5%	59,1%	36%
Transport and Communication	30,5%	8,7%	29,2%

(Source: Directorate of Statistics: Employment and Unemployment Activities of 2002)

	Male%	Female%	Total%
Employer	2.9	1.1	2.5
Office Self-Employed	15.8	4.8	13.2
Home Self-Employed	0.6	6.7	2.1
Mobil Self-Employed	11.8	3.9	9.9
Public Employee	17.6	21.1	18.4
Private Employee	47.6	59.2	50.4
Family Aid	2.0	2.1	2.0
Apprentice	1.6	1.1	1.5

Source: OHCP (2004 statistics)

Informal Sector

Women constitute the third of the urban labour, more than half of them work in the informal sector, mainly textile and clothing factories, under difficult conditions such as: 1) wage discrimination. 2) reduced access to on-the-job trainings which are usually scheduled after working hours and week-ends. 3) long working hours. 4) sexual harassment inside the factory and outside when going home late at night. 5) absence of social security protection.

Female participation in the informal sector has increased recently due to growing urbanization caused by massive rural exodus, which has contributed to the excessive use of labour force and the emergence of new enterprises. In this context, women are more engaged in low-income activities. They work more in small enterprises (handicraft, food processing, textile...) with no rights and under less favorable conditions, get engaged in less paid housework and sometimes in unpaid domestic work. Women employed in houses for example receive wages which often do not exceed half of the GIMW (Garanteed Interprofessional Minimum Wage) and have no social protection or status.

In rural area on the other hand, female economic participation is very high, but often confused with the housework therefore not grasped exactly.

Total of active population by sex and place of residence

	Male	Female	Total
Urban	54.4%	19.8%	36.8%
Rural	55.1%	14.9%	34.9%
Total	54.7%	17.6%	35.9%

Source: Directorate of Statistics, OHCP, Data of the General Census of Population and Habitat (1994-2004)

Support System for Women Workers

Legally, Morocco new labour law (2004) privileges women and children's rights. Not only does it give men and women equal rights in the workplace and reinforce the principle of non-discrimination against women, but it also improves maternity rights and recognizes women's right to unionize. In practice however, women workers' rights continue to be flouted because there is no strategy to enforce the law.

The new law stipulates that 1) women and young workers under 18 must not work more than 10 hours a day including overtime. 2) they must not work for more than 6 hours without a break of at least half an hour. 3) they must not work between 10pm and 5am (night work). 4) a safe and hygienic environment must be provided to all employees. 5) physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse is prohibited. 6) Mothers must have, for one year, one paid extra hour for breast feeding and 14 weeks for maternity leave. In addition, men and women must be paid equal wages for equal work. It is to be noted that Morocco has ratified ILO convention N°111, which prohibits employment discrimination on the basis of race, color, sex, religion, political opinion, national extraction or social origin.

In order to promote women status and integrate them in development socially and economically, government has undertaken a number of strategies and development plans in favour of women, in collaboration with public authorities, civil society and international organizations:

- Project for the reinforcement of women entrepreneurs capacities, Ministry of Trade and Industry, 2002 and 2003.
- Micro-credit programmes for young promoters, 26% of whom are women.
- National Programme for enterprises.

- Revenue generating projects for rural women, Ministry of Agriculture....

To recognize women contribution in society, Morocco celebrates, since 2000, women's international day, (the 8th of March) by the organization of "Khemissa" manifestation. A unique event in the world organized in favour the Moroccan brave and fighting woman. During this day, honouring prizes are awarded to five distinguished feminine personalities that have marked Moroccan history during the year in all fields (enterprise, fashion, sports, associations, media...) after being selected by a special committee.

Conclusion

Although a significant progress has been achieved in the promotion of women status, much effort still has to be made. Their contribution remains very weak in decision-making positions, they are viewed as a secondary workforce and they are still less respected in the workplace.

4. On – going Gender Projects

Projet	Implementing Organization	Donor Organization	Duration	Budget	Relation to Women
Agriculture, Forestry, Fishery					
Promotion of clam collectors (mollusc collectors) in Oualidia, El Jadida	MARDMF EFERD	MARDMF FWE/UNDP FAO	6 years 3 years 1 years	148.940 dh 268.950 dh 9.988 dh	- Improvement of economic conditions - Improvement of living conditions
Promotion of clam collectors (mollusc collectors) in Sidi Boulfadail, Tiznit	MARDMF	MARDMF Support Project for the Valorisation of Fishing Products	1 year	37.000 dh	- Organization of collectors in cooperatives - Improvement of mussel collectors work conditions
Support Project in the cooperatives of Sidi Boulfadail and Imsouane	MARDMF	MARDMF CMSR	2 years	200.000 dh 500.000	- Improvement of economic conditions - Improvement of living conditions
Promotion of mussels female collectors in Duiora, Agadir	MARDMF/High Commissioner ship of Water and Forests (NPSM)	GTZ SPANISH NGO NPSM/MARDMF	3 years	1.520.000 dh	- Improvement of economic conditions - Improvement of living conditions
Economic Activities					
Promotion of rural women in Shtouka Ait Baha province, Agadir	FAO	FAO	1 year	10.000 dollars	- Improvement of economic conditions - Improvement of living conditions of rural women
Promotion of rural women in Errachidia,	FAO	FAO	1 year	10.000 dollars	- Improvement of economic conditions - Improvement of living conditions of rural women
Women / General					
Promotion of rural women in Al Haouz area	SSCFSSA	UNFPA	3 years	632.500 dollars	- Improvement of economic conditions - Improvement of living conditions of rural women
Strategies for population and development (Implementation of an information system and a network of NGOs psychological and support listening centers in favor of women who are victims of gender	DAMW	UNFPA	3 years	325.000 dollars	

violence)					
The Integration of gender approach in development policies 2003/2006 (Economic disparities related to gender)	SSCFSSA	EFM, MI, SDA, MPEP Prefectures and provinces of the north, AFE MFCE, FTCISM	3 years for the 1 st phase	1 533 000.00 euros	
The reinforcement of the capacities of courts dealing with family affairs. (The reinforcement of the capacities of courts dealing with family affairs by using the 2005 new family code)	UNIFEM	UNDP	March, 14 to December, 31 2005	100.000 dollars	

5. Gender Information Sources

5-1 List of Organizations/individuals related to Gender

Name of Organization	Contact Person (Area of Specialization)	Results (Project Content/Year Related Organizations, Experience in Social & Gender Analysis)	Reports/Writers (Publishing Year)	Contact Address Tel/Fax/E-mail
International Organizations				
UNDP	Rania EL AZEM rania.elazem@undp.org Programme Assistant Focal Point Gender	Femal Entreprise Project	2005	Angle Avenue Moulay Hassan et Rue Moulay Ahmed Loukili Casier ONU, Rabat Chellah (Maroc) Tel +212 37 703555 Fax +212 37 701566 www.pnud.org
		Project for the Reinforcement of Gender Approach Integration Capacities	2006	
MCIDSW	Soumia BENCHAKROUNE B_soumi@cmidef.ma	National Report Beijing +10 Project on Gender	2005 2004	27, Avenue La Victoire Rabat 10000 – Maroc Tel +212 37 77 58 40 Fax +212 37 77 58 05
UNIFEM	Florence RAES www.eurosur.org/wide/GM/GB_Raes.htm	Gender Analysis, Project Planning and Development Research		Bruggeveldstraat 41 Dilbeek Belgium 3224539253 flraes@yahoo.com
AFE	Aur�lie DAMMAME	Conceptual Analysis, Gender Analysis, Research, Training and Capacity Building		40, Bd P.V Couturier 93100 Montreuil France 93100 +33 6111 69886 adamamme@yahoo.fr
USAID	Mhammed Abderebbi	Research, Project Planning, Development Tools, Training and Capacity Building, Needs Assessment, Poverty Assessment, Gender Analysis, Impact Analysis and Evaluation, Computer Skills		282 City Nahda 2 Idafi 3 Rabat Morocco Tel +212 61 99 17 74 Fax +212 37 63 28 45 mabderebbi@meg.org.ma
NGOs				
DAMW	Rabia NACIRI	Discrimination Against Women in Moroccan Penal Law	2000	Tel /Fax +212 37 73 71 65 / +212 37 26 08 13 adfm@mtds.com Rabat Maroc
DAMW	Rabia NACIRI	The Reality of Women Rights in Morocco	2000	Tel /Fax +212 37 73 71 65 / +212 37 26 08 13 adfm@mtds.com Rabat Maroc

Name of Organization	Contact Person (Area of Specialization)	Results (Project Content/Year Related Organizations, Experience in Social & Gender Analysis)	Reports/Writers (Publishing Year)	Contact Address Tel/Fax/E-mail
DAMW	Rabia NACIRI	Women Witnessing	2001	Tel/Fax +212 37 73 71 65 / +212 37 2 608 13 adfm@mtds.com Rabat Maroc
DAMW	Rabia NACIRI	Together Against Violence Towards Women	2001	Tel /Fax +212 37 73 71 65 / +212 37 26 08 13 adfm@mtds.com Rabat Maroc
Consultants				
	Naima BELARBI Professor at Ibn Tofail University	Conceptual analysis, Gender analysis, Process Evaluation Research 1) Muslim Women Rights to Development 2) Moroccan Muslim Women as a study case		40 Avenue ALAOUYINES Apt. 11 Rabat Tel +212 61 40 53 80 naimalarabi@yahoo.com

5-2 List of reports and references related to Gender

Title	Publisher	Year	Where to get
Education and Training			
World Report "Education for All"	UNITED NATIONS ORGANISATION	2003	MNEHESTSR
World Report "Problematic Between Sexes and Education for All"	UNITED NATIONS ORGANISATION	2004	MNEHESTSR
World Report "Education for All"	UNITED NATIONS ORGANISATION	2005	MNEHESTSR
World Report "Education for All"	UNESCO	2006	MNEHESTSR
Health and Medicine			
Formulation of an Outline and an Action Plan for Gender Integration and Reinforcement of National Capacities (French report)	Mr Hssaein AWSSAF National Consultant, Gender and Planning	2005	FAO, Rabat
Agriculture, Forestry and Fisheries			
Formulation of an Outline and an Action Plan for Gender Integration and Reinforcement of National Capacities, Gender and Land (French report)	Mr Mohammed LAKLALECH National Consultant, Gender and Land	2004/2005	FAO, Rome
Economic Activities			
Formulation of an Outline and an Action Plan for Gender Integration and Reinforcement of National Capacities, Gender and Micro-Finance (French report)	Mr Abdelkader FTOUHI National Consultant, Gender and Micro-Finance	2006	FAO, Rome
Social/Gender Analysis			
National Report Beijing +10	UNFPA	2005	SSCFPH
Gender Project	GTZ	2004	SSCFPH
Others			
Formulation of an Outline and an Action Plan for Gender Integration and Reinforcement of National Capacities (French report)	Samia MOULAY BENAÏSSA, National Consultant, Gender and Agricultural Products Marketing	2006	FAO, Rabat
Women's Rights in Focus: Morocco A report on the findings of a nationwide focus groups with Moroccan citizens that conveys important insights about popular attitudes on women's economic, social, political and legal rights	Freedom House	2004	WAFIN Organization, Washington DC
Gender Assessment for Morocco :	USAID	2003	USA Embassy, Rabat Morocco

Assessment of the action plan for the integration of women in development, political participation and the "Moudawana			
Arab Women: the Case of Denial of Nationality. This study examines Moroccan nationality law and the conditions of passing the nationality to the children of a Moroccan woman married to a non-Moroccan man.	UNDP POGAR CRTD	2002	USA Embassy, Rabat Morocco
<u>Women's Rights in Morocco:</u> A bill known as the "National Action Plan for Integrating Women in Development" was introduced in March 1999 in Morocco and aimed at asserting some basic rights for women against discrimination and abuse. However, the opponents of the plan see these changes as a diversion from the Islamic moral values.	Wafin Moroccan Connections in America	2001	WAFIN Organization, Washington DC
<u>Parallel Report of Moroccan NGOs on the Application of the Convention on Eliminating all Forms of Discrimination Against Women (CEDAW), December 1996:</u> The report was written by the Moroccan Women Democratic Association (Association Démocratique des Femmes du Maroc).	UNDP	1996	USA Embassy, Rabat Morocco

6. Key dates

1931	- Creation of the first school for young Muslim girls in the city of Salé.
1934	- Implementation of the reform plan for compulsory schooling for children aged 6 to 12 (the two sexes are concerned).
1937	- Creation of the first school for brilliant girls in Fes. - After independence, His Majesty Mohammed V named Princess Lalla Aïcha Ambassador of the Kingdom of Morocco in Italy and Mrs. Halima EL OUARZAZI first Director to the Ministry of Foreign Affairs, representing Morocco at the United Nations Organizations.
1957-1958	- The Moudawana, Personal and Succession status code was elaborated with modifications that fit the traditional Muslim rights.
1975	- His Majesty Hassan II announced the Green March for the recovery of Moroccan Sahara and declared the participation of 10% of women, equivalent to 35.000 female participants.
1976-1977	- Communal and legislative elections.
1976	- There were 76 candidates to elections and 10 persons were elected, of whom Zineb BENNANI who would become vice-president of the Town Council of Sidi Kacem city.
1979	- A royal commission was established in order to review the Moudawana; they worked in absolute secrecy and proposed, in 1981, a complete code including 504 articles. These proposals were, particularly, related to the raising of the marriage age for girls from 15 to 18, the regulation of the status of the tutor and of the child born out of wedlock.
1983	- Appeared the first edition of the first Moroccan feminist magazine (in March 8, 1983).
1985	- Birth of the Democratic Association of Moroccan Women (DAMW), which later became member of the International Democratic Federation of Women (IDFW).
1991	- Creation of the Moroccan Association for Women's Rights and the Moroccan Association of Women in progress.
1992	- Millions of signatures were collected for the prohibition of polygamy, the removal of the tutor, equality in obligations and rights between the two sexes. Women came together and asked for change of the Moudawana: Union of two wives, introduction of legal divorce, women supervision on their children the same way as men, etc.
1993	- The code of personal status was reviewed, particularly, the chapters dealing with matrimonial supervision (Wilaya), children guardianship, polygamy and repudiation.
1995	- Four women fulfilled the position of Secretary of State: <ul style="list-style-type: none"> • Mrs. Zoulikha NASRI at the top of the National Mutual Aid. • Mrs. Nawal EL MOUTAWAKIL in Sports. • Mrs. Aziza BENNANI in Culture. • Mrs. Amina BENKHADRA in Mines.
1998	- Nomination of: <ul style="list-style-type: none"> • Mrs. Fatima BENNIS, Director General of the Stock Market in Casablanca, then Director General of the National Office of Tourism. • Mrs. Rahma BOURKIA as head of Arts and Social Sciences University in

		Mohammedia city.
1999		<ul style="list-style-type: none"> - The government implemented the project of women integration in economic and social development. The Department of Women and Child Protection was in charge.
2000		<ul style="list-style-type: none"> - The second national forum for female solidarity gathered around 50 female associations, 12 ministries, 58 cooperatives and several bank representations. In parallel, conservative forces got organized and expressed their disapproval of the national plan concerning women integration in development. - A training scheme for women contractors was organized by the Ministry of Industry, Trade and Craft Industry (MITCI), in collaboration with the Sweden Agency for International Cooperation and Development (SAICD). Approximately 250 women took part. - The government of Morocco signed cooperation conventions with the representatives UNFPA, UNDP and UNIFEM. - The agreement entitled "Gender and Development" aimed at establishing preliminary measures for women integration national action plan and piloting testing operations. An envelope of 6,25 million DH was devoted to this project. - On the occasion of women's day in March 8, 2000, two opposing manifestations were organized. The first, in Rabat, supported the plan of women integration in development. The second, in Casablanca, expressed the opposition to this plan. Important media covered these antagonistic movements.
2001		<ul style="list-style-type: none"> - His Majesty King Mohammed VI announced the appointment of the Royal Advisory Committee responsible for reviewing the Moudawana and advised it "to take in consideration all personalities, authorities, organizations, associations and other parts concerned". At the outset of the operations undertaken by the Higher Council for National Promotion and Plan, His Majesty King Mohammed VI focused on the importance to reinforce the democratic process. He specified that women must be associated with the country's development to exert all their rights - Creation of the Association of women heads of companies in Morocco (AWHCM). Accordingly, Mrs Nezha CHEKROUNI was named by His Majesty Minister in charge of Women and Family Protection under the Minister of Employment.
2001		<ul style="list-style-type: none"> - The American State Department drew up an assessment on the situation of human rights in Morocco. Domestic violence and discrimination regarding women were judged to be frequent. The document criticized the indulgence of law regarding men's offence towards their wives.
2002		<ul style="list-style-type: none"> - The government council adopted a national list reserved to women in the forthcoming elections and several parties imposed a quota of 20% for female representation in their decision bodies.
2002		<ul style="list-style-type: none"> - 35 women entered the Parliament and many were named ministers like Mrs. Yasmina BADDOU, Secretary of State in charge of Family, Solidarity and Social Action; Mrs. Nezha CHEKROUNI, Minister in charge of Moroccan Residents abroad; Mrs. Nejma THAY THAY RHOUSALI, Secretary of State under the Minister of National Education and Youth, in charge of illiteracy fighting and non-formal Education
2003		<ul style="list-style-type: none"> - Creation of the "National Group for Women Real Presence in the Local Community". It is a number of associations determined to promote the significant and qualitative presence of women in communal councils

2003	<ul style="list-style-type: none"> - The rate of female candidatures in communal elections rose by 5% whereas it was only 1.62% during the 1997 communal poll. The number of elected women was 127 in the communal elections of September 12, 2003. Appointment of women in various councils: Human rights, Audio-visual, Magistrate, Commission Truth – Equity
2004	<ul style="list-style-type: none"> - Appointment of a woman to the higher council of the Oulemas (religion advisors), 36 women in regional councils of the Oulemas and 36 in regional councils
2006	<ul style="list-style-type: none"> - Nomination of the first woman as governor

7. Definitions

<Technical Terms>

Affirmative action

Priority positive measure to promptly correct the difference, in case discriminated groups are placed in extremely unequal conditions to other groups, due to the discrimination accumulated in the past.

Gender

Analytical concept to clarify the social and cultural roles of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender is likely to change and vary according to social norms and sense of values.

Informal sector

Part of economy consisting of small competitive individual or family firms listed in the labour indicators. According to the definition of ILO, people involved in this sector have simple technology, insufficient capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of book-keeping.

National machinery

Administrative organization to promote equal participation for men and women, implement and strengthen policies related to women, and supplement organization for women.

Poverty line

Level of income under which it is impossible to get adapted food for good nutrition and to satisfy non-alimentation basic needs.

Reproductive health/rights

Health/Rights regarding sex and reproduction concern. To be able to have a safe and satisfied sex life and freedom to decide when and how many children to deliver.

<Economic Indicators>

Inflation rate

Instead, GDP deflator is used.

Percentage of women's income

There is no appropriate data comparable to each country. UNDP stated that women's income represents 75% of men's in non-agricultural sector.

GDP per capital

Gross Domestic Product (GDP) is the sum of value added by all residents' producers plus any product taxes not included in the valuation of output. GDP per capita is the Gross Domestic Product divided by mid-year population. Growth is calculated from constant GDP price data in local currency.

GNI per capital

Gross National Income (GNI) is the sum of value added by all residents' producers plus any product taxes (less subsidies) not included in the valuation of output plus net receipts of primary income (compensation of employees and property income) from abroad. GNI per capita is Gross National Income divided by mid-year population. GNI per capita in US Dollars is converted using the World Bank Atlas method.

Gini index

Aggregate numerical measures of income inequality ranging from 0 to 100. A Gini index of 0 represents perfect equality, while an index of 100 implies perfect inequality.

National poverty rate

Percentage of population living below the poverty line deemed appropriate for the country by its authorities.

Urban poverty rate

Percentage of urban population living below the urban poverty line

Rural poverty rate

Percentage of rural population living below the rural poverty line

Active population or labour force

All people who supply labour for the production of goods and services during a specified period. It includes both the employed and unemployed.

<Health>

Access to health services

Percentage of population able to visit health centers in less than one hour of travel, by foot or by local means of transportation.

Access to safe water

Proportion of population with reasonable access to an adequate amount of safe water (uncontaminated water) from springs, sanitary wells, public fountains, standpipes...

Antenatal care

Percentage of women aged 15-49 assisted at least once during pregnancy by skilled health personnel.

Child malnutrition

Percentage of children under 5 whose weight is less than 2 kg.

Contraceptive prevalence

Percentage of married women aged 15-49 currently using contraception.

EPI: Expanded Program of Immunization

The immunizations in this program include those against TB, DPT, polio and measles as well as protecting babies against neonatal tetanus by vaccination of pregnant women.

Estimated number of people living with HIV/AIDS

Estimated number of adults and children living with HIV/AIDS.

HIV/AIDS adult prevalence rate:

Percentage of adults (15-49) living with HIV/AIDS as of the end of the year.

Infant mortality rate

Probability of dying between birth and exactly one year of age expressed per 1,000 births.

Maternal mortality rate

Annual number of mothers who die among 100,000 cases of delivery due to pregnancy.

Oral Rehydration Therapy (ORT) use rate

The rate of using oral rehydrate salt or substitute solution for under 5 infants having diarrhoea.

Percentage of births assisted by trained health personnel

The rate of births with the help of doctors, nurses, midwives, trained health personnel, or trained traditional midwives.

Percentage of infants with low birth weight

The rate of newborn children of which the birth weight is less than 2,500 grams.

Public expenditure on health

Consists of recurrent and capital government expenses (central and local) for health promotion and health services.

Skilled attendance at delivery

Percentage of births attended by skilled health personnel (doctors, nurses or midwives)

Synthetic fecundity rate

Number of children that a woman would put to the world during her life, by giving birth, at each age, to the number of children corresponding to the rate of fecundity prevailing for this age.

Total enrolment ratio

(Or gross enrolment ratio) is the rate of pupils going to school with no respect to school age against population at the school age. Net enrolment ratio is the rate of pupils going to school at the school age against the people at the school age.

Total fertility rate

Average number of children that a woman delivers during all her life.

Under-five mortality rate

Probability of dying between birth and exactly five years of age expressed per 1,000 live births.

Under-one mortality rate

Annual number of infants who die among 1,000 newborn babies within 1 year after birth.

<Demographic>**Life expectancy at birth**

The number of years newborn children would live if subject to the mortality risk prevailing for the cross section of population at the time of their birth.

Urban population:

Percentage of population living in urban areas (capital, great urban Centers, secondary urban centers).

<Education>**Adult illiteracy rate**

Percentage of persons aged 15 and over who cannot read and write

Adult female illiteracy

Proportion of female adults aged 15 and over who cannot read and write a short, simple statement on their everyday life.

Gross enrolment ratio

Is the number of children enrolled in a schooling level (primary or secondary) regardless of age, divided by the population of the age group that officially corresponds to the same level.

Net Primary or secondary school enrolment ratio

The number of children enrolled in primary school who belong to the age group that officially corresponds to primary schooling, divided by the total population of the same age group.

Net primary school attendance

Percentage of children in the age group that officially corresponds to primary schooling who attend primary school

Primary school entrants reaching grade five

Percentage of children entering the first grade of primary school who eventually reach grade five.