

Morocco:Country WID Profile

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Country WID Profile (Morocco)

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**Abbreviation
(Morocco)**

ADFM	Association Democratique des Femmes du Maroc
BCG	Bacille Bille de Calmette et Guerin
CIDA	Canadian International Development Agency
DPT	Diftheria, Pertussis, and Tetanus
FAO	Food and Agricultural Organization,UN
GDP	Gross Domestic Product
GNP	Gross National Product
GTZ	German Agency for Technical Cooperation
HIV/AIDS	Human Immunodeficiency Virus /Acquired Immuno-Deficiency Syndrome
ILO	International Labor Organization
NGO	Non-Governmental Organization
STD	Sexually Transmitted Diseases
UE	University of Egypt
USAID	United States Agency of International Development
UNDP	United Nations Development Program
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNFPA	United Nations Population Fund
WID	Women in Development

I. Basic Profile

I-1 Socio-Economic Profile

Socio-Economic Profile						Ref.
Economic indicators (1995)	GNP per capita	Growth rate of real GDP		Inflation rate*	Gini coefficient*	
	US\$1,110	0.9% (1997)		4.8%	0.392	1)
Public sector ('91-'95)	Health	Education	Social Welfare	Defense	Others	
Expenditure to each sector	3.0%	17.8%	5.8%	14.3%	58.8%	1)
Population (Mid of 1996)	Total	% of urban population		Population growth rate ('90-'96)		
	Total	52%		2.1%		2)
	Women					
Industry/GDP	Agriculture	Industry	Service	Manufacture/Industries		
	14%	32%	53%	19%		1)
Proportion of workers	Agriculture	Industry	Service	Aid/GNP('94)		
	Total	25%	25%	2.2%		1)
	Women	NA	NA			
Labor Indicators (1990)	Total No.	Unemployment Rate	Minimum wage	Women's income/Total income*		
	1 million	18.1%	NA	NA		3)
	Women's workers/women	23.6%	NA			
Participation in decision-making	Women/Total		Women/Total (1991)			
	Member of parliament	0.6%		Managers	25.6%	3)
	Ministries (1995)	0.0%		Technical experts	31.3%	3)
	Deputy ministries (1995)	2.0%				3)
Law for women			Details			
	Personal Status Law	Planned	NA			2)
	Nationality Law	Planned	NA			2)
	Penalty Law	Planned	NA			2)
Ratification and signature of international law for women				Ratification	Year	
	Convention on the Elimination of All Forms of Discrimination against Women			Yes	1993	2)
Policy of WID						
	National Action Plan	Nov-98	Reproductive health, Participation in economic activity			2)
		Planned	Strengthening of legal, social and political participation			
Governmental organization of WID						
	National machinery	State Secretary of Welfare's Family and Child Affairs				2)
	Position	Within the Ministry of Social Affairs				

References

- 1) World Bank, World Development Report 1997, 1997
- 2) Kestrels Advisory Corps. Country Profile Study on Women in Development, 1998
- 3) UNDP, Human Development Report 1997, 1997

*Refer to 7. Definitions (P.24)

1-2 Health Profile

Health Profile					Ref
Life expectancy (1996)	Total 65.3	Male 66.9	Female 63.6	Population growth rate ('90-'95) 2.3%	1)
Expansion of health services	Population per Doctor		2,500	Population per Nurse and Midwife	1,000
Government expenditure to health (% of GDP '91-'95)			17.5%		1)
Infant mortality rate* (per 1,000)			% of infants with low birth weight*	% of the vaccinated ('90-'95)	1-year-old children
Total	64 persons (1996)		9% ('90-'94)	BCG	96%
Female	NA			DPT	95%
Under-5 mortality rate* (per 1,000)				Polio	95%
Total	53 persons (1996)			Measles	93%
Family planning	Contraceptive prevalence rate ('90-'97) 50%		Total fertility rate* (1993)	3.3	
% of births attended by trained health personnel*	59%		Age at first marriage	24.2	
Maternal anemia rate*	NA				
Maternal mortality rate	610 persons per 100,000				1)
Nutrition			Oral rehydration therapy use rate*	29%	
Iodine deficiency	% of households consuming iodized salt NA		Malnutrition	Under-five 10%	
Community health service (1990-96)					
Access to safe water	98% (urban), 34% (rural)		Access to adequate sanitation	94% (urban), 24% (rural)	
HIV/AIDS	HIV infected		Cause		
Statistics (1995)	0.2 per 100,000		NA	NA	

1-3 Education Profile

Education Profile					Ref
Education system	Compulsory education 6 years. Primary education 6 years				4)
Public expenditure on education	22.6% (1995)				
/GDP	5.6%				1)
Adult literacy rate (1995)	Total 43.7%				4)
Female	31%				4)
Primary education ('93-'97)	Net enrolment ratio*	% of completion	% of drop out (Day time class)	(Evening class)	
Male	80%	NA	4.9%	NA	2)4)
Female	62%	NA	NA	NA	2)
Secondary education (1993)	Net enrolment ratio*	% of completion	% of drop out (Day time class)	(Evening class)	
Male	43%	NA	NA	NA	4)
Female	32%	NA	NA	NA	4)
Higher education (1993)	Enrolment ratio		Technical and professional higher education		
Total	NA		% of female	NA	
Female	NA				

References

- 1) UNICEF, the State of the World's Children, 1998
- 2) Kestrels Advisory Corps, Country Profile Study on Women in Development, 1998
- 3) Kokusai Kyoryoku Suishin Kyokai, 1995, The Present Economy and Society in Morocco (in Japanese)
- 4) UNESCO, World Education Report 1998, 1998

*Refer to 7. Definitions (P.24)

2. General Situation of Women and Government Policy on WID/Gender

2-1 General Situation of Women

General Situation of Women

- The adult literacy rate is lower than in neighboring Arab countries: 31% for women, and 56% for men.
- There are large enrollment gaps at all levels of education between boys and girls, and between urban/rural dwellers.
- The maternal mortality rate, 610 persons per 100,000, was higher than in neighboring countries in 1990. However, the Moroccan government has not taken effective measures to reduce this rate.
- Women make up 35% of the working population. While women's participation has increased, their participation is higher in urban areas than it is in rural areas.
- Rural women predominate in the informal sector; 95% of informal sector participants are women.

Morocco, located in the Northwest corner of the African Continent, is a member country of the Maghreb group, which includes Morocco, Tunisia, and Algeria. In March 1956, Morocco became independent from France and Spain. In 1961, when Hassan became the King of Morocco, the Constitution was adopted by referendum, and Morocco officially became a constitutional monarchy. King Hassan II, who has been in a political power since 1961, is the top Islamic (Sunni sec) leader in the country. As a result, Islamic fundamentalists have not influenced society as much as they have in the other Maghreb countries (Kyokusain Kyouryoku Suisin Kyoukai, 1995). In the early 1990s, King Hassan II promoted limited democratic reforms, introduced the slogan of "Change and Renewal," and pushed through a constitutional amendment. In 1998, elections were held, and a new Prime Minister was elected from the opposition party (EIU, 1998).

GNP per capita was US\$1,110 in 1995. Morocco is a lower-middle income country (World Bank, 1997), and like Egypt and Algeria, has a potentially rich domestic market. In addition, since Morocco is blessed with underground (especially mineral phosphate stone, which accounts for about 75% of total reserves in the world) mineral resources, there is significant potential for economic development (JICA, 1997). The government adopted an economic reform strategy promoted by the World Bank in 1995, but real GDP growth in 1997 was only 0.9%. 14% of GDP is accounted for by agriculture, and 45% of the working population work in this sector. The service sector accounts for 53% of GDP, and 25% of the working population work in this sector. Tourism has contributed strongly to the acquisition of foreign exchange (World Bank, 1997). The unemployment rate has remained chronically high, and was 18% in 1996 (EIU, 1998).

The adult illiteracy rate is higher than in neighboring countries. In 1995, the adult literacy rate for women (31%) was lower than that of men (56.4%). There are large gender and urban-rural gaps at all levels of education (UNESCO, 1998). For example, in 1992 the primary school enrollment rate (age 8-13) in rural areas was 26.6% for women and 59.6% for men, while in urban areas it was 80.4% for women and 87.5% for men (UNESCO, 1998). The government has allocated, on average, about 4% of the national budget to the health sector during the period 1982-1995, which has led to improved public health. The infant mortality rate decreased from 128 persons per 1,000 in 1970 to 53 per 1,000 in 1996 (UNICEF, 1998). The maternal mortality rate, 610 persons per 100,000, was higher than in neighboring countries in 1990, and the government has not taken effective measures to reduce this rate (UNICEF, 1998).

While women's participation in the labor force has increased, there is a rural-urban gap in female participation rates. 17.3% of urban women, but only 9.3% of rural women, were in the formal labor force in 1994 (Kestrel, 1998). The government has tried to increase workforce participation rates by supporting productive activities done exclusively by women and by creating agricultural extension services aimed only at women. Rural women are largely engaged in the informal sector; overall, 95.7% of informal sector workforce are women (Kestrel, 1998). Most women have few good income-earning choices; many have contracts with textile factories to perform part-time work, for very low wages. Not surprisingly, many rural women migrate to urban areas to look for better jobs, this is one of the main reasons for rapid urbanization in Morocco.

One-third of the population is Arab-Berber. Since most Moroccan speak both Arabic and Berber, it is difficult to distinguish them. Traditionally, Arab-Berbers live in mountainous areas and 99.95% of the nation are Sunni Muslims (Kokusai Kyoryoku Suisin Kyokai, 1995).

2-2 Government Policy on WID/Gender

Government Policy on WID/Gender

- The Moroccan government ratified the CEDAW in 1993.
- Since the 1990s, the government has actively dealt with women's issues, and it revised the constitution to improve the situation for disadvantaged women in 1992.
- The National Action Plan is the first policy document to comprehensively address women's needs and rights. It includes sections on reproductive health, women's contribution to economic development, and reinforcement of legal, economic and socio-political rights of women.

{Government Policy on WID/Gender}

The Moroccan government established the State Secretary of Welfare's Family and Child Affairs, which is concerned with women's needs and rights. The leader of this body prepared the National Action Plan, in cooperation with NGOs, and submitted it to the government in November 1998 (Kestrel, 1998). This aims to: 1) improve reproductive health, 2) integrate women more fully into the nation's economic development, 3) reinforce legal, economic and socio-political rights (Kestrel, 1998).

To date, the government has not taken strong initiatives to improve the situation of women in rural areas. One analyst recommends that the government cooperate with NGOs and other elements of civil society during all steps of WID policy formulation and implementation (Kestrel, 1998).

2-3 National Machinery

State Secretary of Welfare's Family and Child Affairs

The State Secretary of Welfare's Family and Child Affairs was established to focus and reorganize the public intervention for the development of women and has played an active part, along with the National Action Plan.

【Background】

Before 1998, women's affairs were scattered among different ministries and governmental agencies, such as the Ministry of Social Affairs, Ministry of Youth and Sport, Ministry of Justice, and the Ministry of Human Rights. In May 1998, along with the inauguration of the new government, the State Secretary of Welfare's Family and Child Affairs was established to coordinate the government's approach to gender issues. With support from the new National Action Plan, this agency should play a strong coordination role (among government ministries) in the future, but it does not yet function very effectively (Kestrel, 1998).

【Governmental Agencies on WID/Gender】

Recently, the government has adopted the new National Action Plan, which aims to improve living conditions for disadvantaged women. The government has also created the State Secretary of Welfare's Family and Child Affairs (Kestrel, 1998), which aims to coordinate efforts to address women's issues in the country (see above).

3. Current Situation of Women by Sector

3-1 Education

Education

- The adult literacy rate, higher than that of neighboring Arabic countries, is 31% for women, 56% for men. There is a gender gap at all levels of education.
- There are both gender and urban-rural gaps in net enrollment rates for primary and secondary education. Women in rural areas have fewer educational opportunities than women in urban areas.
- The university enrolment rate was 8% in 1993-94, and 42.7% of students were women. The percentage of female students has gradually increased since then.

[Government Policies and Spending]

The Ministry of National Education used to have sole authority over education policy, but recently, a new ministry, the Ministry of Higher Education and Scientific Research, has taken responsibility for higher education. The ministries related to education are: 1) the Ministry of National Education in charge of primary and secondary education, 2) the Ministry of Higher Education, Professional Instruction, and Scientific Research in charge of education at university level (JICA Moroccan Office, 1998).

The government allocates 20% of the national budget (about 4.88% of GDP) to education, 91% of which was allocated to the Ministry of National Education, and 56% of which was spent on primary education. However, the tightening of public expenditures for education, necessitated by structural adjustment policies, has reduced educational opportunities for the poor. In the present educational system, though there are no specific curricula for WID/Gender, though in the future it is planned to take WID/Gender into consideration in all educational projects (Kestrel, 1998).

[Adult Literacy Education]

Adult literacy rate is 31% for women and 56.4% for men in 1995 (UNESCO, 1998). While 50% of urbanites are illiterate, 90% of rural people cannot read and write (ADFM, 1998). The government promotes literacy, and as a result, the adult literacy rate increased from 10% in 1960 to 43.7% in 1995 (UNESCO, 1998). Recently, the government has implemented projects to promote adult literacy in both rural and urban areas in cooperation with other international organizations (Kestrel, 1998).

{Primary, Secondary, Higher Education}

Since 1980, primary education for first 4 years has been conducted in Arabic, and for the next 2 years in both Arabic and French. This policy is based on the principles of: 1) expanding education opportunities, 2) using Arabic, and 3) promoting education in rural areas.

Still, there are gender and urban-rural gaps in primary and secondary enrollment because: 1) the distance to primary schools is sometimes more than 7 km, 2) lack of means of transportation to school, 3) insufficient facilities in many primary schools (9% of rural schools have electricity, 26% have water, and 7% have latrines, 4) inappropriate curricula 5) disorganization of programs, 6) parents who force or need girls to do domestic work, and 7) the lower status of women in rural areas (Kestrel, 1998).

Net Primary and Secondary School Enrolment by Sex and Region? (%)

	Rural		Urban	
	Female	Male	Female	Male
Primary education in the first term: 8-13 years old	26.6	59.6	80.4	87.5
Primary education in the last term: 13-15 years old	4.5	15.7	69.3	91.5
Secondary education: 16-18 years old	0.9	2.1	48.2	65.9

(Source: Jarousse and Mingat, 1992, cited in ADFM, 1998, Parallel Report of Moroccan NGOs on the Application of the Convention on Eliminating all Forms of Discrimination against Women)

{University Education}

In 1993-4, 8% of the university-aged population was enrolled, for a total of 234,966 university students. The percentage of female students, 42.7%, has gradually increased since then (Valentine, 1998).

3-2 Health

Health

- The government has implemented programs to promote reproductive health.
- The maternal mortality rate, 610 per 100,000, is higher than that of neighboring countries. The national strategy, "Maternity Without Risk," aims to reduce the maternal mortality rate to 1/4 of the present rate.
- The use of contraceptives increased from 19% in 1979-80 to 58.5% in 1994-97 (urban- 65.8%, rural- 50.7%).

[Policy and Reproductive Health]

The government allocated 4% of the budget to the public health sector (social security, health expenditure to households and other expenditures), on average, during the period 1982-1995. The government has also tried to improve public health infrastructure (Kestrel, 1998). According to government statistics, there is one doctor for every 2,500 people, and one nurse for every 1,000 people (Kestrel, 1998). Structural adjustment policies initiated in the early 1980s have led to reduced health expenditures, resulting in negative impacts on the poor (Kestrel, 1998).

Programs for reproductive health are 1) the National Family Planning Program, led by King Hassan II since 1965, 2) the National Program for Maternal and Infantile Health, and 3) the National Program to Struggle against HIV/STD Infection. Reproductive health has not been sufficiently prioritized by the government, so programs on reproductive health have been mainly implemented by international organizations such as the World Bank and UNDP (Kestrel, 1998).

[Maternal and Child Health/Nutrition]

While the government has successfully promoted policies to decrease the infant mortality rate, it has not taken effective measures to cope with the maternal mortality rate. As a result, the maternal mortality rate, 610 person per 100,000, is higher than that of neighboring Arabic countries (UNICEF, 1998). However, the strategy "Maternity Without Risk" aims to reduce the maternal mortality rate to 25% of the present rate through: 1) increasing the use of contraception by women, 2) strengthening the public health infrastructure, and 3) improving technical assistance to help pregnant mothers. Malnutrition is the main cause for maternal morbidity and infant mortality; this makes women especially vulnerable to attacks of diseases like diphtheria, iodine deficiency, and anemia. The government has used the National Immunization Program to improve this situation, and at present 85% of pregnant women and children have

been vaccinated (Kestrel, 1998).

{HIV/AIDS/STD}

The “National Programme to Struggle against STD-HIV 1996-2001” has been implemented even though the government has announced that Morocco has not been significantly affected by HIV/AIDS. The social and religious context makes it difficult to guess the correct number of patients infected. Officially, there were 646 people infected with HIV during the period 1986-97, 327 men and 137 women (the rest were not disaggregated by gender). The number of HIV-positive cases has increased each year, and the number of women infected has increased more rapidly than has the number of men, especially after 1992 (Epidemiology Direction, Service of STD/HIV, Health Ministry, 1997, cited in Kestrel, 1998).

{Family Planning}

The use of contraceptives increased from 19% in 1979-80 to 58.5% in 1994-97 (65.8% urban, 50.7% rural). Oral contraceptives are most widely used (70%), though contraceptive methods differ by the level of education and household income. King Hassan II has taken the initiative in promoting “The National Family Planning Program”. Important milestones include:

1. 1965-79: Limited use of birth control, which led to poor results.
2. 1979-92: Improved service through home-visits, with the establishment of The National Institute for Training and Research on Human Reproduction, which increased contraception use to 42%.
3. 1993: Implementation of Norplant service, annual organization of Family Planning week.
4. 1994: Introduction of injections and a family planning service, and establishment of a division of Family Planning

3-3 Agriculture, Forestry, Fisheries

Agriculture, Forestry, Fisheries

- The Ministry of Agriculture established the Office for Socio-Economic Promotion of Rural Women in 1980 to create opportunities for them, and has since implemented programs in support of rural women.
- The Office for Socio-Economic Promotion of Rural Women implemented the program of "Central Agriculture Vulgarisation Services". There are 40 regional units called "Regional Cell for Feminine Animation (RCFA)" under the central office and 143 extension workers.
- Legally, both men and women have equal land ownership rights, though in practice women rarely hold legal title to land.
- There is no legal framework regarding microfinance, but the government is preparing a draft law.

[Government Policies and Budget]

The Ministry of Agriculture established the Office for Socio-Economic Promotion of Rural Women in 1980 create opportunities for them, and has since implemented programs in support of rural women. The promotion of rural women's welfare has become a priority issue for government agencies in both the agriculture and forestry sectors. There are two components: 1) women play a significant role in the conceptualization and design of programs, and 2) rural women's groups enter the program. However, there is no dedicated WID/Gender budget to pay for the components mentioned above; it is included in the general budget only. The Project of Women's Development Strategies in Rural Areas recently launched has its own budget (Kestrel, 1998).

[Extension Activities in Rural Areas]

The Office for Socio-Economic Promotion of Rural Women implemented the program of "Central Agriculture Vulgarisation Services". There are 40 regional units called "Regional Cell for Feminine Animation (RCFA)" under the central office and 143 extension workers. The main objective of this program is to integrate rural women into the development process by: 1) supervising rural women through execution of local programs and working in the field with them, 2) organizing rural women through creation of women's cooperatives, and 3) supporting training in microfinance. In addition to promoting agriculture, RCFA has been involved in activities supporting improved health, nutrition, hygiene, preservation of natural resources and literacy education. (Kestrel, 1998).

[Land Ownership for Women]

Legally, both men and women have equal rights to own land. However, women rarely hold legal title to land in practice. Despite the fact that Islam states that men and women have equal rights to land ownership, men inherit land at least twice as often as women do. In rural areas, the oldest sons almost always receive title to the family's land. (ADFM, 1998).

{Support for Training in Microfinance}

There is no legal framework governing microfinance, but the advisory committee of the government is preparing a draft law. It is estimated that 1.8 million people live in absolute poverty, and that 75% of these people live in rural areas. International organizations and NGOs have been actively involved in this field. Caisse Nationale de Credit Agricole (CNCA) and Agriculture Bank have created a program to provide improved microfinance services for rural women. To date, 3,000 women have received support through microfinance services through this new program (Kestrel, 1998).

{Situation of Rural Women}

There are estimated to be 2.5 million poor people in Morocco, 72% of whom live in rural areas, and more than a half of whom live in absolute poverty (Kestrel, 1998). Of this group, female-headed households tend to be the poorest. While most rural women are not paid for most of their work, men are likely to work as small-scale farmers or in commerce, and 25% of them are wage earners (Valentine, 1998). However, it appears that women work harder than men in rural areas, since women work 6 hours per day on average and spend an average of more than 2 hours to draw water (ADFM, 1998).

3-4 Economic Activities

Economic Activities

- More women participate in the workforce, compared to neighboring Arab countries. Notably, many women work in manufacturing industries.
- Women who are wage-earners make up 1.5% of the population in rural areas. More than a half of female wage earners are engaged in public or private service, except agriculture. 84% of the women engaged in agriculture are as non-wage earners.
- 95.7% of workers in the informal sector are women. Most women work in bad conditions and for low wages; for example, many women do part-time work at textile factories for very low wages.

[Working Situation for Women]

The female employment rate has increased because of: 1) an improvement in all levels of education for women, 2) the success of the women's movement in promoting policies to foster gender equality, 3) the economic transition to export oriented, 4) an export-oriented policy which emphasizes manufacturing (The 1991 Living Standards Measurement Survey for Morocco, cited in Valentine, 1998). Women work in many different fields—they participate in the main export industries like agriculture and various light industries. Due to low-paid female workers, the export-oriented industries in Morocco have been successful in the textile and leather industries. Women workers constitute 90% of the workforce in these industries, and these industries generate a lot of foreign exchange (Kestrel, 1998).

Working Population by Region and Sex in 1982-1994 (%)

Year	Male		Female		Both	
	1982	1994	1982	1994	1982	1994
Urban	46.5	51.7	14.7	17.3	30.4	34.2
Rural	48.9	51.2	9.3	9.3	29.0	30.1
Total	47.9	51.5	11.6	13.4	29.6	32.2

(Source: ADFM, Parallel Report of Moroccan NGOs on the Application of the Convention on Eliminating all Forms of Discrimination against Women, 1998)

[Type of Occupation]

More women participate in the workforce compared to neighboring Arab countries. Notably, women are heavily represented in manufacturing industries (textiles or leather). In 1982, 36% (or 336,877) of manufacturing workers were women. This has increased to 37.4% (or 1.14 million) in 1991. Most of these women work on production lines (Valentine, 1998).

{Working Conditions}

The Labor Law specifically addresses women's rights by: 1) prohibiting women from working at night (from 10:00 p.m. to 5:00 a.m.), and prohibiting children under the age of 16 from working without special authorization, 2) prohibiting women and children from being employed in dangerous types of work like mining and quarrying, 3) prohibiting women and children from carrying heavy loads at work, 4) protecting pregnant women and new mothers—who are entitled to take maternity leave for 15 weeks, and 5) mandating a half-hour for feeding new babies in the morning and in the afternoon. In spite of these laws, in practice there is little attention paid to women's working conditions in the formal or informal sectors. Women are usually low-paid and some work for more than 10 hours per day (in bad conditions). In addition, 20% of working women are the head of their households (Kestrel, 1998).

{Working Conditions for Rural Women}

Women who are wage-earners constitute 1.5% of the total population in rural areas, and more than half of these women are engaged in public or private service, not in agriculture (Valentine, 1998). 84% of women engaged in agriculture are non-wage workers, 97% of whom are illiterate and only 0.2% of whom have completed primary school (Valentine, 1998). About one-fifth of working women in rural areas are under 15 years old (Valentine, 1998). These women are not protected by social security system.

{Informal Sector}

There is no reliable data about the informal sector. However, the number of workers is estimated to be 187,211, 95.7% of whom are women (Kestrel, 1998). Most women work under difficult condition, and many work part-time for textile factories for the minimum wage (less than US\$ 1 per day); they are not protected by social security (ADFM, 1998). Recently, the informal sector in urban areas has expanded, and within this context, women work in small-enterprises, perform unpaid domestic work, and housework. Of all new employment created in urban areas during the period 1986-90, 70% (such as carpet making, handicrafts, food-processing) has been in the informal sector (World Bank, 1994, cited in Valentine, 1998). Informal sector work is often done to supplement family income, and to save for the marriage-dowry (Valentine, 1998).

{Vocational Training}

17.6% of rural women are trained at vocational training schools. In spite of being highly qualified (and with a curriculum adapted to the needs of the market), rural women often have difficulty in finding jobs. On the other hand, women who have no training usually work under bad conditions with low payment.

Overall, students at vocational training schools have more job opportunities than university graduates do (Kestrel, 1998).

4. WID/Gender Projects by Other Donors

Title	Implementing Agency	Donor	Duration	Content
<General>				
Women in development	ESPOD	CIDA	From March 1997 To April 1997	Participation of two rural Women's associations in the annual exhibition Vague Feminine 97 "
Women in development	National Commission of Popular Women . University Group of Feminine Studies.	CIDA	From February 1997 To March 1997	Participation of two Women NGOs in 41st session of the United Nations Commission on the status of Women
Women in development	ADFM	UE	En cours	Center of legal information for Women
Women in development	ADFM	UE	En cours	Center of legal literacy
Women in development	Red Iris Computense University Madrid	UE	En cours	Meeting on Women's right
Women in development	Interior Ministry	FNUAP	1997-2001	Elaboration of multisectorial approach of national population Development of an integrate information system
National mobilisation Programme	Ministry of Human Right LMPE / UNICEF NGO	UNICEF	1997-2001	Reinforce partnership NGO government. Integration of child and Women right according to international convention ratified by the Moroccan Government
Women in development	Interior Ministry	UNICEF	1997-2001	Development of Women in rural area
Vulnerable girls in urban area	Ministry of Youth and Sport Ministry of Social affairs Ministry of Health	UNICEF	1997-2001	Promotion of girls in urban area
To struggle against poverty	Ministry of Population	UNDP	1997-2001	Struggle against poverty by durable promotion of woman and implementation of durable subsistence resources in rural area.
<Education>				
Support for Education Women	NGO of Charity and Development of Ourika lake	CIDA	Still in process	Building and furnishing of a study Center for the students of l' Ourika

Support for the education of girls in rural areas	Ministry of Education	USAID	From 1996 To 30 March 2003	Improvement of the conditions of education for the girls in rural areas.
Training for development	Ministry of Education	USAID	From August 1998 To September 1999	Improvement of access to primary school for the girls in rural areas
Training for development	Ministry of Education	World Bank		Access of girls in rural area to basic education
Education and consciousness to Women's right in Morocco	CIMAD	UE	En cours	Promotion and education of Women's right
Basic education	(Still in negotiation)	UE	(Still in negotiation)	Support for improvement of education system especially in rural area and for girls
Basic education	Education ministry	UNICEF	1997-2001	Improvement of access of girls in rural area to elementary school, and retention of girls in school
<Health>				
Health/population project and indirectly deals with Women in development	Association Aït Baâmran	CIDA	From September 1997 To March 1998	Providing the village of Aït Baâmran with Manual water pump (stage II)
Health/population project and indirectly deals with Women in developement	Association Smougeun For social and Culture Developement	CIDA	From September 1997 To May 1998	Providing a well with a water pump and the building of a water-tower
Health/population project with Women in developement	Agency for promotion and development of North	CIDA	Stage I Finished in July 1998, Stage II in process	Providing a well with manual pumps in favour of the province of Taounat and Al Housseima
Health/population project with Women in development	Collectif 95 Maghreb Equality	CIDA	From September 1996 to March 1998	The participation of a Collective 95 in the 42nd session of United Nations Commission on the status of Women
Family Planning, Maternal and Child health	Ministry of Health	USAID	2 July 1993 to 31 December 1999	Reduction of fertility and improvement of mother and child health
Family Planning/ Nutrition	Ministry of Health	GTZ	January 1995	Family Planning and mother nutrition Improvement of maternal and Infant Health
Meda Sante	Ministry of Health	UE	(Still in process)	Reduction of maternal mortality

PPS/ BAJ I	Ministry of Health	World Bank		
<Agriculture, Forestry, Fisheries>				
Integrate Rural development	(Still in preparation)	UE	(Still in preparation)	Management of natural resources and integrate rural development, programme for a preponderant profit to Women in rural area.
Conservation and development of Argania Spinosa	Forest Ministry, Agadir	GTZ	From 1995 To 1998 (1 stage)	Support for Women in rural area in South to create cooperative
<Economic Activities>				
Promotion of access to Credit for Women	Foundation for Local development and partnership	CIDA	From July 1997 To March 1998	Technical and financial assistance for holders of micro-credit
Promotion of access to Credit for Women	Foundation Zakoura	CIDA	From August 1996 To April 1997	Financial assistance (micro-credit) for destitute Women in the neighbourhoods of Casablanca
Promotion of access to micro credit	Ministry of trade and industry and craft industry	USAID	From 19 September 1995 To 30 September 2003	Financial assistance for impoverished people with a concentration on Women
Access to micro credit	(Still in preparation)	UE	(Still in preparation)	Support for access of micro credit for low income household
Plea in favour of Women in economic development context	Foreign Ministry NGO UNFM INSIC	FNUAP	1997-2001	Reinforcement of equality between two sexes and integrate development of population

5. WID/Gender Information Sources

5-1 List of International Organizations and NGOs related to WID/Gender

[Governmental Organization]

Name	Main Activities	Contact Address
Ministry of Communication Mss Samira Hassani Gender Disck	Report on evaluation of national strategy for the development of Women in public sector	TEL : 212 7 77 43 75
Ministry Education M Rabia Lahcini	Summary of National Strategy for the Development of instruction of girls in rural area	TEL : 211 7 73.25.98
State Secretary in Social Affairs, Family and Child Mss Fatima Zine External relations	Attribution Legal Text Structure and Historic of Ministry of Social Affairs	TEL : 212 7 67 47 66
Ministry of Health Direction Of Population Dr Mostafa Tyan Director of population	Family Planing In Morocco	TEL : 002127 67 10 15
Ministry of Human Rights Bounakrim Naïma Women Focal point	STD / HIV National Programme Improvement of Women's politic and legal conditions	TEL : 212 7 67 50 16
Ministry of Agriculture EDOUBALI Khadija Head of Centrel office for the promotion of Women in rural area	Integration of rural Women in the efforts of development in rural area	TEL : 212 77 69 24/ 25 FAX : 212 7 77 65 51

[NGO]

Name	Main Activities	Contact Address
OXFAM-QUEBEC Brigitte Leduc Consultant Gender & Development MAGHREB	Gender Approach for real and durable development Politic of OXFAM in Gender and Development	TEL : +07 67 50 97 FAX : +07 67 50 98
The Democratic Association of Moroccan Women	National Action Plan : Reproductive Health Reinforcement of Women Power Integration of Women in economic development	TEL/ FAX 212 7 73 71 65 e-mail: adfm@mtds.com

[Research Institution]

Name	Main Activities	Contact Address
National Institute for Health Administration Dr K.E. Darkaoui	Approach of mortality of mother in Morocco Maternal Mortality	TEL : 212 7 68 16 26

{Consultant}

Name	Main Activities	Contact Address
M Fouad Amor Consultant	Report of National Action Plan Preparation	TEL : 00 212 68 22 84 FAX : 212 7 77 76 85
MM Balenghien Anne INF	Women and Development Promotion of Feminine Entrepreneur	TEL : 00 212 7 77 12 05

{Others}

Name	Main Activities	Contact Address
UNDP Zazie Schifer Gender Specialist	CEDAW Convention Shadow Report CEDAW Bejing Action Plan UNDP Programme 1997-2001	TEL : 212 7 70 35 55
USAID MSS NINA Population Specialiste	Project Designed by USAID	TEL : 212 7 67 22 65
European Commission Jane EL MOUTAOUAKIL Project Manager	Integration of Women in Development Project of UE	TEL: 2121 7 76 12 17 / 76 12 46 / 48 FAX : 212 7 76 11 56

5-2 List of Reports and References related to WID/Gender

[Socio/Gender Analysis]

Title	Author	Year	Publisher
Gender Approach for durable development	Brigitte Leduc & Hamid Mohamed	Jun 1998	UNICEF USAID/ CRS
Report on evaluation of the national strategy of development of Women in public sector	Ministry of Communication	1996	Ministry of Education

[Women in General]

Title	Author	Year	Publisher
Women and Feminine conditions in Morocco	Statistics Direction	1992	Statistics Direction

[Education]

Title	Author	Year	Publisher
Project of Promotion of education and instruction of girls in rural area	UNICEF	1996	UNICEF
Situation Analysis of Women & Child in Morocco	UNICEF	1995	UNICEF
Summary of National Strategy for the development of instruction of girls in rural area	Ministry of Education	1995	Ministry of Education
Statistics of Book and materials distributions	Ministry of Education 1996-1997	1996-97	Ministry of Education

[Health]

Title	Author	Year	Publisher
Reproductive Health in Morocco National Investigation on mother & child health PAPCHILD	Ministry of Health- USAID	May 1998	Ministry of Health- USAID
Panel Investigation on population & Health EPPS 1995	Ministry of Health- USAID	January 1996	Ministry of health- USAID
National Investigation On Population & Health ENPS II	Ministry of Health- USAID	August 1993	Ministry of health- USAID
Family Planning National Programme Cycle 1995-2000	Ministry of Health-	1996	Ministry of health
Institutional and legal aspects of family planning in Morocco	Ministry of Health/ USAID/ EXPERDATA	1994	Ministry of Health USAID/ EXPERDATA
Family Planning in Morocco	UNDP Ministry of Health	1994	UNDP/ Ministry of Health

Maternal Mortality	Moroccan Society of Medical Sciences / USAID	1996	USAID
Approach of Maternal Mortality and Morbidity	USAID/ UNICEF	October 1992	USAID/ UNICEF
National Investigation On Anemia and Iodine Efficiency	National Institute of Health Administration	JUN 1995	National Institute of Health Administration
National Program to struggle Against STD/ HIV	Health Ministry	January 1995	Health Ministry

[Agriculture, Forestry, Fisheries]

Title	Author	Year	Publisher
Integration of Women in the efforts of development in rural area	MAMVA DERD	July 1997	MAMVA- Agriculture Ministry
Rural Women in Morocco	Statistics Direction	1997	Statistics Direction

[Economic Activities]

Title	Author	Year	Publisher
Promotion of Feminine Entrepreneur	A. Balenghien	Nov 1997	UNIDI
Economic Status of Women in Morocco	Statistics Direction	1990	Statistic Direction

[Social Development]

Title	Author	Year	Publisher
Women and development	A. Balenghien	Nov 1997	UNIDI
Women and development	Statistics Direction	1992	Statistics direction

[Others]

Title	Author	Year	Publisher
Women and development	A. Balenghien	Nov 1997	UNIDI
Women and development	Statistics Direction	1992	Statistics direction

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- Association Democratique des Femmes du Maroc (ADFA), 1998,
*Parallel Report of Moroccan NGOs on the Application of the Convention of
all Forms of Discrimination Against Women* *Eliminating*
- The Economist Intelligence Unit(EIU), 1998
Country Profile: Morocco
- Kestrel's Advisory Corps, 1998
Country Profile Study on Women in Development
- United Nations Children's Fund (UNICEF) , 1998
The State of The World's Children 1998
- United Nations Development Programme (UNDP), 1998
Human Development Report 1998
- United Nations Educational, Scientific and Cultural Organization (UNESCO), 1998
World Education Report . UNESCO Publishing
- Valentine M. Moghadam, 1998
Women, Work, and Economic Reform in the Middle East and North Africa,
Lynne Rienner Publishers, Colorado, USA
- World Bank, 1997
World Development Report 1997
- (In Japanese)
- JICA Morocco Office, 1998,
Interview to JICA Morocco Office
- JICA, 1994 *Hinken Gaidobukku (Poverty Guidebook)*
- JICA, 1997
*Kaihatsu Tojyokoku Gijyutu Jyokou Data-sheet (Data Sheet for Technical Information in
Developing Countires)*
- Kokusai Kyouryoku Suishin Kyokai, 1995
Morocco No Keizai Syakai No Genjyou (The Present Socio-Economic Situation in Morocco)
- Embassy of Japan in Morocco, 1995
Morocco Gaikyou (Morocco's Situation)

<References used by local consultant>

N.A.

7. Definition

<Technical Terms>

Gender

Analytical concept to clarify the social and cultural role of men and women and interrelation between them. Sex (biological) is basically impossible to change, while gender varies from place to place, time to time, according to social norm and sense of values.

Informal sector

Part of economy consisting of small competitive individuals or family firms that are not listed in the labor indicators. According to the definition by I.L.O, those engaged in this sector have simple technology, insufficient amount of capital, unidentified business location, minimum number of employees (or none of them), lack of legality and registration, and no capability of bookkeeping. Workers of the Informal Sector often have no jobs but unstable and less-paid jobs.

WID (Women in Development)

Concept of development incorporating women's participation into every development process, taking it into account that women are active agents and beneficiaries of development.

Reproductive health/rights

Health/Rights concerning sex and reproduction. To be able to have safe and satisfied sex life, and to have freedom of choice on whether, when and how many children to deliver.

National machinery

Administrative organization to promote equality of men and women. It also promotes gender equal policies among other ministries. It plans and implements the national policies for gender equality.

Empowerment

To develop political, economic and social abilities of an individual or a group of individuals.

Affirmative action/Positive action

Prioritized positive measure to promptly correct the gap between the discriminated group(s) and other group(s), when the discriminated have been placed in extremely unequal conditions to other group(s).

Access and control

"Access" means to be able to use resources(land, labor, fund, etc.) and services for the economic activity, or to have a right to exercise them. "Control" means a right to manage resources and services or to own them.

Reproductive activity

Activity to reproduce next generation including bearing and rearing children, and to reproduce labor force by sustaining daily life, such as, washing and cooking for the family

<Indicators>

Inflation rate

Instead, GDP deflator is used.

Gini coefficient

Aggregate numerical measure of unequal income distribution ranging from 0 to 1. 0 means perfect equality, and 1 means perfect inequality. Larger than 0.4 are supposed to be high inequality.

Percentage of Women's Income

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

Total fertility rate

The average number of children that would be born alive to a woman during her lifetime, if she were to bear children at each age in accord with prevailing age-specific fertility rates.

Under-one mortality rate

The annual number of deaths of infants under one year of age per thousand live births. More specifically, the probability of dying between birth and exactly on year of age times, 1,000.

Under-five mortality rate

The annual number of deaths of infants under five years of age per thousand live births. More specifically, the probability of dying between birth and exactly five years of age times, 1,000.

Maternal mortality rate

The annual number of deaths of women from pregnancy-related causes per 100,000 live births.

Percentage of births attended by trained health personnel

The percentage of births attended by physicians, nurses, midwives, trained primary health care workers or trained traditional birth attendants.

Percentage of infants with low birth weight

The percentage of babies born weighing less than 2,500 grams.

Oral Rehydration Therapy (ORT) use rate

The percentage of all cases of diarrhoea in children under age five treated with oral rehydration salts or an appropriate household solution.

Enrolment ratio of primary and secondary school

The gross enrolment ratio is the number of students enrolled in a level of education-whether or not they belong in the relevant age group for that level-as a percentage of the population in the relevant age group for that level. The net enrolment ratio is the number of students enrolled in a level of education who belong in the relevant age group, as a percentage of the population in that age group.