



USAID
FROM THE AMERICAN PEOPLE

USAID/MOROCCO GENDER ANALYSIS (FINAL) 2018

Contract No.: AID-OAA-I-14-00050/OAA-T0-15-00051

March 26, 2018

This publication was produced for review by the United States Agency for International Development. It was prepared by Banyan Global.

This publication was produced for the United States Agency for International Development, USAID Contract Number AID-OAA-I-14-00050/0AA-T0-15-00051. It was prepared by Banyan Global under the authorship of Stephanie Willman Bordat and Saida Kouzzi through the Advancing the Agenda of Gender Equality (ADVANTAGE) indefinite delivery, indefinite quantity (IDIQ) contract.

Implemented by:

Banyan Global

1120 20th Street NW, Suite 950

Washington, DC 20036

Phone: +1 202-684-9367

Fax: +1 202-697-5020

Disclaimer: The authors' views expressed in this publication do not necessarily reflect those of the United States Agency for International Development or the United States Government.

Recommended Citation: Bordat, Stephanie Willman and Saida Kouzzi. USAID/Morocco Gender Analysis. Prepared by Banyan Global. 2018.

USAID/MOROCCO GENDER ANALYSIS

FINAL REPORT 2018

CONTRACT NO.: OAA-TO-15-00051

CONTENTS

LIST OF TABLES.....	5
ACRONYMS.....	6
ACKNOWLEDGEMENTS.....	7
EXECUTIVE SUMMARY	8
I. INTRODUCTION.....	13
2. METHODOLOGY.....	14
3. GENERAL OVERVIEW OF GENDER EQUALITY IN MOROCCO.....	19
3.1 Laws, Policies, Regulations and Institutional Practices.....	19
3.2 Patterns of Power and Decision-making	23
3.3 Gender Roles, Responsibilities, and Time Use	25
3.4 Access to and Control over Assets and Resources.....	26
3.5 Gender-based Violence	28
4. SECTOR-LEVEL FINDINGS AND RECOMMENDATIONS	32
4.1 POLITICAL INCLUSION FINDINGS AND RECOMMENDATIONS.....	32
4.2 ECONOMIC INCLUSION FINDINGS AND RECOMMENDATIONS.....	44
4.3 COUNTERING VIOLENT EXTREMISM FINDINGS AND RECOMMENDATIONS.....	63
5. GENERAL RECOMMENDATIONS	74
CONCLUDING OBSERVATIONS	80
ANNEX A: STATEMENT OF WORK	81
ANNEX B: BIBLIOGRAPHY OF SOURCES CONSULTED	87
ANNEX C: DATA COLLECTION TOOLS.....	112

LIST OF TABLES

Table 1. Political Inclusion Key Findings and Recommendations	9
Table 2. Economic Inclusion Key Findings and Recommendations	10
Table 3. Countering Violent Extremism Key Findings and Recommendations	11
Table 4. General Findings and Recommendations	12
Table 5. Stakeholders Consulted	16
Table 6. Gender Equality and Women's Empowerment in Selected National Policies	19
Table 7. Gender Equality and Women's Empowerment in US Government and GOM Policies Related to Political Inclusion	32
Table 8. Women's Representation in Local Elected Bodies	35
Table 9. Gender Equality and Women's Empowerment in US Government and GOM Policies Related to Economic Inclusion	44
Table 10. Gender Equality and Women's Empowerment in US Government and GOM Policies Related to CVE	63

ACRONYMS

ADS	Agence de développement social
ANAPEC	Agence Nationale de Promotion des Emplois et des Compétences
APALD	Autorité pour la Parité et la Lutte contre la Discrimination
CDCS	Country Development Cooperation Strategy
CE-BSG	Centre de l'Excellence pour la Budgétisation Sensible au Genre
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women
CNSS	Caisse Nationale de Sécurité Sociale
COPA	Community-oriented Policing Activity
CSO	Civil Society Organization
CTC	Countering Terrorism Center
CVE	Countering Violent Extremism
DGCL	Direction Générale des Collectivités Locales
DH	Moroccan Dirham (approximately 10 cents)
DOL	Department of Labor
DOS	Department of State
EMF	Espace Multifonctionnel dédié aux Femmes
EU	European Union
FHH	Female Heads of Household
FORSATY	Favorable Opportunities to Reinforce Self-Advancement for Today's Youth
FTPs	Financial and Technical Partners
GBV	Gender-based Violence
GOM	Government of Morocco
GSB	Gender-sensitive Budgeting
INGO	International Non-governmental Organization
MCC	Millennium Challenge Corporation
MEL	Monitoring, Evaluation and Learning
MENA	Middle East and North Africa
MEPI	Middle East Partnership Initiative
MFSEDS	Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social
NGO	Non-governmental Organization
ODCO	Office de Développement de la Coopération
OSC	Office of Security Cooperation
PAD	Project Appraisal Design
PGE	Plan Gouvernemental de l'Égalité
PWD	Persons with Disabilities
USAID	United States Agency for International Development
VAW	Violence Against Women

ACKNOWLEDGEMENTS

The authors of the report would like to express our most sincere thanks to all of the United States Government, Government of Morocco, financial and technical, academic, international non-governmental, and civil society stakeholders that we reached out to for this gender analysis. We are grateful to all of them for their generosity in sharing their resources, information, time, ideas, and contacts. We are particularly appreciative to those who provided us with their internal documents, invited us to attend their activities, and facilitated connections to other key stakeholders. All of these contributions were critical to this analysis.

Warm thanks go to the team at USAID/Morocco for their support and enthusiasm for this analysis, in particular to Nadia Amrani, Riad Berdayi, and Alae Eddin Serrar. Special thanks to Soufiane Moutassamim for his dedicated and efficient logistical coordination and support.

Hind Adam assumed the crucial role of managing and coordinating stakeholder outreach for this analysis, reaching out to all actors, scheduling meetings, collecting resources, and organizing the authors' schedules. We are grateful for her rigorous follow-up, efficiency, and dedication to the cause.

Sincere appreciation is due to Youssef Ihoudiguene and Karima El Hajoui for all of their administrative and logistical support, and for all that they do to make our office an efficient and enjoyable work environment. We also appreciate the operational and logistics support of India Scriber and Lindsey Spanner at Banyan Global, and the technical support from Victoria Rames, Senior Associate - Gender Practice.

Finally, the authors would like to express our gratitude to our husbands and recognize their critical role in producing this analysis. Although during normal times they always assume their equal share of household tasks, this analysis would not have been possible in the very short time frame allocated had they not taken over the entirety of responsibilities for our children and domestic work. They are truly models of gender inclusion.

EXECUTIVE SUMMARY

Purpose, Methodology, and Structure of the Report

The United States Agency for International Development (USAID)/Morocco commissioned Banyan Global to conduct a gender analysis in Morocco from January to March 2018. The goal of this country-level analysis is to identify key gender issues, inequalities, constraints and opportunities, and to offer conclusions and specific recommendations on how USAID can achieve greater gender integration in its strategic planning and activities in Morocco.

The analysis concentrates on two development objectives and two cross-cutting themes in the USAID/Morocco portfolio: political inclusion and economic inclusion; and gender-based violence (GBV) and countering violent extremism (CVE). It focuses on activities seeking to enhance economic and political inclusion, while also addressing cross-cutting GBV and CVE, in three identified excluded regions: Beni-Mellal in the Béni Mellal-Khénifra region; and Ouarzazate, Zagora, and Errachidia in the Drâa-Tafilalet region.

The multifaceted research consists of an extensive literature review, as well as a series of in-person, in-depth consultations in Rabat with 42 representatives from the United States Government, government of Morocco (GOM), international non-governmental organizations (INGOs), financial and technical partners (FTPs), and civil society organizations (CSOs). It is also comprised of phone interviews with 26 CSO representatives, women entrepreneurs, and local elected representatives outside of the three identified target regions; in-person, individual consultations with 12 CSO representatives, women entrepreneurs, GOM officials, and local elected representatives from the three target areas; in-person group meetings and workshops with 34 CSO and local elected representatives from the three target areas; and a town hall group meeting with 60 women “beneficiaries” of a women’s center in one of the three target areas.

General Overview of Gender Equality in Morocco

Despite recent efforts made on the legislative front to promote gender equality, Morocco places 136 out of 144 countries on the Global Gender Gap rankings, and 12 out of the 17 Middle East and North Africa (MENA) region countries. Though gender gaps in educational attainment and health and survival have closed or remained stable since 2006,¹ the gender gap has actually grown in economic participation and opportunity and remains significant in political empowerment.² Morocco is classified in the bottom tercile in the 2016 Women, Peace and Security Index, ranked 113 out of 152 countries based on inclusion, justice and security indicators.³

Recent reforms to laws, policies, strategies and action plans address key issues related to gender equality in Morocco. These include the 2011 Constitution and subsequent organic laws⁴ to implement its

¹ From .848 to .920 and .968 to .965 respectively. World Economic Forum. The Global Gender Gap Report, 2017.

² Ibid. from .461 to .391 and from .053 to .117 respectively.

³ Women, Peace and Security Index and indicators, 2016.

⁴ Organic laws are a type of legislation in civil law systems to implement constitutional provisions.

provisions; two Government Plans for Equality (Ikram 1 and 2) coordinated by the *Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social* (Ministry of Solidarity, Equality, and Social Development) (MFSEDS); and gender-sensitive budgeting processes (GSB) led by the Ministry of Finance.

Despite these efforts on the legislative front, discriminatory provisions in the Family and Penal codes and in social norms continue to perpetuate gender inequality. Asymmetrical power relations and unequal decision-making prevail within the family. Responsibilities and time use are based on stereotyped gender roles, and women's economic security and independence is hindered by gendered and unequal access to and control over resources. The newly enacted Law 103-13 on violence against women fails to effectively address the high prevalence of gender-based violence in Morocco.

Key Findings and Recommendations: Political Inclusion

Women in Morocco are underrepresented in national and local elected bodies, as well as in high level appointed or civil service positions. Within the public administration, they are concentrated in traditionally “female” sectors such as the Family and Education Ministries. Civic participation rates among women are quite low.

Organic laws and other legislation provide for non-discrimination and aim to promote women's political participation at the national and local levels primarily through quota systems. Efforts by the GOM, FTPs CSOs to promote the political inclusion of women have primarily focused on increasing the number of women running for elected office and capacity building for women candidates and elected representatives. Increased numerical participation by women in decision-making bodies has not translated into full and effective participation of women or into concrete changes in the substance of laws and policies affecting women.

The report lays out six specific findings and recommendations to assist the USAID/Morocco Mission to promote the effective political inclusion of women in Morocco (see table).

Table 1. Political Inclusion Key Findings and Recommendations

GOAL	MECHANISM
Foster changes in the dominant political culture of favoritism in Morocco that excludes women.	<ul style="list-style-type: none"> Support mandatory and enforceable rules and regulations within political parties and decision-making bodies that prevent gender biases.
Create optimal conditions within decision-making bodies to ensure women's full and meaningful participation.	<ul style="list-style-type: none"> Support enforceable internal procedures and clear behavioral benchmarks within decision-making bodies that provide for equal treatment.
Improve relationships between elected representatives.	<ul style="list-style-type: none"> Put in place networking efforts that focus on a concrete agenda for action on specific issues.
Address potential conflicts between CSOs and elected representatives.	<ul style="list-style-type: none"> Support clear and enforceable policies separating political party and CSO affiliations.
Strengthen mechanisms for state response to citizen concerns.	<ul style="list-style-type: none"> Support feedback loops and evaluations related to gender inclusion in preparation for the 2021 elections.
Enhance delivery mechanisms in capacity building for political inclusion.	<ul style="list-style-type: none"> Put in place opportunities for hands-on, real world application of learning by doing.

Key Findings and Recommendations: Economic Inclusion

Morocco has a very low and declining official female labor force participation rate. Substantial gender gaps prevail in unemployment rates, wages, employment status, social benefits, and access to finance services. Gender-based horizontal segmentation⁵ by sector and vertical segregation within workplaces further contributes to women's economic exclusion and vulnerability.

Efforts by the GOM, FTPs and CSOs to promote the economic inclusion of women, including the USAID Career Centers, have primarily focused on labor market insertion through vocational training and supporting income generation activities and small-scale entrepreneurship.

Progress in closing the gender gap in vocational/technical education has not translated into increased and sustained employment opportunities or economic independence for women. Despite the labor laws favorable to women's rights in the workplace, these are not applied or enforced, and non-compliance is the norm rather than the exception. Income-generation activities are often undermined by unfavorable external market conditions and persisting stereotyped and unequal roles within the family.

This report presents nine findings and recommendations to assist the USAID/Morocco Mission to promote the effective economic inclusion of women in Morocco (see table).

Table 2. Economic Inclusion Key Findings and Recommendations

GOAL	MECHANISM
Improve workplace conditions for women.	<ul style="list-style-type: none">• Address women's attrition from the labor force.• Support the leveraging and application of newly enacted legislation on sexual harassment in the workplace and for domestic workers.• Require specific non-discrimination policies within workplaces, and gender inclusive stipulations and conditions in trade and labor relations agreements.• Strengthen the labor inspection system to be more gender inclusive.
Enhance conditions for women's economic participation.	<ul style="list-style-type: none">• Promote legal and administrative measures to protect small local enterprises and resources.• Develop economic inclusion activities that will save women time rather than add to existing demands.
Diversify the sectoral participation of women in the workforce for improved public services.	<ul style="list-style-type: none">• Support the integration of women into non-traditional public-sector fields where women's presence could have a positive impact on service delivery, such as in law enforcement and labor inspection.
Diversify income generation activities for women to address development needs.	<ul style="list-style-type: none">• Support the development and creation of holistic programs that generate income for women,

⁵ The concentration of women in certain labor markets sectors.

	address environmental concerns, create a business or service that does not yet exist, and free up women's time.
Consolidate and share gender inclusive employability efforts.	<ul style="list-style-type: none"> Share with and encourage the adoption of existing gender inclusion tools, policies and procedures with other relevant private and public actors.

Key Findings and Recommendations: Countering Violent Extremism

There is limited data on CVE in Morocco generally, and a particular dearth of information on the intersection of gender and CVE. Available descriptions of drivers, motivations, conditions, processes, and “at risk” areas in Morocco are primarily anecdotal and tentative. Presumed drivers for violent extremism in general around which the GOM, FTP and CSO actors have developed strategies include religious, political, economic, cultural and social factors. Projects have primarily focused on preventing radicalization by promoting alternative visions of religion and offering economic opportunities for marginalized youth. The report presents four specific findings and recommendations to assist the USAID/Morocco Mission in developing a future CVE strategy in Morocco (see table).

Table 3. Countering Violent Extremism Key Findings and Recommendations

GOAL	MECHANISM
Generate detailed information on CVE and gender.	<ul style="list-style-type: none"> Conduct a thorough mapping and analysis on CVE and gender in Morocco using a holistic approach.
Take into account the sensitivities associated with addressing CVE.	<ul style="list-style-type: none"> Obtain buy-in from appropriate religious and state actors. Assess the risk of labeling a program directly as CVE.
Avoid gender stereotypes in CVE efforts.	<ul style="list-style-type: none"> Avoid focusing on women solely as mothers and wives in CVE efforts.
Consider the complex extra-territorial characteristics of violent extremism.	<ul style="list-style-type: none"> Pay attention to the intersectionality between gender, migration abroad, and violent extremism.

General Findings and Recommendations

Key challenges to gender inclusion in Morocco include the limited implementation of laws and policies; a view that gender inclusion is voluntary rather than mandatory; insufficient institutionalization of efforts for sustainability; a lack of exchange and sharing for uniform country-wide development based on good practices; and an absence of long-term assessments on the impact of projects on the conditions of people's lives. Additionally, the prevailing theory of change related to gender inclusion in Morocco has focused primarily on building the personal capacities of individual women, on the faulty assumption that this will lead to larger community- and systems-level change.

The report presents 30 key findings and recommendations applicable to gender inclusion efforts in Morocco that USAID/Morocco may wish to consider for its political, social, and economic inclusion efforts. These findings and recommendations are organized around seven main themes (see table).

Table 4. General Findings and Recommendations

GOAL	MECHANISM
Integrate men as targets of change in gender inclusion efforts.	<ul style="list-style-type: none"> • Ensure that projects include an understanding that gender inclusion requires specific behavior changes from men. • Support research that focuses on identifying and describing concrete discriminatory behaviors.
Ensure the implementation of laws through improved advocacy and accountability.	<ul style="list-style-type: none"> • Identify and address obstacles to effective implementation of laws. • Support efforts to institutionalize laws and policies. • Promote gender inclusion measures that are mandatory, with effective monitoring mechanisms and applied sanctions for non-compliance. • Support CSO monitoring and documentation of state institutions and public services. • Ensure accountability and transparency of state institutions and public services.
Promote sustainability and coherency in gender inclusion efforts.	<ul style="list-style-type: none"> • Build in necessary systems and resources for long-term institutional appropriation of tools and mechanisms. • Develop new and innovative mechanisms for sharing and meaningful exchanges of gender inclusion efforts.
Encourage a systems approach to gender inclusion efforts.	<ul style="list-style-type: none"> • Complement existing entry-level inclusion efforts that focus on women entering the workforce with initiatives that strengthen and improve the conditions under which women are then present in politics, workplaces and the economy, to support their sustained and effective participation.
Foster local efforts to promote gender inclusion.	<ul style="list-style-type: none"> • Support new areas of intervention by decentralized actors in the local public administrations based on emerging roles and responsibilities from decentralization. • Foster effective relationships between local state actors and CSOs for gender inclusion planning and programming efforts.
Enhance monitoring, evaluation and learning.	<ul style="list-style-type: none"> • Develop indicators to assess changes in gender inclusion efforts: (i) among male participants; (ii) at levels broader than the individual, such as the family, community and institution; and (iii) in changes in behaviors and conditions in people's lives.
Enhance the quality of information available to inform gender inclusion efforts.	<ul style="list-style-type: none"> • Examine and assess the state's response and delivery of public services to men and women fairly and equally.
Promote access, sharing and effective use of information.	<ul style="list-style-type: none"> • Support more systematic translation, sharing and dissemination of gender inclusion efforts documentation in more innovative and youth-friendly manners, e.g., including social media avenues and in-person exchanges.

I. INTRODUCTION

I.1 Gender Analysis Background and Objectives

The goal of USAID/Morocco's country level gender analysis is to identify key gender issues, inequalities, constraints, and opportunities, as well as offer conclusions and specific recommendations on how USAID can achieve greater gender integration in its strategic planning and activities. This targeted analysis focuses on education and livelihoods; access to local government services; and economic, social and political inclusivity among excluded populations in Beni-Mellal in the Béni Mellal-Khénifra region and Ouarzazate, Zagora, and Errachidia in the Drâa-Tafilalet region.

The analysis focuses on activities seeking to enhance economic inclusion, namely by connecting excluded populations with the information, skills, and other resources they need to access livelihoods, and strengthening regional-level planning and networks to improve economic opportunities in economically excluded regions. It also includes analysis of activities seeking to enhance political inclusion by improving meaningful representation and participation in local government. This report presents gender analysis findings and recommendations to guide USAID/Morocco's integration of gender throughout its strategic planning and the General Development Office Project Appraisal Design (PAD), as well as the design of upcoming cross-cutting democracy and governance and economic growth activities.

2. METHODOLOGY

2.1 Research Strategy

This USAID/Morocco gender analysis was based on a multi-pronged approach combining secondary sources obtained through a literature review with primary sources gathered through a series of in-depth interviews and group discussions with diverse key stakeholders, participant observation in relevant activities, a town hall meeting, and convening workshops.

The literature review, stakeholder consultations, and report writing took place concurrently from January 8, 2018 – March 8, 2018. The consultant team implemented a multi-step methodology, detailed below, to conduct the analysis:

Literature Review: The writers conducted a literature review of diverse Arabic, English and French language sources. Documentation for the literature review was obtained through research as well as systematic requests from all of the stakeholders listed in Table One: Stakeholders Consulted, below. Sources considered include: international indices, including on human rights and gender equality; Moroccan laws, policies, and data on gender equality; literature on political and economic inclusion, GBV, CVE, and gender equality; USAID/Morocco project and activity documents, including quarterly reports and evaluations; and USAID and United States Government gender equality, youth and CVE strategies, policies and best practices.

Work Plan: The team developed detailed, semi-structured Arabic and French interview and group discussion question guides and other data collection instruments, and a list of potential stakeholders.

Data Collection: The data collection through stakeholder consultations took place in multiple stages. Based on the approved work plan, the consultant team:

- Elaborated an initial list of diverse key stakeholders working or potentially working in one capacity or another on political and economic inclusion, CVE, gender and related issues in Morocco. This initial list was developed based on the consultant team's 18 years of in-country presence and existing GOM, FTP and CSO contact lists; recommendations for stakeholders to consult provided by USAID/Morocco; stakeholders suggested by the literature review and research; and additional contacts provided by stakeholders interviewed in a snowball effect. It was designed to target a host of public and private actors and to respond to the Statement of Work parameters.
- Prioritized the initial list into tier 1 stakeholders for in-person meetings, tier 2 stakeholders for phone meetings, and tier 3 stakeholders for email communication and documentation requests only.
- Sent official request letters to all identified stakeholders via fax and e-mail, as well as in hard copy when necessary, followed up by phone calls to assess the level of involvement of each stakeholder in relevant issues, request relevant documentation, assess the need and relevance of in-person

meetings, identify the appropriate people for in-person interviews, and schedule meetings.

In total, the consultant team initially reached out by phone and email to request meetings and information from over 20 Moroccan government institutions, 20 donors, 12 academics, 15 international non-governmental organizations, 30 local elected representatives, and 130 local civil society organizations.

Based on responses received, the final series of stakeholder consultations was comprised of the following:

- Designed and facilitated a Gender Analysis Convening Workshop at USAID for ten representatives from USAID, the Department of State, the Department of Labor, and the Office of Special Council (see Annex X=D for the guiding questions for this workshop).
- Conducted participant observation at a CVE activity sponsored by Creative Associates.
- Held a series of in-person individual and group meetings in Rabat with 13 United States Government representatives, 14 GOM officials, seven INGO representatives, three FTP representatives, three CSO representatives, and two researchers.
- Conducted a series of phone interviews with seven female local elected representatives, six women entrepreneurs, and 13 NGO representatives in diverse communities across Morocco outside of, and in addition to, the three areas targeted by this research.
- Conducted a series of phone consultations with three GOM officials (appointed position), one elected representative (elected through periodic elections), and three CSO representatives in Beni Mellal.
- Held two group Gender Analysis Convening Workshops for 24 CSO representatives in Errachidia and Ouarzazate.
- Held three group meetings with communal councilors in Ouarzazate (four counselors), Errachidia (three councilors), and the rural village of Ferkla Soufla (three councilors).
- Held a large group “town hall meeting” discussion with 60 women program “beneficiaries” of a women’s center in Ouarzazate.
- Met with five local GOM officials from the *Entraide Nationale* (National Mutual Aid)⁶, *Fondation Mohammed V pour la Solidarité*, *Agence Régionale d’Exécution des Projets*, and the local administrative authorities in Errachidia and Ouarzazate.

⁶ The *Entraide Nationale*’s mission is poverty reduction and social development.

Table 5. Stakeholders Consulted

Stakeholders Consulted	
USAID/Morocco, US Embassy/Morocco staff	USAID sector specialists in economic growth and development, and democracy and governance; Middle East Partnership Initiative (MEPI) representatives; US Consulate / Department of Labor (DOL) representatives; Department of State (DOS) political affairs section representatives; DOS public affairs section representatives; Office of Security Cooperation (OSC) representatives; Millennium Challenge Corporation (MCC) representatives.
INGOs	FHI360, Counterpart International, American Bar Association, Management Systems International, International Republican Institute, Quartiers du Monde, Creative Associates, Solidarity Center, Women's World Banking, Oxfam Morocco, Favorable Opportunities to Reinforce Self-Advancement for Today's Youth (FORSATY), AMEX International.
Government of Morocco	Representatives of the Ministry of Economy and Finance, Fondation Mohammed V pour la Solidarité, Entraide Nationale, Agence de Développement Social, Ministry of Employment and Professional Insertion, and Agence Régionale d'Exécution des Projets. GOM representatives consulted were from both the central level in Rabat as well as the local levels in Errachidia and Ouarzazate.
Financial and Technical Partners	UN Women, the Delegation of the European Union, the Royal Norwegian Embassy, the Royal Belgian Embassy, the Danish Embassy, and the Spanish International Development Cooperation Agency.
Moroccan CSO representatives	Local Moroccan CSOs working in diverse cities, towns and villages across Morocco on gender inclusion and economic development, with a particular focus on those in Errachidia, Ouarzazate and Beni Mellal.
Moroccan elected representatives	Local elected representatives at the communal level in diverse cities, towns and villages with a particular focus on those in Errachidia, Ouarzazate and Beni Mellal.
Women entrepreneurs	Women members of economic cooperatives or very small business owners in diverse cities, towns and villages with a particular focus on those in Errachidia, Ouarzazate and Beni Mellal.
Project participants ("beneficiaries")	Women participants in literacy and vocational training classes at a local women's center in Ouarzazate.
Academics	Ten Moroccan and international professors and researchers specializing in gender issues in Morocco.

2.2 Interview Themes and Approach

The consultant team's literature review and stakeholder consultations considered the following factors:

1. Significant gender issues at the macro level in Morocco, including a snapshot of the gendered social and political economy.
2. The policy environment and state capacity to address gender gaps at the national and sub-national levels.
3. INGO, FTP and CSO efforts to promote gender equality and opportunities for collaboration.
4. Significant gender issues that need to be addressed at the strategic and project levels for a broad range of USAID technical areas, including democracy and governance, economic growth, CVE, and peace and security, and identifying possible entry points for the incorporation of gender

considerations into ongoing and future activities.

5. Gender-based constraints to and opportunities for equitable participation and access of both men and women to development initiatives.
6. Successful strategies, approaches, and lessons learned that USAID/Morocco can use to enhance accessibility and equitability of its programs to improve the wellbeing of women, men, girls and boys.
7. Recommendations that identify and prioritize how the mission can better integrate gender considerations into current and future programs at the country development strategy level, and recommendations on how to incorporate gender into monitoring and evaluation systems.

Stakeholder interviews and group meetings were conducted in Arabic, French or English. The team developed and used a detailed, semi-structured Conversation Framework⁷ consisting of open-ended questions to use as prompts and probes. The consultant team adapted the substance of questions to be tailored to each specific stakeholder's thematic area of work and their affiliation. In some instances, the team sent an external version of the framework in advance to allow stakeholders to prepare for the meetings. The basic Conversation Framework for stakeholder interviews was adapted to serve as an agenda for small group discussions during the three Convening Workshops with United States Government personnel and CSOs.

Methodologically, the frameworks were based on two tools:

1. ***Appreciative Inquiry (AI) methods***, seeking to explore interviewee perspectives on successes of their efforts, the conditions that facilitated them, and opportunities for building on them.
2. ***Start, Stop and Continue Retrospective Model Chart***, to solicit interviewee perspectives on new strategies that should be tested, previous efforts that did not bear fruit, and successful experiences that should be continued.

Thematically, questions explored:

- Stakeholder activities and strategies related to political and economic inclusion and CVE.
- Specific themes within political and economic inclusion and CVE addressed in their work.
- Assessments of the successes and challenges of their approach.
- Monitoring, evaluation and learning methods used.
- Changes and impact that they have noticed resulting from their work.
- Sustainability issues.
- Relationships among and between state actors, CSOs, donors, and program participants.
- Priorities for future efforts.

⁷ The Conversation Framework used for Stakeholder interviews and as adapted as a program agenda for group workshops, may be found in Annex D.

Stakeholder responses were compiled uniformly into French and hand-coded according to the above eight thematic categories. Information was separated out by specific type of actor and geographic location, and frequency of responses noted.

2.3 Limitations to Analysis

Sufficient time allocated for this gender analysis would have permitted more thorough fieldwork with richer and more representative findings related to the political and economic inclusion of women, men, girls and boys and their roles in CVE. Time constraints prevented the consultant team from scheduling meetings with several key GOM, CSO and FTP actors identified in the original work plan. On several instances, including at the Ministry of Employment in particular, an entire delegation attended our meeting with the expectation and desire to hold individual follow-up meetings to provide more in-depth and detailed information from each ministerial department; we deeply regret that the time constraints did not allow us to follow up on their generous offer.

Additional time would also have permitted the consultant team to develop individual, targeted questionnaires for each of the different stakeholders consulted in order to direct particular questions for clarification and obtain more details specific to their work. A more scientifically rigorous coding of data would likewise have required sufficient time allocated for this analysis.

Quantitative data for regional comparisons was challenged by the recent regionalization that restructured administrative territories. Some of the information was only available from the previous territorial districting.

Furthermore, a substantial portion of the documentation available on efforts to address gender inclusion is self-reporting, which limits the ability to objectively assess their impact.

The inclusion of CVE as a specific theme to be addressed in this report on an equal basis with political inclusion and economic inclusion posed several challenges to the overall implementation and success of this gender analysis.

- First, within the GOM and the FTPs, the departments and persons responsible for CVE are different from those responsible for gender equality. As such, a thorough analysis would have required separate meetings with each of the two appropriate teams within each institution.
- Second, given the sensitive nature of the topic, the majority of CSOs consulted were reticent to speak about CVE. Several even stated that they would refuse to participate in interviews if the subject was raised and expressed their suspicions that political and economic inclusion was just a front to hide the fact that CVE was the primary reason for the analysis.

The lack of data and programming on gender equality and CVE efforts made it difficult for the research team to identify advances and gaps, and to make recommendations in this area. As such, for both political sensitivities and time considerations, it would be preferable to keep CVE as a separate topic with a context-specific strategy.

3. GENERAL OVERVIEW OF GENDER EQUALITY IN MOROCCO

3.1 Laws, Policies, Regulations and Institutional Practices⁸

Table 6. Gender Equality and Women's Empowerment in Selected National Policies

GOM policies, strategies, and action plans	Implications for gender equality and women's empowerment
Constitutional provisions and House of Representatives laws for implementation	
La Constitution Marocaine de 2011 ⁹	<p>The Moroccan Constitution has 18 provisions relating to gender equality and women's rights, including:</p> <ul style="list-style-type: none"> • Article 19 provides that men and women are deemed to have equal civil, political, economic, cultural, social and environmental rights. The state works for parity between men and women. • Articles 19 and 164 provide for the creation of an Authority for Gender Equality and Action Against All Forms of Discrimination. • Article 22 prohibits all violations of physical and moral integrity and dignity, as well as all cruel, inhuman and degrading treatment, under any circumstances, whether committed by state or private actors. • Article 34 of the Constitution provides that the state must enact and implement policies responding to persons with specific needs, including certain categories of women. • Article 154 provides for equal access of female and male citizens to public services. • Articles 32 and 169 provide for the creation of a Consultative Council on the Family and Childhood.
Loi n° 14.78 sur le Conseil consultatif pour la Famille et l'Enfance ¹⁰	<p>Law No. 14.78 on the Advisory Council for the Family and Childhood is tasked with monitoring and observing the situation of the family and childhood in all domains. The Council may give opinions, proposals and recommendations, as well as conduct studies and research. No provisions related to gender are included in articles 4, 5, 11, and 12 of the law related to the selection, composition or functioning of the Council and its staff.</p>

⁸ Those specific to political and economic inclusion and / or CVE will be included in those respective sections of this report.

⁹Royaume du Maroc. Dahir n° 1-11-91 du chaabane 1432 (29 juillet 2011) Portant Promulgation du Texte de la Constitution, Article Premier (« Constitution », 2011).

¹⁰Royaume du Maroc. Loi n° 14.78 sur le Conseil Consultatif pour la Famille et l'Enfance, Décret n° 102.16.1 du 20 juillet 2016 Bulletin Officiel n° 6496 du 1/9 2016, 2016.

Loi Organique Relative à la Loi de Finances ¹¹	Article 39 of the 2015 Finance Law stipulates that each program under the same ministry or a public institution, broken down into projects and actions, should be associated with defined objectives, as well as quantified indicators to measure the results achieved, while taking into account the gender dimension. It also adopts a performance-centered approach by which ministerial departments attach performance projects to their annual budgets.
Loi n° 14.79 Relatif à la Création de l'Autorité pour la Parité et la Lutte contre Toutes les Formes de Discrimination ¹²	Law No. 14.79 Relating to the Establishment of the Authority for Parity and the Fight against All Forms of Discrimination is tasked with monitoring and observing gender equality, parity and non-discrimination. The Council may also give opinions, proposals and recommendations in this domain.
National legislation	
Le Code de la Famille de 2004 ¹³	The 2004 Family Code governs marriage, divorce, child custody and guardianship, parentage, inheritance, and marital property. ¹⁴ The Family Code is the only law in Morocco based on religious precepts; ¹⁵ the last article provides that “for all issues not addressed by a text in the present code, reference may be made to the <i>Malikite</i> School of Jurisprudence and to <i>ijtihad</i> .” ¹⁶ Judges have significant power and discretion based on their own interpretation of religious texts, in contrast to the positivist approach used when applying the other, purely civil codes.
Le Code Pénal ¹⁷	The 1962 Penal Code covers a host of issues related to GBV and so-called “morality crimes” including rape, prostitution, illicit sexual relations ¹⁸ and abortion.
Loi n° 13.97 Relative à la Protection des Droits des Personnes en Situation de Handicap ¹⁹	The Law No. 13.97 Relating to the Protection of the Rights of Persons with Disabilities provides for the protection and promotion of the rights of persons with disabilities contains only two mentions of women: <ul style="list-style-type: none"> • Article 3 establishes equality between men and women with disabilities; and • Article 13 provides that people with disabilities enjoy on an equal basis with others the right to protection against all forms of exploitation, violence, ill treatment and discrimination.

¹¹ Royaume du Maroc Dahir no I-15-62 du 14 chaabane 1436 (2 juin 2015) Portant Promulgation de la Loi Organique no. 130-13 Relative à la Loi de Finances, 2015.

¹² September 21, 2017.

¹³ Royaume du Maroc. Dahir n° I-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille (« Family Code »), 2004.

¹⁴ Discussed in greater detail in the relevant sections of this report.

¹⁵ All other laws – contracts, commerce, criminal law and procedure, tax law, administrative law, civil procedure and the like – are based on secular, European style civil codes influenced by the French and Spanish Protectorates.

¹⁶ Royaume du Maroc. Dahir n° I-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille (« Family Code »). Article 400, 2004.

¹⁷ Royaume du Maroc Dahir n° I-59-413 du 28 Joumada II 1382 (26 novembre 1962) Portant Approbation du Texte du Code Pénal, as amended, 2016.

¹⁸ Discussed in greater detail in the relevant sections of this report.

¹⁹ Royaume du Maroc. Loi-Cadre no. 97-13 Relative à la Protection et à la Promotion des Droits des Personnes en Situation de Handicap, 12 chaabane 1437, May 19, 2016.

Government plans and strategies	
Plan Gouvernemental pour l'Égalité (PGE or Ikram 1), 2012-2016 ²⁰	<p>The 2012-2016 Government Plan for Equality (PGE) was adopted by the Government Council in 2013, for the period 2012–2016 and with a budget of 45 million euros. It set out eight spheres of activity, divided into 24 objectives and 156 measures. An Inter-Ministerial Equality Commission was established in 2014 to monitor and implement the plan. Achievements noted in the government's final evaluation of the PGE I include:</p> <ul style="list-style-type: none"> • Creation of two National Observatories on violence against women (VAW) and on the image of women in the media. • Preparation of legislation to implement constitutional provisions, as well as a bill to combat VAW. • Creation of Espaces Multifonctionnels Dédiés aux Femmes (EMFs) which are multi-purpose community centers for women that provide counseling, shelter, training, and other services. • Production of reports and studies. • Awareness-raising campaigns.
Plan Gouvernemental pour l'Égalité (PGE or Ikram 2), 2017-2021 ²¹	<p>Though the political framework for the 2017–2021 PGE 2 exists, the operational framework has not yet been developed. Observers report that the PGE will have seven spheres of activity, eliminating the prior focus on fostering a culture of equality and institutionalization, and emphasizing employability and economic empowerment.²²</p>
Plan National en Matière de Démocratie et de Droits de l'Homme, 2018-2021 (December 2017)	<p>The National Action Plan for Democracy and Human Rights comprises 430 measures in four areas:</p> <ul style="list-style-type: none"> • Democracy and governance, with five measures related to equality, parity and equity; • Economic, social, cultural and environmental rights, with measures related to equality, equity and non-discrimination at work. • Protection and promotion of non-discrimination, tolerance and equality. • Institutional and legislative measures, with 23 measures related to women.

Morocco is party to all nine of the core international human rights conventions,²³ and the Constitution's preamble provides that duly ratified international conventions have primacy over domestic law. This supremacy is qualified however, as "within the framework of Constitutional provisions and laws of the Kingdom, in respect of immutable national identity." Likewise, the equal rights of men and women are conditioned on "respect of Constitutional provisions, and permanent characteristics and laws of the

²⁰Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Plan Gouvernemental for l'Égalité IKRAM I, 2012-2016.

²¹ Established in the April 2017 Government Plan at: <http://www.cg.gov.ma/fr/DOCs/pg2017.pdf>.

²² Telquel. Egalité Femme/Homme: le Plan Ikram Jugé "Idéologique et Partisan" par des Feminists, August 17. 2017.

²³ The International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, International Convention on the Elimination of All Forms of Racial Discrimination, Convention on the Elimination of All Forms of Discrimination against Women, Convention against Torture and Other Cruel, Inhuman or Degrading Treatment, Convention on the Rights of the Child, International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, International Convention on the Rights of Persons with Disabilities, and the International Convention for the Protection of All Persons from Enforced Disappearances.

Kingdom.”²⁴ Articles establishing Islam as the state religion²⁵ and defining the family as the basis of society, with its unity, stability and preservation guaranteed by the state,²⁶ provide substance for the opt-out clauses to the broader declarations on international human rights and gender equality. Article 22 of the Constitution is generally interpreted by observers as including all forms of GBV, including domestic violence.

MFSEDS is responsible for the preparation, coordination and implementation of government policies related to the family, women’s rights, equality and gender inclusion. Two entities under the umbrella of MFSEDS, the *Agence du Développement Social* (ADS)²⁷ and the *Entraide Nationale*²⁸ likewise work to promote women’s status through development projects targeted at poverty reduction and sustainable economic and social development.

The Ministry of Economy and Finance also plays an active role in promoting gender equality, namely through GSB. In 2017, 25 percent of ministerial department objectives and 33 percent of indicators were deemed gender sensitive. Forty to 60 percent of indicators in eight ministerial departments were gender sensitive,²⁹ and 70 to 100 percent of objectives in four ministries were gender sensitive.³⁰

Different ministerial departments have thus advanced further than others in GSB efforts. It is notable that the Ministry of Justice is not among the above “top performers”; its 2018 budget comprises just three gender-sensitive indicators: percentage of enforcement of Family Court judgments, percentage of beneficiaries of Family Support Fund, and percentage of VAW units established.

Challenges to GSB include the lack of coordination between the Gender Focal Points and the Finance Directors responsible for the budget in certain ministerial departments. The effectiveness of the gender focal points varies by ministries; challenges include the fact that they have other job responsibilities, and that this is an additional workload to their primary jobs. These gender focal points are frequently one individual person within a ministerial department, working alone rather than as part of a team of people to advance the gender equality agenda internally.

Ten ministerial departments participated in a prefiguration phase to prepare the 2017 Finance Law, and a recent Ministerial Circular³¹ requires all ministerial departments to integrate gender into the prefiguration phase of preparatory work on the annual budget. Future priorities include the integration of gender into

²⁴Royaume du Maroc. Dahir n° 1-11-91 du haabane 1432 (29 juillet 2011) Portant Promulgation du Texte de la Constitution, Article 19 (« Constitution », 2011).

²⁵ Ibid. Article 3.

²⁶ Ibid. Article 32.

²⁷Royaume du Maroc. Agence de Développement Social. The ADS provides financial and technical support for CSOs and local authorities in their mission to combat poverty.

²⁸ The Entraide Nationale’s mission is to provide aid and assistance to vulnerable groups.

²⁹ Culture, Youth and Sports, Higher Education, MFSEDS, Public Administration and Civil Service modernization, Vocational Training, Water and Human Rights.

³⁰ MFSEDS, and the Ministries of Human Rights, Maritime Fishing, and Public Administration and Civil Service Modernization.

³¹ Circular issued by Head of Government, No. 7/2017; Interview by authors with the CE-BSG. Also reported at <https://www.finances.gov.ma/fr/pages/bsg/accueil2.aspx?itemId=30&m=Loi%20de%20Finances%20et%20Budget>

strategic planning in advance of the budget preparation.

3.2 Patterns of Power and Decision-making

Despite recent reform initiatives, discriminatory legal provisions and social norms continue to hinder women's autonomy, power, and decision-making. The lack of public services, and of options and alternatives for women outside of marriage, as described in the political and economic inclusion sections below, impact negatively on women's bargaining and decision-making within the family over both personal and financial issues.

Unequal power relationships and decision-making within the family. Although 2004 reforms to the Family Code eliminated previous legal provisions designating the man as the head of household and establishing women's duty of obedience to her husband,³² the code still maintains unequal and asymmetric power relations in the family persist.

- While the legal age of marriage for both men and women is 18, the 2004 Family Code allows the marriage of minors when "justified" and after control by the family affairs judge.³³ At approximately 90 percent, the approval rates of petitions to marry a minor are high. In May 2014, the Ministry of Justice revealed that the number of cases of marriage of minors has nearly doubled in the past 10 years, comprising 10.72 percent of all marriages.³⁴ The persistence of underage marriage affects girls' ability to pursue education and, given the frequent age gaps between spouses, has implications for decision-making and power dynamics within the family.
- The 2004 Family Code³⁵ continues to allow polygamy with judicial authorization when the husband proves that he has an exceptional and objective justification for taking another wife and has sufficient resources to support both families and guarantee equality in all aspects of life. Although polygamy is still rare according to official statistics,³⁶ women whose husbands wish to take another wife must either agree or else seek divorce. The mere threat of polygamy thus provides a source of coercive control by husbands over their wives.
- Women and men still have unequal access to divorce. Even after the 2004 reforms, men retain their right to divorce unilaterally and without cause. In contrast, women must either pay compensation to their husbands to obtain a divorce or seek a judicial divorce by proving one of six specified faults committed by the husband or by alleging irreconcilable differences.³⁷

³²Royaume du Maroc. Dahir no. 1-57-343 du 22 novembre 1957 (I) portant promulgation du Livre I du Code du Statut Personnel, (the previous Personal Status Code in effect before the 2004 Family Code), articles 1 and 36(2).

³³Royaume du Maroc. Dahir n° 1-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code»), Articles 20 – 21, 2004.

³⁴Yabiladi. Marriages of Minors in Morocco: 35,152 cases recorded in 2013," May 29, 2014.

³⁵ Family Code, Articles 40-46.

³⁶Royaume du Maroc. Ministère de la Justice et des Libertés. Statistiques des Sections de la Justice de la Famille Année 2011, 2011: Only 0.34% of marriages contracted in 2011 were polygamous.

³⁷Royaume du Maroc. Dahir n° 1-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code»), Articles 78 – 120, 2004.

- The code maintains inequality between fathers and mothers in legal guardianship of their children. Even after divorce, fathers remain legal guardians of their children, controlling all decision-making and management of affairs relating to children, such as their education, property, and other administrative issues.³⁸ These also include responsibilities for children's bank accounts and for receiving insurance reimbursements for children's medical expenses, even when the mother has paid. Mothers with physical custody of their children after divorce face obstacles to remarrying, as well as constraints on their mobility to travel outside of the country with their children or to relocate within Morocco away from the father/legal guardian.³⁹

Decision-making about employment and expenditures. Only one-third of Moroccan women make decisions about employment by themselves; fathers and husbands play a significant role in women's decision to work.⁴⁰ In a series of focus groups held in diverse regions across Morocco to solicit women's opinions on ideal clauses to stipulate in the marriage contract, the right to work outside the home was one of the most frequently cited,⁴¹ suggesting that this was not something taken for granted. Forty-five percent of young urban women currently in school, but not expecting to work afterwards, or having completed school but not willing to work, cited family opposition from parents or husbands as a reason. Thirty percent of these young urban women explained their absence from the workforce by saying that they were "busy at home."⁴² Only half of rural women participate in decision-making about use of profits from agricultural activities.⁴³

Restricted autonomy and decision-making over bodies and sexualities.

- **Sexual relations** between unmarried persons are illegal in Morocco, with penalties doubled in the case of adultery.⁴⁴
- All **abortion** is criminalized unless it is deemed necessary to protect the mother's health or life, and the former situation requires the husband's consent.⁴⁵ A bill recently adopted by the Government Council and currently under review by the House of Representatives would permit abortion in cases of rape or incest, mental incapacity of the mother, or fetal abnormalities.⁴⁶
- **Marital rape** is not considered a crime under the Penal Code. The current Minister of Human Rights

³⁸ Ibid. Articles 231, 236, 238.

³⁹ Ibid. Articles 173, 175 and 178.

⁴⁰ World Bank. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

⁴¹ Global Rights. Conditions, Not Conflict: Promoting Women's Human Rights in the Maghreb through the Strategic Use of the Marriage Contract, 2008. Women described how they quit their jobs upon marriage due to their husbands' demands, prohibitions, and threats of divorce.

⁴² Morikawa, Yuko. The Opportunities for Female Labor Force Participation in Morocco. The Brookings Institute and the Japan International Cooperation Agency, 2015.

⁴³ Food and Agriculture Organization of the United Nations. Gender and Land Rights Database.

⁴⁴ Royaume du Maroc Dahir n° 1-59-413 du 28 Joumada II 1382 (26 novembre 1962) portant approbation du texte du Code Pénal, as amended, Articles 490 and 491, 1962.

⁴⁵ Ibid. Articles 449 -455, 1962.

⁴⁶ Royaume du Maroc. Projet de loi N° 10.16 modifiant et complétant le Code Pénal, no date.

(previously the Minister of Justice) opposes criminalizing marital rape⁴⁷, and the recently enacted law 103-13 on the elimination of violence against women is silent on the issue.

3.3 Gender Roles, Responsibilities, and Time Use⁴⁸

Contradictory legal provisions on family responsibilities. The 2004 Family Code places the household under the joint responsibility of both spouses, and provides for consultation in decision making in family affairs and protection of children.⁴⁹ These provisions are not entirely consistent with articles later on in the code that still hold the husband solely responsible for financially supporting his wife and children.⁵⁰ It is notable that the former provisions on joint responsibility for the household have been interpreted and applied as referring solely to women's financial participation in household expenses (despite the latter provisions), and not as referring to equal power in decision-making or to men's responsibility for domestic work or child care.

Unequal use of time. Men and women in Morocco vary significantly in the time dedicated to professional work as compared to invisible and unpaid domestic chores. On average, women spend 1 hour and 21 minutes per day on professional work compared to 5 hours and 25 minutes for men, and 5 hours per day on domestic work and caretaking for other household members, compared to 43 minutes for men. Rural women spend one more hour per day than their urban counterparts on domestic work, mainly on tasks such as seeking water and wood, and cooking. This is more onerous in rural areas due to less access to water, electricity and household appliances.⁵¹ This gender gap is reflected from a very young age; among children ages 7 to 14, girls spend an average of 76 minutes per day on domestic and caretaking chores, while boys on average spend 22 minutes per day on such tasks.⁵² Women also assume most social obligations such as attending weddings and funerals and hosting guests.⁵³

Stereotyped gender roles. Social and religious norms still consider it “obligatory” for women to get married. Women are less likely than men to be single (28.9 percent vs. 40.9 percent) but are more likely to be divorced (3.4 percent vs. 0.9 percent) or widowed (10 percent vs. 0.8 percent),⁵⁴ a reality that has

⁴⁷ Barlamane.com. Mustapha Ramid à Mediapart: Le Maroc n'est ni un Enfer des Droits de l'Homme, ni un Paradis, March 13, 2016.

⁴⁸ For a detailed study and analysis of perceptions and opinions of Family Code articles related to gender roles, see: Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. 10 Ans d'Application du Code de la Famille: Quels Changements, dans les Perceptions, les Attitudes et les Comportements des Marocains et Marocaines, 2016.

⁴⁹ Royaume du Maroc. Dahir n° 1-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code »), Articles 4, 51, 2004.

⁵⁰ Ibid, Articles 194, 198.

⁵¹ Though 96 percent of rural populations had access to potable water by the end of 2016, the individual connection rate was only 40 percent. The official rural electrification rate is over 99 percent. Rural accessibility to roads is 79.3 percent.

⁵² Ibid. Men also spend slightly more time per day than women on training and education, leisure activities, and religious practices.

⁵³ World Bank. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

⁵⁴ Royaume du Maroc. Haut-Commissariat au Plan. Femmes et Hommes en Chiffres, 2016.

significant implications for women's economic inclusion. Thirty-one percent of men ages 15 or higher think that it is unacceptable for women to work.⁵⁵ Thirty-nine percent of people surveyed in Morocco agreed that it would cause problems if a woman earned more than her husband.⁵⁶ Over 60 percent of the population believes that men should have priority when jobs are scarce, and 71 percent believe that children suffer by having a working mother.⁵⁷

The resurgence of Islamist groups since the 1990s has also generated grassroots level opposition to women's participation in the public spheres, especially in employment. In one illustrative example, the previous head of government from the Islamist party expressed his opposition to women working outside the home.⁵⁸

3.4 Access to and Control over Assets and Resources

Numerous provisions in national legislation hinder women's access to and control over assets and resources, depriving them of financial security and economic independence.

Unrecognized financial and in-kind contributions to household expenses. The aforementioned Family Code provisions technically hold the husband solely responsible for financially supporting his wife and children.⁵⁹ The reality, however, is quite different. Women workers report that their salary is often the main source of income for their households or that they contribute equally to household expenses.⁶⁰

Additionally, Family Code provisions establish **separate marital property**, whereby each spouse retains ownership of assets acquired during marriage with no division or sharing of property upon dissolution of marriage. These provisions are to the detriment of women. Although reforms to the code did create the option for spouses to conclude a written property agreement setting out an alternative framework for how they will manage and share assets acquired during the marriage (for example, joint or community property), these are extremely rare in practice.⁶¹ Ownership of titled property is deemed to be in the name of the person who registered it (usually the husband) even when both spouses contribute to its purchase.

Limited financial support and awards. After divorce, husbands have no financial obligations, such as **alimony**, to their ex-wives beyond housing and maintenance expenses during the limited *idda* period.⁶²

⁵⁵ Women, Peace and Security Index, 2016:

⁵⁶ Agence Française de Développement. Dans Quelles Conditions le Travail des Femmes Devient-il un Facteur d'Autonomisation? Question de Développement, May 2015.

⁵⁷ World Bank Group. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

⁵⁸ Bladi.net. Polémique: Benkirane Conseille aux Marocaines de s'Occuper de Leurs Foyers, 22 June 2014.

⁵⁹ Royaume du Maroc. Dahir n° 1-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code»), Articles 194, 198, 2004.

⁶⁰ Promotion de l'égalité entre les femmes et les hommes dans la vie économique, sociale, culturelle et politique. Les discriminations à l'égard des femmes dans la vie économique : réalités et recommandations, 2014.

⁶¹ See e.g.: Global Rights. Conditions, Not Conflict: Promoting Women's Human Rights in the Maghreb through the Strategic Use of the Marriage Contract, 2008.

⁶² Royaume du Maroc. Dahir n° 1-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code»), Articles 129 – 137. The length of the *idda* varies depending on the

Although fathers are responsible for financially maintaining their children after divorce and both paying the custodian **child support** and guaranteeing the children decent housing,⁶³ award amounts are generally quite low, and numerous problems arise in serving notice and executing judgments. In 2011, only 60 percent of child support cases received decisions, and only 60 percent of those were enforced.⁶⁴ Women thus often bear the costs of raising children alone after divorce. Furthermore, discriminatory inheritance laws continue to award women lesser shares of **inheritance** than men.⁶⁵

Women without legal marriage contracts, such as those concluding **verbal marriages** and **unwed mothers**, have no financial rights from their “husbands” and fathers of their children.⁶⁶ Despite Family Code provisions that sought to eliminate the practice of verbal *fatiha* or *orfi* marriages, grace periods for registering marriages through 2019 have contributed to the persistence of such marriages,⁶⁷ concluded either by custom, desire to circumvent polygamy or age restrictions, or isolation from public authorities.

Unwed mothers are denied access to social and economic resources, as a result of the aforementioned Penal Code provisions criminalizing illicit sexual relations, civil status laws⁶⁸ that make it difficult to impossible to register a child’s birth or to obtain a Family Booklet when a child is born outside of marriage, and social marginalization and stigmatization that isolates them from their families and other support networks.⁶⁹

Discriminatory land ownership laws and practices. There is no comprehensive land law, with a complex diversity of types of land and applicable legal frameworks based on national legislation as well as on Islamic and local customary law. Likewise, a host of different national and local institutions govern and enforce regulations depending on the land’s status.

Although national and religious laws recognize women’s rights to inheritance, albeit a lesser share than men, customs and social practices often pressure women to renounce their shares of land to their brothers. A host of other means exist that allow circumvention of the inheritance laws to men’s advantage. These complex and discriminatory legal frameworks, the fragmented nature of agricultural operations, joint ownership, and the lengthy nature of administrative procedures also contribute to gender

circumstances from three menstrual cycles to four months and ten days, or, in the case of pregnant women, through the end of the pregnancy.

⁶³ Ibid. Articles 167-168, 190-191, 198-199.

⁶⁴ World Bank. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

⁶⁵ Royaume du Maroc. Dahir n° 1-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code»), Book Six, 2004.

⁶⁶ Ibid. Articles 142–162 only recognize “legitimate” paternal filiation.

⁶⁷ Ibid, Article 16.

⁶⁸ Royaume du Maroc. Dahir n° 1-02-239 du 25 rejev 1423 Portant promulgation de la Loi n° 37-99 relative à l'État Civil (B.O. du 7 novembre 2002), 2002.

⁶⁹ For an in-depth discussion of the situation of unwed mothers, see: Bordat, Stephanie Willman and Saida Kouzzi. Legal Empowerment of Unwed Mothers: Experiences of Moroccan NGOs. International Development Law Organization, 2010.

differentiated land rights.⁷⁰

Forty-two percent of land is held collectively by tribes and governed by a variety of customary laws varying by community, with the right to use and manage collective lands under the supervision of the Ministry of the Interior and implemented by local community delegates. Exploitation and usufruct rights, until recently, were only granted to male heads of households.⁷¹ However, recent accelerated commoditization of land led to protest movements in diverse communities across the country by “Soulaliyate” women deprived of a share of financial compensation from the sale of collective lands. Ministry of Interior circulars in 2009, 2010 and 2012 directed regional and provincial authorities to ensure that women and men enjoy equal rights in both land use and in revenue from the cession of land.

As a result, only seven percent of Moroccan women have access to immovable property, and this figure drops to one percent in rural areas. Women only possess 2.5 percent of utilized agricultural land.⁷² Farms operated by women have a smaller average surface area of utilized land (less than three hectares) than those operated by men.

Gender biases in taxation system. Men may claim deductions for their wives and dependent children; in contrast wives may only claim such a deduction if they can prove that their husbands and children are dependent on them.⁷³

Female heads of household. The gender gaps in access to resources, assets, employment and income generating activities place women in a particularly vulnerable position when they are solely responsible for supporting a family. 16.2 percent of households are classified as female heads of household (FHHs), with a higher rate in urban areas (18.5 percent) than in rural areas (11.8 percent). More than half of FHHs are widows (56 percent) and 14.2 percent are divorced.⁷⁴ Smaller households are more likely to be FHHs, and the rate of FHH as compared to male-headed households declines as family size grows. For example, while the FHH rate is 24.1 percent compared to 11.3 percent for men when the family has only two members, families with five members are more likely to be headed by a man – 20.6 percent vs. 8.9 percent of FHH.⁷⁵

3.5 Gender-based Violence

High prevalence rates. The first national study on the prevalence of violence against women in

⁷⁰Food and Agriculture Organization of the United Nations. Gender and Land Rights Database. The database contains in-depth descriptions of the different national, religious and customary laws governing land ownership.

⁷¹Royaume du Maroc. Dahir du 26 rejab 1337 (27 avril 1919) Organisant la Tutelle Administrative des Collectivités Ethniques et Réglementant la Gestion et l'Aliénation des Biens Collectifs ; Circulaires du Ministère de l'Intérieur du 25 octobre 2010.

⁷²Royaume du Maroc. Conseil Économique Social et Environnemental. Promotion de l'Égalité entre les Femmes et les Hommes dans la Vie Économique, Sociale, Culturelle et Politique. Les Discriminations à l'Égard des Femmes dans la Vie Économique : Réalités et Recommandations, 2014.

⁷³International Monetary Fund. Strategy, Policy, and Review and Research Departments: Middle East and Central Asia: A Survey of Gender Budgeting Efforts. IMF Working Paper prepared by Lisa Kolovich and Sakina Shibuya, 2016.

⁷⁴Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

⁷⁵Royaume du Maroc. Haut-Commissariat au Plan. La Femme Marocaine en Chiffres: Tendances d'Évolution des Caractéristiques Démographiques et Socioprofessionnelles, 2016.

Morocco, the 2009 *Enquête Nationale sur la Prévalence de la Violence à l'Égard des Femmes* (2009 National Survey on the Prevalence of Violence Against Women) (ENPVEF) found that 62.8 percent of women in Morocco ages 18 to 64, or nearly 6 million women, had experienced at least one of the six pre-determined categories of violence in the year preceding the study. Psychological violence was the form most frequently reported (48 percent), followed by attacks on the exercise of individual liberties (31 percent), violence in exercising rights under the Family Code (17.3 percent), physical violence (15.2 percent), sexual violence (8.7 percent) and economic violence (8.2 percent). The study reports a lifetime prevalence of sexual violence of 23 percent.

Violence was most prevalent in intimate contexts, committed by the survivor's husband (55 percent), fiancé or ex-husband (47.4 percent), or other family members (13.5 percent). Women also reported incidents of violence in public spaces (32.9 percent), followed by educational and training facilities (24 percent), and the workplace (16 percent).⁷⁶

Legislative advances.

Repeal of provisions hindering shelters for women fleeing violence. In August 2013, Penal Code Articles 494, 495, and 496 were repealed. These articles had criminalized hiding, harboring, or abducting a married woman and effectively made shelters for women fleeing violent situations illegal.⁷⁷

Repeal of provisions allowing the forced marriage of rapists. In February 2014, legislators repealed the controversial second paragraph of Penal Code article 475,⁷⁸ which had previously provided that whoever “abducts or deceives” a minor, without using violence, threat or fraud, can escape prosecution and imprisonment if: 1. the abductor marries the rape survivor; and 2. those persons who have a right to request annulment of the marriage do not file a complaint.

Enactment of long-awaited violence against women law. On February 14, 2018, the House of Representatives passed Law 103-13 on the elimination of violence against women, then published it in the *Bulletin Officiel* (Official Gazette) on March 12, 2018.⁷⁹ This marks the end of the legislative process, following the House's initial vote on the law in July 2016 and review and vote on January 30, 2018 by the House of Councilors.⁸⁰

Rather than a specific law with both criminal and civil provisions, Law 103-13 is limited to minor reforms to the Penal Code and the Code of Penal Procedure. These are mainly comprised of making certain

⁷⁶Royaume du Maroc. *Enquête Nationale sur la Prévalence de la Violence à l'Égard des Femmes* (Haut Commissariat au Plan, 2009). The MFSEDS National Observatory on VAW has published two annual reports in 2015 and 2016, the latest available in Arabic. The reports present data and statistics on the types and numbers of VAW cases received by the national health, law enforcement and justice system authorities, but it is unclear whether there is a standardized and coordinated uniform system for the collection and compilation of data.

⁷⁷ Published in the Arabic version of the *Bulletin Officiel* number 6177, August 12, 2013.

⁷⁸Royaume du Maroc. Dahir n° 1-14-06 du 20 rabii II 1435 (20 février 2014) portant Promulgation de la Loi n° 15-14 Modifiant et Complétant l'article 475 du Code pénal.

⁷⁹Royaume du Maroc. Dahir no. 1.18.19 du 5 Jumada II 1439 (22 février 2018) portant promulgation de la loi n° 103.13 sur la lutte contre les violences faites aux femmes.

⁸⁰ See MRA Women. Draft law # 103-13 (as updated) on the Elimination of Violence Against Women Analysis and Advocacy Chart, September 7, 2016, for a detailed description of the initial text of the Draft Law. The law will enter in force six months after its publication.

existing crimes applicable to spouses (such as theft, defamation and fraud), and increasing penalties for existing crimes when the offender is a spouse or brother, or the survivor is disabled. Despite the title of the law as “Violence Against Women,” its articles do not apply to such violent crimes committed against women, but as committed “between spouses.”

The law has numerous shortcomings, gaps and deficiencies:

- It does not create duties or procedures for law enforcement and justice system personnel to address the critical, earlier steps in the law enforcement process, such as the reporting, investigation, and prosecution phases of violence against women cases. Policies and procedures are currently unclear for law enforcement, prosecutors and health services. Observers interviewed for this analysis described how local response to GBV cases depends on the local actors involved. For example, in one city, it was reported that doctors will not provide women reporting rape with medical certificates without prior instructions from the prosecutor, something that is practice rather than law. The recently enacted Law 103-13 does nothing to remedy this situation.
- It does not address the deficiencies in the current rape and sexual assault laws, for example by criminalizing marital rape or decriminalizing illicit sexual relations.
- It does not provide for any civil protection or temporary restraining orders or other civil remedies,⁸¹ or establish any specific services or provide concrete support for women survivors of violence.
- It now mandates that medical professionals give testimony in cases of GBV if and when the court summons them. Under previous article 446 of the Penal Code, medical professionals were not required but were allowed to break confidentiality only in cases where they are denouncing abortion, or abuse of minors, spouse or a woman.

The law does create new Penal Code provisions related to sexual harassment. Currently, article 503-I (enacted in 2003) is the sole article in the Penal Code related to sexual harassment, and only covers sexual harassment that takes place as an abuse of authority, in the workplace by a superior and with the purpose of obtaining sexual favors. Sexual harassment that occurs in other spaces or is committed by someone else in the workplace not in a higher position is not an offence under article 503-I. Behavior that creates a hostile work environment would not be defined as sexual harassment under article 503-I.

Law 103-13 adds new provisions to this article providing that “harassment in public spaces or other by words, acts or signals of a sexual nature for sexual purposes” or “written letters, phone or electronic messages, records or images of sexual nature for sexual purposes” shall be punished with one to six months of imprisonment and/or a fine ranging from 2,000 to 10,000 Moroccan dirhams, with the punishment doubled “if the perpetrator is a work colleague or one of those in charge of order or security of public places or else.”

Pending bill to address housing for women survivors of violence. The lack of a clear legal status and

⁸¹ The Protective Orders in the law are criminal measures, only available after a criminal prosecution has been launched.

framework for shelters for GBV survivors in Morocco creates several obstacles to providing safe housing and adequate protection for women survivors of violence. In the absence of a specific legal framework on shelters for women survivors of violence, Law 14-05⁸² on “Social Protection Establishments” is considered the applicable law. Law 14-05 pertains to centers providing services and care, including shelter, to people in “difficult, precarious or indigent situations” but the law is not specific to and does not appropriately take into account work with women survivors of violence. A draft law currently pending in the House of Representatives would reinforce and clarify the status and operations of these centers.⁸³

⁸² Royaume du Maroc. Dahir n° 1-06-154 du 30 chaoual 1427 (22 novembre 2006) Portant Promulgation de la Loi n° 14-05 Relative aux Conditions d'Ouverture et de Gestion des Établissements de Protection Sociale.

⁸³ The text of the current bill can be found at:
http://www.mcrp.gov.ma/pdf/Lois/Projets/65.15/Conseillers/SP_LEC_1.pdf

4. SECTOR-LEVEL FINDINGS AND RECOMMENDATIONS

4.1 POLITICAL INCLUSION FINDINGS AND RECOMMENDATIONS

4.1.1. GOM and US Government Institutional Policy and Strategic Framework

Table 7. Gender Equality and Women's Empowerment in US Government and GOM Policies Related to Political Inclusion

US government policy framework	Purpose of the policy/strategy
USAID/Morocco Country Development Cooperation Strategy (CDCS) 2013-2017	The CDCS is a focused plan to work side by side with the Moroccan government, civil society and the private sector. The goal of this strategy is to advance Moroccan initiatives for peaceful reform vis-à-vis workforce development practices, enhanced citizen participation, and increased quality of primary education. Development Objective Two is aimed at increased civic participation in governance through democracy and governance programs aimed at supporting women's rights groups and work with political parties to increase women's participation in local and national elections. ⁸⁴
The USAID Gender Equality and Female Empowerment Policy (March 2012)	This policy aims to improve the lives of citizens around the world by advancing equality between females and males, and empowering women and girls to participate fully in and benefit from the development of their societies. The policy stipulates that gender equality and female empowerment will be addressed through the integration of gender equality and female empowerment throughout the agency's program cycle and related processes. ⁸⁵
USAID Automated Directive System (ADS) 205: Integrating Gender Equality and Female Empowerment in USAID's Program Cycle, Full Revision Date 04/27/2017	This policy defines gender analysis and explains how program offices and technical teams must incorporate the findings of gender analysis throughout the program cycle, budgeting and reporting, in country strategies and projects. ⁸⁶

⁸⁴ United States Agency for International Development. USAID/Morocco Country Development Cooperation Strategy 2013 – 2017, 2013.

⁸⁵ United States Agency for International Development. USAID Gender Equality and Female Empowerment Policy, 2012.

⁸⁶ United States Agency for International Development. Automated Directive System Chapter 205: Integrating Gender Equality and Female Empowerment in USAID's Program Cycle, Full Revision Date 04/27/2017.

GOM policies, strategies, and action plans	Implications for gender equality and women's empowerment
Constitutional provisions and organic laws for implementation	
Loi Organique Relative à la Nomination aux Fonctions Supérieures ⁸⁷	<p>The Organic Law on Nominations to Senior Government Posts:</p> <ul style="list-style-type: none"> • Provides for non-discrimination in the choice of candidates for senior government posts, including on the basis of sex, and calls for parity between men and women (article 4). • Requires additional implementing legislation.
Loi Organique Relative aux Partis Politiques ⁸⁸	<p>The Organic Law on Political Parties:</p> <ul style="list-style-type: none"> • Forbids political parties constituted on the basis of any form of discrimination (article 4). • Asserts that political parties must work towards achieving one-third participation of women in their governing bodies at the national and regional levels (article 26). • None of the provisions related to state funding for political party operations or campaigns is conditioned on the inclusion of women.
Loi Organique n° 28-11 Relative à la Chambre des Conseillers ⁸⁹	<p>The Organic Law on the House of Councilors requires that no list of candidates have two successive names of two candidates of the same sex (article 24).</p>
Loi Organique n° 27-11 Relative à la Chambre des Représentants ⁹⁰	<p>The Organic Law on the House of Representatives stipulates:</p> <ul style="list-style-type: none"> • 305 members of the House of Representatives are elected through local district lists, while a national list of 90 seats (article 1) is reserved for 60 women and 30 youth. • Members who are elected through the national list may not be re-elected through the national list (article 5).
Loi Organique N° 59-11 Relative à l'élection des membres des conseils des collectivités territoriales.	<p>The Organic Law on the Election of Members of Councils of Territorial <i>Collectivités</i> and the Organic Law No. 34-15 Modifying and Supplementing Organic Law No. 59-11 stipulate:</p> <ul style="list-style-type: none"> • 12 regions, 75 prefectures and provinces (13 and 62 respectively), and 1,503 communes. • One-third of seats for regional, provincial and prefectural councilors are reserved for women (article 76). • The reserved number of seats for women on communal councils varies depending on the size of the commune (Article 128, bis).

⁸⁷Royaume du Maroc. Dahir n° 1-12-20 du 27 chaabane 1433 (17 juillet 2012) Portant Promulgation de *loi Organique n° 02-12 Relative à la Nomination aux Fonctions Supérieures* en Application des Dispositions des Articles 49 et 92 de la Constitution, 2012.

⁸⁸Royaume du Maroc. Dahir n° 1-11-166 du 24 kaada 1432 (22 octobre 2011) Portant Promulgation de la Loi Organique n° 29-11 Relative aux Partis Politiques, 2011.

⁸⁹Royaume du Maroc. Dahir n° 1-11-172 du 24 hija 1432 (21 novembre 2011) Portant Promulgation de la Loi Organique n° 28-11 Relative à la Chambre des Conseillers, 2011.

⁹⁰Royaume du Maroc. Dahir n° 1-11-165 du 16 kaada 1432 (14 octobre 2011) Portant Promulgation de la Loi Organique n° 27-11 Relative à la Chambre des Représentants, 2011.

National legislation	
Statut Général de la Fonction Publique ⁹¹	The General Statute on Civil Service provides that men and women can access civil service jobs on equal conditions (Article 1).
Government plans and strategies	
Charte De La Réforme du Système Judiciaire, 2013 ⁹²	The 2013 Charter for Justice System Reform has several focus areas relating to gender equality, including those guaranteeing representation of women magistrates in the Superior Council of the Judiciary (second sub-objective).
Charte Communal (17.08 amendments)	The Communal Charter creates an advisory committee on parity and equality of opportunity composed of CSO representatives proposed by the chairperson of the communal council (art. 14). It introduces a gender-based approach to communal development plans (article 36).
Support Fund to Encourage Women's Representation	The Support Fund finances projects submitted by political parties and CSOs to strengthen women's capacities. The majority were awarded to local CSOs. The fund is limited to awareness-raising activities in a short time frame before the elections. The fund is on a reimbursement scheme, and at least one CSO reported problems being reimbursed afterwards.

4.1.2. Relevant Data and Statistics

In political empowerment for women, Morocco ranks 100 out of 144 countries, with a significant gender gap of .117.⁹³

Low level of representation of women in national legislative bodies. Though a national list reserves 60 seats for women in the House of Representatives, only seven additional women were elected in the 2016 national elections through the local electoral district lists, for a total of 67 women representatives. Women thus comprise only 17 percent of the 395-member House of Representatives and 12 percent of the 120-member House of Councilors, despite the legal requirement in the latter of a zipper list alternating men and women on candidate lists. Very few women are in leadership positions in parliamentary groups or commissions. Likewise, women are significantly underrepresented in local elected bodies, as the below chart demonstrates.

⁹¹Royaume du Maroc. Dahir n° 1.58.008 du 4 chaabane 1377(24 février 1958) Portant Statut Général de la Fonction Publique.

⁹²Royaume du Maroc. La Haute Instance du Dialogue National sur la Réforme du Système Judiciaire – Charte de La Réforme du Système Judiciaire, July 2013.

⁹³ World Economic Forum. The Global Gender Gap Report, 2017. The highest possible score is 1 (parity) and the lowest possible score is 0 (imparity).

Table 8. Women's Representation in Local Elected Bodies

Level of representation of women in local elected bodies		
	Men	Women
Communal councillors	62%	38%
Provincial and prefectural councillors⁹⁴	96%	4%
Regional councillors⁹⁵	79%	21%

At the local level, only 15 communal presidents and three provincial/prefectural council presidents are women. The gender disparity for provincial and prefectural councillors may be due in part to the lack of clarity in the quota provisions related to elections to these councils.

Low level of representation of women in high-level government positions. Women hold only 19 percent of high level appointed positions in the Executive branch and the diplomatic corps.⁹⁶ In the current government cabinet of 40 persons, only one minister and nine secretaries of state are women. Despite legal provisions, as of 2016 only 16 out of 140 new appointments were women, including one *Wali*,⁹⁷ two *Governors*,⁹⁸ and a Director of the *Caisse de Compensation*.⁹⁹ Only 14.6 percent of ambassadors are women.¹⁰⁰

Low representation of women in executive positions in the public administration. Women are more than three times as likely as men to work in the public sector.¹⁰¹ The public sector has traditionally been considered more socially acceptable and preferred as an employment option for women, considered to provide greater job security, a safer environment, and working hours more compatible with family obligations.¹⁰²

Though women comprise 39 percent of civil servants *excluding national security and civil protection personnel*,¹⁰³ very few are in senior management positions. Only 17.4 percent of department heads, 10.24

⁹⁴ The gender disparity for provincial and prefectural councillors may be due in part to the lack of clarity in the quota provisions related to elections to these councils.

⁹⁵ Royaume du Maroc, Ministère de l'Intérieur, Décentralisation en Chiffres 2014-2015, 2015.

⁹⁶ Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017. Synthèse de l'Édition 2018 du Rapport sur le Budget axé sur les Résultats tenant compte de l'aspect Genre.

⁹⁷ Head of a region.

⁹⁸ Head of a province.

⁹⁹ The Compensation Fund is responsible for subsidizing basic commodities.

¹⁰⁰ Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Women Empowerment & Sustainable Development. Report of the Kingdom of Morocco, 2016.

¹⁰¹ The International Foundation for Electoral Systems (IFES) & The Institute for Women's Policy Research (IWPR). Focus on Morocco: Paid Work and Control of Earnings & Assets Topic Brief, 2010.

¹⁰² Women's Economic Empowerment in Selected MENA countries: The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, 2017.

¹⁰³ The rate falls to 35 percent when the national security and civil protection personnel are factored in. Royaume du Maroc. Ministère de la Fonction Publique et de la Modernisation de l'Administration. La Place des Femmes Fonctionnaires aux Postes de Responsabilité dans l'Administration Publique au Maroc, 2012. Synthèse de l'Édition 2018 du Rapport sur le Budget axé sur les Résultats tenant compte de l'aspect Genre.

percent of division managers, 11.3 percent of directors, 0 percent of general directors, and 12.5 percent of secretary generals are women.¹⁰⁴ The gap is even greater in decentralized areas; although women comprise 26.08 percent of executive positions in the central administration, at the decentralized level they make up only 10.58 percent of such positions. Fewer public service jobs at the decentralized level and therefore less employment opportunities may explain this difference in part. The three specific geographic areas targeted by this analysis are among those with the lowest rates of women in decentralized senior positions in the public administration.¹⁰⁵

Segmented participation of women in the public administration. Women are predominant in the traditionally “female” ministries, notably the Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social (more than 50 percent), and the Ministry of Education (58 percent women). In contrast, women only make up 10 percent of the personnel in the Ministry of the Interior.¹⁰⁶

Low female civic participation. Very few Moroccan women take part in any activities to express their views on social and political issues, such as contacting a local official, signing a petition, attending a protest, or expressing themselves in the media by calling the radio or writing to a newspaper. The majority of women in Morocco have not taken part in any such activity and are not willing to do so in the future. Although civic participation is generally low in Morocco, men are four to six times more likely to participate in such activities. There is also a gender gap in voter participation in elections, with one survey reporting that 45 percent of women voted in the June 2009 municipal elections, as compared to 57 percent of men.¹⁰⁷

Exacerbated gender gaps for women with disabilities. Though the research team was not able to locate any gender disaggregated information on the political participation of persons with disabilities (PWD), given the low participation rate of PWDs generally, it is quite likely that women with disabilities suffer from exacerbated political exclusion.¹⁰⁸ It is worth noting that the two regions specifically targeted for this research have a higher than national average prevalence rate of PWDs.¹⁰⁹

4.1.3. International, National, Civil Society, Financial and Technical Actors

A diversity of actors have supported the political inclusion of women, primarily through efforts to promote increased numbers of women in elected positions, capacity building for female candidates and representatives, and advocacy by civil society groups.

UN Women has supported training for women elected at the national level through ministerial

¹⁰⁴ Ministère de la Fonction Publique et de la Modernisation de l'Administration. La Place des Femmes Fonctionnaires aux Postes de Responsabilité dans l'Administration Publique au Maroc, 2012.

¹⁰⁵ As measured based on the previous administrative divisions.

¹⁰⁶ Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

¹⁰⁷ The International Foundation for Electoral Systems (IFES) & The Institute for Women's Policy Research (IWPR). Focus on Morocco: Civic and Political Participation Topic Brief, 2010.

¹⁰⁸ Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Enquête Nationale sur le Handicap, 2014. Only one-half of PWD vote, 2.7 percent participate in political party or union activities, and 2 percent have run for elections.

¹⁰⁹ Ibid. Under the previous regional divisions of Tadmora-Azilal (9.8 percent) and Souss-Massa Drâa (8.8 percent).

cooperation. This year, they will launch pilot regional strategies (2017–2020) in the Marrakech-Safi, Fes-Meknes, and Casablanca-Settat axes in collaboration with *La Direction Générale des Collectivités Locales* (The General Direction of Local Authorities) (DGCL) to consolidate and generalize their tools on GSB for local authority accountability. Previously, in 2014–2017, UN Women helped to establish a gender unit at the DGCL and worked to provide capacity building on GSB through tools, manuals, and trainings for women elected officials and civil servants. Likewise, in 2013–2015, UN Women implemented a pilot project in eight rural communes in Errachidia to develop an information system to gather statistics on the realities and conditions of families and women at the local level to help communes integrate gender into their communal development plans.

The **Japan International Cooperation Agency** has also provided support to the *Centre d'Excellence de la Budgétisation Sensible au Genre du Maroc* (Gender-Sensitive Budgeting Center for Excellence in Morocco) (CE-BSG) and the DGCL to organize a pilot training in November 2017 on BSG for commune presidents in Errachidia to encourage them to integrate gender into their local budgets.

The **Delegation of the European Union (EU) to Morocco** is one of the major financial and technical partners in Morocco, with a 2012–2016 budget of 45 million euros allocated for the promotion of gender equality in the governance and human rights sectors. The EU provided financial support and technical assistance to the Moroccan government in the implementation of the PGE and the development of EMFs around the country.¹¹⁰ Additionally, the EU provides decentralized, technical and financial support to CSOs in four regions for projects related to gender and youth. New programs are under negotiation to address GBV, economic inclusion and political inclusion under a 35-million-euro Gender Action Plan. The EU also convenes a Gender Thematic Working Group uniting all of the member states working on gender issues in Morocco.¹¹¹

Other FTSPs active in Morocco, such as the British Embassy and European Union, likewise support the political inclusion of women in Morocco through initiatives to reinforce citizen participation in local democracy for gender equality and capacity building for women members of parliament.¹¹²

The GOM **Observatory for Gender in Civil Service** was created in 2016 to monitor and collect data on women in the public administration, conduct studies, evaluate policies, and propose reforms.¹¹³

Among the many INGO projects working to strengthen political processes in Morocco,¹¹⁴ the USAID-supported **Counterpart International** project supports local CSOs to influence public policies and legislation and works with national government institutions to be responsive to citizen participation in decision-making. Gender diagnostics of the partner CSOs have been conducted, and recommendations were made on their strategies, internal policies and procedures, systematic use of gender analysis in planning, participation opportunities, and external communications. The project also benefits from the

¹¹⁰Délégation de l'Union Européenne au Royaume du Maroc – List of Projects, no date.

¹¹¹ Currently jointly presided by the EU and Spain. A Danish-Arab Partnership Programme (DAPP) through the Danish Cooperation supports programs to promote inclusive governance, including legislative reforms to promote gender equality, political participation of women and GBV.

¹¹² The British Embassy; the European Union.

¹¹³For more information, please see: OGFP.MA: <http://www.ogfp.ma/page.asp?p=24>

¹¹⁴ Including the International Republican Institute (IRI) and the National Democratic Institute (NDI).

presence of a gender specialist to review all program documents, and CSO and government partners are provided tools and training on gender inclusion. A small grants program on gender and social inclusion is forthcoming. Though gender is a cross-cutting theme in the program, women's rights are also one of the five thematic areas around which CSOs are developing advocacy initiatives.

Likewise, **the American Bar Association Rule of Law Initiative** worked with local CSOs to help them draft a law on the gender parity-related article 19 of Morocco's constitution. They also organized citizen discussions on women's issues, convening lawyers, parliamentarians, academics, and CSO and political party representatives to exchange views on these issues. The discussions led to the drafting of 11 position papers on such issues as the marriage of minors, inheritance and women's political participation.

Diverse local Moroccan CSOs have also implemented a host of activities targeting the political inclusion of women. These have mainly consisted of awareness-raising to encourage women to join political parties and training female candidates for elected office.¹¹⁵

4.1.4. Advances, Challenges and Gaps

Relevant laws and action plans are either not implemented or face barriers in their implementation. A good number of actions encourage voluntary actions based on goodwill, rather than binding obligations with sanctions for non-compliance.

As the above statistics demonstrate, women in urban areas at the national level have been able to access elected office to a greater extent than their rural counterparts, due to the quotas and their greater access to the financial resources to fund a campaign.

Although quotas have accelerated women's numerical political participation in some bodies, they have not yet translated into either true political inclusion or concrete changes in laws and policies impacting women. In contrast to representatives elected on local district lists who are in theory accountable to their constituents, it is not clear to whom the women representatives on the national list consider themselves accountable – whether to women nationally or to their political parties. They have also not necessarily made public institutions more responsive to citizen input.

The recently enacted Law 103-13 on VAW provides one example of this. Despite quotas established in the House of Representatives and the presence of 67 women among the 395 representatives, only one quarter of the House was present during the initial vote on the draft law in July 2016. The House of Councilors then passed the draft law in January 2018 with only one-third of their members present. Neither House made substantive amendments to the much-criticized government-drafted version of the law.

CSOs interviewed¹¹⁶ described the difficulties they faced in attempting to conduct advocacy activities with the national representatives on the VAW law. They were not able to locate any publicly accessible contact information by which to communicate with the councilors, nor could they obtain information on the

¹¹⁵ Based on review of donor documents on grants to Moroccan CSOs, as well as interviews conducted with local CSOs in February 2018.

¹¹⁶ Twelve CSOs from diverse areas across the country who conducted legislative advocacy on the VAW law as part of a national coalition.

individual parliamentarian's presence or absence or nature of their vote. Training CSOs on advocacy in such a non-responsive environment risks raising expectations and exacerbating existing frustrations and lack of faith in the political system. Without corresponding efforts to establish accountability among public institutions, initiatives focusing only on promoting citizen advocacy might aggravate the current situation rather than improve it.

Persons interviewed described numerous **challenges** to the effective and sustainable participation of women in elected office. The list below sets out the most frequently cited obstacles raised by CSOs and women elected officials themselves.

General political culture based on cronyism and favoritism. A good number of CSOs interviewed, as well as the women elected officials, described women's general reticence to enter into politics and to assume the responsibilities associated with what is perceived as a political culture marked by bureaucracy and cronyism. A couple of the elected officials interviewed raised concerns with the risks to their reputation that participating in potentially corrupt activities could entail.

This culture also prevents women from generating support for their candidacies to elected office. Men reportedly can generate more votes because of their greater economic and social resources, and the perception that they are thus better able to deliver on their promises.¹¹⁷ Likewise, while men are considered useful for their "flexibility," the demands on women to demonstrate their "competence" for public service pressures them into remaining "serious and objective," further reducing their access to any social networks based on exchanges of favors.¹¹⁸

Blatant discriminatory practices. Several female elected officials reported instances of male political and decentralized administrative authorities refusing to communicate with or meet them.¹¹⁹ Additionally, the fact that officials can hold several mandates concurrently gives men holding these multiple offices an even more disproportionate amount of power.¹²⁰

Dependence on political party structures and resources. Persons interviewed described how women candidates are more vulnerable and dependent on political party structures and resources than men.¹²¹ Several women elected officials described how their lack of independent resources to fund their campaigns made them obligated to affiliate themselves with other male candidates in their political party list who do have the financial resources to fund a campaign.¹²² This created a situation where the female candidate found herself dependent on her male counterpart financially and experienced a lack of autonomy in her campaigning.

Interviewees described how, as a result, political parties also prefer men because men have resources to

¹¹⁷ Interview with a woman elected official, January 2018.

¹¹⁸ This perspective was voiced in over half of the interviews with elected officials.

¹¹⁹ Three women elected officials reported specific instances of this.

¹²⁰ Interview with an INGO representative, February 2018.

¹²¹ The majority of CSOs interviewed that work with women candidates mentioned this point.

¹²² Three women elected officials from different regions.

fund their campaigns.¹²³ This gender gap in access to resources for candidates also partially explains the instances in which several female elected officials interviewed described switching political party affiliations¹²⁴ in order to access necessary resources. To keep their jobs, lower level female civil servants in the communal administration also reported having to switch political parties to align with that of the majority party in the commune.¹²⁵

Unfavorable conditions to effective participation once elected. Interviewees described obstacles that women, once elected, face in carrying out their functions and participating fully.

Several communal councilors described how they had not really chosen to run for elected office. They entered politics as part of a “family heritage and tradition” of being in politics, mainly by landowning families who want to protect their interests through representation on the communal council. Likewise, several women reported that they had been registered as candidates by male family members and only informed afterwards. One communal councilor interviewed did not know the political party she was affiliated with.

Some CSOs and communal councilors described how political parties prefer designating “poor, illiterate and marginalized” women on their electoral lists to maintain control and influence over them, and to keep them in inferior positions in the party structures.

Female councilors highlight family obstacles to their participation in elected office. Several described how their male family members refuse to assume their fair share of household responsibilities and still expect them to carry the burden of domestic work. Others recounted instances where they experienced sexual harassment in council meetings, as well as gossip and rumors about their reputations spread by male councilors in the opposition. On such occasions, husbands and families often pressure the women to renounce their mandates.

A good number of councilors interviewed admitted that they frequently do not attend council meetings, for a diversity of reasons. For one woman interviewed, the commune president delivers “baskets from the market” to her, accompanied by a note telling her not to attend the meeting. Several councilors reported commune presidents not sending them notices of meetings. CSOs and women elected officials almost unanimously mentioned how the inappropriate times (midnight) and places (cafés) of the council meetings, as well as the “predominantly male ambiance”, discourage and prevent women from attending.

Insufficient accompaniment and institutional support for female candidates and representatives. Once elected, women could benefit from institutionalized and on-going support to guarantee an environment where they can perform their functions. Low levels of education among recently elected local councilors also pose a challenge at the communal level in particular, where 43 percent of women and 44 percent of men have none or only primary levels of education.¹²⁶ As a result, there is a generalized lack of knowledge of laws and legal processes by both men and women communal

¹²³ This viewpoint was expressed in almost all of the interviews with the women elected officials and CSOs working on the issue.

¹²⁴ Changing political party affiliation during one’s mandate is no longer permitted.

¹²⁵ Raised in four of the interviews with CSOs.

¹²⁶ Royaume du Maroc, Ministère de l’Intérieur, Décentralisation en Chiffres 2014-2015, 2015.

councilors. However, since women have only recently entered the political scene, they have less experience and familiarity with the system than the men, and thus have a huge amount of “catching up to do.”¹²⁷ Nonetheless, numerous councilors interviewed reported that the majority of trainings offered for communal councilors benefit their male counterparts, given that training invitations are addressed to the political parties, who then designate attendees.

Problematic relationship between CSOs and elected office. Given their relative lack of other options for public participation and visibility, women often leverage their CSO work to access elected office. However, the links between politics and CSOs then poses challenges to CSOs’ ability to access funds. Several CSOs from different regions reported that as soon as one of their members is elected to the communal council, the CSO can no longer benefit from local grants awarded by the commune out of conflict of interest provisions, even if their member is in a minority party on the council. Yet, at the same time, CSOs with the same political affiliation as the majority party in the communal council, but without any elected members, are reportedly privileged and prioritized in the allocation of local grants.¹²⁸

Sustainability. Several interviewees¹²⁹ described projects to provide technical support and capacity building, as well as practical tools, for the local communes.¹³⁰ These initiatives were designed to assist local communes in including gender in their planning processes, as well as to support the creation of mechanisms for citizen participation. Despite the need for and the innovative nature of these projects, both interviewees and the supporting literature suggest that permanent adoption and institutionalization of the tools and skills was lacking.

Reasons for this include the lack of financial and human resources for local appropriation and sustained local ownership. Necessary funds for continued, future implementation of measures and tools are frequently not built into the initial project, nor have local public budgets then been able to maintain them upon project completion. Lack of sufficient, specifically designated staff to ensure continuity is also a challenge. Several local officials interviewed explained how training on and responsibility for new tools and systems is tasked to current personnel *in addition to and on top of their other responsibilities*. This suggests that (a) skills and tools need to complement and facilitate staff’s existing tasks and responsibilities, rather than add on to them, or (b) such skills and tools need to be accompanied by increased human resources and the creation of new and additional posts within institutions.

Monitoring, evaluation and learning of program impact. Across the different implementing programs to support political inclusion, results described are predominantly at the quantitative activity and output level. Indicators are frequently limited to the numbers of women participants in capacity building activities, or of women in elected office. Initiatives frequently limit promoting gender inclusion to encouraging a larger number of female participants to attend activities. This is an important step forward, particularly when used to encourage traditionally exclusive public entities to change their ways of

¹²⁷ Interview with a woman communal councilor, February 2018.

¹²⁸ Interviews with five CSOs in February and March 2018.

¹²⁹ Several FTPs and INGOs interviewed who provide technical assistance to local public actors.

¹³⁰ A commune is the smallest territorial division for administrative purposes. Among these, the aforementioned UN Women pilot initiative to develop a gender information system, and the previous USAID supported Local Governance Program.

operating. In one significant example, women were four percent of participants in an activity held by the Ministry of Interior staff, and now the organizer is requesting 40 percent participation of women.¹³¹ On the other hand, among public and private actors across the board there is a lack of representative, qualitative data on any shifts in practices, policies or behaviors resulting from these increased numbers.

4.1.5. Best Practices and Opportunities

Several recent developments present opportunities to increase the numbers of women in key legal and administrative positions that could *potentially* have a positive impact on the nature of critical decisions made on women's lives. For example, although currently only 22 percent of judges are women, the 2013 Charter for the Reform of the Justice System aims to increase the number of women in senior judicial positions. However, in order for increased numbers of women in key positions to then have a substantive impact on the nature of decision-making itself, there must be *appropriate and adequate accompaniment and institutional conditions* that are conducive to women's full and complete participation.

Likewise, the profession of 'adoul'¹³² has just recently been opened to women. Nothing in national legislation regulating the profession stated that only men could be 'adoul'¹³³; a royal decision announced in the Council of Ministers in January 2018 received a favorable opinion from the Superior Council of Oulemas (theologians). Press reports indicate that women will be able to access the profession after two years, a training, and revision of the legal framework regulating the profession.¹³⁴

The 2021 elections at the national and local levels present an opportunity and the need for intensified efforts to improve the political inclusion of women through a host of efforts including campaign reform, accompaniment and support to women candidates, and the preparation of conducive conditions within elected bodies for their eventual presence to be meaningful.

Finally, at the communal level, the creation of advisory committees on parity and equality of opportunity presents opportunities for promoting gender inclusion in the decision-making process. Recent reforms to the Communal Charter have strengthened these committees such that local buy-in to projects to support them may have increased since previous efforts made when the committees were first established.

The GSB training at the communal level appears to have generated interest including raising awareness and expression of interest among the commune presidents. To achieve institutionalization, communes will need practical tools, human and material resources, and a binding framework. Training will also need to be generalized to communes across the country, integrating all relevant actors in the commune responsible for budgeting and its oversight, such as CSOs.

¹³¹ Interview with INGO, January 2018.

¹³² A religious notary with liberal profession status as a court officer tasked with drawing up various contracts, including marriage contracts.

¹³³ Royaume du Maroc. Dahir n° 1-03-140 du 26 rabii I 1424 (28 mai 2003) Portant Promulgation de la loi n° 03-03 Relative à la Lutte Contre le Terrorisme, 2003.

¹³⁴ Le Figaro. Les Femmes ne Devraient pas Exercer le Métier d'Adoul avant Deux Ans, 25 January 2018.

3.1.6 Political Inclusion Recommendations

Key Finding	Priority Programming Recommendations
1. Though networking and coalition building among female politicians is important, previous efforts have had limited success in uniting women across party lines. Additionally, such events are still often perceived as part of individual capacity building efforts, and as such participation is marked by a focus on personal development and competition.	<ul style="list-style-type: none"> Promote efforts to unite and foster collectives of female politicians with a focus on specific political, social or economic issues and with a concrete agenda for action.
2. Capacity building and training is frequently delivered in a theoretical and abstract manner, removed from context and any real-world application.	<ul style="list-style-type: none"> Support opportunities for hands-on, practical, real world application of learning by doing. Gender inclusion in governance and decision-making could be fostered through the instauration of democratic bodies within selected institutions whereby there is gender parity among representatives that have real roles and responsibilities in actual decision-making. Illustrative examples could include working with the Ministry of Education to do civic education through class or school councils or the Ministry of Youth to establish decision-making bodies within the Youth Center.
3. As noted in General Recommendation 17, access by women to governing bodies does not necessarily ensure their effective participation or that they will be able to influence decision-making.	<ul style="list-style-type: none"> Support initiatives that aim to change the internal culture of political parties and elected bodies through mandatory and enforceable rules, regulations, and internal procedures. These should include clear behavioral benchmarks to be respected. Particular attention should be given to eliminating the political culture of cronyism and favoritism that hinders gender inclusion.
4. There is a relative lack of information on gender inclusion in voting.	<ul style="list-style-type: none"> Support campaign and election monitoring to identify gender-based obstacles to inclusion in the electoral processes and propose solutions related to voter registration, election administration, and polling stations.
5. The line between political participation and CSO engagement is blurred. Though women in elected office have often benefitted from the experience and visibility gained from their CSO work, the lack of separation between political party work and CSOs has a negative impact on both. CSOs' credibility and access to funding is impacted if they are considered affiliated with a political party, and their ability to function is impaired if they get caught up in conflicts between majority and opposition parties in elected or administrative bodies.	<ul style="list-style-type: none"> Foster the development, implementation and enforcement of clear policies and regulations separating political party affiliations and CSO membership.

6. There is a lack of feedback mechanisms between decision makers and citizens.	<ul style="list-style-type: none"> • In preparation for the 2021 elections, provide support for the government to establish feedback loops with citizens, particularly related to gender inclusion. • Provide support for evaluations of representatives' previous programs related to gender inclusion to hold them accountable and encourage them to develop new ones.
---	--

4.2 ECONOMIC INCLUSION FINDINGS AND RECOMMENDATIONS

4.2.1. GOM and US Government Institutional Policy and Strategic Framework

Table 9. Gender Equality and Women's Empowerment in US Government and GOM Policies Related to Economic Inclusion

Policy Framework	Purpose of the policy/strategy
USAID/Morocco Country Development Cooperation Strategy (CDCS) 2013–2017	The CDCS is a focused plan to work side by side with the GOM, civil society and the private sector. The goal of this strategy is to advance Moroccan initiatives for peaceful reform. Development Objective One is aimed at enhanced employability of target youth, through economic growth activities aimed to reduce gaps between men and women in the labor market by identifying and reducing barriers to the successful transition of women from education to employment.
USAID Global Climate Change and Development Strategy 2012–2016	The strategy emphasizes the importance of using gender-sensitive and inclusive approaches to climate change adaptation and mitigation to account for special skills and experiences relevant to climate change that both women and men possess, the disproportionate vulnerability of women and girls to the effects of climate change, and the inclusion of women in technological advancement in this area. ¹³⁵

¹³⁵ USAID. USAID Climate Change and Development Strategy 2012–2016, 2012.

GOM policies, strategies, and action plans	Implications for gender equality and women's empowerment
National legislation	
Code du Travail ¹³⁶	<p>The 2003 Labor Code contains numerous provisions related to gender equality, including:</p> <ul style="list-style-type: none"> • Prohibits discrimination in employment and occupations (preamble). • Prohibits discrimination against employees based on a host of different factors, including sex and marital status; reaffirms women's rights to enter into contracts and to belong to a labor union (article 9). • Prohibits discrimination between the sexes in salaries for equal value work (article 346). • Considers insults, violence, sexual harassment, or incitation to debauchery by the part of the employer or company director towards an employee as gross misconduct. It is considered unlawful termination when an employee leaves because of such conduct (article 40). • Provides for 14 weeks of maternity leave (article 152), and the possibility of one-year unpaid leave for the mother with the employer's agreement (article 156). In contrast, the law only provides for three days of birth leave for fathers (article 269). • Prohibits termination of the employment contract during pregnancy and 14 weeks following birth (article 159). • Provides for twice daily 30-minute breaks for a year following birth (article 161). • Provides that companies with 50 employees or more need to set aside a designated breast-feeding space (article 162). • Establishes labor inspectors, their responsibilities and procedures for workplace inspections and sanctions of Labor Code violations (articles 530-548).
Décret Fixant les Conditions devant être Mises en Place pour Faciliter le Travail de Nuit des Femmes ¹³⁷	<p>The 2004 Decree Establishing Conditions to Facilitate Women's Night Work regulates the conditions necessary for women's work at night, including transportation and rest requirements.</p>
Loi n° 19.12 Fixant Les Conditions de Travail et d'Emploi des Travailleurs Domestiques	<p>Law No. 19.12 Establishing Work Conditions and Employment of Domestic Workers published in the Official Gazette in October 2017:</p> <ul style="list-style-type: none"> • Requires employment contracts (article 3). • Establishes a minimum age of 18 for domestic workers, with a five-year transition period during which persons ages 16–18 can be employed (article 6). • Establishes a 48-hour maximum work week and provides for paid leave and holidays (articles 13–18). • However, the law establishes a minimum wage of no less than 60 percent of the usual legally guaranteed minimum wage (article 19).

¹³⁶ Dahir N° 1-03-194 du 14 rejebl 1424 (11 septembre 2003) Portant Promulgation de la Loi No 65-99 Relative au Code de Travail, as amended, 2003.

¹³⁷ Royaume du Maroc. Décret n° 2-04-568 du 29 décembre 2004 Fixant les Conditions Devant être Mises en Place pour Faciliter le Travail de Nuit des Femmes. 2004.

	<ul style="list-style-type: none"> Establishes the jurisdiction of labor inspectors for the monitoring and enforcement of the law and establishes sanctions for their violation (article 22–25). <p>However, the law will not go into effect until one year after publication in the Official Gazette of the decrees necessary for its application (article 27). Two such decrees were adopted by the Government Council in August 2017.</p>
Fonds d'Entraide Familiale Conditions et Procédures pour Bénéficiaire des Prestations ¹³⁸	<p>The 2010 Family Mutual Aid Fund – The Conditions and Procedures for Receiving Benefits Law establishes conditions for benefitting from the Family Assistance Fund, which is destined for divorced, indigent women, and their children (who have a right to child support).</p> <p>The Fund applies in cases where enforcement of a court order is delayed by more than two months or is impossible, or when the father cannot be located. A bill was recently voted in the House of Representatives that would expand the scope of indigent women and children who could benefit from the fund.¹³⁹ The low rate to date of people benefitting from the fund is attributed to the complex administrative and legal procedures to benefit from it, as well as the high court costs relative to the maximum amounts that may be advanced from the fund per child and per family.</p>
Government plans and strategies	
Stratégie Nationale pour l'Emploi du Maroc (2015–2025) ¹⁴⁰	<p>The two main objectives of the 2015–2025 National Moroccan Employment Strategy are to:</p> <ul style="list-style-type: none"> Ensure the creation of jobs for youth that are sufficient in number and satisfactory in quality; and Reduce gender gaps and regional disparities in employment.
Plan National de Promotion de l'Emploi (2017–2021)	The National Plan for the Promotion of Employment is still under development, but interviewees reported that it will focus on the employability of women.

4.2.2. Relevant Data and Statistics

In economic inclusion and opportunity for women, Morocco ranks 137 out of 144 countries, with a gender gap of .39, an increase from .461 from 2006.¹⁴¹

Ten percent of Moroccans in rural areas live below the poverty line; the regions covered by this analysis

¹³⁸Royaume du Maroc. Dahir N° 1-10-191 du 7 Moharrem 1432 (13 décembre 2010) Portant Promulgation de la loi N° 41-10 Fixant les Conditions et Procédures pour Bénéficiaire des Prestations du Fonds d'Entraide Familiale, 2010.

¹³⁹For more information, please see:

http://www.chambrederespresentants.ma/sites/default/files/loi/rapp_com_lec_1_83.17.pdf

¹⁴⁰Royaume du Maroc. La Stratégie Nationale pour L'emploi Du Royaume du Maroc: Document de Synthèse, 2015.

¹⁴¹ World Economic Forum. The Global Gender Gap Report, 2017. The highest possible score is 1 (parity) and the lowest possible score is 0 (imparity).

– Drâa-Tafilalet and Beni Mellal - Khenifra – are among the regions with a high percentage of rural inhabitants living in poverty, 14.6 percent and 9.3 percent respectively.¹⁴²

Regional Snapshots¹⁴³

Beni Mellal-Khenifra:

- Higher than national average rural population (50.86 percent, as compared to 39.64 percent nationally).
- Higher than national average population density (88.8 persons per square kilometer as compared to 47.6 nationally).
- Higher than national average poverty rate (10.4 percent, reaching 20 percent in some rural areas, as compared to 8.9 percent nationally).
- Higher than national illiteracy rates, with gender gaps (49.4 percent illiterate women vs. 27.4 percent men).
- Primary economic activities are agriculture (cereals), animal husbandry, agricultural processing, and mining. Low handicraft production.
- Only 17 percent of the Court of Appeals scribes and 4.3 percent of court interpreters and judicial experts are women.
- One of the regions with the lowest ratio of judges/inhabitants (According to data collected under the previous territorial divisions for the Tadla-Azilal region).
- One of the regions with the lowest rates of connections to sewage systems (as Tadla-Azilal).
- One of the highest female activity rates due to agriculture (as Tadla-Azilal, 31.8 percent).
- Lower than average percent of women in civil service (as Tadla-Azilal).

Drâa-Tafilalet:

- 88 percent of the surface area is oases.
- 61 percent of the economy based on tertiary sector.
- Pastoral activity higher than agricultural, significant mining.
- Fragile tourism sector, with primarily high-end hotels and number of overnight stays in decline.
- Much higher than national average rural population (65.7 percent, as compared to 39.64 percent nationally)
- Much lower than national average population density (18.4 persons per square kilometer, as compared to 47.6 nationally)
- Much higher than national average poverty rate (21.2 percent, reaching 30 percent in some rural areas, as compared to 8.9percent nationally).
- Higher than national average illiteracy rates, with significant gender gaps (in urban areas 37.5 percent of women vs. 12.2 percent of men; in rural areas 53.1 percent of women vs. 27.5 percent of men).
- Lower than national average female activity rate (12.1 percent)
- Higher than national average gender gap in activity rates (70 percent male activity rate).
- Gender gap in unemployment: 33.2 percent of women vs. 12.2 percent of men.
- One of the regions with the lowest ratio of judges/inhabitants (as Souss-Massa-Daraâ).

¹⁴²Oxfam. Un État des Lieux des Inégalités au Maroc, 2018.

¹⁴³Royaume du Maroc, Ministère de l'Intérieur. Les Monographies des Régions de Béni-Mellal-Khénifra and Deraa-Tafilalet, Caractéristiques Démographiques et Socio-Économiques: Région Drâ Tafilalet ; Caractéristiques Démographiques de la Région Beni-Mellal-Khénifra, 2014; Royaume du Maroc, Des Inégalités Régionales sous le Prisme de l'Accès aux Droits Humains: de la Multiplicité à l'Indivisibilité, 2015.

- One of the regions with the lowest rates of connections to sewage systems (as Souss-Massa–Daraâ).
- One of the highest female activity rates due to agriculture (as Souss-Massa–Daraâ, with 36.6 percent).
- Lower than average percent of women in civil service (as Souss-Massa–Daraâ).
- One of the regions with the lowest ratio of judges/inhabitants (as Souss-Massa–Daraâ).
- One of the regions with the lowest rates of connections to sewage systems (as Souss-Massa–Daraâ).
- One of the highest female activity rates due to agriculture (as Souss-Massa–Daraâ, with 36.6 percent).
- Lower than average percent of women in civil service (as Souss-Massa–Daraâ).

Low female activity rates. Morocco has one of the lowest female labor force participation rates in the world, ranked 137 out of 144 countries. Additionally, female participation rates have been declining in the last 20 years, despite higher overall growth in the past decades.¹⁴⁴ Only 22.2 percent of women ages 15 and over are considered active, as compared to 64.8 percent of men, with a higher gender gap and inactivity rate among women in urban areas (82.6 percent) than in rural areas (63.4 percent). The potentially active female population (ages 15 and over) is predominantly illiterate (52.6 percent) and without a diploma (67.1 percent).¹⁴⁵

Unemployment rates for women are higher for women than for men, in urban areas particularly (29.5 percent of women as compared to 15 percent of men) and among tertiary education graduates (26.8 percent of women compared to 14.8 percent of men).¹⁴⁶ Fifty-five percent of unemployed urban women believe that there are no jobs available, so they are not searching for a job, and 14 percent reported being tired of looking for a job.¹⁴⁷

Regional Snapshot: Female Activity and Unemployment Rates		
	Béni Mellal- Khénifra	Darâa – Tafilalet
Female Activity Rate	24.6% (urban 13.5%, rural 36.6%)	28.2% (9.7% urban, 37.3% rural)
Female Unemployment Rate	8.5% (urban 25.6%, rural 1.7%)	4.2% (27.8% urban, 1.2% rural)

Gender gaps in employment status. Women represent 60.8 percent of family workers, 20.4 percent of salaried employees, 14.3 percent of independent workers, 8.5 percent of members of cooperatives, 10

¹⁴⁴ World Economic Forum. The Global Gender Gap Report, 2017; Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

¹⁴⁵ Ibid. The same is true for men.

¹⁴⁶ Royaume du Maroc. Haut –Commissariat au Plan. Femmes et Hommes en Chiffres, 2016.

¹⁴⁷ Morikawa, Yuko. The Opportunities for Female Labor Force Participation in Morocco. The Brookings Institute and the Japan International Cooperation Agency, 2015.

percent of apprentices, 7.1 percent of employers, and 62.3 percent of “other” employment status. Women are more likely than men to work in vulnerable employment¹⁴⁸, at 64.6 percent compared to 47.3 percent for men.¹⁴⁹

Gender gaps in employment among persons with disabilities. Among the one-half of adult PWD, only one-third are occupied full-time or occasionally, of which only 11.2 percent are women. Whereas 22 percent of men with disabilities have a job, only 2.7 percent of women with disabilities have one.¹⁵⁰

Gender-based horizontal segmentation by sector. Women’s labor force participation is concentrated in lower productivity sectors, primarily in the agriculture, forestry and fishing sectors (41.4 percent of the workforce and representing 60 percent of all actively employed women), textile and clothing industry (46.3 percent), personal and domestic services (33 percent), and community social services (44.9 percent).¹⁵¹

The majority of women employed in manufacturing are in textile and leather industries (49.1 percent), and agro-industry (24.3 percent). Women are less present in chemical, pharmaceutical, engineering and metal industries. Likewise, women make up only one percent of the workforce in construction and public works. In rural areas, over 80 percent of women in the labor force are agricultural and farm workers.¹⁵²

Gender based vertical segregation: low representation of women in executive positions in the private sector.¹⁵³ Women represent seven percent of administrators of the largest public enterprises and only 11 percent of listed companies. More than half of all enterprises do not have any women in their governing bodies.

Gender-based wage gaps. Women earn 23 percent less than men; 29 percent less when controlled for education, age and place of residence.¹⁵⁴

Gender gap in compulsory health insurance coverage. Seventy percent of beneficiaries of compulsory health insurance coverage schemes are men and 30 percent are women.¹⁵⁵ Ninety-eight percent of women employed in rural areas lack medical coverage, compared to 53 percent of women in

¹⁴⁸ As defined by the United Nations as one of the Millennium Development Goals indicators, vulnerable employment is “the sum of the employment status groups of own-account workers and contributing family workers. They are less likely to have formal work arrangements and are therefore more likely to lack decent working conditions, adequate social security and ‘voice’ through effective representation by trade unions and similar organizations. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers’ fundamental rights.”

¹⁴⁹ GIZ. Women’s Economic Empowerment in Selected MENA countries: The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, 2017.

¹⁵⁰ Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l’Égalité et du Développement Social. Enquête Nationale sur le Handicap, 2014.

¹⁵¹ Royaume du Maroc. Haut –Commissariat au Plan.

¹⁵² Royaume du Maroc. Haut –Commissariat au Plan.

¹⁵³ Vertical segmentation in the public sector is addressed in the previous section on political inclusion.

¹⁵⁴ Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

¹⁵⁵ Oxfam. Un État des Lieux des Inégalités au Maroc, 2018.

urban areas.¹⁵⁶ Family allowances for employees with spouses and children are paid only to men.¹⁵⁷

Low representation of women in labor union leadership. Only 0.38 percent of union delegates are women.¹⁵⁸

Women's cooperatives. In recent years, cooperatives have become more and more popular as a way of organizing income-generating activities, particularly for women. The 2,021 registered women's cooperatives comprise 14.6 percent of cooperatives and 7.6 percent of members nationally, differing from men's cooperatives in their smaller size (18 members as compared to 41) and lower capitalization (482 Moroccan dirham (DH) per member as compared to 15,390 DH per member). They are predominantly active in agriculture (36.3 percent), handicrafts (36.1 percent) and argan industries.¹⁵⁹ Women in cooperatives do not make contributions into the Caisse Nationale de Sécurité Sociale (CNSS) and therefore workers do not qualify for retirement benefits.

Gender gaps in entrepreneurship. Women created/owned businesses in Morocco are primarily small and medium-sized enterprises in services (37 percent), trade (31 percent), and manufacturing (21 percent), most of which are primarily textile production.¹⁶⁰ Only 10 percent of all firms are owned by women.¹⁶¹

Gender gaps in access to financial institutions and credit. Only 40 percent of women have access to finance, as compared to 92.5 percent of men.¹⁶² Women lack collateral required by banks to access financing and are more likely to have moveable assets such as jewelry rather than immovable property.¹⁶³ Twenty-six percent of women have an account in a formal financial institution, as compared to 52 percent of men, and only 5 percent were using them for business purposes as compared to 23 percent of men.¹⁶⁴

4.2.3. International, National, Civil Society, Financial and Technical Actors

Recent efforts have most frequently focused on increasing economic opportunities for women by promoting their insertion into the labor market through vocational training, establishing income generation projects, and fostering entrepreneurship.

UN Women's economic empowerment programs focus on improving production in small farms,

¹⁵⁶ OECD. Women's Economic Empowerment in Selected MENA Countries: The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, 2017.

¹⁵⁷ World Bank Group. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

¹⁵⁸ CSO interview.

¹⁵⁹ Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

¹⁶⁰ Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

¹⁶¹ World Bank Group. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

¹⁶² OECD. Women's Economic Empowerment in Selected MENA Countries: The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, 2017.

¹⁶³ Ibid.

¹⁶⁴ World Bank Group. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.

enhancing access to markets, eliminating obstacles to finance, and increasing land security for women. Taking into account the differential impact that climate change has on women, they place a specific focus on supporting agro-ecology and organic cultivation to help women face the challenges posed by climate change. A recently launched program supports rural women's economic cooperatives in the Essaouira and Ouarzazate regions, working on medicinal herbs and olive oil production. The initiative takes a holistic approach by supporting the cooperatives throughout the business cycle, by conducting market studies; providing equipment, a space and technical and financial capacity building; accompanying women throughout the production phase; and enhancing marketing and commercialization of the final products.¹⁶⁵

The **Delegation of the European Union in Morocco** and several of the European bilateral cooperation programs include women's economic empowerment among their priorities. As part of their future strategies, the EU anticipates launching a line of credit directly for women entrepreneurs, accompanied by mentoring. Belgium and Denmark are also particularly active in economic inclusion initiatives in Morocco.¹⁶⁶

Other FTPs in Morocco likewise promote the economic inclusion of women in Morocco by supporting women's entrepreneurship through financial products in commercial banks;¹⁶⁷ capacity building and support for rural women's agricultural cooperatives;¹⁶⁸ capacity building and support for young women entrepreneurs and cooperatives;¹⁶⁹ informal education, training and job orientation for youth;¹⁷⁰ and support for gender diversity in enterprises.¹⁷¹

The **Millennium Challenge Corporation (MCC)** and the Kingdom of Morocco signed a \$450 million second compact agreement¹⁷² designed to reduce poverty through economic growth by investing in education, vocational training and land productivity. The MCC employment programs target the promotion of inclusive employment for disadvantaged women, through technical and financial assistance to the *Agence Nationale de Promotion des Emplois et des Compétences* (National Agency for the Promotion of Jobs and Skills) (ANAPEC), and support for the promotion of gender-equitable workplaces through technical assistance and institutional capacity building to the Ministry of Labor and private companies to incentivize private sector companies to adopt gender-equitable practices. The MCC Land Productivity project will focus on land governance through the elaboration of a national land strategy, converting ownership of collective irrigable land into individual ownership and revising the marketing of industrial land in the Gharb region.

The **Ministry of Employment and Professional Insertion** is responsible for a plethora of laws,

¹⁶⁵ Authors' personal attendance at the UN Women – Coca Cola Programme presentation of first year results, Rabat, March 9, 2018.

¹⁶⁶ A Danish-Arab Partnership Programme (DAPP) through the Danish Cooperation supports programs to promote improved economic opportunities for women and youth through enterprise development and access to finance.

¹⁶⁷ European Bank for Reconstruction and Development.

¹⁶⁸ Agence Espagnole de Coopération Internationale au Développement, in rural villages around Al Hoceima.

¹⁶⁹ Agence française de développement.

¹⁷⁰ Agence Espagnole de Coopération Internationale au Développement, in northern Morocco.

¹⁷¹ GIZ MENA region ECONOWIN initiative: <http://econowin.org/>

¹⁷² Entry into force in June 2017.

policies and initiatives related to women in the workforce:

- Employability efforts include initiatives to collaborate with USAID and the Ministry of National Education, Vocational Training, Higher Education and Scientific Research to better match supply and demand in the labor market.
- Initiatives to promote gender equality in the workplace include an annual “Professional Equality Trophy” prize to reward and recognize enterprises with good practices in promoting gender equality. The Ministry also collaborated with Management Systems International on the Wad3éyati project that collaborated with 17 local companies to create an online gender audit tool tailored for Moroccan companies. The Ministry is eager to sustain the tool and is seeking partners to continue it.¹⁷³
- Since 2016, the Ministry provides small grants to local CSOs to do advocacy work to improve women’s rights at work but expressed its concerns with a lack of CSO capacity for advocacy that would respond to current needs. Interviewees expressed the need for awareness-raising to prepare people for the entry into force of the new law on domestic service.¹⁷⁴
- The creation of an Observatoire Nationale du Marché du Travail (National Labor Market Observatory) in 2015 to do studies and analyses on labor issues, including on gender inequalities.
- The Ministry also partners on several initiatives to promote women’s entrepreneurship and employment. These include:
 - The *Min Ajliki Project 2.0* (2017–2021) aims to improve women's entrepreneurship, and is implemented in collaboration with a Belgian NGO, the ANAPEC, and local Moroccan CSOs and microfinance organizations. It involves awareness-raising, training, accompaniment and mentoring.¹⁷⁵
 - The *Intilaka Project* aims to improve employment and self-employment of women and young people in Morocco.¹⁷⁶

As another example of an initiative to promote female entrepreneurship, the *Caisse Centrale de Garantie* (Central Guarantee Fund) created a loan guarantee instrument, *Ilayki*,¹⁷⁷ designed to promote the creation of small women-owned and led enterprises.¹⁷⁸

The ***Initiative Nationale pour le Développement Humain***¹⁷⁹ (National Initiative for Human Development), the ***Fondation Mohammed V pour la Solidarité*** (Mohammed V Foundation for

¹⁷³ Meeting at Ministry of Employment, February 2018.

¹⁷⁴ Meeting at Ministry of Employment, February 2018.

¹⁷⁵ A pilot phase of the project was implemented in 2014-16 and the project was renewed for 2017-21 for a budget of approx. 4.7 Mo €. It is supported by the Belgian Development Cooperation.

¹⁷⁶ The project is being finalized and is expected to begin this year. The project budget is around € 3m and is supported by the Belgian Development Cooperation, with the ANAPEC and the Ministry the main partners.

¹⁷⁷ For more information, please see Ilayki website: <http://www.ccg.ma/fr/votre-projet/ilayki>

¹⁷⁸ In 2017 the program was changed to support enterprises with majority (rather than exclusive) female ownership.

¹⁷⁹ The INDH was launched in 2005 to combat poverty, vulnerability and social exclusion.

Solidarity),¹⁸⁰ the **Entraide Nationale** and the **Agence de Développement Social** (Agency for Social Development) all play a significant role in promoting the economic inclusion of women, particularly at the decentralized local level. The latter two are under the umbrella of the MFSEDS.

- The Mohammed V Foundation has a presence in 10 regions through the financing and construction of facilities placed under the management of CSOs working on women, youth, and sports programs.
- The Agency for Social Development has 16 regional coordination offices that collaborate with CSOs and local public actors to promote social inclusion through economic initiatives. It has a gender division to assess and participate in the development, implementation and evaluation of all projects.

Types of programs implemented by these four entities include support for:

- Women's cooperatives, through the construction and provision of spaces, supplying of equipment and raw materials, and management training. Technical assistance and support is also provided for organizing women's cooperatives into Groupements d'Intérêt Économiques (Economic Interest Groupings) and national associations, with the goals of facilitating access to health insurance, procurement of raw materials, and the promotion and commercialization of their products.
- Women's entrepreneurship, through assistance in the creation of very small, and small and medium-sized businesses including training, mentoring, funding and provision of equipment.
- Vocational training for women, although these frequently are limited to "traditionally female" embroidery, sewing, cooking, baking and hairdressing courses.

Additionally, the Entraide Nationale is responsible for the EMFs; located across the country these are intended to provide reception, orientation, and temporary shelter for women in precarious situations. These 40 planned multi-functional spaces are supposed to be operational in 2018,¹⁸¹ although they have significant needs in terms of material and human resources. In Draa Tafilalet, 90 percent of their actions target women and children. In the two months since the multi-functional space in Ouarzazate has been operational, four women have been provided shelter there and 30 more have received counseling for violence.¹⁸²

The **USAID Career Center** program was designed to assist young people's transition from education to employment through creating career centers in selected universities and vocational training institutes in Casablanca, Marrakesh and Tangiers, providing diverse core career counseling services to students and fostering networks to engage the private sector. The program is also intended to create a transferable and sustainable Career Center model. Implemented by FHI360, it takes a unique systems approach by linking employers, educators and youth for increased youth employability. Activities conducted by the Career Center have included a gender strategy and awareness-raising on gender equality for students, but

¹⁸⁰ The Foundation works to combat poverty through humanitarian aid, as well as social and economic development projects. Initiatives specifically targeting women and girls include boarding houses for rural girls in middle and high school, and centers for housing and professional training.

¹⁸¹ Interviews with two GOM officials, February 2018.

¹⁸² Interviews with two GOM officials, February 2018.

not a specific focus on women's employment.

Given that most social security schemes exclude the informal sector, the non-profit **Women's World Banking** develops products to provide affordable, inclusive and simplified health microinsurance coverage for disadvantaged women in six countries around the world, including Morocco.

One of the only projects focused on advocacy for the right to decent work, particularly for young people and women, is implemented by the INGO **Socialist Solidarity**. This project aims to strengthen the capacity of 20 neighborhood associations and social and solidarity economy initiatives in advocacy and political participation in the Casablanca-Settat region. It is particularly aimed at strengthening the capacity of these associations to advocate for the extension of social protection for the promotion of the right to decent work.¹⁸³

Likewise, a plethora of **local CSOs** working on women's empowerment and development implement diverse social and economic inclusion programs for marginalized groups of women. These most often involve literacy classes, vocational training, and income generation, with legal rights awareness-raising often incorporated into activities. The vast majority of vocational training is comprised of hairdressing, cooking, pastry, and sewing classes. Local CSOs also provide practical assistance for women in the creation of individual income generation, cooperatives and small enterprises. These often include training on administrative and financial management, as well as fundraising and market identification.

4.2.4. Advances, Challenges and Gaps

Demographics pose an on-going challenge to Morocco's efforts at economic inclusion. Morocco is already a predominantly young population, with 28 percent of the population under age 15; by 2030 the country will also have a significant aging population, with persons over 60 expected to account for 15.3 percent of the population up from 9.6 percent in 2014.¹⁸⁴

Transportation and mobility. Women are more likely to rely on walking as a means of transport (85.4 percent) than men (60.7 percent). Obstacles related to transportation, such as harassment and the lack of safe, affordable, accessible and reliable public transportation options, hinder women's freedom of movement, as well as their access to services, infrastructure and employment.

Persistence of a gender gap in literacy rates and low education levels for girls in rural areas remains a challenge to economic inclusion. Women have a higher incidence than men of illiteracy; nationwide 37 percent of women as compared to 25 percent of men are illiterate, with a high gap in rural areas with rates of 60.4 percent and 35.2 percent, respectively.¹⁸⁵ Despite significant efforts to close the gender gap in education, only 26.8 percent of girls in rural areas attain middle school level education, as opposed to 29.4 percent of boys.¹⁸⁶ Reasons for school drop-outs among middle school girls include the

¹⁸³ Supported by the Belgium Development Cooperation with a budget of approximately 1.3 M euros for the period 2017-2021.

¹⁸⁴ Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

¹⁸⁵ Royaume du Maroc. Haut –Commissariat au Plan. Femmes et Hommes en Chiffres, 2016.

¹⁸⁶ Royaume du Maroc. Haut –Commissariat au Plan. La Femme Marocaine en Chiffres: Tendances d'Évolution des

lack of transportation and housing options in faraway towns where middle schools are located, as well as the inadequate infrastructure in rural schools and risks of sexual harassment on the way to school.

Progress in closing the gender gap in education¹⁸⁷ has not resulted in equivalent gains in earning opportunity or economic independence for women. Women's access to employment and economic resources has not necessarily translated into financial autonomy or social inclusion.

Additionally, women report that their share of household tasks does not change when they start working; income generating activities thus led to an increase in their overall workload.¹⁸⁸ Women in rural Morocco often still need permission from male relatives to leave the house, go to the market, visit a relative, seek health care or travel to another village.¹⁸⁹

Unequal and gendered power dynamics related to decision-making and control over resources within families can present obstacles to women's economic independence even over the income she earns. Indeed, in some instances women have reported how access to income and credit by women can lead to greater exploitation and violence by husbands.¹⁹⁰ In a case recounted by one CSO, a husband took advantage of his minor bride's lack of education and young age to set up a bank account in her name, take out a loan and write bad checks, and proceed to disappear. The woman is currently being prosecuted.¹⁹¹

Non-application of Labor Code provisions. Nearly nine out of ten women in rural areas (87.5 percent) and more than half of women in urban areas (54.2 percent) who work do not have written contracts.¹⁹² 78.9 percent of textile workers reported not benefitting from paid maternity leave provisions; other studies have demonstrated the extent of Labor Code violations in small workplaces, including lengthy work days, salaries under minimum wage, non-declaration at the CNSS, no payment of overtime, and unlawful termination. There is no gender disaggregated information on Labor Code violations.¹⁹³

One study in 2009 among seasonal berry workers (75–90 percent women) in northwest Morocco found labor violations including a lack of employment contracts, low rates of registration to social security, verbal violence and harassment, non-compliance with minimum wage and legal working hours, lack of identity documents for workers, very difficult transport conditions, and non-compliance with health and safety

Caractéristiques Démographiques et Socioprofessionnelles, 2016.

¹⁸⁷ The Gender Gap in Education is .920 according to the 2017 Global Gender Gap Report. World Economic Forum. The Global Gender Gap Report, 2017.

¹⁸⁸ GIZ. Women's Economic Empowerment in the MENA Region: Rapid Assessment of Household-Level Results, 2016.

¹⁸⁹ Aboukhsaiwan, Ola, Measuring the Impact of Income-Generating Projects on Women's Empowerment Outcomes: Evidence from Rural Morocco, Wharton Research Scholars 106, 2014.

¹⁹⁰ GIZ. Women's Economic Empowerment in the MENA Region: Rapid Assessment of Household-Level Results, 2016.

¹⁹¹ Interview with NGO, January 2018.

¹⁹² Etat des Lieux de la Parité Homme-Femme au Maroc, 2016

¹⁹³ Royaume du Maroc. Conseil Économique Social et Environnemental. Promotion de l'Égalité entre les Femmes et les Hommes dans la Vie Économique, Sociale, Culturelle et Politique. Les Discriminations à l'Égard des Femmes dans la Vie Économique : Réalités et Recommandations, 2014.

standards in the workplace.¹⁹⁴

Other reports similarly found that female agricultural workers in the Middle Atlas and Eastern Morocco were subjected to similar conditions. The seasonality of work and the fact that the female workers migrate temporarily from other regions in Morocco exacerbate their vulnerable situations. This also leads to the weakening of labor unions and creates tensions between residents and temporary workers that prevent any social solidarity.¹⁹⁵

Likewise, observers of working conditions in factories have also documented the non-application of labor laws. The lack of inspectors, collusion between factory owners and political powers, difficult-to-inexistent access to justice, and low unionization rates make women vulnerable to exploitation and lack of legal protection. In recent years many factories have closed and relocated, with no compensation to the workers, who are predominantly women.¹⁹⁶

Finally, a study on gender inequality in business practices in the formal sector in urban areas demonstrates how women face discriminatory practices in recruitment that is conducted subjectively and informally through family relationships and connections. Women are also disadvantaged by potential employers taking marital and family status into consideration or else specifically targeting marginalized women from poor communities who will be dependent on the company. The report also notes challenges with subjective performance evaluations; fewer opportunities for training; obstacles to promotion; and salaries, bonuses and social advantages that favor men. Sexual harassment is reported to be ignored.¹⁹⁷

Lack of labor inspectors. There are only 400 labor inspectors nationally, with more retiring than being recruited. The number of women labor inspectors could not be ascertained.¹⁹⁸ The labor inspections being conducted are not necessarily focused on gender equality violations. In 2014, the labor inspectors intervened in 12,833 companies and formulated a total of 24,910 observations on the application of labor legislation, of which only 37 involved maternity protection and 54 involved women's night work.¹⁹⁹

Workforce attrition. Though significant work has been done to understand and address barriers to women's access to the workforce, less has been done on factors that push women to leave the workforce. Research suggests that women seem to exit the workforce around the age of marriage; the "marital status gap" in labor force participation is a very high 70 percent in Morocco.²⁰⁰ In urban, but not rural, areas, marriage and children appear to lead to an exit from the paid workforce. Whether this is due to social

¹⁹⁴Oxfam. Social Protection, Building Dignity! Improving Working Conditions of Women Workers in the Berry Sector in Morocco, 2014.

¹⁹⁵Houdaïfa, Hicham. *Dos de Femme, dos de Mulet: Les oubliées du Maroc Profond*. Editions En Toutes Lettres, 2015.

¹⁹⁶Gillot, Gaëlle. *L'Empowerment par le Travail? Les Ouvrières du Textile au Maroc*. Working Paper 7, 2016.

¹⁹⁷Chicha, Marie-Thérèse. *Inégalités de Genre et Pratiques d'Entreprise au Maroc*. Bureau International du Travail, Novembre 2013.

¹⁹⁸Interview with GOM officials, February 2018.

¹⁹⁹Royaume du Maroc. Conseil Économique Social et Environnemental. *Les Dimensions Sociales de l'Égalité entre les Femmes et les Hommes*, 2016.

²⁰⁰World Bank. *Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society*, 2015.

and cultural norms, financial disincentives to continue working, the lack of child care options, or other factors, could not be fruitfully examined. Local CSOs interviewed report the high frequency with which women experience harassment at work, quit, or are even fired from their jobs.²⁰¹

Challenges to female entrepreneurship. Women entrepreneurs cite administrative red tape and land use constraints as obstacles to creating their businesses, as well as social and cultural factors, and corruption.²⁰² Other obstacles cited include fewer resources to establish businesses, complicated registration and licensing procedures, less work experience, and lower self-confidence.²⁰³ Actors supporting entrepreneurship noted that funding alone, without continuous and sustained coaching, mentoring, training, and other forms of technical support pre-and post-creation of the business, are insufficient to catalyze more female entrepreneurship.

Challenges to women's cooperatives. Women's cooperatives are less present in *Groupements d'Intérêt Économique* (Economic Interest Groupings) and other merchant networks that could facilitate the commercialization of their products.²⁰⁴ They lack the necessary working capital to function effectively. Administrative procedures are complicated, time consuming and complex. Conflicts with local authorities, appropriation of the space and machinery by men in villages for other purposes, disputes and confusion over land ownership, and husbands' control over female workers also impact negatively on the functioning of cooperatives. Male suppliers don't always provide raw materials at affordable prices, and intermediaries who sell the products take a substantial portion of the profits.²⁰⁵

Women's argan cooperatives in southwestern Morocco faced substantial obstacles when large private companies (national and international) entered the market and used their large size to buy the majority of the yield. Development projects designed to help women in cooperatives become leaders and producers and to control the profits from the argan industry had not anticipated this risk. In this instance, the state failed to protect the women's cooperatives and/or natural resources so that local populations could continue to benefit from argan production.²⁰⁶

In Errachidia however, the local Office Régional de Mise en Valeur Agricole (Agricultural Development Regional Office), reportedly did intervene and prevent multinational companies from obtaining the raw product in the aromatic and medicinal plants industry to the potential detriment of local women's cooperatives.²⁰⁷

Traditional nature of vocational trainings. The majority of vocational training programs for women

²⁰¹ Interviews with 16 CSOs working on GBV all mentioned the frequency with which women experiencing sexual harassment at work quit their jobs. This was true across activity sectors, economic status, and geographical areas.

²⁰² Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017. Interviews conducted with seven women entrepreneurs, February 2018.

²⁰³ GIZ. Women's Economic Empowerment in Selected MENA countries: The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, 2017. Interviews conducted with seven women entrepreneurs, February 2018.

²⁰⁴ Ibid. Interviews conducted with three GOM officials and seven women entrepreneurs, February 2018.

²⁰⁵ Raised unanimously in all interviews with GOM and CSOs supporting women's cooperatives, as well as by the seven entrepreneurs.

²⁰⁶ Interview with two GOM officials, February 2018.

²⁰⁷ Interview with GOM official, February 2018.

are in traditional female domains such as sewing, cooking, hairdressing and baking. These programs and similar income-generating activities are often based on gender stereotypes rather than on economic development needs or market potential. CSO vocational training programs are often implemented in collaboration with the *Entraide Nationale*, who administers exams and issues diplomas at the end of the training, with the objective of increasing women's chances to then be hired.

Transition to the workforce. Vocational training programs for women then face challenges integrating their graduates into the workforce. There are a large number of training programs across the country, but many lack partnerships and systems to offer women jobs once training is completed. Post-employment programs within CSOs are piecemeal and non-systematic, often comprised of soliciting personal and community contacts to hire individual women. Other women go on to work in their homes and sell their products locally. It is not clear how successful the vocational training opportunities are at improving women's chances of being hired, of having sustainable employment, or of having a stable income. Several CSOs reported that even though they accompany their trainees to negotiate employment contracts, employers then modify the contract unfavorably afterwards. CSOs note that they have no bargaining power or ability to pressure businesses to respect their initial agreements.²⁰⁸

Institutional challenges. Several observers noted the multitude of programs by different actors on the economic and social inclusion of women. The overlap and repetition of similar activities, lack of coordination and information-sharing among the various public and private actors, and even competition for funding and recognition pose challenges to the effectiveness and efficiency of individual projects, as well as to the success of inclusion initiatives overall.

Lack of human and financial resources for sustainability. Other challenges are posed when one entity constructs a building or provides space for an activity such as a women's center or for an economic cooperative, and then turns the management of the space and activity over to local CSOs. The local CSOs managing the centers then have to fundraise to support human and financial resources required to sustain the building.

Assessing impact of economic inclusion initiatives. As with political inclusion, the majority of efforts at assessing economic inclusion activities are limited to disaggregated quantitative activity and output level results, such as the numbers of participants in activities.

Regional Snapshot: Ouarzazate

A significant problem in Ouarzazate is the lack of local employment opportunities. Many hotels in Ouarzazate and Zagora have closed and tourism, one of the main sectors of the local economy, has declined. There are no factories in the region and a lack of investment. Neither the film industry nor the recent Noor Solar Power station contributes significantly to local employment, particularly not for women. The multinational companies involved in the latter staff the projects with foreign workers. Production at the local film studio, used by international companies, has declined following the moves of several foreign film companies to Jordan. One observer noted how local women's groups had taught

²⁰⁸ This issue was raised by several CSOs doing vocational training programs for women, in urban and rural areas in different parts of the country.

their beneficiaries Italian language classes with the objective of leveraging their positions with a major Italian film company, who has subsequently relocated filming elsewhere. It was also noted that although there are spaces set aside to commercialize women's products, there is a dearth of products to offer.

4.2.5. Best Practices and Opportunities

Several recent legislative developments present new opportunities to enhance women's inclusion in the workplace. These include the new VAW law provisions on sexual harassment and the Law on Domestic Work. These laws will only be implemented and effective, however, if they are accompanied by clear policies, mechanisms for informing all stakeholders, and adequate mechanisms for reporting and sanctions.

Draft legislation is reported to be pending that will provide social protection such as compulsory health insurance to liberal professions, independent workers and non-salaried workers. This could benefit women in particular. Additionally, the Ministry of Employment indicated that the Plan National d'Inspection (National Inspection Plan) for 2018 under development will focus on women in particular.

The MCC Land Productivity project provides openings for improving land ownership for women, transforming family relations, and improving the working conditions for female industrial workers.

Several recent programs have taken a systems approach and united different actors in efforts to address the economic inclusion of women. The UN Women Agro-ecology and Organic Cultivation project has united cooperatives working on aromatic and medicinal plants in the Tafilalet region into a Groupement d'Intérêt Économique (GIE). This initiative also involves a partnership with the Faculté des Sciences et Techniques d'Errachidia (University of Science and Technology of Errachidia) to set up a unit for extracting essential oils.

Another program implemented by Oxfam Maroc in northwestern Morocco to improve the working conditions of women agricultural workers took a two-pronged approach by: (a) strengthening the autonomy and leadership of women workers and civil society and their capacity to organize, and (b) increasing accountability of all actors involved in berry production, including both the private sector and government bodies, through citizen monitoring mechanisms. The strategy also included awareness-raising and dialogue with foreign importing companies. Results of the project included the creation of a women workers association, a CSO observatory to detect and report cases of labor violations, CSO National Social Security Fund and Identity Card Units to conduct awareness-raising and accompaniment for women, and campaigns with the importing companies. To date, thousands of women have received identity cards and been registered with the CNSS, and a greater percentage of farms respected the minimum wage.²⁰⁹

The newly created regional councils have just recently established *Agences Régionales d'Exécution des Projets* (Regional Projects Execution Agencies). These provide a fresh opportunity to integrate women into the planning process and gender equality into local development initiatives. The regional councils are required to develop *Plans de Développement Régionaux* (Regional Development Plans) for five years in the first year

²⁰⁹Oxfam. Social Protection, Building Dignity! Improving Working Conditions of Women Workers in the Berry Sector in Morocco, 2014.

of their mandate, as well as longer term (25-30 years) development strategies. To date, eight of the twelve regions have completed their plans, although some of them reportedly do not take gender into account.²¹⁰

In an interesting example of qualitative monitoring, evaluation and learning in economic inclusion efforts, international donor GIZ recently completed an assessment of broader impacts on the condition of people's lives resulting from several women's economic empowerment initiatives in Morocco,²¹¹ looking at access to resources and agency to act on them.²¹² The changes assessed went beyond the usual individual skills development to include public speaking and self-confidence; conditions in women's lives such as decision-making and control over income earned; mobility; changes in family members' behavior towards women; and domestic violence.²¹³

²¹⁰ Interview with GOM official, February 2018.

²¹¹ A rural cooperative and an entrepreneurship program.

²¹² GIZ. Women's Economic Empowerment in the MENA Region: Rapid Assessment of Household-Level Results, 2016.

²¹³ Quartiers du monde is likewise currently conducting action research on the economic empowerment of women victims of violence that will contain indicators on longer term impact of accompaniment programs.

4.2.6. Economic Inclusion Recommendations

Key Finding	Priority Programming Recommendations
Improving Workplace Conditions for Women	
1. There is a wealth of data attesting to women's low labor force participation rate. Efforts to address this have targeted promoting women's employability and entry into the workforce. Less is known however about the contribution of women's attrition from the workforce to low activity rates.	<ul style="list-style-type: none"> • Support research into women's dropout from the workforce to assess rates and reasons for attrition and develop strategies to address these and maintain women in the workforce.
2. Newly enacted legislation, in particular the sexual harassment provisions in the Law 103-13 on VAW and the Law on Domestic Workers, as well as bills to extend social protection to independent workers, will provide new opportunities to improve conditions in the workplace.	<ul style="list-style-type: none"> • Provide support to public, private and CSO actors to ensure proper leveraging of these new legal opportunities, paying particular attention to the general recommendations sections above related to (a) the inclusion of men as targets of change and (b) the implementation of laws.
3. Employment laws suffer from a lack of implementation due to the dearth of mandatory internal policies and procedures in workplaces. The tendency has been to reward and praise, as the exception rather than as the norm, the "good on gender" employers rather than sanctioning those that violate labor laws.	<ul style="list-style-type: none"> • Encourage laws and policies that require employers to prove that they have established specific non-discrimination policies and procedures to prevent discrimination in recruitment, salaries, social benefits, career advancement, and access to training and to professional posts. • Support provisions with favorable gender-inclusive stipulations and conditions, including the percentage of women hired and labor conditions, in the negotiation of trade agreements, and contracting and procurement mechanisms. • Support provisions with favorable gender-inclusive stipulations and conditions in labor relations and negotiations, in collective bargaining,²¹⁴ and in company agreements.
4. Employment laws suffer from a lack of implementation due to the lack of human and material resources among the labor inspectors responsible for monitoring and enforcement.	<ul style="list-style-type: none"> • Provide support to strengthen in quantity and quality the labor inspections, particularly as related to newly-enacted texts and laws related to gender inclusion and non-discrimination. • Support gender segregated data and information about gender discrimination violations in labor inspection reports and make them available publicly.
Enhancing Conditions for Women's Economic Participation	
5. The success and sustainability of women's income-generating activities is threatened by their vulnerable position in the global marketplace and by large national and international companies posing the threat of unfair competition.	<ul style="list-style-type: none"> • Encourage and support the national and local authorities to take legal and administrative measures to protect small local enterprises and local resources against competition from larger outside entities.

²¹⁴ The Solidarity Center, for example, has a project promoting gender in collective bargaining in Morocco.

6. Economic inclusion activities such as vocational training and income generation often contribute to women's experience of being over-burdened with tasks and responsibilities.	<ul style="list-style-type: none"> • Take steps to ensure that economic inclusion activities do not add to the existing high demands on women's time. • Support the development of vocational training for professions and services and income generation activities that create products that are in demand and save women time.
Diversifying the Sectoral Participation of Women in the Workforce for Improved Public Services	
7. Women experience horizontal segmentation in employment and are underrepresented in several key public sectors. Several initiatives to date have encouraged women to enter non-traditional fields.	<ul style="list-style-type: none"> • Support the integration of women into non-traditional fields in the public sector that could additionally have an impact on the delivery of public services for women. Illustrative examples include increasing and improving the inclusion of women in law enforcement for a better GBV and CVE response, and in the labor inspection for improved enforcement of non-discrimination in the workplace provisions. As per General Recommendations 17 and 18, such integration must be leveraged and managed properly so as to combine both initial integration into the professions and to ensure working conditions conducive to effective participation.
Diversifying Income Generating Activities for Women to Address Development Needs	
8. The majority of vocational training aimed at income generation for women involves traditionally "female" activities such as baking, cooking, sewing and hairdressing. It is not clear whether the job market demand for these activities can support the supply of trained people, nor whether such activities lead to a decent and stable income for women.	<ul style="list-style-type: none"> • Provide support for the development and creation of vocational training programs and income generating programs for women that address a gap in existing products or services. One illustrative example by some observers is to create trained jobs of new professionals for elder care, either in-home or for eventual retirement centers. The aforementioned Community Laundromat project near Errachidia is another example of a multifaceted income generating activity designed to: <ul style="list-style-type: none"> • Generate income for women owners, managers and employees. • Address an environmental need, by establishing an alternative to washing clothes in the river. • Create a business that does not yet exist. • (d) Provide a service that frees up women from a domestic chore.
Consolidating and Sharing Gender Inclusive Employability Efforts	
9. Several USAID/Morocco initiatives such as FORSATY and the Career Centers currently focus on increasing employability of youth, and have developed tools, methods and resources for gender inclusion in vocational training, orientation and placement.	<ul style="list-style-type: none"> • Support the sharing and adoption of gender inclusion tools, policies and procedures for vocational training, orientation and placement with other relevant public and private actors. Options can include the ANAPEC and local CSOs. Even on a small, micro level in communities, components of these programs would be very transferable and helpful. As illustrative examples, communes could use the local community centers to host talks by mentors, and the ANAPEC and other employment orientation agencies could adopt some of the policies and procedures related to gender inclusion.

4.3 COUNTERING VIOLENT EXTREMISM FINDINGS AND RECOMMENDATIONS

4.3.1. GOM and US Government Institutional Policy and Strategic Framework

Table 10. Gender Equality and Women's Empowerment in US Government and GOM Policies Related to CVE

Policy framework	Purpose of the policy/strategy
USAID Policy on Youth in Development (2012)	This policy provides guidance on pursuing more innovative and cost-effective approaches to empowering youth to contribute to and benefit from their countries' development efforts. The policy emphasizes the importance of gender equality as a condition for broad societal change. ²¹⁵
USAID Policy on The Development Response to Violent Extremism and Insurgency (2011)	This policy aims to provide a framework that USAID can use to improve the effectiveness of its development tools in responding to violent extremism and insurgency. It considers key engagement criteria and provides a set of core program principles.
The U.S. National Action Plan on Women, Peace, and Security (December 2011)	This plan intends to accelerate, institutionalize, and better coordinate the US Government's efforts to advance women's inclusion in peace negotiations, peace-building activities, and conflict prevention; to protect women from sexual violence and GBV; and to ensure equal access to relief and recovery assistance in areas of conflict and insecurity. ²¹⁶

GOM policies, strategies, and action plans	Implications for gender equality and women's empowerment
Loi n° 03.03 Relative à la Lutte contre le Terrorisme (28 mai 2003) ²¹⁷	Law No. 03.03 Relating to the Fight Against Terrorism (May 28, 2003), amended in 2004 and 2015, punishes joining terrorist groups, participating in training camps, and promoting and inciting terrorism with a jail sentence of 5 to 15 years and a fine between 50,000 and 500,000 DH.

The Moroccan government has taken a four-pronged approach to CVE, which in addition to national legislation includes:²¹⁸

- **Security measures.** The “Hadar” (vigilance) initiative established joint armed forces and law enforcement street patrols in key strategic areas. The *Bureau Central d'Investigation Judiciaire* (Central

²¹⁵USAID. USAID Youth in Development Policy: Realizing the Demographic Opportunity, 2012.

²¹⁶ United States Government. The U.S. National Action Plan on Women, Peace and Security, 2016.

²¹⁷Royaume du Maroc. Dahir n° I-03-140 du 26 rabii I 1424 (28 mai 2003) Portant Promulgation de la loi n° 03-03 Relative à la Lutte Contre le Terrorisme, 2003.

²¹⁸UNESCO, Bureau de Rabat. Jeunesse et Extrémisme Violent: Atelier de Réflexion du Système des Nations Unies et ses Partenaires au Maroc, 2017 ; Houdaïfa, Hicham. Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc. Éditions En Toutes Lettres, 2017.

Office of Judicial Investigation), which investigates terrorism and transnational crimes, was established in 2015.

- **Religious supervision and leadership.** The Ministry of Habous and Islamic Affairs controls the management and activities of mosques, as well as the content of sermons and training of imams. Royal instructions to the Ministry of National Education and the Ministry of Islamic Affairs during a Council of Ministers in February 2016 established a joint commission between the two ministries to reform the Islamic education curriculum. GOM efforts focus on promoting an alternative vision of a tolerant and open version of religion to immunize children against radicalization.
- **Socio-economic measures.** The aforementioned social and economic inclusion institutions such as the Initiative Nationale pour le Développement Humain, Entraide Nationale, Agence de Développement Social, and Fondation Mohammed V have implemented projects designed to promote the socio-economic development of precarious and vulnerable populations, on the premise that poverty contributes to radicalization.

4.3.2. Relevant Data and Statistics

There is limited information and data on CVE in Morocco generally, and a particular dearth of information on the intersection of gender and context specific drivers, motivations, conditions and processes for integrating violent extremism; as well as a dearth of information on the different roles of women in preventing, promoting and participating in violent extremism.²¹⁹ The available information is quite limited and anecdotal and should thus be treated as tentative.

Profile of participants in violent extremism in Morocco. According to the Bureau Central d'Investigation Judiciaire, 1,355-1,500 Moroccans have travelled to Syria and Iraq, one-third of whom are from northern Morocco, particularly the marginalized areas around Tetouan, Tangier, Fnidiq and Nador, as well as from the marginalized suburbs of Fes, Salé and Casablanca. The Minister of the Interior reported 27 “jihadist” cells dismantled between 2013-2015.²²⁰

A 2014 CSO study reported that out of 30 “fighters” interviewed, among whom two were women, 67 percent were under age 25, 74 percent came from marginalized backgrounds, and 90 percent had never participated in political party or CSO activities.²²¹

One recent study by the Combating Terrorism Center (CTC)²²² discusses the risk that women might begin to play a more active role in violent extremism operations in Morocco. Pointing out that although the Bureau Central d'Investigation Judiciaire does not report the sex of persons arrested for terrorism-related offenses, the study noted that 30 percent of would-be attackers in their dataset were women. In one particular instance in October 2016 cited in this study, police arrested members of an allegedly all-female

²¹⁹ International Crisis Group. How the Islamic State Rose, Fell and Could Rise Again in the Maghreb, 24 July 2017. This report does not make any mention of women or gender.

²²⁰ Ibid.

²²¹ Ibid.

²²² Chapin, Ellen, Beyond the Caliphate: Morocco (West Point, NY: Combating Terrorism Center, 2017).

cell “with links to jihadis in Syria and Iraq and [who] were recruiting and training women in several parts of the country.”

Most of the few existing descriptions of radicalization in Morocco have focused on the northwest region, such as poor neighborhoods in Tangier and the predominantly Moroccan neighborhood of El Principe in the neighboring Spanish enclave of Ceuta. However, other observers have recently pointed to the rural mountain villages around Beni Mellal as a place of origin for people going to Libya, Iraq and Syria.²²³ The aforementioned CTC study, mapping Islamic State activity (plots and support) in Morocco, confirms the concentration of such activity in northwestern Morocco around Tangier-Tetouan, and the urban areas around Casablanca, Fes and Beni Mellal. It also notes increased activity in the northeast around Oujda and Nador.²²⁴

Motivations for integrating violent extremism organizations. Observers in both the literature review and in-person interviews for this analysis advance a host of possible diverse factors as potential motivators and mechanisms for Moroccans to integrate extremist groups. It must be noted, however, that the vast majority of information available to date is second-hand, anecdotal, and, in the Moroccan context, presumed rather than proven.

- **Religious drivers.** Some reports describe how recruited youth place more importance on their religious allegiance than on their Moroccan citizenship.²²⁵
- **Political drivers.** Other reports suggest that state repression is a more prominent push factor than economics.²²⁶ Observers in Morocco describe a general feeling of injustice when faced with abuse of authority, and the lure of the myth of a just society and ideal state provided by recruiters.²²⁷ Others also suggest that youth suffer from a lack of opportunities for political expression, as political parties are not sufficiently or effectively providing outlets or coaching for youth political participation. Violent extremist groups are thus seen as the only outlet for youth political expression.²²⁸
- **Economic drivers.** Many observers link vulnerability to violent extremism to poverty, economic exclusion and precariousness.²²⁹

²²³ Interviews with INGO, two local NGOs, February and March 2018; ProgettoMondo Mlal. Etude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc), 2015. Though Beni Mellal has traditionally been a place of origin for migration to Italy, the European crisis has impacted on people from the region who reportedly are now going elsewhere, including Syria and Libya.

²²⁴ Chapin, Ellen, *Beyond the Caliphate: Morocco*, 2017.

²²⁵ Houdaïfa, Hicham. *Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc*. Editions En Toutes Lettres, 2017.

²²⁶ ABA ROLI. *Rule of Law Approaches to Countering Violent Extremism*. Nicholas Robinson and Catherine Lena Kelly, 2017.

²²⁷ ProgettoMondo Mlal. Etude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc), 2015.

²²⁸ Interview with an INGO representative, March 2018.

²²⁹ ProgettoMondo Mlal. Etude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc), 2015; Houdaïfa, Hicham. *Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc*. Editions En Toutes Lettres, 2017; Interviews with two INGOs and four CSOs, February and March 2018.

- **Cultural drivers.** One observer attributes the radicalization of a village in the High Atlas to the influence of the urban on the rural, with children educated in cities returning to disapprove of traditional cultural and folkloric practices of their parents, especially their mothers, such as co-ed folk music groups.²³⁰
- **Social drivers.** The aforementioned 2014 CSO report indicates that the primary motivation for the (primarily male recruits) was “glory and adventure” rather than religious reasons. They were socially excluded, and had been working as drug traffickers, sales assistants, street vendors, or assistant masons. Likewise, a good number of observers questioned to what extent participants in violent extremism actually have an ideology, and to what extent they are just delinquents. Numerous CSO observers commented on the neighborhood level “cohabitation” between drug dealers and religious extremists. Other academic observers point out how youth buy into the myth and promises of becoming someone important if they go to Syria or Iraq (“starification”).²³¹

Interestingly, one of the three case studies of young women in another report provides some potential elements for future studies, as she described her radicalization as part of a desire and a mission to change society and bring it out of its ignorance by leading others to the right path.²³²

Half of the youth surveyed in one study reported having looked at “jihadist” websites, the majority out of “curiosity.” One-fourth believe that news reporting terrorism linked to jihadism is not true, but instead is “just a conspiracy.” Twenty-two percent believe that violence against people because of their clothing or intimate behavior is a duty of all Muslims.²³³

Recruitment methods. The 2014 CSO report notes that while the 40 percent who left Morocco for the jihad prior to 2012 were recruited by friends, family and Salafist networks, the post-2012 group cited social networks as the primary form of contact and recruitment.²³⁴ Observers note how the official religious leadership counter-narrative initiatives are faced with very effective indoctrination efforts via Internet and social media.²³⁵

Finally, some media have described incidents of women as targets of violent extremists. These include reports from the north of morality gangs in marginalized areas stopping women without the headscarf and harassing them to cover themselves.²³⁶

²³⁰ Houdaïfa, Hicham. *Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc*. Éditions En Toutes Lettres, 2017.

²³¹ Houdaïfa, Hicham. *Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc*. Editions En Toutes Lettres, 2017.

²³² ProgettoMondo Mlal. *Etude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc)*, 2015. Though the survey population was equally balanced between men and women, the results are not gender disaggregated.

²³³ Ibid.

²³⁴ Telquel. *Enquête: Pourquoi les Marocains Partent Faire le Jihad en Syrie*, November 26, 2014.

²³⁵ Interviews with two researchers, February 2018.

²³⁶ Houdaïfa, Hicham. *Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc*. Editions En Toutes Lettres, 2017

4.3.3. International, National, Civil Society, Financial and Technical Actors

The United Nations Security Council Resolution 2242²³⁷ specifically recognizes the need to engage with women on CVE, and to ensure the participation and leadership of women and women's groups in developing strategies to counter incite violent acts, create counter narratives, and address the conditions conducive to violent extremism.

Although CVE activities in Morocco are few and difficult to identify and locate, a number of projects in Morocco have addressed CVE either directly or indirectly through theories of change relating to one or several of the above presumed drivers. Strategies have attempted to reduce public support for religious extremism, build resilience of local communities, and offer religious, social, economic and cultural alternatives to youth considered at risk.

The **European Union** project, *Radicalisme, non Merci* (Radicalism, No Thanks), was launched in 2015 in Salé and in the Beni Mellal- Khenifra region. It aims to strengthen educational and civil society organizations to promote inclusive social development for youth through “innovative services for the prevention of radicalization and de-radicalization of young people.”²³⁸

The **Norwegian government** provides gender-specific CVE-related support through MENA region-wide initiatives to bring together existing women's rights and peace practitioners, organizations, and networks actively engaged in preventing extremism and promoting peace, rights and pluralism, to enable their systematic and strategic collaboration.²³⁹

Other CVE-related efforts supported by FTPs in Morocco include projects aimed at countering violent extremism in penitentiary institutions.²⁴⁰

In 2005, the **Moroccan Ministry of Habous and Religious Affairs** began certifying female religious leaders, *mourchidates*, to promote religious tolerance and moderation; there are currently about 500 *mourchidates* across the country. They serve as a combination of social worker and religious counselors, primarily for women, in mosques, neighborhoods, prisons, hospitals and other institutions. *Mourchidates* promote a more moderate version of Islam among women in particular, an effort based largely on women as mothers and “gatekeepers to their families, children and communities.”²⁴¹

The **Rabita Mohamadia des Oulémas**, a public interest foundation with five centers in Rabat and 20 more across the country, works to promote an enlightened, moderate and tolerant Islam through scientific research and public education. Their general CVE efforts are comprised of (a) training for both men and

²³⁷ United Nations Security Council Resolution 2242 S/RES/2242, 2015.

²³⁸ ProgettoMondo Mlal. Etude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc), 2015.

²³⁹ International Civil Society Action Network and ICAN Women's Alliance for Security Leadership

²⁴⁰ The British Embassy is supporting a study on women in detention and their socio-economic backgrounds, to identify adequate rehabilitation and reintegration.

²⁴¹ Couture, Krista London. A Gendered Approach to Countering Violent Extremism: Lessons Learned from Women in Peacebuilding and Conflict Prevention Applied Successfully in Bangladesh and Morocco. Brookings Institute, 2014.

women to implement participatory forum theatre, (b) training of “oulema relais,” youth in Islamic studies, facilitation and social mobilization techniques to organize debates and discussions on religious perspectives in social issues in their communities, and (c) social networks, including an interactive website, <http://www.chababe.ma/>, designed to counter extremist discourses.²⁴²

The Rabita’s CVE efforts specifically involving women include:²⁴³

- Capacity building for young women as peer educators for awareness-raising on at-risk behaviors in vocational training centers and student residency homes;
- Training mothers as peer educators to intervene with other mothers, detect signs of radicalization, and provide areas of intervention including getting help from others, seeking information, obtaining counter messages, and reporting behavior to authorities. This was initially targeted to the Tangier-Tetouan area in northwestern Morocco and is now provided in other areas of the country based on requests from local actors; and
- Training female peer educators in eight prisons to prevent radicalization among incarcerated women.

The USAID-supported Favorable Opportunities to Reinforce Self-Advancement for Today’s Youth FORSATY project was designed in 2012 to reach disaffected youth aged 12 to 25 in deprived neighborhoods of Tangiers and Tétouan in northern Morocco. FORSATY targets youth at risk of radicalization from economic and social marginalization by addressing social isolation, poverty, coping skills, and neighborhood quality of life drivers of potential extremist recruitment.

Creative Associates leads a US Department of State CVE project that unites religious and community leaders in four regions in Morocco. Project components include community assessments, trainings of facilitators, and development of local action plans. Gender was not an initial focus of the project, and at first it was necessary to break out of the dominant idea in CVE of women as victims. Subsequent training and analyses have integrated gender into push and pull factors, including recruitment strategies such as marriage web sites. In Salé, the team works with mothers in marginalized neighborhoods to train them on how to detect radicalization among youth, including girls recruited through promises of marriage, and how to be change agents. The Salé team has convinced two other regional teams to integrate gender into their approach.²⁴⁴

Among local CSO initiatives, one community group in the Bir Chifa neighborhood in Tangiers works to remove local youth from delinquency and religious extremism through a three-pronged approach combining education and orientation, training and professional integration, and community development. Activities include arts, sports and vocational training, as well as monthly “town hall” type meetings between community members, including ex-drug dealers, residents, and police representatives, to discuss problems

²⁴² Interview with two independent researchers, February 2018. The Rabita is also active in efforts to combat GBV, including through the production of nine short films on GBV and based on religious research.

²⁴³ Interview with two independent researchers, February 2018.

²⁴⁴ Interviews with two INGO staff, February 2018. The project is supported by the Bureau of Conflict and Stabilization Operations. The four project sites are Salé, Casablanca, Fes, and Beni Mellal.

in the neighborhood. The neighborhood also organizes training sessions for parents and teachers to help them recognize the signs of radicalization.²⁴⁵

Another CSO, based in the Spanish enclave of Ceuta and run by a woman, aims to prevent radicalization by providing youth of Moroccan origin with a cultural and religious identity, teaching them Arabic, and holding cultural activities such as song and theatre.²⁴⁶

One local women's CSO interviewed that provides literacy classes and vocation training for women in Rabat reported that they integrated religious education into their programs upon demand. Women beneficiaries had reported extremist proselytizing efforts in public baths and requested that the CSO provide them with accurate information on religious texts based on tolerance.²⁴⁷

Some observers note that as part of CVE efforts, Islamic women's activists work through charities to guarantee crucial services where the state is absent, providing assistance in poor and remote areas.²⁴⁸ An in-depth assessment would consider whether this is an empowering approach or a Band-Aid that reinforces the helplessness and dependency that may drive extremism.

4.3.4. Advances, Challenges and Gaps

Information gaps. There is a quasi-absence of any information on the link between gender and violent extremism in Morocco in the limited information and data available. One of the few studies on youth radicalization in Morocco²⁴⁹ cites a 2012 Work Bank study for the proposition that economic exclusion creates frustration and a sense of failure in young men, who are expected to earn a living to support their own families as well as their parents, feelings that then contribute to their engaging in risky and delinquent behavior.

In the same vein, a mid-term evaluation on the FORSATY program notes that while the project has striven to be equitable in inclusion of male and female staff members and beneficiary youth, this has not always been possible given the cultural constraints of the neighborhoods where FORSATY works. In particular, young women comprised an insignificant number of participants in community improvement actions, and the majority of youth-serving professionals trained were men. The report elaborates by describing how men are under more pressure to get a job and are thus frustrated when they cannot, explaining their radicalization.

However, the report then suggests that girls are not as impacted as boys by such exclusion because it is socially more acceptable for them to stay at home. This analysis could be complemented by recognizing how girls are under pressure to get married, there are fewer men in the marriage market, and "older" educated girls are frequently unable to find husbands. These social pressures can drive girls to look

²⁴⁵ Houdaïfa, Hicham. *Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc*. Editions En Toutes Lettres, 2017.

²⁴⁶ Ibid.

²⁴⁷ Interview with a women's NGO in a large urban area, February 2018.

²⁴⁸ Described in Darhour, Hanane. *Islamic Women's Political Activism in Morocco: A Bulwark Against Extremisms*, in *Women and Resistance to Radicalisation*. Fatima Sadiqi and Helmut Reifeld, eds. Konrad-Adenauer-Stiftung e.V., Bureau du Maroc, 2017.

²⁴⁹ ProgettoMondo Mlal. *Etude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc)*, 2015.

elsewhere for husbands and make them vulnerable to marriage recruitment strategies used by religious extremists through the Internet and other means. One observer noted how the prevalence and popularity of Turkish²⁵⁰ TV series in Morocco, in which young, handsome, romantic and rich men love their wives and take care of them, also feed into fantasies of young Moroccan women to flee abroad to escape from local men considered less handsome, poor and violent.²⁵¹

There are several methodological challenges to research on CVE in Morocco. Access to accurate and complete knowledge on violent extremism is one challenge, as states are reluctant to disclose sensitive security and law enforcement information. Another hurdle is direct access to radicalized and previously radicalized youth; one of the main CSO studies to date is primarily on perceptions and opinions held by youth in general about radicalization, and there is a gap in research focusing on radicalized youths themselves.

State action gaps. Despite the numerous efforts by the GOM to date to combat violent extremism, some observers suggest that gaps remain in prevention and enforcement under state control and that that could be filled by additional state action.

Media reports describe high Salafist attendance among both men and women students, at the Islamic studies department at the Ain Chock Humanities Faculty,²⁵² during lectures given by professors known for their Salafist preaching. The faculty was also reported to have organized certain classes in the department separated by gender.²⁵³

Others describe how the time frame for revising the Islamic education manuals following the royal instructions was too tight to produce adequate or quality manuals and note that inflammatory content in certain Islamic education manuals used in public schools still persists. They also report how Islamic education and religious messages in schools vary depending on the individual teacher. Finally, principles of co-education are not always respected, with some teachers/schools separating girls and boys within classrooms.²⁵⁴

Challenges to women's participation. Creative Associates noted challenges to integrating women participants into their project, particularly among the religious leaders. Reasons included obstacles to married women travelling for project activities.²⁵⁵ Other observers explain the supposed absence of women in CVE by the fact that many are involved in the invisible work of research rather than activism; likewise, CVE coverage in the media tends to be centered on the (predominantly male-led) law enforcement efforts.²⁵⁶

In general, CVE efforts to date on a global level have frequently focused on women as “early warning

²⁵⁰ Turkey is the transit country for travel to Iraq and Syria.

²⁵¹ Interview with INGO representative, March 2018.

²⁵² University in Casablanca.

²⁵³ Houdaïfa, Hicham. *Extrémisme Religieux: Plongée dans les Milieux Radicaux au Maroc*. Editions En Toutes Lettres, 2017.

²⁵⁴ Ibid.

²⁵⁵ Interview with two INGO staff, February 2018.

²⁵⁶ Interview with two independent researchers, February 2018.

systems” and potential de-radicalizers and peace-builders. This is based on perceptions and stereotypes of women as family mediators, with emotional influence over their children. Such approaches risk reinforcing gender stereotypes, instrumentalizing women in a narrow role as mothers and wives and assigning blame to mothers for the radicalization of their children.²⁵⁷

Challenges due to geopolitics. Potential sources of radicalization that are less within reach of local and national actors include the existence of significant ungoverned spaces in neighboring Libya and Mali, as well as the significant number of Moroccans living abroad in those countries and being radicalized there.²⁵⁸

Additional challenges raised by numerous interviewees include the sensitive nature of the issue of violent extremism, and the reluctance of certain religious institutions to be publicly affiliated with the current United States administration on this specific issue.²⁵⁹

4.3.5. Best Practices and Opportunities

Given that research and efforts on gender and CVE in Morocco are nascent and quasi-inexistent, there is the need to conduct a thorough mapping on the intersection of gender and the context-specific components of participation and roles in violent extremism and in CVE. There is also a clear need for appropriate monitoring, evaluation and learning (MEL) systems to assess the impact of current CVE efforts and develop new ones.

Although specific strategies for addressing gender and CVE would depend on this mapping, initial findings on violent extremism generally demonstrate the need for taking a multi-faceted approach that would address gender considerations in the political, economic, social, religious and cultural fields. Given the youthful nature of participation in violent extremism, factors related specifically to adolescence and youth exclusion should also be considered, particularly those related to a sense of identity and belonging, and a desire to effectuate change.

A mapping of potential strategies should also ensure the inclusion of all possible actors in a multi-faceted and collaborative approach. In one particular instance, a CSO conducted awareness-raising on CVE for Entraide national participants in a social worker training program. This is just one of several examples of positive partnerships between the *Entraide Nationale* and a CSO at the community level.

Though not a CVE activity, the USAID Community-oriented Policing Activity (COPA) suggests some innovative approaches and experiences that might be usefully expanded and adapted to address the two cross-cutting themes of CVE and GBV in this analysis. The project aims to improve the participation of citizens in promoting security and advancing community-oriented policing to develop the capacity of police, government and community stakeholders to communicate more effectively and work constructively together to solve problems of mutual concern.

²⁵⁷ Giscard d'Estaing, Sophie. Engaging Women in Countering Violent Extremism: Avoiding Instrumentalisation and Furthering Agency, *Gender & Development*, 25:1, 103-118, 2017.

²⁵⁸ Thompson, Eric V. and McCants, Will. *Partners Against Terror: Opportunities and Challenges for U.S.-Moroccan Counterterrorism Cooperation*. CNA's Institute for Public Research, 2013.

²⁵⁹ Interviews with INGO, and five CSOs, February 2018,

COPA's work uniting law enforcement, *Entraide Nationale*, and CSOs, including women's groups, in efforts to improve state responsiveness to citizen concerns and rebuild public trust in law enforcement, could serve as a helpful model of multi-actor collaboration for GBV and CVE initiatives. The project has successfully included equal numbers of women as participants in its activities, and integrated actions to address violence that disproportionately affects women and girls such as violence against female factory workers and cyber-harassment. It has had occasion to successfully address gender-related resistance in its activities, such as when some schools initially did not allow schoolgirls to visit a police station or play in a soccer tournament.

4.3.6. Countering Violent Extremism Recommendations

Key Finding	Priority Programming Recommendations
1. There is extremely limited information available on violent extremism in Morocco generally, and a quasi-absence of information on women's roles in both violent extremism and in CVE efforts.	<ul style="list-style-type: none"> Conduct a thorough mapping and analysis on CVE and gender in Morocco that would include: <ul style="list-style-type: none"> The intersection of gender and context specific drivers, motivations, conditions and processes for participation in violent extremism, as well as in reintegration and reinsertion efforts. The different roles of women in preventing, promoting and participating in violent extremism. The intersection of gender and targets for violent extremism. The different roles women have played or can play in efforts to combat violent extremism. Specific strategies for addressing both: (a) the intersections of gender and violent extremism; and (b) increasing and improving the participation of women in CVE efforts. The mapping and analysis should take a holistic approach by examining both rule of law and political, economic and social inclusion issues. It will require a specific strategy that will necessitate direct, first-hand interviews with radicalized or previously radicalized youth, as well as support and buy-in from the Moroccan authorities.
2. CSOs are often reticent to work on or speak about CVE because of the sensitive nature of the topic and its relationship with law enforcement.	<ul style="list-style-type: none"> Assess the risks of labeling programs directly as CVE initiatives.
3. CVE efforts generally run the risk of reinforcing gender stereotypes through strategies that focus on women's roles as mothers or on purportedly natural skills for "peacemaking".	<ul style="list-style-type: none"> Refrain from focusing solely on women as mothers and wives, and instead focus on parents and other adults in youths' lives.
4. Media and official sources have documented the phenomenon of Moroccans living abroad in Europe or Europeans of Moroccan origin who have been radicalized there. Anecdotal reports also describe	<ul style="list-style-type: none"> Any CVE efforts must take into consideration the extent of extra-territorial factors related to the risks of radicalization of Moroccans in general and develop strategies to address these. Special attention should be paid to the intersectionality between gender, migration abroad, and violent extremism.

Moroccan girls wanting to live the dream of marrying a European national or resident, and then getting pulled into radicalized groups in Europe via their husbands.	
---	--

5. GENERAL RECOMMENDATIONS

General Recommendations²⁶⁰

Key Finding	Priority Programming Recommendations
Integrating Men as Targets of Change in Gender Inclusion Efforts	
1. The vast majority of gender inclusion efforts have <i>targeted women as in need of interventions in order to change themselves</i> . Even when activities are co-ed and men are involved as actors and participants, the focus of efforts is on developing and changing the women.	<ul style="list-style-type: none"> Ensure that gender inclusion efforts by all partners are made that <i>target men as in need of change</i> as well as women, and that are based on an understanding that improvements in women's status will require efforts and changes by men as well.
2. A significant portion of co-ed gender inclusion activities involve <i>awareness-raising</i> on values related to women's rights, equality and non-discrimination. These tend to target and assess hoped-for <i>changes in attitudes and beliefs</i> . ²⁶¹	<ul style="list-style-type: none"> Complement awareness-raising efforts among all partners with concrete and specific examples of <i>behavior changes expected and required from men</i> for gender inclusion to be practiced in reality.
3. A good proportion of the literature, studies, surveys and reports related to gender inclusion to date have focused on evaluating, studying and examining women – for example, their beliefs, their activities, the prevalence and types of violence committed against them, etc.	<ul style="list-style-type: none"> Contribute to the body of knowledge informing gender inclusion initiatives by supporting research that <i>focuses on male behaviors</i>.²⁶² For example, currently national reports in Morocco examine prevalence rates of VAW by surveying women about their experiences with violence. A complementary and new approach would be to conduct a national survey among men on the prevalence of discriminatory behaviors, to assess the percentage of men for example who have forbidden their sister to go out, harassed women on the street, or do not contribute to domestic responsibilities. Such efforts would not only provide valuable information on the extent and nature of persisting discriminatory behaviors but would also identify concrete and specific behaviors that could then be the topic of awareness-raising for needed change.

²⁶⁰ Unless specifically noted otherwise, the findings and recommendations in this section reflect general trends and patters in gender inclusion efforts among the diversity of actors involved – GOM, USAID, FTPs, international implementers, and CSOs – and are not intended to single out or target any one type of actor or particular institution.

²⁶¹ Additionally, MEL efforts to date tend to assess these based on self-reporting rather than on observation of changes in behaviors.

²⁶² There have been some studies that examine male beliefs, attitudes and stereotypes, but very few if any that have examined concrete behaviors.

Ensuring the Implementation of Laws through Improved Advocacy and Accountability	
4. Implementation of laws and policies favorable to gender inclusion and women's rights is quite often lacking. Though many suppositions for this exist, there is a dearth of sectoral, institutional and grassroots level information on the reasons for and systems dynamics behind this.	<ul style="list-style-type: none"> • Conduct a thorough mapping on the diverse political, economic, institutional, social, administrative and cultural obstacles to the effective implementation of laws and propose solutions to remedy them.
5. Implementation of laws and policies favorable to gender inclusion and women's rights are frequently dependent on the individual person(s) responsible for local application and enforcement. This leads to inconsistent application of laws across jurisdictions and instability of outcomes with personnel changes.	<ul style="list-style-type: none"> • Support efforts to institutionalize laws and policies so that they can survive staffing changes and be consistently applied and enforced.
6. A good number of hoped-for reforms related to gender inclusion are presented or understood as optional best practices rather than as mandatory policies that must be applied. This limits buy-in and appropriation by the relevant stakeholders responsible for implementing such measures.	<ul style="list-style-type: none"> • Take steps to ensure that measures intended to promote gender inclusion are deemed mandatory in the law. • Prioritize supporting the implementation of measures that are already legally mandatory for maximum buy-in and appropriation.
7. Numerous laws and policies create clear obligations for state and/or private actors but lack the necessary monitoring mechanisms.	<ul style="list-style-type: none"> • Ensure that effective and mandatory monitoring mechanisms are integrated within laws and policies and institutionalized within both public and private institutions.
8. Even laws with monitoring mechanisms often lack clear sanctions and enforcement of sanctions for non-compliance.	<ul style="list-style-type: none"> • Ensure that clear and enforceable sanctions for noncompliance with legal obligations are integrated within laws and policies and institutionalized within both public and private institutions.
9. The research and analysis reveal gaps in the GOM application and institutionalization of gender inclusion laws and policies within the realm of its own prerogatives as the public authority.	<ul style="list-style-type: none"> • Support GOM efforts to identify and implement gender inclusion strategies in areas within the realm of its prerogatives as the public authority, such as where public funding is allocated. For example, public housing subsidies can be made contingent on registering homes in the names of both spouses, and political party funding dependent on gender inclusion.
10. CSO advocacy often lacks data and information on the effectiveness and efficiency of state provision of public services. Additionally, legislative advocacy is frequently considered a one-off campaign that ends when a law is enacted.	<ul style="list-style-type: none"> • Support CSOs to do monitoring and documentation of public services, recognizing that legislative advocacy is an ongoing effort for regular amendments to laws based on the results of assessments of the effectiveness of the laws and remaining gaps.

11. Persistent lack of access to information and transparency among public institutions hinders CSO capacity to conduct advocacy.	<ul style="list-style-type: none"> Recognize that advocacy without accountability is ineffective. Take steps to ensure that institutions make available all information necessary for citizens to access and advocate to representatives. Some examples include contact information for representatives, as well as records of their attendance and voting at lawmaking fora.
12. Awareness-raising alone, without practical accompaniment to public services, is not sufficient for women to access their rights.	<ul style="list-style-type: none"> Complement awareness-raising with concrete services to facilitate registrations and other administrative procedures for women. Support efforts to advocate for and implement affordable, simplified administrative procedures on issues related to gender inclusion.
Promoting Sustainability and Coherence in Gender Inclusion Efforts	
13. Numerous creative and innovative gender inclusion efforts have been tested and implemented on a pilot basis in communities across the country. However, the tools and mechanisms tend to disappear and fall out of use once the project period ends.	<ul style="list-style-type: none"> Ensure that systems and resources for long-term institutional appropriation of pilot tools and mechanisms are built in to projects from the very beginning. These should include realistic and concrete staffing and funding plans.
14. The creative and innovative gender inclusion efforts tested and implemented in local communities have not been consistently shared and “scaled across” to other communities across the country. This maintains communities in isolation and maintains regional disparities. Though written online reports and print publications are important, there is a lack of targeted/widespread distribution of the publications to people who could or need to use them (no distribution or communications strategy), and written communications forms are perhaps not always the most meaningful or effective.	<ul style="list-style-type: none"> Develop fresh (and mandatory) mechanisms for sharing and exchanging gender inclusion efforts and distributing tools and resources to actors across the country, in order to promote a coherent and egalitarian development across the country. Support in-person exchanges through regular events like professional or economic fairs, with substantive programs, not just honorific speeches by dignitaries, which provide opportunities for meaningful dialogue and exchange of experiences and tools.
15. Hierarchical relationships and communications between service providers, whether institutional or CSOs, can be disempowering to women participants in programs.	<ul style="list-style-type: none"> Integrate issues of beneficiary relationships into gender audits of all partners.

<p>16. Role models and examples of women who have succeeded in politics or in business are a crucial part of encouraging other women that it can be done, of providing concrete examples and advice of how it can be done, and of reducing family and community resistance or opposition to women's participation in politics, the economy, or the world of work.</p>	<ul style="list-style-type: none"> • Continue to create opportunities for women to hear success stories from other women, taking care not to encourage a culture of VIP "stars", but to provide sources for positive encouragement. • Participants in USAID programs should be encouraged and supported to serve as role models themselves. For example, Career Center participants who have gone on to acquire a job could be supported to return to their home communities and give a talk to young women, their parents, and local educators about their experiences.
<p>Encouraging a Systems Approach to Gender Inclusion Efforts</p>	
<p>17. A good number of efforts to date appear to have been focused on capacity building of individual women, focusing on personal skills and knowledge.</p>	<ul style="list-style-type: none"> • Complement such efforts with initiatives that encourage building power through solidarity and collective group advocacy.
<p>18. Likewise, a good number of gender inclusion efforts to date have focused on providing access to resources and fostering access to positions in politics or to professional integration through employability. However, once integrated or present, there are no institutional measures or administrative procedures that guarantee favorable conditions for an effective participation or the sustained success of her presence. Indeed, most observers described how once women enter political, economic and professional spheres, they are often met with hostile environments.</p>	<ul style="list-style-type: none"> • Complement these "entry phase" efforts at inclusion to ensure sustained and effective outcomes through initiatives that strengthen and improve the conditions under which women integrate politics, workplaces, and the economy. • Develop and support measures at the institutional and administrative levels that ensure that once women enter into the political, professional and economic spheres, there is an environment conducive to their sustained and effective participation.
<p>Fostering Local Efforts to Promote Gender Inclusion</p>	
<p>19. Gender inclusion is normally a sectoral approach developed by the national authorities and then executed locally by decentralized authorities. Additionally, quite a few national laws and policies, such as the recently enacted VAW law, have gaps and deficiencies. However, decentralization efforts underway provide fresh opportunities to promote gender inclusion at the regional, provincial and communal levels.</p>	<ul style="list-style-type: none"> • Conduct a strategic analysis and mapping to determine the precise room for maneuvering at all levels of local authorities in areas of gender inclusion. • Make recommendations for specific areas of intervention by decentralized actors based on newly assigned or emerging roles and responsibilities. • Support and foster partnerships between the <i>Entraide Nationale</i> and local CSOs for gender inclusion initiatives at the local level.

20. Decentralization efforts provide new opportunities for CSO participation in local decision-making and community development. Some observers report a lack of knowledge of mechanisms for these opportunities, as well as cronyism based on political party affiliations in the local grants of public funds to CSOs.	<ul style="list-style-type: none"> • Ensure that all partners are aware of legal provisions related to the roles of local authorities and relationships between them and the CSOs. • Support mechanisms for communications and information exchange between CSOs and local authorities, and effective participation of CSOs at local decision-making fora. • Review and support changes as necessary to local systems for awards of public funding to ensure their transparency and objectivity.
21. Local authorities do not systematically or thoroughly integrate gender issues or women as participants into their planning and budgeting processes. They lack the material, financial and human resources to conduct gender impact assessments of programs and policies.	<ul style="list-style-type: none"> • Support should be provided to local authorities and CSOs alike to ensure that women participate in and that gender is included in the local planning processes.
Enhancing Monitoring, Learning and Evaluation	
22. The majority of MEL efforts related to gender to date tend to focus on results among the <i>women</i> targeted by the project.	<ul style="list-style-type: none"> • Develop and share indicators to observe and assess changes among <i>male participants</i> in programs and share with all partners, in line with the above section on integrating men as targets of gender inclusion efforts.
23. MEL efforts tend to focus on results at the level of the <i>individual</i> participant.	<ul style="list-style-type: none"> • Identify indicators to observe and assess results at <i>broader levels</i>, such as within the family, household, community, organization, or institution, with all partners.
24. MEL efforts are frequently limited on the <i>quantitative output</i> level. For example, the GOM GSB performance indicators count the number of centers built for women and the number of women participants in their activities.	<ul style="list-style-type: none"> • Support the development and sharing of more <i>qualitative indicators at the outcome and impact level</i> to better assess changes in the conditions of people's lives as a result of the programs.
25. Qualitative results in MEL on gender inclusion tend to be limited to <i>personal changes</i> in individual women such as an increase in self-confidence and self-esteem, technical skills, public speaking capacities and knowledge about their rights.	<ul style="list-style-type: none"> • Ensure that MEL in gender inclusion programs goes <i>beyond personal development</i> indicators to examine <i>concrete behavioral changes</i> and the impact on the <i>actual conditions</i> for the lives of women and those around them.
26. Project reporting is often viewed as a promotional tool rather than a learning tool. For example, one CSO receiving public funding reported being instructed to remove all challenges and difficulties from its project narrative reports and include only successes.	<ul style="list-style-type: none"> • Promote a vision of and tools for MEL among all partners that supports on-going learning and honest assessments for necessary project adjustments.

Enhancing the Quality of Information Available to Inform Gender Inclusion Efforts	
27. While there are a plethora of studies available on gender inclusion issues, these are frequently limited to statistics and numerical indicators. In contrast, there is a lack of qualitative research that would explain the reasons behind the data. For example, although there is detailed information available on women's labor force participation rates, there are fewer studies that explain reasons behind this phenomenon.	<ul style="list-style-type: none"> • Support qualitative research that would examine reasons behind social and demographic phenomenon detailed in statistical data.
28. The general tendency, in GOM reports and studies in particular, is to focus on and examine variables and phenomenon related to the population. Illustrative examples include reports on the prevalence and types of violence committed, or beliefs and opinions among the population about gender roles. In contrast, very little has been produced by any of the diverse actors that focuses on the state itself.	<ul style="list-style-type: none"> • Encourage research and assessments that focus on state response by examining and assessing the efficiency, effectiveness and citizen satisfaction with laws and public services.
Promoting Access, Sharing and Effective Use of Information	
29. Although there have been a wealth of documentation and tools produced by the diverse actors involved in gender inclusion efforts, these are not systematically and consistently made available in the appropriate language. The lack of translation hinders the helpfulness of resources that do exist. Many GOM studies, strategic plans, surveys, brochures and the like are not available or easily accessible online in Arabic. Likewise, international actors often limit the production of potentially helpful reports and tools to just English and French.	<ul style="list-style-type: none"> • Encourage all partners to produce translations of useful documentation and tools into appropriate languages to share with a broader range of concerned stakeholders.
30. CSOs produce very little documentation on their projects aside from reports to their donors. The other types of CSO publications that do exist are not shared online or by other methods with a broader range of CSOs.	<ul style="list-style-type: none"> • Support CSOs to produce more substantive documentation about their gender inclusion efforts. Encourage them to make these available online and share with a broader community of actors.

CONCLUDING OBSERVATIONS

This gender analysis has identified several common themes that have characterized gender inclusion efforts in Morocco to date by the wide diversity of public and private, Moroccan and international actors present and active in the field. In the authors' view, these themes must be addressed for meaningful and sustained progress in gender inclusion efforts in Morocco.

As has been described in this analysis, in order for laws to be implemented they must be accompanied by mandatory obligations with effective and well-resourced monitoring mechanisms and meaningful, applied sanctions for non-compliance. Monitoring, evaluation and learning systems must move beyond quantitative activity and output level indicators at the individual level to examine qualitative impacts at collective levels in changes in the conditions of peoples' lives.

Most importantly however, gender inclusion initiatives to date in Morocco have largely placed the responsibility for change on individual women. The majority of analyses and initiatives are organized around ideas about what women are lacking on an individual level – self-confidence, skills, capacities, resources – rather than what institutions are not providing or which individual and collective behaviors by others are preventing women from participating equally.

Under this view, individual women are deemed to be in need of making more efforts to change themselves, as in the case of political and economic inclusion. Moreover, they are then deemed responsible for changing men, as can be the case in CVE efforts.

The prevailing theory of change, by which personal development and individual capacity building for women will then lead to changes in men and in the larger systems and structures, places an unrealistic responsibility for and a much too heavy burden on women for creating change personally, culturally and socially. This approach suggests that if gender inclusion efforts do not work, then it must be the women's fault, something that can be remedied through even more capacity building targeted at them. This also gives the impression that women are still in a preparatory phase of "training," and therefore not ready or worthy yet of full participation.

Efforts are thus needed that recognize, reaffirm and integrate the notion that gender inclusion also requires specific behavioral changes by individual men, as well as concrete shifts in policies, practices and procedures by public and private institutions.

ANNEX A: STATEMENT OF WORK

SCOPE OF WORK **USAID/MOROCCO GENDER ANALYSIS** **December 28, 2017**

I. OBJECTIVE

A gender analysis is the systematic gathering and analysis of information to identify and understand the roles, divisions of labor, resources, constraints, needs, opportunities/capacities, and interests of men and women (and girls and boys) at the macro level in a given context. The analysis should also look at other cross-cutting issues, e.g., gender-based violence and women's leadership.

The goal of USAID/Morocco's country level gender analysis is to identify key gender issues, inequalities, constraints, and opportunities and offer conclusions and specific recommendations on how USAID can achieve greater gender integration in its strategic planning and activities in Morocco. This targeted analysis will focus on specific questions relating to education and livelihoods, access to local government services, economic, social and political inclusivity of key excluded populations, and will analyze comparisons between two to three excluded regions of Morocco (outside of Casablanca, Rabat, Tangier and Marrakech) based on socio-economic indicators (such as Beni-Mellal, Errachidia, Ouarzazate-Zagora).

Promoting gender equality and advancing the status of all women and girls around the world is vital to achieving U.S. foreign policy and development objectives. In 2012, USAID adopted several comprehensive and interlinked policies and strategies to reduce gender inequality and enable girls and women to realize their rights, determine their life outcomes, influence decision-making, and become change agents in households and communities.

The analysis will focus on activities seeking to enhance economic inclusion, namely by connecting economically excluded populations with the information, skills, and other resources they need to access livelihoods and to strengthen regional-level planning and networks to improve economic opportunities in economically excluded regions. It will also include analysis of activities seeking to enhance political inclusion by improving meaningful representation and participation in local government. The analysis will focus on reducing inequities based on gender and USAID/Morocco would appreciate the team commenting to the greatest extent possible so that the mission may assess possible interventions.

The gender analysis findings and recommendations will be used to guide USAID/Morocco's integration of gender throughout its strategic planning, including developing a strategic results framework, the Embassy Rabat Integrated Country Strategy, and the General Development Office Project Appraisal Design (PAD), as well as to design upcoming cross-cutting, democracy and governance (DG) and economic growth (EG) activities.

2. BACKGROUND

In sum, the identified local challenges are as follows:

- 1) Weak Public Service Delivery, Especially in Rural Areas (Education/Health/Water)
- 2) Unmet Expectations and Low Civic Participation

- 3) Lack of Inclusive Economic Development and Secure Livelihoods
- 4) Rural Exclusion and Marginalization
- 5) Isolation and susceptibility to Violent Extremist Organizations

Relationship to Other USAID Programs and Other Donors

Promoting gender equality and advancing the status of all women and girls around the world is vital to achieving U.S. foreign policy and development objectives. In 2012, USAID adopted several comprehensive and interlinked policies and strategies to reduce gender inequality and enable girls and women to realize their rights, determine their life outcomes, influence decision-making, and become change agents in households, communities, and societies. These policies and strategies include: The Gender Equality and Female Empowerment Policy; the U.S. National Action Plan on Women, Peace and Security; the U.S. Strategy to Prevent and Respond to Gender-Based Violence Globally; the USAID Vision for Ending Child Marriage and Meeting the Needs of Married Children; the USAID Disability Policy, the USAID lesbian, gay, bisexual, trans, and/or intersex Vision for Action and the USAID Counter-Trafficking in Persons Policy. Together, these policies and strategies provide guidance on pursuing more effective, evidence-based investments in gender equality and female empowerment and incorporating these efforts into our core development programming. Automated Directive System (ADS) 205 explains how to implement these new policies and strategies across USAID's Program Cycle.

3. RESULTS AND GOALS

The goal of the gender analysis will be to successfully address the following objectives and provide recommendations:

- Provide a broad overview of the significant gender issues at the macro level in Morocco. This overview should include:
 - A snapshot of the gendered social and political economy in Morocco (including reference to any international indices such as the World Economic Forum Global Gender Gap or United Nation Development Program Gender Inequality Index);
 - Description of the policy environment and capacity to address gender gaps at the national and sub-national levels, including government gender action plan(s) and
 - Government's commitments to international agreements and treaties;
 - A snapshot of civil society's efforts to promote gender equality and how other donors respond to gender issues; and
 - Assess key Government of Morocco (GOM) and other donor gender-related policies, laws, and programs, and identify opportunities for collaboration and mutual strengthening of gendered approaches.
- Outline significant gender issues that need to be addressed at the strategic and project levels for a broad range of USAID technical areas, including democracy and governance, economic growth, countering violent extremism, and peace and security and identify possible entry points for gender considerations incorporation into ongoing and future activities
- Identify the gender-based constraints to and opportunities for equitable participation and access of both men and women to existing and planned USAID programs and services. The analysis should focus on positive areas of intervention for integrating gender into relevant programs/projects/activities but will also spotlight strengths in ongoing activities through identification and analysis of both lessons

learned and promising practices. The emphasis of positive opportunities should be done without ignoring potential threats that would result from weak interventions.

- Provide recommendations on the following:
 - Analyze the potential impacts of USAID/Morocco's DG/EG proposed activities and strategic approaches on the status of men and women in Morocco, taking into consideration rural / urban divide, class, and other key variables in the target regions.
 - Identify successful strategies, approaches, and lessons learned that USAID/Morocco can use to enhance accessibility and equitability of its programs to improve the wellbeing of women, men, girls, and boys.
 - Provide recommendations that identify and prioritize how the mission can better integrate gender considerations into current and future programs at the country development strategy level.
 - Provide recommendations on how to incorporate gender in monitoring and evaluation systems.

4. GENERAL ANALYSIS PARAMETERS

The contractor's approach should include the following:

- Comprehensive literature review of pertinent documents, including studies, assessments, surveys, and country-level gender analyses conducted by donors, non-governmental organizations (NGOs), the GOM, academic communities, and USAID, including but not limited to partner annual reports and gender analyses, situation analyses, sector assessments, evaluations, GOM laws, regional or sectoral gender analyses, official national- and regional-level data and statistics, periodic reports to United Nations (UN) human rights committees, and shadow reports and reports by the UN, regional intergovernmental organizations, and implementers.
- Representative, non-exhaustive discussions and interviews with a wide variety of key stakeholders, such as intended program beneficiaries, local academic institutions, other donors, civil society organizations, GOM officials, key USAID/Morocco representatives, U.S. Embassy Rabat staff, and U.S. Consul General Casablanca staff. The consultants will be expected to develop a list of key contacts and provide the list to USAID/Morocco.
- Representative, non-exhaustive meetings with USAID implementing partners (contractors, grantees, private voluntary organizations /Non-Governmental Organizations) and each technical team. USAID technical teams will assist with identifying the most important partner contacts and will provide introduction letters for the team to set up those appointments.
- Site visits to project activities, when appropriate.

The Contractor should include all of the domains listed in ADS 205.3 in the gender analyses.

5. ESTIMATED LEVEL OF EFFORT

To perform the work the team will need approximately 30 working days.

Performance Period: Approximately six weeks starting in early January 2018.

6. DELIVERABLES / TASKS REQUIRED

All written documentation for submission by the offeror to USAID/Morocco must be in English. The Contractor will provide the following deliverables:

1. Work plan/schedule: The Contractor shall submit a work plan to be approved by the Contracting Officer's Representative (COR). The data collection instruments and proposed list of interviewees shall be submitted no less than three weeks prior to the gender analysis. The USAID/Morocco General Development Office will provide a list of initial documents and interview suggestions to assist the Consultant. (See Attachment I).
2. Field Visits should include the following:
 - A kick-off meeting on day one in the field with relevant USAID staff to include an in-brief on the literature review;
 - Visits with key stakeholders, including: key GOM partners; USAID implementing partners; identified members of civil society, academics, and local leaders; other donors; and identified members of the U.S. Embassy in Rabat or Consul General in Casablanca.
 - Mission-wide out-brief presentation/discussion of the gender analysis, including initial key findings from stakeholder interviews, site visits and meetings with USAID partners and other donors, as well as initial conclusions and recommendations for gender integration in USAID/Morocco programming. Presentation materials will be due one business day before the out-brief.

7. SCHEDULES AND LOGISTICS

The Contractor shall be responsible for the administrative support and logistics required to fulfill this task. These shall include all travel arrangements, appointment scheduling, secretarial services, report preparations services, printing, duplicating, and translation services.

USAID will assist the Contractor in obtaining any additional program documents and contacts necessary to fulfill the task. The COR and/or alternate will provide strategic direction and guidance throughout the analytical process, including the development of the final work plan, any data collection tools, and gender analysis report outline, approach, and content. It is expected that many USAID/Morocco staff with different expertise will be involved with the gender analysis process. The primary focal point for the gender analysis will be Nadia Amrani as primary contact and Jennifer Nikolaeff as secondary, based at USAID/Morocco.

8. FINAL REPORT FORMAT

The Gender Analysis final report must not exceed 30 pages, excluding cover page, table of contents, and annexes/attachments.

The report must be written in English and should include an executive summary, introduction, background on the local context, the main analytical objectives, the methodology or methodologies, limitations to the analysis, findings, conclusions, recommendations, and lessons learned (if applicable).

The Report will succinctly describe:

- Key gender issues and gender-based constraints in Morocco related to USAID/Morocco's current and future strategic plan and program portfolio and manageable interest.
- An analysis of the most binding constraints to promoting gender equality, including additional analysis on how these constraints vary within Morocco, with a specific focus on two or three representative regions of excluded regions in Morocco.

- Specific and significant gender issues that need to be addressed at the strategic level for USAID/Morocco technical areas (Democracy and Governance, Economic Growth and Youth Employability, and Education).
- Specific recommendations on how USAID/Morocco can better address gender-related gaps, relevant gender norms, and incorporate gender equality and women's empowerment objectives at the strategic level, and opportunities for collaboration between USAID and the GOM, other donors, and/or other relevant actors.
- Up-to-date analysis on other donors' work on gender equality, and specific recommendations on how USAID/Morocco can leverage its own comparative advantage to maximize the impact of this collective work.
- The executive summary should be three to five pages in length and summarize the purpose, background of the project being evaluated, main analytical questions, methods, findings, conclusions, and recommendations and lessons learned (if applicable).
- The analytical methodology shall be explained in the report in detail. Limitations to the gender analysis shall be disclosed in the report, with particular attention to the limitations associated with the methodology.
- Annexes should include the following information:
 - Statement of work;
 - A bibliography of sources consulted, including interviews, focus groups, and any other data collection method;
 - Comprehensive annotated bibliography of all documents reviewed;
 - List of sites/organizations/institutions visited, and individuals and groups interviewed, including name, title, organization and contact information;
 - All data collection tools, survey instruments, and questionnaires developed for interviews and focus group discussions; and
 - Electronic copy of data sets.

All quantitative data collected by the analytical team must be provided in machine-readable, non-proprietary formats as required by USAID's Open Data policy (see ADS 579). The data should be organized and fully documented for use by those not fully familiar with the analysis. USAID will retain ownership of all survey and datasets developed. All project data and records will be submitted in full and should be in electronic form in non-proprietary software and easily readable format, organized and documented for use by those not fully familiar with the gender analysis, as well as for submission to the Development Data Library, and will be handed over to USAID, who owns the data.

This country level gender analysis shall comply with ADS Chapter 205 requirements for gender analysis, which is available through the following link: <https://www.usaid.gov/sites/default/files/documents/1870/205>

9. SUBMISSION TO THE DEVELOPMENT EXPERIENCE CLEARINGHOUSE (DEC)

The final approved report will be a public document to be submitted to the Development Experience Clearinghouse (www.dec.org) (DEC) following the required Office of GenDev format (see Annex II). The contractor will make the final gender analysis report publicly available through the Development Experience Clearinghouse within 30 calendar days of final approval of the formatted report.

10. TASK ORDER PACKAGING AND MARKING

Task Order packaging and marking shall be performed in accordance with Section D of the Advancing the Agenda of Gender Equality (ADVANTAGE) IDIQ No. AID-OAA-I-14-00050

II. BRANDING AND MARKING

The Contractor shall comply with the requirements of the policy directives and required procedures outlined in USAID Automated Directive System (ADS) 320.3.2 "Branding and Marking in USAID Direct Contracts" (version from January 8, 2007) at <https://www.usaid.gov/ads/policy/300/320>; and USAID "Standard Graphic Manual" available at: <http://www.usaid.gov/branding/gsm>, or any successor branding policy.

ANNEX B: BIBLIOGRAPHY OF SOURCES CONSULTED

IN ENGLISH OR FRENCH:

ABA ROLI. Rule of Law Approaches to Countering Violent Extremism. Nicholas Robinson and Catherine Lena Kelly, 2017.

<https://www.americanbar.org/content/dam/aba/directories/roli/misc/rule-of-law-approaches-to-countering-violent-extremism-2017.authcheckdam.pdf>

Aboukhsaiwan, Ola, Measuring the Impact of Income-Generating Projects on Women's Empowerment Outcomes: Evidence From Rural Morocco, Wharton Research Scholars 106, 2014.

Aboutaieb, R. Étude Analyse sur le Genre et l'Inclusion Sociale. 2016.

Agence Française de Développement. Dans Quelles Conditions le Travail des Femmes Devient-il un Facteur d'Autonomisation? Question de Développement, May 2015.

Alami Mchichi, Houria. Recherche-Action sur la Participation Politique des Femmes au Niveau Local au Maroc. UN-INSTRAW and CAWTAR, 2009.

Alexander, Audrey. Women & Violent Extremism: Futures without Violence. Linking Security of Women & Security of States. Blueprint, 2017.

https://www.futureswithoutviolence.org/wp-content/uploads/FWV_blueprint_Final_web.pdf

Berriane, Yasmine. Reforming Gendered Property Rights: The Case of Collective Land in Morocco. In Women and Social Change in North Africa: What Counts as Revolutionary? Doris H. Gray and Nadia Sonneveld, ed. (Cambridge University Press), 2018.

[Bladi.net](https://www.bladi.net/benkirane-marocaines-foyer.html). Polémique: Benkirane Conseille aux Marocaines de s'Occuper de Leurs Foyers, 22 June 2014. <https://www.bladi.net/benkirane-marocaines-foyer.html>

[Bordat, Stephanie Willman and Saida Kouzzi. Legal Empowerment of Unwed Mothers: Experiences of Moroccan NGOs. International Development Law Organization, 2010.](http://mrawomen.ma/wp-content/uploads/doc/Stephanie_Saida_s_IDLO_paper_for_Morocco_April_2010.pdf)

http://mrawomen.ma/wp-content/uploads/doc/Stephanie_Saida_s_IDLO_paper_for_Morocco_April_2010.pdf

Bordat, Stephanie Willman and Susan Schaefer Davis, with Saida Kouzzi. Women as Agents of Grassroots Change: Illustrating Micro-Empowerment in Morocco," Journal of Middle East Women's Studies Winter 2011 (7:1), 2011.

<http://muse.jhu.edu/article/409182>

Boyle, Phillip, Ettibari Bouasla and Mhammed Abderebbi. USAID/Morocco Mid-term Evaluation: Favorable Opportunities to Reinforce Self-Advancement for Today's Youth (FORSATY). Prepared by Checchi and Company Consulting, Inc., 2016.

Carter, B. Women and Violent Extremism. GSDRC Helpdesk Research Report 89. University of Birmingham, 2013.

<http://www.gsdrc.org/docs/open/hdq898.pdf>

Castillejo, Clare and Tilley, Helen. The Road to Reform: Women's Political Voice in Morocco. Overseas Development Institute, 2015.

<https://www.odi.org/publications/9483-road-reform-womens-political-voice-morocco>

Chapin, Ellen, Beyond the Caliphate: Morocco, 2017.

<https://ctc.usma.edu/app/uploads/2018/01/CTC-Morocco.pdf>

Chicha, Marie-Thérèse. Inégalités de Genre et Pratiques d'Entreprise au Maroc. Bureau International du Travail, Novembre 2013.

http://www.ilo.org/wcmsp5/groups/public/@africa/@ro-addis_ababa/@ilo-algiers/documents/publication/wcms_242346.pdf

Chourouk Center for Social Development. Final Performance Report to MEPI, 2017.

Counterpart International. Programme de Renforcement de la Société Civile au Maroc. Gender and social inclusion Mainstreaming in the CSSP, 2017.

Counterpart International. Programme de Renforcement de la Société Civile au Maroc. Rapport de Diagnostic Organisationnel en Genre et Inclusion Sociale de l'Association Colombe Blanche, 2017.

Counterpart International, Programme de Renforcement de la Société Civile au Maroc. Résumé Exécutif Analyse Genre et Inclusion Sociale dans les Politiques Publiques Locales. État des lieux, Recommandation CSSP et Plan d'Action (Temara, Tetouan, Fes, Safi), 2017.

Couture, Krista London. A Gendered Approach to Countering Violent Extremism: Lessons Learned from Women in Peacebuilding and Conflict Prevention Applied Successfully in Bangladesh and Morocco. Brookings Institute, 2014.

<https://www.brookings.edu/wp-content/uploads/2016/06/Women-CVE-Formatted-72914-Couture-FINAL2.pdf>

Danish Arab Partnership Programme (DAPP) Programme Document, 2017-2022.

Darhour, Hanane. Islamic Women's Political Activism in Morocco: A Bulwark Against Extremisms, in Women and Resistance to Radicalisation. Fatima Sadiqi and Helmut Reifeld, eds. Konrad-Adenauer-Stiftung e.V., Bureau du Maroc, 2017.

http://www.kas.de/wf/doc/kas_51053-1522-3-30.pdf?171212132412

Darhour, Hanane, & Dahlerup, Drude. Sustainable Representation of Women through Gender Quotas: A Decade's Experience in Morocco, Women's Studies International Forum, 2013.

<https://www.peacecloud.org/wp-content/uploads/2017/04/Sustainable-Representation-of-Women-Through-Gender-Quotas-A-Decade%E2%80%99s-Experience-in-Morocco.pdf>

Darhour, Hanane and Krit, Salah-Ddine. Empowered or Not? Moroccan Women MP's Strategies to Empowerment European Journal of Scientific Research.77 No.2 (2012), pp.174-186, 2012.

https://www.researchgate.net/publication/303785256_Empowered_or_Not_Moroccan_Women_MP's_Strategies_to_Empowerment

Davis, Susan Schaefer. Empowering Women Weavers? The Internet in Rural Morocco. The MIT Press, 2008.

<http://dev.itidjournal.org/index.php/itid/article/viewFile/253/123>

Délégation de l'Union Européenne au Royaume du Maroc:

https://eeas.europa.eu/delegations/morocco/20315/liste-de-projets-de-lunion-europeenne-au-maroc_fr

État des Lieux de la Parité Homme-Femme au Maroc, 2016:

<http://expertes.ma/file/2016/04/Etat-des-Lieux-de-la-Parit%C3%A9-au-Maroc.pdf>

Le Figaro. Les Femmes ne Devraient pas Exercer le Métier d'Adoul avant Deux Ans, 25 January 2018.

<https://www.h24info.ma/maroc/societe/femmes-ne-devraient-exercer-metier-dadoul-deux-ans/>

Fondation Mohammed V pour la Solidarité:

<http://www.fm5.ma/>

Gender Concerns International. Final Report: Gender Election Observation Mission, 2015.

<http://www.genderconcerns.org/pdfs/FINAL%20REPORT-%20GEOM%202015%20Election%20Morocco.%20.pdf>

Food and Agriculture Organization of the United Nations. Gender and Land Rights Database:

http://www.fao.org/gender-landrights-database/country-profiles/countries-list/general-introduction/fr/?country_iso3=MAR

Gillot, Gaëlle. Les Coopératives, une Bonne Mauvaise Solution à la Vulnérabilité des Femmes au Maroc?, Espace Populations Sociétés, 2016/3, 2017.

<http://journals.openedition.org/eps/6619>

Gillot, Gaëlle. L'Empowerment par le Travail ? Les Ouvrières du Textile au Maroc. UMR Développement & Sociétés Working Paper 7, 2016.

Giscard d'Estaing, Sophie. Engaging Women in Countering Violent Extremism: Avoiding Instrumentalisation and Furthering Agency, Gender & Development, 25:1, 103-118, 2017.

GIZ. Women's Economic Empowerment in the MENA Region: Rapid Assessment of Household-Level Results, 2016.

Global Rights. Conditions, Not Conflict: Promoting Women's Human Rights in the Maghreb through the Strategic Use of the Marriage Contract, 2008.

http://mrawomen.ma/wp-content/uploads/doc/Conditions_not_Conflict_Marriage_Contract.pdf

Hallward, Maia & Stewart, Cortney. Challenges and Opportunities Facing Successful Women in Morocco, The Journal of North African Studies, 2018.

<http://www.tandfonline.com/doi/abs/10.1080/13629387.2017.1422980>

Hamelin, Nicolas, Mehdi El Boukhari, and Sonny Nwankwo Micro-credit, Gender and Corruption: Are Women the Future of Development? In Women and Social Change in North Africa: What Counts as Revolutionary? Doris H. Gray and Nadia Sonneveld, ed. (Cambridge University Press, 2018)

Houdaïfa, Hicham. Dos de Femme, dos de Mulet: Les oubliées du Maroc Profond. Editions En Toutes lettres, 2015.

Houdaïfa, Hicham. Extrémisme Religieux : Plongée dans les Milieux Radicaux au Maroc. Editions En Toutes Lettres, 2017.

ICAN. Women's Alliance for Security Leadership:
<http://www.icanpeacework.org/our-work/womens-alliance-for-security-leadership/>

ICAN. International Civil Society Action Network:
<http://www.icanpeacework.org>

International Crisis Group. How the Islamic State Rose, Fell and Could Rise Again in the Maghreb, 24 July 2017.

International Monetary Fund. Strategy, Policy, and Review and Research Departments: Middle East and Central Asia: A Survey of Gender Budgeting Efforts. IMF Working Paper prepared by Lisa Kolovich and Sakina Shibuya, 2016.
<https://www.imf.org/external/pubs/ft/wp/2016/wp16151.pdf>

International Monetary Fund: Morocco Selected Issues Paper, December 28, 2016

The International Foundation for Electoral Systems (IFES) & The Institute for Women's Policy Research (IWPR). Focus on Morocco: Civic and Political Participation Topic Brief, 2010.

The International Foundation for Electoral Systems (IFES) & The Institute for Women's Policy Research (IWPR). Focus on Morocco: Paid Work and Control of Earnings & Assets Topic Brief, 2010.

Japan International Cooperation Agency, Morocco:
<https://www.jica.go.jp/morocco/english/index.html>

Jouini, Ibtissem. Évaluation à Mi-Parcours : Projet « Autonomisation Socio-Économique des Femmes dans la Province d'Essaouira », 2017.

Lamrani, Nouzha. Améliorer l'Accès au Financement pour Renforcer l'Autonomisation des Femmes Rurales en Afrique du Nord: Bonnes Pratiques et Leçons à Tirer - Cas du Maroc. Rapport Provisoire, Commission Économique des Nations Unies pour l'Afrique (CEA), 2013.

Millennium Challenge Corporation Morocco:
<https://www.mcc.gov/where-we-work/program/morocco-employability-and-land-compact>

Morikawa, Yuko. The Opportunities for Female Labor Force Participation in Morocco. The Brookings Institute and the Japan International Cooperation Agency, 2015.
<https://www.brookings.edu/wp-content/uploads/2016/07/female-labor-force-participation.pdf>

MRA Women. Draft Law # 103-13 (as updated) on the Elimination of Violence Against Women Analysis and Advocacy Chart, September 7, 2016.
<http://mrawomen.ma/wp-content/uploads/doc/MRA%20Draft%20VAW%20law%20Morocco%20Analysis%20and%20Advocacy%20Chart%20September%207%20version.pdf>

OECD. Women's Economic Empowerment in Selected MENA Countries: The Impact of Legal Frameworks in Algeria, Egypt, Jordan, Libya, Morocco and Tunisia, Competitiveness and Private Sector Development, 2017.

http://www.oecd-ilibrary.org/development/women-s-economic-empowerment-in-selected-mena-countries_9789264279322-en

Office de Développement de la Coopération (ODCO):

<http://www.odco.gov.ma/>

Oxfam. Social Protection, Building Dignity! Improving Working Conditions of Women Workers in the Berry Sector in Morocco, 2014.

<https://policy-practice.oxfam.org.uk/publications/social-protection-building-dignity-improving-working-conditions-of-women-worker-560924>

Oxfam. Un État des Lieux des Inégalités au Maroc, 2018.

<https://www.le212.info/attachment/958142/>

ProgettoMondo Mlal. Étude Psycho-Sociale sur le Phénomène de la Radicalisation des Jeunes (au Maroc), 2015.

<http://www.tanmia.ma/etude-psycho-sociale-sur-le-phenomene-de-la-radicalisation-des-jeunes-au-maroc/>

Rabita Mohamadia des Oulémas :

<http://www.arrabita.ma/> and <http://www.habous.gov.ma/fr/arrabita-al-mohammadia.html>

Royaume du Maroc. La Haute Instance du Dialogue National sur la Réforme du Système Judiciaire – Charte de La Réforme du Système Judiciaire, July 2013.

<http://www.ism.ma/basic/web/pdf/charte/fr.pdf>

Royaume du Maroc. Agence de Développement Social:

<http://www.ads.ma>

Royaume du Maroc. Conseil Économique Social et Environnemental. Les Dimensions Sociales de l'Égalité entre les Femmes et les Hommes, 2016.

<http://www.ces.ma/Documents/PDF/Auto-saisines/2016/av24/avas24f.pdf>

Royaume du Maroc. Conseil Économique Social et Environnemental. Promotion de l'Égalité entre les Femmes et les Hommes dans la Vie Économique, Sociale, Culturelle et Politique. Les Discriminations à l'Égard des Femmes dans la Vie Économique : Réalités et Recommandations, 2014.

http://www.cese.ma/Documents/PDF/Auto-saisines/AS-18-2014-discriminations-a-l_egard-des-femmes-dans-la-vie-economique/Rapport-AS-18-2014-VF.pdf

Royaume du Maroc. Dahir du 26 rejab 1337 (27 avril 1919) Organisant la Tutelle Administrative des Collectivités Ethniques et Réglementant la Gestion et l'Aliénation des Biens Collectifs; Circulaires du Ministère de l'Intérieur du 25 octobre 2010, 2010.

<https://drive.google.com/file/d/0B95WWbDC3IO5NzlyMzU5MWQYzgLOCO0ZWYwLTkxMGUtZWJkY2E0YmVmNzgI/view> ; and 30 mars 2012, <https://drive.google.com/file/d/0B95WWbDC3IO5YTdnNDJxUXVOSFE/view>

Royaume du Maroc. Dahir n° 1-02-239 du 25 rejab 1423 Portant promulgation de la Loi n° 37-99 relative à l'État Civil (B.O. du 7 novembre 2002), 2002.

Royaume du Maroc. Dahir n° I-03-140 du 26 rabii I 1424 (28 mai 2003) Portant Promulgation de la loi n° 03-03 Relative à la Lutte Contre le Terrorisme, 2003.

<http://adala.justice.gov.ma/production/legislation/fr/penal/luttecontreterrorisme.htm>

Royaume du Maroc. Dahir n° I-04-22 du 12 hija 1424 (3 février 2004) Portant Promulgation de la loi n° 70-03 portant Code de la Famille («Family Code »), 2014.

<http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/Code%20de%20la%20Famille.pdf>

Unofficial English translation available at http://mrawomen.ma/wp-content/uploads/doc/Moudawana-English_Translation.pdf

Royaume du Maroc. Dahir no. I-57-343 du 22 novembre 1957 (I) portant promulgation du Livre I du Code du Statut Personnel,

Royaume du Maroc. Dahir n° I-59-413 du 28 Joumada II 1382 (26 novembre 1962) Portant Approbation du Texte du Code Pénal, 2016.

<http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/code%20penal.pdf>

Royaume du Maroc. Dahir N° I-03-194 du 14 rejebl 1424 (11 septembre 2003) Portant Promulgation de la Loi No 65-99 Relative au Code de Travail, 2003.

<http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/code%20du%20travail.pdf>

Royaume du Maroc. Dahir n° I-11-91 du haabane 1432 (29 juillet 2011) Portant Promulgation du Texte de la Constitution, Article Premier (« Constitution », 2011.

<http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/La%20Constitution.pdf>

Royaume du Maroc Dahir no I-15-62 du 14 chaabane 1436 (2 juin 2015) Portant Promulgation de la Loi Organique no. 130-13 Relative à la Loi de Finances, 2015.

https://www.finances.gov.ma/Docs/DB/2015/loi_organique_130-30_fr.pdf

Royaume du Maroc. Dahir n° I.58.008 du 4 chaabane 1377(24 février 1958) Portant Statut Général de la Fonction Publique. <https://www.mmsp.gov.ma/uploads/documents/SGFP.V.Fran%C3%A7aise.pdf>

Royaume du Maroc. Dahir n° I-12-20 du 27 chaabane 1433 (17 juillet 2012) Portant Promulgation de loi Organique n° 02-12 Relative à la Nomination aux Fonctions Supérieures en Application des Dispositions des Articles 49 et 92 de la Constitution, 2012. <http://adala.justice.gov.ma/production/html/Fr/180146.htm>

Royaume du Maroc. Dahir n° I-11-166 du 24 kaada 1432 (22 octobre 2011) Portant Promulgation de la Loi Organique n° 29-11 Relative aux Partis Politiques, 2011.

<http://adala.justice.gov.ma/production/html/Fr/176814.htm>

Royaume du Maroc. Dahir n° I-11-165 du 16 kaada 1432 (14 octobre 2011) Portant Promulgation de la Loi Organique n° 27-11 Relative à la Chambre des Représentants, 2011.

<http://adala.justice.gov.ma/production/html/Fr/176408.htm>

Royaume du Maroc. Dahir n° I-06-154 du 30 chaoual 1427 (22 novembre 2006) Portant Promulgation de la Loi n° 14-05 Relative aux Conditions d'Ouverture et de Gestion des Établissements de Protection Sociale.

Royaume du Maroc. Dahir n° 1-11-172 du 24 hija 1432 (21 novembre 2011) Portant Promulgation de la Loi Organique n° 28-11 Relative à la Chambre des Conseillers, 2011.
<http://adala.justice.gov.ma/production/html/Fr/liens/..%5C180048.htm>

Royaume du Maroc. Dahir N° 1-10-191 du 7 Moharrem 1432 (13 décembre 2010) Portant Promulgation de la loi N° 41-10 Fixant les Conditions et Procédures pour Bénéficiaire des Prestations du Fonds d'Entraide Familiale, 2010.
<http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/fonds%20entraide%20familiale.pdf>

Royaume du Maroc. Dahir n° 1-11-173 du 24 hija 1432 (21 novembre 2011) Portant Promulgation de la Loi Organique n° 59-11 Relative à l'Élection des Membres des Conseils des Collectivités Territoriales, 2011.
<http://adala.justice.gov.ma/production/html/Fr/liens/..%5C180069.htm>

Royaume du Maroc. Dahir n° 1-14-06 du 20rabii II 1435 (20 février 2014) portant Promulgation de la Loi n° 15-14 Modifiant et Complétant l'article 475 du Code Pénal.

Royaume du Maroc. Dahir no. 1.18.19 du 5 Jumada II 1439 (22 février 2018) portant Promulgation de la Loi n° 103.13 sur la Lutte contre les Violences Faites aux Femmes.

Royaume du Maroc. Dahir n° 1-15-90 du 29 ramadan 1436 (16 juillet 2015 Modifiant et complétant la loi Organique n° 59-11 Relative à l'Élection des Membres des Conseils des Collectivités Territoriales, 2015.
http://www.sgg.gov.ma/Portals/0/lois/Loi-organique_34.15_Fr.pdf?ver=2015-12-15-120034-117

Royaume du Maroc. Décret n° 2-04-568 du 29 décembre 2004 Fixant les Conditions Devant être Mises en Place pour Faciliter le Travail de Nuit des Femmes. 2004.
<http://adala.justice.gov.ma/production/html/Fr/40818.htm>

Royaume du Maroc. Décret n° 2.15.10 du 20 Février 2015, Fixant le Nombre des Régions, Leurs Noms, leurs Chefs-Lieux et les Préfectures et Provinces les Composant. 2015.
<http://www.pncl.gov.ma/fr/EspaceJuridique/DocLib/d%C3%A9cret%20fixant%20le%20nombre%20des%20r%C3%A9gions.pdf>

Royaume du Maroc. Entraide Nationale:
<https://www.entraide.ma/ar>

Royaume du Maroc, Des Inégalités Régionales sous le Prisme de l'Accès aux Droits Humains: de la Multiplicité à l'Indivisibilité , 2015.

Royaume du Maroc. Loi n° 14.78 sur le Conseil Consultatif pour la Famille et l'Enfance, Décret n° 102.16.1 du 20 juillet 2016 Bulletin Officiel n° 6496 du 1/9 2016, 2016.
http://www.sgg.gov.ma/Portals/0/lois/Loi_78.14_Fr.pdf?ver=2017-02-16-153126-220

Royaume du Maroc. Loi n° 14.79 Relatif à la Création de l'Autorité pour la Parité et la Lutte Contre Toutes les Formes de Discrimination, 2017.
http://www.sgg.gov.ma/Portals/1/lois/Loi_79.14_ar.pdf?ver=2017-11-16-112448-930

Royaume du Maroc. Loi n° 19.12 fixant les Conditions de Travail et d'Emploi des Travailleurs Domestiques, 2017.
http://www.sgg.gov.ma/BO/FR/2017/BO_6610_Fr.pdf?ver=2017-10-17-144138-497

Royaume du Maroc. Enquête Nationale sur l'Analphabétisme de 2012 Réalisée par la Direction de la Lutte contre l'Analphabétisme (DLCA) Relevant du Ministère de l'Éducation Nationale (MEN), 2012.

Royaume du Maroc. Enquête Nationale sur la Prévalence de la Violence à l'Égard des Femmes (Haut - Commissariat au Plan, 2009.

<http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D8%AA%D9%82%D8%BI%D9%8A%D8%BI%20%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A%202%20%D8%AD%D9%88%D9%84%20%D8%A7%D9%84%D8%B9%D9%86%D9%8I%20%D8%B6%D8%AF%20%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A1%20-%D8%A7%D9%84%D9%85%D8%BA%D8%BI%D8%A8.pdf>.

Royaume du Maroc. Haut –Commissariat au Plan. Caractéristiques Démographiques de la Région Béni-Mellal-Khénifra, 2014.

http://www.hcp.ma/region-drta/docs/RGPH2014/premiers_res_rgph1.pdf

Royaume du Maroc. Haut –Commissariat au Plan. Caractéristiques Démographiques et Socio-Économiques: Région Drâ Tafilalet, 2014.

<https://www.hcp.ma/draa-tafilalet/attachment/884248/>

Royaume du Maroc. Haut –Commissariat au Plan. Femmes et Hommes en Chiffres, 2016.

https://www.hcp.ma/region-drda/Femmes-et-Hommes-en-chiffres-2016_a123.html

Royaume du Maroc. Haut – Commissariat au Plan. La Femme Marocaine en Chiffres: Tendances d'Évolution des Caractéristiques Démographiques et Socioprofessionnelles, 2016.

https://www.hcp.ma/downloads/Femme-marocaine-en-chiffres_t18705.html

Royaume du Maroc. Haut –Commissariat au Plan. Le Maroc entre OMD et ODD, les Acquis et les Défis, Objectif 3 : Promouvoir l'Égalité des Sexes et l'Autonomisation des Femmes, 2015.

https://odd.hcp.ma/Le-Maroc-entre-OMD-et-ODD-les-acquis-et-les-defis-par-Ahmed-Lahlimi-Alami-HCP-Maroc_a2066.html

Royaume du Maroc. Loi-Cadre no. 97-13 Relative à la Protection et à la Promotion des Droits des Personnes en Situation de Handicap, 12 chaabane 1437, May 19, 2016.

https://www.mmsp.gov.ma/uploads/file/Loi_cadre%2097_13_fr.pdf

Royaume du Maroc. Projet de loi N°10.16 modifiant et complétant le Code Pénal, no date.

Royaume du Maroc. La Stratégie Nationale pour L'emploi Du Royaume du Maroc: Document de Synthèse, 2015.

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ed_emp_msu/documents/project/wcms_420201.pdf

Royaume du Maroc. Ministère de l'Économie et des Finances, avec le OCP Policy Center. Égalité de Genre, Politiques Publiques et Croissance Économique au Maroc, 2017.

<https://www.finances.gov.ma/Docs/2017/DEPF/Livre%20-%20Egalite%C3%A9%20des%20genre%20croissance%20%C3%A9conomique.pdf>

Royaume du Maroc. Ministère de l'Économie et des Finances. Projet de Loi de Finances pour l'Année Budgétaire 2018, [Rapport sur le Budget Axé sur les Résultats Tenant Compte de l'Aspect Genre](#), 2018.

<http://lof.finances.gov.ma/fr/budget/rapport-sur-le-budget-axe-sur-les-resultats-tenant-compte-de-laspect-genre-0>

Royaume du Maroc. Ministère de l'Économie et des Finances. Des Inégalités Régionales sous le Prisme de l'Accès aux Droits Humains : de la Multiplicité à l'Indivisibilité, 2015.

https://www.finances.gov.ma/Docs/2015/DEPF/etude_inegalites_regionales.pdf

Royaume du Maroc. Ministère de l'Économie et des Finances. Projets de Performance, Budget 2018, 2018.

<http://lof.finances.gov.ma/fr/budget/projet-de-performance-2018>

Royaume du Maroc. Ministère de l'Économie et des Finances. Rapport Budget Genre, 2013.

https://www.finances.gov.ma/depf/SitePages/dpeg_action/genre/doc/DepliantRG_Fr.pdf

Royaume du Maroc. Ministère de l'Économie et des Finances. Synthèse de l'Édition 2018 du Rapport sur le Budget axé sur les Résultats Tenant Compte de l'aspect Genre, 2018.

https://www.finances.gov.ma/Docs/DB/2017/Synth%C3%A8se%20RG%202018_10%2001%202018.pdf

Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. 10 Ans d'Application du Code de la Famille: Quels Changements, dans les Perceptions, les Attitudes et les Comportements des Marocains et Marocaines, 2016.

<http://www.social.gov.ma/sites/default/files/RNC%20Famille%202016%20.pdf>

Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Enquête Nationale sur le Handicap, 2014.

<http://www.men.gov.ma/Ar/Documents/Rech-Nat2-FBilan-fr.pdf>

Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Plan Gouvernemental for l'Égalité IKRAM I, 2012-2016.

[http://www.ogfp.ma/uploads/documents/Plan%20gouvernemental%20pour%20l%D8%A3%C2%A9galit%D8%A3%C2%A9%20ICRAM%20\(Fran%D8%A3%C2%A7ais\).pdf](http://www.ogfp.ma/uploads/documents/Plan%20gouvernemental%20pour%20l%D8%A3%C2%A9galit%D8%A3%C2%A9%20ICRAM%20(Fran%D8%A3%C2%A7ais).pdf)

Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Women Empowerment & Sustainable Development. Report of the Kingdom of Morocco, 2016.

http://www.social.gov.ma/sites/default/files/RAPPORT%20MAROC%20CSW%202016_.pdf

Royaume du Maroc. Ministère de la Famille, de la Solidarité, de l'Égalité et du Développement Social. Women's Economic Empowerment In the Changing World of Work. Report of the Kingdom of Morocco, 2017.

<http://www.social.gov.ma/sites/default/files/Women%27s%20Economic%20Empowerment%20In%20the%20Changing%20World%20of%20Work.pdf>

Royaume du Maroc. Ministère de la Fonction Publique et de la Modernisation de l'Administration. La Place des Femmes Fonctionnaires aux Postes de Responsabilité dans l'Administration Publique au Maroc, 2012.

<https://www.mmsp.gov.ma/uploads/file/Rapport%20place%20Femmes%20Fonctionnaires-%20postes%20%20responsabilit%C3%A9%20dans%20%20FP.pdf>

Royaume du Maroc. Ministère du Travail et de l'Insertion Professionnelle. La Stratégie Nationale pour l'Emploi. Document de Synthèse, 2015.

http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ed_emp_msu/documents/project/wcms_420201.pdf

Royaume du Maroc. Ministère du Travail et de l'Insertion Professionnelle, Présentation Vidéo de la Stratégie Nationale de l'Emploi, 2014.
<http://slideplayer.fr/slide/2907623/>

Royaume du Maroc, Ministère de l'Intérieur, Décentralisation en Chiffres 2014-2015, 2015.
<http://www.pncl.gov.ma/fr/Publication/Statistique/Pages/D%C3%A9centralisation-en-chiffres-201-2015.aspx>

Royaume du Maroc, Ministère de l'Intérieur. Les Monographies des Régions de Béni-Mellal-Khénifra and Deraa-Tafilalet, no date.
<http://www.pncl.gov.ma/fr/LesCollectivit%C3%A9s territoriales/LaR%C3%A9gion/Pages/Monographie-des-r%C3%A9gions-.aspx>

Royaume du Maroc, Ministère de l'Intérieur. Nouveau Découpage territorial.
<http://www.pncl.gov.ma/fr/News/Alaune/Pages/Nouveau-d%C3%A9coupage-r%C3%A9gional-du-Royaume-.aspx>

Royaume du Maroc. Ministère de la Justice et des Libertés. Statistiques des Sections de la Justice de la Famille Année 2011, 2011.
<http://adala.justice.gov.ma/production/statistiques/SJF/FR/30-10-12%20VR%20Finale%20Statistique%20Francais.pdf>

Royaume du Maroc. Observatoire Genre de la Fonction Publique.
<http://www.ogfp.ma/index.asp?l=fr>

Royaume du Maroc, Entraide Nationale. Guide du Formateur, Filière de confection.

Royaume du Maroc. Projet de loi N° 10.16 Modifiant et Complétant le Code Pénal, no date.
<http://www.chambredesrepresentants.ma/sites/default/files/loi/10.16.pdf>

Telquel. Égalité Femme/Homme: le Plan Icram Jugé "Idéologique et Partisan" par des Féministes, August 17, 2017.
http://telquel.ma/2017/08/17/egalite-homme-femme-plan-gouvernemental-icram-ideologique-partisan-selon-associations-feministes_1557667

Telquel. Enquête: Pourquoi les Marocains Partent Faire le Jihad en Syrie, Nov 26, 2014.
http://telquel.ma/2014/11/26/enquete-les-jihadistes-marocains-en-quete-gloire-en-irak-en-syrie_1424117

Thompson, Eric V. and McCants, Will. Partners Against Terror: Opportunities and Challenges for U.S.-Moroccan Counterterrorism Cooperation. CNA's Institute for Public Research, 2013.
https://www.cna.org/cna_files/pdf/IOP-2013-U-006396.pdf

UNESCO, Bureau de Rabat. Jeunesse et Extrémisme Violent: Atelier de Réflexion du Système des Nations Unies et ses Partenaires au Maroc, 2017.
<http://unesdoc.unesco.org/images/0024/002481/248154f.pdf>

UNESCO, Division for Gender Equality. Counting (on) Women in Politics: Experiences from Morocco & Tunisia, 2017.
<http://unesdoc.unesco.org/images/0024/002469/246962m.pdf>

United Nations Committee on Economic, Social and Cultural Rights. Morocco State Party Report, E/C.12/MAR/4 (24 March 2014), 2014.

http://tbinternet.ohchr.org/_layouts/TreatyBodyExternal/Countries.aspx?CountryCode=MAR&Lang=EN

United Nations Committee on Economic, Social and Cultural Rights. Concluding Observations on the Fourth Periodic Report of Morocco, E/C.12/MAR/CO/4 (October 22, 2015), 2015.

http://tbinternet.ohchr.org/_layouts/TreatyBodyExternal/Countries.aspx?CountryCode=MAR&Lang=EN

United Nations Committee on the Rights of Persons with Disabilities. Concluding Observations on the Initial Report of Morocco CRPD/C/MAR/CO/1 (September 25, 2017), 2017.

http://tbinternet.ohchr.org/_layouts/TreatyBodyExternal/Countries.aspx?CountryCode=MAR&Lang=EN

United Nations Human Rights Committee, Morocco State Report, CCPR/C/MAR/6 (31 August 2015), 2015.

http://tbinternet.ohchr.org/_layouts/TreatyBodyExternal/Countries.aspx?CountryCode=MAR&Lang=EN

United Nations Human Rights Council Working Group on the Universal Periodic Review. Morocco National Report A/HRC/WG.6/27/MAR/1 (February 20, 2017), 2017.

<http://www.ohchr.org/FR/HRBodies/UPR/Pages/MAIndex.aspx>

United Nations Human Rights Council Working Group on the Universal Periodic Review. Summary of Stakeholder Submissions on Morocco A/HRC/WG.6/27/MAR/3 (20 February 2017), 2017.

<http://www.ohchr.org/FR/HRBodies/UPR/Pages/MAIndex.aspx>

United Nations. Plan of Action to Prevent Violent Extremism Report of the Secretary-General, A/70/674, 24 December 2015.

http://www.un.org/fr/ga/search/view_doc.asp?symbol=A/70/674&TYPE=&referer=/french/&Lang=E

United Nations Security Council Resolution 2242 S/RES/2242, 2015.

http://www.securitycouncilreport.org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/s_res_2242.pdf

United States Agency for International Development. ADS Chapter 205: Integrating Gender Equality and Female Empowerment into USAID's Program Cycle, Revised 2017.

United States Agency for International Development. The Development Response to Violent Extremism and Insurgency Policy, September 2011.

United States Agency for International Development. Gender Analysis, USAID/Morocco Employability of Selected Youth Enhanced, June 2013.

United States Agency for International Development. Career Center Annual Report Year One. Prepared by FHI360, 2016.

United States Agency for International Development. Career Center Annual Report October 2016-September 2017. Prepared by FHI360, 2017.

United States Agency for International Development. Career Center Gender Analysis. Prepared by FHI360, 2015.

United States Agency for International Development. Career Center Monitoring, Evaluation and Learning Plan. Prepared by FHI360, Revised 2017.

United States United States Agency for International Development. Morocco Community-Oriented Policing Activity. Year 2, 4th Quarter Report (October – December 2016). Prepared by AMEX International, Inc., 2017.

United States United States Agency for International Development. Morocco Community-Oriented Policing Activity. Year 3, 1st Quarter Report (January - March 2017). Prepared by AMEX International, Inc., 2017.

United States United States Agency for International Development. Morocco Community-Oriented Policing Activity. Year 3, 4th Quarter Report (October – December 2016). Prepared by AMEX International, Inc., 2018.

United States Agency for International Development. USAID/Morocco Country Development Cooperation Strategy 2013 – 2017, 2013.

United States Agency for International Development. USAID/Morocco Final Evaluation Local Governance Program. Prepared by Checchi and Company Consulting, 2016.

United States Agency for International Development. Youth in Development Realizing the Demographic Opportunity, 2012.

Women, Peace and Security Index, 2016:
<https://giwps.georgetown.edu/the-index/>

Women's World Banking. Health Microinsurance: An Inclusive Approach, 2016.
<http://www.womensworldbanking.org/publications/health-microinsurance-inclusive-approach/>

World Bank Group. Morocco Mind the Gap: Empowering Women for a More Open, Inclusive, and Prosperous Society, 2015.
<http://documents.worldbank.org/curated/en/818541468179084318/Morocco-mind-the-gap-empowering-women-for-a-more-open-inclusive-and-prosperous-society>

World Economic Forum. The Global Gender Gap Report, 2017.
<https://www.weforum.org/reports/the-global-gender-gap-report-2017>

Yabiladi. Marriages of Minors in Morocco: 35,152 cases recorded in 2013,” May 29, 2014.
<http://www.yabiladi.com/articles/details/26304/mariages-mineurs-maroc-enregistres-2013.html>

Žvan Elliott, Katja. Modernizing Patriarchy: The Politics of Women's Rights in Morocco. University of Texas Press, 2015.

Site web experte.ma. État des Lieux De La Parité Femme-Homme au Maroc, Avril 2016.
https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=5&cad=rja&uact=8&ved=0ahUKEwjAzbXW9_jYAhUEOhQKHRFDCj0QFgg0MAQ&url=http%3A%2F%2Fexpertes.ma%2Ffile%2F2016%2F04%2FEtat-des-Lieux-de-la-Parit%25C3%25A9-au-Maroc.pdf&usg=AOvVaw2kIabBoNrOTyJIhUlwWcvl

IN ARABIC:

المملكة المغربية، وزارة العدل، ظهير شريف رقم 1.11.91 صادر في 29 يوليو 2011 بتنفيذ نص الدستور
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%AA%D9%86%D9%81%D9%8A%D8%B0%20%D8%A7%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%BI.pdf>

المملكة المغربية، وزارة العدل، ظهير شريف رقم 1.14.139 صادر في 13 أغسطس (2014) بتنفيذ القانون التنظيمي رقم 066.13 المتعلق بالمحكمة الدستورية
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D9%85%D8%AD%D9%83%D9%85%D8%A9%20%D8%A7%D9%84%D8%AF%D8%B3%D8%AA%D9%88%D8%BI%D9%8A%D8%A9.docx>

المملكة المغربية، وزارة العدل، القانون رقم 70.03 بمثابة مدونة الأسرة، صيغة محينة بتاريخ 25 يناير 2016
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D8%A7%D9%84%D8%A3%D8%B3%D8%BI%D8%A9.docx>

المملكة المغربية، وزارة العدل، ظهير شريف رقم 1.17.47 صادر 21 سبتمبر (2017) بتنفيذ القانون رقم 14.79 المتعلق بهيئة المناصفة ومكافحة كل أشكال التمييز
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%87%D9%8A%D8%A6%D8%A9%20%D8%A7%D9%84%D9%85%D9%86%D8%A7%D8%B5%D9%81%D8%A9%20%D9%88%D9%85%D9%83%D8%A7%D9%81%D8%AD%D8%A9%20%D9%83%D9%84%20%D8%A3%D8%B4%D9%83%D8%A7%D9%84%20%D8%A7%D9%84%D8%AA%D9%85%D9%8A%D9%8A%D8%B2.pdf>

المملكة المغربية، الأمانة العامة للحكومة، ظهير شريف رقم 1.16.102 صادر في 20 يوليو (2016) بتنفيذ القانون رقم 78.14 المتعلق بالمجلس الاستشاري للأسرة والطفولة
http://www.sgg.gov.ma/Portals/1/lois/Loi_78.14_Ar.pdf?ver=2016-09-16-131703-033

المملكة المغربية، وزارة العدل، ظهير شريف 1.17.112 الصادر في 2 يناير 2018، القاضي بتنفيذ قانون 89.15 المتعلق بالمجلس الاستشاري للشباب والعمال لجمعي.
http://adala.justice.gov.ma/AR/img_html/pdf.ico

المملكة المغربية، وزارة العدل، ظهير شريف رقم 1.10.191 صادر في 13 ديسمبر (2010) بتنفيذ القانون رقم 41.10 المتعلق بتحديد شروط ومساطر الاستفادة من صندوق التكافل العائلي
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%B5%D9%86%D8%AF%D9%88%D9%82%20%D8%A7%D9%84%D8%AA%D9%83%D8%A7%D9%81%D9%84%20%D8%A7%D9%84%D8%B9%D8%A7%D8%A6%D9%84%D9%8A.docx>

المملكة المغربية، الأمانة العامة للحكومة، ظهير شريف رقم 18.20، صادر في 5 جمادى الآخرة 1439 (22 فبراير 2018) بتنفيذ القانون 83.17 بتغيير القانون رقم 41.10 المتعلق بتحديد شروط ومساطر الاستفادة من صندوق التكافل العائلي، المصادق عليه في مجلس النواب بتاريخ 14 فبراير 2018
http://www.chambre-des-representants.ma/sites/default/files/loi/rapp_com_lec_1_83.17.pdf

المملكة المغربية، وزارة العدل، الهيئة العليا للحوار الوطني حول إصلاح منظومة العدالة، ميثاق إصلاح العدالة 2013
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%AE%D8%B7%D8%A9%20%D8%A7%D9%84%D8%B9%D8%AF%D8%A7%D9%84%D8%A9.pdf>

المملكة المغربية، وزارة العدل، ظهير شريف رقم 1.58.250 بسن قانون الجنسية المغربية، صيغة محينة بتاريخ 26 أكتوبر 2011

<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/Nationalite.doc>

المملكة المغربية، وزارة العدل، ظهير شرير رقم 1.02.239 صادر في 3 أكتوبر 2002 بتنفيذ القانون رقم 37.99 المتعلق بالحالة المدنية

<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D8%AD%D8%A7%D9%84%D8%A9%20%D8%A7%D9%84%D9%85%D8%AF%D9%86%D9%8A%D8%A9.docx>

المملكة المغربية، وزارة العدل، منشور حول تعزيز التنسيقيمجال التكفل بالنساء والأطفال، 2010
<http://adala.justice.gov.ma/AR/DocumentViewer.aspx?id=10740.htm>

المملكة المغربية، وزارة العدل، القانون رقم 65.99 المتعلق بمدونة الشغل، صيغة محينة بتاريخ 26 أكتوبر 2011
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D8%A7%D9%84%D8%B4%D8%BA%D9%84.doc>

المملكة المغربية، وزارة العدل، ظهير شرير رقم 1.58.008 يحتو على القانون الأساسي العام للوظيفة العمومية
<http://adala.justice.gov.ma/production/html/Ar/61811.htm>

المملكة المغربية، وزارة إصلاح الإدارة والوظيفة العمومية، مرسوم رقم 69-08-2 صادر في 9 يوليو (2008) بشأن النظام الأساسي الخاص بهيئة تفتيش الشغل.
<http://bdj.mmsp.gov.ma/Ar/Document/4421-D%C3%A9cret-n-2-08-69-du-5-rejeb-1429-9-juillet-2008.aspx?KeyPath=>

المملكة المغربية، وزارة إصلاح الإدارة والوظيفة العمومية، مرسوم رقم 403-04-2 صادر في 2 ديسمبر 2005 بتحديد شروط تقييم موظفي الدولة في الدرجة أو الإطار.
<http://bdj.mmsp.gov.ma/Ar/Document/2722-D%C3%A9cret.aspx>

المملكة المغربية، وزارة العدل، ظهير شرير رقم 1-16-121 صادر في 10 أغسطس بتنفيذ قانون رقم 19.12، بتحديد شروط الشغل والتشغيل المتعلقة بالعمال والعمال المنزليين
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D8%B9%D8%A7%D9%85%D9%84%D8%A7%D8%AA%20%D9%88%D8%A7%D9%84%D8%B9%D9%85%D8%A7%D9%84%20%D8%A7%D9%84%D9%85%D9%86%D8%B2%D9%84%D9%8A%D9%8A%D9%86%20%D8%AA%D8%AD%D8%AF%D9%8A%D8%AF%20%D8%B4%D8%B1%D9%88%D8%B7%20%D8%A7%D9%84%D8%B4%D8%BA%D9%84%20%D9%88%D8%A7%D9%84%D8%AA%D8%B4%D8%BA%D9%8A%D9%84.pdf>

المملكة المغربية، الأمانة العامة للحكومة، المرسوم رقم 2.04.568 الصادر في 29 دجنبر 2004 المتعلق بتحديد الشروط الواجب توافرها لتسهيل تشغيل النساء في أيشغل ليلي
http://www.sgg.gov.ma/BO/AR/2005/BO_5279_ar.pdf

المملكة المغربية، وزارة العدل، ظهير شرير رقم 1.12.20 صادر في 17 يوليو 2012 بتنفيذ القانون التنظيمي رقم 02.12 المتعلق بالتعيين في المناصب العليا تطبيقاً لأحكام الفصول 49 و 92 من الدستور
<http://adala.justice.gov.ma/production/html/Ar/180013.htm>

المملكة المغربية، وزارة إصلاح الإدارة والوظيفة العمومية، القانون التنظيمي رقم 23.16 بتغيير وتتميم القانون التنظيمي رقم 02.12 المتعلق بالتعيين في المناصب العليا (2016)
<https://www.mmsp.gov.ma/uploads/documents/%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%20%D8%B1%D9%82%D9%85%2023.16%20%D8%A8%D8%AA%D8%BA%D9%8A%D9%8A%D8%B1%20%D9%88%D8%AA%D8%AA%D9%85%D9%8A%D9%85%20%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86>

[20%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%20%D8%B1%D9%82%D9%85%2002.12%20%D8%A7%D9%84%D9%85%D8%AA%D8%B9%D9%84%D9%82%20%D8%A8%D8%A7%D9%84%D8%AA%D8%B9%D9%8A%D9%8A%D9%86%20%D9%81%D9%8A%20%D8%A7%D9%84%D9%85%D9%86%D8%A7%D8%B5%D8%A8%20%D8%A7%D9%84%D8%B9%D9%84%D9%8A%D8%A7.pdf](http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D8%AA%D9%86%D8%B8%D9%8A%D9%85%D9%8A%20%D8%B1%D9%82%D9%85%2002.12%20%D8%A7%D9%84%D9%85%D8%AA%D8%B9%D9%84%D9%82%20%D8%A8%D8%A7%D9%84%D8%AA%D8%B9%D9%8A%D9%8A%D9%86%20%D9%81%D9%8A%20%D8%A7%D9%84%D9%85%D9%86%D8%A7%D8%B5%D8%A8%20%D8%A7%D9%84%D8%B9%D9%84%D9%8A%D8%A7.pdf)

المملكة المغربية، وزارة العدل، ظهير شرعي رقم 1.16.52 صادر في 27 أبريل 2016 بتنفيذ القانون رقم 97.13 المتعلق بحماية حقوق الأشخاص صعبة الإعاقة والنهوض بها

<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%AD%D9%85%D8%A7%D9%8A%D8%A9%20%D8%A7%D9%84%D8%A3%D8%B4%D8%AE%D8%A7%D8%B5%20%D9%81%D9%8A%20%D9%88%D8%B6%D8%B9%D9%8A%D8%A9%20%D8%A5%D8%B9%D8%A7%D9%82%D8%A9%20%D9%88%D8%A7%D9%84%D9%86%D9%87%D9%88%D8%B6%20%D8%A8%D9%87%D8%A7.pdf>

المملكة المغربية، وزارة العدل، مرسوم رقم 2.71.625 بتاريخ 28 يراير 1972 بشأن النظام الأساسي للتعاون الوطني
<http://adala.justice.gov.ma/production/html/Ar/56834.htm>

المملكة المغربية، وزارة العدل، مرسوم رقم 2.99.69 صادر في 6 أكتوبر 1999 لتطبيق القانون رقم 12.99 القاضي باحداث وكالة التنمية الاجتماعية

<http://adala.justice.gov.ma/production/html/Ar/63043.htm>

المملكة المغربية، وزارة العدل، مرسوم رقم 394.08.2 صادر في 23 أكتوبر 2008 بإحداث المرصد الوطني للتنمية البشرية.

<http://adala.justice.gov.ma/production/html/ar/154001.htm>

المملكة المغربية، الهيئة العليا للحوار الوطني حول إصلاح منظومة العدالة، ميثاق إصلاح العدالة، يوليو 2013
http://www.justice.gov.ma/downloading/file/Charte_Reforme_justicear.pdf

المملكة المغربية، وزارة العدل، ظهير شرعي رقم 1.07.165 صادر في 30 نوفمبر 2007 بتنفيذ القانون رقم 03.07 التأمينا لإجباريا بالأساسي عن المرض لعضفنا تمهنييا لقطاعا لخاصا للقاضي بتغيير وتتميم القانون رقم 17.99 المتعلق بمدونة التأمينات،

<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D8%AA%D8%A3%D9%85%D9%8A%D9%86%20%D8%A7%D9%84%D8%A5%D8%AC%D8%A8%D8%A7%D8%B1%D9%8A%20%D8%A7%D9%84%D8%A3%D8%B3%D8%A7%D8%B3%D9%8A%20%D8%B9%D9%86%20%D8%A7%D9%84%D9%85%D8%B1%D8%B6%20%D9%84%D8%A8%D8%B9%D8%B6%20%D9%81%D8%A6%D8%A7%D8%AA%20%D8%A7%D9%84%D9%82%D8%B7%D8%A7%D8%B9%20%D8%A7%D9%84%D8%AE%D8%A7%D8%B5.pdf>

المملكة المغربية، وزارة العدل، القانون رقم 65.00 بمثابة مدونة التغطية الصحية الأساسية كما تم تعديله 2014
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D8%A7%D9%84%D8%AA%D8%BA%D8%B7%D9%8A%D8%A9%20%D8%A7%D9%84%D8%B5%D8%AD%D9%8A%D8%A9.docx>

المملكة المغربية، وزارة العدل، القانون رقم 95.15 المتعلق بمدونة التجارة صيغة محينة بتاريخ 19 سبتمبر 2016
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D8%A7%D9%84%D8%AA%D8%AC%D8%A7%D8%B1%D8%A9.doc>

المملكة المغربية، وزارة العدل، القانون رقم 97.18 المتعلق بالسلفا الصغيرة صيغة محينة بتاريخ 24 يناير 2013
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D8%B3%D9%84%D9%81%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B5%D8%BA%D8%B1%D9%89.pdf>

المملكة المغربية، وزارة العدل، ظهير شرعي رقم 1.15.06 صادر في 19 فبراير 2015 بتنفيذ القانون رقم 114.13 المتعلق بنظام المقاول الذاتي
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D9%85%D9%82%D8%A7%D9%88%D9%84%20%D8%A7%D9%84%D8%B0%D8%A7%D8%AA%D9%8A.pdf>

المملكة المغربية، وزارة العدل، القانون رقم 13.97 المتعلق بالمجموعات ذات النفع الاقتصادي صيغة محينة بتاريخ 2 أبريل 2015
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%84%D9%85%D8%AC%D9%85%D9%88%D8%B9%D8%A7%D8%AA%20%D8%B0%D8%A7%D8%AA%20%D8%A7%D9%84%D9%86%D9%81%D8%B9%20%D8%A7%D9%84%D8%A7%D9%82%D8%AA%D8%B5%D8%A7%D8%AF%D9%8A.pdf>

المملكة المغربية، الأمانة العامة للحكومة، قانون رقم 74.16 يتعلق بتغيير القانون رقم 112.12 المتعلق بالتعاونيات
http://www.sgg.gov.ma/BO/Ar/2017/BO_6597_Ar.pdf?ver=2017-08-22-120916-277

المملكة المغربية، وزارة العدل، ظهير شرعي رقم 1.59.413 صادر في 26 نونبر 1962 بالمصادقة على مجموعة القانون الجنائي صيغة محينة بتاريخ 19 سبتمبر 2016
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AC%D9%85%D9%88%D8%B9%D8%A9%20%D8%A7%D9%84%D9%82%D8%A7%D9%86%D9%88%D9%86%20%D8%A7%D9%84%D8%AC%D9%86%D8%A7%D8%A6%D9%8A.docx>

المملكة المغربية، مجلس النواب، لجنة العدل والتشريع وحقوق الإنسان، مشروع قانون 10.16 يقضي بتغيير وتتميم مجموعة القانون الجنائي
<http://www.chambredesrepresentants.ma/sites/default/files/loi/10.16.pdf>

المملكة المغربية، الأمانة العامة للحكومة، ظهير شرعي رقم 1.18.19 صادر في 5 جمادى الآخرة 1439 (22 فبراير 2018) بتنفيذ قانون رقم 103.13 يتعلق بمحاربة العنف ضد النساء.
http://www.sgg.gov.ma/Portals/1/BO/2018/BO_6655_Ar.pdf?ver=2018-03-16-133134-870

المملكة المغربية، الأمانة العامة للحكومة قانون رقم 31.13 يتعلق بالحق في الحصول على المعلومات
http://www.sgg.gov.ma/Portals/1/BO/2018/BO_6655_Ar.pdf?ver=2018-03-16-133134-870

المملكة المغربية، وزارة العدل، ظهير شرعي رقم 1.16.127 صادر في 25 أغسطس 2016 بتنفيذ القانون رقم 27.14 المتعلق بمكافحة الاتجار بالبشر
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D9%83%D8%A7%D9%81%D8%AD%D8%A9%20%D8%A7%D9%84%D8%A7%D8%AA%D8%AC%D8%A7%D8%B1%20%D8%A8%D8%A7%D9%84%D8%A8%D8%B4%D8%B1.docx>

المملكة المغربية، وزارة العدل، ظهير شرعي رقم 140-03-1 صادر في 28 ماي 2003 بتنفيذ القانون رقم 03-03 المتعلق بمكافحة الإرهاب.
<http://adala.justice.gov.ma/production/legislation/ar/penal/luttecontreleterrorisme.htm>

المملكة المغربية، الوزارة المنتدبة لدى رئيس الحكومة المكلفة بالعلاقات مع البرلمان والمجتمع المدني، قانون تنظيم رقم 86.15 يتعلق بتحديد شروط وطاأجراء أال دفع بعد مدستورية قانون تاريخ المصادقة 06.02.2018 لمينشربعد
http://www.mcrp.gov.ma/pdf/Lois/Projets/86.15/Representants/RAP_COM_1.pdf

المملكة المغربية، وزارة الإقتصاد والمالية، ظهير شرعي رقم 1.17.110 صادر في 25 25 ديسمبر 2017 بتنفيذ قانون المالية رقم 68.17 للسنة المالية 2018
http://lof.finances.gov.ma/sites/default/files/budget/files/cl_lf2018_ar.pdf

المملكة المغربية، وزارة الاقتصاد والمالية، تقرير الميزانية على أساس النتائج مع الأخذ بعين الاعتبار الجانب المتعلق بالنوع
2017

http://www.ogfp.ma/uploads/files/Rapportsurlebudgetaxesurlesresultatstenantcomptedelaspectgenre2017_Ar.pdf

المملكة المغربية، وزارة الاقتصاد والمالية، ملخص تقرير الميزانية القائمة على النتائج من منظور النوع لسنة 2018
https://www.finances.gov.ma/Docs/depp/2018/DEPF_SyntheseRpportGenre2018_AR.pdf

المملكة المغربية، وزارة الاقتصاد والمالية، ملخص كتاب: "المساواة بين الجنسين، السياسات العمومية، والنمو الاقتصادي بالمغرب"

<https://www.finances.gov.ma/Docs/2017/DEPF/Synth%C3%A8se%20Ar%20Livres%20Genre%20et%20croissance%20C3%A9conomique%20au%20Maroc.pdf>

المملكة المغربية، الأمانة العامة للحكومة، ظهير شرعي رقم 62-15-1 صادر في 2 يونيو 2015 بتنفيذ القانون التنظيمي رقم 130.13 المتعلق بقانون المالية
<http://www.sgg.gov.ma/LinkClick.aspx?fileticket=0jDWaf0Ux0E%3d&tabid=469&portalid=1&mid=1551>

المملكة المغربية، وزارة العدل، مرسوم رقم 2.13.495 صادر في 4 يوليو 2013 بإحداث اللجنة الوزارية للخطة الحكومية للمساواة "إكرام" فيما يخص المناصفة 2012-2016
<http://adala.justice.gov.ma/production/html/Ar/184423.htm>

المملكة المغربية، وزارة العدل، القانون رقم 9.97 المتعلق بمدونة الانتخابات تصيغ محينة بتاريخ 6 أبريل 2015
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D8%A7%D9%84%D8%A7%D9%86%D8%AA%D8%AE%D8%A7%D8%A8%D8%A7%D8%AA.pdf>

المملكة المغربية، وزارة العدل، القانون التنظيمي رقم 59.11 المتعلق بانتخاب أعضاء مجالس الجماعات الترابية تصيغ محينة بتاريخ 23 يوليو 2015
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D8%A7%D9%86%D8%AA%D8%AE%D8%A7%D8%A8%20%D8%A3%D8%B9%D8%B6%D8%A7%D8%A1%20%D9%85%D8%AC%D8%A7%D9%84%D8%B3%20%D8%A7%D9%84%D8%AC%D9%85%D8%A7%D8%B9%D8%A7%D8%AA%20%D8%A7%D9%84%D8%AA%D8%B1%D8%A7%D8%A8%D9%8A%D8%A9.pdf>

المملكة المغربية، وزارة الداخلية، لقانون التنظيمي رقم 34.15 القاضي بتغيير وتتميم القانون التنظيمي رقم 59.11 المتعلق بانتخاب أعضاء مجالس الجماعات الترابية الصادر في 16 يوليو 2015
<http://www.pncl.gov.ma/EspaceJuridique/DocLib/%D8%B8%D9%87%D9%8A%D8%B1%20%D9%85%D8%AA%D8%B9%D9%84%D9%82%20%D8%A8%D8%A7%D9%86%D8%AA%D8%AE%D8%A7%D8%A8%20%D8%A7%D8%B9%D8%B6%D8%A7%D8%A1%20%D9%85%D8%AC%D8%A7%D9%84%D8%B3%20%D8%A7%D9%84%D8%AC%D9%85%D8%A7%D8%B9%D8%A7%D8%AA%20%D8%A7%D9%84%D8%AA%D8%B1%D8%A7%D8%A8%D9%8A%D8%A9.pdf>

المملكة المغربية، وزارة الداخلية المديرية العامة للجماعات المحلية، ظهير شرعي رقم 84.15.1 صادر في 7 يوليو 2015 بتنفيذ القانون التنظيمي رقم 14.112 المتعلق بالعملايات الإقليمية
<http://www.pncl.gov.ma/Publication/regle/Documents/%D9%82%20%D8%AA%20%D9%85%D8%AA%D8%B9%D9%84%D9%82%20%D8%A8%D8%A7%D9%84%D8%B9%D9%85%D8%A7%D9%84%D8%A7%D8%AA%20%D9%88%D8%A7%D9%84%D8%A7%D9%82%D8%A7%D9%84%D9%8A%D9%852016.pdf>

- المملكة المغربية، وزارة الداخلية المديرية العامة للجماعات المحلية، ظهيرشريف رقم 85.15.1 صادر في 7 يوليو 2015 (بتنفيذ القانون التنظيمي رقم 14.113 المتعلق بالجماعات.
<http://www.pncl.gov.ma/Publication/regle/Documents/%D9%82%20%D8%AA%20%D8%A7%D9%84%D9%85%D8%AA%D8%B9%D9%84%D9%82%20%D8%A8%D8%A7%D9%84%D8%AC%D9%85%D8%A7%D8%B9%D8%A7%D8%AA2016.pdf>
- المملكة المغربية، وزارة العدل، ظهيرشريف رقم 1.11.166 صادر في 22 أكتوبر بتنفيذ القانون التنظيمي رقم 29.11 المتعلق بالأحزاب السياسية.
<http://adala.justice.gov.ma/production/html/Ar/176100.htm>
- المملكة المغربية، مجلس النواب، ظهيرشريف رقم 1.11.165 صادر في 14 أكتوبر 2011 بتنفيذ القانون التنظيمي رقم 27.11 المتعلق بمجلس النواب.
http://www.chambredesrepresentants.ma/sites/default/files/loi_organique_27.11.pdf
- المملكة المغربية، مجلس النواب، القانون المعدل للقانون التنظيمي 20.16 صادر في 10 أغسطس 2016 القاضي بتغيير وتنظيم القانون التنظيمي رقم 27.11 المتعلق بمجلس النواب.
http://www.chambredesrepresentants.ma/sites/default/files/loi-organique_20.16_ar.pdf
- المملكة المغربية، مجلس المستشارين، ظهيرشريف رقم 1.11.172 الصادر في 21 نوفمبر 2011 بتنفيذ القانون التنظيمي رقم 28.11 المتعلق بمجلس المستشارين.
http://www.chambredesrepresentants.ma/sites/default/files/lois_institutions_constitutionnelles/loi_28.11_ar.pdf
- المملكة المغربية، البرلمان المغربي، مجلس النواب، قانون تنظيمي رقم 44.14 متعلق بتحديد شروط وكيفية ممارسة الحقوق لتقديم العرائض إلى السلطات الحكومية الصادر في 28 يوليو 2016
http://www.chambredesrepresentants.ma/sites/default/files/loi_organique_n_44.14.pdf
- المملكة المغربية، وزارة العدل، ظهيرشريف رقم 1.06.154 صادر في 22 نوفمبر 2006 بتنفيذ القانون رقم 14.05 المتعلق بشروط تفتيش مؤسسات الرعاية الاجتماعية وتدريبها.
<http://adala.justice.gov.ma/production/legislation/ar/Nouveautes/%D9%85%D8%A4%D8%B3%D8%B3%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B1%D8%B9%D8%A7%D9%8A%D8%A9%20%D8%A7%D9%84%D8%A7%D8%AC%D8%AA%D9%85%D8%A7%D8%B9%D9%8A%D8%A9.docx>
- المملكة المغربية، مجلس المستشارين، لجنة القطاعات الاجتماعية، مشروع قانون رقم 65.15 يتعلق بمؤسسات الرعاية الاجتماعية) كما وافق عليهم مجلس المستشارين (لألا أمام مجلس النواب
<http://www.mcrp.gov.ma/Etudelois.aspx?IDL=1629>
- المملكة المغربية، رئيس الحكومة، البرنامج الحكومي 2016-2021 بتاريخ 2017
http://www.cg.gov.ma/DOCs/pro_gouv_2016_2021.pdf
- المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، الإطار الاستراتيجي لمحاربة العنف ضد النساء 2012-2016
http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D8%A5%D8%B7%D8%A7%D8%B1_%D8%A7%D9%84%D8%A5%D8%B3%D8%AA%D8%B1%D8%A7%D8%AA%D9%8A%D8%AC%D9%8A%20%D9%84%D9%85%D8%AD%D8%A7%D8%B1%D8%A8%D8%A9_%D8%A7%D9%84%D8%B9%D9%86%D9%81_%D8%B6%D8%AF%20%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A1.pdf
- المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، الخطة الحكومية للمساواة "إكرام" 2012-2016
 فيأفقا للمناصفة 2016-2012

http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D8%AE%D8%B7%D8%A9%20%D8%A7%D9%84%D8%AD%D9%83%D9%88%D9%85%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D8%B3%D8%A7%D9%88%D8%A7%D8%A9_2.pdf

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، الحصيلة الإجمالية الخطة الحكومية للمساواة (أ) إكرام 2016 – 2012 1)

<http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D8%AE%D8%B7%D8%A9%20%D8%A7%D9%84%D8%AD%D9%83%D9%88%D9%85%D9%8A%D8%A9%20%D9%84%D9%84%D9%85%D8%B3%D8%A7%D9%88%D8%A7%D8%A9%20.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، الخطة الحكومية للمساواة "إكرام 2" فيأفقا المناصفة. 2017-2021

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، المرأة والإعلام في ضوء المتغيرات الراهنة، أشغال المنتدى العربي 2014

<http://www.social.gov.ma/sites/default/files/Femme%26%20M%C3%A9dia.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، التقرير السنوي الثاني حول العنف ضد النساء بالمغرب 2016

<http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D8%AA%D9%82%D8%B1%D9%8A%D8%B1%20%D8%A7%D9%84%D8%B3%D9%86%D9%88%D9%8A%202%20%D8%AD%D9%88%D9%84%20%D8%A7%D9%84%D8%B9%D9%86%D9%81%20%D8%B6%D8%AF%20%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A1%20-%D8%A7%D9%84%D9%85%D8%BA%D8%B1%D8%A8.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، التقرير السنوي الأول حول العنف ضد النساء بالمغرب رب 2015

<http://www.social.gov.ma/sites/default/files/AR%20%D8%AA%D9%82%D8%B1%D9%8A%D8%B1%20%D8%A7%D9%84%D9%85%D8%B1%D8%B5%D8%AF%20%D8%A7%D9%84%D9%88%D8%B7%D9%86%D9%8A%20%D9%84%D9%84%D8%B9%D9%86%D9%81%20.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، تمكين المرأة والتنمية المستدامة . تقرير المملكة المغربية. مارس 2017

<http://www.social.gov.ma/sites/default/files/%D8%AA%D9%85%D9%83%D9%8A%D9%86%20%D8%A7%D9%84%D9%85%D8%B1%D8%A3%D8%A9%20%D9%88%D8%A7%D9%84%D8%AA%D9%86%D9%85%D9%8A%D8%A9%20%D8%A7%D9%84%D9%85%D8%B3%D8%AA%D8%AF%D8%A7%D9%85%D8%A9.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، تقرير الدولة المغربية : تمكين المرأة اقتصاديا في عالم العمل المتغير مارس 2017

<http://www.social.gov.ma/sites/default/files/%D8%AA%D9%85%D9%83%D9%8A%D9%86%20%D8%A7%D9%84%D9%85%D8%B1%D8%A7%D9%94%D8%A9%20%D8%A7%D9%82%D8%AA%D8%B5%D8%A7%D8%AF%D9%8A%D8%A7.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، حصيلة عملا لقطب الاجتماعي 2012-2016 <http://www.social.gov.ma/sites/default/files/bilan%20global%202012-2016%20.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، المشاركة السياسية للنساء من خلال الهيئات المنتخبة بالمغرب- نبذة موجزة 2015

<http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D9%85%D8%B4%D8%A7%D8%B1%D9%83%D8%A9%20%D8%A7%D9%84%D8%B3%D9%8A%D8%A7%D8%B3%D9%8A%D8%A9%20%D9%84%D9%84%D9%86%D8%B3%D8%A7%D8%A1.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، دليل الخلايا المؤسسية لاستقبال النساء وأطفال الضحايا العنف 2015

<http://www.social.gov.ma/sites/default/files/livre%20femme%20%281%29.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، المؤشرات الوطنية لإعمال الاتفاقية الدولية لحق قوفاً الأشخاص ذوي الإعاقة 2016

http://www.social.gov.ma/sites/default/files/%D9%85%D8%A4%D8%B4%D8%B1%D8%A7%D8%AA_%D8%A7%D9%84%D8%A5%D8%B9%D8%A7%D9%82%D8%A9%20.pdf

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، دليل الوقاية من الإعاقة المرتبطة بفترة الحمل ولولادة 2013

http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D9%88%D9%82%D8%A7%D9%8A%D8%A9%20%D9%85%D9%86%20%D8%A7%D9%84%D8%A5%D8%B9%D8%A7%D9%82%D8%A9%20%D8%A7%D9%84%D9%85%D8%B1%D8%AA%D8%A8%D8%B7%D8%A9%20%D8%A8%D9%81%D8%AA%D8%B1%D8%A9%20%D8%A7%D9%84%D8%AD%D9%85%D9%84%20%D9%88%D8%A7%D9%84%D9%88%D9%84%D8%A7%D8%AF%D8%A9_3.pdf

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، عشر سنوات لتطبيق مودونة الأسرة أيتها تفتيمثلا توموا قوفاً ممارسات المواطنين والمواطنات 2016

<http://www.social.gov.ma/sites/default/files/%D8%B9%D8%B4%D8%B1%20%D8%B3%D9%86%D9%88%D8%A7%D8%AA%20%D8%B9%D9%84%D9%89%20%D8%AA%D8%B7%D8%A8%D9%8A%D9%82%20%D9%85%D8%AF%D9%88%D9%86%D8%A9%20%D8%A7%D9%84%D8%A3%D8%B3%D8%B1%D8%A9%20%D8%A3%D9%8A%20%D8%AA%D8%BA%D9%8A%D8%B1%D8%A7%D8%AA%20%D9%81%D9%8A%20%D8%AA%D9%85%D8%AB%D9%84%D8%A7%D8%AA%20%D9%88%D9%85%D9%88%D8%A7%D9%82%D9%81%20%D9%88%D9%85%D9%85%D8%A7%D8%B1%D8%B3%D8%A7%D8%AA%20%D8%A7%D9%84%D9%85%D9%88%D8%A7%D8%B7%D9%86%D9%8A%D9%86%20%D9%88%D8%A7%D9%84%D9%85%D9%88%D8%A7%D8%B7%D9%86%D8%A7%D8%AA2016.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، تقييم خطة عمل بيجين 20. + تقرير المملكة المغربية 2015

<http://www.social.gov.ma/sites/default/files/Evaluation-Beijing-032015-Ar.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، أهداف الألفية للتنمية لصالح النساء والفتيات. المكتسبات وتحدياتها بعد 2015 مارس (2014)

http://www.social.gov.ma/sites/default/files/%D8%A7%D9%84%D8%A3%D9%87%D8%AF%D8%A7%D9%81%20%D8%A7%D9%84%D8%A3%D9%84%D9%81%D9%8A%D8%A9%20%D9%84%D9%84%D8%AA%D9%86%D9%85%D9%8A%D8%A9%20%D9%84%D8%B5%D8%A7%D9%84%D8%AD%20%D8%A7%D9%84%D9%86%D8%B3%D8%A7%D8%A1%20%D9%88%D8%A7%D9%84%D9%81%D8%AA%D9%8A%D8%A7%D8%AA_0.pdf

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، دليل مؤسسات الرعاية الاجتماعية المرخصة 2015

<http://www.social.gov.ma/sites/default/files/%D8%AF%D9%84%D9%8A%D9%84%20%D9%85%D8%A4%D8%B3%D8%B3%D8%A7%D8%AA%20%D8%A7%D9%84%D8%B1%D8%B9%D8%A7%D9%8A%D8%A9%2>

[0%D8%A7%D9%84%D8%A7%D8%AC%D8%AA%D9%85%D8%A7%D8%B9%D9%8A%D8%A9%20%D8%A7%D9%84%D9%85%D8%B1%D8%AE%D8%B5%D8%A9.pdf](http://www.social.gov.ma/sites/default/files/%D8%AA%D9%82%D8%B1%D9%8A%D8%B1%20%D8%A7%D9%84%D8%AB%D9%84%D8%A7%D8%AB%20%D8%A7%D9%84%D8%A3%D8%B4%D9%87%D8%B1%20%D8%A7%D9%84%D8%A3%D9%88%D9%84%D9%89%20%D9%85%D9%86%20%D8%B3%D9%86%D8%A9%202015.pdf)

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، تقرير حول أنشطة المعهد الوطني للعمال الاجتماع
اعبخلالالثلثالاشهرالأولمنسنة(2015) "2015

<http://www.social.gov.ma/sites/default/files/%D8%AA%D9%82%D8%B1%D9%8A%D8%B1%20%D8%A7%D9%84%D8%AB%D9%84%D8%A7%D8%AB%20%D8%A7%D9%84%D8%A3%D8%B4%D9%87%D8%B1%20%D8%A7%D9%84%D8%A3%D9%88%D9%84%D9%89%20%D9%85%D9%86%20%D8%B3%D9%86%D8%A9%202015.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، دراسة حول حقوق المرأة الإنسانية .
علاماتمضيئةفيأحكامالقضاءالعربي .حالةالمغرب 2013

<http://www.social.gov.ma/sites/default/files/etudes-DF-2013ar.pdf>

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، برنامج دعم السياسة القطاعية لوزارة التضامن
امنوالمرأةوالأسرةوالتنميةالاجتماعيةفيمجالالمساواة(2013) "

http://www.social.gov.ma/sites/default/files/Rapport%20situation%20PAPS%20vs%2013%20juillet_0.pdf

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، تمكين المرأة الريفية ودورها في القضاء على الجوع
عوالفقر، التنمية والتحديات الراهنة(2012)

http://www.social.gov.ma/sites/default/files/%D8%AA%D9%85%D9%83%D9%8A%D9%86%20%D8%A7%D9%84%D9%85%D8%B1%D8%A3%D8%A9%20%D8%A7%D9%84%D8%B1%D9%8A%D9%81%D9%8A%D8%A9_0.pdf

المملكة المغربية، وزارة الأسرة والتضامن والمساواة والتنمية الاجتماعية، التقريرين الوطنيين الثالث والرابع حول اتفاقية القضاء
ضاءعلىجميعأشكالالتمييزضدالمرأة2006

http://www.social.gov.ma/sites/default/files/Cedaw.%203%C3%A8me%20et%204%20C3%A8me%20rapport_0.pdf

المملكة المغربية، وزارة الشغل والتكوين المهني، واقع السوسيو-اقتصادي لعمال التوظيف وفعلمهن .ماي.2011
http://www.social.gov.ma/sites/all/libraries/site_externe/Projet%20Genre/elements/docs/Economie/24%20-20Travailleuses%20de%20maison%20version%20arabe.pdf

المملكة المغربية، التعاون الوطني، حصيلة التعاون الوطني رقم 2016
https://www.entraide.ma/ar/docs/Statistiques/rapport_2016_AR.pdf

المملكة المغربية، التعاون الوطني، حصيلة التعاون الوطني رقم 2015

المملكة المغربية، الوكالة للتنمية الاجتماعية، أنشطة الوكالة برسم سنة 2014 وبرنامج عمل سنة 2015
http://www.ads.ma/fileadmin/AdsDocutheque/ArDocuments/RA_2014__PA_2015.pdf

المملكة المغربية، وزارة الدولة المكلفة بحقوق الإنسان، التقرير الوطني برسم الدورة الثالثة من الاستعراض الدوري الشامل
2017

<http://www.didh.gov.ma/sites/default/files/2017-04/EPU%20AR.pdf>

المملكة المغربية، وزارة الدولة المكلفة بحقوق الإنسان، خطة العمل الوطنية في مجال الديمقراطية وحقوق الإنسان
(2018-2021).

<http://www.didh.gov.ma/ar/publications/khtt-alml-alwtnyt-fy-mjal-aldymqratty-whqwq-alansan-2018-2021>

المملكة المغربية، وزارة الدولة المكلفة بحقوق الإنسان، الأطلسا المجالا الترابي للفوار قفيا التربية
2017، للمجلسا لأعلللتربية والتكوينو البحتا العلمي
<https://drive.google.com/file/d/0B3U5Ih1FO9SzbWZ0S1FjVmNjZGs/view>

المملكة المغربية، وزارة إصلاح الإدارة والوظيفة العمومية، منشور رئيسا الحكومة رقم 13.2017
حولتتبعمبارياتالتوظيفالخاصة بالأشخاص صفيوضعية إعاقة.
https://www.mmsp.gov.ma/uploads/documents/Circulaire_CG_N132017.pdf

المملكة المغربية، وزارة الداخلية، المديرية العامة للجماعات المحلية، للامركزية فيأرقام 2014-2015
<http://www.pncl.gov.ma/Publication/Statistique/Documents/DGCL%20GUIDE.pdf>

المملكة المغربية، وزارة الداخلية – 2017 – صندوقا لدعملتشجيعتمثيلية النساء.
<http://www.femmes-moucharaka.elections.gov.ma/>

المملكة المغربية، وزارة الداخلية، الجماعاتا السلالية والأراضيا الجماعية
<http://www.terrescollectives.ma/accueil-ar.cshtml>

(2008) المملكة المغربية، وزارة الداخلية، دليلنائبا لأراضيا الجماعية
<http://www.terrescollectives.ma/Resources/Docs/Guides/Guide%20Naib.pdf>

المملكة المغربية، وزارة الشغل والإدماجال المهني، مذكرة تركيبيه النساء فيسوقا لشغلبا المغرب :
مشاركة ضعيفة وهشاشة قوية، غشت 2014
http://www.emploi.gov.ma/attachments/article/433/PolicyBrief-Femmes_Ar.pdf

المملكة المغربية، وزارة تحديتا القطاعا العامة، إدماجمبدأ المساواة بينالجنسين :رافعة لتحديتا الإدارة العمومية
(2010)
http://www.mmsp.gov.ma/uploads/documents/egalite_sexes.pdf

المملكة المغربية، وزارة الفلاحة والصيد البحريو التنمية القروية، مخططا المغربا الأخضر.
<http://www.agriculture.gov.ma/ar/pages/la-strategie>

الوكالة المغربية للطاقة الشمسية، المخططا المغربا للطاقة الشمسية.
<http://www.maroc.ma/ar/content/%D8%A7%D9%84%D9%85%D8%AE%D8%B7%D8%B7-%D8%A7%D9%84%D9%85%D8%BA%D8%B1%D8%A8%D9%8A-%D9%84%D9%84%D8%B7%D8%A7%D9%82%D8%A9-%D8%A7%D9%84%D8%B4%D9%85%D8%B3%D9%8A%D8%A9>

المملكة المغربية، المجلسا لأعلللتربية والتكوينو البحتا العلمي، منأجل مدرسة الإنصافوالجودة والارتقاء :
رؤية إستراتيجية 2015-2030
http://www.men.gov.ma/Ar/Documents/Vision_strateg_CSEFI6004.pdf

المملكة المغربية، المندوبية السامية للتخطيط، النشاطا لشغلوا البطالة 2014
<https://www.hcp.ma/file/169851/>

المملكة المغربية المندوبية السامية للتخطيط، الإحصاء العامل للسكانو السكنى 2014
<https://www.hcp.ma/region-drda/attachment/611991/>

المملكة المغربية، المجلس الاقتصادي والاجتماعي والبيئي، النهوض بالمساواة بين النساء والرجال في الحياة الاقتصادية والاجتماعية والثقافية والسياسية أشكال التمييز ضد النساء في الحياة الاقتصادية :حقائق وتوصيات (2014)
http://www.cese.ma/Documents/PDF/Auto-saisines/AS-18-2014-discriminations-a-l_egard-des-femmes-dans-la-vie-economique/Avis-AS-18-2014-VA.pdf

المملكة المغربية، المجلس الاقتصادي والاجتماعي والبيئي، الثروة الإجمالية للمغرب ما بين 1999 و 2013 دجنبر 2016
<http://www.cese.ma/Documents/PDF/RGM/Richesse-Globale-du-Maroc-VA.pdf>

المملكة المغربية، المجلس الاستشاري لحقوق الإنسان، رأي المجلس الوطني لحقوق الإنسان بخصوص مشروع القانون رقم 103-13 يتعلق بمحاربة العنف ضد النساء، 2016
http://www.cndh.ma/sites/default/files/avis_projet_de_loi_103-13_version_arabe_integral.pdf

المملكة المغربية، المجلس الاستشاري لحقوق الإنسان، وضعية المساواة والمناصفة في المغرب صونايا تؤول هذا الدستور وإعمالها، 2015
http://www.cndh.ma/sites/default/files/wdy_lmsw_wlmnsf_blmgrb_Ins_lkml.pdf

المملكة المغربية، المجلس الاستشاري لحقوق الإنسان، رأي المجلس الوطني لحقوق الإنسان بخصوص مشروع قانون-79 14 يتعلق بهيئة المناصفة ومكافحة التمييز، 2015
http://www.cndh.org.ma/sites/default/files/lmjls_lwtny_lhqwq_lnsn_ry_stshry_hwl_hyy_lmnsf.pdf

المملكة المغربية، المجلس الاستشاري لحقوق الإنسان، مقتضيات التشريع الجنائي المتعلقة بمكافحة الإرهاب بمذكرة (2014)
http://cndh.ma/sites/default/files/memorandum_code_terror_ar.pdf

المملكة المغربية، الرابطة المحمدية للعلماء، مونية الطراز، ندوة القوامة والولاية نحو تصور سليم لمسألة القوامة مفهوم ماوممارسة، 2016
<http://www.annisae.ma/Article.aspx?C=6058>

المملكة المغربية، الرابطة المحمدية للعلماء، إلياس بوزغاية، مدارس علمية حول تقرير "الدين والمساواة بين الجنسين"، الصادر عن هيئة الأمم المتحدة، 2016
<http://www.annisae.ma/Article.aspx?C=6104>

المملكة المغربية، الرابطة المحمدية للعلماء، سمية شكروني دراسة لمركز الدراسات والبحوث في القضايا النسائية في الإسلام حول مقاربة النوع الاجتماعي "الجندر": بين الفهم والتنزيل. المغرب نموذجاً
<http://www.annisae.ma/Article.aspx?C=5979>

المملكة المغربية، الرابطة المحمدية للعلماء، بشر بلغازي، دراسة لمركز الدراسات والبحوث في القضايا النسائية في الإسلام لا محو للعدالة الاجتماعية ضرورة لتحقيق المساواة، 2015
<http://www.annisae.ma/Article.aspx?C=6002>

المملكة المغربية، الرابطة المحمدية للعلماء، مفاهيم بن عبد العزیز النساء في القرآن الكريم والسنة المطهرة، دراسة تأصيلية في الوقاية من العنف المبني على النوع الاجتماعي من منظور شرعي. (2017).

المملكة المغربية، الرابطة المحمدية للعلماء، مصوغة تكوين العلماء الوسطاء، لإدماج الصحة الإنجابية والنوع الاجتماعي يوحق المرأة والوقاية من فيروس العوز المناعي البشري/السيد في الحقل الديني). دجنبر (2014)

المملكة المغربية، الرابطة المحمدية للعلماء، بشر بلغازي، الحركة النسائية الإسلامية. تيار نسائي إسلامي، 2015
<http://www.annisae.ma/Article.aspx?C=6018>

المملكة المغربية، المجلس الاستشاري لحقوق الإنسان، دراسة حول موضوع الاتجار بالأشخاص،
<http://www.cndh.ma/ar/lrst/drs-hwl-mwdw-ltjr-fy-lbshr>

المملكة المغربية، الوكالة الوطنية لمجاربة الأمية، الإدماج المنهجي لمقاربة النوع الاجتماعي والمواطنة في برامج مجتمعية/القراءة
http://www.social.gov.ma/sites/all/libraries/site_externe/Projet%20Genre/elements/docs/Culture/26%20-%20Brochure%20Integration%20Alpha%20version%20finale.pdf

المملكة المغربية، مرصد مقاربة النوع والوظيفة العمومية
<http://www.ogfp.ma/index.asp>

المملكة المغربية، وزارة الصحة، مشروع عنجاعة الأداء، مشروع عنقانونمالية. 2018
منظمة العفو الدولية، دراسة حول الصور النمطية القائمة على أساس النوع الاجتماعي السائدة بالمغرب، تقرير تحليلي (2013)
<https://www.fichier-pdf.fr/2014/02/08/etude-sur-les-stereotypes-de-genre-repandus-au-maroc/etude-sur-les-stereotypes-de-genre-repandus-au-maroc.pdf>

منظمة الأمم المتحدة للتربية والعلم والثقافة، دليل للمعلم حول منع التطرف العنيف. 2016.
<http://unesdoc.unesco.org/images/0024/002446/244676a.pdf>

الأمم المتحدة، الأمانة العامة، خطة عمل لمنع التطرف العنيف. 2015.
http://www.un.org/en/ga/search/view_doc.asp?symbol=A/70/674&referer=/english/&Lang=A

اللجنة الدولية لحقوق الإنسان المغرب: ضمان فعالية التحقيق والمتابعة، الجنائية في جرائم العنف الجنسي والجندري 2017 .
<https://www.icj.org/wp-content/uploads/2017/12/MOR-Memo-on-SGBV-2017-AR.pdf>

الإتحاد العربي للنقابات تحولت لتسوق العمل وإنعكاساتها على حقوق العمال) مقارنة قطاعية)
<http://cdtmaroc.ma/wp-content/uploads/2017/06/%D8%AA%D8%AD%D9%88%D9%84%D8%A7%D8%AA-%D8%B3%D9%88%D9%82-%D8%A7%D9%84%D8%B9%D9%85%D9%84-%D9%88-%D8%A7%D9%86%D8%B9%D9%83%D8%A7%D8%B3%D8%A7%D8%AA%D9%87%D8%A7-%D8%B9%D9%84%D9%89-%D8%AD%D9%82%D9%88%D9%82-%D8%A7%D9%84%D8%B9%D9%85%D8%A7%D9%84.pdf>

الكنفدرالية الديمقراطية للشغل، دائرة المرأة الكنفدرالية مذكرة، العمل لحيث معضمانا تالكرامة والمساواة
جمعية فضاء المستقبل، مناهضة التحرش الجنسي في القطاع العام دليل الإعلام والتحسيس. 2014.
http://www.social.gov.ma/sites/all/libraries/site_externe/Projet%20Genre/elements/docs/Culture/27%20-%20Guide%20harcelement%20sexuel%20AR.pdf

الأستاذة رحمة بورقية: ندوة وطنية حول الإصلاح لمنظومة العدالة 2012 السياسة الجنائية ومقاربة النوع (2012)
<http://www.ism.ma/basic/web/pdf/hiwar/5/11.pdf>

أحمد الخراز، دراسة نقدية لمسألة العنف القائم على النوع الاجتماعي بالمغرب على ضوء مشروع القانون المتعلق بمجاربة العنف ضد النساء، (2016)
<http://www.ahewar.org/debat/show.art.asp?aid=406794>

الأستاذة أمال السريبة، خلايا التكفل بالنساء والأطفال كآلية وطنية للتكفل بالعنف المبنيعلى النوع الاجتماعي الموجه ضد المرأة، 2014

<http://www.marocdroit.com/%D8%AE%D9%84%D8%A7%D9%8A%D8%A7-%D8%A7%D9%84%D8%AA%D9%83%D9%81%D9%84->

مجلة زنقة 20، أبرز الخطوط العريضة لخطة 'إكرام' التي صادقت عليها الحكومة للمساواة 03 أغسطس 2017
<https://www.rue20.com/%D9%87%D8%B0%D9%87-%D8%A3%D8%A8%D8%B1%D8%B2-%D8%A7%D9%84%D8%AE%D8%B7%D9%88%D8%B7-%D8%A7%D9%84%D8%B9%D8%B1%D9%8A%D8%B6%D8%A9-%D9%84%D8%AE%D8%B7%D8%A9-%D8%A5%D9%83%D8%B1%D8%A7%D9%85-%D8%A7%D9%84%D8%AA/>

القناة التلفزيونية ميدي 1 تي في، برنامج مواطن اليوم 20 أبريل 2017 حلقة خاصة تناقش دور الوكالة الوطنية لإنعاش التشغيل والكفاءات ومساهماتها في تشغيل الشباب.
<https://youtu.be/alaC720QPr8>

القناة التلفزيونية ميدي 1 تي في تسجيل حول خلية العنف من داخل مركز الشرطة بمراكش حول طريقة عملها والإجراءات 2014
<https://www.youtube.com/watch?v=MwDG2vG3pfY>

القناة التلفزيونية ميدي 1 تي في، برنامج جد ونخرج: الاعتداءات الجنسية أو البيدوفيليا، 2014
<https://www.youtube.com/watch?v=BRCduNiQx4s>

جريدة طنجة 24، استطلاع حول سوق الدعارة "في طنجة". عرض متنوع واستفح الفيتزايد، 13 يوليو 2016
<http://www.tanja24.com/news/9994.html>

نجدة إسماعيل أنزور، مخرج سينمائي، قصة واقعية للإرهاب يايمانوس نساء لغريسا بالمغربيتان 2011 .
https://www.youtube.com/watch?time_continue=4&v=qhBrFQi73sY

الدكتور محمد المعزوز، التطرف والعنف والخطاب بالجهاديين بالمغرب (2017).
<https://www.youtube.com/watch?v=2OHg0hesTss>

الدكتور أحمد عبادي، الأمين العام للرابطة المحمدية للعلماء إصلاح الشأن الديني في المملكة المغربية كواجهة لمكافحة التطرف. (2017)
<https://www.youtube.com/watch?v=sljCf0-9wPM>

المملكة المغربية، مجلس المستشارين، ندوة حول "مكافحة الإرهاب والتطرف والعنف في البحر الأبيض المتوسط: أيتعاون بيننا صفتين؟" "المغرب نموذجاً"
<https://www.youtube.com/watch?v=UoCIMbdUnql>

ANNEX C: DATA COLLECTION TOOLS

The French version of the semi-structured conversation guide and the descriptive invitation to the USAID Gender Analysis Convening are below.

ANALYSE DE GENRE – USAID/MAROC CADRE DES CONVERSATIONS

- ✓ A adapter et modifier selon qu'il s'agit d'une ONG, donateur, membre du gouvernement, acteur public, femmes bénéficiaires, etc.
- ✓ A adapter selon le thème que l'interviewé travaille (inclusion politique ou économique des femmes, prévention de l'extrémisme violent)
- ✓ Une version modifiée est à envoyer par e-mail à l'avance à certains interviewés.

I. Introductions

Nous vous remercions d'avance d'avoir pris le temps de participer à cette Analyse de genre. Nous apprécions votre temps et vos contributions.

- Expliquer pour quoi nous faisons cette Analyse.

L'USAID / Maroc a récemment sollicité Banyan Global pour conduire une analyse de genre afin d'identifier les principales questions de genre, les inégalités, les contraintes et les opportunités. Cette analyse ciblée portera sur des questions spécifiques relatives à l'inclusion sociale, politique et économique des femmes, ainsi que sur l'extrémisme violent (CVE).

Dans le cadre de cette analyse de l'égalité de genre, l'équipe de Consultants, Mme. Stephanie Willman Bordat et Mme. Saida Kouzzi, mènera une série de consultations, avec un large éventail de dirigeants et d'intervenants clés auprès du gouvernement marocain, des organisations de la société civile, et des donateurs (bi – et multilatéraux.)

- Décrire qui nous sommes, indépendance, réponses confidentielles s'ils le souhaitent.
- Présenter les objectifs de cette Analyse et à quoi leurs réponses et leur participation vont être utiles :
- Identifier une diversité de parties prenantes et concernées et leurs activités relatives à l'inclusion politique ou économique des femmes, la prévention de l'extrémisme violent
- Actualiser nos connaissances des questions clés relatives au genre, des inégalités, contraintes et opportunités au Maroc
- Offrir des recommandations spécifiques de comment l'USAID au Maroc puisse promouvoir davantage l'intégration de la dimension de genre dans son planning stratégique et ses activités au Maroc
- Décrire la méthodologie et processus par lesquels nous sommes en train de mener cette consultation
- Demander s'ils ont des questions avant de commencer.

II. Questions sur l'acteur interviewé et les activités entreprises dans leur communauté

Solliciter des descriptions, appréciations, évaluations, opinions

1. Quels sont les thèmes spécifiques sur lesquels vous travaillez ?
Ici nous cherchons à détailler une liste de tous les thèmes sur lesquels votre association intervient et qui s'intègre dans :
 - *L'inclusion sociale,*
 - *L'inclusion politique*
 - *L'inclusion économique des femmes*
2. Pouvez-vous décrire votre stratégie en ce qui est l'inclusion politique ou économique des femmes / prévention de l'extrémisme violent? Quelles sont les activités spécifiques en ce sens ?
3. Quels sont les points forts de votre travail sur l'inclusion politique ou économique des femmes/prévention de l'extrémisme violent que vous souhaitez mettre en valeur, renforcer et développer dans les prochaines étapes de votre travail?*

 - De quoi êtes-vous le plus fier dans le travail de votre organisation? Pouvez-vous nous parler d'un moment particulier de réussite pour le travail de l'organisation?
 - Ici il ne s'agit pas de donner des informations formelles et officielles sur ces points qui se trouvent déjà dans les brochures et autres documents écrits, mais leur appréciation de ces points.

4. Quels sont les points à travailler et renforcer, ou des stratégies à mettre à côté car ils n'ont pas marché en ce qui est efforts pour promouvoir l'inclusion politique ou économique des femmes prévention de l'extrémisme violent? *

 - Ou bien dans votre propre travail, ou bien au sein des autres efforts dans votre communauté
 - Question de visionnement positif : Comment ça devrait être ? A votre avis quelle est la solution concrète ?

5. Est-ce qu'il y a des pratiques ou expériences réussies ici au niveau local sur l'inclusion politique ou économique des femmes/ prévention de l'extrémisme violent que ce serait intéressant et important de répéter ou de partager dans les autres régions ? Lesquelles ? Pourquoi ?
6. Pourriez-vous nous parler d'autres ressources externes partenaires techniques et financiers avec lesquels vous avez également travaillé sur ces questions? Quel type de soutien a été le plus utile et le plus efficace? Moins utile? Pouvez-vous nous décrire pourquoi?
7. Comment faites-vous le suivi et l'évaluation ou bilans de votre travail sur l'inclusion politique ou économique des femmes/ prévention de l'extrémisme violent ? En quoi consistent-elles ? Qu'est-ce que vous avez découvert ?

 - Sur la mise en place des initiatives ? Sur leur impact ? Quels sont les changements que vous avez constatés? Y a-t-il eu des changements ou un impact négatif pas prévu ?
 - Question de visionnement positif : Comment ça devrait être ? A votre avis quelle est la solution concrète ?

8. Quels sont pour vous les défis auxquels votre organisation est confrontée dans votre travail l'inclusion politique ou économique des femmes/prévention de l'extrémisme violent que vous souhaitez surmonter? Ceux à l'intérieur à votre organisation? Ceux dans votre environnement?
 - Durabilité ?
 - Relations avec les acteurs publics ?
9. Quels sont à votre avis les axes prioritaires à cibler dans les prochaines phases d'efforts dans le travail sur l'inclusion politique ou économique des femmes/ prévention de l'extrémisme violent Opportunités et priorités émergentes pour l'appui au renforcement des capacités que vous souhaitez que USAID donne la priorité? Que devrait USAID continuer à faire? Qu'est-ce que USAID devrait cesser de faire ou éviter? Qu'est-ce que USAID devrait essayer qui soit nouveau?

III. Questions finales

10. Est-ce qu'il y a d'autres personnes avec qui nous devrions parler que vous pouvez suggérer ?
11. Est-ce que vous avez des rapports, des publications et autre documentation que nous devrions lire que vous pouvez partager? Que ce soit sur la question de l'inclusion politique ou économique des femmes/prévention de l'extrémisme violent, ou bien sur vos projets en ce sens. *(Les assurer que nous allons les citer dans notre rapport final)*
12. Souhaitez-vous dire autre chose dont nous n'avons pas discuté ?
13. Assurer que nous avons toutes leurs informations de contact et qu'ils ont les nôtres.

* Possibles éléments à soulever pour pousser la discussion plus loin:

- Relations avec d'autres acteurs, avec bénéficiaires
- Normes culturelles
- Aménagements structurelles
- Questions géographiques
- Questions juridiques
- Planification, développement, conception et mise en œuvre des projets
- Suivi, apprentissage délibéré, et évaluations d'impact



USAID/Morocco Gender Analysis Convening

Background: USAID/Morocco recently solicited Banyan Global to conduct a country-level gender analysis to identify key gender issues, inequalities, constraints, and opportunities and offer conclusions and specific recommendations on how USAID can achieve greater gender integration in its strategic planning and activities in Morocco. This targeted analysis will focus on specific questions relating to the social, political and economic inclusion of women, as well as on Countering Violent Extremism (CVE).

Within this context, the consultant team, Stephanie Willman Bordat and Saida Kouzzi, are holding a series of group discussions and interviews with a wide variety of key stakeholders, including key USG representatives and staff in Morocco.

Please join us for a dynamic, participatory and collective debate and discussion on USG efforts to promote social, political and economic inclusion of women in Morocco.

Objectives: During this convening, participants will:

- Update the consultants on programs and activities addressing the social political and economic inclusion of women;
- Share and collectively analyze lessons learned on successes and challenges;
- Brainstorm and identify priority areas and strategies for future programming.

Participants: 15 – 20 representatives of USAID, State Department, MEPI, Millennium Challenge Corporation, and the US Consulate in Morocco.

Duration: ½ day / one morning from 8:30am – 1 pm.

Topics: Within the broader topics of social, political and economic inclusion of women and CVE, possible issues to address during the below activities will include but are not limited to legal frameworks, structural mechanisms, relationships with and among different actors, cultural norms, geographic considerations, project planning and implementation, and deliberate learning and impact assessments.

Agenda:

1. **Warm-up Mapping:** Participants share an overview of their activities to date addressing gender and social, political inclusion, economic inclusion and CVE, including:
 - a. Specific thematic areas
 - b. Strategies and tactics
 - c. Partners and beneficiaries
2. **Identifying Successes:** Participants work in small groups to describe and analyze successes from their activities to date addressing gender, and political and economic inclusion, and CVE, using a guided set of questions based on the *Most Significant Change* (MSC) and *Appreciative Inquiry* (AI) methods. Presentation in plenary of small group work.
3. **Overcoming Challenges and Setting Future Priorities:** Using a *World Café* process, participants circulate among three different small groups to identify and analyze:
 - a. Aspects of activities to date to reconsider (or *Stop*);

- b. Challenges to addressing social, political and economic inclusion of women / CVE in Morocco (and ways to overcome them);
- c. Priorities for future activities: Recommendations for aspects to *Start* or *Continue*.

Presentations in plenary.

4. ***Concluding Thoughts.***