



International  
Labour  
Organization

# Gender-responsive employment policies for a job-rich and fair recovery

Date: Monday, 31 January 2022

Time: 14:00 to 15:30 CET

▶ **Online webinar**

**THE EXPERIENCE OF MOROCCO**

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# PLAN

- I. The Covid-19 impact on the Moroccan Labour Market
- II. The public employment policies before the Covid-19 crisis
- III. The public responses to the COVID-19 crisis and the perspectives risen by the New Development Model for Morocco



Source : <https://www.cia.gov/the-world-factbook/countries/morocco/>

## Main indicators in 2020

Population	36 522.148
GDP (Million USD)	115.148
Working age population (60-64)	23732.324
Female working age (60-64)	11969.142
Active population (60-64)	11466.084
Female active population (60-64)	2595.872

Source : [www.hcp.ma](http://www.hcp.ma)

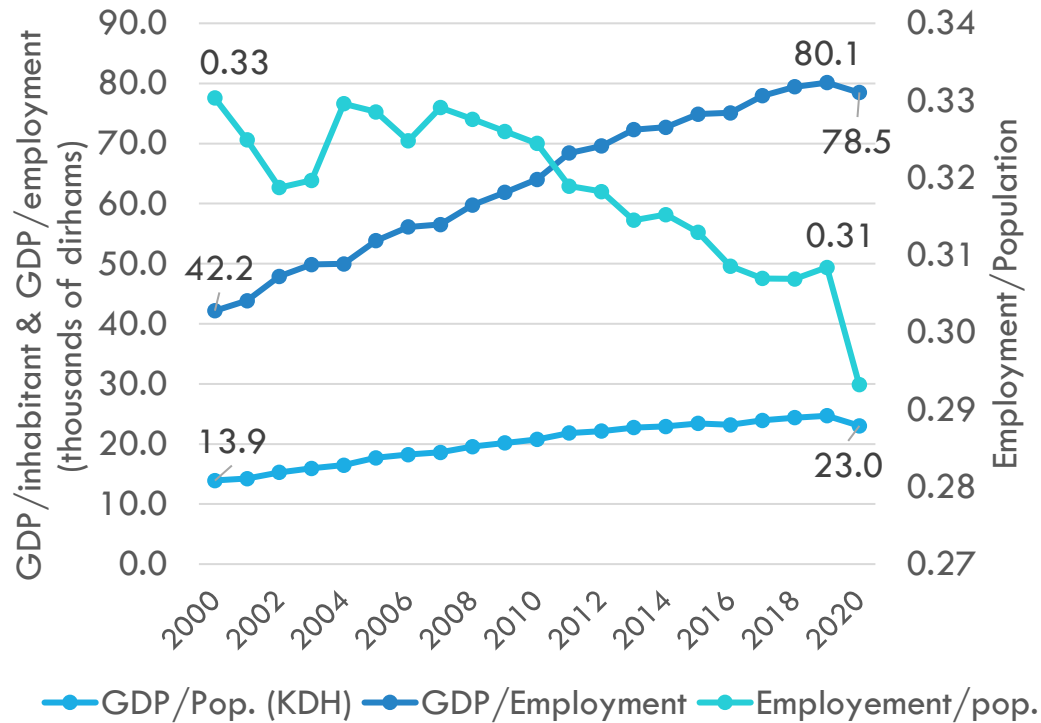


# **I - THE COVID-19 IMPACT ON THE MOROCCAN LABOR MARKET**

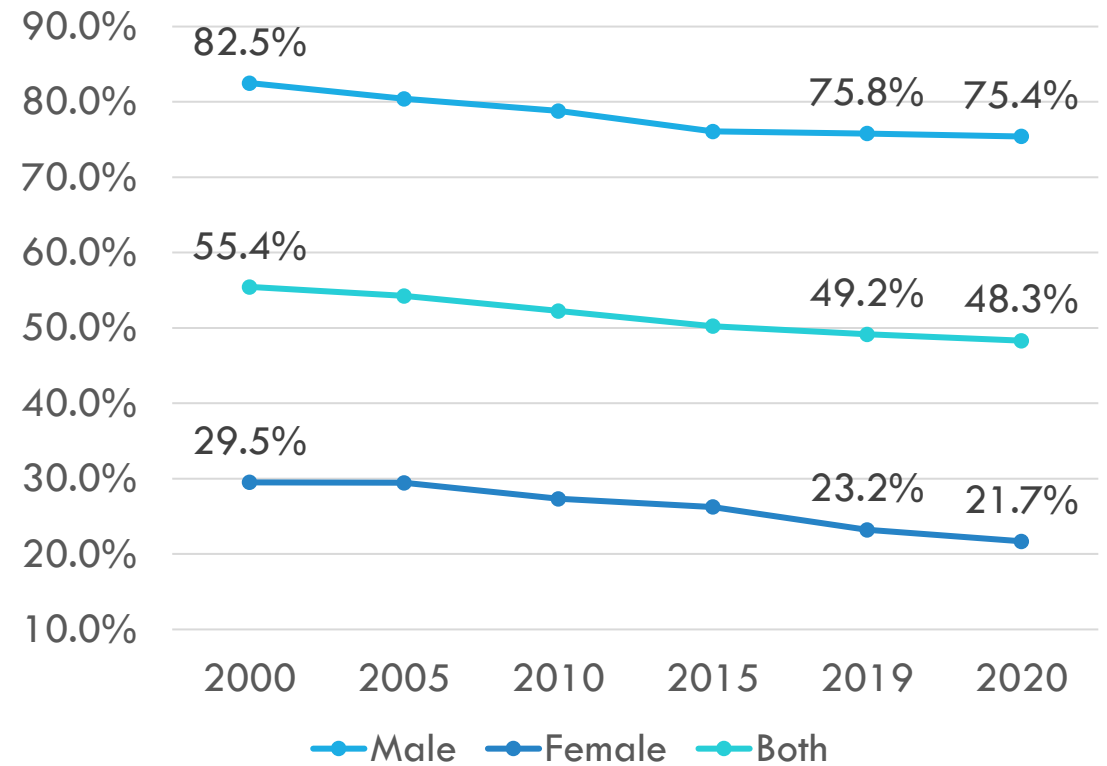


# MAIN IMPACTS OF THE COVID 19 ON FEMALE EMPLOYMENT IN MOROCCO

Evolution of GDP per capita, GDP per job and job to population ratio



Participation rate by sex (15-64 years)

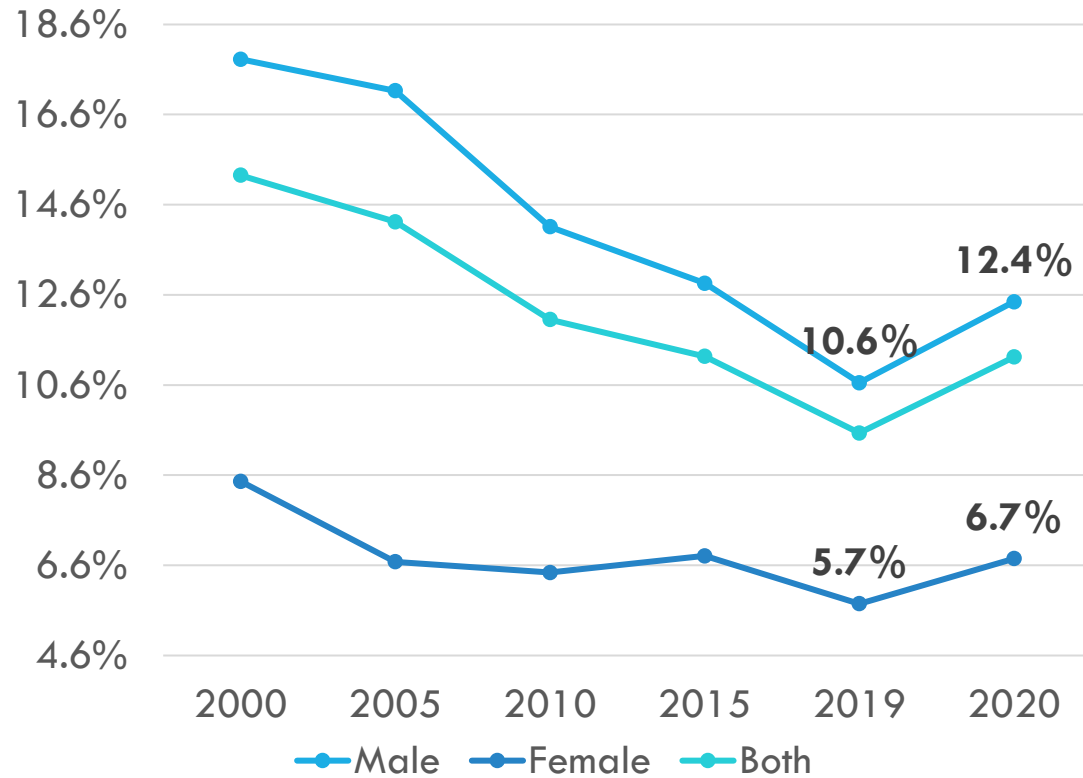


- Interruption of the trend of improvement in productivity and per capita income
- Reinforcement of the downward trend in the activity rate and the employment rate

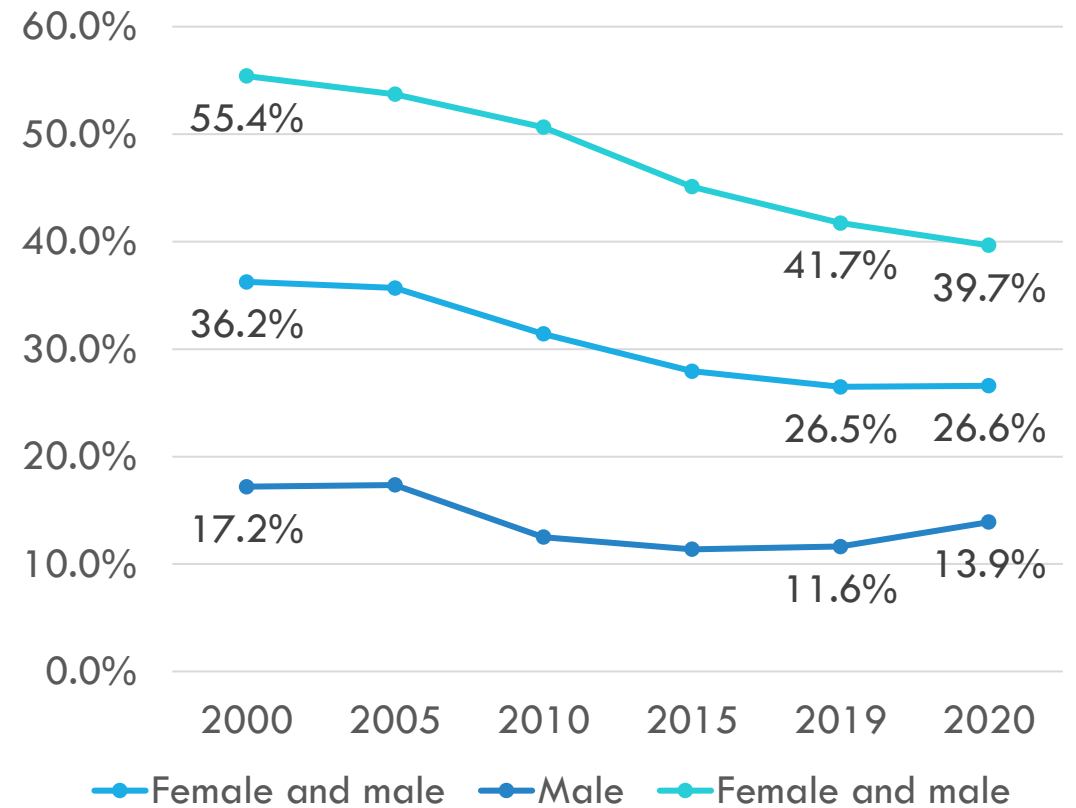
- The impact on female employment was mainly a decrease of participation rate.
- It enhanced its long term trend

# WHY THE IMPACT

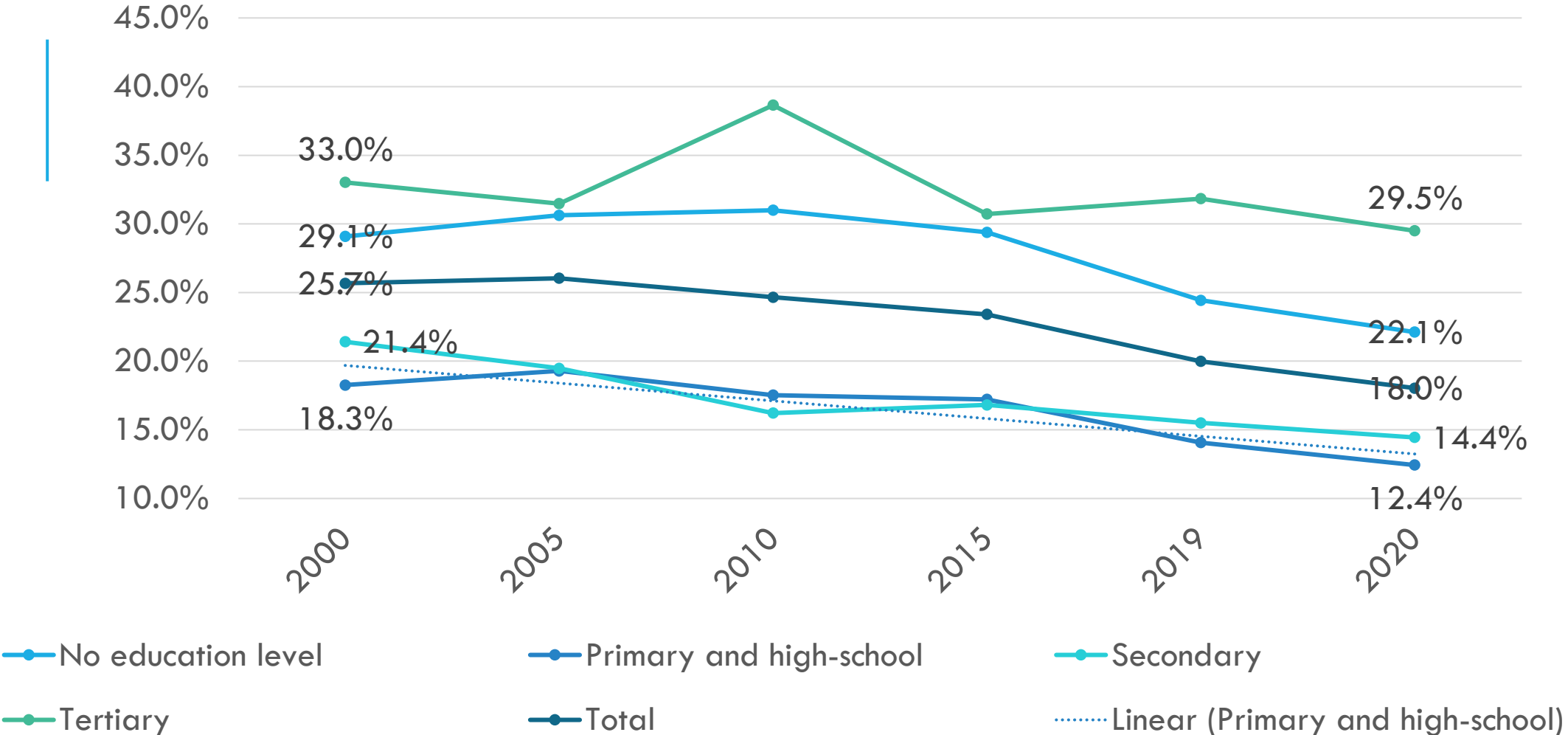
## Under-employment rate by sex



## NEETs rates by sex



# Female employment rate by education level



**INACTIVITY IS MUCH HIGHER AMONG WOMEN WITH PRIMARY AND SECONDARY EDUCATION AND LOWER AMONG THOSE WITH HIGHER EDUCATION OR NO EDUCATION**



## II - THE PUBLIC EMPLOYMENT POLICIES BEFORE THE COVID-19 CRISIS

1. Government priority for female employment
2. Departments mobilisation
3. Expected results
4. Policies to adjust



# ECONOMIC EMPOWERMENT OF WOMEN, FIRST PRIORITY OF THE 2017-2021 GOVERNMENT PLAN FOR EQUALITY (ICRAM 2)

- Alignment with the National Strategy for Employment, the Strategy for Gender Equality within the Public Service and with the National Action Plan for Democracy and Human Rights.
- Consideration of the specific needs and interests of women in difficult circumstances.
- Support for the employability and advanced empowerment of women and young graduates through measures to reconcile professional and private life and the promotion of equality within families.
- Promotion of female leadership (participation of women in decision-making positions).
- Equal access for women to decent work and professional opportunities, with a focus on women's entrepreneurship

# MOBILIZATION OF PUBLIC DEPARTMENTS FOR THE EMPOWERMENT OF WOMEN (MAINSTREAMING THROUGH THE THREE-YEAR PERFORMANCE PROGRAMS)

- Equality in recruitment in the public service
- System for combating Gender based Violence
- Women's access to key professional disciplines
- Increase in girls' education and orientation towards promising disciplines
- Securing female mobility
- Literacy of rural women
- Integration of women in agricultural, fish farming, artisanal and extractive value chains

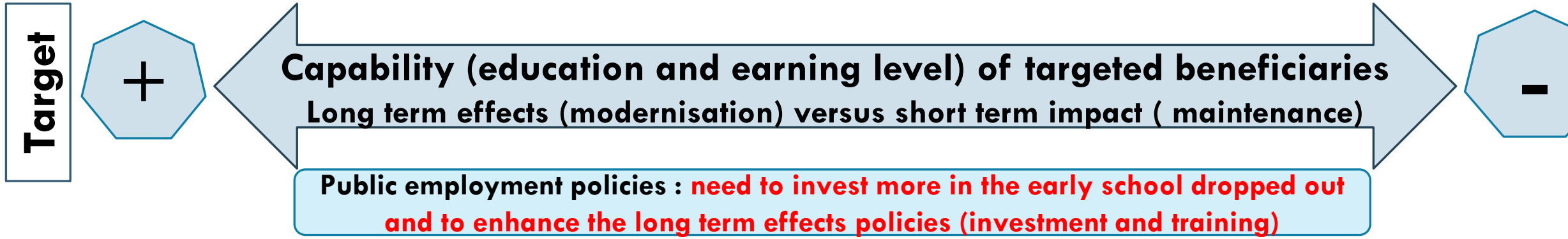
# COMMITMENT OF ICRAM 2 (2017-2021): DESIRED EFFECTS OF REDUCING GENDER GAPS

- Participation rate: 5% (Reference 2016: F 23.6%; M: 70.1%)
- Wages: -2% (reference 2017: Male wage: 117% of female wage)
- Female decent job: 10% more in 2021
- Reduction of female illiteracy rate - 25%
- Share of women entrepreneurs: + 5% Women in formal self-employment: + 35,000
- Organizations commitment for HRM complying with gender equality: 300 with 50,000 employees for 2021

## Policies benefitting to skilled female workers

## More benefits for unskilled and precarious female workers

Policies	<b>Sectorial and macroeconomic policies</b> (Investment, upgrading and fair competition)	<b>Employability and job inclusion programmes</b> (Idmaj; CIP; Taehil; Tahfiz)	<b>Education, training and social policies</b> (School, vocational training; health; housing and transport)	<b>Income protection policies</b> (labor legislation; social security; labor-intensive activities)	<b>Community programmes</b> (National initiative for Human Development; social and solidarity economy)
Rational	Create quality jobs to expand and modernize the production base	Improve employability and reduce recruitment risks	Provide the basics of labor force productivity in hiring and on the job	Stabilize employment and income by regulating contracts and social transfers	Reduce poverty through income generating activities and community facilities





**III - THE PUBLIC RESPONSES TO THE COVID-19  
CRISIS AND THE PERSPECTIVES RISEN BY THE NEW  
DEVELOPMENT MODEL FOR MOROCCO**



# NO SPECIFIC GENDER-SENSITIVE PUBLIC RESPONSES TO THE COVID-19 EMPLOYMENT CRISIS

- Employment programs during the COVID period have mainly been programs focused on protecting household purchasing power.
- State transfers first targeted the maintenance of formal sector employees, and then, at a lower level, the protection of the purchasing power of households living in the informal sector.
- The mapping of active employment programs shows that these support more the female skilled jobs than the unskilled jobs.
- But the growing share of middle educated women have more probability to stay inactive than ever.

# THE FEMALE DOMESTIC WORK EXPLAINS THE LOW PARTICIPATION RATE AND SHOWS THE ROOM FOR CHANGE

Daily activities duration of a typical day for women and men aged 15 and over

	<u>Female</u>	<u>Male</u>	<u>Both</u>
Physiological time	10:55	10:16	10:36
professional work	01:21	05:25	03:20
Training and education	00:25	00:34	00:29
<b>Domestic work and care</b>	<b>05:00</b>	<b>00:43</b>	<b>02:55</b>
Hobbies	04:12	04:52	04:32
Sociability	01:19	00:59	01:09
Religious practices	00:48	01:11	00:59

Source : Haut Commissariat au Plan (Enquête Nationale sur l'emploi du temps 2012)

# NEW DEVELOPMENT MODEL CHALLENGES AND RESPONSES : TO DEFINE AND IMPLEMENT IN RELATION WITH THE MID-TERM EVALUATION OF THE NATIONAL EMPLOYMENT STRATEGY

- NDM growth and employment objectives over the period 2020-2035:
  - Average annual GDP growth rate of 4.57% per year, over the period 2020-2035.
  - Average growth of female employment of 6.7%, which means an yearly creation of 180 thousands female jobs to upgrade the female participation rate from 20% to 45%:
- Making more gender sensitive the new active employment programmes
  - The programme AWRACH (dockyards) : Step 1 : to create 250.000 jobs ; Step 2 : support SMEs creation
  - The INDH in its third phase offers a program for the development of female entrepreneurship, concentrated in cities, and targeting investment projects of up to 30,000 MAD / 28,500 USD.
- Main challenge : to achieve an investment rate enabling jobs creation through a competitive and inclusive, climate compliant, green and blue growth model economy
  - Develop the human capital: invest in education, health, social protection.
  - Implement a new care approach : professionalization of care for children and aging people, cultural and leisure activities and environmental services