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Prime Minister
National Observatory
of Human Development



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**EVALUATION OF PROGRESS
TOWARDS INCLUSION**

ANALYTICAL SURVEY

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1. Why a study on inclusion?

As part of its analysis of NIHD achievements over the period 2005-2009, the Board of the National Observatory of Human Development (ONDH) has devoted its second annual report to the issue of inclusion. This topic is one of the five “core issues of the future” identified in the Fifty Year Report (RDH 50), the other four being knowledge, economy, health and governance. These are the key issues pertinent to the setbacks and structural deficits of our country. Unless they are overcome, the development of Morocco will be compromised.

The inclusion issue applies to the policy measures aimed at addressing the causes of exclusion that affects large proportions of society, and seriously restricts their capacity to take part in the collective life at the economic, social and political levels. Such exclusion results in human development deficits of the social groups affected, as well as their inability to fully enjoy their civil, political and social rights as citizens. Exclusion is also considered a major constraint for development, insofar as “the excluded” make up a workforce and human capital, which are undervalued, badly integrated in the market mechanisms and living in poverty and deprivation. The desperation of the excluded groups, as modern history has shown, also involves the risks of widespread social unrest.

In Morocco, exclusion is mainly the outcome of the economic vulnerability of a considerable proportion of the rural population, continuing rural exodus which uproots entire populations, uncontrolled and rapid urbanization which exacerbates social inequalities and spatial disparities as well as precarious living conditions due to low incomes and inadequate social safety nets. Exclusion is also the result of ill-suited school and university systems, inadequacy of health and social services, mass unemployment which affects the lower skilled such as women and young graduates. It is also the outcome of the failure in cities as well as, increasingly, in the countryside of social security of families and the elderly, which the traditional society used to provide.

Fully aware of the complexity of the phenomenon of exclusion, the Observatory Board has opted for focusing on three population categories identified in the Fifty Year Report, which are most affected by exclusion. They include most rural women and a sizable proportion of urban women, young people faced with serious questions on their future prospects, though many of them remain optimistic¹, as well as most rural poor and vulnerable people. The Board proposes to take stock of key actions and reforms concerning these three population categories and analyze the impact of implemented policies, through the examination of a set of indicators², so as to address the major factors of their exclusion. It seeks to outline an objective picture of progress and inadequacies of these actions as well as an assessment of their effects on the inclusion of women, youth and rural areas over the period 2004-2009.

¹ “2010, World Youths”, worldwide survey directed by the Fondation pour l'innovation politique, with 32,714 users, based on national samples comprising 1000 individuals aged between 16 and 29, conducted in 25 countries, including Morocco.

² The definitions of all indicators used in this report are listed in the Appendix.



This work, moreover, comes at a particular junction in the history of the region, where a strong drive for ensuring democracy, dignity and welfare highlights the issue of inclusion. It thus comes to enlighten decision makers as to the results of the policies adopted to meet the expectations currently expressed.

2. Methodological principles of the study

Based on preceding studies, particularly RDH 50, the indicators analyzed in the study relate to factors known to be generators of exclusion. With regard to women, these indicators relate to four main factors: development of the status of women, progress made in literacy and schooling, access to employment, as well as progress and setbacks in the access to maternal and infantile health services. Regarding young people, the indicators are related primarily to the efforts and shortcomings of education and training, including basic education, higher education and vocational training. The indicators related to rural areas focus on three main factors of exclusion: road access and integration of rural settlements, drinking water supply and rural electrification.

The Board is fully aware that the selection of the factors analyzed reflects only specific aspects of the inclusion issue. Exclusion caused by housing has not been dealt with in this report. It is the subject of specific studies launched by the Observatory within the framework of preparing its third annual report. The existing studies, in particular those of ONDH³, show that radical progress in this field can only be achieved through the integration of proactive policies, promoting in particular a better allocation of the benefits of growth, granting a new impetus to the strategies of education and access to knowledge, improving social services and social security, encouraging employment and the emergence of new income-generating activities, as well as providing resolute support to agricultural and rural development policies.

In this context, curbing exclusion calls for a radical review of development approaches. Indeed, development projects conducted at the regional level often fall under an additive approach of sectoral plans designed at the national level, where a posteriori convergence research may be futile. However, in spite of the concerted efforts, such plans are not always complementary and, in many respects, are not necessarily part of an effective human development approach. Therefore, adopting a comprehensive development approach, focusing on the integration of sectoral policies, is the only approach that allows, through a holistic design, to conduct sector-based action at the regional level.

To address the inclusion issue, the report combines data collected according to an interpretative framework referring to several fields of analysis of this issue: education, health, rural infrastructure, and employment. This interpretative framework offers an overview, though incomplete, of the progress and setbacks in these areas with regard to the inclusion of the three selected categories of the target populations.

³ These are five studies on the inclusion of rural areas, inclusion in terms of health, inclusion related to education, economic growth and human development and access to basic education.



3. Significant economic progress, but low impact on poverty, particularly in rural areas, inequalities and employment

In the first decade of the 21st century, Morocco changed considerably. Structural reforms were implemented to improve competitiveness of the national economy in a context of increasing openness and globalization of economies. Concurrently, major infrastructure projects were launched, mainly to support sectoral plans in the fields of tourism, industry, agriculture, energy, transport and low-cost housing. These various initiatives started to have effects on economic growth, as GDP annual growth stood at one percentage point over the last five years as against the period 1998-2003. Fundamental equilibrium indicators of the economy were maintained at a level that preserved the confidence of investors and foreign donors, as shown by the relatively high influx of foreign direct investments.

These economic performances had some impacts on the social front. Over the period 2004-2009, unemployment rate dropped by 1.7 percentage points, illiteracy rate by 3.5 points, and schooling rate increased by 5 points, whereas basic infrastructures, especially in rural areas (roads, drinking water, electrification), were considerably improved. Economic growth also contributed to the overall decline of poverty rate from 15.3% to 8.8% between 2001 and 2008, although at a less significant pace in rural areas (35%) than in urban areas, where it was divided by two. However, it did not allow the provision of adequate employment opportunities so as to absorb the growing demand for jobs, nor did it substantially reduce social inequalities. Indeed, the share of 20% of the wealthiest population in terms of overall expenditure stood at 48% in 2007, practically the same as in 2001, as against 6.5% for 20% of the poorest population. This situation is reflected in the quasi-stagnation of Gini index⁴ which moved from 0.4063 to 0.4072 between the two dates. These inequalities are also apparent in the education and health areas.

With regard to spatial disparities, the urban-rural gap in standard of living was reduced, for the first time since 1970, by just 2 in 2001 to 1.8 in 2007⁵. In addition, poverty, whatever its form (whether related to money, capacity or living conditions), is more rural than urban. These findings are exacerbated by regional imbalances that are still quite serious. Regional accounts of production show that five regions out of sixteen create nearly 60.6% of the national wealth produced in 2007.

Furthermore, sharing added value between labor input and capital input remains inequitable in Morocco (approximately one third and two thirds respectively, the opposite of what is observed in developed countries).

⁴ See definition of indicators in the Appendix

⁵ 2009 Report on Millennium Development Goals



Despite this overall context of inequalities, significant efforts were made in favor of women, young people and the rural population over the period 2004-2009. These efforts were supported by specific and relevant policies, especially in governance and convergence for more gender equity, the fight against poverty and exclusion as well as policies for the provision of basic social services. The assessment of the effects of this development of the country on excluded groups in this study shows a mixed picture, posting clearly positive results, but also deficiencies which contribute to maintaining the factors conducive to exclusion.

The study highlights the role that the National Initiative for Human Development (NIHD) could play for the implementation of these orientations. Launched by His Majesty King Mohammed VI on 18 May 2005, this initiative defines a project targeting human development. It hinges on the conviction that only integrated development, along with the involvement of the community, is capable of sustainably reducing poverty and creating a perennial momentum of development. Nevertheless, according to the assessments conducted by ONDH within the framework of NIHD mid-term review, the initiative needs refocusing to fully play its role within the sustainable development strategy of the Kingdom. NIHD, thus improved, is considered as a laboratory of implementation of localized policies to combat poverty and exclusion. It would open experimental horizons which could be developed through the development policies adopted at a larger scale locally, especially those promoted by Pillar II of the “Maroc Vert” Plan (Green Morocco Plan), those conducted by the city and low-cost housing strategies, and the policies that will be set up with the preparation of the Communal Development Plans.

4. Four levers for the inclusion of women : the status of persons, literacy, employment and access to health services

4.1. Promotion of the status of women

The promotion of a new status of women has undoubtedly constituted a major step forward in support of women inclusion. The new Family Code; “Moudawana” promulgated in January 2004, has in fact imposed the principle of equal rights between women and men. This has been supplemented in 2007 by the reform of the Nationality Code, which now enables women to transmit their nationality to their children. It defines a new approach to men-women marital relationships, based on joint responsibility of the couple within the family. It broke with the practice of subordinating women, through measures such as setting the marriage age at 18 years and the right of obtaining administrative documents, such as the passport, without the recourse to a male guardian's permission. By so doing, it establishes new rules compatible with the human dignity principle, with regard to repudiation, divorce, non-marital childbearing, children's rights and protection of property.





This Code provides legal services to respond to serious exclusion factors, like those discouraging the schooling of young girls or restricting the economic and social rights of women, especially widows or divorced women. The direct and indirect effects of the Code would contribute to a better social integration of women. Its enforcement, however, faces difficulties and is met with resistance. Underage marriage still persists, especially in rural areas. Very many women have little or no knowledge of the provisions of the Civil Code, particularly those on polygamy. Among women who have given up business, 27.2% stopped their activity upon the order of their husband, which shows that the spouse relationship within a family is still dominated by male authority. The national survey on the prevalence of violence against women shows that more than 62.8% of women have recently suffered from acts of violence, in one way or another. Such violence against women takes place primarily in urban areas and tends to increase with socio-economic vulnerability.

4.2. Progress in literacy, but not enough to remove male-female disparity

In terms of literacy, significant gender inequalities still persist. In urban areas, illiteracy rate for men stand at 18.6%, whereas for women it has reached 38.4%. In rural areas, the inequalities are even more marked, because 71% of women are illiterate, as against 42.3% for men. However, there has been a relative improvement in literacy indicators for women. The percentage of literate women increased from 45.3% in 2004 to 49.2% in 2009, up 3.9% compared to 0.2% for men.

4.3. Sustained improvement of women inclusion through employment

Women's access to the job market, which constitutes a major factor of their inclusion, is one of the highlights of employment development over the last decades. The analysis of the structure of labor supply demonstrates sustained improvement of the proportion of women in the workforce. Female labor supply has increased by an average rate of 4.2% per annum over the last twenty years. This increase rate clearly exceeds that of the total workforce. Female labor now accounts for more than 25% of total labor, as against 20% at the beginning of the 1990s.

Overall, however, women still have little access to economic activities. The female participation rate compared to that of men is still low, standing at 26% for women in 2009 compared to 75.3% for men. In urban areas, unemployment affects more women than men (19.8% for women, as against 12.1% for men in 2009).

On the other hand, in rural areas, where the problem of underemployment is more prevalent, women's unemployment rate is lower than men's (1.7% for women, as against 5% for men in 2009). But still, rural women, who have had only little access to paid jobs in recent years, suffer from increasingly significant discrimination compared to their male colleagues as regards wages. Moreover, many rural women invest energy in family labor,



which is generally unpaid. Such status of family labor, which depends heavily upon weather vagaries (drought and other natural disasters) and seasonal production, highlights the vulnerability of the work conditions of rural women, the first to be affected by potential recessive shocks (competition on the export markets, etc), hence fueling the informal sector.

In addition, despite the promulgation of the new Labor Law, which focuses more on the principle of gender equality, the advancement of women remains slow compared to that of men, and the employment of women, in rural areas, is often undermined compared to that of men, as indicated above.

Likewise, the representation of women in the legislative, executive or judicial bodies remains limited and well below the threshold of a third party targeted by the Millennium Development Goals.

4.4. Conditions of women's health : improvements and worrying setbacks

With regard to health, pregnancy and childbirth were better supervised. In 2008, 80% of pregnant women benefited from one antenatal consultation, which, with the decline in fertility index, is promising for a continued decrease in maternal, infant and child mortality. Between 2003 and 2009, maternal mortality was reduced by more than 51% and infant mortality by almost 25%. But this progress does not permit to cover up the setbacks that still exist compared to developed countries. Indeed, in 2009, maternal mortality rate in Morocco, like other countries of North Africa, stood at 112 deaths for 100.000 live births, compared to less than 10 deaths for 100.000 live births in developed countries.

4.5. For a more rigorous enforcement of women's inclusion laws

Although the legislation relating to, for example, the status of women and their work conditions have been revised, it is not certain that their enforcement is effective, or that this is sufficient to change mentalities. Indeed, 50% of young people are skeptical as to gender equality and do not consider that this is an essential criterion to define their ideal society⁶. More communication and advocacy should be conducted on a regular basis, especially among young people in universities and schools, raising their awareness of the fact that gender equality has become a value for Moroccans. Moreover, the value of laws lies in their implementation; otherwise, the sense of injustice caused would erode confidence in institutions, which entails costly consequences. Hence, while women demonstrate their ability to succeed not only in schools and universities but also at work, this injustice, if it persists, will deprive the country of potential resources that are crucial for its development.

⁶ "2010, World Youths", worldwide survey directed by the Fondation pour l'innovation politique.



5. The inclusion of youth through education and training

The inclusion of youth is highly dependent on basic education; and it has been noted that one of the major causes of difficulties of social and economic inclusion for young people is undoubtedly related to the cumulative deficiencies of the education and training system. Young people from disadvantaged backgrounds suffer particularly from the effects of such deficit. It is because of this finding that most of the evaluation conducted on youth inclusion has focused on analyzing the progress and setbacks in school and university education as well as vocational training.

The ONDH Board is aware that there are other inclusion mechanisms through NGOs and by means of the new tools of electronic communication. Inclusion could be achieved through sports and cultural associations, music events as well as a new type of social networking, such as Facebook or Twitter, which bring together youth communities regardless of their social status. Research should be conducted to understand whether, how and to what extent these mechanisms contribute to a better virtual inclusion of young people in society. These modes of community organization, if need be, deserve to be supported by specific approaches.

5.1. A marked increase in school enrollment rate

The first finding shows a clear improvement in school enrollment rates, with a sharp rise between 1997 and 2001. Since 2002, specific schooling rates for young people in the 6-11 age bracket stand at over 90% for both boys and girls, and the efforts deployed seem to be on the right track to deliver good results. In 2009, this rate reached 91.6%. However, more efforts should still be invested to generalize schooling for this age bracket. The ratio of girls to boys in primary education increased from 66% in 1990 to 89% in 2009 and the gender parity index has almost doubled in rural areas, moving from 42% to 85%. In urban areas, it has risen from 87% to 93%.

In secondary school (12-14 age bracket), the same trends have been recorded, but at a lower level. In 2009, only 80% of boys and 65% of girls in this age bracket benefited from school enrollment. The index of gender parity amounted to 80% in lower secondary education and to 97% in higher secondary education, up 11 points for the first level and 31 points for the second level, compared to 1991.

5.2. School dropout, a major weakness of the education system

This progress, nevertheless, is counterbalanced by dropping out, which is still a chronic weakness of the education system. In fact, it affects almost 387,000 students, or 70% of the number of newly enrolled pupils in the first grade! If this trend continued for the next 5 years, nearly 2 million young people between 12 and 20 would have dropped out of school, and the majority would be seeking employment with no qualifications. School dropout



mainly affects girls, who find it difficult to get through lower secondary education (65% of girls get through, against 70.2% of boys), mainly owing to the lack of material resources to pay for school or driven by their own family to do the housework or engage in early marriage.

Also, the enforcement of the basic law on compulsory schooling and the adoption of the law regulating household labor prove to be necessary to curb these trends. "Tayssir," program, which aims to provide direct support to needy families, granting them money, provided they keep their children in school, has had significant benefits in terms school retention rates. This program is worth improving and generalizing.

In an attempt to bring dropouts back to school, the state has recently reinstated non-formal education programs that had already been tested in several provinces between 1996 and 1997, before they were abandoned later on. Such education involves several programs conducted by associations and development agencies, as part of partnership and sponsorship agreements, but the number of children benefiting from such education is rather limited.

5.3. Inclusion of youth through training to access employment

The issue of entry into the labor market concerns particularly two sensitive levels: higher education and vocational training.

Higher education in Morocco is marked by two main characteristics: relative stagnation of the number of students⁷ (all cycles and training programs) and the mismatch between the needs of the economy and the training offered, especially at the university level.

Vocational training is devoted to young people aged at least 15 years, after primary or secondary school. It is meant also for pupils who leave school later, during high school education or after obtaining the baccalaureate (high school) certificate. Significant efforts have been made to increase the capacity to provide vocational training. However, while the overall number of trainees grew over by 54% between 2004 and 2009, this increase has benefited more the levels of "specialist technician" and "technician", designed respectively for high school graduates or baccalaureate-level pupils (up 99%), than the levels of "specialization" and "qualification" available to school leavers, who fail to satisfy the schooling requirement, after primary or secondary education (up 14%).

Moreover, the state has set up a system of training by apprenticeship⁸, which since its inception in 2002 till 2009 has allowed nearly 97.000 school leavers to access professional training. However, this system is still insufficient in terms of the needs, since there are

⁷ The number of students, however, recorded an increase of 16.5% between 2009 and 2010.

⁸ These training programs are meant for youngsters (below 15) and adults (below 35).





almost 387.000 young people who leave school each year without any qualification. In addition, its internal and external efficiency should be assessed in detail, as it is still poorly understood.

Even so, youth unemployment is still increasing. The unemployment rate of the 15-24 age bracket at the national level increased from 16.6% to 18% between 2004 and 2009. The situation is yet more worrying in urban areas, where it reached 31.8% in 2009. The rate of unemployment affecting young university graduates remained very high (18.3% in 2009), representing twice the overall rate and more than four times the rate of youth with "no qualifications". However, there was a downward trend in the rate between 2000 and 2009. This gap between unemployment levels may seem paradoxical, but it is partly explained by a greater requirement of graduates vis-à-vis the labor market as well as the mismatch between their profiles and the labor-market needs. Yet, this paradox must not obscure the need to upgrade training and prepare young candidates for the job market.

Aware of the risks that this may have on social cohesion, the public authorities have devised possible solutions through programs specifically linked to the needs of job seekers. These are programs such as "Moukawalati" (see box below), meant for project initiators, as well as "Idmaj" and "Taehil", intended to facilitate the transition to employment for young graduates, and implemented in partnership with the private sector.

Of these programs, only "Idmaj", which targets entry-level jobs for 40 000 unemployed new graduates, has achieved or even exceeded its goals, as over 52,000 job seekers benefited from integration contracts in late 2009. The outcome of "Taehil" program, intended to improve the employability of 100.000 job seekers between 2006 and 2012, is more mitigated. Indeed, at the end of 2009, only 14.000 people managed to benefit from contract-based training with an integration rate of 75%. Both programs are worth pursuing and improving, while limiting the risk threatening job sustainability which could result from abusive recurrent hiring of interns, at the expense of sustainable and quality employment, benefiting from social security.

However, as regard "Moukawalati" program, less than 3,000 companies were created at the end of 2009, 10% of the target by 2008! This failure is ascribed to the lack of entrepreneurial culture among young graduates and the difficulty of sustaining newly-created small businesses, owing to the complexity of procedures and lack of support measures.

In this regard, successful experience conducted by NGOs point to the fact that solutions are possible.



6. Infrastructure: levers for the inclusion of rural areas

The issue of inclusion of the rural community arises basically with respect to the general access to infrastructures and public services. The serious setbacks that still existed two or three decades ago have increasingly been dealt with, and there is no doubt that significant progress has been made.

In 2009, the rate of access to drinking water and electricity reached 89% and 96.5% respectively. This progress would contribute to increasing the participation of the rural population in education and economic activities, generating additional job opportunities and preventing water-borne diseases, particularly among the children under five. More could be done, however, to consolidate such progress by enhancing coordination of the programs of the relevant ministerial departments.

As regards road infrastructure, great progress was also made. Between 2005 and 2009, accessibility indicator increased from 54% to 65%, which corresponds to reducing the isolation of approximately 1.2 million people. Between 1995 and 2005, 10.174 kilometers of roads were built or improved, at a rate of more than 1 000 kilometers per annum. The positive impacts of this first program on the agricultural sector, access to health and education services, reduction of transport costs, operating costs of vehicles and journey times were encouraging. The second phase of the National Program of Rural Roads, implemented since 2005, had more ambitious quantitative goals: 15.600 kilometers of rural roads to be rehabilitated between 2005 and 2012, or an average of 2.200 kilometers per annum, with the concern of reducing accessibility inequalities among provinces.

Besides allowing the improvement of geographical accessibility to basic social infrastructures, this progress had a positive impact on the indicators of education and health⁹.

Thus, illiteracy rate fell from 60.5% in 2004 to 56.7% in 2008 and specific schooling rate increased from 82.8% in 2004 to 91.5% in 2009 for the 6-11 age group, and from 49.3% to 52.1% for the 12-14 age group between these two dates.

Likewise, the reduction of the isolation of rural areas, combined with a higher rate of recourse to medical assistance during childbirth (56.7% in 2009 compared to 47.9% in 2004), resulted in a significant decline of maternal mortality rate from 267 to 148 deaths for 100.000 live births between 2004 and 2009.

In the same period, child mortality rate dropped from 55 to 35 deaths per 1000 live births. This progress, which had also benefited from the decline in the fertility index, results in a better coverage of antenatal care in rural areas (68.3% in 2009 compared to 47.9% in 2004).

⁹ In fact, these are combined effects of the sectoral policies of education or health and improvement of access to basic infrastructures.



However, it should be noted that health coverage is still insufficient and falls short of meeting the needs of rural populations. In 2009, 43% of the rural population was more than 6 kilometers away from a health care facility.

There are other deficiencies and inequalities that rural areas still suffer from. By way of illustration, electrification is hardly accessible to every home of the areas served, because a considerable segment (12.5%) of the rural population lacks the economic means to connect to the electricity grid. The same is true for drinking water supply to rural households, 45.6% of which do not have access to the drinking water network, though they have access to tap-stands. Also, the systems of drinking water supply and rural roads face recurring maintenance problems owing to the low local budget allocations.

The issue of rural community inclusion would require considering the challenges posed by internal inequalities of rural areas. 53% of farms are less than 3 hectares (around 7.5 acres) in size and their low productivity, except for irrigated areas, does not ensure the economic subsistence of the owners' family by means of agricultural revenues alone. In addition to the very small size of farms, a considerable number of rural people do not own farmland. These two strata are poor and vulnerable, accounting for nearly 60% of the total rural population, or 8 million people. Most of them are marginalized, relying on random paid work, emigration incomes and small informal business activities.

This population constitutes a top priority INDH action. Since the inception of “Maroc Vert” Plan, new approaches have been devised to integrate small-scale agriculture into the market economy and diversify economic activities through the promotion of the diversity of farming areas. The second Pillar of this plan is meant to help small farmers, involving them in the associative and participative processes, in line with INDH approaches. However, the impact of this plan should be studied in the near future to assess its effectiveness.

7. Options for a better inclusion

Despite valuable and positive outcomes, challenges related to human development remain to be addressed. They are now posed in new terms, focusing more on massive investment in quality human resources, the improvement of the living conditions of low-income groups and the reduction of social and spatial inequalities, all of which can foster the social inclusion of the populations and vulnerable areas.

In this respect, certain surveys have shown that reducing poverty in Morocco is twice as sensitive to lowering income inequality as to increasing economic growth. Any strategy for sustainable inclusion of the excluded populations involves better allocation of growth benefits, particularly by increasing employment rate. However, the higher the quality of education and qualification, the better the rate of employment; hence, investment in human resource training should be granted a top priority. This condition, though a prerequisite,



is insufficient without accompanying measures, such as the promotion of investments and small and medium sized businesses, channeling savings towards manufacturing activities and the encouragement of research and development as well as innovation.

7.1. Improvement of education and training is essential for better social inclusion

This finding clearly shows that access to a system of generalized and good quality education is an essential tool for social inclusion and reducing inequality. Education remains the catalyst for improving the lot of children. Without going into the details of all measures and reforms stipulated under the National Charter of Education and Training, the report highlights some options to meet the needs identified by the assessments of ONDH. They deal in particular with issues relating to the quality of teaching, dropping out and the relevance of some university degree programs to the requirements of the labor market.

Regarding the quality of education (educational content, school management, languages, etc...), these options focus particularly on improving teacher training, upgrading facilities to accommodate students and the accountability of local elected officials for the management of schools. These courses of action also emphasize the systematic establishment of quality pre-school education, one of the most important factors for ensuring equal opportunity. Pre-school education should in fact be a more ambitious policy, particularly in rural and suburban areas, with the twofold objective of better preparing students from the moment they join school, and helping mothers to strike a better balance between work and family responsibilities.

Regarding the reduction of school dropout rate, it should be pointed out that the school itself instigates early school leaving, since there is no local control and accountability systems (lack of clear objectives, assessment, teacher accountability system, correction of the real deficiencies identified in each institution). The actions to be implemented should be developed at the local level, based on this finding and taking account of specific constraints linked to geographical, social, cultural and economic levels, supported by simplified procedures of the administrative and financial management of schools. The experiences of community schools should be closely monitored, as a possible model. In addition, students from disadvantaged groups should be assisted through appropriate measures, particularly in terms of the organization of school work which could be conducted as part of school hours, with the initiative of teachers, as parents generally do not have the relevant knowledge and skills that enable them to assist their children in case of difficulties, and the child barely finds conditions conducive to studying and doing their homework.

However, while the economic and social conditions as well as the parents' behavior have a significant impact on children's school education, certain abuses may be curbed if we apply the existing laws and regulations more strictly.





As regards vocational qualification and employability of school leavers, in addition to the implementation of the provisions of the National Charter of Education and Training (pooling of resources, introducing a course-bridging system etc..) it is advisable to strengthen the apprenticeship system. In this respect, it is necessary to improve the capacity of various actors involved in this system (federations, professional associations and chambers, etc.). The skills of managerial staff and instructors should also be upgraded. All these factors would further improve security in the most flexible segments of the labor market, namely informal employment, and enable businesses to achieve productivity gains.

This objective is also sought by in-service training, increasing the efficiency of employees, boosting their upward mobility and creating new jobs. According to estimates issued by the General Confederation of Moroccan Businesses, about 80.000 additional jobs could be generated each year.

Thus, apprenticeship and in-service training could be key elements of a strategy of integrated inclusion through employment and training, provided that a performance evaluation tool is established for such a system.

In rural areas, apprenticeship training facilities, provided under the "Maroc vert scheme", should enable rural youth to acquire the necessary skills to access new jobs more suited to the specificities of their environment (professions of mountain activities, green tourism, agricultural mechanics, etc.)..

In addition, the establishment of job observatories at the national and regional levels would ensure a more effective matching between employment supply and demand, better planning of training programs as well as the assessment of their performance.

concerning the relevance of university education to the labor market needs, low employability of university graduates requires more job-oriented courses through, for example, re-orienting students towards majors with the highest integration rate, greater mobility of students during their studies (course-bridging system, equivalency of degrees), more committed involvement of businesses in defining curricula, and -as a temporary measure- drawing on NGOs' experiences with businesses and universities to increase the chances of integrating their graduates.

Finally, it is high time to initiate a virtuous circle that would end the corporatism of the teaching staff. A new culture should be instilled in teaching staff, with the entire complexities involved. The starting point of any action for change would be to address teachers frankly, confronting them with reality, making them understand their individual and collective responsibility, explaining to them the values assigned to their mission and the need that they should be regularly evaluated by professional competence examinations and by the performance level of their students, according to international standard tests.



At the same time, the specificity of the teaching profession should be recognized, as it deserves a special status which takes into account such specificity and includes, at the same time, a fair treatment of the profession's mission, an incentive based on the proven performance of pupils and students, and finally a recognition and better consideration by society. Thus, the setting up of an accreditation system for teachers with regular examinations, together with remedial training, as well as drastic measures against those who do not meet the required standard or whose behavior runs counter to students' interest, all constitute a conveyor belt conducive to quality education.

The report underscores that improving the quality of education and offering job-oriented courses are not sufficient to promote the inclusion of the graduates of the public system. An urgent effort is needed to remedy the numerous biasing factors introduced by the school or its environment (cheating, corruption, violence, drugs, deviant ideologies, various extremist beliefs, etc.), and to develop in young people moral and citizenship values.

7.2. For a universal health system that better takes vulnerable populations into account

In spite of the progress made, the health sector is far from meeting the fundamental needs of the population and remains characterized by blatant inequalities, due to the difficult access to health services, as well as the quality and performance of maternal and child health care programs. Such inequalities are also due to income discrepancies, which prevent the poorest from access to health services.

In addition, in order to contribute to an in-depth correction of social healthcare inequalities, Morocco, in 2002, conducted a reform that aimed at establishing an efficient health system. This reform is based in particular on a law on the Code of Basic Medical Coverage that should provide universal access to health care.

This reform constitutes significant progress towards improving the health condition of the population, targeted by the 2008-2012 National Health Plan, which comprises several short and long-term measures. The vigorous development of this Plan would have a considerable impact on social inclusion, provided that an adapted evaluation system is set up. Thanks to indicators measuring access to health care services, this system will allow to better determine the impact of this Plan on inclusion, not only in terms of the national average indicators, but also in terms of reducing disparities based on social categories and geography.

In this respect, it is necessary to accelerate the launching of the System of Medical Aid to Economically Deprived People (RAMED) and of the System of Health Insurance intended for artisans, tradesmen and professional people (INAYA). It is also necessary to improve the health environment of maternity and early childhood and to strengthen community medicine, particularly in rural areas, medium-sized cities and the suburban areas. For this purpose, the installation of an adequate legal framework would allow facilitating medical practice in the areas suffering from a shortage of medical care, by involving the private sector and civil society.





However, all these efforts will remain useless without raising the moral standard of public health services, where corruption is notorious and unbearable.

In addition, it is important to note the existence of determining health factors that cover fields beyond the scope of competence of health services, whereas only by considering these determinants can positive results be delivered. Thus, the integration of policies and devolution of action plans are of paramount importance.

Example of public policy integration : the case of health care

People's health depends on factors some of which interact and generate determining factors. In fact, any policy based simply on health provision, which does not take these factors into consideration and which does not adopt a comprehensive approach involving the various stakeholders, will prove very expensive and will be doomed to failure.

The internationally recognized key determinants are:

- Income ;
- Social environment ;
- Employment and work conditions ;
- Physical environment ;
- Health services or health offer ;
- Personal practices and tacit competences ;
- Education ;
- Child development ;
- Gender ;
- Culture and customs ;
- Social safety nets and solidarity networks ; and
- Genetics.

These determinants can be divided into two categories: those relating to the situation, living conditions or ecosystem of individuals and those that are exogenous to individuals.

Health and welfare primarily concern the individuals. In fact, it is based on the separate analysis of situations that the needs for a good health can be specified. These needs are linked to factors such as education, income, employment, gender and genetics. Analyzing these factors allows drawing up a typology of the needs to be satisfied for a group of individuals sharing the same ecosystem. The latter, which relates to the living conditions, includes several common factors to each group: access to basic services, health supply, access to service providers, education, employment, telephone and Internet services as well as local, regional and national administration services. Geographic environment (mountains, land-locked area, oasis, arid zones, etc.) can also be added as relevant factors.

Finally, this ecosystem includes other exogenous natural, accidental, behavioural and climatic factors.

Together, all these factors have an impact on individuals' health. Moreover, to be effective, any health policy must initially start from the individual to define the needs, then from the group's living conditions to define the local solutions and, finally, from local solutions and exogenous factors to deliver regional solutions upon which national strategies and action plans can be elaborated.



7.3. For a major inclusion of rural areas

Moroccan areas are highly different from each other, in terms of development potential and of social vulnerabilities. Agricultural and rural development policies, particularly those aiming at a better inclusion of rural areas, should necessarily consider the diversity of farming units and the brittleness of certain rural territories as for environmental constraints (drought, hydrous erosion, floods, over-salting, etc.). They also have to account for socio-spatial tensions inherent to conflict situations, in particular between “land use” on the one hand, and “the usage of space” on the other.

Admittedly, the “Maroc Vert” Plan reaffirms the strategic importance of agriculture for the country's economic and social development. It is intended to be an instrument for new momentum of commitment and action, oriented towards actors and operators. In particular, the second pillar of this Plan suggests implementing specific approaches to modernize and integrate small and medium farms into the market. However, if this Plan remains primarily focused on doubling the agricultural added value, it could create situations of failure that would increasingly deviate from the concept of sustainable human development. Such situation occurs when decapitalized natural resources are deducted from this added value, which is expressed in particular by an irreversible desertification when the ecosystems' resilience threshold is crossed, as it is currently the case in Souss, Tensift and Saïss regions.

In addition, with a view to meeting these needs and reconciling rural objectives and agricultural development with the constraints related to environment protection, the regional approach is essential to locally and regionally integrate the different sector-based policies, often designed according to their own internal logic, and to conduct efficient action on the appropriate territorial scale.

Likewise, developing other activities, such as rural tourism or those related to safeguarding rural areas, can constitute one of the levers likely to stimulate new momentum of sustainable agricultural and rural development.

Since its inception three years ago, Pillar II of the “Maroc Vert” Plan is still far from being implemented according to these orientations. The difficulties encountered in this respect are the same as those met by the National Initiative for Human Development (INDH). In fact, INDH experience showed that the participative mechanisms and emergence of project holders encountered a practical deficit in terms of participation and programming. Moreover, public services, communal elected officials and other local actors are still lacking experience to fully integrate the processes suggested by the inclusive approach under Pillar II. Like INDH, the implementation of this Pillar tends to be conducted according to vertical and specific procedures, at variance with necessarily integrated and fully participative approaches. One way to reverse these verticality tendencies would probably be to seek interconnections, taking into account the dynamics of Communal Development Plans (at least in certain regions).



7.4. For a more ambitious employment policy

Morocco is facing a great demographic challenge. The transformations due to the demographic transition, the young age of its population and the increasing feminization of employment will have a major impact on the job market, characterized by a strong pressure of supply and a shifting of imbalances towards urban areas. In this environment, the structure of unemployment shows a strong vulnerability of young people and a considerable level of long-term unemployment and entry-level jobs, which constitutes a major issue of the relevance of training to the market needs.

To address these pressures, it is necessary, according to RDH 50, to achieve strong and sustainable economic growth, of at least 6 to 7% per annum, in order to reduce the number of the unemployed and encourage the inclusion of new entrants into the labor market. Achieving such an objective requires a more competitive economy, primarily based on using more qualified labor, intensifying productive investment, especially in manufacturing activities, and increasing creativity initiatives, in order to benefit most from regional specificities. At the regional scale, innovation through research and technology is certainly the best way to generate wealth and long-term job opportunities. However, this option has not been explored so far.

Besides the stronger growth requirement, a more ambitious employment policy is essential in a more general sense. It should initially relate to harmonizing the operation of the various segments of the job market. This macroeconomic requirement involves the conditions of reinforcing the competitiveness of the national economy, consolidating the tax system and developing social welfare. Requiring long-term efforts, this harmonization involves taking measures to modernize the informal economy, through financial and commercial support of the work force employed in this sector, with a view to a better integration in the formal sector. Such harmonization also implies that companies integrate the principles of social responsibility, in particular by not resorting to informal employment or tax fraud.

In this respect, it is advisable to greet the initiative of CGEM (General Confederation of Moroccan Businesses), which consists in awarding a label to the companies that comply with the rules of transparency and honestly declare their taxes and personnel to social services.

Furthermore, against the backdrop of a global economy characterized by a fierce wage competition, social partners should insure a decent remuneration of labor, without compromising the competitiveness of companies. The point would be to reduce labor taxation and social security costs of companies, already under-supervised and penalized by sometimes high costs of the integration of new recruits. It would be also possible to examine the possibilities likely to lead to a reduction of the most important headings in the expenses of households belonging to the middle class and poor segments of society, such as rent or transportation costs.



In parallel, this employment policy should relate to encouraging self-employment and job training. In this respect, the unhappy experience of “Moukawalati” Program should be entirely reconsidered, in order to insure a better perpetuation of the companies created within this framework. As for job training, it was the subject of several negotiations between the government and social partners. In this respect, it is urgent to make a decision that should account for the various partners' need (companies, trade unions, public authorities) to clarify the global governance of the system of vocational training, in particular the role of OFPPT in the fields of initial training and in-service training. It is also essential to prevent the number of the unemployed graduates from increasing by new graduates, knowing that their current inclusion rate is nearly 60%. The remaining 40% are still unemployed.

Finally, it would be necessary to guarantee a higher integration of the specific needs of young people in public policies. Indeed, the youth represent the future of the country and many among them believe in this fact; they also represent, among those who are connected to Internet, 77% of the population who think their future is promising and 67% believe in the future of their country¹⁰. This is a highly significant evidence of confidence. In order to avoid any disappointment, the authorities should now seriously take account of the youth factor in the selection criteria of social and economic policies as well as large-scale sectoral plans. From this point of view, any project should undergo an evaluation of its impact on the economic and social integration of young people. It is a requirement of good long-term governance.

7.5. For a local governance closer to citizens

A reflection on the possible integration of the current development programs conducted locally could lead to significant regional operational improvements. In this respect, priority should certainly be granted to communes, considering their place in the process of regionalization. Supplementary reflections would be necessary to better address the problems of village areas (and their importance for the sustainable management of the environment) and those of approaches concerning “small regions” or commune clusters. The report calls the institutional actors, involved in local territory-based actions, to think on possible convergences, complementarities to be exploited and a better valorization of current investments, so as to develop the communes' strategic role and capacity of governance. Besides, the communal function regains some credibility among citizens, employees and officials, who are now most criticized by the populations, mainly by the poor and the excluded. The integrity of elected officials is of paramount importance to accompany the daring reforms launched nowadays.

The recent amendments of the Communal Charter confer upon the Communes the competence to devise and implement their Communal Development Plans (CDP). This process consolidates the new strategic and participatory approach of local development

¹⁰ “2010, World Youths”, worldwide survey directed by the Fondation pour l'innovation politique.



planned by the State. This approach is considered as a means of local political interaction that further reinforces the role of communal councils in designing and formulating of local public interest, as well as their role in the decision-making process. Besides, this approach is fully integrated in the spirit of INDH which, once reinforced by the improvements recommended in the Throne Speech of 31 July 2009, would constitute a reference frame for strongly participatory local governance.

Comparing the approach of the Communal Development Plans with other local sector-based approaches, mainly such as those of Pillar II of the “Maroc vert” Plan and Tourism Development Plan, raises certain questions. If new mechanisms were not implemented to ensure an effective convergence between the various activities to be conducted at the local level, wouldn't there be a risk of fragmenting action schemes into various strategic visions and, therefore, a reduced scope of the communal plans as well as a defective and truncated valorization of their integrated approach? This reflection calls for seeking mechanisms that could contribute to granting priority to the transversal approach, rather than the vertical one that currently prevail.

Political common sense suggests a territorial rationalization, by making local governance based on communes or, when required by the scale of problems, on larger units resulting from their cluster. This issue of convergence particularly calls for the new phase of implementing INDH. Considering the momentum of Communal Development Plans, INDH could considerably be more effective, if its approaches are combined (or integrated) with the processes and content of communal plans. The contribution of INDH would thus have the effect of reinforcing the capacity of communes and a stronger involvement of the civil society in this process. However, this remains conditioned by implementing a transparency policy and integrating the principle of accountability.

7.6. For a better recognition of the dignity of disadvantaged citizens

A change in the behavior of the central and local authority and administration representatives as well as their relationship with the populations would certainly be perceived as a strong measure for a better inclusion of the most underprivileged.

The poor, an inordinately large number of women, young unemployed people, the handicapped and so many others, sometimes consider the administration as a power with which they cannot deal, or they can only do so in a submissive way. The excluded do not have the possibility of making their messages and complaints heard. They are perceived as second-class subjects and, in daily practice, do not feel recognized as full citizens.

Administration listening to peoples' needs, the possibility for citizens to denounce small corruption before the relevant authorities, without fear of retaliation, for the excluded to have access to justice bodies, would certainly contribute to the emergence of a new sense of inclusion. This psychological change would have an immense impact, more radical and



more immediate than all the other measures of the fight against exclusion. The majority of such measures require time and step by step approach. The challenge would be to grant the excluded citizens the dignity that is sometimes denied them.

This aspect of the inclusion issue is part of the strongest messages that His Majesty King Mohammed VI has addressed to the nation since 1999. By developing the ideas of a “new concept of authority”, the directives thus formulated are fully in line with this orientation. The same holds for INDH, which involves participation modes where the excluded can express themselves and be listened to. However, there is a high level of inertia and situations of power are created even at the bottom of the administrative scale.

The fight for a better inclusion is undoubtedly conditioned by a continuous revival of the royal messages. This fight primarily requires an equitable application of the civic rights recognized by the legislation of the country. It also requires that the administrations, particularly those closely related to the public, accept certain changes, such as drastically simplifying the administrative procedures and reducing the contacts with the administration that lead to complexity and corruption. It is essential that these administrations learn how to design their functions according to values of public service, rather than focusing on exercising authority. For this reason, an urgent and relatively inexpensive measure would consist in launching a large-scale operation of simplifying the administrative procedures that govern the relationship between, on the one hand, the citizens and, the other hand, the territorial or sector-based administrations. Experts could identify all the documents generally required as well as the procedures adopted, and propose immediate and subsequent simplifications, thanks to a more substantial use of E-government systems.

7.7. For a better understanding of the progress towards inclusion

Finally, the report notes the limitations of its analysis and the difficulties to fully understand the complex process of inclusion. For this purpose, it recommends a renewal of the tools for analysing the dynamics of exclusion and poverty.

The first finding shows that the statistical information available in terms of poverty and exclusion are mainly static, whether such data are derived from investigations or based on administrative files. The constitution of a time series on the set of indicators is undoubtedly useful to monitor the overall trend of the factors generating exclusion. However, it does not allow analyzing the specific trends of excluded people, nor does it guarantee understanding whether and how these people can get out of exclusion, both in their daily lives and their perception of a change compared to their former situation. This change of paradigm is essential to explore exclusion as a process rather than a static condition.



In this regard, the National Observatory for Human Development proposes, as of 2012, a new instrument of analysis, defined as a “household task force”. One of its objectives will mainly be to understand change in its relationship with inclusion, based on apprehending the households' course of life, which would be construed with their economic, social, political and cultural context.

The second finding relates to the limitations of sector-based indicators, such as the rates of schooling, rural electrification, infant mortality or drinking water supply. These are indicators of evaluation of the sectoral effectiveness, compared to certain objectives previously determined in a segmented fashion. Certainly, such rates translate the significant quantitative progress made between 2004 and 2009, but not the weaknesses which would result in particular from a deficit of the integration of sectoral policies, which could be partially illustrated by the matrix of qualitative assessment given in the Appendix.

In this respect, the Observatory is conducting a reflection on defining aggregate and synthetic indicators that would make it possible to measure the level of coherence of these public policies.



CONCLUSION

The evaluation of the progress made as to the inclusion of women, young people and rural areas leads to the following conclusions: it is certain that significant progress was achieved between 2004 and 2009, thanks to government sectoral policies. However, these policies seem to reach their limits.

Through the analysis of achievements in terms of inclusion, it has been noted that the other “core issues for the future” are far from being resolved. Indeed, the economy suffers from a growth rate that falls short of satisfying employment needs, and from its incapacity to reduce inequalities. Knowledge must meet the requirement of quality, the systemic problems inherited from the 1980s and the impact of the social, economic and spatial environment on educational policies. Besides, health policies are facing constraints induced by the social, cultural, and spatial environment, as well as low incomes.

Finally, governance remains a problem reflected in the relations between citizens and public services, as well as the indirect costs generated for the national economy. Indeed, the High Commission for Planning estimates the lost benefit due to poor governance at 1.8 points of growth. This issue constitutes one of the major causes of dissatisfaction of rich and poor populations, and a source of mistrust towards certain regional and central administrations.

This analysis also shows the absence of transversal character of public policies and raises great questions concerning the sustainability of the current economic model. However, without a clearly defined comprehensive strategy aiming at achieving the country's sustainable development and projected on regions and communes, it is very likely that sector-based policies could not succeed in placing the country on the track of “desirable Morocco”.

This is why the constitutional reform announced by His Majesty King Mohammed VI, with its regionalization aspect, is an opportunity to be seized in order to reverse “the pyramid”. The solution consists in starting from the base, namely the needs expressed by the populations at the communal level and the local deficits in terms of human development, infrastructures and services, so as to devise Communal Development Plans, which would be consolidated and supplemented in Regional Plans. This goal can be achieved also by harmonizing the strategic directions of a National Plan that integrates the exogenous constraints and financing capacities of the country. Seeking coherence between the National Plan and Regional Plans, which will require many “criss-cross” efforts to be formalized, constitutes the best means of facilitating their appropriation by local, regional and national representatives. It is also an occasion for expressing a responsible democratic action.





Returning to strategic planning is not a step towards a planned economy. Strategic planning is part of good management tools used by large capitalist companies and by countries with liberal economy. It allows taking into account the evolutions and uncertainties related to the future, integrating the public policies for better synergies, reducing the costs, fixing realizable objectives the indicators of their evaluation and, finally, clarifying the levels of decision and responsibility.

Finally, it should be recalled that the analyses and recommendations outlined in this report were formulated before His Majesty announced the project of advanced regionalization and constitutional reform. The major changes envisaged in this respect open new perspectives that will certainly help creating a more favourable context, conducive not only to the implementation of these recommendations, but to initiate other more daring recommendations whose seminal ideas are already set in several provisions of the royal reform project.



ECONOMIC AND SOCIAL INDICATORS

DEFINITION OF INDICATORS

Indicator	Definition	Sources
Education		
Adult illiteracy rate	Percentage of adult population aged 15 and over, who cannot read and write.	High Commission For Planning (HCP)
Youth illiteracy rate	Percentage of the adult population aged 15 to 24, who cannot read and write.	HCP
Specific-schooling rate	Percentage of the children of a specific schooling age, regardless of their educational level. The number of pupils of a specific age, all education levels included, is divided by the total number of the population of the same age; the result is then multiplied by 100)	Ministry of Education
Dropout rate	Percentage of the pupils of a group enrolled in a given school year, who drop out the following school year.	Ministry of Education
Index of gender parity	Relationship between the number of girls and that of boys enrolled in a given educational course.	Ministry of Education
Health		
Coverage of prenatal care (%)	(at least one medical check-up) Percentage of women having had at least one medical consultation, during pregnancy, with a qualified health staff member for pregnancy reasons.	Ministry of Health
Assistance during childbirth (%)	Percentage of deliveries conducted with the assistance of a qualified staff member (doctors, nurses, midwives) to provide the necessary care, to practice childbirth and to provide care to the newborn. Traditional midwives, whether trained or not, are not included in this category.	Ministry of Health
Child mortality rate	Probability of dying between birth and exactly one year of age, expressed for 1.000 live births.	Ministry of Health HCP
Infant mortality rate	Probability of dying between birth and exactly five years of age, expressed for 1.000 live births.	Ministry of Health HCP



Maternal mortality rate for 100 000 live births	The quotient of the number of maternal deaths during a given year divided by the number of the live births during the same year, expressed for 100.000 live births. A maternal death is defined as the death of a pregnant woman or within 42 days following the end of this pregnancy, regardless of the duration of pregnancy and the corresponding place, due to any cause related to or worsened by pregnancy or its care, and without accidental or auxiliary cause.	Ministry of Health HCP
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Indicator	Definition	Sources
Employment		
Activity rate	Activity rate indicates the share of economically active persons in the total population. It is calculated by dividing the number of the active population by that of the total population.	HCP
Employment rate	Employment rate expresses the share of the active employed population in the total population.	HCP
Unemployment rate	Unemployment rate expresses the share of unemployed persons in the active population aged 15 and over. This rate is obtained by dividing the number of the unemployed by that of the active population aged 15 and over.	HCP
Employment feminization rate	Employment feminization rate is the proportion of active employed women in the total active employed population.	HCP
Standard of living and poverty		
Relative poverty rate	Relative poverty whose threshold is obtained by adding that of food poverty to the cost of a more consequent allocation of non-food goods and services. The measurement of this increase, in accordance with the approach of allocating non-food expenditure recommended by the World Bank, retains the average of non-food expenditure achieved by the households that actually reach the minimum food requirement. Relative poverty rate is the proportion of individuals whose average per capita annual expenditure stands below this threshold.	HCP



Gini Index	Gini index, internationally recognized as a measure of disparities of the standards of living, varies between 0 (in case of absolute equality of the standards of living) and 1 (in case of absolute inequality).	HCP
Access to infrastructures and basic services		
Drinking water access rate	Percentage of households having access to drinking water (connections to water network, street fountains and developed water points) at home or in a radius of 200 m in cities and 1 km in rural areas.	ONEP
Electrification rate	Electrification rate is the proportion of the households with access to electricity or living in communities (douars) with access to electricity.	ONE
Share of households connected to the electricity grid (subscription).	The share of households connected to the electricity network is the proportion of the households whose housing unit is connected to electricity.	HCP
Rate of access to roads	The rate of access to roads represents the percentage of the rural population served. It is defined as the proportion of the rural population having access of less than one kilometre to a practicable road at any time, compared to the total rural population.	Ministry Infrastructure and Transport





MAJOR ECONOMIC AND SOCIAL INDICATORS RELATING TO THE INCLUSION OF WOMEN

	2004		2009		MDG* 2015
Promotion of the status of women					
Proportion of seats occupied by women in Parliament	0.70%	1997	10.50%	2007	33%
Proportion of women elected local officials	0.56%	2003	12.40%		33% ^s
Proportion of women among ministers	5.10%	2003	15.00%		
Proportion of women magistrates	17.30%	2003	19.70%		
Proportion of women exercising responsibilities in public administration	10.00%	2001	13.00%	2008	
Literacy					
Illiteracy rate					
Total	43.00%		40.50%	2008	20%
Women	54.70%		51.90%	2008	
Men	30.80%		28.60%	2008	
Urban	29.40%		28.80%	2008	
Women	39.50%		38.40%	2008	
Men	18.80%		18.60%	2008	
Rural	60.50%		56.70%	2008	
Women	74.50%		70.70%	2008	
Men	46.00%		42.30%	2008	
Employment					
Activity rate (+15 years old)					
Total	52.20%		49.90%		
Women	28.30%		25.80%		
Men	77.00%		75.30%		
Urban	32.40%		44.00%		
Women	16.50%		18.60%		
Men	48.50%		70.80%		
Rural	54.50%		58.40%		
Women	34.50%		36.20%		
Men	75.00%		81.90%		
Employment rate					
Total	46.60%	45.30%			
Women	25.20%	23.30%			
Men	68.70%	68.60%			
Urban	37.10%	37.90%			
Women	15.50%	15.00%			
Men	59.60%	62.30%			
Rural	59.30%	56.10%			
Women	38.28%	35.50%			
Men	80.90%	77.80%			

(*) MDG 2015 : Millennium Development Goals for the year 2015



MAJOR ECONOMIC AND SOCIAL INDICATORS RELATING TO THE INCLUSION OF WOMEN (CONTINUED)

	2004	2009	ODM 2015
Employment (continued)			
Unemployment rate			
Total	10.80%	9.10%	
Women	11.10%	9.50%	
Men	10.70%	9.00%	
Urban	18.40%	13.80%	
Women	24.50%	19.80%	
Men	16.60%	12.10%	
Rural	3.10%	4.00%	
Women	1.40%	1.70%	
Men	3.90%	5.00%	
Rate of feminization of active population	27.60%	26.50%	
Rate of employment feminization	27.50%	26.40%	
Urban	21.30%	20.30%	
Rural	32.70%	32.40%	
Proportion of women employees in non-agricultural sector	23.50%	21.70%	
Health			
Total fertility rate	2.5	2.2	2009
Maternal mortality rate (for 100.000 live births)			
National	227	112	(2009)
Rural	267	148	(2009)
Under-5 mortality rate (‰) de 5 ans (‰)	47	36	2009
Infant mortality rate (‰)	40	30	2009

Source: 2009 MDG Report and Ministry for Modernization of Public Sector





MAJOR ECONOMIC AND SOCIAL INDICATORS RELATING TO THE INCLUSION OF YOUTH

	2004	2009	ODM 2015
Education and training			
Specific-schooling rate (4-5 years old)			
National Total	58.10%	63.80%	
National Girls	45.80%	55.10%	
Rural Total	41.70%	42.80%	
Rural Girls	20.30%	26,90%	
Specific-schooling rate (6-11 years old)			
National Total	87.90%	91.60%	100%
National Girls	85.20%	89.90%	100%
Rural Total	82.80%	91.50%	100%
Rural Girls	77.80%	88.30%	100%
Urban Total	93%	91.70%	100%
Urban Girls	92.70%	91.4%	100%
Specific-schooling rate (12-14 years old)			
National Total	68.20%	70.20%	
National Girls	61.90%	64.80%	
Rural Total	49.30%	52.10%	
Rural Girls	39.30%	42.70%	
Urban Total	86.90%	87.40%	
Urban Girls	83.90%	85.50%	
Specific-schooling rate (15-17 years old)			
National Total	45,00%	49.90%	
National Girls	39.90%	45.60%	
Rural Total	17.60%	21.80%	
Rural Girls	11.30%	14.90%	
Primary school drop-out rate	6.60%	3.30%	
Low secondary school drop-out rate	13.80%	12.90%	
High secondary school drop-out rate	13.00%	13.00%	
Baccalaureate success rate	42.70%	41.80%	
Gender parity index			
National primary school	66.00%	1990	89.00%
Rural primary school	42.00%	1990	85.00%
Urban primary school	87.00%	1990	93.00%
Low secondary school	69.00%	1990	80.00%
High secondary school	65.00%	1990	97.00%



MAJOR ECONOMIC AND SOCIAL INDICATORS RELATING TO THE INCLUSION OF YOUTH (CONTINUED)

	2004	2009	MDG 2015
Literacy			
Illiteracy rate of the population aged 15-24 years old			
Total	29.50%	20.50%	0%
Male	19.20%	13.30%	0%
Female	39.50%	27.90%	0%
Employment			
Youth activity gross rate			
National	42.70%	37.00%	
Urban	32.40%	27.60%	
Rural	54.50%	47.90%	
Une mployment rate by qualification			
Without any degree	5.00%	4.40%	
Middle level degree	21.10%	16.70%	
Higher level degree	26.70%	18.30%	
Youth unemployment rate (15-24 years old)			
National	16.65%	18.00%	
Urban	33.20%	31.80%	
Rural	5.00%	8.70%	
Employment rate			
National	35.57%	30.30%	
Urban	21.65%	18.83%	
Rural	51.69%	43.70%	
Youth unemployment rate by qualification (25-35 years old)			
Without any degree	6.60%	5.10%	
Middle level degree	23%	17.20%	
Higher level degree	40.80%	30.90%	
Long-term unemployment rate of young people by qualification (25-35 years)			
Without any degree	53.60%	47.40%	
Middle level degree	73.80%	71.30%	
Higher level degree	83.50%	79.90%	

Source: Ministry of Education (Statistical yearbook 2009-2010), HCP (Employment Reports 2004, 2009) and Higher Council of Education (Atlas).





MAJOR ECONOMIC AND SOCIAL INDICATORS RELATING TO THE INCLUSION OF RURAL AREAS

	2004	2009
Access to infrastructure and basic services		
Drinking water access rate (international definition)	61.00%	89.00%
Proportion of households connected to drinking water network	18.1%	43.4%
Electrification rate of douars	72.00%	96.50%
Proportion of households connected to electricity grid	43.2%	83.9%
Rate of access to roads	54.00%	(2005) 65.00%
Proportion of rural people owning a television set	53.80%	(2001) 78.60% (2008)
Literacy		
Illiteracy rate	60.50%	56.70% (2008)
Female	74.50%	70.70% (2008)
Male	46.00%	42.30% (2008)
Education		
Specific-schooling rate (6-11 years old)		
Total	82.80%	91.50%
Female	77.80%	88.30%
Specific-schooling rate (12-14 years old)		
Total	49.30%	52.10%
Female	39.30%	42.70%
Employment		
Activity rate (+15 years old)	54.50%	58.40%
Unemployment rate	3.10%	4.00%
Employment rate	59.33%	56.10%
Health		
Total fertility index	3	2.7
Prenatal care coverage (%)	47.9%	68.3%
Assistance during childbirth (%)	39.5	56.7
Child mortality rate	69‰	42‰
Infant mortality rate	55‰	35‰
Maternal mortality rate for 100 000 live births	267	148

Source : ONEP, ONE, Ministry of Infrastructure and Transport and Ministry of Energy and Mines, High Commission for Planning.



QUALITATIVE ASSESSMENT OF SECTOR-BASED POLICIES

Targets Fields	Women	Youth	Rural
Education	Sustained efforts that allowed the inclusion of a great number of women. However, illiteracy remains worrying.	Progress of the total schooling rate. However, quality should be upgraded. There is a high rate of school wastage, dropouts and problems of relevance of training to employment. Increasing disparities in performance between public and private education.	Considerable gap with the urban environment. Reduced supply compared to urban areas where the private sector and the foreign cultural missions generally offer better-quality options.
Health	Still high maternal mortality rates, particularly in rural areas in spite of the progress made.	Very slow progress in terms of reducing infant and child mortality in order to decrease the gaps with comparable countries.	Insufficient or non-existent health equipment; significant disparities compared with urban areas.
Rural infrastructure (Roads, water, electricity)	Unequal access to basic services in rural areas compared to urban environment. This situation is exacerbated by structural inequalities between men and women.	More accessible basic services. However, more diversified services likely to integrate youth remain limited, even non-existent.	Still insufficient level of infrastructures providing basic services. Persistent deficit at all levels, without a comprehensive and population-concerted approach.
Employment	Increase of female active population in the long run. However, the feminization rate remained practically constant since 2004.	Pressure on the labour market because of the surging number of youth, whereas the employment creation rate is insufficient.	Considerable disparities; chronic under-employment and limited incomes.
Overall	Progress in terms of status. However, many inequalities persist, in relation to the non-application of certain legal texts, such as the “Moudawana”.	Significant unemployment rate of graduates. Blatant insufficiencies in supervision and participation in political, economic, social and cultural life.	Acceleration of scheduled equipment actions. However, there are problems in terms of sustainability of services, generalization access to infrastructures, governance and increase of income in rural areas, in order to reduce the gap with that of urban areas.

