

Government Plan for Equality

“ICRAM”

Towards the Achievement
of Gender Parity

2012-2016

Rabat, Tuesday, July 3, 2012: Signature of a partnership agreement between the Kingdom of Morocco and the European Union for funding the program supporting the promotion of equality and parity between women and men - Government Plan for Equality

Rabat, Thursday, May 2, 2013: Presentation of Government Plan for equality before the Governing Council by Mrs. Bassima Hakkaoui, Minister of Solidarity, Women, Family and Social Development

Rabat, Thursday, June 6, 2013, adoption of Government Plan for Equality by the Governing Council at its weekly meeting



Some relating articles of the Constitution

Article 19

« The man and the woman enjoy, in equality, the rights and freedoms of civil, political, economic, social, cultural and environmental character, enounced in this Title and in the other provisions of the Constitution, as well as in the international conventions and pacts duly ratified by Morocco and this, with respect for the provisions of the Constitution, of the constants and of the laws of the Kingdom.

The State works for the realization of parity between men and women »

Article 31

« The State, the public establishments and the territorial collectivities work for the mobilization of all the means available to facilitate the equal access of the [female] citizens and [mal] citizens to conditions that permit their enjoyment of the right to healthcare; to social protection, to medical coverage and to the mutual or organized joint and several liability of the State; to a modern, accessible education of quality; to education concerning attachment to the Moroccan identity and to the immutable national constants; to professional instruction and to physical and artistic education; to decent housing; to work and to the support of the public powers in matters of searching for employment or of self-employment; to access to public functions according to the merits; to the access to water and to a healthy environment; to sustainable development. »

Article 34

« The public powers enact and implement the policies designed for persons and for categories of specific needs. To this effect, it sees notably: to respond to and provide for the vulnerability of certain categories of women and of mothers, of children, and of elderly persons; to rehabilitate and integrate into social and civil life the physically sensory-motor [sensorimoteurs] and mentally handicapped and to facilitate their enjoyment of the rights and freedoms recognized to all »



*His Majesty King
Mohammed VI, May
God protect him*

Extracts from the speeches of His Majesty King Mohammed VI, May God protect him

« How can we hope to achieve progress and prosperity while women, who constitute half of society, see their interests violated, regardless of the rights that our holy religion put them on an equal footing with men, rights that correspond to their noble mission, making their justice against any unfairness or abuse they might suffer, even though they have reached a level that enables them to compete with men, whether in the field of science or employment.. »

Extract from the speech of the anniversary of the Revolution of the King and the People, 20 August 1999

« I thought that on the occasion of this jubilee, the best way to express commitment to the spirit of the Revolution of the King and the People, and to keep that spirit alive, for ever, would be to take concrete steps which reflect and materialize my firm determination to do justice to Moroccan women. They should be truly honored and freed from all the injustices they are enduring; otherwise democracy and human rights would be meaningless. »

Extract from the speech of the anniversary of the Revolution of the King and the People, 20 August 2003

« The achievement of social justice and regional equality hinges on the success of social policies to combat poverty, exclusion and marginalization. It is also contingent on the expansion of the middle class, the promotion of gender equality, special emphasis being put on rural areas as well as remote, mountainous and isolated zones, and on the development of an advanced social charter»

Extract from the speech of the opening of the legislative year 2011

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Introduction

The Government Plan for Equality (ICRAM)¹ is a tool for the actual implementation of the commitments expressed in the Government Policy Program for the 2012-2016 period. It has been developed keeping in mind the challenge of ensuring the democratic implementation of the provisions contained in the new Constitution as well as Morocco's obligations with respect to achieving the Millennium Development Goals.

The Plan also provides a platform to pool the various initiatives taken in order to mainstream women's rights in public policies and development programs in full consistency with the requirements of the current juncture to give a local and regional dimension to these policies and programs.

In the very Preamble, the Moroccan Constitution stresses on prohibiting and combating all forms of discrimination on the grounds of sex, color, creed, culture, social or regional background, language, disability or any other personal consideration. This is considered an important gain which involves a collective responsibility to adopt a new approach towards measuring the impact of government and community action with respect to gender equality, its monitoring and assessment. Moreover, the fact that the Constitution grants primacy to international conventions, within the framework of constitutional provisions and the Kingdom's laws, sets the stage for a modern state with advanced specificities that are in line with the country's immutable values and principles.

This orientation constantly derives its strength from the instructions of His Majesty King Mohammed VI ever since His Majesty's accession to the throne in 1999, strongly stressing the close link between the progress and prosperity of the Moroccan society, on one hand, and respect for human rights - especially those of women –on the other.

- All stakeholders united to improve Moroccan women's conditions

The adoption by the Moroccan Government of the “National Strategy for equity and equality” in 2006 and the publishing by the Prime Minister in 2007 of a circular urging government authorities to adopt a gender approach in sectorial policies and programs, induced government agencies to prepare and implement various programs and initiatives on equality.

Building on previous achievements, and thanks to the political will expressed by the government in its program for the 2012-2016 period in light of the new Constitution, which lays emphasis on promoting democratic principles, ensuring equity and equality among citizens and providing for good governance, this Plan has been developed with the contribution of all governmental sectors; it is composed of the following eight axes:

1. Institutionalize and disseminate the principles of equity and equality, and pave the way for gender parity
2. Combat all forms of discrimination and violence against women
3. Upgrade the education and training system on the basis of equity and equality
4. Promote fair and equal access to health services
5. Upgrade basic infrastructures to improve the living conditions of women and girls
6. Social and economic empowerment of women
7. Equal and equitable access to administrative, political and economic decision-making positions
8. Achieve equal opportunity between men and women on the job market

24 objectives have been defined under the governmental plan, for which 156 chief procedural measures have been identified for their achievement. Gender-sensitive and quantitative indicators have also been defined for assessment purposes, in addition to naming the government department in charge of implementation for the 2012-2016 period.

The Government Plan for Equality is based on principles which are fully compatible with the desire to build new social relations between men and women, and it aims to ensure full, and equitable participation in all fields and it also aims to ensure that fair and equal benefit is derived from the results of this participation.

The equality targeted by the Government Plan is a humanitarian principle which is in line with the civilizational and family values of the Moroccan society. These values have been consolidated by the new Constitution, which has reinforced the relations based on rights and duties.

This equality is based on the following :

- Equality in terms of rights, responsibilities, resources and opportunities, as stipulated in the Moroccan Constitution;
- Recognize the value of the contributions made by women and men alike, both in the public and private spheres;
- Promote affirmative action which makes it possible to ensure fairness to women;
- Take into account the needs, constraints, interests and aspirations of women and men alike when laying down, implementing, monitoring and assessing public policies and development programs;
- Acknowledge the requisites of full citizenship for both sexes without discrimination;

The Government Plan for Equality is based on the following :

- The Islamic faith, which calls for justice equity and equality and rejects violence;
- The Constitution, which provides that women and men shall enjoy civil, political, economic, social, cultural and environmental rights and freedoms on an equal footing;
- The high instructions of His Majesty the King with respect to the promotion of women's conditions;
- Morocco's commitment to achieve the Millennium Development Goals by the year 2015;
- Morocco's commitment to implement the provisions of international conventions, particularly the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), as ratified by Morocco.

First Axis : Institutionalize and disseminate the principles of equity and equality, and pave the way for gender parity

Article 19 of the Constitution provides that women and men shall enjoy civil, political, economic, social, cultural and environmental rights and freedoms on an equal footing, linking this with the State's responsibility to enforce the principle of gender parity. This implies the challenge of upholding the provisions of the Constitution and implementing them according to a participatory approach based on institutionalized mechanisms for the monitoring and assessment of the public policies concerned.

The lessons learned from the past decade – and which indicate - and that gender disparities do exist in spite of the efforts made, - underscore the need for a system of governance that promotes policy coordination and consistency, and supports the actors through an integrated training, awareness and sensitization plan. Support material and tools should also be developed to implement a new upgrading system based on equity and equality, including the formulation of indicators and statistics that enhance knowledge about women's issues and conditions, and facilitate monitoring and assessment.

To be effective, these reforms must be accompanied by a genuine will to change attitudes and behaviors, as well as the prevailing stereotypes and representations concerning the social roles of women and men in order to foster the principles of equity and equality. To this end, all socialization channels - family, schools, the media, mosques, scientific councils and cultural institutions...etc - should be tapped to achieve the desired change.

Adopting proper procedural measures and ensuring successful coordination regarding the **Government Plan for Equality** require the following :

- Create a strategic inter-ministerial mechanism for guidance, coordination and monitoring;
- strengthen the human and technical capacities of government stakeholders, especially the mechanism in charge of the plan's implementation, monitoring and coordination ;
- Establish an assessment and monitoring mechanism through the institutionalization of a unified information system.

To ensure the institutionalization and dissemination of the principles of equity and equality, the Ministry of Solidarity, Women, Family and Social Development will, in coordination with the various government departments concerned, supervise the achievement of the following objectives:

1. Monitoring and assessment of the situation of equality
2. Incorporation of the gender approach in the planning and budgeting activities of the various sectors;
3. Incorporation of the gender approach in the national statistical system;
4. Dissemination of the principles of equity and equality and improvement of the image of women

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 1 : Monitoring and assessment of the situation of equality								
Establish coordination, monitoring and assessment mechanisms for the Government Plan for								
1	Set up the ministerial committee for equality	Publish the decree						Head of the Government
		formation and implementation of the Committee						Head of the Government
								Ministry of Solidarity, Women, Family and Social Development
								Ministry of Foreign Affairs and Cooperation
								Ministry of Economy and Finance
								Delegate Ministry for General Affairs and Governance
								Ministry of Justice and liberties
								Ministry of Awqaf and Islamic affairs
								Ministry of Agriculture and Fishery
								Delegate-Ministry for Public Service and the Modernization of the Administration
					Delegate Ministry for the Moroccans Residing Abroad			

1	Set up a technical inter-ministerial committee to ensure follow-up to the implementation of the Government Plan	Enact a regulatory law						Ministry of Solidarity, Women, Family and Social Development
		Publish periodic reports to be submitted to the ministerial committee						
	Institutionalize equality mechanisms within governmental departments at central, regional, provincial and local levels(if possible)	Adopt the decision on mechanism institutionalization						Head of the Government
		Enforce the decision						All other government departments
Monitoring and evaluation of the situation of equality								
2	Preparation of national reports on efforts for promoting equality	preparation and dissemination of reports						Ministry of Solidarity, Women, Family and Social Development
	Preparation of periodic reports on the relevant international commitments	preparation and dissemination of reports						

Objective 2 : Incorporation of the gender approach in planning and budgeting of the various sectors

3	Strengthening stakeholders capacity building to integrate gender approach in planning and budgeting	Number and percentage of trained staff in each department						All government departments
4	Capacity building for staff specialized in gender-based budgeting	Number and percentage of trained staff in each department						Ministry of Economy and Finance
5	Prepare framework for gender-based expenditure	Number of departments having gender-based expenditure						Ministry of Economy and Finance
6	Implementation of gender budgeting within departments	Preparation of departments' gender budgeting						All government departments

7	Incorporate gender approach in action plans and budgets of communal councils	Number of local governments having gender-specific information systems					Ministry of interior
		Percentage of communal gender-based development plans					
		Percentage of communes having gender-based budgets					
8	Integration of gender approach in regional plans of the crafts	Number of regional gender based plans					Ministry of Crafts
9	Integration of gender approach in national and regional fairs of the crafts	Number of national and regional fairs integrating gender					Ministry of Crafts
10	Take into account the gender approach when granting public aid, signing partnerships and financing CSO projects	List of subsidized projects					All government departments

Objective 3 : Incorporation of the gender approach in the national statistical system

Objective 3 : Incorporation of the gender approach in the national statistical system								
11	Issue gender-specific statistics on a yearly basis							
	Develop a gender-based guide for all statistical data collection phases	Issue and distribute de guide						High Commissioner for Planning
	Capacity-building in gender-based statistics	Number of staff trained						
Publish gender-based statistics (periodic surveys)	Number of gender-based surveys and statistics							
12	Carry out an additional study in the light of the result of the first national survey on the prevalence of gender-based violence	Develop and publish the study report						High Commissioner for Planning
							Ministry of Solidarity, Women, the Family and Social Development	
13	Carry out the second national survey on violence against women	Publish the report of the second survey						High Commissioner for Planning
							Ministry of Solidarity, Women, the Family and Social Development	
14	Conduct a survey on time budgets for men and women and publish its findings	Carry out the second survey and publish its findings						High Commissioner for Planning
							Ministry of Solidarity, Women, the Family and Social Development	

Objective 4 : Dissemination of the principles of equality and improvement of the image of women

15	Establishment the authority of parity and the fight against all forms of discrimination	elaborate the project of the law and issue its regulatory texts					Ministry of Solidarity, Women, Family and Social Development
							Interministerial delegation on human rights
		Set up the authority					Ministry of Solidarity, Women, Family and Social Development
16	Set up the national observatory to improve women's image in the media	Prepare and issue the decree					Ministry of Solidarity, Women, Family and Social Development in partnership with the Ministry of Communication
		Set up the observatory					
		Start observatory work and fight stereotypes about women and girls in the media					

17	Establishment of the Consultative Family and Child Council	Project of the law establishing the Council					Ministry of Solidarity, Women, Family and Social Development
							Interministerial Delegation on Human Rights
							Ministry of Youth and Sport
							Ministry of Justice and Liberties
		Issue relevant regulatory texts					Ministry of Solidarity, Women, Family and Social Development
		Set up the Council					Ministry of Solidarity, Women, Family and Social Development
18	Set up and award Moroccan Women's Excellence Prize	Prepare and issue prize decree					Ministry of Solidarity, Women, Family and Social Development
		Set up award committee					
		Award the prize					
19	Award the media gender parity and dignity prize, in the form of two awards :						
	Media work on women's issues	Prepare award specifications; award prize					Ministry of Communication
Women's media work							
20	Set up the best artisan award	Prepare award specifications; award prize					Ministry of Crafts

21	Issue circulars to root out gender-based stereotypes in radio and television programs	Number of circulars issued and enforced						Ministry of Communication
								Ministry of Culture
22	prepare and disseminate a guide for the detection and fight against stereotypes in all media	elaborate the guide and ensure wide circulation						Ministry of Communication
								Ministry of Culture
								Ministry of Solidarity, Women, Family and Social Development
23	Upgrade institutional measures to improve women's image in the media	Number of measures taken and enforced						Ministry of Communication
								Ministry of Awqaf and Islamic Affairs
24	Prepare advertising code that respects the principles of equality and dignity	Prepare and publish the code						Ministry of Communication
		Enforce the Code						
25	Encourage the participation of civil society organizations in fostering purposeful family culture based on the principles of equality and dignity	List of subsidized projects						Ministry of Solidarity, Women, Family and Social Development
		Launch a program						
		Number of CSOs involved in the program						

Redressing the image of Moroccan women abroad								
26	Support artistic productions highlighting women's past and present competences and skills	Number of subsidized artistic productions					Ministry of Culture	
							Ministry of Awqaf and Islamic Affairs	
	Organize cultural and artistic events centered on Moroccan women abroad	Number of organized events						Ministry of Culture Delegate Ministry for the Moroccans Residing Abroad
	Use Morocco's portal to publish files highlighting women's competence in various spheres	Number of files published						Ministry of Communication
								Ministry of Solidarity, Women, Family and Social Development
	Awareness campaigns to underscore the importance of redressing Moroccan women's image in all host countries	Number of campaigns staged						Ministry in charge of Moroccans Residing Abroad
								Ministry of Solidarity, Women, Family and Social Development
								Ministry of Foreign Affairs and Cooperation
	Encourage the participation of CSOs in redressing the image of Moroccan women abroad	Launch a program						Ministry of Solidarity, Women, Family and Social Development
		Number of CSOs involved in program						

27	Fight stereotypical images; convey the right, proud image of Moroccan women and disseminate it through the media	Number of advertisements designed to improve the image of women						Ministry of Communication
								Ministry of Solidarity, Women, Family and Social Development
		Make an inventory of – and encourage – media outlets interested in women issues						Ministry of Communication
		Publications						
	List of subsidized publications							
28	Support women's creative potential in all artistic and cultural sectors	Percentage of women's subsidized artistic works and productions						Ministry of Culture
		Number of grants given to support artistic equality productions						
29	Reinforce the participation of women creators and researchers in the International Publishing and Book Exhibition and other artistic and cultural events	Percentage of women's participation in the International Publishing and Book Exhibition and other artistic and cultural events						Ministry of Culture
								Ministry of Awqaf and Islamic Affairs

30	Incorporate gender approach in the curriculum of the Higher Institute of Dramatic Art and Cultural Activities	Issue ministerial memorandum					Ministry of Culture
		Prepare gender-sensitive curriculum					
31	Create a family and child channel	Prepare detailed channel conceptual format					Ministry of Communication in partnership with the Ministry of Solidarity, Women, Family and Social Development
		Prepare specifications					
		Launch channel					
32	In-service basic training for media staff on equality and improvement of women's image in the media	Number of organized workshops					Ministry of Communication
		Number of male and female beneficiaries					
		Start operating the training unit on the gender approach and the institutionalization of gender equality at the Higher Institute of Information and Communication					

33	Implement projects on rooting out stereotypes in school curricula	Prepare specifications on gender-sensitive curricula and improvement of women's image						Ministry of National Education
		Percent of reduction of stereotypes in school curricula						Ministry of Awqaf and Islamic Affairs
34	Staff and teacher capacity-building through in-service basic training for the benefit of educational administrative staff on incorporating the gender approach in the educational project	Prepare training material						Ministry of National Education
								Ministry of Awqaf and Islamic Affairs
								Ministry of Solidarity, Women, Family and Social Development
		Ministry of National Education						
Percentage of trained staff	Ministry of Awqaf and Islamic Affairs							
	Ministry of Agriculture and fisheries							
	Ministry of Higher Education, Executive Training and Scientific Research							

35	Implement the new specifications, especially the articles on improving the image of women in the media	Percentage of enforced provisions through periodical reports						Ministry of Communication
36	Encouraging women who have excelled in the field of sports, culture and the associative work	List of women beneficiaries of departments grants (women's associations, women champions)						Ministry of Youth and Sports
37	Adoption of gender approach in the training programs in women's institutions	Training programs assessment (reference guide for gender approach for women's institutions clubs)						Ministry of Youth and Sports

Second Axis : Combat all forms of discrimination and violence against women

Morocco was among the first countries to show a keen interest in fighting all forms of discrimination against women - a domain which saw concerted efforts made by government departments, the Parliament, civil society organizations, international partners and the media.

Today, Morocco continues to be actively engaged in - and is unswervingly committed to - promoting a State based on the rule of law, as is clearly evidenced by the institutional and legislative reforms the State is seeking to introduce with a view to achieving fairness and gender parity in terms of rights and duties. Indeed, the provisions of the new Constitution stipulate that it is the responsibility of the State to combat all forms of discrimination.

The Constitution's Preamble stipulates that all forms of discrimination « on the grounds of sex, color, creed, culture, social or regional background, language, disability or any other personal consideration » shall be prohibited and combated. Article 19 of the Constitution also stipulates that "Men and women shall enjoy, on an equal footing, (...) civic, political, economic, social, cultural and environmental rights and freedoms", adding that the "State shall seek to achieve parity between men and women", and that "To this end, an Authority for Parity and the fight against all forms of discrimination shall be established".

In recent years, and as part of implementing the National Strategy to Combat Violence against Women, the Government has taken a series of measures in the area of combating this violence. The measures taken have contributed to breaking the silence concerning this phenomenon; basic services have also been provided to victims in addition to some other measures.

This axis of the Government Plan for Equality towards the Achievement of Gender Parity finds its rationale in various provisions of the Constitution, especially Article 22 thereof, which provides for the physical and moral integrity of people; it stipulates that: « the physical and moral integrity of anyone shall not be undermined by any person whatsoever, private or public, under any circumstances ». It also provides that « No one shall inflict upon another, under any pretext whatsoever, any cruel, inhuman or degrading treatment which undermines

their dignity ». This underscores the need to provide the necessary legal protection, and to sensitize society to make it reject all forms and manifestations of violence against women.

This policy is in line with Morocco's desire to honor its international obligations in keeping with a number of agreements as well as the Millennium Development Goals.

Moreover, the measures listed under this axis aim to:

- strengthen the regulatory and legal instruments for the protection of women and the fight against discrimination;
- promote better awareness about this phenomenon and set up a tracking and monitoring system;
- support preventive policies by addressing the root causes of violence against women and enhancing community awareness of the perils involved in this phenomenon;
- improve assistance to women who are victims of violence by developing a range of services in this regard.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 5 : Enact legislation and regulatory laws to protect women and combat discrimination								
38	Issue the project of Law establishing the authority for parity and the fight against all forms of discrimination	Prepare a draft law						Ministry of Solidarity, Women, Family and Social Development Interministerial Delegation on Human rights
		Set up the Law						Ministry of Solidarity, Women, Family and Social Development
39	Issue the project of Law establishing the Consultative Family and Child Council	Prepare the draft law						Ministry of Solidarity, Women, Family and Social Development Ministry of Justice and Liberties Ministry of Youth and Sports Interministerial Delegation on human rights
			Set up the Law					Ministry of Solidarity, Women, Family and Social Development

40	Amend the Criminal Code and the Code of Criminal Procedure	Issue the amended Criminal Code and Code of Criminal Procedure						Ministry of Justice and Liberties
								Ministry of Solidarity, Women, Family and Social Development
								General Secretariat of the Government
41	Enact the law on fighting violence against women	Prepare the draft law and publish its texts						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Justice and Liberties
42	Enact a law on household employees	Ratification of the law and adoption of its implementation instruments						Ministry of employment and Professional Training
								General Secretariat of the Government
43	Enforce the provisions of the House of Councilors' regulatory law on gender	Percentage of women in the House of Councilors						Ministry of Interior

44	Enact and enforce a regulatory law on gender for regional councils and local governments	Preparation and adoption of the said law						Ministry of Interior
								General Secretariat of the Government
		Percentage of women in regional councils						Ministry of Interior
		Percentage of women in other councils of communes						Ministry of Interior
45	Review Act 14.05 on setting up and managing social welfare institutions taking into account the link with women student homes and accommodation centers for women and girls victims of violence	Publish the amended legislation						Ministry of Solidarity, Women, Family and Social Development
								General Secretariat of the Government
46	Amend Act 77.03 on audio-visual communication to incorporate gender-related provisions	Set up committee in charge of reviewing the legislation						Ministry of Communication
		Review and publish amended law						

47	Enact a law to reinforce protection of the rights of disabled people	Prepare the draft law						Ministry of Solidarity, Women, Family and Social Development
		Publish the law						General Secretariat of the Government
								Ministry of Solidarity, Women, Family and Social Development
48	Amendment of Law No. 65 concerning the Compulsory Health Insurance, particularly the first paragraph of Article 6 and Article 36	Publication of the amended Act						Ministry of Employment and Vocational Training
49	Enactment of a law on the creation of social services in companies employing 200 or more employees	Publish the Law						Ministry of Communication
50	Review the specifications pertaining to the public broadcasting channels from a gender perspective	Revised specifications from a gender perspective						Ministry of Communication

Objective 6 : Pursue and ensure follow-up to related legislative reforms

51	Implement the strategic medium-term program for the institutionalization of gender equality and fairness in employment, vocational training and social welfare	Percentage of the measures enforced						Ministry of Employment and Professional Training
	52	Assessment of the medium-term program for the institutionalization of gender equality in the communication sector	Publish assessment results					Ministry of Communication
53			Make sure the inter-ministerial network for the incorporation of the gender-sensitive approach in the civil service is operational	Proportion of the departments participating in the network				Ministry of Civil Service and Modernization of the Administration
	Number of training workshops held							

54	Activate and support equality and equal opportunity committees at local government level	Number of set up and subsidized committees							Ministry of Interior
		Number of activated committees							
		Percentage of women's participation in these committees							
		Number of women in local government institutions before and after the committees' creation							

Prepare guidebooks and materials to follow-up on the implementation of legislative texts							
55	Prepare and publish guidebooks	Prepare a guidebook on family mediation					Ministry of Solidarity, Women, Family and Social Development
		Prepare guidebook on "kafala"					Ministry of Justice and Liberties
		Prepare and implement an indicative scale of alimony					
	Improving legal action on alimony	elaborate a study to assess the impact of the indicative scale of alimony					
	Produce information and outreach materials	Organize awareness campaign on "kafala" and family mediation				Ministry of Solidarity, Women, Family and Social Development	
56	Ensure social accompaniment for women who benefit from the family mutual assistance fund	Prepare and publish an annual report on the fund's management					Ministry of Justice and Liberties
							Ministry of Solidarity, Women, Family and Social Development

57	Ensure follow-up to the implementation of the law on the family mutual assistance fund	Prepare and publish reports on compliance						Ministry of Justice and Liberties
58	Follow-up to the implementation of the Family Code							
	Follow up the implementation of the provisions relating to marriage confirmation	Prepare annual assessment reports						Ministry of Justice and Liberties
		Number of the beneficiaries of sensitization campaign						
		Number of sessions						
	Undertake a specific study on the marriage of minors	Prepare and publish study findings						Ministry of Solidarity, Women, Family and Social Development
	Study on reconciliation procedure							Ministry of Justice and Liberties
Study on divorce							Ministry of Justice and Liberties Ministry for Moroccans Residing Abroad	

Monitor compliance with legal provisions on equality and the fight against discrimination at work							
59	Campaign to monitor compliance with the legal provisions on equality and fighting discrimination as part of the program contract signed with the employment authorities for 2013	Prepare assessment reports					Ministry of Employment and Professional Training
	Various activities to promote gender equality at work under the ILO/HRSDC/Canada project on promoting fundamental principles and rights at work	Prepare assessment reports					

Ensure follow-up to the implementation of the Nationality Act, especially the provisions on :						
60	Granting nationality	Prepare assessment reports				Ministry of Justice and Liberties
						Ministry of Solidarity, Women, Family and Social Development
						Ministry of Interior
						Delegate Ministry for Moroccans Residing Abroad
						Ministry of Foreign Affairs and Cooperation
60	Follow for the implementation of the provisions of Law No. 62.06 on the allocation of Moroccan nationality to children born to a Moroccan mother Revision of Article 10 of the Nationality Code to ensure equality in granting Moroccan nationality to a foreign Husband married to a Moroccan Woman and to a foreign Wife married to a Moroccan Man	Prepare assessment reports				Ministry of Justice and Liberties
		Adoption of Bill No. 13.19 on amending and completing Article 10 of the Dahir Sherifian promulgating the Law of Moroccan nationality				

61	Study on migrant women's access to rights	Prepare study report						Ministry for Moroccans Residing Abroad
								Ministry of Justice and Liberties
62	Set up ministerial committee to facilitate migrant women's access to rights	Prepare report						Ministry for Moroccans Residing Abroad
63	Generalize family courts	Percentage of family courts in fixed headquarters						Ministry of Justice and Liberties
64	Generalization of the experience of social workers in all courts Families	Percentage of coverage						Ministry of Justice and Liberties
65	Capacity building for justice professionals	List of trained justice professionals						Ministry of Justice and Liberties
		Nature of programs						
		Theme of training						
		Period of training						

Objective 7: Develop preventive programs to combat discrimination and violence against women and girls							
66	Upgrade and activate the institutional information system on violence against women	Activate the system					Ministry of Solidarity, Women, Family and Social Development
		Number of workshops held for the benefit of information system users					Ministry of Solidarity, Women, Family and Social Development
67	Set up territorial watch, notification and assistance centers for women and children victims of violence	Number of centers created					Ministry of Solidarity, Women, Family and Social Development
Develop preventive programs to fight discrimination and violence against women and girls							
68	Activate measures to involve men and boys in combating violence against women	Measures applied					Ministry of Solidarity, Women, Family and Social Development
	Organize awareness campaigns and caravans on violence against women and on fighting discrimination and sexual harassment and trafficking in women and girls	Number of campaigns organized					Ministry of Solidarity, Women, Family and Social Development in partnership with the Ministry of Communication
		Campaign reports					

68	Raising awareness about the adverse effects of violence and the threat it represents for family cohesion and stability	Outreach and awareness campaigns						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Awqaf and Islamic Affairs
	Implement the educational rights and duties charter	Enforced charter provisions						Ministry of National Education
	Increase outreach and awareness campaigns on fighting violence at schools and universities	Number of awareness campaigns organized						Ministry of National Education in partnership with the Ministry of Higher Education, Scientific Research and Executive Training Ministry of Awqaf and Islamic Affairs
	Pursue the creation of regional and provincial centers to monitor violence in the school environment	Centers created						Ministry of National Education Ministry of Awqaf and Islamic Affairs
	Generalization of listening, counseling and mediation centers in educational institutions	Number of listening centers created						
	Training of school principals, teachers, administrative staff and members of school management boards	Employees and female social workers trained						
Number of beneficiaries								

68	Encourage activities on fighting violence in educational clubs and in regional and provincial information and guidance centers	Number of programs produced and press reports compiled on fighting violence and discrimination against women and girls						Ministry of National Education in partnership with the Ministry of Higher Education, Scientific Research and Executive Training
	Support and generalize listening, guidance and counseling units within Ministry of Youth and Sports' institutions	Number of listening units supported						Ministry of Youth and Sports
		Number of listening units created						
	Develop training material in employment sector	Prepare material with new content						Ministry of Employment and Professional Training
	Prepare gender equality training program for labor inspectors, especially with respect to wages and employment	550 beneficiary labor inspectors						
	Supervision of trainees in hotel and tourist facilities	Number of beneficiary trainees						

69	The outreach program to fight violence and discrimination against women	Program applied						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Justice and Liberties
								Ministry of Culture
								Ministry of Communication
								Ministry of Awqaf and Islamic Affairs
								Ministry of National Education
70	Capacity building for civil servants in charge of enforcing violence-related legal measures and provisions	Number of male and female beneficiaries						Ministry of Interior
								Ministry of Justice and Liberties
71	Training of consular staff	Preparation of training materials						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Foreign Affairs and Cooperation
								Delegate Ministry for Moroccans Residing Abroad
		Number of training workshops held						Ministry of Foreign Affairs and Cooperation
	Ministry of Justice and Liberties							
	Delegate Ministry for Moroccans Residing Abroad							

Objective 8 : Institutionalizing the care and assistance provided to women and girls victims of violence

72	Generalize units providing care and assistance to women and children victims of violence and enhance the services offered	Number of units created per region						Ministry of Solidarity, Women, Family and Social Development	
								Ministry of Health	
								Ministry of Interior	
								Ministry of Justice and Liberties	
		Number of services offered to victims							Ministry of Solidarity, Women, Family and Social Development
									Ministry of Health
									Ministry of Interior
									Ministry of Justice and Liberties
		Human, financial and logistical resources allocated to these units							Ministry of Solidarity, Women, Family and Social Development
									Ministry of Health
									Ministry of Interior
									Ministry of Justice and Liberties
		Number of training workshops organized for the benefit of the staff working in reception centers for women victims of violence							Ministry of Solidarity, Women, Family and Social Development
									Ministry of Health
									Ministry of Interior
									Ministry of Justice and Liberties

73	Strengthening local and regional coordinating mechanisms for judicial care for women and girls victims of violence	Institutionalize focal points						Ministry of Justice and Liberties
		Prepare local and regional action plans						Ministry of Justice and Liberties
74	Support listening and legal counseling centers for assistance to women victims of violence and prepare their specifications	Number of centers supported annually and operating in accordance with specifications						Ministry of Solidarity, Women, Family and Social Development
75	Support multi-functional facilities for women and prepare their specifications	Number of centers supported and operating in accordance with specifications						Ministry of Solidarity, Women, Family and Social Development
76	Upgrade local structures to enable them to provide quality services to women and girls (child protection unit, mobile social services unit, social welfare centers...)	Qualified human resource						Ministry of Solidarity, Women, Family and Social Development
		Institution of good governance						
		Good quality services						

Third Axis : Upgrade the education and training system on the basis of equity and equality

Education and training is a key sector for the development of our country. It is therefore a top priority in the Government's social platform. For this reason, the Government's efforts are focused on such issues as governance, the quality of the educational system and the need to restore its educational function, in addition to caring about the conditions of educational staff as part of a contractual methodology that puts learners at the heart of the educational process.

In view of the above, the Ministry of National Education's action plan is based on the following:

- Implement the provisions of the new Constitution, particularly with regard to developing and applying social programs to ensure equitable access to basic services, especially education, while upholding the principles of solidarity and equal opportunity for individuals, groups, generations and regions;
- the elections held in our country, which produced a government that considers education a top priority in its policy platform;
- the Head of Government's guidance memorandum on the preparation of action plans for the Ministry of National Education;
- starting the last year in the "emergency program" and the need to shore up what has been achieved and review project implementation in accordance with the priorities defined in the Government's Program.

In keeping with this frame of reference, the Ministry of National Education, its administrative units, which consist of regional education and training academies and national education delegations, have sought to develop a program of action based on strategic themes that are in line with the Government's Program:

- First axis : Make the educational institution a key element in the overall interest taken in the educational system;
- Second axis: Governance of the education sector;
- Third axis: Upgrade the school's functions and role.

Given the new dynamic for the promotion of human rights, entrenching the principles of equality and fighting all forms of discrimination within the educational system represent one of the greatest challenges that must be kept in mind when implementing the above axes, particularly with respect to educational curricula and the programs of regional professional training and continuous training centers. In parallel, a communication strategy has to be adopted to change attitudes, make values deeply rooted, promote initiatives in the field of innovation, encourage excellence and spread a culture of equality between children to bring about a generation imbued with the principles of human rights and gender equality.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 9 : Generalize girls' access to all educational levels and reduce the dropout phenomenon								
77	Reinforce measures to support generalized girls' access to all educational levels							
	Enforce the compulsory education requirement for both sexes	Coverage rate of educational services available to boys and girls at primary and secondary levels						Ministry of National Education
		Progression of enrolment rate by sex, cycle and branch						Ministry of National Education Ministry of Higher Education, Scientific Research and Executive Training
	Upgrade educational institutions to meet the specific needs	Number of educational institutions fitted with sanitary facilities for girls and boys						Ministry of National Education
								Ministry of Awqaf and Islamic Affairs

77	Promote the schooling of disabled boys and girls	Number and percentage of disabled boys and girls in educational institutions offering integrated classes						Ministry of National Education
	Reinforce the family social assistance program to promote girls' schooling	Number and percentage of families benefiting from the "Tayseer" program						Ministry of National Education
		Percentage of dropout before and after benefiting from "Tayseer" program						Ministry of National Education
78	Develop pedagogical solutions for girls and boys in difficult situations							
	Support training and education in child protection centers	Number of training workshops organized						Ministry of Youth and Sports
	Support and promote vocational training for women	Number and percentage of female beneficiaries						Ministry of Solidarity, Women, Family and Social Development
Ministry of Youth and Sports								
Ministry of Employment and Vocational Training								

78								Ministry of Agriculture and Fisheries		
								Ministry of Awqaf and Islamic Affairs		
	Enrolling minors in the educational system	Number of street boys and girls reinserted in the educational system							Ministry of Solidarity, Women, Family and Social Development	
									Ministry of National Education	
		Number of male and female minors enrolled at school								National Prison Authority
										Ministry of National Education
79	Incorporate the gender perspective in the educational and training system	Overall equality indicator between boys and girls						Ministry of National Education		
								Ministry of youth and Sports		
								Ministry of Awqaf and Islamic Affairs		
		Number of male and female beneficiaries								Ministry of National Education

Develop incentives to confront the dropout phenomenon							
80	Create social cohesion fund and make it operational	Percentage of social cohesion fund beneficiaries by sex and place of residence					Ministry of Economy and Finance
		Progression rate of human resources allocated to educational support services					Delegate Ministry of Governance and General Affairs
		Budget appropriation for support and dropout prevention					Ministry of Solidarity, Women, Family and Social Development
	Create educational watch mechanisms	adopted and implemented mechanisms					Ministry of National Education
	Organize educational assistance programs for faltering male and female pupils	Progression rate of boys and girls who remain at school and succeed in primary and secondary levels, by sex and place of residence					Ministry of National Education

80	Organize support training sessions for end-of-cycle pupils	Number of training sessions held						Ministry of Awqaf and Islamic Affairs	
								Ministry of National Education	
	Ensure family accompaniment inside Youth and Sports institutions to curb dropout	Dropout reduction rate by cycle, sex and place of residence							Ministry of National Education
									Percentage of beneficiary families

Objective 10 : Develop a system to encourage innovative initiatives towards promoting gender equality and fighting gender-based violence in schools and universities

Set up a system to reward innovative initiatives that promote gender equality in school and university environments						
81	Research and fund innovative initiatives in the area of promoting gender equality in school and university environments (merit awards)	Reward system adopted				Ministry of National Education Ministry of Higher Education, Scientific Research and Executive Training
		Prizes awarded to young talents listed in the school and university school life registers				Ministry of National Education Ministry of Agriculture and Fisheries
						Ministry of Higher Education, Executive Training and Scientific Research
		Prepare specifications for merit awards				Ministry of National Education Ministry of Higher Education, Scientific Research and Executive Training
					Ministry of National Education	
	Support innovative initiatives to fight gender-based violence in school and university environments	Violence decline rate per educational institution				Ministry of National Education

								Ministry of Higher Education, Executive Training and Scientific Research
		Number of male and female pupils who benefited from listening and assistance services						Ministry of National Education
								Ministry of Higher Education, Executive Training and Scientific Research
	Capacity building for educational and administrative staff in gender equality and the fight against stereotypes and discrimination							
82	Capacity building for education, youth and sports staff	Prepare training material on gender equality and ensure actual implementation						Ministry of National Education
								Ministry of Higher Education, Executive Training and Scientific Research
								Ministry of youth and Sports
								Ministry of Solidarity, Women, the Family and Social Development
	Percentage of staff trained							Ministry of National Education
								Ministry of Higher Education, Executive Training and Scientific Research
Ministry of Youth and Sports								

82		Number of male and female beneficiaries						Ministry of National Education
								Ministry of Agriculture and Fisheries
								Ministry of Higher Education, Executive Training and Scientific Research
								Ministry of Youth and Sports
83	Consolidate gender equality principles in higher education							
	Incorporate equality and fairness principles in program specifications for professional Master and Bachelor degrees	Prepare program specifications						Ministry of Higher Education, Scientific Research and Executive Training
	Support the creation of a Masters degree program in governance, development and gender	Number of universities which have gender-sensitive Masters degree programs						

84	Promotion of scientific research on rural women situations	List of conducted academic research works						Ministry of Higher Education, Scientific Research and Executive Training
								Ministry of Solidarity, Women, Family and Social Development
								Ministry of Youth and Sports
85	Promote scientific research in the field of gender equality	Number of academic research works conducted on gender equality						Ministry of Higher Education, Scientific Research and Executive Training
								Ministry of Solidarity, Women, Family and Social Development
								Ministry of Youth and Sports
								Ministry of Agriculture and Fisheries

Objective 11: Combat illiteracy among women and promote informal education for girls in rural and peri-urban settings							
86	Promote literacy and functional literacy programs for women, particularly in urban and peri-urban settings						
	Make sure programs for rural women are consistent with the extent of vulnerability faced and the region's specificities	Number of programs suitable to the degree of vulnerability and to the region's specificities					Ministry of Interior
							Ministry of Agriculture and Fisheries
	Hold basic training sessions to combat illiteracy among women	Number of literacy programs for women in rural areas, at the rate of 8,000 beneficiaries per year					Ministry of National Education
							Ministry of Youth and Sports
							Ministry of Awqaf and Islamic Affairs
							Ministry of Agriculture and Fisheries
	Increase in the percentage of women and girls benefiting from training sessions by age bracket for two consecutive years						Ministry of National Education
						Ministry of Awqaf and Islamic Affairs	

Organize outreach campaigns to fight illiteracy among rural women							
87	Program literacy outreach and awareness campaigns using mobile units	Number of outreach campaigns organized					Ministry of National Education
							Ministry of Awqaf and Islamic Affairs
	Campaign reports						Ministry of National Education
							Ministry of Youth and Sports
							Ministry of Agriculture and Fisheries
							Ministry of Awqaf and Islamic Affairs
88	Make sure the programs and venues of literacy activities for rural women are suitable, taking into account each region's specificities	Number of existing and/or created structured local venues					Ministry of National Education
							Ministry of Youth and Sports
							Ministry of Agriculture and Fisheries
							Ministry of Awqaf and Islamic Affairs

89	Draft and implement social communication plan to promote informal education for the benefit of rural boys and girls						
	Comprehensive social communication campaigns in all institutions and facilities affiliated with the Ministry of Youth and Sports	Social communication plan					Ministry of Youth and Sports
		Campaign reports					
	Father-centered campaigns to urge children's schooling	Number of male and female beneficiaries					Ministry of National Education
							Ministry of Awqaf and Islamic Affairs

Fourth Axis : Promoting fair and equal access to health care services

Improving health services is a strategic choice, the aim being to provide health care to every male and female citizen. Thus, Article 31 of the Constitution stipulates that “The state, public institutions and local authorities shall seek to muster all the means available to facilitate equal access of citizens to (...) the exercise of their rights to healthcare, social protection, medical coverage, mutual insurance or solidarity schemes organized by the State”. This is further enhanced by the Government’s Program for 2012-2016, which seeks to bolster the right of male and female citizens to access treatment and health services, in addition to many other social rights.

Given these rights, and in order to implement the above provisions, three integrated approaches based on rights, consultation and the consistency of health functional models have been adopted; they will provide the frame of reference for the achievement of the principle of health care for all, which all societies yearn for.

In this regard, the health policy is based on a desire to bring health services closer to the citizens, including reception, guidance, management, good governance, basic health care and hospital services, tackling communicable and non-communicable diseases, caring for women and children victims of violence, generalizing the RAMEC medical scheme, developing a drug policy to determine prices, investing more in generic drugs, promoting public-private partnerships, training more health professionals to meet growing needs, and further developing the policy of close services to the citizens.

In the area of maternal and child health, the part of the plan on this target population seeks to develop and consolidate services in order to speed up the reduction of maternal mortality rate and bring it to 50 deaths per 100,000 live births, estimated at 112 death in 2010 at the national level, and to reduce the under-five mortality rate to 20 deaths per 1,000 live births, while the rate was 36.3 % in 2010, in accordance with the Millennium Development Goals.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 12 : Consolidate sexual and reproductive health program								
Strengthen and promote maternal health								
90	Reinforce the free-of-charge policy concerning emergency childbirth services	Implement the decision						Ministry of Health
	Improve the quality of services for pregnancy-related complications	Reduce under-five mortality rate from 28.8 to 20 deaths per 1,000 live births						
	Improve coverage and quality of maternal care during pregnancy, especially high-risk pregnancies, during and after childbirth	Increase the percentage of women who receive maternal care from 77.1 percent to 90 percent						
		Increase the proportion of childbirths in a medical environment from 72.7 percent to 90 percent						
		Achieve 10 percent target for caesarean births						
	Promote policy of supplying pregnant women with iron supplements	Distribution percentage						

90	Support regional programs to accelerate the reduction of maternal mortality rates	Maternal mortality reduction rate at regional level						Ministry of Health
	Conduct audit of health centers having a maternity ward	Number of audited centers						
	Operate the special system for control of maternal mortality	Bring the maternal mortality rate from 112 deaths to 50 deaths per 100,000 live births						
	Increase social mobilization for the promotion of maternal health	Sensitization campaigns						
	Re-draft the communication, information and outreach strategy	Draft the strategy						
	Generalize the policy of involving pregnant women so they may benefit from awareness sessions in maternity wards during pregnancy, childbirth and the postpartum period	Awareness campaign						

90	Encourage pregnant women from remote regions to benefit from the services offered at existing maternity wards	Awareness campaigns						Ministry of Health
	Reinforce the provision of medical coverage services by fixed and mobile units in rural areas	Expand and facilitate services						
Prevention and control of sexually transmitted diseases and of HIV-AIDS								
91	Achieve full access to prevention, treatment, assistance and support in the area of combating HIV-AIDS	Reduce the rate of new HIV-AIDS infections by 50 percent						Ministry of Health
	Promote the implementation of awareness programs on sex education and sexually transmitted diseases inside institutions	Number of male and female beneficiaries of awareness activities conducted under the National Strategic Plan on Fighting HIV-AIDS						Ministry of Health
								Ministry of Youth and Sports
								Ministry of National Education
Ministry of Awqaf and Islamic Affairs								

91								Ministry of Higher Education, Executive Training and Scientific Research
								Ministry of Communication
92	Enhance the provision of family planning services and facilitate access to them							
	Incorporate new family planning methods in health institutions	Number of new integrated methods						Ministry of Health
	Reactivate the intervention strategy to expand the use of the intrauterine device - IUD	Raise IUD use rate in health institutions to 30 percent						
93	Program on fighting breast and uterus cancer							
	Expand the integration of early screening for breast and uterus cancer in primary health care	Number of early screening beneficiaries						Ministry of Health
	Expand the availability of early screening services for breast and uterus cancer	Number of new health services						

Objective 13 : Improve women's access to basic health services

Objective 13 : Improve women's access to basic health services								
94	Generalize vulnerable women's access to "RAMED" medical assistance program							
	Seek to generalize vulnerable women's access to the medical assistance program for women	Number of women benefiting from the medical assistance scheme						Ministry of Health
								Ministry of Interior
		Proportion of vulnerable women benefiting from the medical assistance scheme by place of residence and region						Ministry of Health
								Ministry of Interior
	Enable migrant women who return home from their country of residence due to political events or natural disasters to follow their treatment and benefit from medical assistance	Enable migrant women to benefit from such measures						Ministry of Health
								Ministry of Interior
	Organize awareness campaigns on RAMED	Number of awareness campaigns beneficiaries						Ministry of Health
								Ministry of Interior
	Hold training courses for health professionals across the country and plan other programs for the remaining professionals	Number of training courses held						Ministry of Health
							Ministry of Interior	

95	Create mobile units to support mother and child programs in rural areas	Number of mobile units created						Ministry of Health
96	Increase the number and improve service quality of maternity hospitals and maternity homes	Training of midwives						Ministry of Health
		Number of hospitals created and extent of improved service quality						Ministry of Health
								Ministry of Interior

Fifth Axis : Upgrade basic infrastructures to improve the living conditions of women and girls

The development of basic infrastructure has a direct impact on the country's social and economic development. It makes it possible to break the population's isolation and enables people to have access to various services. It also contributes to curbing poverty and helps improve the competitiveness and productivity of economic operators, domestically and abroad. Morocco has been actively involved in infrastructure development, thus providing the means needed to achieve its ambitions in the areas of social and economic development.

In this respect, the pace of implementing major projects related to new cities, highways, ports, airports, and supply of water and electricity was stepped up. Morocco has also been at the forefront of the countries which pledged to develop clean and renewable energies.

The provisions of the Constitution have further consolidated this policy; thus Article 31 of the constitution stipulates that the State, public institutions and local authorities shall seek to muster all the means available to facilitate equal access by male and female citizens to education, treatment, health care, decent housing, access to water and electricity and life in a healthy environment.

This policy has been given tangible substance through the Government's Program for the period 2012-2016, which calls for undertaking an analytical assessment of the impact of the first and second programs to end the isolation of rural populations, and to develop a third program which aims to expand the process of ending these populations' isolation, in addition to other programs which are designed to improve the conditions of the populations concerned, especially women, by accelerating the pace of electricity supply, the construction of roads, support home ownership, expand health and education services, equip health centers, and monitor the enrollment of rural girls, making sure these diverse programs closely relate to one another.

The commitment to achieve equal opportunity throughout the phases of infrastructure project implementation, to facilitate women's access to property and to provide gender-segregated statistics in the areas of housing, energy, the environment and programs to end the isolation of certain populations are important avenues whereby to improve the living conditions of women and girls.

Therefore, the measures listed under this axis aim to re-engineer infrastructure programs to incorporate the various needs of women and men, making it compulsory to carry out a systematic study of the potential socio-economic impact expected from the various projects, and compile gender-specific data to facilitate follow-up and assessment.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 14 : Take into account the gender perspective in programs on housing, elimination of isolation and development of peri-urban and rural settings								
97	Take into account the gender perspective in programs on housing and elimination of isolation	Number of programs on housing, elimination of isolation and the development of peri-urban and rural settings that incorporate the gender perspective						Ministry of Housing, Urbanism and Policy of the City
								Ministry of Equipment and Transport
								Ministry of Interior
		Assess the pertinence of these programs and the extent to which they meet the needs of the social segments concerned						Ministry of Housing, Urbanism and Policy of the City
								Ministry of Equipment and Transport
								Ministry of Interior
98	Take social criteria into account when in developing and providing low-cost housing	Number of housing projects which respect social criteria						Ministry of Housing , Urbanism and Policy of the City

Take the gender approach into account when compiling statistical data on home ownership, relocation and rehousing programs and the low-cost housing program							
99	Develop gender-sensitive data bases on home ownership, relocation and rehousing programs	Gender-sensitive data bases					Ministry of Housing , Urbanism and Policy of the City
							High Commissioner for Planning
	Sensitize decision-makers in the equipment and transport sector about the importance of gender-sensitive analysis in road and pathway planning	Number of communication and sensitization					Ministry of Housing , Urbanism and Policy of the City
	Train the staff of the strategic planning department in the equipment and transport sector on gender-sensitive analysis	Prepare gender guidebook and implement it					Ministry of Equipment and Transport

100	Make the use of the gender approach compulsory in public policy impact assessment						
	Prepare a guidebook on the use of the gender approach in project impact	Prepare guidebook					Ministry of Solidarity, Women, Family and Social Development
	Train project managers on incorporating the gender approach in project development	Number of female and male awareness campaign beneficiaries					Ministry of Equipment and Transport
		Number of managers trained					

Objective 15 : Promote renewable energies to reduce the burden for rural women

Support programs that take women's needs into consideration when promoting renewable energies							
101	Reinforce the wood-energy program to develop tools and techniques towards better energy efficiency	Number of male and female beneficiaries of energy efficiency techniques and tools					Ministry of Energy, Mining, Water and the Environment
	Expand the "Energy Houses" program to improve gas marketing channels	Percentage of rural households that burn wood for heating					Ministry of Energy, Mining, Water and the Environment
	Expand the experience of solar cookers carried out in Essaouira and Safi	Decline in the number of women who attend to fuel wood collecting and water carrying					
		Number of energy houses set up each year					
	Prepare project material for duplication of solar cookers	Sale figures of gas cylinders distributed in energy houses					
		Number of men and women who resort to energy houses for their needs					

Produce gender-specific data of program beneficiaries						
102	Conduct impact assessment analysis	Number of men and women who benefited from awareness campaigns and training courses on the use of solar cookers				Ministry of Energy, Mining, Water and the Environment
		Period of time spent in productive household chores (before and after the use of solar cookers)				
103	Enhancing rural electrification through the use of solar panels as this would contribute to the creation of cooperatives in rural areas	Number of households and services equipped with solar panels				Ministry of Energy Mining, Water and the Environment
		Number of cooperatives created				Ministry in charge of Governance and General Affairs
			Ministry of Solidarity, Women, Family and Social Development			
Ministry of Interior						
104	Distribution of solar cookers and improved cookers in rural communes to ameliorate the living conditions of rural women	Number of solar cookers distributed				Ministry of Energy and Mining in partnership with the Ministry of Interior
		Number of improved cookers distributed				Ministry of Energy , Mining, water and the Environment

105	Raise awareness about the importance of using solar and improved cookers	Number of awareness days held						Ministry of Energy, Mining, Water and the Environment in partnership with the Ministry of Interior
106	Ensure rational use of fuel wood and raise awareness about the importance of using alternative sources	Quantity of fuel wood made available						Ministry of Energy and Mining
		Narrowing the uprooted area of the forest						
107	Expand the energy houses program to improve gas marketing channels and the marketing of solar water heaters to ameliorate the living conditions of rural women	Number of energy houses created						Ministry of Energy , Mining, Water and the Environment
		Number of limited income jobs created						
108	Implement the energetic biomass valorization program to develop new locally-produced energy sources that would replace conventional sources	Number of male and female beneficiaries in rural areas						Ministry of Energy , Mining, Water and the Environment

Objective 16 : Drinking water supply and environmental conservation

109	Increase the drinking water supply rate to rural areas across the country	Increase the drinking water supply rate to rural areas from 92 percent (end of 2011) to 95 percent by the end of 2015							Ministry of Energy, Mining , Water and the Environment
110	Implement the national program for the environmental rehabilitation of rural schools: sanitation, drinking water and health facilities	Percentage of girls who pursue post-primary education							Ministry of National Education
									Ministry of Interior

111	Integrate awareness about environmental conservation in literacy programs and sermons for the benefit of women in order to promote environment-friendly practices at home	Reduced water consumption at home						Ministry of Energy, Mining, Water and the Environment
		Annual per capita household waste generation						Ministry of National education
		Consumption rate of fuel wood for cooking and heating purposes						Ministry of Awqaf and Islamic Affairs
112	Support women's sewing cooperatives to manufacture bags that replace plastic bags	Number of alternative bags manufactured by these cooperatives						Ministry of Energy, Mining, Water and the Environment
								Delegate Ministry of General Affairs and Governance
								Ministry of Economy and Finance

113	Encourage and support the work programs of associations involved in women, environment and sustainable development issues within the framework of programs to support the associations' environmental projects	Number of subsidized projects which have been implemented						Ministry of Energy , Mining, Water and the Environment
114	Prepare a guidebook on the role of Moroccan women in ensuring rational use of natural resources: waste, fuel wood, water...	Prepare guidebook						Ministry of Energy , Mining, Water and the Environment
		Build upon guidebook findings						Ministry of Health Ministry of Higher Education, Scientific Research and Executive Training Ministry of Energy, Mining, Water and the Environment

115	Integrate the gender approach in the award of the Hassan II Environment Prize	Number of female prize winners						Ministry of Energy , Mining, Water and the Environment
116	Create and develop recreational spaces and green stands	Number of spaces, number of family visitors, particularly women and children						Ministry of Energy , Mining, Water and the Environment

Sixth Axis : Economic and social empowerment of women, girls and families

Poverty is a scourge which implies chronic deprivation of basic resources, capabilities and security, as well as the inability to enjoy decent standards of living.

In 2008, the national poverty rate in Morocco stood at 8.8 percent (14.2 percent in rural areas, against 4.7 percent in urban settings).

Women and girls are the segments most vulnerable to poverty. They account for more than half the rural population. Their activities are primarily associated with demanding household chores, given that there is no fair and equal access to basic structures. Moreover, rural women and girls suffer from illiteracy: 58 percent of rural women are illiterate, and 16 percent of rural households are headed by a woman. The maternal mortality rate in rural areas is twice that in urban centers. Of every 4 active women in rural areas, 3 are engaged in unpaid household work, compared to only 4.6 percent in cities.

The Moroccan Constitution stresses the economic and social rights of male and female citizens. Article 34 of the Constitution provides that public authorities shall develop and implement policies for disabled people and seek to address the conditions of vulnerable women, mothers...

Under the fourth axis, the Government's Program stresses the need to empower women and reduce the extent of their vulnerability by addressing the root causes of vulnerability, such as illiteracy, poverty, discrimination and violence. It also provides for support to be given to associations that assist women in difficult situations and seek to empower them politically and economically, promote their participation in public life and motivate them to be present in decision-making positions.

Sustainable rural development is one of the key sectors in which no success is possible without an acknowledgement of the important role played by the rural woman and her effective contribution to production as a farmer, a craftswoman, a trader, a laborer or a user of natural resources. In a world suffering from widespread poverty, food insecurity, growing rural depopulation and environmental degradation, the rural

woman is often obliged to rely on her own personal means to provide for family subsistence. She thus contributes to the development of the world around her despite the limited opportunities she has in terms of access to land, credit, supplies, techniques, skill development and communication means.

In view of the above, the measures listed under this axis are designed to contribute to eliminating the feminization of poverty by ensuring women's participation in the formulation and implementation of economic development strategies to eliminate feminization of poverty, support project development, training and professional capacity building, and create networks to develop income-generating activities, building on women's skills and on the human and natural resources available in regions provinces and communes; these measures are to be incorporated in local and regional development plans.

Given the importance of promoting women entrepreneurship in Morocco, and its positive impact on the national economy and the creation of jobs, the programs under this axis also aim to develop partnerships with various actors in order to enable women business leaders to have access to the means they need, including premises, supervision and easier access to the market.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 17: Fighting poverty and precariousness								
117	Integrate the gender approach in all programs designed to fight poverty, precariousness and begging	Number of programs which have taken the gender approach into consideration						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Interior
								Delegate Ministry for General Affairs and Governance
								High Commissioner for Planning
118	Support civil society projects which contribute to gender equality and reduce women's marginalization	Number of subsidized projects						Ministry of Solidarity, Women, Family and Social Development
								Ministry in charge of Relations with the Parliament and Civil Society
								Delegate Ministry for General Affairs and Governance
								Ministry of Agriculture and the Fisheries

119	Integrate the gender approach in regional social economy development plans	Number of regional social economy development plans which are gender-sensitive at all phases						Delegate Ministry for General Affairs and Governance
								Ministry of Agriculture and the Fisheries
								Ministry of Interior
120	Develop specific programs for women in difficult situations: abandoned mothers, women detainees, women facing prostitution-related risks, disabled women and girls...	Develop programs for these segments of the population						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Awqaf and Islamic Affairs
								Ministry of Justice and liberties
								Ministry of Health
								National Prison Authority
								Ministry of Employment and Vocational Training

Objective 18 : Economic empowerment of women

121	Promote the spirit of entrepreneurship and investment among women having projects	Increase in the number of aspiring women entrepreneurs who benefited from awareness campaigns and training courses						Ministry of Solidarity, Women, Family and Social Development		
								Ministry of Industry, Commerce and New Technologies		
								Ministry of Handicraft		
								Ministry of Youth and Sports		
								Ministry of Agriculture and Fisheries		
								Ministry of Employment and Vocational Training		
122	Encourage women's enterprises and expand their access to state assistance programs in order to sharpen their competitive edge	Number of women entrepreneurs who benefit from assistance programs						Ministry of Solidarity, Women, Family and Social Development		
								Ministry of Industry, Commerce and New Technologies		
								Ministry of Crafts		
		set up-a guarantee fund for women enterprise to encourage Banks to finance women enterprises								Ministry of Industry, Commerce and New Technologies
										Ministry of Employment and Vocational Training
										Delegate Ministry for General Affairs and Governance
Percentage of raise of women enterprises								Ministry of Employment and Vocational Training		
								Delegate Ministry for General Affairs and Governance		

123	Facilitate working women's access to professional activities in production and marketing structures	Percentage of women involved in production and marketing structures						Ministry of Employment and Vocational Training
								Ministry of Industry, Commerce and new technologies
								Ministry of Handicraft
								Ministry of Agriculture and the Fisheries
								Delegate Ministry for General Affairs and Governance
								Ministry of Solidarity, Women, Family and Social Development
Support and assist women working in the informal sector to help them access the formal sector								
124	Additional training to ensure compatibility	Number of women who benefited from transition to the formal sector						Ministry of Employment
		Number of craftswomen who are members of handicraft cooperatives						Ministry of Handicraft
		Number of training sessions and number of women beneficiaries						Delegate Ministry for General Affairs and Governance
	Ministry of Employment							
	Ministry of Handicraft							
	Social and tax incentives offered by the State	Adopted and enforced incentives						Ministry of Economy and Finance

125	Support and assist women working in the formal sector	Adopted and enforced support measures						Ministry of Employment and Vocational Training
Set up facilities for the production and financing of the necessary equipment								
126	Promote and accelerate the implementation of the program on Craftswomen's Homes	Number of venues created						Ministry of Handicraft
127	Encourage the creation of cooperatives and ensure follow-up to them	Number of women cooperatives created						Delegate Ministry for General Affairs and Governance
								Ministry of Agriculture and the Fisheries
								High Commissioner for Water and Forest and the Struggle against Desertification
								Ministry of Youth and Sports
								Ministry of Handicraft
								Ministry of Solidarity, Women, Family and Social Development
128	Incorporate the gender approach in the "Taqwiya" program for CSO capacity building	Number of gender-sensitive Taqwiya programs						Ministry of Solidarity, Women, Family and Social Development
		Number of women benefiting from Taqwiya programs						
129	Development of fair trade for rural women	Adopted and implemented mechanisms						Ministry of Crafts

Objective 19 : Take the gender approach into consideration in the strategy and programs for elderly people

130	Incorporate the gender approach in the preparation of the national plan for elderly people	Prepare gender-sensitive plan of action						Ministry of Solidarity, Women, Family and Social Development
Conduct gender-sensitive studies on improving elderly people's conditions								
131	Conditions of male and female elderly people in social protection centers	Prepare reports and publish findings						High Commissioner for Planning
								Ministry of Solidarity, Women, Family and Social Development
								Ministry of Employment and Vocational Training
132	Promote specialization in geriatrics	Number of geriatric units created						Ministry of Health
								Ministry of Higher Education, Scientific Research and Executive Training

Objective 20 : Incorporate gender approach in the programs for the integration of disabled people

Objective 20 : Incorporate gender approach in the programs for the integration of disabled people							
133	Promoting physical and mental health of disabled women						
	Promote disability prevention programs	Publish prevention guidebooks					Ministry of Solidarity, Women, Family and Social Development
		Decline of disability rate at birth					Ministry of Health
	Ensure and facilitate disabled women and girls' access to the technical equipment and rehabilitation services available in specialized centers	Percentage of beneficiary women and girls					Ministry of Solidarity, Women, Family and Social Development
	Capacity building for actors involved in disability prevention among women	Percentage of beneficiary actors					Ministry of Health
							Ministry of Solidarity, Women, Family and Social Development

Increase enrolment and training figures for disabled girls and incorporate gender perspective when setting up special needs classes							
134	Create 200 special needs classes	Number of special needs classes					Ministry of National Education
	Generalize severely disabled girls' access to special training centers	Percentage of beneficiary girls					Ministry of Health
							Ministry of National Education
	Create branches at vocational training centers where disabled girls can pursue their education	Number of branches created					Ministry of Employment and Vocational Training

Develop a program for the integration of disabled women in the job market								
135	Lay down mechanisms for the integration of disabled women in the job market	Number of disabled women who accessed the job market					Ministry of Employment and Vocational Training	
							Delegate Ministry for General Affairs and Governance	
							Ministry of Interior	
	Develop self-employment program for disabled women	Number of projects implemented by women						Ministry of Employment and Vocational Training
								Delegate Ministry for General Affairs and Governance
								Ministry of Solidarity, Women, Family and Social Development
136	Incorporate the gender perspective in the development and upgrading of facilities for disabled people	Number of gender-sensitive centers created					Ministry of Housing and Urbanism and Policy of the City	
							Ministry of Equipment and Transport	
							Ministry of Solidarity, Women, Family and Social Development	
	Number of gender-sensitive centers restored							Ministry of Housing and Urbanism and Policy of the City
								Ministry of Equipment and Transport
								Ministry of Solidarity, Women, Family and Social Development

Seventh Axis : Promote fair and equal access to civil service and political decision-making positions

Morocco has made considerable efforts to achieve significant representation of women in civil service and political decision-making positions. A number of measures have been taken to this end, a fact which led to a review of the Communal Charter and of the electoral code. The code of ethics which the political parties pledged to honor in this regard paved the way for a quota system through the adoption of a national list and an additional list.

Several achievements have been made thanks to mobilization and awareness activities by the various actors concerned - the government, civil society organizations and political parties – in order to encourage the involvement of women in the management of political and public affairs.

Yet, despite the efforts made, the results achieved remained limited compared with women's presence and actual contribution in various fields. Women's representation in Parliament rose from 10 percent in 2007 to 17 percent in 2011, and from 0.56 percent in 2003 to 12 percent in 2009 in local elections.

Women's representation in senior decision-making positions in the civil service remains extremely limited; thus, the rate of women's representation in managerial positions in 2009 was 14.6 percent.

Today, however, Morocco has opened a new chapter with the institutionalization of equality and the desire to move towards gender parity by virtue of the new Constitution. Indeed, Article 19 of the Constitution stipulates that "Men and women shall enjoy, on an equal footing, the civic, political, economic, social, cultural and environmental rights and freedoms", adding that the State "shall seek to achieve parity" between men and women.

Bearing in mind the challenge of ensuring the implementation of the above constitutional provisions, and to in order to give substance to the commitments expressed in the Government's Program, especially with respect to upholding women's political rights and enabling them to be effectively involved in decision-making, the Parliament approved, in May 2012, Regulatory Law 02.12 on appointment in senior positions, pursuant to

the provisions of Articles 49 and 92 of the Constitution. This will enhance women's participation in this regard. The said legislation defines the principles and criteria for appointment in senior positions, including equal opportunity, merit, transparency, equality and the need to avoid all forms of discrimination in the selection of male and female candidates for senior positions, including discrimination based on political or union affiliation, or on grounds of language, religion, sex, disability, or any other consideration which is inconsistent with human rights principles and the provisions of the Constitution.

Accordingly, under the sixth axis of the Government Plan for Equality towards the Achievement of Gender Parity, the aim is to give concrete meaning to this constitutional commitment through measures that promote women's participation and political empowerment. This is a challenge for society; it requires further mobilization and the combined efforts of all actors to achieve the desired goals.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 21: Increasing women's political representation with a view to achieving gender parity								
137	List and assess the mechanisms relating to women's political representation in elected office	Prepare and publish evaluation study						Ministry of Solidarity, Women, Family and Social Development
								Ministry of Interior
138	Strengthen and enforce mechanisms to increase women's political representation in elected office at national, regional and local levels with a view to achieving parity	Develop ready-to-use mechanisms to enhance women's representation						Ministry of Solidarity, Women, Family and Social Development
							Ministry of Interior	
	Nature of the positions allocated to women						Ministry of Solidarity, Women, Family and Social Development	

139	Develop and implement integrated, inter-ministerial program to promote women's political participation						
	Awareness-raising	Develop and implement integrated program					Ministry of Interior
							Ministry of Solidarity, Women, Family and Social Development
	Training	Number of training courses held					Ministry of Interior in partnership with the Ministry of Solidarity, Women, Family and Social Development
		Number of elected women officials trained					Ministry of Interior in partnership with the Ministry of Solidarity, Women, Family and Social Development
	Networking	Number of social networks created					Ministry of Interior
							Ministry of Solidarity, Women, Family and Social Development

Objective 22 : Increase the representation of women in managerial positions in the public sectors towards achieving parity

140	Issue and apply the implementing decree of the regulatory law on appointments in decision-making positions	Issue the decree						Head of the Government
								Delegate Ministry of Public Service and Modernization of the Administration
								General Secretariat of the Government
		Percentage of women in managerial positions in all government departments and public and national institutions						All Government Departments
141	Uphold gender parity in the regulatory law on appointment in managerial positions as a principled objective pursued by the State	Issue the decree on the appointment procedure						Head of the Government
								General Secretariat of the Government
								Delegate Ministry of Public Service and Modernization of the Administration

142	Increasing the rate of women representation in managerial positions	Achieve a rate of 22% by 2014						Delegate Ministry of Public Service and Modernization of the Administration
		Increasing the representation of women in managerial positions of 2% per year						

	Take measures and steps to integrate the gender perspective in the selection and appointment of executive staff across the public service administrations						
143	Hold training sessions on human resource management	Prepare document on practical steps; number of training sessions					Delegate Ministry of Public Service and Modernization of the Administration in partnership with all Government Departments
	Compile gender-specific statistical data on staff categories in the public service	Set up and update a gender-specific data base					
	Develop and implement a reference guide book on incorporating the gender perspective in recruitment, selection and appointment procedures	Prepare guide book					
	Set up gender observatory in the public service	Prepare and publish periodical reports on gender mainstreaming in the civil service					

144	Take measures at the level of regional academies and provincial delegations to speed up the appointment of women as school principals						
	Hold training sessions for the executive staff in charge of human resource management	Percentage of women school principals					Ministry of National Education
		Number of staff members trained					
145	Support the representation of women in the various professional chambers						
	Organize awareness and information campaigns in the run-up to elections	Percentage of women's representation in professional chambers					Ministry of Interior
							Ministry of Industry, Commerce and New Technologies
							Ministry of Crafts
							Ministry of Tourism
						Ministry of Agriculture and Fisheries	
146	Promote women entrepreneurs' representation in related commerce and professional chambers	Percentage of craftswomen in the bodies of handicraft chambers					Ministry of Industry, Commerce and New Technologies in partnership with the Ministry of Handicraft and the Ministry of Interior
		Percentage of women entrepreneurs in the decision-making bodies of the Federation of handicraft enterprises					Ministry of Crafts
						Ministry of Industry and Commerce New Technologies	
						Ministry of Agriculture and Fisheries	

Eighth Axis : Achievement of equal opportunity for men and women on the job market

There is a gap in terms of the participation of men and women in economic activity in Morocco. Activity rates differ according to sex and place of residence. In 2011, it stood at 3.25 percent for women, and 2.74 percent for men. The proportion of women who earn less than the minimum wage is higher than that of men, standing at 41 percent for women, against 31 percent for men.

As for the public sector, where equal pay is guaranteed for men and women who have the same qualifications, it should be pointed out that Morocco ratified international Conventions 100 and 111 on Equal Remuneration and on fighting Discrimination in Employment and Occupation, respectively.

There has been no significant evolution in the gender gap on the job market over the past ten years. This can be explained by considerations relating to the country's economic situation in terms of job opportunities. Indeed, employers are less likely to hire unskilled workers, most of whom are women.

The unfavorable working conditions, inflexible working hours, household responsibilities - which are mostly borne by women - and the difficulty to reconcile family obligations and work requirements, as well as the social and cultural environment which adversely affects employment opportunities for women, are all factors which contribute to widening the employment gap between men and women.

The implementation of the Constitution's provisions, including the ones providing for combating all forms of discrimination as well as those, in Article 31, which stress the role of the State, public institutions and local authorities in mustering "all the means available to facilitate equal access of citizens to the conditions conducive to the exercise of their rights to (...) vocational training and physical and artistic education (...) employment and government support to find a job or secure self-employment (and to) access public office on the basis of merit" require that mechanisms be set up to ensure equal access, career promotion - especially in the public sector - as well as the application of the legislation on appointment in senior positions, keeping in mind the goal of achieving gender parity.

The development and application of mechanisms to strike a balance between family and working life and to facilitate women's access to the productive sectors and decision-making bodies is a key element that will promote equal opportunity between men and women on the job market.

In the private sector, protection must be sought through a system that enhances corporate social responsibility to monitor the implementation of the Labor Code in order to fight all forms of discrimination. Support should also be given to sectors where workers are mostly women, such as textiles and food processing, as well as to the promotion of income-generating activities, in addition to helping turn informal production units into businesses and supporting the initiatives of women entrepreneurs.

No.	Chief procedural measures	Assessment Indicators	Implementation period					Government authority in charge
			12	13	14	15	16	
Objective 23: Institute mechanisms to achieve balance between family and professional life								
147	Implementation of the recommendations of the study on “Reconciling private and professional life”	Percentage of enforced measures						Delegate Ministry of Public Service and Modernization of the Administration
		Number of kindergartens set up near workplace						Delegate Ministry of Public Service and Modernization of the Administration
								Ministry of Employment and Vocational Training
	Measures taken to ensure flexible working hours and wages						Delegate Ministry of Public Service and Modernization of the Administration	
148	Build on the findings of the research work on “Time budget for men and women”	Number of research recommendations implemented						Ministry of Solidarity, Women, Family and Social Development
								All government departments
149	Sensitization campaign to reconcile private and professional life in light of the conclusions of the research on time budget	Campaign report						Ministry of Solidarity, Women, Family and Social Development

Objective 24: Make sure employers respect the legislative and regulatory framework for the provision of social protection to vulnerable groups

Upholding women's equal rights in the employment sector							
150	Achieve fairness and equality in rights	Prepare a report on equal pay in the private sector					Ministry of Employment and Vocational Training
							Delegate Ministry of Public Service and Modernization of the Administration
	Reduce the pay gap	Define measures and implement them					Delegate Ministry of Public Service and Modernization of the Administration
	Achieve equal access to jobs	Assess compliance of appointment procedures with the principle of gender equality					Delegate Ministry of Public Service and Modernization of the Administration
	Achieve equality in promotion	Percentage of women who get promoted in their professional career					Delegate Ministry of Public Service and Modernization of the Administration
	Root out appearance-based discrimination	Decline in the number of appearance-based discrimination complaints					Delegate Ministry of Public Service and Modernization of the Administration
	Respect the right to join a trade union	Decline in the number of complaints about harassment for membership in a trade union					Delegate Ministry of Public Service and Modernization of the Administration

151	Implementation of the recommendations of the study on “Gender-based pay discrimination in the sectors employing women”	Implement recommendations						Ministry of Employment and Vocational Training
Integrate equality in the criteria of corporate social responsibility								
152	Apply ISO 26000 standard on the social responsibility of businesses and public and private organizations	Introduce equality in the standards of corporate social responsibility						Ministry of Employment and Vocational Training
								Ministry of Industry, Commerce and New Technologies
								Ministry of Solidarity, Women, Family and Social Development
Adopt incentives to encourage businesses to respect the standards of corporate social responsibility								
153	Sensitization and promotion of corporate social responsibility	Number of training sessions held and of beneficiaries						Ministry of Industry, Commerce and New Technologies
								Ministry of Employment and Vocational Training
								Ministry of Solidarity, Women, Family and Social Development

153	Implement the program of the National Agency for the promotion of small and medium size enterprises to help enterprises obtain the CSR label (bearing 60 percent of the label seeking cost)	Number of enterprises that respect corporate social responsibility						Ministry of Industry, Commerce and New Technologies
								Ministry of Employment and Vocational Training
154	Prepare and implement social and economic measures to protect and support women in vulnerable economic sectors (textiles...)	Prepare and implement measures						Ministry of Industry, Commerce and New Technologies
								Ministry of Employment and Vocational Training
								Delegate Ministry for General Affairs and Governance
155	Take measures for the organization of women's informal production units							
	Valorize women entrepreneurs' skills	Train approximately 300 women in various fields (production, industrialization, product hygiene, textiles and design)						Ministry of Employment and Vocational Training
								Ministry of Crafts
								Ministry of Industry, Commerce and New Technologies

155								Ministry of Tourism	
								Ministry of Agriculture and the Fisheries	
								Delegate Ministry for General Affairs and Governance	
	Develop trade partnerships to facilitate access to domestic and international markets	Number of partnerships signed							Ministry of Industry, Commerce and New Technologies
									Ministry of Solidarity, Women, Family and Social Development
									Ministry of Agriculture and Fisheries
									Delegate Ministry for General Affairs and Governance
	Participation in regional, national and international exhibitions	Number of participations							Ministry of Industry, Commerce and New Technologies
									Delegate Ministry for General Affairs and Governance
									Ministry of Agriculture and the Fisheries
									Ministry of Solidarity, Women, Family and Social Development

155	Develop and diversify new products and expand production capacity	Number of new products						Ministry of Industry, Commerce and New Technologies
								Ministry of Solidarity, Women, Family and Social Development
	Participation in programs on fighting functional illiteracy	Number of women beneficiaries						Ministry of Crafts
								Ministry of Agriculture and Fisheries
156	Support the creation of handicraft cooperatives	Percentage of income-generating activities developed by women						Ministry of Industry, Commerce and New Technologies
								Ministry of Crafts
								Ministry of Agriculture and Fisheries
								Ministry of Solidarity, Women, Family and Social Development
								Delegate Ministry for General Affairs and Governance

156		Percentage of supported women's income-generating activities which were turned into small enterprises						Ministry of Industry, Commerce and New Technologies	
								Ministry of Crafts	
								Delegate Ministry for General Affairs and Governance	
		Support rate							Ministry of Industry, Commerce and New Technologies
									Ministry of Crafts
									Delegate Ministry for General Affairs and Governance

Conclusions and future prospects

The Government Plan for Equality towards the Achievement of Gender Parity provides a practical, single-template framework for the contributions and initiatives of the various government departments. The aim is to implement the principles of equality towards the achievement of gender parity, through the adoption of a participatory approach that takes into consideration the provisions of the new Constitution, the general and sectoral obligations contained in the Government's Program and the contents of the various sectoral strategies.

However, the success of this plan hinges on the commitment of all government departments in charge of direct implementation, as well as on private sector, civil society and international partners, particularly our main partner, the European Union; the aim isto rise to the challenge of equality and face the objective and subjective constraints with respect to achieving gender parity.

