

Égalité de genre, politiques publiques et croissance économique au Maroc

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Book "Gender Equality, Public Policy and Economic Growth in Morocco" by OCP Policy Center and DEPF

OCP Policy Center and the Directorate of Financial Studies and Forecasting (DEPF) under the Ministry of Economy and Finance, with the aim of enriching the debates currently taking place nationally and internationally on recognizing women's role in the creation of national wealth, have strengthened their partnership by developing a book on gender equality, public policy and economic growth in Morocco.

This book is the result a fruitful interdisciplinary analysis of issues related to the gender dimension in public policy, initiated by the OCP Policy Center and DEPF teams, and supported by Pierre-Richard Agénor, Professor at the University of Manchester and Senior Fellow at OCP Policy Center.

Beginning with chapter one, this book offers a comprehensive assessment of the evolution of gender inequities in Morocco. Indeed, an extensive understanding of the differences and the gender gap in terms of access to employment, education, health and infrastructure is necessary in order to identify the various facets of gender inequalities in Morocco.

The participation of Moroccan women in the labor market remains limited. Indeed, the women's labor force participation rate was 25.3% in 2014 (versus 30% in 1999), compared to 72.4% for men, which is a gap of over 47 points. In addition, women are mainly hired in low-productivity sectors for low-skilled and low-paid jobs. Moreover, the gap between women and men is more significant in urban areas, where the men's participation rate is more than three times higher than that of women, compared to a gap of over double for rural men.

As a result, urban women, in particular those with a higher education level, are more affected by unemployment, with an average unemployment rate of 22.8% between 1999 and 2014, compared to 14.9% for men, which is a gap of nearly 8 points. In rural areas, women suffer more from

discrimination in terms of access to paid work (in 2013, 73.6% of employed rural women have the status of family helper and apprentice without remuneration). Moreover, despite the decline in gender wage disparities, gaps persist at equal academic levels and professional experience. Women thus earn about 17% less than men.

Progress has been made in the area of education. However, significant challenges remain with regard to the dropout and illiteracy rates, which remain high, especially among rural girls. Access to health services has improved significantly over the past two decades in reproductive health, maternal and child health, but more efforts are needed to further reduce the infant and maternal mortality rates in rural areas, which remain high.

Concerning access to decent housing and basic infrastructure, efforts to ensure an adequate supply that is accessible to people from the entire range of socio-economic categories, with an aim for improving the living conditions of both women and men, have resulted in a reduction in landlocked rural areas, an increase in drinking water supply rates for rural households, and improved access to housing.

Based on the review of national time-use surveys, the second chapter provides additional information on the main determinants of gender inequality in terms of access to economic opportunities. Thus, data from the National Time Budget Survey (ENBT 2011/2012) show an unequal distribution of domestic work between the two sexes. Women spend seven times as much time on domestic activities as men. Moreover, the survey reveals women's low level of involvement in professional activities compared to men who devote four times more time to professional activities.

At the same time, the grouping of domestic and professional work assigns an employed woman a heavier workload than a housewife (9 hours 03 minutes vs. 6 hours 02 minutes). On the other hand, the time that men devote to domestic activities does not undergo any significant change despite the type of activity (42 minutes for an employed man and 48 minutes for an unemployed one). Taking these factors into account, the valuation of domestic work by women aged 15 and over showed women's contribution to national wealth (GDP in 2012) at 39.7%, by calculating the number of work hours at the SMIG rate and at 49.3%, by calculating the number of work hours at the average remuneration based on the national accounts.

As a follow-up to the analysis of women's participation in the labor market, the third chapter deals specifically with the determinants of women's participation rate in the labor market, using two complementary empirical approaches.

The first approach is based on time series methods and refers to an error-correction model applied to aggregate data at the national level, while the second approach is based on cross-sectional regression applied to data microeconomic data from the household living standards survey.

The results of the first approach indicate that the women's participation rate in the labor market in Morocco is influenced by the level of structural transformation of the national economy, which does not offer sufficient employment opportunities for women, in addition to the predominance of employment in terms of labor-intensive and low-skilled sectors such as agriculture, and leather and textile, which limits the entry of female graduates into the workplace. This transformation process would partly explain the non-significant link between women's levels of secondary and higher education and their participation in the labor market.

The results also point to a negative impact of urbanization on women's participation in the labor market. This may be attributable, on the one hand, to the inadequacy between the qualifications of rural women migrating to cities and the available urban employment, and on the other hand, the quality of the urbanization process, which can imply the need to continue efforts to improve

the quality of infrastructure, urban transport and safety services, all of which can discourage women from participating in the labor market. With regard to the demographic dimension, fertility and the dependency ratio of young people are shown to have a negative effect on women's participation rate.

The results of the second approach highlight the negative impact of a number of factors on women's participation in the labor market, such as household income, the high number of children per household, the preponderance of adult males living in the same household, the unemployment rate, the large share of agricultural sector employment, and women's low level of education. Other factors favor women's involvement in the labor market, namely the high level of the population's education in each administrative region, the predominance of female adults living within the same household, the large share of service sector jobs, and access to the road network.

In the light of the analysis of gender inequalities conducted within the first three chapters of this book, the fourth chapter highlights the efforts made by the authorities in terms of enriching the legal, legislative and regulatory arsenal and institutional framework to reduce gender inequalities.

In this regard, particular attention has been given to the Moroccan experience in Gender Responsive Budgeting (GRB) as one of the internationally proven operational tools to strengthen the mechanisms that are available to the public authorities to ensure the monitoring and evaluation of public policies from a gender perspective.

Indeed, the GRB implementation process has enabled Morocco to develop analytical tools (dedicated budget guides and manuals, gender-oriented results-based budget reports) and to strengthen public policy monitoring and evaluation mechanisms in terms of the commitments made to promote gender equality. This uninterrupted momentum toward the systematic integration of the gender dimension has been reinforced by the adoption of the new Organic Law on the Finance Law (LOF) in 2015, which emphasizes the integration of the gender dimension in the programming and monitoring / evaluation processes of the ministerial departments.

The fifth chapter presents a gender assessment of the public policies put in place by Morocco. This chapter highlights the main public programs implemented to promote gender equality, including the institutionalization of the culture of equality, efforts to end violence against women, the representation of women in decision-making, access to employment, education, health and basic infrastructure. It also analyzes the impact of these programs, as well as the ways in which the gender dimension can be institutionalized in public actions, taking into account the current context, notably with the new Constitution and adoption of a new Organic Law relating to the Finance Law.

Based on the data and stylized facts about gender inequalities in Morocco identified in previous chapters, Chapter 6 proposes a gendered and intergenerational model to quantify the impact of public decisions on gender equality and on economic growth in Morocco. The model structure captures the dynamics between social norms, gender inequalities in the family and labor market, women's bargaining power in family decisions, spousal time allocation, and economic growth.

The variables selected are divided into different categories, namely families, domestic production, commercial production, human capital accumulation, government activity, women's bargaining power, social norms and gender inequalities. The calibrated model was used to study the impact of pro-gender public policies on gender inequality and economic growth in Morocco. The simulations carried out relate to reducing gender bias in the labor market, a more equitable allocation of mothers' time for the education of both girls and boys, and increasing the bargaining power of women in the family.



The results clearly show the positive impact of pro-gender measures on the economic growth rate, corresponding to (according to the selected scenario) an increase of between 0.2 to 1.95 percentage points in the annual rate.

On the basis of the analyses carried out in the various chapters, the book advocates specific measures for policies to promote gender equality that would be more effective if they could address three main elements, namely gender bias reduction, workplace discrimination, increasing women's bargaining power in the household, and a more equitable allocation of mothers' time to both girls' and boys' education. The combination of these measures could better serve the process of integrating women into the labor market.

This pioneering work, with its methodological approaches at the national and regional levels, will enrich the knowledge and expertise DEPF has accumulated since 2002 in terms of Gender Responsive Budgeting. At the same time, it is part of the two institutions' reflection on the challenge of how to achieve sustained long-term growth in the Moroccan economy, by making specific recommendations, in this case, for an improved integration of women in the productive sector.